

March 27, 2020

## Franciscan Ministries Takes Precautionary Measures in Response to the Coronavirus (COVID-19)

The health of our employees, resident and their families is our number one priority at Franciscan Ministries. As the coronavirus (COVID-19) becomes more widespread, we acknowledge the importance in addressing concerns and questions as well as communicate actions that our organization is actively taking. For current information visit [franciscanministries.org/coronavirus-response](https://franciscanministries.org/coronavirus-response)



FRANCISCAN  
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*Sponsored by the Franciscan Sisters of Chicago*

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To our Valued Associates,

We understand that the added stress of the world-wide pandemic brings extra pressures to each of you at home and here at work as you care for our residents. Because of your diligence in following the added safety precautions we have instituted, we have been successful in avoiding an outbreak within any of our communities. While we did have one short-term resident last week from Franciscan Village who tested positive for COVID-19, due to the excellent prevention procedures in place, there have been no additional resident or associates with any symptoms on this campus. Today, we have no active cases of COVID-19 in any of our residents or staff. Our diligence in the prevention of spreading the virus **is working**. Our resources will continue to be dedicated to the purpose of keeping each of you and our residents healthy and safe during this time.

Some of you have expressed concern about coming to work during this time, and we want you to know that we respect your individual decisions. Some have also chosen to take time away from work right now due to your particular home situation and we respect that decision. We continue to address staffing as best we can and we appreciate so many of you who have accepted additional overtime opportunities to help out. The show of support and flexibility of everyone has been instrumental during this crisis. A crisis causes us all to rise up and do more than we normally do – that is the nature of us as a caring Ministry. We continue to recruit for positions and with the millions of people now out of work due to the pandemic, we anticipate a shorter time to fill any empty positions.

While some for-profit employers have increased pay during this time to attract additional workers due to the increased workload at places such as Costco or Target, we are simply not in a position to do this. Those for-profit retailers can simply charge additionally for each item they sell to cover any additional expenses. That is not the case for us as a not-for-profit provider. We always strive to be good stewards of the Ministry by taking a balanced financial approach to best serve our residents and associates in the short- and long-term to ensure our long-term viability. Sadly, providing additional pay such as hazard pay will not prevent exposure to COVID-19. I only wish it were that easy.

Your work is important and appreciated by residents, family members, management, the Board and the Sisters. We thank each of you for continuing to serve the ministry entrusted to us by the Sisters. We are doing God's work. We believe that this moment in time should be measured by all the compassionate, loving acts we have been witness to – not the virus. Our values and our work, as a team, will be the things we look back upon and say proudly that we succeeded during this unprecedented time.

Thank you for how you serve so compassionately,

*Judy Amiano*

President & CEO  
**Judy Amiano**

