



June 16, 2010

Dear Employee,

As you know, Kirkhaven as well as other nursing homes across the state have been holding their breath in anticipation of NYS paying us what is owed since April 2009. Although nothing new has developed with respect to the state budget and fiscal crisis, Kirkhaven has experienced improved financial performance as a result of our initial austerity budget, efficient operations, and all of your hard work. Therefore, I am thrilled to announce that we are able to take the following action:

1. **Effective July 1, 2010, we are lifting the austerity budget.**
2. **Effective June 27, 2010, we are issuing an across-the-board 2% pay-rate increase for all staff.**

The 2% pay-rate increase will be reflected in your July 15<sup>th</sup> paycheck and replaces the merit pay-rate increase routinely issued upon your anniversary date in conjunction with your performance evaluation. We expect to be able to resume our routine anniversary date merit increases in 2011. If the final state budget, Medicaid rate settlements and our financial performance for 2010 warrants, we will consider another across-the-board pay-rate increase later this year.

**Thank you all for your continued dedication and valued service.** We could not have moved forward with this new plan without your great work. Should you have any questions or comments, please feel free to speak to your supervisor or to me directly.

Sincerely,

A handwritten signature in black ink, appearing to read "Amanda D. Brown". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Amanda D. Brown  
Executive Vice President/Administrator



6/15/10

## Kirkhaven Welcomes Elder Care Pioneer as New Medical Director



Beginning July 1, Kirkhaven welcomes a new Medical Director, **Dr. Steve Ryan**. Dr. Ryan served as the Regional Medical Director for the UNY Evercare Program. The Evercare model provides care coordination and clinical support through a nurse practitioner to nursing home residents. In 2008, Dr. Ryan was honored with the *Carter Catlett Williams Award for Excellence in Aging and Long-term Care Services* for his work across Upstate NY.

Dr. Ryan recently returned to Rochester General Hospital as Regional Medical Director for Monroe County. This also includes medical directorship at Independent Living for Seniors (ILS). Dr. Ryan has many years of experience serving elders in both community and long-term care settings. Dr. Ryan is certified in Internal Medicine, Geriatric Medicine, and Hospice/Palliative care. Dr. Ryan has been a passionate advocate for elders' right to live on their own terms and for health care systems to consider the "whole person" when developing systems of care. He is looking forward to working with our team as we continue on our Pathways journey.

We will miss Dr. Schabel, who has accepted a position as Regional Medical Director of Wayne County, however he will still be part of our medical services team from RGH. Dr. Schabel will continue to attend our Pharmacy and Quality Assurance Committees and will be available to lend his expertise as needed.

Over the next month or so, you will see both Dr. Schabel and Dr. Ryan in our halls as Dr. Ryan gets oriented. If you see them, please introduce yourself and help me in welcoming Dr. Ryan to our home.

—Amanda Brown,  
Administrator

## *The Sage Project is Sown!*



*(Top to bottom) Robyn Difrancesco at Kirkhaven, Anne DiCesare at Assisted Living and Mariblanca Rosario at the Day Program were among the staff members who did a fantastic job launching The Sage Project with a massive seed-planting operation on all three fronts!*



# Lions, Otters, Beavers & Golden Retrievers.... Oh My!

Are you a Lion, Otter, Beaver or Golden Retriever? The month of May provided an opportunity for the fifth floor neighborhood to discover their personalities. While we may all have traits of the lion, otter, beaver and golden retriever—we do exhibit a primary personality.

**Lions** like to hear and say things “straight up”, no beating around the bush. Lion-types take charge, are visionary, and sometimes intimidating to people.

**Otters** are the fun loving personalities. Although they are hard working, they are always looking for a party. Otters can be entertainers, enthusiastic motivators; those who know people who know people who know people.

**Beavers** are detail-oriented. Beavers value accuracy, getting things straight, and doing things right.

**Golden Retrievers** are all about feelings. They are the warm, relational, nurturing ones.

We are all like Dorothy on the yellow brick road who stumbles upon the tin man, the lion and the scarecrow on her journey home. We discovered that the lions, otters, beavers and golden retrievers all bring unique personality traits that enrich our “Pathway” to home.

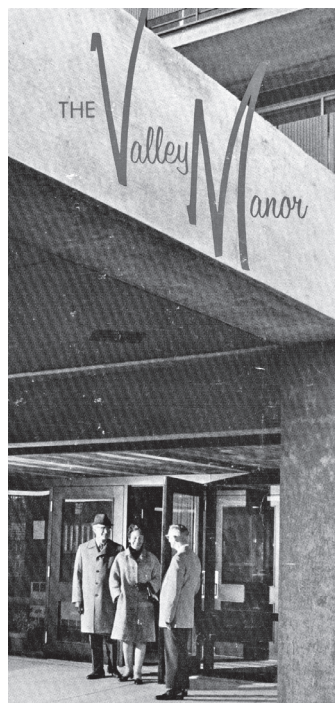
A special thanks to the following:

- Carmella Service, for the dedication of her time during the three training session
- Karen Laskey and the Food and Nutrition Department, for the yummy food provided during our training sessions
- The individuals that participated in the sessions

Not only do you enrich the lives of our elders, you have enriched my life. I feel blessed to work with each and every one of you.

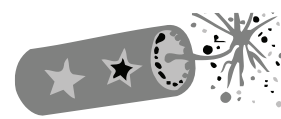
—Michele Cone,  
Ass't Director of Nursing

## VM Bids Farewell to Seventies' Decor



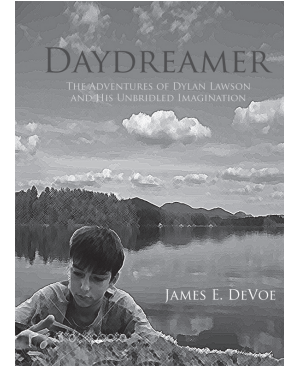
On Tuesday, June 15, Valley Manor begins a major facelift project on its interior walls. Dry wall will be installed over the ribbed concrete in the hallways, beginning with floors 1, 6, 7 & 8 this year. (The ground floors was resurfaced during previous renovations.)

A distinctive feature (along with the wall-to-wall orange shag carpeting!) when the building was designed and built back in 1970, the corrugated concrete walls are the same employed by the architect for the Strassenburgh Planetarium. After many years, styles have changed, and most people now prefer a more standard wall treatment. This project has been bumped ahead of the Bistro Project, which will be considered in next year's budget.



## Seniorsfirst Salutes

**Carmela Service**, RN, Clinical Care Coordinator on our dementia unit at Kirkhaven, graduated on Sunday, May 9 from Nazareth College as a Nurse Practitioner. Congratulations to Carmela on a great achievement. We are all so very proud of you! Great job!



**Congratulations to Jim DeVoe** on the publication of his first novel! *DayDreamer* is an adventure mystery for tweens and young adults. Check it out and download some sample chapters at [www.Xlibris.com/daydreamer](http://www.Xlibris.com/daydreamer).



**Ruth Johnstone** and her third graders celebrated summer and the end of the school year with the residents of Valley Manor, who have been tutoring Ruth's kids for several years. In addition to teaching at School #20, Ruth still works in the VM dining room on Sundays, a job she took when she first moved to Rochester from Jamaica.



### CLASSIFIED ADS

**FOR SALE:** GE 4-burner gas range, bisque color. Good condition, 5 yrs old, works well. \$100/BO, contact Sandy Donato at 770-1880.

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## The “Cottages” at Valley Manor: *This Place is for the Birds!*



I thought I would dedicate this blog posting to shining a spotlight on our unique Assisted Living and Adult Day program at Valley Manor. I call it unique because they represent a relatively new trend and focus in the delivery of support services to seniors. With more and more interest and demand by consumers for support service alternatives other than nursing home care, assisted living and community-based services are gaining in popularity and attention. Here on the campus of Valley Manor, located in the lovely East Avenue neighborhood, sits “the cottages”, which house our 8 apartment assisted living residence and our distinct adult day program community.

I stopped by recently to visit with the residents and clients to see what was new and exciting in their world, and wow, there is a lot going on!

Let me share just a sample of what they shared with me and what I saw. As I arrived at the cottage, I was greeted by a resident and staff having a quiet conversation in the foyer as they basked in the sunlight and warmth from the windows looking out on the neighborhood. They welcomed me in and graciously allowed me to take pictures and explore their cozy home.

Then, I met resident Beverly Fink sitting outside her dining room working diligently on a jigsaw puzzle. I wasn't much help to her with her puzzle, but we did enjoy a nice conversation. Beverly lived in an apartment at Valley Manor for years before deciding to move into the assisted living apartments where she would have access to more aide support. She still has dinner at Valley Manor every Wednesday evening to stay in contact with her “woman's support group” that was an important part of her past routine. She has also rediscovered her love for playing piano and often plays during tea times and sing-alongs with her new friends at the cottage.

Ms. Fink insisted that I check out the gardens off the back patio, so I made my way outside. The residents had been busy in the weeks prior starting up their vegetable and flower gardens in the backyard and participating in the “Sage Project” (I'll blog on that project in the near future).

Other projects that the residents have been enjoying include creating centerpieces for their dining room tables, wreaths for each individual apartment door, baking for each others' birthdays and embarking on their daily exercise and wellness program.

But the biggest news of the week was the addition of Pete and Kiwi to the cottage. Pete and Kiwi are parakeets that the residents have named and adopted as their new cottage pets. In addition to their beautiful colors and singing voices, the birds provide a sense of companionship, responsibility and enjoyment.

I then wandered next door to visit with the clients of the adult day program. Here I was greeted by a group of seniors seated in the bright, roomy dining room enjoying an afternoon snack and finishing up a card game. I asked who was winning all the money, but they just laughed and said “not them”.

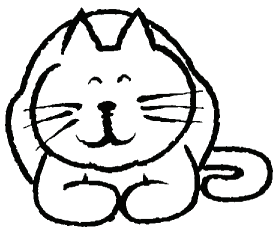
Outside in the courtyard I saw a large congregation of folks enjoying the warmth and sunshine (that does bless Rochester from time to time). I walked out to see what was going on and was immediately introduced to Tiddly and Wink, two other parakeets that the adult day program clients have named and adopted as their pets. The birds are awesome and will even sit on your finger, head or wherever and provide hours of enjoyment.

By the time I left the cottages, it was clear to me that this place is very special. The “smallness” of the community fosters a unique family atmosphere that is so much like home and nothing like an “institutional setting”. Relationships, friendships, activities and person-centered support are obvious key components to the joy and laughter that was so evident to me in just my short, one hour visit.

As I left and walked out to my car, I thought to myself what a wonderful place to live or visit. This place may be for the birds, but it is also a delightful place for our elders.



*—Jim DeVoe, President/CEO*



## It's time once again to sign up for Kirkhaven Kitty Kare!

I would like to thank everyone who has assisted with Smokey and Wimpy's care! They both look very well cared for and happy. It is time to sign up for the next quarter's care, July 2 through October 1. If everyone chips in, it will only be a few times a year for any one person. Please look at the calendar and let me know when you are available to assist. I will take assignments on a first come basis and will let you know the week you are scheduled to assist. Once again, thank you all for your help.

—Helen Bennett,  
Co-Director of Therapeutic Recreation

## Seniorsfirst Announces 2010 Musicfest Line-up

Mark your calendars! This year's Musicfest under the tent at Valley Manor will be held July 20-22, from 12:30 to 2:30 p.m.

The line-up is as follows:

### Tuesday 7/20

Johnny Matt's Big Band

### Wednesday 7/21

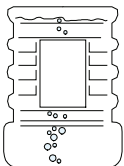
Air de Cour (Classical Ensemble)

### Thursday 7/22

Poppa Joe's Crawfish Stew (Dixieland)

We will be recruiting volunteers again—we had a great turnout from both Valley Manor and Kirkhaven staff last year!

## Overheard at the water cooler...



**Amanda Brown** has two articles about transitional care coming out soon—in the July issues of *WNY Physician* and *Rochester Woman* magazines.

**Speedy Bob Otto** smoked the competition in his category by half a lap in the MacMillan Mile Challenge last week, which he ran in **7.2 minutes!**

**Renaë James, Kelley Cruise-Sheils, and Leandra Reeves** were the Biggest Loser Challenge winners at Kirkhaven.

## New Hires

Beverly Addison	CNA	Kirkhaven
Aletha Bouie	LPN	Kirkhaven
Sheryl Draper	LPN	Kirkhaven
Sabrina Green	CNA	Kirkhaven
Michael Paciorek	Security	Kirkhaven
Briana Webb	Courtyard Aide	Kirkhaven



## July Birthdays

3	Roberta Ginsberg	RN Clinical Support, Kirkhaven
	Gayle Hoover	HR Assistant, Kirkhaven
4	Rafaelina Plasencia	per diem CNA, Kirkhaven
6	Glisi Bynoe	CNA, Kirkhaven
	Renee Petrovic	Music Therapist, Kirkhaven
7	Barbara Ferro	LPN, Kirkhaven
	Ann Reynolds	Resident Aide, Valley Manor
	Niya Smith	Resident Aide, Valley Manor
8	Michele Cone	Ass't Director of Nursing, Kirkhaven
	Linda Murphy	per diem CNA, Kirkhaven
9	Aleisha Gordon	per diem LPN, Kirkhaven
	Nancy Strassner	per diem RN Supervisor, Kirkhaven
10	Lyman Ball	per diem CNA, Kirkhaven
11	Olden McCray	Security/ES Ass't, Valley Manor
14	Sandra Donato	Resident Aide, Valley Manor
	Angela Hawthorne	CNA, Kirkhaven
15	Carol Otto	Senior Living Consultant, Valley Manor
16	Kelly Cruise-Sheils	Social Worker, Kirkhaven
18	Felicia Meeks	per diem CNA, Kirkhaven
	Melinda Quaintance	per diem LPN, Kirkhaven
19	Delores Davis	CNA, Kirkhaven
	Sharon Stewart	per diem LPN, Kirkhaven
21	Carolyn Roman	CNA, Kirkhaven
24	Stacy Holmes	CNA, Kirkhaven
25	Cheryl Smith	VP/Exec. Director, Valley Manor
26	Brandi Garrett	per diem LPN, Kirkhaven
27	Tatanisha McClary	CNA, Kirkhaven
28	Latecia Terry	CNA, Kirkhaven
29	Kathy Murray	CNA, Kirkhaven
30	Norell Brown	Cook, Valley Manor
31	Christina Gibson	CNA, Kirkhaven