



The ROGERSON RECORD

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



Sometimes I sit quietly and ask the question “does this make sense?” It may be about an assertion by a politician; it may be recent news on the economy; or sometimes it’s about a new assignment given to me by my wife, Barbara. In that last instance, I almost always conclude that it does. If I had just one request to make of the American voter, it would be that they try asking the question whenever something essentially important to our society is being decided.

The authorities out there, the specialists, the pundits, the folks with Ph.D. following their names don’t always get it right. We were told, until just recently,

that the brain, once damaged, could never heal. Many stroke victims and others with brain injuries were left without effective rehabilitation because of this contention. We know now that it is simply untrue. More and more, stroke patients and acute brain injury sufferers are regaining significant function. Countless lectures, articles and books reference the ever-increasing mobility of the American family, when talking about care patterns for elders. It’s not true. Since 1950 the American family has become increasingly less mobile. But misapprehensions like this can pervert the correct structuring of social or health care policy. “Put the baby on its back – no, put the baby on its stomach – no, that’s dangerous, put it on its back – I think the stomach – absolutely the back, no question.”

Here is an easy one. Adult Day Health programs make sense. No matter which way

Continued inside

Rogerson Turns 150 A Slice of Rogerson Life



The Home for Aged Men at 17 South Street in Boston.

It’s a big word for a big number: **sesquicentennial!** Yes, 2010 is the year that Rogerson Communities celebrates its 150th birthday. What began in 1860 as a single retirement home in Boston called the Home for Aged Men has evolved into a thriving non-profit which counts 26 properties and programs in and around Boston under its umbrella. Today, Rogerson is a network of innovative, accessible, and affordable housing and health services for elders, those with disabilities and the working poor.

Rogerson can celebrate many important achievements in its past. Among those is opening up one of the first adult day health programs for elders in 1978, now expanded to become the Rogerson Roslindale Adult Day Health Program. Rogerson was also one of the first elderly housing providers to hire social service coordinators for residents, and has been a leader in encouraging elders to keep pets in their homes.

In honor of Rogerson’s 150th birthday, a number of properties will be holding special events throughout the year, and encouraging the public to celebrate. Farnsworth House in JP, which hosts an annual St. Patrick’s Day dinner, will open its doors for the festive meal and host a clothing drive

Continued inside

Employee Profile Barbara Flynn

From the first moment Barbara Flynn begins telling you about how and when she began her career in nursing, you know she is a take-the-bull-by-the-horns kind of gal. And in fact, Barbara, Wellness Director at Rogerson House, had a full life even before she pursued nursing.

“Although I grew up here in the Northeast, I married a military man and we spent 12 years around the Southern Eastern seaboard, with most of our time living near Charleston, South Carolina. I had three kids that I was shuttling to school and sports, I volunteered as the ombudsman of my husband’s ship - acting as the liason between the captain and the Navy wives. I also coached little league and swim team, and volunteered at my son’s school once a week.”

It was only after her husband retired from the military that she decided to go to school full-time to become a nurse. How do you juggle three active kids, volunteering and going to school full-time? She answers with conviction, “I was bound and determined to become an RN, and once I put my mind to something, I go for it full-force.”

Now, after 17 years in the field,

Getting to Know Barbara

Favorite Restarant Joe & Maria’s

Place of Residence Norwood

Favorite Vaca Spot Newport, RI

At Rogerson Since May, 2009

Hobby of Interest Household DIY



Rogerson House is lucky to have someone with such dedication on the team, and it seems the feeling is completely mutual. “I absolutely love it here at Rogerson House. I love the residents and get so much joy and satisfaction from caring for them,” she enthuses. “For the most part, the population we care for here is so appreciative of what we do for them, and the staff is amazing.”

Barbara works closely with all Rogerson House departments to ensure the health and well-being of the residents. This includes overseeing the nursing staff, coordinating with physicians, families, and pharmacies, and training the staff. “I’m on call 24/7, so if a resident needs anything, I can be here.”

And is there any time for hobbies? She lights up when she talks first and foremost about her five grandchildren, and second about her Great Pyrenees dog. “We go for long walks around the neighborhood. He’s a great companion.” Wonder if he has a hard time keeping up with his fast-paced owner...

From the Desk (Continued)

you count, cost to the system, quality of service or quality of life for participants and family members, it is the best buy in long-term care. Any time it is seriously studied, the “experts” come to this same conclusion. So why is the State’s Mass Health agency trying to apply new regulations to ADH that would seriously damage or possibly even close many programs? It just makes no sense.

Turning around long-held or nonsensical views can be frustrating. People do not like their understanding of the world to be challenged; this happens even when the new evidence would actually be very beneficial to them. To do so, one must be armed with clear facts, a patient yet firm approach and the willingness to be repetitive. [It helps to smile and speak softly]. We are using this approach with the State right now about the new regulations, the exception being the smiling and speaking softly part.

I do believe that the “flat world” of State reimbursement and regulation can be rounded into reality. Here’s hoping the State officials responsible, starting with the Governor, will sit somewhere quietly and ask the question, “does this really make sense?”

A Closer Look (Continued)

in support of Big Brothers/Big Sisters. Council Tower in Roxbury will celebrate Black History month with an arts and crafts exhibition by talented residents. These are just two examples; for the full slate of events check www.rogerson.org at the beginning of the year.

“Celebrating this milestone with our residents and surrounding communities is a great way to bring people together to emphasize Rogerson’s mission,” says Heather Orodnenker, Director of Housing Management.



Adult Day Health Alert Rogerson's Mission in Action

Dark days are here for adult day health programs around the state. In an effort to cut \$6 million in Medicaid spending, the Executive Offices of Health and Human Services and the Executive Office of Elder Affairs implemented new regulations governing adult day health services that are having a devastating effect on the funding, quality of, and access to, adult day health services in Massachusetts.

The new regulations went into effect on Nov. 15, and are requiring programs to place their low-income, frail, and disabled clients into the State's new, low-level service model called Health Promotion and Prevention (HPP). This new model not only reduces staffing ratios, but also eliminates funding for ADH registered nurses, jeopardizing the quality of care.

Under these new regulations, at least 50% of participants in

the adult day health programs throughout the state are no longer eligible for the basic level of care and will be shifted to HPP. The HPP reimbursement level of \$27.86/day is inadequate to meet the costs of running an adult day health program. These new regulations will shutter many programs, the first of which is Labouré Adult Day Health in South Boston.

"Rogerson is working with MADSA (Massachusetts Adult Day Services Association) to advocate for change," said Sheila Place, Rogerson Communities Director of Programs. You can too: **call the Governor's Office at (617) 725-4000 or your legislators at (617) 722-2000** to ask them to rescind the Nov. 15th regulations and restore level funding for ADH in FY2010. You can make a difference today!

YOU CAN HELP!

News & Events

Through rain, through sleet...



Rogerson Roslindale ADHP staff Kellee Lee, Activity Coordinator, Virginia Machado, Program Assistant, Renel Registre, Driver, and Edwin Seda, Transportation Coordinator, greet day program participants sunnily, despite the grey day.



The staff at Springhouse wishes all of Rogerson Communities a very happy New Year!

The Rogerson Review

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

The Movie Disney Pixar's *Up*, an animated feature film

The Reviewer Jamie Seagle, President

The Verdict "Up" is the name of my now-favorite animated movie: it is the way you will feel after viewing it. It's a love story, an adventure story — and it has a really great dog. When an elder man loses the love of his life, his wife, he nearly desponds but is brought back to engage in life by a bullying developer, an eager (disarmingly lovable) explorer scout and a remembered promise of adventure he made to his beloved wife. Rarely in my experience has an elder fictional character been portrayed so positively, his beautiful marriage and his deep friendship with a youth in need of mentoring. It will warm your heart.

Want to see this movie? Check out your nearest video rental store, Red Box location or Netflix!



NEW YEAR'S RESOLUTIONS? THIS IS HOW ROGERSON ROLLS:

"My resolution is to lose some major weight and hide my gray hairs."
Daryl Ramdehal
Roslindale House/Florence House

"I'm going to unpack the boxes in my new live-in staff apartment at Spencer House."
Rene Cuevas,
Spencer House

"I will make sure to go on a cruise with my family."
Erica Fernandez
Roslindale House

"I want to live each day as if it were my last day on earth — filled with fun, laughter, new experiences and knowledge but, most importantly, with no regrets!"
Kathy Foley, Springhouse

"I will try not to eat sweets!"
Pat MacLean,
Rogerson House

"Try to be more positive, think positive thoughts, do positive things, live a more positive, optimistic life. Of course, I always have a resolution to eat healthier."
Shannon Ducey
Rogerson Roslindale ADHP

HR Focus

Leyre Gillis

Director of Human Resources



HAPPY NEW YEAR!

A new year can be a fresh start – it's not just a good time to make a list of resolutions though, it can also be a good time to check up on some basic

information and make sure everything is up to date.

As employees, you receive a pay stub with each and every paycheck. The first paycheck of the year is a good time to take a few minutes to look very carefully at your paycheck stub. Do you see accurate changes reflected in your benefits deductions? Do your state and federal taxes look the way you expect them to? Did you recently change your address and not see that change reflected?

If you see anything that doesn't seem right, or you have recently moved/changed your phone number, please call or stop by HR and let us know. Making changes is simple and fast, and if all you need is some clarification we can provide that too!

One final reminder – this information was included in your open enrollment kits, but please remember that your benefit deductions are all switching to 24 pay periods this year instead of 26. This affects all benefits

except for your 403b – that will remain on the 26 pay period schedule. If you have any questions at all about that, please reach out to HR.

Positions Available

Check out the Rogerson properties and programs that are currently hiring and a list of open positions:

www.rogerson.org



Healthy Rogerson

Nichole Kurker & Teresa Boughner

Seasonal Affective Disorder (SAD) is a type of depression that tends to occur and reoccur annually as the days grow shorter in the fall and winter. Affected people react adversely to the decreasing amounts of

light and the colder temperatures as the fall and winter progress. This condition was first documented in 1985 and people found relief using light therapy or phototherapy: looking at a box that emits a



bright artificial light to mimic the quality of natural light for 10-15 minutes, two times each day. Light actually encourages the production of serotonin which monitors appetite, mood, sleep, memory and learning. To avoid getting the blues this winter, plan to exercise and spend more time

outdoors. Also, eating more foods high in Omega 3 fatty acids (fish, nuts and eggs) can boost the positive workings of the brain. Strengthening social connections and creative visualization (of a Hawaiian beach, for example) can also help turn that winter frown upside down.



Rogerson House residents (l-r) Mary Sagan, Sylvia Naden, Gertrude Dubrovsky, Amy Fitzpatrick, and Joan Christenson, celebrate the successful launch of the Connected Living NOW with the program's director Anna Hall (2nd from right). The program connects residents with loved ones across the country with the help of technology.

New Hires & Promotions

Lorine Haney
Program Assistant
Roslindale ADHP

Eloria Jones
CNA
Rogerson House

Marianne Pollas-Joseph
LPN
Rogerson House

Michael Keller
Vice President, Finance
Administration

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Story ideas? News items? Comments?

Email news@rogerson.org or call 617-469-5847.

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