



The ROGERSON RECORD

Volume IX ■ Issue 6

December ■ 2010

From The Desk Of President James F. Seagle, Jr.



So here we are zipping pell-mell into another holiday season. Time seemed to gain a little more velocity this year. At Rogerson Communities we had many successes, much to be thankful for and, in two instances, there was cause for some sadness.

The two I refer to are the closing of the Dana Home in Lexington and the consolidation of our Adult Day Health Program in Brookline. When we took the assignment at Dana Home, we knew that the small residential program (13 rooms) was structurally inefficient and, bottom line, lost money even at full occupancy. After working diligently to improve it, the market spoke, the deficits continued, and the Trustees decided to close the Home. Brookline was a harder call. We want to expand

adult day health services, not contract them. Unfortunately, the losses sustained in the small Brookline program (24 participants) were simply too great to justify, especially where the space was absolutely limited to what we had. Thankfully the great staff at that program are all working in other Rogerson programs and most of the participants are coming to us, as well.

On the brighter side, many of our facilities got a facelift this year, most notably Farnsworth House and Springhouse. They really look great. Thanks to the work of Laurie Trilling, we were awarded major grants (in the millions) to upgrade and “upgreen” Farnsworth and Council Tower. Healthy Rogerson is building steam and more residents are in the strength training programs than ever.

Our public image gets better every year and, thanks to Anne Morton Smith and her crew, many more people know about us and appreciate the quality of our programs. “Welcome Home” this year surpassed all expectations and was a spectacular event.

Continued inside

Home for the Holidays Rogerson Employees Share Holiday Memories & Traditions



Sheila Place and Debbie Cawley carol at Farnsworth House.

My father was Italian and the chef of the family and traditionally on Christmas Eve the Italians eat only fish. As a child that was the WORST night of the year for me. The evening would begin with Bacala, salted codfish that my father would soak for days to remove the salt and plump the fish back to a meaty consistency, garnished with parsley and pomegranate seeds – YUCK! Then came the pasta course which meant spaghetti with anchovy sauce – double YUCK! Next: fried smelts, the little fish with heads cut off but tails and bones intact – triple YUCK! What would I eat on this night? Plain spaghetti with butter and grated cheese.
—Francesca Ricci, Rogerson Roslindale Adult Day Health Program

I like to enjoy my holidays cooking a big meal for my family and having everyone over...We watch movies, play cards, laugh a lot, drink and be merry!
—Jolanda Pressey, Rogerson Roslindale Dementia Day Program

One of my favorite childhood memories is sitting at our dining room table and helping my mom decorate Christmas cookies, using toothpicks and little bowls of tinted frosting.

—Joyce Harkness, Beacon House

Every year my family on my mother’s side (the Ellis family) would all gather at my Grandmother’s house on the beach in Ellenville, MA. We would have the traditional Thanksgiving Dinner and be reminded of our direct lineage to the Mayflower. The best part was after dinner all 20 or so of us would go for a walk on the beach together playing football or tossing the Frisbee, or just talking and reflecting.

—Rod Potter, Property Accountant

Every year, my three daughters and I set aside a day in November to get together and bring our supplies for a Christmas “Craft” Day. Now that my granddaughters are in their early teens, they also share the day with us. We’ve made ornaments, wreaths, table decorations, Christmas tree skirts, Christmas cookies, and so much more over the years... It’s something we look forward to each year especially when time is so precious and we never seem to have enough of it.

—Mary Ellen Susi, Rogerson House

Employee Profile

Francesca Ricci

The first thing you notice about Francesca Ricci, Program Manager at the Rogerson Roslindale Adult Day Health Program is her voice. “Hi Cindy! Hi Roger! Have a Happy Thanksgiving!” She rings out through the halls. “I’m no shrinking violet, that’s for sure,” she jokes. And in fact, voice is a strong theme woven throughout Francesca’s life and work.

Her degree in Psychology from Lesley University, combined with her extensive management experience made her the perfect candidate for the Rogerson opportunity. “I saw the Rogerson listing on Idealist.org and it immediately spoke to me. I felt butterflies and I knew that this was *my* job.” Her intuition was spot-on, and she couldn’t be happier.

“Walking through the day program just now I was thinking how much I love my job. I get to run a business and be around amazing people all day long.” She oversees about 150 people, including participants and staff, which, as she says, “Is a lot of humanity to negotiate.” Clearly, though, Francesca has a passion for humanity and being true to oneself. She explains, “I test myself every day about how authentic I can be



Francesca Ricci: poetic and practical Program Manager.

and still keep the respect of my staff, and continue to be an effective leader. And I ask each one of them to be authentic with me and with their co-workers, and use their own voice to continue to strengthen the team. Because in the end, it all comes down to communication.”

Francesca’s work ethic and enthusiasm is admirable, “When I punch in that code and walk in the door, I’m “On”. Personal stuff stays outside. Do I expect the same of my staff? I do. But I hope that they also hold me to a high standard, and that we can learn from each other.”

A Haverhill native, Francesca currently makes her home in Roxbury. Although she’s a self-proclaimed homebody, her future plans include: watching her son play football at B.C. next year, writing a novel, going to divinity school, and getting her MFA in creative writing. Listen to Francesca for even a few moments, and such a long list of lofty plans won’t surprise you at all.

From the Desk (Continued)

I would be remiss if I did not mention the great strides that were made on our real estate development projects. The Badger Building (now Spencer II) in Roxbury is almost fully funded as is the Hong Lok project in Chinatown. Both will start construction next year, thanks to Michael Lerner’s deft management of the development process. Our friends at Eventide Home in Quincy have signed the purchase and sales agreement for the pastoral piece of land at the SouthField Naval Air Base. But the miracle child is Mount Pleasant Home. Near death last year, it has sprung to life with our help. So much so that construction is 40% complete. Someone please pinch me.

Sandy McWhirter and her team in HR and Administration have kept us up to date and organized to take on new challenges. And as we get to know newly minted VP of Finance Mike Keller, we find not only a careful steward of the money but also a caring supporter of our mission.

Our biggest success was one that not many of you witnessed. In its wisdom, the State of Massachusetts decided to substantially cut or eliminate altogether adult day services as a Medicaid program. Needless to say, stopping this ill-conceived move was priority one for Sheila Place, Michele Keefe and me. With help from our friend the Mayor, Thomas Menino, and his Commissioner of Elder Affairs, Eliza Greenburg, and many many legislators, we were able to fight it off. Thanks also goes to our Board Chair, Paula Thier, who brought Secretary of Health and Human Services Dr. JudyAnn Bigby for an informative visit to the day program in Egleston Square.

As I look past the holidays to next year, I feel confident of another great one. My confidence comes from you, the staff, whose dedication and hard work allows us to thrive and to meet serious challenges. And best of all, our work lifts the elders we serve so that their later years are also ones to be thankful for.

ROGERSON IS ON FACEBOOK!

Do you FB? Then, log on and “like” us for fun updates and photos! FYI: by “liking” us, your privacy is still sacred. As always, only your accepted friends can see your page and profile.

Francesca’s Favorites

Restaurant	Her house, with friends
Movie	The Wonder Boys
Vaca Spot	The Southwest
Book	A Prayer for Owen Meany John Irving
Hobbies	Writing, Puttering

Rogerson {Hearts} Elders: Employees Rock the Roslindale Day Parade

Special thanks to Rogerson employees who donated a Sunday to walk for the cause: Courtney Barth, Marge Rosa, Jenny Andrews, Aura Hernandez, Edwin Seda, Lisa Talayco, Scott Walsh, Islande Icart, Debbie Cawley, and Mike Keller. We also welcomed children, grandchildren, and friends, as well as guest star (and day program participant) John Hynes.



The whole crew: raring to go!



Scott Walsh hands out the goods.



Islande Icart with grandkids in tow.



Aura Hernandez: It's a banner day.



Debbie Cawley and Jeanne O'Rourke



Edwin Seda in the driver's seat.



Nya Icart: graffiti artist extraordinaire.



Board member Rulla Tamimi gives direction.

HR Focus

Leyre Gillis

Director of Human Resources



The end of the year is upon us, which means that open enrollment is also here! Please

remember to turn in your paperwork by December 3rd. Open enrollment is an opportunity for you to evaluate your benefit choices and make any changes you'd like. We know that the end of the year is a busy time, but it is extremely important to take a moment and be sure you're enrolled in the correct benefits and tiers. Once open enrollment ends, you must live with your choices for the

following year. The only way to make a change outside of open enrollment is to have what is called a qualifying event (such as: marriage, divorce, birth of a child, etc). If you have any questions at all about your benefits, now is the time to ask. Human Resources is available via phone and email, as well as in person – please do not hesitate to reach out and let us know that you have questions!

One other end of year reminder – as 2010 ends and 2011 gets started, be sure to look carefully at your pay stub. Make sure that all of your deductions look right and that your address and other personal information is correct. If you ever spot any discrepancies, you should notify your manager immediately.

Enjoy your holidays and have fun ringing in the new year!

New Hires & Promotions

Melissa Bain
Roslindale House
Painter

Ana Batista-Diaz
Spencer House
Assistant Property Manager

Benedicto Velez
Rogerson Roslindale ADHP
Driver

Enrique Marin
Beacon House
Maintenance Staff

Homar Ramos
Beacon House
Maintenance Staff

Ashley Bettencourt
Rogerson House
RCA

Latoya Campbell
Rogerson House
RCA

Jie Chan
Rogerson House
RCA

Vanessa Ginyard
Rogerson House
RCA

Donna Gould
Rogerson House
LPN

Jercie Joseph
Rogerson House
LPN

Rosaleen O'Mahony
Rogerson House
LPN

Bintu Samah
Rogerson House
RCA

Janice Skelley
Rogerson House
Marketing and Admissions
Director

Wanda Torres
Rogerson House
RCA

Healthy Rogerson

Healthy Holiday Habits

With the holidays come extra pounds. This year, commit to keeping healthy with some tips to combat a heaping holiday buffet.

1) If you're going to an evening party, don't starve yourself in anticipation. The hungrier you arrive, the more you'll eat! Enjoy regular meals ahead of time, and you'll be able to choose healthy options like veggies or fruits, along with a few calorie-laden foods.



2) Drink plenty of water. Sometimes when your body feels hungry, it's actually thirsty.

3) Get outside! It's darker earlier these days, which is why getting out during the daytime is important. A brisk walk in the sun is not only good for your waistline, it's

good for your psyche.

4) Get enough sleep. The holidays can be stressful. Make sure you recharge your batteries, or you'll be channeling the Grinch.

The Rogerson Review

Books and movies that show elders and those with disabilities living meaningful and engaged lives are all around!

The Book [Don't Give Up on Me! Supporting Aging Parents Successfully: A Daughter's Intimate Memoir](#), by Jan Simpson

The Reviewer Sheila Place, Director of Programs

The Verdict This book is a beautifully written story by the youngest daughter in a family of 5 siblings who has naturally taken on the role of her parents' primary care giver as they transition into the losses inherent with chronic illness. The reality of daily care giving is not swept under the rug in this book but is also not viewed as a burden. From the creative ways the author begins taking over her memory impaired mother's check book, to the final days of her father's death, the author approached each day with love and gratitude. Inserted periodically throughout the book are helpful hints from the author's experience in an attempt to help others navigate the medical and elder care system successfully. I highly recommend this book to all personal and professional care givers and anyone who simply cares about successful human experiences in general.



The
ROGERSON RECORD

A Rogerson Communities Publication For Rogerson Communities Employees

Story ideas? News items? Comments?

Email news@rogerson.org or call 617-469-5809.