



2/25/2026

Dear Residents & Families,

This letter is to inform you that there will be a change in the Medical Directorship at Clement Manor. Dr. Steve Chang will be retiring by the end of March, and I would like to take the time to thank him for his dedication and many years of service at Clement Manor.

As of March 1, 2026, Dr. Kieran McAvoy from Oak Medical will become our new Medical Director and will provide physician services to our community, including short-term rehab and long-term care residents. Dr. Chang will be with us until March 31, 2026, to aid in the transition.

Oak Medical is an organization of Internal Medicine Physicians and Advanced Practice Providers that dedicate their medical service to caring for residents in skilled nursing centers and senior communities in Wisconsin. Oak Medical is proud to deliver patient-centered care and will be a valuable team member of the team.

Oak Medical will have a consistent presence on our campus with a Physician and a Nurse Practitioner onsite. This allows for close supervision of health conditions with early interventions. Their practice emphasizes open communication between residents, their families, and clinical staff to achieve the best outcomes from your Care Team.

If you'd like to meet with Oak Medical, they will be visiting Clement Manor on March 11th from 2–4 p.m. in the Chapel.

*Any questions about physician services, please contact Katy Sullivan, Campus Director of Nursing, 414-546-3712; Crystal Anderson, Campus Administrator; Debbie Safford, Assistant Director of Nursing, 414-546-7331; or Heidi Halbur, Social Services, 414-546-7310.*

Sincerely,

Crystal Anderson  
Campus Administrator  
[414-546-7324](tel:414-546-7324)