



# The ROGERSON RECORD

Volume VII ■ Issue 10

October ■ 2008

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



In 1991 my two young sons and I rode out Hurricane Bob in a flimsy, antique cottage in Truro on Cape Cod. Barbara and our daughter Jessica were stuck in Boston. The area where we sat sustained the highest winds in the U.S., peaking at 125 mph. It was really scary. First of all, we didn't know it was coming until the morning it hit. Then, there is the unnerving unknown, which is how bad is it going to get. Finally, there is the feeling of helplessness that this is something no one can control. Sound familiar?

Right now the U.S. is in the equivalent of a financial hurricane. Most of us did not know that a financial catastrophe was looming. (Not a happy surprise.) We, on the whole, cannot predict how bad

it is going to become. Some elders I talk to think we are heading for a depression. And there is certainly a feeling of helplessness. Not only do we feel that we have no control, we don't know who does or if anyone can control it.

Back to the actual hurricane: as the wind picked up to about 60 mph, I heard something scratching and whining at the back door. It was a puppy (very cute) belonging to a neighbor from three doors down. I thought about just taking it in until the storm blew through, but, thinking about the kids who would be freaking out down there, I picked it up, leaned into the wind and took it home. The family was understandably grateful, there were tears, and I went back to my boys feeling somewhat more in control. As I sat down with them, I observed a large tree beside the house as it was flattened by the wind. So much for control. But, I did show a calm face to the little guys and in so doing, calmed myself.

Our country has some serious

**Continued inside**

## A Closer Look A Slice of Rogerson Life

As Rogerson employees our engagement with retirement is two-fold. On the one side, we see residents and day program participants deal with and plan for life after retirement age on a daily basis. The other side is that we are fortunate enough to work for an organization that encourages us to plan for our own retirement.

Working with elders has given many Rogerson employees unique insight into what their own retirement may be like. Beacon House Resident Service Coordinator **Alfreda Payne** explained, "I listen to so many stories and hear so many different circumstances; what I consider is what I can do to allow myself to live as comfortably as possible during my retirement."

Florence and Roslindale House Resident Service Coordinator **Jen Watkins** added, "There are so many resources available for retirees, but you need to know what they are and how to ask for them. Working at Rogerson has made me aware of what services are available and also how important outreach is."

Across the board, employees agree that when it comes to retirement, planning is paramount. "I talk with so many residents who didn't think about what their retirement would be like," said Watkins. "This job has made me realize how important it is to have a plan."

Director of Human Resources **Audrey Crow** explained, "It is important to be proactive and to save early. Since our retirement plan takes money out of your paycheck pre-tax, you can choose to contribute an amount so small that you don't even feel it. You can't lose by saving this way."

To set up a 403B plan, call Leyre Gillis at 617-469-5823 or email [gillis@rogerson.org](mailto:gillis@rogerson.org).



Photo by: Lisa Natalicchio

Administrative Assistant Islande Icart talks with Human Resources Associate Leyre Gillis about her retirement options. "To set up a retirement plan with Rogerson, all you have to do is make an appointment with Leyre," explained Crow.

## Employee Profile Heather Orodenker

### Heather Orodenker's

day starts when her commute from Rhode Island to Roslindale, Massachusetts starts: early in the morning. "The property managers know that my commute is a good time for them to catch me, so the calls usually start then." Once the calls start rolling in, Heather begins putting out fires (and if you think that term is only being used in the figurative sense, think again).

As the Director of Housing Management, Heather spends her days dealing with any and all issues that our subsidized properties may have. She also works to ensure that our properties meet compliance standards set out by government and private oversight organizations, and she trains



Photo by: Patrice Flesch

Heather (first row, far right) and her crew pose after the Spencer House Ribbon Cutting in September of 2007.

managers and assistant managers to run buildings effectively and efficiently.

While Heather's days are busy, she wouldn't have it any other way. "I love that every day is different, and I couldn't ask for better people to work with," she explained. These sentiments combined with a deep admiration for Rogerson's mission have kept Heather trekking in from R.I. for almost 10 years.

In addition to loving the variety that her job brings, Heather appreciates how Rogerson believes in employees. "I started here as the Property Manager of Roslindale House and went

through many titles before I became the Director of Housing Management," Heather explained.

It is this commitment to staff development that earned Heather the 2007 Outstanding Mentor Award from MassAging. Property Manager of Florence and Roslindale House **Daryl Ramdehal** explained, "Heather builds you up and encourages you to follow your instincts."

In her free time Heather enjoys hanging out with her husband, Josh, and their six-year-old son, Aiden—who, under Heather's tutelage, has become quite the large-mouth bass fisherman. She also enjoys skeet shooting, scuba diving and racing sailboats. Oh, and if you want to see her get down, just put on the Blues Brothers. Heather will be singing and dancing in no time!

### From the Desk (Continued)

economic trouble ahead. It will understandably be painful and in some ways frightening. Well, we will weather it together and do it by being calm (as much as possible) and taking whatever steps are needed to cope with the crisis. This is what you have all done so well in so many emergencies. I know that I can count on the Rogerson team to pull together. You always lean into the wind and take the puppy home.

Sincerely,

James F. Seagle, Jr.  
President

## Adult Day Services Week

Our day programs celebrated National Adult Services week in style. Some of the festivities included a talent show (Rogerson Egleston), a trip to Revere Beach (Rogerson Brookline) and a BIG breakfast (Rogerson Roslindale).

Rogerson  
Roslindale  
ADHP  
Program  
Assistant  
William  
Adams serves  
breakfast  
to Chris  
Brookens.



Photo by: Lisa Natalicchio

## Getting to Know Heather

**Favorite Movie** *Its a Mad, Mad, Mad, Mad World*

**CD in Car** Blues Brothers

**Role Model** Why follow someone else's footsteps?

**Place of Residence** Rhode Island

**Hobby of Interest** Skeet Shooting

A note from your **Editors**

**The Rogerson Record** will run in abbreviated form during the month of November, and will resume with a special edition the month of December. Stay tuned for Roslindale parade pictures in November.

## Dignity, Longevity, Vitality Rogerson's Mission in Action

Among Rogerson employees it is no surprise that life goes on after retirement. We see examples of it every day! But some may be surprised to hear that our residents and day program participants feel as though their lives not only continued but actually *improved* after they entered their golden years. Here are their reasons why:

### With Age Comes Perspective

"I am more self-assured. I have more perspective and I know what I want," said Florence House resident Marlene Perry. Roslindale House resident Madeline Owens agreed: "Things that seemed so important when I was younger—like family feuds— just don't matter anymore." Owens added, "You realize that there is joy and happiness in the world and that you have the ability to give joy and happiness. Those are the important things."

### With Age Comes Perception

An AARP newsletter article entitled *50 Reasons to Love Being 50+* explained "In tests at North Carolina State University, older folks outperformed younger participants in determining whether people were honest and intelligent." Rogerson House resident Joan Christenson explained, "I feel more perceptive; living through these more adult years has made me more perceptive."

### With Age Comes More Free Time

As Rogerson employees we all have one thing in common: we haven't retired. Among our residents and participants (for the most part) the opposite is true.



Photo by: Lisa Natalicchio

"My kids will laugh and me and say, 'Mom, you can't do or say that,'" said Marlene Perry. "But I have enough wisdom now to say, 'Who cares!'" Above, Perry and Madeline Owens share a laugh (and a Can-Can move).

"It is nice not to have to work," said Rogerson Brookline Adult Day Health Program participant Joe Manfredonia. Perry added, "You just don't have the responsibilities that you had when you were younger."

With free time comes the ability to participate in new activities. "I love gardening, walking and hiking," said Christenson. "I wasn't able to do these activities when I was younger."

### With Age Comes ... Wisecracking?

Our residents and day programs participants are having fun speaking off-the-cuff and proving that a sense of humor doesn't diminish with age. When asked what they don't worry about now that they have reached old age, Owens laughed and said, "Well, I don't worry about growing older anymore." Rogerson Brookline Adult Day Health Program participant Bea Barron also noted "I don't have to worry about getting pregnant." With sentiments like that, it is a wonder that anyone stays young these days.

## News & Events

### March with Rogerson!

Join the Rogerson Communities parade committee as they march in this year's parade on October 5 from noon to approximately 3:00 p.m. This year's theme is "Roslindale Goes Green," and the committee has some green ideas (and fun t-shirts) that would make anyone green with envy. Spaces are limited, so if you are interested in participating, please call or email **Lisa Natalicchio** at 617-469-5847 or [natalicchio@rogerson.org](mailto:natalicchio@rogerson.org) ASAP!



Communications Associate Lisa Natalicchio (right) peeks out from behind the scenes of *The Rogerson Record* to take a picture with Administrative Assistant Debbie Cawley and the new banner designed especially for the Roslindale Day Parade.

### Local Officials at Farnsworth



State Representative Liz Malia, State Senator Dianne Wilkerson and Suffolk County Clerk Magistrate Maura Hennigan stopped by Farnsworth House for a coffee hour on September 15. Pictured above, Malia and Wilkerson pose with Farnsworth House resident Authur Levitsky.

## Q&A with HR

**Audrey Crow**

Director of Human Resources



### Q: What is the procedure for jury duty pay?

A: Rogerson pays regular wages to employees for the first three days of jury duty. From the fourth day of jury duty on, Rogerson will compensate the employee the difference in pay between the

juror duty pay and regular wages for a total of up to thirty days of jury duty. Written notice to serve on jury duty and statements certifying each day reporting for jury duty and the amount received as jury duty pay must be submitted to the manager.

### Q: What are the details of the sick time accrual program?

A: Rogerson Communities may grant eligible employees sick leave with pay for personal illness or injury. Sick leave is intended to cover authorized non-chronic, short-term illnesses or injuries that require a full-time employee to be absent from work for a day

or two at a time.

Full-time employees will be entitled to a maximum of 12 paid sick days during the calendar year. Sick days will be accrued at the rate of 3.69 hours per pay period. Part-time employees accrue sick time at a pro-rated amount, based upon their standard hours.

Full-time employees can accrue and maintain a maximum of 480 hours of sick leave at any one period. Part-time employees can maintain a pro-rated amount based on their standard hours.

### Q: When does my health and/or dental coverage end after I terminate employment?

A: On the last day of the month in which an employee terminates their employment.

### Q: Can I use my sick time for doctor's appointments?

A: Yes! You can use your sick time for doctor's appointments.

Send your questions for the HR department to **Leyre Gillis** at [gillis@rogerson.org](mailto:gillis@rogerson.org) or call her at 617-469-5823.

Questions will either be printed with an answer in *The Rogerson Record* or answered via a direct conversation with the person who submitted the question.

## Healthy Rogerson

Rogerson is getting into shape, and we want your help. Healthy Rogerson is currently looking for volunteers to join the Healthy Rogerson task force!

- The task force will meet monthly in the administration offices for approximately 1.5 hours to review, discuss, plan and implement tasks that will promote the concepts and practices of a Healthy Rogerson.
- The meetings will be held the third Wednesday each month from 12:00-1:30 p.m. in the board room or conference room.
- A light (and yes, healthy) lunch will be served.

The first meeting will take place on Wednesday, October 15, 2008 in the conference room. Please RSVP to **Sheila Place** at [place@rogerson.org](mailto:place@rogerson.org) or 617-469-5836 if you are interested in joining.

## New Hires & Promotions

### Shannon Ducey

Case Manager

Rogerson Roslindale ADHP

### Keon Hill

Recreation Assistant

Rogerson House

### Chitra Sharma

Controller

Rogerson Communities Admin

### Mary Stehle

Case Manager

Rogerson Egleston ADHP



# The ROGERSON RECORD

A Rogerson Communities Publication For Rogerson Communities Employees

**Story ideas? News items? Comments?**  
**Email [news@rogerson.org](mailto:news@rogerson.org) or call 617-469-5847.**

Jeanne O'Rourke, Managing Editor Lisa Natalichio, Production Editor