



The ROGERSON RECORD

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



At the start of the economic downturn (now “the great recession”) I said the situation was like being in a hurricane. Now we know that characterization is flawed; hurricanes end in one, two or three days. This now seems more like a drought. But the drought still has similar problems for us, i.e. we don’t know how long it will last, we don’t know how bad it will get, and it feels out of control.

Since September 2008, Rogerson Communities has been strained and stressed by the economy. We build for and provide services to very low income elders and others in need. When state and federal dollars tighten as they have, funding for our programs tightens right along with them. But, we all know the bad news.

The good news is that we have stayed the course, albeit with some pain. Our low-income building projects are either in construction or about to be. When combined, Hong Lok House, Spencer House II and the renewed Mt. Pleasant Home will yield 172 units of new or refurbished housing for very poor people. The Eventide project – now known as Fairing Way – will produce 264 units for middle-income older adults. We take one third of a person’s income for rent and utilities in our HUD housing. Our average rent is \$250/month – you do the math: without us, these folks are homeless. And even more importantly, in my book, we have protected our adult day health programs from being cut for what is soon to be three years, protected a resource that saves families and public funds. All this – and no layoffs.

Now, as we look forward, we still see some tough times. After riding it out with you for the past three years, I am not afraid nor am I depressed. What we are doing is so central to the health of the community, it almost has a life of its own. I say “almost” because it takes a dedicated group to keep the heart pumping. I say “almost” because I know of the sacrifice it takes from each of you for us

Continued inside

Dollars and Sense

We know our model works...but over and over again we are asked to prove it.

Rogerson Fitness FIRSTSM (Fun in Resistance and Strength Training) improves elders’ ability to undertake activities of daily living so that they can maintain a higher quality of life. The program uses state-of-the-art Nautilus equipment designed for elders and helps to build strength, balance, flexibility, and mobility.

The Rogerson Fitness FIRSTSM program is part of our Healthy Rogerson portfolio of wellness initiatives, which includes group exercise, evidence-based Administration on Aging (AOA) classes in chronic disease self-management and nutrition, and “A Matter of Balance” classes – and has even broadened to include employee wellness initiatives.



Group exercise and “A Matter of Balance” classes are key components of Healthy Rogerson.

Like many healthcare agencies, Rogerson Communities has increasingly met the challenge of collecting certain kinds of data that make our evidence-based programming competitive in the grant funding arena. Jenny Andrews, Rogerson Communities Director of Foundation Relations, has been showcasing our great work to grant funders for 7 years. “Rogerson is grateful to the Tufts Health Plan Foundation not only for its support of our Healthy Rogerson mission but also for its overall approach to proving efficacy of healthy aging programs. By partnering with organizations like Rogerson and tying support to documentation of results, Tufts Health Plan Foundation has helped to assure our progress,” notes Jenny.

Continued inside

Employee Profile Marvin Henry



Marvin Henry, ready to roll at Rogerson Roslindale.

Marvin Henry came to Rogerson Communities in 2007. It was his goal to do work that would help others. Marvin surely achieves that goal every day as a driver for the Rogerson Roslindale Adult Day Health Program. Both early in the morning and again later in the afternoon, Marvin assists elderly and disabled adults to and from the day program. "Some folks walk and need very little assistance getting on and off the van," says Marvin of his clients, "and many others use walkers or wheelchairs and require very careful support."

Marvin never rushes his clients, and thoughtfully meets them "where they are at that day." If they need more or less help, he watches them to respectfully provide what is most comfortable for them.

After working for Rogerson Communities for a few years, Marvin returned to school to further his education as a massage therapist. Now, working at Rogerson Communities with a population he enjoys, and also working as a massage therapist on his own, it is his hope to

someday incorporate his therapy skills with his work caring for elders. Marvin sees the two jobs as being very similar. "In both of my jobs I am intent on helping others and bringing a smile to their day no matter how tough their situation is. It's who I am," says Marvin about his work. He admits he also loves to make people laugh.

Years ago Marvin worked with a colleague who spoke passionately about helping one person every day. Ever since then Marvin has been committed to that same mission.

Marvin is originally from Jamaica and has been here since he was a young teenager. He is passionate about music and DJ's as a hobby. He loves the work he gets to do – and it shows in his smile the moment he greets his clients. ■

Marvin's Favorites, in his own words

Favorite Movie: Transformer

Favorite Food: The chicken at Newcomb Farms

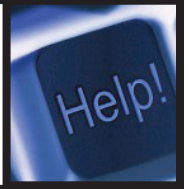
Favorite Musician: Bob Marley

Favorite pastimes: Spinning/DJ-ing and anime films

Quote: "If I can make one person smile every day, then I've done my job."

TECH TIPS

Mary Moynihan
Director of Information
Technology



Internet Searching with Google

When we come across a word, phrase or topic that we want to learn more about we no longer turn to the family dictionary or make a trip to the public library for some encyclopedia research.

Today, for most of us, our first stop is the Internet search engine, Google (www.google.com). We simply type what we're looking for in the search box and hit enter. Google searches the web for content that's relevant to a topic and returns a number of web pages for review.

But, what if you are not sure how to phrase your search question? Google has some good advice. Keep it simple and just type whatever comes to mind in the search box. You don't need to be fancy or exact and Google will even correct spelling errors for you! Google also has these additional tips:

- Every word matters. Generally, all the words you put in the query will be used.
- Search is always case insensitive. A search for new york times is the same as a search for New York Times.
- Generally, punctuation is ignored, including @#%&^&c*()=+[]\ and other special characters.

One last thing I bet you didn't know – the Google search box is also a calculator and can convert currency and units-of-measurement for you! Type these examples below into the search box and hit Enter

- $17*31+16$ (* = multiply)
- 100 euros to dollars
- how many cups in a quart

Your answers will be 543, 130.9300 US dollars (may vary based on exchange rates) and 4 cups. ■

The Rogerson Review



The Film: The Good Heart (R)

The Reviewer: Francesca Ricci, Program Manager

The Verdict: The Good Heart is a dark comedy set in New York City. Jacques is an old curmudgeon who owns a broken down bar in a dilapidated building where he also lives. While listening to a relaxation tape he gets so upset and anxious that he suffers his fifth heart attack. When he arrives at the hospital nurse Olivia passes by and says, "Jacques, not again! Why can't you just die?" – giving us insight to Jacques' character. Lucas is a young homeless man who wakes up in the hospital after a failed suicide attempt to find Jacques is his roommate. Jacques convinces Lucas to unplug the smoke detector so he can light up, setting off an alarm that sends hospital staff scurrying. So begins the story of these two men and their journey together bringing Jacques to decide he wants Lucas to be the heir to his bar. When Jacques learns that Lucas tried to commit suicide he says "Every day I battle for my life and some moron in his youth is ready to throw his life straight down the drain." This statement will have significant meaning at the end of the film when "the good heart" comes into play. This Danish independent film is dark and funny and touching. The dialogue is spot on and the camera work is brilliant. ■

Dollars and Sense (Continued)

Since it was launched in September 2004, Rogerson Fitness FIRSTSM has had a far-reaching impact on the lives of elders. Evaluations reveal that participants have made significant gains in lower back, leg, arm and chest strength. We use a software tool called “Fitness Outcomes Measurement System” to capture data and track individual participants as well as generate reports. However, other data collected is self-reported because of the legal protection of medical information and records.

“Our evaluations have evolved to include carefully administered surveys that document each participant’s overall wellness, including improvements in areas that extend beyond physical strength, such as mood, balance and positive lifestyle changes” said Sheila Place, Rogerson Communities Director of Programs. She adds, “The willingness of our participants and the positive energy of staff have created a spirit of commitment to wellness that has been key to our success.”

The success of our programs is evident! A number of participants who were using walkers or canes prior to their participation in Fitness FIRSTSM no longer have a need for such aids. Some comment that they are now finding it easier to climb stairs. Others report that they have more energy and feel stronger. In addition to providing elders with specific physical improvements, the program is bringing higher levels of self-esteem and confidence, more vitality, and greater independence as well as opportunities for social interaction.

It’s a lot of work to show our work is working, but the result is well worth it – just ask some of our Healthy Rogerson participants.

Henry’s Story



Henry is 73. Originally from Louisiana, he has lived in Boston since 1958 where he worked for nearly 3 decades as a union laborer. Four years ago

Henry suffered a debilitating stroke which left his entire right side paralyzed. Bound to his wheelchair, and with no family in the area to support his need for medical attention and follow up, Henry was afraid he would end up in a nursing home. At the urging of a friend, Henry came to the Rogerson Roslindale Adult Day Health Program where he immediately began to receive medical screening and monitoring for his complex health condition. With assistance to get in and out of his wheelchair, Henry also began exercising with Rogerson Fitness FIRSTSM.

Today, Henry walks with a cane. He attends the Rogerson Roslindale Adult Day Health Program 3 days a week where he continues supervised exercise with Rogerson Fitness FIRSTSM.

Henry’s wellness today is a story we are proud to share. Not only has his body strengthened, but his spirit is thriving. As Henry himself says, “The people here know me, and they take great care of me — all of me. I can’t tell you how much it matters... they are my family, and I don’t have to be alone.” ■

From the Desk (Continued)

to keep going at a high level of excellence. I say “almost” because we must convince the greater community that what we provide is critical. Where would our elder clients and day participants turn without us?

There is no need to remind the Rogerson Staff to keep up the good work. You are the finest group of workers I can imagine. But here is a little good news going forward. There is plenty of money in the system to care for all of our people and to properly support the people who deliver the service. What we need to be about and will be about is seeing that the resources land in the right places. If we keep up the good work, there is no question that Rogerson Communities is one of those places.

All my best for the holidays –

Jamie

McWhirter Conference Room Named



The conference room at 1 Florence Street’s administrative offices has been dedicated to Sandy McWhirter, V.P., Administration, who retired in December after more than 21 years with Rogerson Communities. Shown here at the December 15th retirement celebration are (left to right): Jamie Seagle, President; Sandy McWhirter; David Lee, former Chair of the Board of Directors; and Paula Thier, most recent past Chair of the Board of Directors. The McWhirter Conference Room is host to many of the organization’s strategic administrative meetings, and its dedication is a fitting tribute.

Human Resources Focus

Leyre Gillis, Director of Human Resources



Happy New Year! To start the New Year off right, Human Resources will focus our Healthy Rogerson Employee Wellness Program on stress management. After a very busy holiday season, there are

some obvious ways we can de-stress: exercise, proper diet, having fun with friends and family. But there are also some not-so-obvious ways...

The first paycheck of the year is a good time to look very carefully at the detailed information on 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? Making sure that all the information is correct at the beginning of the year can save time, effort, and yes, stress, later on. If any of the information doesn't seem right, please contact Human Resources.

Are you saving for your retirement? Consider starting now, even a small amount weekly accumulates quickly! You can enroll or make changes to the 403b retirement savings plan anytime throughout the year. You may be eligible to have Rogerson match a percentage of what you contribute. For more information contact Human Resources.

Do you know about your Short Term Disability, Long Term Disability, and Group Life Insurance benefits? If you are a full time employee with Rogerson Communities, you receive these benefits free of cost to you! They are there in case you are ever injured or become seriously ill. The new year is a perfect time to browse over the benefit summaries so you understand how you are covered should you ever need to access these benefits.

Do you sense a trend? Stress management isn't JUST about massages and relaxation – sometimes it's about making sure your safety net is in place. Knowing that your affairs are in order and in what ways you are covered by your benefits can bring about relief and allow you to enjoy the fun things in life without wondering if you can retire someday or what would happen if you ever get sick. ■

New Hires & Promotions

New Hires:

Toni Braxton – Roslindale ADC – LPN
Marian Browne – Roslindale ADC – Program Assistant
Blondine Constantin – Rogerson House – CNA
Eric Cooper – Roslindale ADC – Activities Coordinator
Marsha Johnson – Rogerson House – Music Therapist
Ashley Lee – Roslindale ADC – Program Assistant
Barbara Murray – Rogerson House – CNA
Denise Pierre – Rogerson House – CNA
LaTonia Wilson – Roslindale ADC – Program Assistant

Promotions:

Janice Rankin – Council Tower – Assistant Property Manager

Healthy Rogerson

A Healthy New Focus

Bring it on, cold and flu season! No one likes being sick, but so often we see those wintertime illnesses as an inevitable part of life. Well, they don't have to be. There are a few simple things that you can do to give your body the best chance to fight off those germs before illness starts.

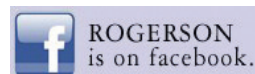
Wash your hands. We've been told this for as long as we can remember, but it bears repeating. It works! Wash your hands thoroughly before you handle food or touch your face. Your mouth, nose and eyes are where you pick up most of those illness causing germs.

Get outside. By now, we all know that there are a number of benefits to soaking up some sun at any time of the year, but heading outdoors also give you a chance to escape the germs that are floating around trapped indoors. Let's not forget how good exercise is for your immune system as well.

Don't stress. While some stress is good for your body and your mind, too much stress can have very harmful effects, one of which is weakening your immune system. Of course you have responsibilities, but make sure to take some time to relax – it could save you from the sniffles.

Sleep tight. Stress can also affect the way you sleep. If you find yourself laying awake thinking about problems you faced today or issues you'll have to face tomorrow, stop. Find a way to turn those thoughts off before you go to bed; getting enough sound sleep will help your body fight off illness.

More great ways to boost your immune system (and soothe cold and flu symptoms): hydrate – drink lots of water or real fruit juice; load up on vitamin C; and eat a bowl of healthy soup. Here's to a happy, healthy New Year! ■



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A Rogerson Communities Publication for Rogerson Communities Employees

Email story ideas, news, or comments to news@rogerson.org

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