



From the Desk of James F. Seagle, Jr. President, Rogerson Communities



LeadingAge Massachusetts recently awarded Rogerson Communities the 2016 Excellence in the Workplace Award in recognition of Rogerson's tremendous staff.

Our 220 committed staff members, along with the over 200 additional professionals that we support through managed services, work across 27 sites and programs to support elderly and low-income men and women by enhancing their dignity, self-reliance and vitality. We are proud that our staff has worked a cumulative 1,500 years at Rogerson Communities with an average tenure of 6 years. When I think of all the items which make up a positive work environment, at the top of the list for me is meaning. We all have to work, whether it is for pay or to support our personal living environment.

When work has meaning, in other words, your work is valued by you and by others, it becomes less like a requirement and more like a devotion. After forty-three years heading up this organization, I feel more devoted to my work than required to do it.

Our mission is to serve elders and people with lower incomes. We want people to have affordable, safe environments in which to live and access to needed services so that they can age healthfully in their communities. This is a tall order in a society that does not value its elders and certainly has turned away from supporting the poor. Fortunately, our organization, its Board and administration does not see the needs of elders and the poor as a requirement to be shrugged off. Quite the contrary, we see our programs and facilities as evidence of our devotion.

Now, the groundwork of mission may be primary but it must be followed up with serious attention to the working environment. If employees feel that their devotion is not valued then only the most selfless will be left standing. I often say that just because you work for a charity does not mean that you yourself must be charitable. We believe that everyone in this organization deserves a positive environment in which to work. Fair pay, good benefits and competent supervision are some of the elements of that environment. The physical environment, including equipment, should be of high quality, and performance must be recognized and rewarded.

We want to find the best person we can for each job and to keep them as long as possible. When looking at our staff, I am very proud and happy to say that we have had good success in doing just that. But, starting with me and with Senior Staff and all the way through the ranks, we all know that more can be done to improve our working environment. Better communication, more health and fitness opportunities and increased avenues for advancement are some areas we are working on. Rogerson Communities will continue to improve our work place because we want great staff members who are devoted to the mission to stay as long as possible.

Come tour one of our sites sometime and meet our exceptional staff, you'll be glad you did.

James