



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



My Father grew up on a small farm in a tiny town called New Albany Ohio, about midway between Columbus and Newark. The town had a grain elevator, a combo filling station/general store/diner, and a school - that was about it (think *Last Picture Show*). By the time I was old enough to visit the farm, the corn fields had been leased to another farmer and my grandmother and grandfather were working at a foundry near Columbus. They kept a truck, a garden, and chickens. But my father always wanted us to know how hard it was to keep that 88-acre farm working. In stories of his childhood, his description of using mules to pull the plow for the tilling is my most vivid memory. He bragged about challenging a neighbor who had large farm horses to a pulling contest across their adjoining fence. He crowed, "Those mules put those horses' butts right up

against that fence." In light of modern industrial farms, mules and plows seem almost like a stone-age application. It disturbs me a little that I am just one generation removed from yelling, "Git up" and "Gee haw" to those mules (which translates to 'turn left' or 'turn right').

This introduction by reverie is here simply because it's true, it's relevant to the point of this article, and I have not thought of it since I was a child. Now, instead of busting clods with my bare feet, I head up a very complex organization that works through complicated communications, political maneuvering, strategic planning and pushing out mountains of paper. My vegetables all come from the store, and my news and communications from TV, newspapers, and my computer and cell phone - but no texting or Facebook, there I draw the line. As I said in one former missive to you, we are literally overwhelmed with information. Work, for the most part, happens at a desk, and exercise must be planned and often paid for.

Here is my question, "Is my life more complicated than my father's was? And what about my three children and five grandchildren - what will theirs

Continued inside

## What's the Difference?

Rogerson Communities takes pride in tailoring its housing management services at an array of properties to the needs of a diverse population. Rogerson-managed senior housing includes independent living, assisted living, assisted living for memory loss, and residential care (rest homes). Assisted living and residential care, although similar, are sometimes confused. What do these terms mean – and what are the real differences between them? We asked **Andy Bader**, Director of Senior Living, to help us understand what makes each of these models unique. "There are more similarities than differences between the two models of supportive housing," said Andy. "But consumers –whether elderly or disabled—need to know they have choices to fit their needs."

Both assisted living and residential care provide the following:

- Private or semi-private studio and one-bedroom apartments
- Three meals a day and a choice of menu items
- 24-hour/7-days a week staffing, including full-time nurse manager to coordinate care to residents
- Personal care assistance
- Help with medications
- Transportation
- A range of activities to entertain, stimulate, and inform residents.

The two models of supportive housing are regulated by different agencies: the Executive Office of Elder Affairs (EOEA) has oversight responsibility for assisted living facilities and the Department of



Rogerson House in Jamaica Plain provides assisted living for people with memory loss.

Continued inside

## Employee Profile Wanda Hunter

**W**anda Hunter came to the Rogerson Communities Accounts Payable department 4 years ago from the firm White, Inker, Aronson, P. C., where she worked part-time as an accountant assistant.

Wanda was very happy and committed to her work, and in October 2009 she was promoted to Assistant Property Manager at Council Tower, a Forward Inc., property managed by Rogerson Communities.

Wanda's diverse background makes her a strong asset, having worked in banking, real estate, as a paralegal and a small business owner. Wanda attended Roxbury Community College and also took some courses at UMass Boston.

At Council Tower, her work day is always varied and exciting – arriving each day she checks the log for any overnight emergencies or matters that need attention, she has meetings with residents, recertifications, work orders and maintenance requests to facilitate, and daily responsibilities to support Gloria Osborn, the Council Tower Property Manager.



Interview and photo by Islande Icart

Wanda Hunter at work in her office at Council Tower in Roxbury.

Wanda says of her work, "Most importantly, I love what I do. I'm happy to work for Rogerson Communities because of our service to the elderly community."

Wanda is also very proud to have been part of Council Tower "going green." She recalls, "It was so nice to see how the residents were so excited and pleased as their apartments were newly renovated and the building went green."

Wanda lives in Mattapan with her husband and three children, two boys and one girl. Wanda's great joy these days is her new grandson. ■

### Wanda's Favorites, in her own words

**Favorite book:** *The Caged Bird Sings* by Maya Angelou.

**Favorite movie:** *Soul Food*... "It reminds me of the Sunday dinners I have with my family."

**Favorite vacation:** Disney World... "Where you can always be a kid."

**Favorite restaurant:** Maison Robert (aka Petit Robert Bistro)

**Brush with fame:** "I went down to Faneuil Hall for my 20th wedding anniversary with my family. As we were crossing the street we saw two long black stretch limousines. The first limousine door opened and out came Victoria Beckham. Then Randy Jackson got out of the second limousine. We called out to him and then talked to him and asked him to pose for a picture with us."

### What's The Difference? (Continued)

Public Health (DPH) oversees residential care. EOEA requires assisted living residences to store medications in residents' apartments. Certified nursing assistants, under the supervision of a nurse, remind residents to take their medications when scheduled. Under DPH rules, however, residential care facilities must store medications in a central, locked location. Trained staff members, who may be certified nursing assistants, responsible persons or home health aides, administer medications to residents rather than simply providing reminders at the appropriate times. A licensed nurse supervises the medication administration, reviews the physician orders, and verifies the deliveries from the pharmacies.

In assisted living residences, licensed nurses coordinate resident care plans, but generally do not provide "hands on" nursing care such as injections, bandage changes, or other skilled services. Residents who need these services receive them from certified home health agencies. Licensed nurses in residential care may provide limited skilled services such as injections and minor wound care. Andy notes, "It is important to keep in mind that both types of supportive housing are residential in nature and are not licensed for the level of skilled nursing services and medical oversight routinely provided in nursing homes."

Most assisted living residences have only a limited number of affordable units, especially the memory loss programs. By contrast, residential care facilities have a long history of public subsidy support and provide more access to supportive housing for low- and moderate-income residents.

Rogerson Communities currently manages three Residential Care facilities (Hale House, Pond Home and Sophia Snow House), one assisted living facility (Ledgemont at Springhouse), and two assisted living facilities for memory loss (Rogerson House and Allen House at Springhouse). In addition, Rogerson is assisting the not-for-profit Mount Pleasant Home with the development of a renovated and expanded residential care facility. Andy concludes, "Although some of the rules may be different, the goals for our assisted living and residential care programs are the same: foster a sense of community while promoting independence, socialization and wellness for all residents." ■

# The Rogerson Review

## The Film

*A Woman's Tale* PG-13

## The Reviewer

Jeff Walker,  
Director of Communications

## The Verdict

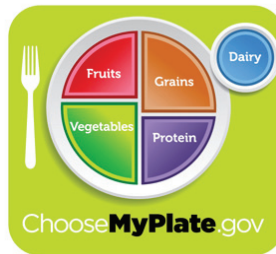
*A Woman's Tale* is a 1991 Australian film directed by Paul Cox, starring Sheila Florance as an elderly woman living alone in her flat and dying of cancer. Her love of life leads to an ambivalence about her age; her worrisome son wants her to move into a home; her neighbor Billy has dementia. Florance herself was dying of cancer as the film was being shot. She died at age 75, nine days after being awarded the 1991 Australian Film Institute Award for Best Actress in a Leading Role for this film.

The film is rich with powerful images that advise us that age is an accumulation of life experiences and each is a landmark on the map of the human heart. The film is a deeply moving drama, without being eccentric or pretentious - much like any life well lived. ■

## Healthy Rogerson A Healthy New Focus

The USDA introduced the *Food Guide Pyramid* in 1992, later replaced in 2005 by *My Pyramid*.

This June, the USDA, with the involvement of Michelle Obama, discarded the pyramid altogether and introduced *My Plate*. The new guide is meant to give Americans a clear, visual idea of how each meal should look. *My Plate* contains four sections: fruit, vegetables, grains and protein, with a circle to the right representing dairy. ■



[www.choosemyplate.gov](http://www.choosemyplate.gov)

## From The Desk (Continued)

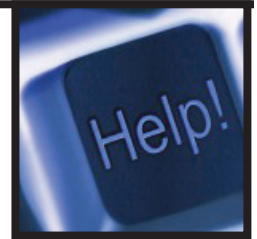
be like?" At first blush, the answer seems to be easily apparent. Everyone says that life has become more complicated. But, has it? When we read the great thinkers of antiquity, the sophistication, the complexity and quality of thought rivals anything written today. Our scientists are building on blinding epiphanies of giants from earlier times. Our computers, although mysterious frustrating tools, are at their core simple X's and O's. My old man not only had to drive those mules, but he had to feed, water and harness them. If something broke on that bridle or the mule needed special treatment, he had to take care of that too. Hand tools, kerosene lanterns, and water from the windmill pump all took more time and knowledge than our flip-the-switch or open-the-tap technology. He had to get that corn in and manage to get it to market. Budgets on small farms during depression days were tight as a tick and he reminded me often

of our advantages, like new shoes rather than patched hand-me-downs.

Are our lives more complicated? I really am not sure. My suspicion is that, through the ages people have had equally complicated lives – it's simply that the complications have changed in character. Of course I am talking in general terms across large populations. Many individuals have chosen to increase or decrease complications of life. Think about the hermit or convent life on one side, or the working mother of four who also cares for a mother-in-law while doing graduate school on the other. But in general terms, I think the level of complexity has remained constant; the complexities have changed.

By the way, my father was also made to hunt small game for the table. He told us that once he was sent out with four shotgun shells, and came back with three rabbits, two pheasants, and one leftover shell. Sometimes complications of life can be a little exaggerated, don't you think? ■

## TECH TIPS



Mary Moynihan Director of Information Technology

These days many of us can have dozens of passwords. We are required to have a password to access the many online accounts we use each day in our work and personal lives, such as our bank accounts, email accounts, and work computers.

A secure password can protect our computers and personal account data from unauthorized access by hackers. When making a secure password, include the following:

- A. 8 characters or more
- B. 1 number
- C. 1 special character
- D. Upper and lowercase letters

One tip I find helpful is to think of a phrase I can easily remember. I then take the first letter of each word in that phrase and add a symbol and a number to the end to create my password.

Example: Amazon is where I buy my books! 1

Becomes: Aiwlmbm!1

Example: This bank is where I save my dollars & cents 1

Becomes: Tbiwlsm&c1

This method is also helpful when I am required to change my password on a regular basis. I can just increase the number at the end by 1, and have a brand new secure password. ■



The  
**ROGERSONRECORD**

A Rogerson Communities Publication for  
Rogerson Communities Employees

Email story ideas, news, or comments to [news@rogerson.org](mailto:news@rogerson.org)

Jeff Walker, Managing Editor

## MOUNT PLEASANT HOME UPDATE



Merlin Southwick, Executive Director of Mount Pleasant Home, served as tour guide to Rogerson Roslindale Adult Day Health Program participants during a recent visit.

To ensure that Mount Pleasant Home continues to be a resource for Boston's middle- and low-income elder community for the *next* hundred years, Mount Pleasant Home has been undergoing a substantial renovation and expansion. Overseen by Rogerson Communities, the 20 million dollar project will allow Mount Pleasant to increase the number of residents it can serve from 44 to 60. In addition, all electrical, mechanical and life safety systems of the current building are being replaced. A four-story addition on the wooded side of the site has been joined to the existing building by a three story south-facing atrium; creating a shared four-season living and dining space that is filled with natural light and fresh air. The completed project will provide all residents with private rooms and private bathrooms.

Brigham and Women's Advanced Primary Care Associates has leased the clinic and office space on the ground floor of the new addition and are in the process of customizing the space to meet their needs. The medical practice will be patient-centered and will have a focus on team-based care with the goal of providing the highest quality proactive care and seamless access for patients. Mount Pleasant Home residents will soon have the option of taking an elevator to see their health care practitioner. ■

## New Hires

Grace Alexander – Rogerson House – CNA  
Claudy Belyle – Roslindale ADHP – Program Assistant  
Jillian Donovan – Rogerson Fitness FIRST<sup>SM</sup> Specialist  
Hyacinth Facey-Edwards – Rogerson House – CNA  
Rose Joseph – Roslindale ADHP – Program Assistant  
Katherine Kelley – Roslindale ADHP – Administrative Assistant  
Jennifer Merigold – Rogerson House – Expressive Therapist  
Pamela Raye – Rogerson House – CNA  
Willie Roberts – Roslindale ADHP – Driver  
Georgette Theodore – Rogerson House – CNA  
Withdiane Thevenin – Roslindale ADHP – Administrative Assistant  
Christel Williams – Rogerson Fitness FIRST<sup>SM</sup> Specialist  
Kristen Woulfe – Rogerson House – Outreach Coordinator

## HR Focus

Leyre Gillis  
Director of Human Resources



At Rogerson Communities, we provide a variety of services for elderly and low-income men and women. How often do you, as an employee at Rogerson Communities, think about our mission? Have you ever read our mission statement? If you haven't, or if it's been a while, you should take a look at it below. It's an inspiring reminder of the greater good we provide as an organization.

It is important to keep the organization's mission in mind no matter what job you perform within it. Caring for other people is often a stressful, difficult job. That is part of the reason that we have been emphasizing employee wellness over the past year or so – when your job is to look after other people, it can be especially important to take good care of yourself.

When you are having a tough day at work – whether it be

because of the normal stress of caring for others or because of factors in your personal life - you should turn back to our mission statement and think about why you sought employment at Rogerson Communities. Was it just for a paycheck, or was it because you liked the idea of being part of a team that provides the types of services we do? No matter what position you hold in the organization, you should know that what you do – from providing maintenance to our buildings, to crunching numbers in the accounting office, to providing direct care to the residents and clients – contributes directly to the success of the organization, but more importantly to the wellbeing and happiness of the people we serve. ■

