



THE VILLAGE AT
AUGSBURG
A National Lutheran Community

Date: September 9, 2021
To: All Augsburg Residents, Families and Team Members
From: Rusty Mitchell, Executive Director
Subject: Path Forward Community Update

I hope you all had a wonderful Labor Day weekend. It is hard to believe the summer is coming to a close. I am happy to report the positive case of COVID-19 in our assisted living team member has so far proven an isolated incident and we have had no further positive cases.

As we continue through the COVID-19 pandemic, The Village at Augsburg, along with National Lutheran Communities & Services, believes that vaccination against COVID-19 is our best tool to prevent spread of the virus. After consulting with medical and clinical professionals, it has become clear that the most responsible course of action is to add a mandatory COVID-19 vaccination policy to our required vaccination policy for all team members, volunteers or vendors that provide direct care within our buildings. That said, all NLCS team members must be fully vaccinated by October 31, 2021. To abide by federal employment regulations, medical and religious exemptions may be requested. However, after the assigned deadlines, NLCS team members who remain unvaccinated and who do not have an approved exemption will have voluntarily resigned from their position within our organization. We do believe that safety of residents, clients, team members and all we serve our highest priority, and this is a significant step in protection.

In regards to this vaccine mandate, I would be amiss if I did not take the opportunity to discuss Augsburg's vaccination rate amongst team members. I am ecstatic and so proud to tell you that The Village at Augsburg was recognized by Governor Hogan's office for having one of the highest percentages of vaccinated team members in the state, with 91% of team members already vaccinated. I credit this largely to the heart of our team members, who have seen the horrors of this virus firsthand and are committed to doing their part to protect residents and each other. We also offered an extensive education program with our Talent Learning team to address concerns of those who were hesitant. The vaccine mandate is the final step in making Augsburg an even safer place for residents, team members and their families.

As always, we are continually grateful to all of you for your patience, cooperation and dedication to keeping COVID-19 out of our community.

All updates may be found online at <https://www.thevillageataugsburg.org/covid-19-updates/>.

MEMORANDUM