



National Lutheran  
Communities & Services

# OPERATION GRATITUDE

grat·i·tude /'gradə,t(y)ood /: the quality of being thankful; readiness to show appreciation for and to return kindness.

NLCS has established Operation Gratitude for those team members who are in the trenches each day, providing direct care and services to residents, guests, and clients during the health crisis of COVID-19. We recognize your commitment to our organization as you have been called upon and have accepted the challenge to serve during this unprecedented time.

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**Operation Gratitude will provide the following payments to eligible team members:**

For full time team members, a total of \$1,500 paid in three equal payments

For part time team members, a total of \$750 paid in three equal payments

For PRN team members, a total of \$300 paid in three equal payments

**To support your efforts over the coming months, Operation Gratitude payments will be paid in the months of:** April 2020, August 2020 and November 2020

**Eligibility:**

- You must be an hourly team member providing direct care or services physically in a community or a client's home during the COVID-19 pandemic crisis
- Your employment must remain in good standing throughout the length of Operation Gratitude
- You must be employed at the time Operation Gratitude payments are distributed

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Each of you are vital to the mission of our organization, and we remain grateful for everyone's exceptional We CARE service for our residents, clients and each other. NLCS is committed to supporting each of our team members throughout this COVID-19 crisis when we have seen an extraordinary increase in our operational expenses. We do believe that service is our highest calling, and because of this, we hope that Operation Gratitude inspires those who remain on the front line of this national health crisis.

*NLCS honors, inspires and supports choice and opportunity in partnership with older adults.*