



## Kin On Wins Industry Accolades

LeadingAge Washington, an association of not-for-profit and mission-focused senior living and care providers, recognized our rebranding effort and presented us with the Integrated Marketing and the Judges Innovation awards at its annual conference in Spokane, Washington this June.

"They showed a great attention to detail and developed a new brand with all of the expected materials, and more, in which the video and animation went above and beyond," judges said. We were also praised by our "commitment to cultural relevancy and connection to the audience."

LeadingAge WA also invited two of our leadership team members, Jean Wong, Human Resource Manager, and Heidi Wong, Director of Planning, Development, and Community Engagement, to speak on the workforce and philanthropy initiatives panel at the conference.

## 健全安全新形象備受讚譽

為長者生活和護理機構提供支援服務的非牟利組織LeadingAge華州分會，在今年6月於波坎舉行的年會上認可我們的努力，並給予我們綜合營銷和評審創新獎。評審們表示：「他們對細節非常看重，視頻和動畫的表達甚至超出了預期，反映出他們對其文化和服務對象的承諾。」

此外，LeadingAge華州分會還邀請了健全的兩位領導團隊成員：人力資源經理黃淑珍以及規劃、發展和社區參與總監王鍾雅旋，就護理與非牟利機構的勞動力和慈善事業發表演說。

# THE 健安連線 KINECTION



We are in the final stages of completing the Assisted Living apartments and the Ark and Winnie Chin Legacy Home. The 16,000 square foot project is expected to finish in 2018. It will bring more residential care options to the Kin On campus, providing a much-needed solution to the continuum of care for older adults.

我們的耆老生活輔助居庭和成人家庭護理家園之工程正進入最後階段。這個佔地16,000平方英尺的項目預計將於2018年完工。這將為健全友好老齡社區帶來更多的住宿護理選擇，滿足社區對醫護照顧的需要。

## Be Inspired. Be The Change.

*Mercy Lay, Healthy Living Program Intern*

Since relocating to the United States seven years ago, I am amazed by the diversity of culture and people. Unfortunately, beauty can also highlight its opposite challenges. I feel more aware than ever of the diverse kinds of poverty - more than a lack of life's physical necessities such as food, clean water, shelter, and medicine. The poverty I see is the lack of human empathy.

*Continued on page 8*



# MESSAGE TO FRIENDS OF KIN ON

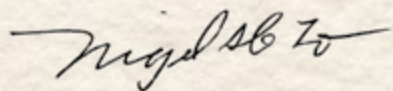
My first seven months at Kin On has been amazing. I enjoy walking the floors every day and listening to our staff, residents, and family members. I love hearing their stories and challenges. The one-on-one meetings with donors gave me valuable insights as well.

Earlier this year, we celebrated an excellent state audit result. Our Home Care service has increased in service hours (average 6000+ hours/month), providing a vital support system for families in need. Healthy Living Program continues to grow with the craft classes being one of our participants' favorites. We are also actively seeking input regarding the Eastside expansion while partnering with the International Community Health Services (ICHS) to develop an all-inclusive elder care option.

However, we still need to combat the staffing challenges that are impacting the entire elder care industry. Beginning in May, we embarked on a mission to reshape the future of the organization. With the newly established Staffing Taskforce, my goal is to address staffing shortages in an aggressive yet methodical way by improving our work environment and compensation. We are replacing the roof of the nursing home that has lasted over 26 years and bringing employee benefit packages to a more competitive level. We strongly believe in taking care of those who take care of our elders.

Right now, my focus is to ensure a successful completion of the new Assisted Living and Adult Family Home. We have been working on resident admission and staff hiring plans, fine-tuning our service packages, and selecting furniture in hopes to welcome a whole new group of elders to our Kin On campus with the best quality of care. Imagine how wonderful and exciting this will be for the 31 new elders on our campus!

Your support has enabled Kin On to grow beyond just a nursing home. You are among the amazing individuals whose contributions and compassion continue to enrich our community! Thank you!



**NIGEL LO** 盧兆章  
Kin On CEO 健安行政總裁



致健安之友：

我在健安工作的首七個月實在非常精彩。我喜歡每天在院舍內巡察，聽我們的員工，院友和家人向我訴說他們的故事和挑戰。通過和善長們的一對一談話，亦使我獲得了很多寶貴的意見。

今年較早時，我們慶祝成功通過了州政府的年度檢查。我們的家居照顧服務增加了服務時間（平均每月超過6000小時），為有需要的家庭提供重要的支援系統。康健樂頤計劃持續發展，手工藝班是我們參加者的至愛之一。我們還積極尋求有關在東區的擴展，同時與國際診所（ICHS）合作，開發全方位的老年護理選擇。

然而，我們仍然需要面對影響整個老年護理行業的人手短缺問題。從5月開始，我們開始重塑組織的未來。通過新成立的員工配備工作小組，我的目標是通過改善工作環境和薪酬，以積極而有條不紊的方式解決人手短缺的問題。我們正在更換已使用超過26年的療養院屋頂，並將員工福利待遇提升到更具競爭力的水平。我們堅信必須要照顧好那些照顧耆老的人。

目前，我的工作重點是確保成功完成新的耆老生活輔助和成人家庭護理中心。我們一直致力於安排住戶入住和員工招聘計劃，微調我們的服務套配，以及選擇家具，希望以最優質的服務歡迎一批新的耆老來到我們的健安園地。我無法想像這對那31位耆老來說會有多麼精彩和令人興奮。

您的支持使健安能夠超越單一的療養院服務。您的貢獻和愛心繼續豐富了我們的社區！





## Built by the Community

Earlier this summer, our local Chinese community leaders hosted a **3-night annual seniors banquet** at House of Hong Restaurant. More than a hundred generous donors sponsored this unique gathering of over 400 elders. Kin On, represented by Nigel, was honored to be one of the six organizations to receive a donation of \$1,800. Nigel thanked the community for their continued support of Kin On's mission to serve those in need. **"Kin On is built by the community for the community."**

Meanwhile, thanks to a generous matching challenge from our Kin On Board of Directors, our **GIVEBIG 2018** campaign finished strong with over \$32,000 in online donations. A donor commented, "as a long time donor to Kin On, I truly believe it's critical to have organizations like Kin On to support our Chinese elders. Recently, my mom has fallen very ill and needed home care, I truly appreciate Kin On's staff **reaching out** and helping my mom and me to find a Cantonese speaking home care person to help take care of my mom."

We can only make this happen with the trust and support you all continue to have in us.

## 感謝大家慷慨解囊

較早前，華人社區領袖特別於康樂酒家設宴款待區內的長者，近一千三百位出席一連三晚的盛宴。盧總裁於第三晚的宴會上與一眾常長者分享美食之餘，亦不忘提及健安在過往三十多年服務社區的使命，更對大家承諾今後的發展將繼續為華人社區作貢獻，並代表健安接受大會捐出的\$1,800善款。他對長者說：「健安是屬於我們大家的！」

加上健安董事會的捐款配對挑戰，我們的GIVEBIG 2018籌款以超過\$32,000的成績完成。一位捐贈者說：「作為健安的長期捐贈者，我真心認為有健安這樣的組織去照顧我們華裔長者至關重要。日前我的媽媽病得很重，需要家居護理服務，非常感激健安的員工伸出援手，幫助我和媽媽找到一位會說廣東話的家居護理員，到家裡來照顧我的媽媽。」



全賴您們對健安的信任、鼓勵和支持，我們才能實現服務社區的使命。

### BOARD OF DIRECTORS

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Hannah Wong  
Teri Wong  
Lily Woo  
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Clara Cheung Yee  
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Boliver Choi  
*Administrator,  
Kin On Rehab & Care Center*  
Charles Do  
*Director of Finance*  
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*Home Care Director*

Steven Liang  
*Supportive Housing Director*  
Herman Tam  
*Philanthropy Manager*  
Heidi Wong  
*Director of Planning, Development &  
Community Engagement*  
Jean Wong  
*Human Resource Manager*  
Michael Woo  
*Community Care Network Director*

# Remembering Fred Yee

## 懷念余海量

1951 - 2018

It is with heavy hearts that we share with you the passing of a beloved member of the Kin On family, Fred Yee, who passed away suddenly on August 7, 2018. Fred served as Kin On's second Administrator/Executive Director from 1988-1991, board president (1996-1997), and long-time board member and supporter.

He was well known not only at Kin On, but also in the AAPI community where he served tirelessly and selflessly. He was a wonderful husband, father, leader, mentor, and friend to many. His signature smile and laughter were infectious to all who he came across.

Fred was a man of great character who genuinely cared for people and his community. Here are some memories and words from our staff, board, and community in remembrance of Fred:

*"Today, I was staring at the empty table in my office where Fred and I used to hold our weekly one-on-one mentoring sessions. It was only a couple weeks ago that we talked about the future of Kin On. If Fred were here today, I could hear him telling me, 'when your sorrow subsides, regain your spirit and move on leading this great organization. Keep the Kin On tradition going into the next century for our community. There is so much work to be done.' I will miss you dearly Fred." – Nigel Lo, Kin On CEO*

*"Fred was an inspirational leader with a big heart to serve our community. His path crossed with many community organizations and he committed wholeheartedly in serving as a leader and mentor to many. His generous smiles and laughter have always been his signature in every occasion. I am honored to know Fred for over 40 years and witnessed his contributions and legacy to the Asian community." – Stella Leong, Kin On Board President*

*"Fred was a mentor and role model for us all. We will truly miss his smile, voice of wisdom and kindness." – Lawrence Lee, Kin On Board of Director*

*"Fred, it's so hard to believe I won't see you at our next Kin On meeting, or in future community events. It's even harder for me to believe I won't hear you sing karaoke ever again. Your booming voice and heartfelt laughter will forever be in my memory. Thank you for sharing your life with us." – Dennis Lam, Kin On Board of Director*

*"Fred Yee was like our brother. His contributions to the communities will always be remembered. His love and laughter will remain in our hearts." – Arline Wong, Kin On Board of Director*

我們懷著沉重的心情向大家公佈健安家庭的其中一位重要成員余海量的逝世，他於2018年8月7日突然離世。余海量在1988年至1991年出任健安第二任行政總裁/院長，並在1996年至1997年擔任董事會主席，他在離世前一直是健安長期董事會成員和支持者。

不僅在健安，在亞裔社區人人都熟識余海量，因為他總是不知疲倦無私地服務。他是一位出色的丈夫、父親、領袖、導師，也是許多人的摯友。他標誌式的微笑和笑聲都感染著每一位與他相遇的人。

余海量是一位善良、真正關心別人和社區的人。以下是我們的員工，董事會成員和社區人士對余海量的一些回憶：

「今天，我正盯著辦公室的空桌子，余海量和我曾經在那裡舉行每週一對一的輔導課程。就在幾個星期前，我們談到了健安的未來。如果余海量今天在這裡，我可以聽到他告訴我，『當你的悲傷消退，重新抖擻精神，繼續領導這個偉大的組織。為我們的社區將健安的傳統帶進下個世紀，還有很多工作等著我們去做。』余海量，我會很想念您。」  
– 健安行政總裁盧兆章

「余海量是一位能夠鼓舞人心的領導者，他全心服務我們的社區。他的道路與許多社區團體交織，他全心全意地為許多人擔任領袖和導師。他慷慨的微笑和笑聲一直是他在任何場合的標誌。我很榮幸能夠認識余海量超過40年，見證了他對亞裔社區的貢獻。」  
– 健安董事會主席梁費聖奇

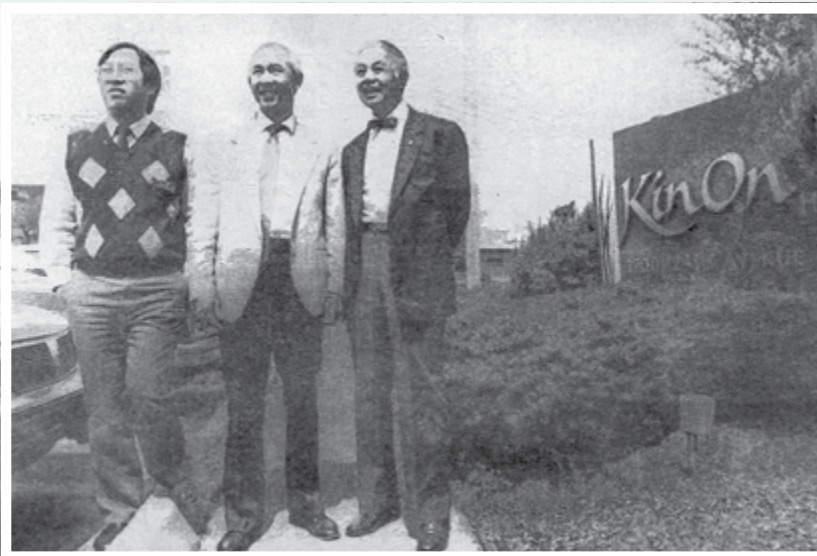
「余海量是我們所有人的導師和榜樣。我們將真誠地懷念他的微笑，智慧和善良。」 – 健安董事會成員李漢章





Fred Yee (first row center), a humble leader of Kin On during 1988-1991, was instrumental to the future of Kin On. "We have been exceptionally successful running a brand new facility," Fred said in an interview with the *International Examiner*. "This credit goes to the staff members and volunteers, not me." The photo features a group of staff member in 1988 at Kin On's old facility up on First Hill, with four members still working at Kin On today.

余海量(第一排中間)是1988年至1991年期間健安的領袖，他對健安的未來發揮了重要作用。余海量在接受本地報章採訪時說：「我們在運營一個全新的設施方面非常成功。這個功勞歸功於我們的員工和義工，而不是我。」這張照片是1988年在第一山健安舊院中的一群工作人員合影，而今天仍有四名成員在健安工作。



Fred (left), Dr. John Lee, President of Chinese Nursing Home Society, and Ark Chin, chairman of the fundraising committee, explained to the *International Examiner* about the importance of building a home for the Chinese community in 1990. Photo by Dean Wong.

余海量(左)，華人療養院協會主席李天活醫生和籌款委員會主席陳德堯向本地報章分享1990年為華人社區創辦療養院的重要性。攝影：Dean Wong。







Fred (left) and Sam Wan helped build the 100-bed Kin On Health Care Center on South Brandon Street, which opened in 1996. Sam said, "Fred was passionate about our community and someone we all trusted and highly respected."

余海量(左)和溫恩德幫助建立了100張床位的健安療養院，該院於1996年啟用。溫恩德指出：「余海量對我們的社區充滿熱情，他是一個我們所有人都信任和高度尊重的人。」

*"About 10 years ago Fred Yee recruited me to the Kin On Board, shortly after my father's passing, and at the time this invitation provided a way for me to honor my father's memory. Like many, I owe a debt of gratitude to Fred Yee."* – Dr. Grace Wang, Kin On Board of Director

*"Fred was a great friend and an avid advocate for the poor and vulnerable. His legacy will live on in our heart and minds."*  
– Wendy Zheng, Kin On Board of Director

*"I met Fred when he became Kin On's second Administrator/Executive Director in March of 1988. As his assistant, I had a very close working relationship with him. During that time, Kin On Nursing Home was in its second year of operation and was faced with a lot of difficulties – nursing shortages, the need to fill the nursing home beds and balance the budget. Every time when I mentioned the above issues, Fred would say 'don't worry, we will be okay.' In fact, he proved himself right. When he left in April 1991, Kin On was full with a waiting list and we were financially sound. Today Kin On has become much bigger and stronger – Fred Yee's involvement with Kin On (as the ED and later on as a Board member) played an important role in Kin On's success."*  
– Rani Cheung, Kin On's Operations Support Manager

*"Fred played a very significant role at Kin On. He established a solid foundation and stabilized the operation during the critical early stages of the organization. Fred was a major force in crafting Kin On's vision of building a comprehensive care system for our elders and committed tireless efforts in realizing the dream. I am forever grateful to him for all that he had done for Kin On and for his friendship and tremendous support during my own years at Kin On."* – Sam Wan, former Kin On CEO

「余海量，很難相信我不會在下次的健安董事會議或未來的社區活動中見到你。我更難相信我再也聽不到你唱卡拉OK了。你雄渾的歌聲和發自內心的笑聲將永遠留在我的記憶中。感謝您與我們分享您的生命。」  
– 健安董事會成員林滋強

「余海量就像我們的兄弟。我將永遠銘記他對社區的貢獻。他的愛和笑聲將留在我們的心中。」 – 健安董事會成員陳碧玲

「大約十年前，余海量在我父親去世後不久招募我到健安董事會，當時這個邀請為我提供了一種紀念父親記憶的方式。像許多人一樣，我要感謝余海量。」  
– 健安董事會成員Grace Wang

「余海量是一位偉大的朋友，也是窮人和弱勢群體的狂熱倡導者。他的遺澤將繼續存在於我們的心中。」  
– 健安董事會成員鄭文迪

「我在1988年3月當他成為健安第二任行政總裁/院長時認識了余海量。作為他的助手，我和他有著非常緊密的工作關係。在此期間，健安療養院已經進入營運的第二年，正面臨很多困難 – 護士短缺，需要將療養院床位住滿和平衡收支。每當我提到上述問題時，余海量都會說『別擔心，我們會好好的』。事實上，他證明了自己是正確的。當他在1991年4月離開時，健安已住滿，並有一輪候入住名單，我們的財務狀況亦非常良好。今天，健安變得越來越強大，余海量的參與(作為行政總裁，後來成為董事會成員)在健安的成功中發揮了重要作用。」  
– 健安營運主任張浣余

「余海量在健安扮演了非常重要的角色。他在組織的關鍵的早期階段建立了堅實的基礎並穩定了其營運。余海量是製定健安為耆老建立綜合護理系統這個願景的主要力量，他並為實現夢想而努力不懈。我永遠感謝他為健安所做的一切，以及他在健安多年來的友誼和巨大支持。」  
– 健安前行政總裁溫恩德

*"I had the honor to serve alongside Fred when we were on the board of Kin On, many years ago. He was a great advocate for the long-term benefit of our residents. Most recently, I worked with Fred as a member of the Seattle CACA. He was constantly involved with bettering the lives of our Asian community. Very sad loss for Seattle."* – Jerry Lee

*"Through many years of playing table tennis with you, in single or double, as your partner or as your opponent, when you played the game, you always carried a big friendly smile, win or lose. You will be remembered in our table tennis community."* – Frank Chin



*"You were a man with a kind heart and who was always generous to your friends and the Chinese community. Thanks for leaving us so much laughter and fond memories of yours."* – Karman Cheung

*"Fred and I go back many years working together. He was very committed to serving our Chinese population, Kin On in particular, dating back to his involvement with its conception. We are grateful for his insights and the contributions he made to create a better place for all of us. He will be dearly missed."* – Dr. Henry Chin

As you can tell from the comments, Fred served both Kin On and the community with great passion and conviction. He was a beloved member of the Kin On family, and Kin On was dear to him as well. Here is an excerpt from an article from 2015 that really shows Fred's heart:

**I have received more from my involvement with Kin On than I feel I have given. Community involvement, sense of meaning and purpose and personal development are among the most meaningful to me because all these are integral parts of citizenship and community membership.**

**Volunteerism is a two-way street. One receives as one gives.**

**我參與健安的得著比我付出的要多。社區參與、意義和目的以及個人發展對我來說是最有意義的，因為所有這些都是作為公民和社區成員的重要組件。**

**義工服務是一條雙向的道路。在付出的同時，我們亦有所得著。**

「很多年前，當我們在健安的董事會工作時，我有幸與余海量一起服務。他是我們院友長期利益的偉大倡導者。最近，作為西雅圖同源會的成員，我再度與余海量合作。他一直致力於改善亞裔社區人士的生活。他的離開，是西雅圖的一大損失。」 – 李權忠

「多年與你一起打乒乓球，無論是單人或雙人賽事，作為你的伙伴或對手，當你打球時，無論輸或贏，你總是帶著友善的微笑。您將在我們的乒乓球社區中被銘記。」 – Frank Chin

「你是一個充滿善心的人，對你的朋友和華人社區都非常慷慨。感謝您給我們留下如此多的笑聲和對您的美好回憶。」 – 張焯光

「余海量和我多年前一起工作。他非常致力於為華裔服務，特別是健安，這可以追溯到健安創辦時期。我們感謝他的意見以及他為我們所有人創造一個更美好的地方所作出的貢獻。我們會永遠懷念他。」 – 陳廷玉牙醫

從以上點滴可以看出，余海量以極大的熱情和信念為社區服務。他是健安家庭的心愛成員，而健安也是他的摯愛。以下是2015年一篇文章的摘錄，真實地展示了余海量的心：

Has Fred impacted your life personally? Send your thoughts to [contact@kinon.org](mailto:contact@kinon.org) to be posted on our website as a special tribute to Fred. To read more comments from staff, board, and community members regarding Fred, please go to:

<https://kinon.org/news-events/news/>

余海量有否對您個人的生命有所影響呢？請前將您的想法發送至[contact@kinon.org](mailto:contact@kinon.org)發佈在我們的網站上，作為對余海量的特別致敬。要閱讀更多有關員工，董事會和社區成員對余海量的點滴，請到<https://kinon.org/news-events/news/>



# 擴闊視野 建構人生方向

黎美詩 康健樂頤計劃實習

自從七年前移居到美國，我對這裏文化的多樣性感到不可思議。然而這樣的美卻也突出它的對立面。我比以前更感覺到貧窮的存在；不是生活必需品比如食物、乾淨食水和藥品，而更像是一種生命中的空虛。社會的聯繫，人們的同感，健康的生活同樣也是稀缺的。我在健安的康健樂頤計劃(Healthy Living Program, HLP)工作提高了我對社群的認知和看法，並且激勵我去重新審視我的熱情和人生的意義。

我出生並在馬來西亞長大的，一個充滿文化衝擊的地方。西部和東部交織在一起的文化總是讓我感到很有趣。因為可以講四種語言，包括英語、普通話、廣東話和馬來西亞語，這給予我在體驗文化上很大優勢。在2010年，我來到了美國，在貝和芬大學拿到跳舞學位。後來在2017年，我以碩士學位任在西北大學中的國際社區發展學系畢業。在2018年的二月，我成為了健安康健樂頤計劃的實習助理。

我非常享受在健安康健樂頤計劃的經歷，因為它是從整體的角度出發而建立的，不僅僅是關愛老人，還是對整個社群。我可以投入並練習我在學校所學的知識，用調查、項目實行、寫作、營銷、推廣與籌募等工作去支持健安。

我最記憶猶新的一個經歷就是去跟不同的小組合作。通過跟活動組、基金發展和社工部門的合作，我得到了很珍貴的經驗。在很優秀的導師和同事的指導下，我學到了一些領導力的重要品質。我學著去變得更有同理心，並試著聆聽社會的聲音。我得到了很多實用的技巧，因為健安很慷慨地教會了怎樣去與不同的人接觸。在我在康健樂頤計劃的短暫實習期間，還取得了成人急救、心肺復甦以及 EnhanceFitness 健體導師的資格，不能不說我真的獲益良多。

雖然我也有其他的工作經驗，比如當舞蹈老師、肌筋膜治療師、國/粵語醫療翻譯員和禪柔運動導師，在健安的經驗卻成為了我對生活、對未來的基石。我想將我所有的工作經驗變成「禮物」，通過有關醫療和藝術的服務來回饋社會。在健安的工作不但提高了我的能力，更給予我很多機會去擴大我想法，發展健康的人際關係，嘗試去回應社會問題，並且通過治愈和想像，變得更堅韌不拔。最重要的是，作為一個個體，我找到了自己的使命，一個不論在哪裏都可以幫助發展社會的人。



Mercy Lay (second from left) enjoys playing Mahjong with Kin On residents and community members. 黎美詩(左二)與健安院友和社區朋友參與麻將之夜，分享喜悅。

**Be Inspired. Be The Change.** Continued from page 1

I was born and raised in Malaysia, a place where cultures collide. The interconnectedness of Eastern and Western cultures always interest me. Being able to speak four languages, including English, Mandarin, Cantonese, and Malay (Bahasa Malaysia), I've had the privilege to experience many cultures first hand. At Kin On, I got to witness the important work the community does for the elderly.

In 2010, I came to the United States to pursue my dance degree at Belhaven University and graduated with a Master's degree in International Community Development from Northwest University in 2017. In February 2018, I started my internship with the Healthy Living Program at Kin On. This experience not only expanded my understanding of community development but also triggered me to re-evaluate my passion and purpose in life.

Kin On's Healthy Living Program was designed from a holistic standpoint to care for older adults and also the community as a whole. Each program was crafted as sustainable solutions to include psychosocial well-being and cultural sensitivity. I was able to invest and practice what I learned at school to support the Kin On team with research, program implementation, proposal writing, marketing, and client and donor services.

One of my most memorable experiences was to collaborate with different teams. Working with the Resident Life Enrichment, Fund Development, and Social Services departments gave me valuable insights into what the organization does for the community. From writing stories about our HLP participants to interacting with our nursing home residents, I learned to be an active listener and be empathetic. I found what it meant to be connected. I also learned crucial values about leadership under the guidance of excellent supervisors and co-workers.

Despite my other job experiences as a dance instructor, Myofascial Therapist, Mandarin and Cantonese medical interpreter, and Gyrotonic trainer, my experience at Kin On inspired me to pursue my dream. I want to channel all of my career experiences as "gifts" to give back to humanity through community development related to health care services and performing arts. Working at Kin On enhanced my capabilities and allowed me to branch out into many possibilities: to empower healthy human relationships, tackle social issues, and support resilience through healing, creativity, and sustainable solutions. Most importantly, I discovered my calling as an individual, to be a community developer wherever I may be.

p.s. - I could not believe during my brief internship with HLP, I also became a certified EnhanceFitness Instructor, as well as in CPR and First Aid.



# Help a Senior Rest Better at Kin On

Herman Tam, Philanthropy Manager

As a valued partner of Kin On, you may have received a letter from “Matty Mattress” recently, describing how Kin On is in need of replacing all 100 of our old and worn-down mattresses that our seniors use every day.

Many have responded with generous financial gifts already, and our staff along with our seniors are grateful for your help!

I’m sure you can imagine how having a comfortable bed to lay on can make a huge difference.

Just yesterday, I was visiting with the adult son of one of our residents. His mother had been having trouble sleeping due to a variety of medical reasons. However, the morning that I visited him and his mother, she actually slept well that night, and he expressed to me how relieved he was that she rested well.

This reminded me that with the many challenges our seniors face due to their health issues, the least of their worries should be an uncomfortable mattress!

As a friend of Kin On, we can really use your help today!

We’ve already raised \$8,800, but we still need to raise \$38,700 more in order to replace all 100 mattresses!

**Would you please consider making a contribution today so that we can replace our tired and worn-out mattresses?** Here are some suggested amounts to consider:

- \$1000 – One therapeutic mattress (**we need 25 total**)
- \$500 – Half the cost of a therapeutic mattress
- \$300 – One regular mattress (**we need 75 total**)
- \$150 – Half the cost of a mattress
- \$50 or some other amount that is significant to you, everything counts!

Thank you for joining us in offering our seniors the best love, care, and sleep every day and night at Kin On!



## 讓老人家睡得好

譚康文 慈善事務經理

各位健安的支持者，您最近可能收到了「Matty Mattress」的來信，描述我們健安需要更換一百位院友們每天使用的床墊。

許多人已經慷慨捐贈，我代表員工和院友感謝您的幫助！我深信每一個人都可以想像有一張舒適的床墊是何等的重要。

就在昨天，我和一位院友的兒子探訪其母親。由於各種醫療原因，他的母親一直未能有良好的睡眠。然而，就在我拜訪他和他母親的那個早晨，她當晚睡得很好，而他向我說如果她休息得好就能放心。

老人們面對許多挑戰以及各種健康問題，已經讓他們非常煩擾，要他們擔心的不應該是一張舒適的床墊！

作為健安之友，我們真的需要您的幫助！

**我們已經籌集了8,800美元，但為了更換所有床墊，我們還需要再籌集38,700美元！**

您願意今天作出貢獻，以便我們能夠更換殘舊的床墊嗎？以下是一些建議捐獻金額：

- 1000美元，可支付一張治療床墊(總共需要25張)
- 500美元，可支付治療床墊的一半費用
- 300美元，可支付一張普通床墊(總共需要75張)
- 150美元，可支付床墊的一半費用
- 50美元或其他一些對您來說很重要的金額。多多益善，少少無拘！

感謝您加入為我們的長者提供最好的愛和關懷，讓他們每天、每晚都能睡得好！





*Heidi Wong, Director of Planning, Development & Community Engagement*

Building and growing a strong, committed, culturally competent workforce is more critical now than ever as Kin On expands into a multi-level senior services agency. Yet, the industry-wide nursing shortage continues to pose a direct threat to our ability to recruit and retain qualified healthcare workers. Compounded by the language and cultural requirement in serving the Asian community, Kin On has been experiencing one of the most challenging times in meeting our staffing needs.

While staffing has always been an ongoing priority, Kin On Leadership recently formed a special taskforce to put extra attention and resources in addressing this urgent need. Plans are underway to increase recruitment and improve retention in the near and long term. A summary of activities include:

#### RECRUIT

- Actively recruit at local job fairs, networking and community events
- Conduct Kin On specific recruitment events such as career seminars, job readiness workshops, and job fairs
- Create career pathways by partnering with nursing schools and healthcare specific job readiness programs

#### RETAIN

- Regularly review and adjust salaries and benefit package to ensure competitiveness
- Create a supportive working environment that fosters personal and professional growth
- Provide team leader and management trainings for those in supervisory and leadership roles
- Implement tuition assistance programs to incentivize continuing education and career development

Kin On leadership recognizes that employees are the greatest asset of our organization. “People are the strength of an organization. Our elders deserve good workers to take care of them,” said Stella Leong, Kin On Board President. We are committed to building and retaining a consistent, dedicated, and highly skilled workforce.





# 加入我們服務行列

王鍾雅旋 業務發展總監

隨著健安擴展成為一個提供多類型及不同程度耆老服務的護理機構，建立和培養一支強大、忠誠和可以切合耆老之文化需要的職工隊伍比以往任何時候都更為重要。然而，整個行業的護理人員短缺繼續對我們的招聘和留住合格醫護人員的能力構成直接威脅。由於服務亞裔社區的特殊語言和文化要求，健安經歷了極端員工短缺的最艱難時期。

雖然人員配置一直是當務之急，但健安管理小組最近成立了一個專門的工作組，以便在解決這一迫切需求時給予額外的關注和資源。工作組已製定計劃，以增加招聘並提高近期和長期的留用率。活動摘要包括：

## 招聘

- 在本地的招聘會、網絡和社區活動中積極招募員工
- 推出招聘活動，如職業研討會、就業準備研討會和招聘會等
- 通過與護理學校和醫療保健特定的就業計劃合作，創建職業發展途徑

## 保留

- 定期審查和調整工資和福利待遇，以確保競爭力
- 創造一個支持個人和職業發展的支持性工作環境
- 為那些擔任監督和領導角色的人員提供團隊領導和管理培訓
- 實施學費援助計劃，以激勵繼續教育和職業發展

健安領導層確實體會到員工是組織的最大資產，就正如健安董事會主席梁費聖奇指出：「人才是組織的力量。我們的長者應該得到好的員工去照顧他們。」我們健安今後將致力於建立和保持一個穩定一致、敬業及擁有高技能的員工隊伍。

KIN ON is...  
健安是...



## KIN ON IS HIRING!

Are you looking for a rewarding career with competitive salary and great benefits? Do you want to work for an organization who cares and supports your personal and professional growth? Join the Kin On team TODAY!

### Current openings:

Director of Nursing Services (DNS)  
Nursing Services Manager  
Nursing Supervisor (Weekend)  
Resident Care Manager  
Registered Nurse (RN)\*  
Nursing Assistant-Certified (CNA)\*  
Personal Care Assistant  
Resident Services Coordinator  
Activities Supervisor  
Environmental (Facilities) Manager  
Housekeepers  
Maintenance Aide  
Food and Nutrition Manager  
Production Coordinator  
Dietary Aide

## 健安正在招聘！

您是否正在尋找一份薪酬具有競爭力和福利好的，和有意義的職業呢？您想為一個關心並支持您的個人和職業發展的組織工作嗎？今天就加入健安團隊！

### 職位空缺：

護士長  
護理服務經理  
護理主管（週末）  
院舍護理經理  
註冊護士（RN）\*  
護士助理（CNA）\*  
家居護理員  
院舍服務主任  
活動組主任  
環境部（設施）經理  
房務部助理  
維修部助理  
膳食及營養部主任  
膳食部協調員  
膳食部助理

\* qualifies for sign-on bonus 或可獲入職獎金

## GRANT IMPACTS



### Bridging the Digital Divide

Kin On's SmartLab receives the Technology Matching Fund from the City of Seattle to expand our technology lab in 2018. After a successful year with our computer sessions, we started to offer mobile technology classes and increase one-on-one-tutoring and drop-in lab hours. SmartLab serves almost 30 seniors each month with the help from volunteers such as Asians@Amazon. Our participants said they are very happy to get their questions answered!

### 數碼共融與時並進

健安智能實驗室再次獲得西雅圖市資訊科技配對基金。繼先前的電腦課程大獲好評後，於2018年我們決定擴展此項活動，提供手機及平板電腦課程，並增加一對一輔導時間。日前我們的智能實驗室在Asians@Amazon等義工的幫助下，每月為近30名老年人提供服務，協助他們擴闊社交圈子，改善生活質素，排解科技疑難！「我非常感謝這群年輕人的善意和耐心教導我們。」

### Strengthening Our Community

With the help of City of Seattle's Aging and Disability Services (ADS) Older Adults Health Promotion Grant, we started offering EnhanceFitness in 2017 with only a few participants. Now, there are about 25 regulars at our Bellevue location joining this evidence-based group exercise program three times a week with balance and strength training. Participants are becoming more active and energized. Some of them even received compliments from friends on their improved body shape!

### 強體防病抗衰老

在西雅圖市老齡和殘疾服務老年人健康促進補助金的幫助下，在2017年開始我們EnhanceFitness健體課程的時候只有少數參與者，而現在，健安/銀髮族社區中心約有25名常客每週三次參加這項以循證為基礎的團體鍛煉計劃，進行平衡和力量訓練。參加者說他們變得更有活力，當中有些甚至收到了朋友對他們體態改善的讚美！

“ Participating in EnhanceFitness has helped me to be consistent with exercise and to stay connected to friends, several of whom I had not seen in years.

參與EnhanceFitness讓我保持日常運動的習慣，  
並且與朋友保持聯繫，尤其是幾個我多年未見的老友。

I am very grateful  
to this group of  
young people for  
their kindness and  
patience to teach us.



### Developing Healthier Lifestyles

Preventative care can be a powerful tool to manage chronic stress. We have been offering Chronic Disease Self-Management Education since 2012 thanks to state and city funding. In 2017-2018, over 139 participated in this program. We recently started another session, teaching a group of Mandarin-speaking participants techniques to manage frustration and fatigue.

### 發展健康生活方式

預防性的護理是管理慢性壓力和疾病的工具。自2012年以來在州和市政府的資助下，我們一直為華人社區提供慢性病自我管理課程。於2017至2018年間，一共有139名學員參與。而我們最近亦開始了另一系列以普通話為主的課程，教授不同的技巧來管理挫折、疲勞和壓力。

“ I appreciate having a group to cheer me on and walk with me.

我很感激有一群人為我加油，  
陪我一直走這段路。



## PICTORIAL



Thank you to Fo-Ching Lu, Andy Roberts, and Rachel Allen from **Sheng-Yen Lu Foundation** for visiting Kin On! We are grateful for your continued support! Your generous donation to expand our Rehabilitation Room has made a big difference for many seniors like Mr. Hsia.

感謝盧勝彥佈施基金的贊助，支持健安短期復康服務的工作，幫助夏先生以及許多的人從受傷中恢復過來，幫助老年人保持健康。



**Ms. Hout** receives Chinese New Year blessings from Kin On's very own God of Prosperity.

財神到！健安的財神爺為**Hout女士**傳遞新年好運。



Thanks to the support from LeadingAge Washington and DSHS, we kick-started the **Music & Memory Program** for our residents. **Ms. Yuen** enjoys her personalized playlists with songs from Teresa Teng and Paula Tsui.

透過LeadingAge WA和華州社會與健康服務部的支持，我們啟動了「音樂與記憶計劃」，讓袁婆婆以及其他院友們，聽到他們喜歡的歌曲，譬如鄧麗君和徐小鳳的經典金曲。



Daytime Mahjong teacher **Jeni Mar** reveals the winning hand to her fellow players at one of our bi-monthly Mahjong Nights.

糊！日間麻雀老師**馬曾明珍**不但教導有方，在每兩個月舉辦的麻雀耍樂夜亦頻頻贏牌！



We partnered with **The Art of Alzheimer's** in 2017 and 13 of our residents participated in a few of the painting sessions. Their masterpieces were displayed in Seattle for over a month and is now on display in our sunroom.

我們於2017年時與「阿爾茨海默氏症藝術」合作，其中13位院友參與繪畫，而他們的傑作在過往的一年於西雅圖各地展出，作品將在健安長期展出。



Happy Mother's Day! Professional photographer **Geoffrey Wong** volunteers to take professional photos of our residents every year since 2015. 母親節快樂！專業攝影師**Geoffrey Wong**從2015年每年都義務替我們的院友們拍照留念。



## SPORTS & GOLF TOURNAMENT

This year marked the 18th consecutive year of the annual Kin On Golf Tournament. With the **\$58,000 raised this year**, a grand total of over \$1 million has been raised for Kin On through this annual event! The commitment from our sponsors and golfers is what has made the tournament successful, along with the various programs supported by it.

Thanks to all of the players, sponsors, volunteers and staff for supporting the Kin On 11th Annual Sports Tournament, featuring soccer, table tennis, badminton, and basketball (to be held on December 1.) So far over 400 people joined, raising more than **\$50,000 to support Kin On's program**.

Please accept our heartfelt thank you for your participation and generosity! We look forward to seeing everyone again next year.

今年是年度健安高爾夫球慈善賽的連續第18年。加上今年所籌集得的**58,000美元**，這年度活動一共為健安籌募逾100萬美元！全賴贊助商和高爾夫球手的支持，才能讓此項慈善賽取得成功，亦給予健安的服務帶來龐大的資助和鼓勵。

感謝各球員、贊助商、義工和工作人員等四百多位朋友參與我們第11年度慈善運動會，當中包括足球、乒乓球、羽毛球和將於12月1日舉行的籃球項目，並為健安籌得**5萬美元支持我們的服務**。

我們衷心感謝您的參與和慷慨！期待明年再次見到大家。







## THANK YOU SPONSORS



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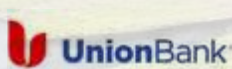
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The Lee Family 李  
Steve, Joanne, Katie, and Cameron

Dr. Michael Siew

Dr. Steven Cheung (張五常) and  
Dr. Ron Cheung  
on behalf of the Cheung family





## Kin On Health Care Center

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Seattle WA 98118

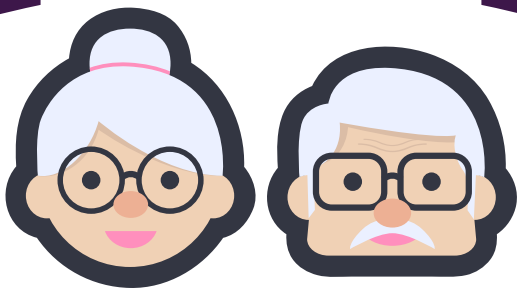
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Kin On/ASCF Seniors' Day



樂享 健康生活  
Celebrate Healthy Living

SATURDAY 星期六

9/15

9:00AM-2:30PM

表演娛樂  
健康講座  
互動遊戲  
資訊展覽

entertaining performances & demonstrations  
special keynote speaker & workshops  
fun interactive activities  
info booths with local health & social services agencies

EASTSIDE BAHA'I CENTER  
16007 NE 8th St, Bellevue WA 98008



## MAHJONG NIGHT 麻將耍樂夜

Join us for Mahjong on **October 4, 2018!**

This popular event brings together Kin On residents, community members, and young professionals in a casual setting with free food, raffles, networking opportunities, and more!

誠意邀請大家**10月4日**與我們同樂打麻將！

健安的麻將耍樂夜歡迎不同背景、年齡、技術程度的朋友參加。這個活動讓健安院友、社區成員、年輕專業人士聚在一起，享受免費美食之餘，還可抽獎聯誼。

由以下單位協辦 CO-HOSTED BY  
InspirAsian