



December 23, 2011

TO: Inglis Community

I am pleased to announce two exciting changes that will strengthen our leadership team. Bill Grim has been selected to serve as Co-Executive Director and Administrator and Marjorie Harding has been promoted to partner with Bill as the Co-Executive Director and Director of Nursing for Inglis House.

Marjorie has an extraordinary depth of experience in nursing at Inglis House where she has served the community as a nurse manager, Community Administrator and Director of Nursing for over 10 years. She leads with knowledge, passion and commitment. During her tenure as Director of Nursing the clinical team has substantially improved quality of care for residents, reduced turnover rates among the nursing staff and achieved our financial targets despite ever tighter budgets.

Bill joins Inglis after serving as Inglis House's Interim Administrator for six months. Bill was selected following a national search that explored the candidacy of dozens of administrators from as far away as Hawaii. None could match Bill's commitment to our residents, passion for Person Centered Care and his ability to get things done. Bill brings over 30 years of nursing home experience stretching all the way back to his work in food and environmental services in high school.

Most of all, Marjorie and Bill share a deep commitment to helping people with disabilities, and those who serve them, live great lives. They both have strength of character and a commitment to living our LIST ONE values. And, they are exceptionally hard workers who give much more of themselves than we could ever ask.

Many thanks to the dozens of residents, staff and managers who participated in the interview and selection process. I appreciate your wisdom and insight.

Please join me in congratulating Bill and Marjorie and in working together to take Inglis from good to great in the coming years.

A handwritten signature in black ink, appearing to read 'J. R. K.' with a stylized flourish at the end.