



Medford Leas *Life*

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THE FIRST YEAR

by Kay Cooley

“Not finance. Not strategy. Not technology. It is teamwork that remains the ultimate competitive advantage, both because it is so powerful and so rare.”
(Patrick Lencioni, *The Five Dysfunctions of a Team*)

New American presidents are scrutinized for their accomplishments 100 days after taking office; new chief executive officers are rated after their first year. We recently interviewed Medford Leas’ new CEO **Jeremy Vickers** shortly before his first anniversary, to find out what he thought were the accomplishments of his first year. What we expected was a list of easily observable changes.

“Not so,” said Jeremy. “While we have many achievements to be proud of, our most important work has been on the fundamentals of what management consultant Jim Collins would call ‘getting the right people on the bus’ and developing a better sense of teamwork.

“The fundamentals at Medford Leas were in place long before my arrival: the quality of the staff, a caring environment, the vitality of the campuses, and the beautiful surroundings,” he continued. “However, departments largely operated independently of one another, and thus we lacked coordination. True teamwork is achieved only through a lot of behind-the-scenes hard work, and while I believe we are off to a great start, we still have a long journey ahead of us.”

On his arrival, Jeremy faced simultaneous challenges: the need to develop an operational surplus, implement a new billing system, a new interim chief financial officer finding his way, and only six to eight weeks to develop a complete budget for the coming fiscal year.

After an intensive schedule of meetings and with the Board’s support, the leadership team quickly ascertained that they had to make fundamental changes in organizational structure and budget and operation processes. The top-down budget process was replaced by a zero-based one (in which all expenses must be justified starting from zero), and the budget itself brought into balance by eliminating or consolidating several administrative positions. Key staff members were elevated to form a new leadership team.

“From my seat,” continued Jeremy, “I can see a dramatic improvement in how we operate. I strongly believe that our investment in the time and energy required to change our internal processes will pay huge dividends over time.”

Part 2 of “The First Year,” covering specific accomplishments and improvements made in Jeremy Vickers’ first year, will appear in the December issue of MLL.

*Life Lines***REAL ROMANCE**

by Marcy Webster



Margery Rubin

Our 15-year-old granddaughter Katherine has never been to a wedding. She's seen the extreme versions on reality TV and the mix-ups portrayed in modern movies, but she's never experienced the traditional, joyous wedding of someone she knows. She has eight cousins ranging in age

from 21 to 28, and so, by rights, she should have two or three used bridesmaid dresses hanging in her closet. She should have jostled for a bride's bouquet and slept with crumbled cake under her pillow. But these are strange times and it hasn't happened.

Katherine should bring her starry-eyed dreams to Medford Leas. Here, weddings are in vogue and always have been. **Tammy Gerhart**, director, Resident Services, remembers a lot of weddings during her 19 years on the staff. At her suggestion, I talked to the **Rev. Jim Muir**, resident and Presbyterian pastor, about ceremonies he attended, many of which he performed. Jim has officiated at weddings in private apartments, community rooms, Arboretum settings and once, to rousing cheers and applause, in the Theater.

A standout in Jim's recollection was the wedding of **Carmen Smith's** daughter, **Rachel**, to Joseph Conte in 2005. The ceremony took place at Joe's family's blueberry farm where guests brought wonderful food to share under the tent. Since that time, Claire and Renee have been born to the Contes, and Rachel is well on her way to becoming a lawyer, while still working occasionally at Medford Leas (see also p. 6).

Of course, the wedding of his daughter Cindy to Medford Leas' **Dr. Keith Quinton** was a special one for Jim. Years ago, the Muirs and Quintons were neighbors and the Quinton children, growing up in a two-career household, often needed care and feeding in the evenings. Teenaged Cindy,

just down the block, was able to help out. She grew up, married, and had a son and daughter. Later, when Cindy and Keith were each single, they renewed their earlier friendship and, ultimately, fell in love. All four children attended as Jim Muir married Cindy and Keith in a ceremony full of special meaning for all concerned. Jim tells me that he began by saying, "Cindy is a Quaker, Keith comes from a Jewish background, and anything else will be Presbyterian."

Every wedding has a personal story attached. Many of the marriages at Medford Leas begin with two friendly couples who become lonely singles. **Allyn Rickett** missed being married after the death of his wife, **Adele**; his square-dancing partner, **Lois**, was lonely too. She was born Lois Kirby in the miller's house at Kirby's Mill. Years later, as Lois Kirby Westcott Boltz, she married Allyn in the Union Street Friends Meeting. They invited the entire Medford Leas community to attend. There were 131 people who heard her "promise with Divine assistance to be unto him a loving and faithful wife so long as we both shall live."

After punch and cookies at the Meeting, the newlyweds took their combined families to Chinatown for dinner. This venue was entirely appropriate for a bridegroom whose children are Chinese-born and who was head of the Department of Oriental Studies at the University of Pennsylvania. The honeymoon, spent leading a Penn trip to China, was a chance for Lois to share her husband's life-long interest in that culture.

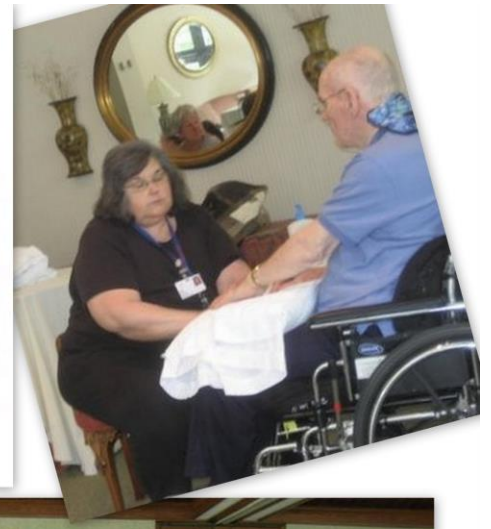
Since their marriage, Lois and Allyn have traveled extensively to Alaska and the Yukon in their motor home. In their apartment a rock collection from other exotic trips mingles with pictures of two beautiful families, including a trio of great-grandchildren.

Probably the weddings at Medford Leas wouldn't satisfy Katherine's search for fantasy and sparkling lace. But for the real meaning of romance, they're hard to beat.

ACTIVE LIVING MONTH

text by Suzanne Frank
photos by Suzanne Frank and Rick Trandahl

During September, campus-wide, there is a special emphasis by staff on some of the stimulating programs and special offerings to residents which expand both the mind and the spirit, and also are devoted to exercising the body. Whether it was the popular "Morning at the Spa" or Line Dancing or "Make and Munch," singing or knitting, meditation or water volleyball, resident participation was high and appreciation echoed throughout the month.



SOLAR ARRIVES

by Suzanne Frank

"We're getting the biggest bang for the buck," Chief Executive Officer **Jeremy Vickers** commented on the recent installation of solar panels on the roofs of Haddon, Woolman and Estaugh and the roofs in between. "We were already replacing the original roofs on these buildings, so the timing was great."



Operations Director **Bill Murphy** explained, "We tore off the old roofs, which had been there forever. The new roofs will consist of fiberboard and Carlyle rubber material." The solar panels, chosen after competitive bids, are a product of MX Solar USA and their specifications read: "the Suncase MX 60 photovoltaic module is made up of 60 high-efficiency multicrystalline silicon solar cells, 156 mm x 156 mm (6.14" x 6.14") in size. Solar cells are connected electrically in series forming a 6-foot by 10-foot array."

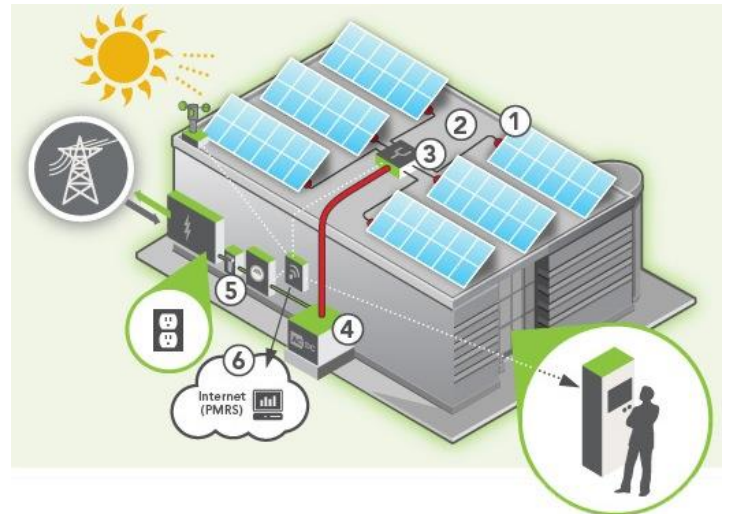
"The whole process should take two months," Bill said, "and we hope to be done by December. Once connected to one meter, the panels will supply 10 to 12 percent of total usage in the three buildings."

"We're hoping for a payback in five to six years," Jeremy reported, "but there are lots of variables and it could possibly stretch to ten years. But it is a great investment since solar has improved greatly and we have the advantage of getting federal and state credits this year."

"Our goal," Jeremy concluded, "is to become less dependent on fossil fuels. And we will look at

more solar, geothermal and other alternative sources of energy such as 'bloom box,' which converts gas into electricity, as we plan for the future."

How A Solar Electric Power System Works



1. Photovoltaic, or PV, cells convert the sun's energy into electricity. The cell is usually made of a silicon wafer modified with small amounts of other materials that give the wafer special electrical properties. Cells are connected together in a solar module.
2. Solar panels are groups of solar modules connected electrically to generate direct current electricity at the desired voltage and current. Panels are installed on rooftops or open areas that have full sun exposure.
3. The combiner connects multiple wires carrying the electrical current generated by individual solar panels together into a single, larger capacity wire, which then flows to the inverter.
4. The inverter transforms direct current electricity produced by the solar panels into alternating current (AC) electricity – the form of electricity used in our homes. The inverter also provides safety functions, such as automatic shutdown in the event of a power failure.
5. The AC safety, or disconnect, switch can manually be used to disconnect a building's electrical system from the solar electricity system.
6. A remotely located performance monitoring reporting system (PMRS) measures and monitors electricity generated by the system, performs diagnostics and sends alerts regarding equipment issues. It also tracks weather and generates reports that link weather to kilowatt-hour output.

Art caption adapted from description by 4Best Solar.

COMMUNITY DAY

text and photos by Beth Bogie

"It's sweaty and it's fun," proclaimed grade-schooler Jordan when asked how he liked the trampoline. Pint-sized kiddies ran a complicated obstacle course nearby, created by Fitness and Aquatics. Winning time: 18 seconds.



The three granddaughters of **Paul Ray** blew giant, elongated bubbles, ever and ever larger.



And two-year-old Claire Hanley, granddaughter of **Cecile and John Hanley**, sprinkled glitter on her freshly painted pumpkin.

The kids were in their element at the seventh annual Community Day at Medford Leas on September 24.



There were youngsters with painted faces, others sporting balloon artistry on their heads, and children watching with fascination as **Steve Yanai** created intricate Japanese origami figures under their watchful eyes. Each child got to take one home.

I sat eating my hamburger across from Connor Zoll, grandson of **Phyllis Carducci**. Connor's face was painted bright red, accented scarily with strong black streaks. At one point he offered his hot dog to his dad, saying he'd eaten his potato

chips and was full. I overheard Dad respond with pretend seriousness that those potato chips "are definitely one of the four food groups."



Adults with their grown children, who came from the immediate community and farther away, were having a fine time too. They were poring over 14 tables of secondhand books, finding a treasure at one of the flea market tables, and buying an early Christmas decoration from the tables of the Thrift Shop. Observed **Edith Pray**, "Things are going very well. It's Christmas in October!" Book sales brought in more than \$500.



There were also examples of impressive craftsmanship, like the ship models of **Joe Jordan**, who stood proudly with a destroyer escort he had rebuilt.



In the Activities Room were the beautiful quilts of the Berry Basket Quilters. Jane Lange, in charge of the display, showed one of her own quilts with fabric pieces representing countries she had visited.

At one end of the parking lot with its festive tents, Merchant Street Band was playing. Members of its nearby audience, in wheelchairs and wrapped in blankets, were enjoying the music and the squeals of children as they ran the obstacle course. It was a day for all generations.

Community Day is one of many ways Medford Leas participates in the wider community and invites the public in to share our setting and our resources. The event was supported by grants from 47 vendors operating in the Medford community.

EMPLOYEE RELATIONS

by Ellen Stimler

Working at Medford Leas is often a family affair. Sisters, brothers, cousins, mother and daughter(s), or husband and wife usually work in different departments, but they may also be found working together in the same department.

Most of the relationships are in Dining Services among the young wait staff. There are the **Grexa** sisters, **Brittney** and **Nicole**. **Christe McGowan**, dining room manager, said they are both very flexible, working as servers in dining rooms and at private parties, as well as expediting activities in the kitchen. Brittney also takes turns as hostess. **Katie Dye**, a dining room hostess and party server, is a cousin of the Grexa sisters. Twins **Melissa** and **Nicole Clark** are new servers in the dining rooms. Their older sister **Haley** attends Rowan University but works every other weekend and during school vacations in the dining rooms. **Tim Hurst** is also a server and his brother **Nick** works as a porter. Their cousins **Miranda Falkowski** and **Jess Issel** are dining room servers. **Shannon Potter**, a dining room server, has a brother, **Matt Potter**, in patient services. Twins **Shannon** and **Erin Molina** work in the Coffee Shop.



Shannon and Erin Molina

Kim Wagner, who used to be the catering manager, is now patient services supervisor. Her twin sister, **Kelly Hinkle**, works as hostess in the dining rooms once a month.

At the Reception Desk in the Atrium, Receptionist **Carmen Smith** has two daughters, **Marcy Smith** working as Eстаugh therapeutic recreation assis-

tant, and **Rachel Conte**, who used to hold the same position but now works only occasionally at Medford Leas, while attending law school. Receptionist **Jackie Pacheco** also has two daughters, **Brittney** and **Blaire**, who are dining health service assistants.



Carmen Smith, Rachel Conte, Marcy Smith

In the medical areas, **Lisa Heinkel**, director, Health Services, has a daughter, **Caitlin Heinkel**, working in Dining Services. **Debbie Fisher**, nursing staff coordinator, has two daughters, **Chelsie** and **Reba Scull**, who are dining room servers. **Anna Hernandez Ocasio**, coordinator for Genesis Rehab Therapy, has a daughter, **Maryanne Ocasio**, who is a receptionist in the Health Center.

In Resident Services, **Bob Berman** is a driver and companion; and his wife **Pat** is also a companion. Their daughter, **Patty Crain**, is unit coordinator for Woolman and is married to **Kevin Crain** in Maintenance.

Information Technology Manager **Russell Pepe** has a son, **Jordan**, working as a porter.

Dennis Mason in Maintenance had a daughter working at Medford Leas, but she left this summer. He has a niece, **Eunice Paek**, part of the dining room wait staff, and an aunt, **Keun Paek**, a prep cook in the kitchen.

Emily Herndon used to work as a receptionist at the Reception Desk. Now married and promoted, **Emily Herndon Chamberlain** is an accounts payable clerk in the Finance Department. She recalled that at one time there were five Herndons in the kitchen. She came to Medford Leas at the

suggestion of her aunt, **Toni**, who worked here as a receptionist many years ago and is the wife of Executive Chef **Brad Mauger**. **Jeff Herndon** in Maintenance is Emily's cousin, and Jeff's mother **Kim Herndon** is a nurse in Assisted Living.

In Environmental Services, **Cheryl Smith**, supervisor, has a sister, **Jeanne Everton**, working nearby in the Laundry. **Carol Emerson** is a housekeeper in the Courts, and her sister, **Christine Counts**, does similar work in the medical areas.

"Medford Leas is just such a nice and warm place to work," said Bob Berman as he drove a resident back from a medical appointment. "It's like family, and we make friends with co-workers and sometimes get together away from the workplace."

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## DEDICATED VOLUNTEER

text and photo by Betsy Pennink



The word "volunteer" at Medford Leas automatically makes us think of the many residents contributing their time and energy to our well-being. In fact, there's another smaller group of volunteers who come from outside our community.

One of these is **Linda Wills**, a resident of Medford. **Gerry Stride**, director, Therapeutic Recreation, says: "She's a star!" **Marcy Smith**, of the same program, sparkles when she states, "Linda's our angel!"

Modest and caring, Linda has been a volunteer at Medford Leas since December 2010 and describes the work as "the best job I've ever had." Her paid jobs over the last 20 years had been with the Planning Boards of Medford, Lumberton and Chesterfield Townships. When the staff was being cut back, Linda saw the handwriting on the wall and decided to retire.

With her three children grown and busy with their own lives, "I needed something to do," said Linda. She had had lots of experience in her early years taking care of three younger sisters and neighbors' children. Later she cared for her mother during time spent in four different nursing homes. So it was natural for her to be drawn to Medford Leas, which is "just around the corner."

Gerry, who is in the process of organizing the existing program for volunteers from the wider community, offered Linda an opportunity to work in Therapeutic Recreation. With time to give and a strong desire to help people, she is happy to work there 20 to 24 hours a week.

Gerry describes Linda as a quiet, calming and always cheerful presence in Estaugh. She is remarkably patient, willing to sit for long periods with a resident who needs companionship. "Linda is comforting and kind and can work with anybody at any level," says Gerry. "She was awarded a commendation from the Health Committee for all her hours on Estaugh. She is like a staff member."

Linda says she has always been interested in crafts. This talent is much appreciated in Therapeutic Recreation. Marcy tells of instances where Linda has even brought in items she sees are needed, such as vases for the flower show and, once, a popcorn machine for a program. Thoughtful and always sensing what she can do to help, Linda is indeed a gift to Medford Leas.

## AFRICAN-AMERICAN HISTORY

Available on DVDs

- The Black Doctor of The Pines
- The last Black School in the North in Bordentown
- In Rhode Island, the largest slave-trading family in the U.S.

Available on loan from **Neil Hartman**, Apt. 62  
Chair, Diversity Committee

## VOTING ON NOVEMBER 8

by Ellen Stimler

New Jersey voters, on Election Day, November 8, will face a very long ballot, which will include New Jersey State Senator; two members of the Assembly; Burlington County Surrogate and two Freeholders; members of the Medford Township Council; and a ballot question on a constitutional amendment to allow sports betting.



Chris Brown, Scott Rudder, Dawn Marie Addiego, Anita Lovely, Pam Finnerty

To help Medford Leas residents decide whom to vote for, the MLRA Citizens Committee held two Candidates Nights to allow residents to see, hear and question the Republican and Democratic candidates for some of these positions.

On October 20, the audience listened to Dawn Marie Addiego, Republican unopposed for the New Jersey Senate in the 8<sup>th</sup> Legislative District, and then questioned the Republican Assembly candidates, Chris Brown and Scott Rudder, and their Democratic opponents, Anita Lovely and Pam Finnerty.

Senator Addiego said November 8 was “a crucial election” to make New Jersey more affordable to live in by reducing property taxes, making government smaller and more efficient, and creating more jobs. Addiego was unable to stay for questions because of another engagement.

After opening statements describing their backgrounds, careers, and achievements, the Assembly candidates answered numerous questions submitted by the audience and read by the moderator.

The Republicans opposed an increase in the gas tax; the Democrats were for it.

All of the candidates agreed that charter schools would be helpful in certain areas where parents had limited choice for better schools. They also supported collective bargaining for public employees on some issues, and all were in favor of the recent New Jersey pension benefit reform bill.

Finally, all agreed they were willing to approach issues on a non-partisan basis.

The debate on October 20 was co-sponsored by the Burlington County League of Women Voters.

The previous week, on October 13, the debate was between Burlington County Surrogate and Freeholder candidates. The Surrogate’s office handles probates, estate administrations, guardianships, and other matters. Republican Surrogate George Kotch, the incumbent, said the current budget in his office is less than it was in 2007, despite an increase in cases and employee compensation. He started a website which permits filing of applications online. Democrat Sander Friedman criticized the website and argued that he would run the office more efficiently and, unlike Kotch, would be there all the time.

Machell Still-Pettis, running for Democratic Freeholder, said more job creation and a homeless shelter were on her agenda. Democrat Mary Anne Reinhardt, seeking another term, believes the county government is run very well but needs programs for the homeless and veterans. Republican Leah Arter advocated a business-friendly climate to aid job creation. The other Republican candidate, Joe Howarth, said his focus was on the budget and “how to help everybody.”

### IN MEMORIAM

|                           |                     |
|---------------------------|---------------------|
| <b>Antoinette Wythoff</b> | <b>September 23</b> |
| <b>Lois Pfeiffer</b>      | <b>September 24</b> |
| <b>Bernice Ahlquist</b>   | <b>September 25</b> |



## ANOTHER 40<sup>th</sup> ANNIVERSARY

by Betsy Pennink

**Doris Wallace**, Environmental Services manager, is not easily surprised, but she was on Wednesday, October 12, when she came to work and found her office had been decorated by her co-workers. A poster congratulated her on her 40<sup>th</sup> anniversary at Medford Leas.



Two hours later **Bill Murphy**, director, Operations, paged Doris and asked her to meet him. They went to the Activities Room, where the atmosphere was festive, and she realized that Therapeutic Recreation had turned their weekly Coffee Social into a reception for her. Tom Lang was playing the piano in the middle of the room and the residents were seated at small tables with tablecloths and flowers.

Suddenly, more than 24 members of the administration appeared and lined the sides of the room. Everyone burst into song: "Happy 40<sup>th</sup> Anniversary to You." Bill thanked Doris for her many years of service and presented her with a certificate commemorating those years, a meal ticket for the Coffee Shop, and a 40-year service pin with two garnet stones. Finally, everyone moved to the large table, where the beautifully decorated cake was served with fruit.

Doris was asked for words of wisdom. Her reply was "to take each day as it comes. No matter what's in store for you, just deal with it." Every day is different, Doris says, and she enjoys that. She

considers it a blessing to be around the residents. They beg her never to get old. Doris reassures them that working keeps you young.

In 1971, when Doris began at Medford Leas, she was helping her mother-in-law with housekeeping. There were only the two of them, cleaning in the morning and doing the laundry, including ironing the sheets, in the afternoon. (Only four courts had been built then.) Now Doris heads a staff of 32, three of whom work in the laundry and the rest in housekeeping.

October 12 has another special meaning for Doris. That's the day in 1975 that she was baptized as a Jehovah's Witness, something that has helped her through the years.



## BEGINNERS' POOL



**Beginners' pool** provides Friday afternoon fun and relaxation for Fran Stoll, who lines up a shot under the guidance of Warren Sawyer. Fran's fellow pool players are (clockwise) Catherine Barry, Wilma Fitzpatrick, Janet Leonard, Janet Sholl, Sally Klos, Marie Gleason. Warren is also instructing two male groups of players in a game of pool played with a leather bottle. New players, female and male, are welcome. No experience necessary.

## 2011 GOLF OUTING

by Kitty Katzell; photos by Taryn Ericson

The forecast on Monday, October 3, said "Cloudy and cool with a chance of rain." They got that right. It was a good day to play golf, and most of the 67 golfers were finished, or close to it, when the rain came late in the afternoon. Another 81 enthusiasts joined the golfers at dinner, making 148 in attendance for the festivities.



A highlight of the day was the golfer coming closest to the pin on Hole #4 and Hole #13. Golfers who came close to the hole used a ruler at the hole to establish their distance and then, on the honor system, recorded the distance on a pad at the hole. The golfer who came closest to the pin on both holes was Kyle Herndon. Kyle is a former Medford Leas employee, part of the famous family of Herndons whose

members now work, have worked, and may in future work for Medford Leas.

Once dinner was underway, the winner of the 50/50 was announced. People had paid \$10 to participate and \$930 had been raised, so the winner would receive 50 percent, or \$465. And the winner was **Linda Kleer** of Coffee Shop fame. After **Ron**, her husband, went up to turn in the winning ticket, it was announced that they were donating the money back to the Reserve Fund, which benefits from the Golf Outing.

The silent auction raised \$1,920, with strips of 10 tickets sold for \$20. Throughout dinner, the tickets of successful bidders were drawn, causing many happy faces. Items sold in the auction included a cake-a-month; a huge food basket from ShopRite,

several items of art work, fishing trips, a hand-made shawl, gift certificates for a man's haircut, dining at Braddock's, and so much more.



**Ron Kleer, Al Pfeiffer, John Bartholomew, Bill Conte**

The platinum sponsor of the outing was C & C Construction Management, which has been a sponsor at each of the other Medford Leas Golf Outings.



The Golf Committee members were **Wil Britten** (left) **Bill Conte**, **Brad Mauger**, **Lisa Minuto**, **Jim McConville**, **Bill Murphy**, **Ben Paradee**, **Jeremy Vickers**, and **Milt Zimmerman**. Volunteers who helped with the Outing were **Mary Calabrese**, **Taryn Ericson**, **Sandy Green**, **Emily Chamberlain**, **Lisa Minuto**, and **Diane Murphy**.

Please Don't Ignore Any  
Leaking Faucet  
Just Call Maintenance  
Water Is Precious and We Don't Want  
To Waste It !!!

— *The Resource Conservation Committee*

## THE EDGE OF THE WILDERNESS

by Maggie Heineman

*A mild March day found three of the would-be campers wandering at the edge of this mysterious country. The old town of Medford was not far distant; the deep, dark waters of the south branch of the Rancocas Creek flowed beside them. In the distance the purple pines formed a frieze along the skyline, hemming in the desolate regions beyond. We had come to the eastern edge of the farming country. A mile further and we would enter the Bear Swamp region, and then one might wander across some forty miles of almost uninhabited wilderness before reaching the coast. To us it seemed an enchanted land lying out there in the soft spring sunshine, and it called us with alluring voice. We determined to settle, if possible, within sight of its borders.*

That quote is from an article, "Catoxin Cabin on the Rancocas," published in the 1908 issue of the journal of the Delaware Valley Ornithological Club. Pioneering naturalist Witmer Stone and his colleagues decided to "settle" within sight of the wilderness. More than a hundred years later their work was celebrated by a weekend conference at Medford Leas.

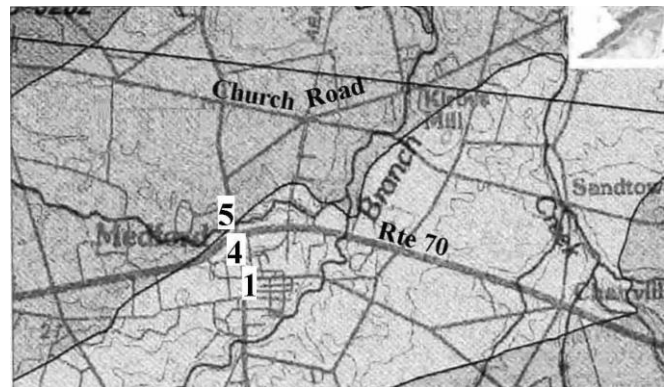


Maggie Heineman

Prior to the tree walk at Camp Dark Waters, during Witmer Stone Weekend, John Braxton holds a section of the "Bedrock Geologic Map of Central and Southern New Jersey" as Wayne Ferren points out the boundary between the outer and inner coastal plains.

Stone and his colleagues built Catoxin Cabin in the late 1890s. It still stands at Camp Dark Waters, across the Rancocas Creek from Medford Leas. For more than a decade Catoxin Cabin was used by Philadelphia naturalists as the base for their explorations, by foot and canoe, of the Pine Barrens and beyond.

It's all about the bedrock. The boundary between farms and wilderness observed in the 1890s is a result of the boundary between fertile inner coastal plain and sandy outer coastal plain. The Bedrock Geologic Map of Central and Southern New Jersey shows that Camp Dark Waters and Medford Leas lie at that boundary.



Closeup of geologic map with added road names. Even in grayscale the map shows Medford Leas and Camp Dark Waters situated at the boundary between the sandy outer coastal plain (light gray) and the fertile inner coastal plain (darker gray).

All 14 of the conference speakers and field trip leaders at the Witmer Stone Weekend have outstanding professional credentials. One has a special connection to Medford Leas. Botanist Ted Gordon, who spoke Saturday on the history of Catoxin Cabin and led a Sunday field trip here at Medford Leas, was hired by former CEO **Lois Forrest** to do the botanical surveys for both the Medford and Lumberton campuses. Gordon's reports are in the Nature Library. A longtime resident of the Pine Barrens, he is known statewide for his knowledge of the trails, historic sites, industries, people, folkways, and the rare and endangered plants and animals in the region. He was president of the Philadelphia Botanical Society for 12 years and is currently the chairman of the Governor's Natural Areas Council.

**In the Nature Preserve**  
**VIRGINIA PINE FOREST**  
 by Maggie Heineman

*Editor's note: This is the first in a series about the Nature Preserve. Each article will include a map, photo and description of a special section of our trail system.*



On Tuesday, September 27, the Woodlands / Trails group had walked down Yellow Trail #1, and I had seen the many large

fallen trees and the marker (above). Five days later, botanist Ted Gordon began his Witmer Stone Weekend walk, named "Tour of Medford Leas' Diverse Habitats with Reference to Stone's Findings," by going down that very trail. Gordon explained that when he did the botanical survey of Medford Leas in 1992, that area was a Virginia Pine forest. Now some large pines are still standing, but many are on the ground and being replaced by oak, beech, and hickory, the predominant trees of a climax, or mature, forest in this region.

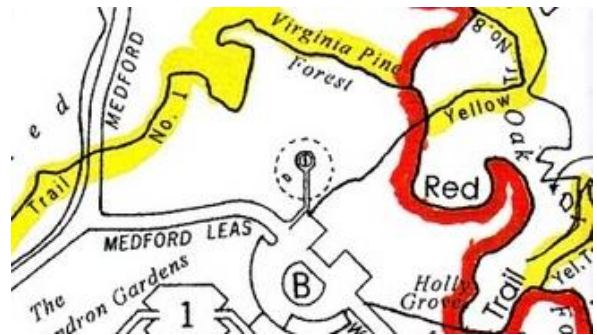


Maggie Heineman

**Fallen pines provide space and light where oak, hickory, beech and other hardwoods replace them.**

The pines did not die of disease or environmental change. They died because they have a short life-span of about 75 years. They grew where there was an open field surrounded by hardwood forest. Now, after 75 years, they are giving way to their

successors. Ted Gordon said this small area of Virginia Pine is one of the most striking examples of natural succession that he knows of. He also said that Medford Leas is exceptional in its preservation of natural habitat, which all around us has been taken over by development.



The Virginia Pine forest may be reached either from the west, where Trail #1 crosses Medford Leas Way just north of the turnoff toward parking lot B, or from the other direction by starting down Yellow Trail #8 from its entrance near Meditation Garden (the dotted circle on the map).

**ART GALLERY NEWS**  
 by Helen L. Vukasin

Celebrating the Arts at Medford Leas in October included the opening of the fall exhibit of resident art work. On October 17, the halls on the ground floor of the Arts and Social Wing were crowded with visitors viewing the new works and sipping punch while enjoying the homemade tea sandwiches made by the artists.

The annual exhibit of the South Jersey Camera Club that meets regularly at Medford Leas is scheduled for November. Club members from around southern New Jersey are talented and well known. The Club will host an opening reception on their meeting night, Tuesday, November 15. Residents are invited to attend both the reception and the meeting.

In the Art Gallery at the Community Center on the Lumberton campus, the work of Ben Cohen, well-

known in New Jersey, will be shown November through January. There will be a wine and cheese reception in the Gallery on Friday, November 4, from 4 to 5:30 PM.

Ben studied at Pratt Institute, New York City, and worked for many years as a free-lance commercial artist and a toy and Jacquard sweater designer. He has taught at Perkins Center for the Arts in Moorestown, Center for the Arts in Southern New Jersey (Marlton), and Fleisher Art Memorial in Philadelphia.

"I try to make the viewer 'wake up' to life as we know it by use of ordinary subject matter and an exciting handling of color, content and format," said Ben when asked about his approach.

"The World's Greatest Paintings," a DVD series shown on the first and third Tuesdays of the month in the Linden Room, will continue on Tuesday, November 1, with "Diversity of Piero, Mantegna, Botticelli", and on November 15 with "The Devotion of Bellini, Geertgen, Durer." Bring a brown bag lunch between 11:30 and 12 noon. All are welcome. There is no charge.

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FROM SCRIMSHAW TO CHAIN SAW

text and photo by Beth Bogie



Rob Peterson, son of **Helen Peterson**.

Rob fashioned the owl from a hemlock log he brought from his home in Louisville, KY, and at-

tached it to an oak stump that used to be a large shade tree sheltering the shuffleboard court. Horticulturist **Debbie Lux** had helped Helen pick out the appropriate stump, with the support of **Jim Wolosin**, director, Maintenance, Security and Landscaping.

Work began on a sunny Saturday morning. A small crowd, full of curiosity, gathered in back of Medford Leas to watch the artist at work as he prepared three different chain saws and removed bark from the log.

On the patio off the Linden Room were samples of his carving, including a tall sculpture of an eagle with a fish in its talons, which Rob had carved as a commission from **Anne Barbey**, who plans to give it to her niece. Turtles are the most popular, according to Rob's wife Sharon. "Children like to ride on them," she said. And there were fish and a small bear.

Carving the owl took two hours, followed by burning to provide desired dark areas, polishing others, and sealing both sculpture and stump to protect against insects, weather and UV rays, as one would seal a deck. Finally, there was the mounting on the stump to be sure the owl was looking in just the right direction. **Jim Knapp** from the Workshop Committee, who came to watch, provided useful assistance with the occasional helpful tool or screw from their shop.

Although interested in chain saw sculpting for seven years, and having attended chainsaw festivals, Rob has been doing the sculpting himself for a little over one year. His first subjects, an eagle and two owls in a tree, were carved in his own yard from two fallen trees, in time for the wedding of one of his daughters.

This isn't the first art form he has mastered. He created scrimshaw for 20 years before picking up the chain saw.

While the owl's personality was emerging from the hemlock, I couldn't resist calling for a name. Rob's sister Susan, a writer about bicycling, called out "Hootie"! For me, "Hootie" it is. And if you listen carefully, you can hear him hoot on Halloween!

A SUMMER OF TRAVEL

by Betsy Pennink

As if on a magic carpet, residents of Assisted Living and Estaugh, who had gathered in the Activities Room, were transported to faraway places during three months this summer. The "Armchair Travel" program of Therapeutic Recreation took the group to 12 different countries, each with a connection to a resident. For some it was their place of birth: **Betsey Hoskins** was born in the Philippines and **Elin Stub** in Denmark. For others, it was a country they had visited and enjoyed. For still others, it was somewhere they had wanted to go.

To prepare for travel it was important to have a passport, so, on July 8, the residents made their own, complete with photograph and signature. These passports turned out to be a very important record of which countries they had visited, as shown by a red stamp and a sticker of each country. The passports were even tied to walkers for the sake of convenience.

The first destination was Hawaii, chosen by **Marge Piecyk** because, as two full photo albums testified, she had been there twice and loved it. That day, July 13, the Activities Room was filled with the music of hula dancing. On a video a charming young woman demonstrated how to tell a story through graceful movements of arms and hips. The staff draped a lei around each person's neck and then donned grass skirts themselves.

"Italy" was **Nancy Darling's** answer, when she was asked where she would like to go. So, on the morning of July 29, Italy was celebrated with a visit from Alexis Romeo, a local 11-year-old girl with a lovely voice, who sang four songs in Italian. Afterward everyone ate pizzelles. This was followed in the afternoon by a travelogue on Italy. (Each country merited a travelogue.)

Betsey Hoskins had lived in the Philippines until she was six and was eager to see and learn more about the country. A visit from two members of the Estaugh staff from the Philippines added just the right touch: **Flora Alpajora**, who came in native dress, and **Emilia Hart** brought a video of a native dance. Then they demonstrated how dif-

ferent their dialects were. Betsey was even able to add a phrase she remembered from childhood.

Going to Africa in Week Seven gave everyone a chance to make African masks in the morning and to enjoy the arrival of Estaugh staff member **Rebecca Larety** from Ghana. She unwound the cloth she wore on her head to show the African fabric and its pattern. She also passed around some currency for the curious. That afternoon the travelogue was of Serengeti National Park in East Africa, where **Nancy Stevens** had been on safari and fallen in love with Africa and its animals.

To round out the "Summer of Travel," there was a gala Welcome Home party on September 30 – a time to admire all the crafts done over the weeks in relation to the different countries and to review the entire summer's visits in a slide show, with **Terry Tuffnell** as commentator. Each country was represented by its flag, a map, and typical scenes. Terry also named the resident responsible for the choice of that country.

A second slide show, of New Jersey landmarks, welcomed everyone back home. As familiar scenes came on the screen, it became a guessing game: Yes, that was Kirby's Mill! Was that the Barnegat lighthouse or the Cape May lighthouse?



Nancy Croft

Marge Piecyk, Liesel Marcus, Ruth Sutton

The climax for the summer travel came when the stamps in the passports were counted and certificates were given out to those who had traveled the most. Three residents had all 13 stamps in their passports: Marge Piecyk, **Liesel Marcus**, and **Ruth Sutton**. Liesel had enjoyed the whole summer. "These girls are wonderful," she said, referring to the staff of Therapeutic Recreation. "They think of such interesting things."

EMPLOYEE RECOGNITION

Thirteen staff members recommended environmentally friendly ideas for the second quarter Employee Recognition Program – Green Idea. Three of the ideas were selected as winners.

- **Bob Berman**, Resident Services, proposed a way to eliminate the need to print costly labels for medical pick-up documentation.
- **Debbie Lux**, Landscaping, recommended the recycling of landscaping pots, flats, etc. for re-use at Medford Leas and/or recycling locally.
- **Anna Ocasio**, Rehab Therapy, recommended the use/expansion of motion sensor lights in areas not used all day.

The Quarterly Recognition topic for the next quarter is Process Improvement. The announcement to staff in the October issue of the employee newsletter explains, "Is there a Medford Leas process or practice that you believe could be streamlined, restructured or changed in some way to make it more efficient, less costly or provide better service? Put it in writing! I'm sure you can think of one."

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### WHO'S NEW

photos by Margery Rubin

**Richard and Valerie (Val) Hansen Cross** moved to Bridlington 687 from Center Harbor, NH, mainly to be close to their three daughters and five grandchildren in the area. They are, however, keeping their New Hampshire home and expect to spend about six months a year there, as well as about five weeks in the winter in Sanibel, FL. "As we get older," Richard added, "we will spend more and more time at Medford Leas."

Val and Richard were very familiar with Medford Leas, because Val's mother, **Mary Hansen**, lived here for 15 years. Asked if they are aware of many changes since then, Val said she finds "a

consistently good quality of living." By chance, they know the **Barclays** and the **Brummers**, both of whom are new residents in Bridlington. Resident **Alex Webb** was a classmate of Richard's in elementary school in Margate, NJ.



Richard grew up at the Jersey Shore and met Val in the Atlantic City High School, where Richard graduated one year ahead of her. He completed a BS in economics at Villanova University when Val was completing her junior year in English at Wells College in New York.



They were married in 1956 and made their first home in Collingswood, NJ. Richard joined Baxter Labs as salesman and sales manager of hospital supplies. This job involved much travel, and the family moved many times from New Jersey to Maryland and Virginia and back to New Jersey. While their three daughters were growing up, Val went back to college, this time to Towson State University outside Baltimore, to earn a BA in music history. She taught group piano lessons, kin-dermusic to preschoolers, and played the organ in various churches.

Richard retired in 1991 and for three years ran his own hospital supply business with a former co-worker. After his complete retirement, Richard and Val enjoyed long summer vacations with their daughters' families at their New Hampshire house on Lake Winnepesaukee, ideal for boating, fishing, and swimming. Richard is a sports fan and particularly likes to watch ice hockey games. Val plays golf and tennis, skis in the winter, and loves to read. But their main priority is spending time with their daughters' families in Cherry Hill, Berlin, and Freehold.

Ellen Stimler

## NOVEMBER CRYPTOGRAM

by Ellen Stimler

OGZZK; VIY DA GDAZ RVO WDPZPN

PJ PCZZ, KVNY JI, DA ORZZP

BDUZ PCVIFO; PCJQ CVOP IJ

HJNZ PJ GDUZ VIY PJ BDUZ

PCVIFO DO BJY, VIY PJ AJNBDUZ.

--ORDIWQNZ

Below is the solution to the October cryptogram by Ellen Stimler.

IT WAS IN ROME ON THE 15<sup>TH</sup> OF OCTOBER, 1764, AS I SAT MUSING AMIDST THE RUINS OF THE CAPITOL, THAT THE IDEA OF WRITING THE DECLINE AND FALL OF THE CITY FIRST STARTED TO MY MIND.

--EDWARD GIBBON

The correct solution was received from the following readers:

**Helen Anderson, Mary Barth, Catherine Barry, Joan Bellman, Ruth Blattenberger, Judy Brady, Pat Buckwald, Marion Burk, Joanne Cardona, John Caughey, Alice Culbreth, Mary Cullen, Doris Curley, Liz Dill, Betty Donahue, Roberta Foss, Linda Gorwood, Neil Hartman, Herb Heineman, Barbara Heizman, Pat Heller-Dow, Ariel Hollinshead Hyun, Sue Isaacs, Hugh Jenkins, Jean Jordan, Tom Krainik, Mary Hope Mason, Joan McKeon, Helen Peterson, Betty Preston, Ruth Quackenbush, Warren Reeves, Doris Salati, Florence Sawyer, Peg Scott, Ellen Wiener, Hannah Wilson.**

Please put your solution in an envelope in Box 162 or email it to [estimler@medleas.com](mailto:estimler@medleas.com) by November 10.

## CRYPTOGRAM – HELP WANTED

**Editor's Note:** After managing the cryptogram for over 10 years, Ellen Stimler plans to retire from this job at the end of the year. People have enjoyed solving the cryptogram and we would like to continue it. I hope that someone comes forward to take her place. If this feature must be discontinued, suggestions for other mind games to replace the cryptogram will be very welcome.

## MEDFORD LEAS LIFE

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**Deadline for submissions:  
10<sup>th</sup> of the month preceding publication**



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