



MAKING AN  
**IMPACT**

2020

THE GLACIER HILLS FOUNDATION

## ACKNOWLEDGEMENTS

**GRAPHIC DESIGN**

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*BECKY PAZKOWSKI*

**PRINTING**

*FORESIGHT GROUP*

# WELCOME

We are delighted to offer this pictorial and narrative account of the impact made in the lives of those we serve by the Glacier Hills Foundation during the fiscal year 2020 (July 1, 2019 – June 30, 2020). *Making An Impact 2020* is our first edition of an annual publication, sharing the great things that can happen when a small group of people pull together to make a difference in someone's life. Remarkable things truly happen.

## MISSION AND PURPOSE

The Glacier Hills Foundation was established in 2006 as a 501(c)(3) not-for-profit organization whose primary purpose is to support Glacier Hills, Inc. by serving older adults in an exemplary manner through support alternatives that enrich the whole person. We do this through receiving and administering gifts that fund programs and projects beyond that which operations fund.

Our support spans the entire breadth of the continuum, including independent living, assistant living, memory care, rehabilitation, and skilled nursing. Employees of Glacier Hills also receive a significant amount of support through scholarships, emergency hardship, child development center scholarships, and other training and education.

The Foundation manages over 70 different funds that include endowments, quasi-endowments, and expendable funds meant to be used immediately. Foundation assets are approximately \$10,122,000.

## 2020 FOUNDATION BOARD

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Chair*

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*Executive Director*

John Meneghini  
*Foundation Coordinator*

AnnMarie Satterlee  
*Glacier Hills Director of Finance*

# CONTENTS

## 06

TOUGH TIMES.  
TOUGH PEOPLE.  
COVID-19 AT GLACIER HILLS

## 26

COMMUNITY IMPACT  
VOLUNTEER HOURS  
MOLLY DOBSON

## 09

RESIDENT IMPACT  
INSIGHTS  
ART ACROSS CAMPUS  
CONNECTED LIVING  
ZEN GARDEN  
MEDICAL CLINIC  
WELLNESS OFFERINGS

## 30

DONOR IMPACT  
REBECCA BONNELL

16

COLLEAGUE IMPACT  
SCHOLARSHIP RECIPIENTS  
CHILD DEVELOPMENT CENTER  
NURSING HOME WEEK

20

FEATURED SCHOLAR  
ESPERANCA DE ABREU

22

FEATURED SCHOLAR  
TOYANN GRAVES

32

HONOR ROLL  
FISCAL YEAR 2020 DONORS  
TRIBUTE GIFTS

36

WALTER F. SNYDER SOCIETY  
LEGACY DONORS

37

CAMPUS IMPACT  
FACTS & FIGURES

TOUGH TIMES.  
TOUGH PEOPLE.



Fiscal year 2020 began in July 2019 with a fair amount of changes.

Our president of Glacier Hills left the organization, our chief financial officer retired, and our executive director of Glacier Hills resigned. Couple that with a change in the executive director at the Foundation as Becky Pazkowski joined the organization, one could say that 2019 was the year of change.

Everything turned out well—AnnMarie Satterlee joined Glacier Hills as Director of Finance in July, Jamie LaLonde became administrator, and Craig Courts joined us as our new president in February 2020 after a stellar interim presidency by Dale Berry. We thought we had weathered the storm, tough as it seemed.

Then came March 2020. The coronavirus pandemic became a significant Michigan threat, and Glacier Hills entered into an unprecedented time in our clinical and residential planning.

Visitation, dining, activities, wellness, walking, driving - all came to a screeching halt. We donned our face masks and personal protective

equipment, and limited access to our campus as we waited. And we waited. And we waited.

*Flatten the Curve* became our motto. Finally, in May, we started to see Michigan's curve flatten. We were able to lift some restrictions, and residents and staff became a bit more hopeful for "normal."

Staff roles changed and people helped where they were needed. For the Foundation staff, this meant being the technology and communications helpers. The Foundation funded new iPads and, along with existing iPads, loaded them with Skype, FaceTime, and Zoom capabilities so visitations could become video chats.

Also beginning in March was a bi-weekly (later weekly) conference call where residents could dial in and hear answers to their questions addressed by the leadership staff, led by president Craig Courts. Thus began the new "Resident Meeting" of Glacier Hills.

Earlier in the year, Gabby VanderMolen became the editor of a new publication *Life in the Hills*. During COVID-19, *Life in the Hills* ramped up its publication schedule to three

times per week. This, along with the weekly conference calls, continue to be the main form of communication on our campus.

Even our donors and community pulled out the “tough” and made generous and touching donations to Glacier Hills. An appeal for Employee Emergency Support was answered by nearly \$40,000 in new gifts, which was added to our existing fund of the same amount, to help our employees make it through these very tough times. As of this writing, 49 employees received support, totaling more than \$45,000.

*“This year has been very trying for a lot of families...worrying about how to feed their families, paying rent, utilities, and other daily needs...a lot of people lost jobs or were furloughed because of the pandemic. I was very happy when I saw the newsletter from Glacier Hills about the Foundation willing to help employees in this time of need. I applied and was approved. I was very overwhelmed with happiness...and I cried when he told me. I have been very sick and wasn’t working as much, so this was greatly appreciated. I was behind in my rent and utilities, so was able to catch up on those bills, got groceries, and paid other bills. I’m sure I speak for everyone who was helped through this amazing gift of gratitude from the Foundation when I say thank you so very much. With all that is going on, there are still people with kind hearts.” (A grateful employee*

*at Glacier Hills who received support from the Employee Emergency Support Program.)*

## SUPPORTING OUR HEROES

Organizations in southeast Michigan reinvented themselves and collected funds to purchase food to go from local restaurants and delivered it here for our employees who continued to work every day, every shift, every hour through the quarantine period. Local not-for-profits gathered masks in all forms and donated them to our staff and residents. Mast Shoes in Ann Arbor donated ten pairs of shoes to our care givers who deliver care to the residents. ▶

As was the challenge unprecedented, so too was the response. We saw people making tough decisions every day in order to keep our residents and employees safe. Glacier Hills did not come through this totally unscathed, as there have been residents who tested positive (all in our Care and Rehab Center) during the height of the spread, and some employees. Today, at this writing, our campus is COVID-Free, due almost exclusively to resident and family strict adherence to our guidelines that were put in place by leadership and implemented by our tough, talented staff here at Glacier Hills.





## RESIDENT IMPACT

By and large, the main purpose of the Foundation is to enrich and enhance the lives of residents of Glacier Hills. For that reason, many of the programs and projects that are supported by the Foundation benefit the residents. Residents also represent the largest and most generous donors to the Foundation. We are happy to offer some examples of representative Foundation-sponsored projects over the last year that impact our residents' lives.

## INSIGHTS

In July of 2019, the Foundation began a new offering called *Insights*. Designed to help residents and employees get to know one another better, the series features a different resident each month who shares information about their life with the audience of residents and employees. A video recording is made of the evening resident presentation and offered later on the Glacier Hills website.

John Brueger was our first speaker in July of 2019, on the 50th anniversary of the 1969 Apollo moon landing. John was an aerospace engineer and spent much of his career working in the Apollo program. He shared his contribution to the lunar landing, among other things. All presentations are available to view at [Glacierhills.org](http://Glacierhills.org).



### FY2020 FEATURED SPEAKERS

◀ JOHN BRUEGER  
JULY

JUDITH ELKIN  
AUGUST

BURT VOSS  
SEPTEMBER

TOM COLLIER  
OCTOBER

RALPH KAUFFMAN  
NOVEMBER

MARVIN BRANDWIN  
JANUARY

BETH CALDWELL  
FEBRUARY



## ART ACROSS CAMPUS

Art in any form is very important in a retirement community. Whether it be those who are artists, those who appreciate art, those who collect art, or those who study art, one could argue that everyone, in some form, embraces and expects art to be in their life.

The Art Across Campus program at Glacier Hills began unofficially in 2015 with resident champions and Foundation staff. In 2017, the Foundation funded a Campus Grant to hire a part-time Art Coordinator to move the program to a new level. In 2018, Sara Head was hired to keep the program moving and to complete a repository of the catalogued art data.

The Art Across Campus committee (made up of residents and Foundation staff) has also added components to the Art Across Campus program such as a lecture series entitled *Five Easy Pieces*, establishing a dedicated art gallery on the third floor of the Meadows, and a weekly printed publication entitled *Art Digest*—first offered when COVID-19 limited our in-person gathering opportunities. In addition, the formalization of the program made way for policies and procedures to be adopted to document the process for displaying or donating art to Glacier Hills. New acquisitions have been funded by the Foundation Annual Grants and more programming has been planned.

Mon  
68 / 44



Partly cloudy.

Tue  
73 / 53



Partly cloudy.

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VIDEO



COMMUNITY



DINING



DAY AT A GLANCE



BULLETIN BOARD



VIDEO



SOCIAL



CONTACTS

September 14, 2020

4:18 PM

## CONNECTED LIVING / GHTV ▲

Communication was never as important as it was during the height of COVID-19, when face-to-face became the primary way the virus was spread. Connected Living, funded by a Foundation Campus Fund grant, was launched in September of 2019 and has provided an all-inclusive form of communication via the television. Monitors were installed in all of the campus buildings,

and access was made available through closed-circuit Comcast cable network (called GHTV) in residents' private apartments. Since its launch, much has been offered on a daily basis, including musical concerts, lectures, educational offerings, fitness classes, and wellness opportunities. It is difficult to remember what we did before Connected Living was a thing at Glacier Hills!

## ▼ WELLNESS OFFERINGS

Several wellness offerings have been made possible through Foundation funding, including equipment, fitness classes, and wellness programming. While the pandemic has made it difficult to access the Wellness

Connection, or hold in-person classes, we have been lucky that some of the equipment has been relocated to different areas throughout the buildings, and fitness classes were videotaped and are offered on GHTV.



## ROOFTOP ZEN GARDEN ►

The Rooftop Zen Garden was added in 2019 primarily for the residents of the Manor to engage with nature. Funded through a Campus Fund grant and a major gift from residents Bob and Mae Carter, the garden has proven to be the answer to ‘cabin fever’ for

Manor residents whose access to the outside was restricted during the quarantine period of the pandemic. (Sadly, Bob Carter passed away in October of 2019, just a few weeks after the Zen Garden was dedicated.)

## ONSITE MEDICAL CLINIC

Until very recently, it was the practice of residents to visit their physicians at the physician’s office. In rare occasions a physician would come directly to the resident’s apartment. In 2018, it was suggested that an onsite health clinic, staffed by physicians, nurses, and some specialists would be very valuable to residents and would deliver health care more efficiently and conveniently.

The Medical Clinic opened in the spring of 2019, and the demand for services has been steadily growing since. With Cheryl Huckins, MD, from IHA, and Shen Dewar, MD from

University of Michigan, patient care is well managed and the systems are well navigated. It has been reported that on-campus medical care has sometimes made the difference between going or not going to the emergency room.

The clinic was made possible by grants from the Foundation, private gifts through a capital campaign, and contributions from Glacier Hills. This is another example of identifying a need and the Foundation responding. We are very grateful to those who made gifts to help bring this new offering to fruition.



# COLLEAGUE IMPACT

Many of our donors have established named scholarships. Others have supported a scholarship with current gifts, or have added to our Glacier Hills Scholarship endowment. In all, we have 17 named scholarships and the Glacier Hills Scholarship endowment.

Each year we award scholarships in two cycles: Fall/Winter and Spring/Summer. A Scholarship Committee meets to review all applications and award the scholarships. It is a competitive process with a point system that includes financial need, grade point average, personal essay, and manager recommendation. We are happy to say that over the years 428 scholarships have been awarded for a total dollar amount over \$622,000. During fiscal year 2020, the following students received scholarships.



## AMANDA ARCHER



Amanda is one of our wait staff in Dining Services. She is studying nursing at Concordia University. She chose this field because every day is different and she can make an impact on others' lives. Amanda received support during the Fall/Winter cycle from the Barbara Craig Scholarship and Glacier Hills Scholarship.

## CHRISTOPHER BRYANT



Christopher is part of our wait staff in Dining Services. He is studying Criminology and Law Enforcement at Eastern Michigan University. He chose this field out of a desire to do more for his community, whether through aiding victims of crime, counseling and rehabilitating criminals, or overseeing the progress of a parolee. Christopher received support during the Fall/Winter cycle from the Glacier Hills Scholarship.

## JENIEVE BUTLER



Jenieve is part of our wait staff in Dining Services. She is studying Psychology at Central Michigan University. She describes herself as a compassionate person, and believes this field will allow her to build a more personal and caring relationship with her patients. Jenieve received support during the Fall/Winter cycle from the June Bennett Scholarship, Doug and Lucia Freeth Scholarship, and Glacier Hills Scholarship.

## DELOREAN KINNEY



Delorean is a certified nursing assistant in the Care and Rehabilitation Center. She is studying Nursing at Dorsey Schools – Wayne. She chose the field of nursing after helping her father care for her grandmother at a very young age. She decided then that she wanted to become a nurse. Delorean received support during the Fall/Winter cycle from the Robert B. Dunlap Memorial Scholarship.

## VALUE EWANSUBHOR



Value is a certified nursing assistant in the Manor. He is studying Nursing at the Toledo School of Practical Nursing. He chose nursing because he believes the rewards are worth the efforts, as it leads to job satisfaction and personal fulfillment when you know that what you are doing can save a life. Value received support from the Charles and Betty Overberger Endowed Scholarship during the Fall/Winter cycle.

## GABRIEL HASSAN



Gabriel was a certified nursing assistant in the Care and Rehabilitation Center. He was studying nursing at Monroe County Community College, a field he chose out of care and empathy toward others. He received support during the Fall/Winter cycle from the Molly Dobson Scholarship.

## QUANESHA RODGERS



Quanesha was a Med Tech in the Manor. She was studying Radiography at Washtenaw Community College when she was employed here. She has since moved on in her field and we are happy to have assisted her through her educational journey. During the Fall/Winter cycle she received support from the Rebecca Bonnell Scholarship and Glacier Hills Scholarship.

## ANDREW BIRCHLER



Andrew is a Certified Nursing Assistant in the Manor, studying nursing at Eastern Michigan University. He has gone into nursing because he enjoys interacting with others and believes that excellent nursing care can make a big difference in health and recovery. Andrew has received support in the Fall/Winter cycle from the Robert B. Dunlap Memorial Scholarship, Jordan Hopkins Scholarship, and Glacier Hills Scholarship.

## AQILAH CAMPBELL



Aqilah is a Certified Nursing Assistant in the Care and Rehab Center. She is attending Washtenaw Community College for a degree in Health Sciences. She chose this field because she enjoys gaining more knowledge in the clinical and administrative fields. Aqilah received support for the Spring/Summer and Fall/Winter cycles, from the Charles and Betty Overberger Scholarship and the Glacier Hills Scholarship.

# ESPERANCA DE ABREU

EMPLOYEE SINCE JULY 2015

*“I was caring for a female resident on Hazel in Eva’s House who was visited every day by her wonderful husband. I got to know her husband very well. One day he saw that I had changed clothes after my shift and he asked me if I was going home or out after work. I told him I was going to school, because I had class 5:30-11. He was so surprised, and from then on every time he saw me he encouraged me to keep going. He’d always tell me not to get discouraged. ‘Keep it up,’ he’d say. Sadly, I learned that he had entered a care residence himself recently and had passed away from complications of COVID. I was very sad about that, but his encouragement still rings in my ears and it keeps me going.”*

Esperanca is a wellness assistant at Glacier Hills. She is originally from Angola, West Africa, and grew up speaking Portuguese. Later, she learned Spanish and English, and became so good at English that she taught it and Portuguese to help earn money for her family.

Esperanca, her husband, and their 2-1/2 year old son moved to the United States years later and she enrolled at Washtenaw Community College where she earned an associate’s

degree in Business and a certificate in Sales and Marketing, worked two jobs, and raised her son.

She later had a second child, a daughter, who was born with sickle cell anemia. After years of living through her illness, a research trial at the University of Michigan enrolled her in an experimental bone marrow transplant. Miraculously, that transplant cured her daughter, and also sold Esperanca on a new career path: nursing.

*“When I learned that I had received the first scholarship, I felt so appreciated. I felt like people really read my story and saw something there, some potential and they believed in me. This gave me hope that I could do it. My daughter was also in school at the time and she shared with me that it also gave her hope and motivation to do well. She thought that if I could do it, while working and caring for a family with health care needs, then so could she.”*

Esperanca enrolled in the LPN program at Toledo’s Athena Career Academy in 2019. Since then, she has received two scholarships from the Glacier Hills Foundation.

## ◀ ESPERANCA DE ABREU



## TAMELLA WRIGHT



Tamella is a Certified Nursing Assistant in the Care and Rehab Center. She is studying nursing at the Athena Career Academy. Tamella has always wanted to become a nurse, and genuinely enjoys making people feel better. She received Spring/Summer support through the Harriet Fufeld Scholarship and the Gargi French Scholarship.

## KYLA LEWIS



Kyla is a member of our waitstaff at Glacier Hills. She is attending Grand Valley State University, studying nursing. She works at Glacier Hills because she wants to work with the elderly, and she started nursing after suffering an injury that required surgery. Kyla received the June Bennett Scholarship and Glacier Hills Scholarship.

# TOYANN GRAVES

EMPLOYEE SINCE AUGUST 2011

*“I am a nerd. I started college as a biomedical science major at Grand Valley State. My family is full of doctors and nurses and my goal was to be an obstetrician. In high school I had an excellent chemistry teacher who made the periodic table come to life! At Grand Valley my professor was french. I could not understand him and I was struggling so much. I talked to my physician cousin who told me that I could study nursing and still have the pre-requisites I need for medical school. So, I switched and here I am.”*

Toyann Graves is the Director of Education at Glacier Hills, in charge of staff development and infection control. She is currently an LPN pursuing an RN certification at Athena Career Academy. Athena offers full time evening classes that she is able to attend while working full time. But, that’s not all. She and her husband are parents to 3 children, ages 12, 7, and 1.

Toyann has always been very close to her grandparents. When her grandfather fell ill with colon cancer, she dropped out of school to help her grandmother (“Grammy” to Toyann). She was there holding his hand when he passed.

She then took a job at Oakwood Hospital as a Certified Nurse Assistant working midnights and going to LPN school full time during the day. In August of 2011, she started at Glacier Hills as floor nurse. She has worked her way vertically to where she is now in a leadership position. When she graduates with her RN in May, she will begin at Oakland University in the nursing program to obtain her Bachelor’s in Nursing.

*“When I found out that I was receiving a scholarship from the Foundation I was so excited, and proud. I called my Grammy right away, and my husband and I celebrated. This kind of generosity is inspiring and so much appreciated. When I am struggling from all angles to put the puzzle of home, work, school, kids together, it is inspiring to know that people really do care! It shows you that if you keep being you, you will make an impact on someone.”*

Toyann received support during the Spring/Summer cycle from the Robert B. Dunlap Memorial Scholarship and Glacier Hills Scholarship.

## ◀ TOYANN GRAVES



## MANUELA YOST



Manuela is a Certified Nursing Assistant in the Care and Rehab Center. She is studying nursing at Concordia University. She and her husband both work full-time and care for their four daughters. Attending school is a challenge for her, but she remains very committed and enthusiastic. Manuela received support during both cycles from the Brehm Endowed Scholarship, Barbara Craig Scholarship, and Glacier Hills Scholarship.

## EMILY ABELA



Emily was a member of our Marketing and Sales department at Glacier Hills. She completed a certification in Gerontology at Eastern Michigan University, where she previously earned a Master in Public Administration. She received support during both cycles from the Brehm Endowed Scholarship, Charles and Betty Overberger Endowed Scholarship, and Glacier Hills Scholarship.

## CHILD DEVELOPMENT CENTER ►

A major offering of Glacier Hills is the Child Development Center (CDC) that opened in July of 2019. Funding to renovate the space that houses the CDC was provided by grants from the Foundation via the Campus Fund, private donations through a capital campaign, and support from Glacier Hills, Inc.

Managed by the YMCA the CDC offers an educational care program for children of our employees, as well as those from the greater community. During the height of the pandemic, we were very fortunate that the CDC extended their hours and days of the week in order to accommodate our essential workers' childcare needs.

Adding to the benefit of location, we are very happy to have received a donation from a resident (who will remain anonymous) to support our Tuition For Tots program. This program allows us to offer affordable prices for our employees who bring their children to the CDC. The extremely generous gift was over \$423,000 and funds an endowment that will help support this program now and into the future. As the program grows and more employees take advantage of this benefit, we will work to build the endowment so that more funds are made available annually to support the program.

*“My son James comes to the Child Development Center full-time. He loves the teachers and the other children and he is learning things that will prepare him for kindergarten in a couple of years. This is very convenient for us and affordable. It if weren't for the scholarship available through the YMCA, and the assistance through the Tuition For Tots program, we would not be able to cover the tuition. We are very fortunate. It makes a big difference in our lives and for James.”*

James is the grandson of Leslie Howard-Scott, a Glacier Hills 25-year+ colleague.

*“The gift received by the Foundation to fund the Tuition for Tots assistance is an amazing gesture. I am a single mom, so the assistance makes things much easier. Lilliana is very smart, and when she is at the Child Development Center, I know she is safe, secure, and learning. She is an only child, so it is important for her to create relationships and develop social skills with other children. For myself, I don't have to run around and worry about anything...she is here and I can check on her and even spend time with her. It is really beneficial for all of our colleagues here at Glacier Hills.”*

Tia Parks, Staff Recruiter, Employee Services





# COMMUNITY IMPACT

Every year those associated with Glacier Hills (residents, staff, and board members) and Glacier Hills as an organization make significant contributions back to the community. As an example, we are proud to say that we have been able to identify more than 3,000 hours that were generously donated back to 45 different area organizations listed below during fiscal year 2020.

Alzheimer's Association ▶  
Ann Arbor Area Community Foundation  
Ann Arbor Bicycle Touring Society  
Ann Arbor Christian Reformed Church  
Ann Arbor City Club  
Ann Arbor Play Reading Group  
Ann Arbor Public Schools  
Ann Arbor SPARK  
Dexter Men's Swim Team  
Dexter Men's Waterpolo Club  
Drugs for Neglected Diseases Initiative  
Estonian Lutheran Congregation of Michigan  
First Congregational Church of Ann Arbor  
First Presbyterian Church  
Food Gatherers  
Frankenmuth Quilt Show  
Give 365  
Glacier Hills, Inc.  
Glacier Hills Foundation  
Habitat for Humanity  
Huron High School  
Lawton Elementary  
Livonia Junior Athletic League  
Making of Masks  
Michigan Health Care Volunteer  
Michigan Sailing Club  
New Horizon Orchestra  
Packard Health  
Planned Giving Roundtable of SE Michigan  
Quilt Club  
Rotary Club of Ann Arbor  
Scouts BSA  
Shelter Association of Ann Arbor  
Spun Yarn Shop  
St. Joseph Mercy Ann Arbor  
St. Paul Lutheran School  
St. Thomas the Apostle Catholic Church  
St. Vincent de Paul  
Streams of Hope  
Team Red, White & Blue  
University of Michigan Life Sciences Orchestra  
United Way of Washtenaw County  
Veteran's Hospital  
Washtenaw Community College Foundation

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ALZHEIMER'S

alzheimer's association™





# MOLLY DOBSON

Molly Dobson has been a resident of Glacier Hills since 2003, where she also shares a legacy beyond her residency. She is a great niece of Harry B. Earhart—her grandmother Hunter was his sister. As a child, she lived on Geddes Road in the old Earhart home, which was moved to make way for the new Earhart Home—now identified as the Manor at Concordia College. In 1963, she and her husband Bill built a home also on Geddes Road, where her son Steve now lives. Yes, Glacier Hills is far more “home” to Molly than we might ever have imagined.

A survey would certainly reveal that we all agree Molly is a woman to celebrate. Through her generous philanthropy she has contributed to nearly every campaign or fundraising effort at Glacier Hills, typically making a leadership commitment to the effort. Molly even helped to plan the construction of the Meadows, and suggested that it be named the “Meadows,” the name the Harry Earharts had given to their property way back.

Molly prides herself on being part of the roots of five well-known area establishments: Ann Arbor City Club, Washtenaw Community College Foundation, Ann Arbor Area Community Foundation, United Way of Washtenaw County, and The Neutral Zone. She leads by example, not only in the community, but at home. Her son Steve chaired the capital campaign committee for

Memory Care Excellence. The two of them make a dynamic duo wherever and whenever they choose to joint venture.

Molly has three very specific passions when it comes to her philanthropy: education, gender equity, and youth development. And, of course, Glacier Hills. Here she has endowed an employee scholarship, and made major gifts to the Wellness Garden, the Health Clinic, Employee Emergency Support, Ray Rabidoux Leadership Development, the 40th Anniversary Campaign, the Memory Care Excellence campaign, and much more.

Each year the United Way of Washtenaw County identifies a woman in the community who has gone above and beyond what might be expected of a typical citizen. Personal philanthropy and making a generous and continuous commitment to the betterment of the community are the two components that make up the nomination. This year our own Molly Dobson was honored as Citizen of the Year at the annual United Way of Washtenaw County’s Power of the Purse event.

Without hesitation, Molly Dobson is a shero at Glacier Hills, where she has opted to live in the autumn of her long and vital life. We are honored to say that she is our neighbor, our donor, and our role model. Thank you, Molly Dobson, for sharing yourself with us.

# DONOR IMPACT

Anyone who knows Meadows resident Rebecca (Becky) Bonnell will agree that her passion for the things in life she loves is her signature. That passion shone through when we approached Becky to gauge her interest in supporting a first-time chamber music concert in the 3rd floor dining space of the Manor. Her immediate response was, “I’m in!”

*Mostly Mozart* was born on March 4, 2020 with the support of Becky Bonnell, the skilled planning of Priscilla Johnson, and the expert preparation of the space by Leslie Howard-

Scott and her environmental services team! An audience of over 80 guests warmed up immediately to the melodic sounds of Con Fuoco. The music seemed to gently bounce from one surface to the other, with an explosive finale when the clarinet joined the group for the final Mozart piece.

It was a beautiful night made extra special by Becky Bonnell and her family as we also were able to celebrate Becky’s birthday that evening. Our deep gratitude goes out to Becky for her support.



# HONOR ROLL OF

Please join us as we thank our 275 donors whose total donations of \$280,286 helped make all of these wonderful things happen during fiscal year 2020.

ALL DONORS JULY 1, 2019 – JUNE 30, 2020

\*denotes Glacier Hills or Glacier Hills Foundation Board Member

Elena Aidun	Erika Block & Jasmin Ashakih	Cynthia Caviani	Ann Delaney
Margaret & Dennis Alberts	Robin Bolig	Chinese School Association in the United States	Katherine Delaney
Katherine Aldrich	Howard & Margaret Bond	Jean Chottiner	Jeanine DeLay
Kelly Alford-Graves	Susan Bonfield	Kuolin & Fumiko Chung	Tom & Carol Dick
David & Joan Anderson	Rebecca Bonnell	Joel & Lucinda Clark	Joan Dickson
Rebecca Anderson	Julianne Borges	Tom & Vivian Collier	Steve & Judy Dobson
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# GENEROSITY

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Rebecca Foster  
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Douglas & Lucia Freeth  
Joann Freethy  
Enid Galler  
Robert Gamble  
Robert & Ruth Gardstrom  
Charles Garvin  
Lois Gehring  
Paul & Nona Gail Geiger  
Jim & Angela George  
Vera Gerhardt  
Renate Gerulaitis  
Richard Gier  
Linda Gilbert  
Mark Gilbert  
Anne Gilbert  
Ina Mae Goodman  
Robert & Phyllis Grannan  
Green Magic Growers, LLC

Mark & Susan Griffin  
Caroline Hackett  
Bill & Linda Hamill  
Betsy Hammond  
Laura & Douglas Hampton  
Ilene Forsyth Hauser  
Karl Hauser  
Susan Hayes  
HCRT Staff & Therapists  
David Heffner &  
    Diane Wagner-Heffner  
James & Esther Heitler  
Norman & Deborah Herbert  
David & Shelley Herrington  
Steve Herzog  
Sharon Hicks  
Christy Hicks  
Eileen Hilger  
Diane Hockett  
Karen Hockett  
Yvonne Hoff

Tim & Shirley Hogan  
Stephen & Dona Hopkins  
Marlene Howe  
Marion Hufford  
Matthew Hulbert  
Susan & Matthew Hurst  
Identity PR  
I-Kuan Tao Foundation of America  
Jerry Israel  
John & Gretchen Jackson  
Merelyn (Jean) Jacobson  
Patricia James  
Joachim Janecke  
Jennifer Jensen  
Harold Johnson  
Ralph & Laurel Kauffman\*  
Thomas & Shirley Kauper  
Doug & Ellen (Finn) Kelley  
Sally Kennedy  
Christine Khayat  
Edward Kimball

William Knapp  
Ronald & Rosalie Koenig  
Martha Krehbiel\*  
Fred Kreye  
Lib Kuhn  
Adelaide Laetz  
Joe & Pam Lally  
George Laws  
Sue Leong  
Jacqueline Lewis  
Jack Lipton  
Charles Lowrie & Marilyn Foren  
Johanna Ludema  
Jane & John Lumm  
Patricia Lynch  
Shelley MacMillan & Gary Decker  
Alfredo & Myriam Maldonado  
Laura & Daniel Mandernack  
Marc Marion  
Mast Shoes  
Laura & Ford Matthews

Norma Mau	Bill Pumphrey & Julie Thomas	David Skaff*	Diane Ungrodt
Edith Maynard	Margaret & John Randolph	William Slade	Herbert & Anne Upton
Richard & Ann Mary McCarthy	Elizabeth Richart	Stephanie Smith	John & Linda van Gelder
Harris & Margaret McClamroch	Ken & Janice Ritz	Marjorie Smith	Michele VanFleteren
Mary Ann & Terry McDonald*	Richard Robinson	Donna & Stuart Snyder*	David & Susan Vanker
Rita McMahan	Mandy Rogers	Ronald & Donna Snyder	Burton Voss
Teresa McMahan	Kathleen Rogers	Don & Colleen Soenen	Ann Wagner
Art & Elizabeth Messiter*	Rosemary Romaker	Gretchen Spreitzer	Paul Wagner
Debra Mick	Bob Rorke	Joan Stark & Malcolm Lowther	Fredrick Warner
Mid Michigan College	Dick & Edie Rosenfeld	Lois Stegeman	Janet Warrick
Herman Miller	Wadi Rumman	Gail & Paul Steih	Aimee Weis
Harvey Miller	Linda Rumman - Watkins	Virginia Stein	Donald Whitacre
Kathy & James Miller	Rae Ruskin	Teresa Stewart & James Vandermey	James & Nancy White
Janelle Moore	Edith Sanchez	Alfred & Margaret Storey	Nancy White
Elizabeth Mutschler	Betty Sandling	Victor & Barbara Strecher*	Phylis White
George Needham	John & Reda Santinga	Ellen Stross	Richard Whiteman
Claudia Nesbitt	Marjorie Sarles	Gloria Stuart	Thomas Wilson
Sarah Newman	Sally Schaden & Kathryn O'Brien	Mary Pat Suttinger	Noel Winkler
Annelies Nisbet	Doug & Patricia Schauer	Martha Swingle	Ronald & Christine Wludyka
Ken & Betsy Nisbet*	Elizabeth Schmidt	Patrick Tamblyn*	Louise Woodruff
Esther O'Dea	Mare Schumacher	May Ling Tang	Meg Worcester
Peggy Overcashier	Martha Schumacher	Roberta Tankanow	Linda Young
Becky Pazkowski	Charles & Diana Schweiss	Craig Taylor	Ya-Shiou Yu
Richard & Doris Pearce	Diana Scott	Doris Terwilliger	Robert Zurack
Jay Pecherski	Ronald & Beth Sendre	Naomi Thompson	
Jane Pilcher	Maria E. (Ellie) Serras	Troubadour Aid Foundation, Inc.	
Theresa Poremba	Donna & Andy Shapin	Anu Udupa	
Arnold Prostack	Jane Shidaker	Susan Ullrich	
David Pumphrey	Michele Siegal		

Note: It is our intention to mention every donor who made a gift between July 1, 2019 and June 30, 2020. If we have left out your name or listed your name incorrectly, it was an accident and we ask that you accept our sincere apology. Please let us know at 734.929.6759 if we have made an error.

# TRIBUTE GIFTS

JULY 1, 2019 – JUNE 30, 2020

Throughout each year we are blessed with gifts given in honor or memory of someone. Below are all those who were named in tributes during fiscal year 2020.

## **In Honor Of**

John Balbach  
Buck Bennett  
Dale Berry  
Becky Bonnell  
Bill and Dee Brehm  
Bob & Mae Carter  
Connie Cook  
Ann Delaney  
Molly Dobson  
Steve Dobson  
Herb Fritz  
Yvonne Hoff  
Priscilla Johnson  
Martha Krehbiel  
John & Norma Mau  
Anne Menefee

Gloria Mrozek  
Gail Pacurai  
Becky Pazkowski  
Donna Synder  
Marjorie Whitacre

## **In Memory Of**

Bob Barden  
Bill Barton  
Buck Bennett  
Carolyon Beuhler  
Lorne C. &  
Patty Black  
Ida Bonaventura  
Dora Borsattino  
Valerie Bullen

Jack Caldwell  
Bob Carter  
Ann Chappuis  
Dorene Christensen  
Ernest Courant  
Clan Crawford  
Ruth Dresner  
Sol Elkin  
Charlotte Fogel  
Peg Gilbert  
John Hammond  
Eileen Hilger  
Jordan Hopkins  
Adolph 'Ed' Katz  
Marian Kehrl  
David Kennedy  
Martha Kimball

Evie & Murray  
Liberman  
Martha Lindberg  
Helen Luckham  
Mary Jo Lynch  
Dorothy Miller  
Peter Northrup  
Lucy Parsons  
Doris Rumman  
Virginia Sargent  
Stephanie Smith  
Ginny Stein  
Pat Taylor  
Robert Thomas  
William Thompson  
Herb Wagner  
Susannah Zisk

# WALTER F. SNYDER SOCIETY

This year for the first time we are pleased to recognize those who have named Glacier Hills Foundation in their estate plans in any form as new members of the Walter F. Snyder Society. We present our current members as of June 30, 2020.



Betty Barbour \*(January 2020)  
Liz Elling  
Carl Guldberg \*(July 2018)  
Herbert & Delores \*(August 2018) Hildebrandt  
Joyce Plummer  
Robert Reed  
Judith Scanlon  
Stephanie Smith \*(February 2019)  
Virginia Stein \*(February 2020)  
Viola Strempek \*(January 2020)

*\*(represents deceased date)*

◀ *Walter F. Snyder was a parishioner of the Ann Arbor Zion Lutheran Church whose vision was fundamental to the founding of Glacier Hills. Mr. Snyder passed away suddenly in 1965, just as the Glacier Hills project was getting underway. Mr. Snyder was also one of three founders of the National Sanitation Foundation at the University of Michigan School of Public Health and was named its first director.*

# CAMPUS IMPACT

## BY PROGRAM, PROJECT, AND DOLLAR

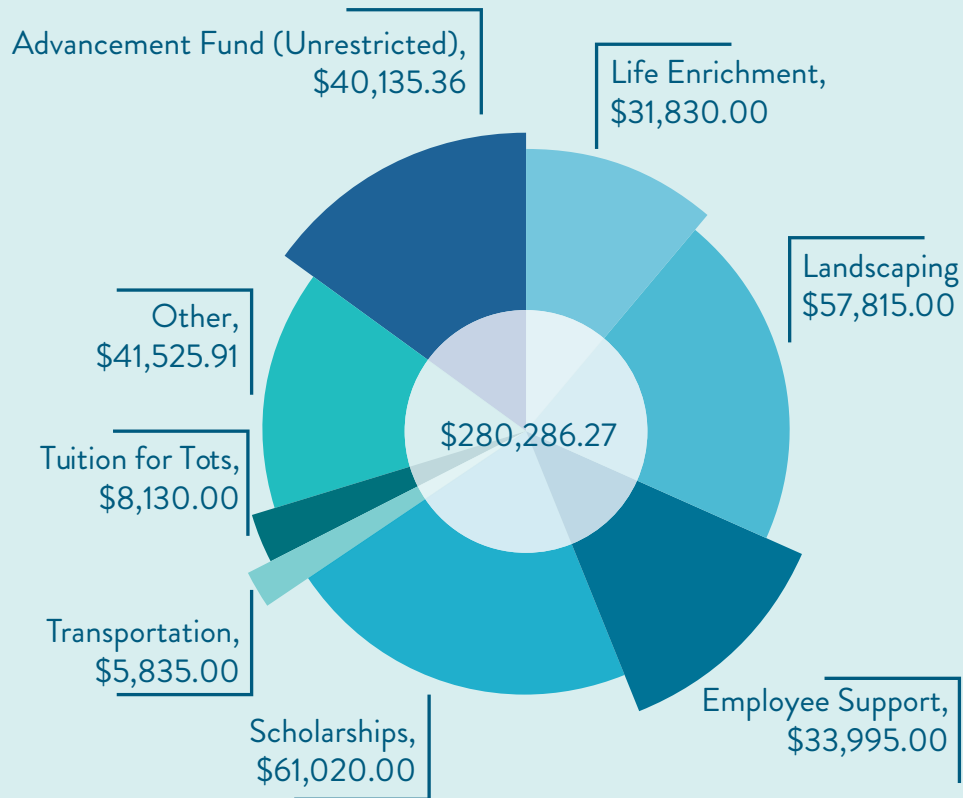
The Glacier Hills Foundation supports programs and projects at Glacier Hills through gifts, grants, and scholarships. The following is a sample list of programs and projects that received more than \$467,000 in support from the Foundation during fiscal year 2020.

Art Across Campus Program  
Art and Music Therapy  
Child Development Center  
Connected Living  
Employee Emergency Support  
Employee Scholarships  
Employee Specialized Education and  
Certifications  
Health Clinic  
iPads for Resident Communication  
Ideas & Images Publication  
Interfaith Chapel - Vocalist  
Joe's Café

The Lark  
Leadership Development via Ray Rabidoux  
Leadership Fund  
Library Books  
Life Enrichment Activities  
Memorial and Hospitality Flowers  
National Nursing Home/Nurses Week  
Resident Transportation  
Rooftop Zen Garden  
Tuition For Tots  
Wellness/Fitness Offerings  
Wellness Garden

# FACTS & FIGURES

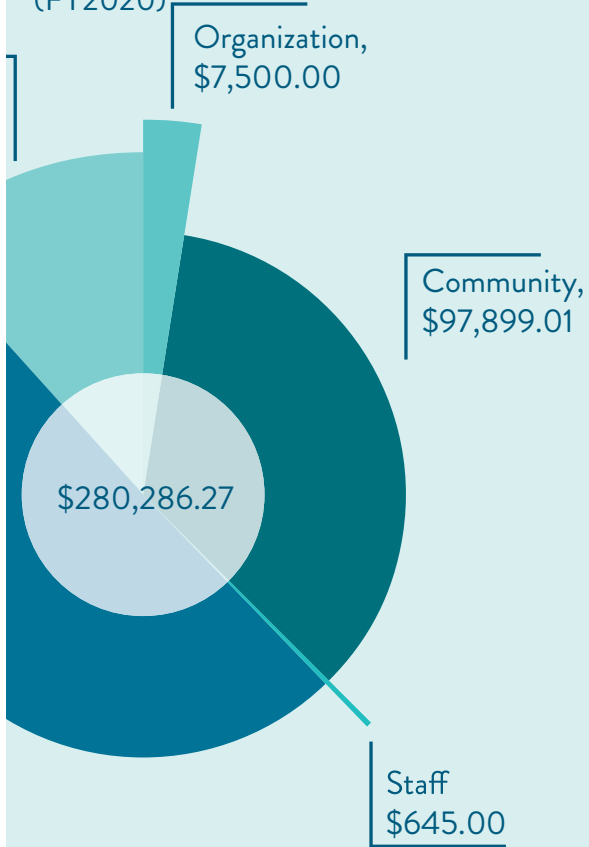
GIFTS BY FUND TYPE  
(FY2020)



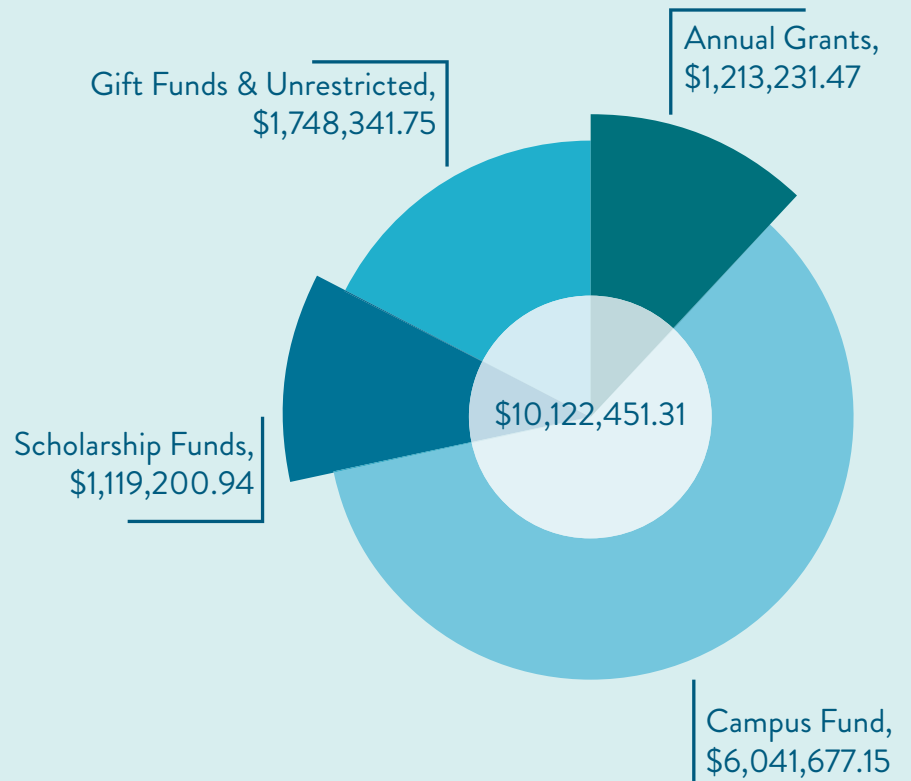
GIFTS BY FUND TYPE  
(FY2020)



### ASSETS BY DONOR SOURCE (FY2020)



### TOTAL ASSETS





THE GLACIER HILLS  
FOUNDATION