



The ROGERSON RECORD

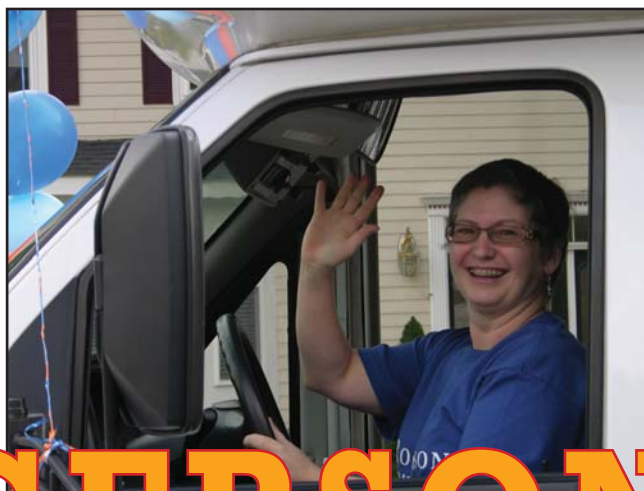
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The Rogerson Record editorial staff will be running an abbreviated version of our monthly employee publication this month. Stay tuned for a special holiday edition of the Record in December ...



Our fearless driver, Director of Programs Sheila Place, takes a break from driving the decorated-to-the-nines Rogerson van to wave at the camera.



ROGERSON MARCHES IN THE ROSLINDALE PARADE

Board Member Rulla Tamimi and Director of Communications Jeanne O'Rourke



The parade crew gathers before heading off on the parade route.

Rogerson entered this year's Roslindale Day Parade armed with Swedish fish and sour patch kids (for the local youngsters) and a lot of excitement (for everyone). The parade planning committee decided to decorate the Rogerson van with balloons and special markers designed to write on windows. Slogans like, "We 'heart' elders," and "Seniors Rule," plastered the windows, and Accountant **Olesea Purice** and her husband Roman Purice led the charge by carrying the Rogerson banner. In the end, staff enjoyed a fun day and Roslindale got to learn a little bit more about Rogerson. Disappointed that you missed out on all the fun this year? Don't worry—next year's parade is just around the corner!

Photos by: Lisa Natalicchio (1 & 2)
and Kathy Foley (3)

HR Focus

Leyre Gillis
Human Resources Manager

Each year at Rogerson Communities we take time out to do employee reviews, and this year that time is rapidly approaching. Though the review process can often seem tedious and/or boring, it is actually a very useful exercise. Often, employees think that the only purpose of a yearly review is so their supervisors can assess the

employees' performance and address any problems with that performance. While that is one reason for the reviews, it is important not to lose sight of the fact that the reviews are meant to do much more than just deal with difficult issues.

The employee reviews are a good time for all of Rogerson Communities employees to reflect back on their performance over the course of the year and make sure the employee is on the same page as his/her

manager. Are you happy in your job? Do you feel you perform your duties as they are required of you? Do you have any concerns about the type of support you receive from your manager? Those are good questions to ask yourself as you prepare to discuss your review with your manager.

The review discussion should be open and honest. Make sure you are prepared to raise any issues or thoughts you have been having with regards to your

position. Also be sure you are prepared to listen carefully and thoughtfully to your manager's assessment of your performance and to talk with him/her about how you might be able to do a better job in the future.

All employees – managers and non-managers alike – should always strive to do better each and every day. A yearly review is a good time to take a moment and consider whether you have truly dedicated yourself to that task over the past year.

Editor's Goodbye



This – my final *Rogerson Record* article – comes with an element of sadness. I have accepted a position as the new Manager of Marketing and Membership with Mass-ALFA, and while I am excited about the new position, I am sad to be leaving my Rogerson friends.

Over the past two-and-a-half years, I have been honored to write the *Rogerson Record*. Each and every Rogerson employee that I have encountered over the compilation of 24 editions (and over 100 articles!) has been so generous with his/her time. While I can't say we've covered *everything* in the past two-and-a-half years, we have covered quite a lot.

The *Record* is a success story because you – our program managers, our maintenance workers, our social workers, therapists, and beyond – are a success story. The purpose of this publication was always to be a means of sharing information between programs, properties, and the organization as a whole. I wanted to use the *Record* to enable employees and initiatives to shine. And shine you did!

Maybe you have been on the receiving end of my pencil-posed, "Just a few questions." Or maybe you have been squished between co-workers while I focused the camera and pleaded, "Just a bit closer, big smile." Whether answering questions or simply reading the articles, you have let me tell Rogerson's story, and for that, I thank you.

So, stay tuned and keep reading. After all, YOU are what makes this publication special.

New Hires & Promotions

Vivian Akara
Rogerson House
CNA

Benjamin Antoine
Rogerson House
CNA

Jennifer Brown
Rogerson House
Expressive Therapist

Margaret Carroll
Rogerson House
RN

Dorotie Louis-Jacques
Rogerson Egleston ADHP
Program Assistant

Nadia Mitchell
Rogerson House
CNA

CH. 5 FEATURES ROGERSON HOUSE

Congratulations to the Rogerson House day program for being featured on Channel 5 news! Check out the spot for yourself: <http://tinyurl.com/yg8uvzg>.



ROGERSON RECORD

A Rogerson Communities Publication For Rogerson Communities Employees

Story ideas? News items? Comments?
Email news@rogerson.org or call 617-469-5847.

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