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January 14th, 2021

Re: Leadership Updates and Promotions at Parkwood Seniors Community

As we begin 2021, I am pleased to share leadership updates for Parkwood Seniors Community.

Executive Director: Christine Normandeau has accepted the Executive Director position. Since July 2020, Christine has demonstrated her passion for building relationships through her interactions with residents, families and team members at Parkwood. This is a tremendous benefit for the community.

Director, Resident Care: Michelle Rak has accepted the position of Director, Resident Care (Long-Term Care). Since the fall of 2020, Michelle's clinical expertise, experience and understanding of legislation and our communities have been critical as we continue to fight the COVID crisis.

I have been privileged to work with Christine and Michelle in other roles at Fairview and the Resource Team; Parkwood is blessed to have them as members of the permanent team.

Assistant Director of Care: Michelle Ridgeway is replacing Ann Jose, who is on maternity leave. Michelle, a Registered Nurse and 15-year veteran at Parkwood, looks forward to the challenge.

Assistant Director of Care: Justyna Zmuda is the Assistant Director of Care, following Glen Caswell's retirement. Previously responsible for the nursing funding, this role provides hands-on resident-centred focus. Justyna's replacement has not been determined.

Also, Parkwood is the recipient of a 3-year grant in partnership with Wilfrid Laurier and the Research Institute for Aging (RIA). The 3-year grant supports intergenerational funding through virtual resident programming. This has developed growth opportunities within Parkwood.

Project Manager: Laura Gorman, the Volunteer Coordinator, has accepted the role as Project Manager.

Volunteer Coordinator: Joanne Gentile will be the Volunteer Coordinator, and support the grant.

As we continue to grow and change, it is exciting to see succession. Please join me in congratulating and welcoming each of these individuals as they take on new roles and responsibilities.

In Kindness,

A handwritten signature in black ink, appearing to read "EShantz".

Elaine Shantz CEO
Fairview Parkwood Communities