

Happy Easter

Many of us will have our family traditions disrupted this year, but the fact remains it will still be Easter!

*Spring is upon us and nothing can change this fact.
The reality is, however, things have changed for all of us.
This virus is not something happening "over there".*

*How we choose to accept this reality is a personal one.
One thing for sure is it will be our personal attitude which will color our worlds in the days and weeks to come.*

*The attitude we choose will be instrumental in getting us through this difficult time.
Now is a time when we need each other as family, friends and coworkers.
We depend on each other in ways we never have before.*

*This dependence is even more critical for the people we support at Fraser.
Now more than ever it is crucial we maintain the guidelines and procedures in place to protect us all.*

Our people supported are without exception dependent on your patience, integrity, reliability and LOVE!

It is without a doubt, a time of personal sacrifice for all of us.

I want to believe we are entering the home stretch, if even for a few months.

Spring is a time of rebirth, new life and promise.

We have come this far and we can go the distance because we have each other.

We are a reliable staff of integrity, patience, LOVE and more.

You are all proving this daily, as we are purpose driven.

If only for a few moments this weekend try to stop and hear the birds sing and let's be grateful for each other.

*With much gratitude,
Sandra Leyland, CEO*

Efforts to be Proactive, continue.

EASTER PLANNING

- **Easter visits should be postponed.** We continue to ask families and friends to limit exposure to the virus by not visiting and removing loved ones from their home. A 14 day waiting period is suggested for those wanting to return. There are strict guidelines in place to help us contain the environments so your cooperation is *appreciated!* If you are an employee use your integrity and do not put others at risk. I can be reached at 701.238.4069 if questions.
- **GOOD FRIDAY is a holiday, however,** I am asking all staff who would typically observe this time off, to maintain any efforts necessary to support the system. Cut back where you can to lighten your day, but we cannot desert our people supported, by

abandoning the deliveries, medical attention, food services, etc. Again my number is 701.238.4069, if you have a question. Someone remind me we will need to establish another option in the future for "Good Friday". ☺

- Employees participating in **POW (pandemic offsite work)** should maintain their efforts by checking their emails and text messages periodically throughout the day. If it's an emergency **CALL**, don't use email or text messaging. If it can **WAIT**, let it wait.
- SUPPORT EACH OTHER – **THE FRASER WAY!**

Operations

- Please remember to not enter sites during deliveries.
- Governor Burgum clarified this week that border cities for eastern ND can continue to cross over to reach destinations like home, work, and supplies.
- Please continue to check our media sites for updates on Child Care and needs of the organization. The support has been tremendous and very much appreciated.
- Masks are being made and some have already been delivered to our sites. Instructions to launder and store in paper bags will accompany the masks. I am sure you are all aware there are different types. We will forward the required mask as necessary to address symptoms. We are fortunate as of this email not to have anyone diagnosed with the COVID virus. *OUR EFFORTS – YOUR SACRIFICES – of the past couple weeks are apparently working!*
- Updated procedures for tracking personal health in relation to COVID testing of our employees by an offsite medical provider are being updated and will be sent out soon.

What to expect from Fraser, Ltd.

- Recruitment of new staff continues. Orientation and onboarding efforts are going on line! Please be patient as staff get things organized. If you know someone looking for a job in child care, youth services or adult independent living please have them visit our web site.
- We continue to respect the direction of the authorities at both the city and state level.
- We continue to look at **FACT** over **FEAR** when making decisions.
- *Fraser HEROS* continue to STEP UP! THANK YOU!!
- **Social distancing has been proven to be working around the globe! Please continue your self-containment practices. You are making a difference.**
- Policies on COVID – 19 are still a work in progress. Be patient as we make every attempt to be legal, fair and yet supportive of our employee's needs. There is work at Fraser needing to be done. It may not be in your department, but if you are qualified your efforts would be appreciated.
- Pandemic offsite work (POW) efforts continue. If you are a department head or supervisor and you have staff having difficulty doing POW, consider having them address some of those things on your to do list. Look at your department's long term goals, can they help kick things off? Is now the time to tackle a cleaning project in your office or maybe purge files? There is always more work to do than we have time for under normal circumstances, can we tackle some of it now? I can think of MANY things – call me if you need a reminder. ☺