



Medford Leas *Life*

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October 2015

FLOWER SHOW DISPLAYS 89 ENTRIES

text by Joan McKeon, photos by Margery Rubin

All the brilliant colors of autumn greeted visitors to the 2015 Medford Leas Flower Show, "September Song." Eighty-nine entries from residents and staff (many from first-time contributors) reflected the seasonal theme.



Epiphyllum - Dick Sprague

Three tricolor ribbons were awarded for "Best in Show." The "Best in Horticulture" ribbons went to **Dick Sprague** for his Epiphyllum, a large exotic cactus, in bloom for the day. **Joan McKeon's** all-foliage design for the "Falling Leaves" class received the "Best in Design" award. And **Susan Dowling's** perfect garlic trio received (again) the "Best of Vegetables" designation.

Blue ribbon winners in the Design division were **Catherine Chin, Millie Cullen, Debbie Lux (2), Joan McKeon (2), Edie Pray** and **Terry Tuffnell**. There was a ninth unlabelled winner as well.

In the Horticulture and Vegetable divisions, blue ribbons were won by **Margaret Brzostoski, Susan Dowling, Gen Farnath, Peggy Fiabane, Jean Lauer, Debbie Lux (5), Joan McKeon (2), Betsy Pennink, Polly Schnepf, Marcia Shearer, Dick Sprague (3), Barbara Trought, Ava Van Baaren** and **Jane Weston (3)**.

Adding depth and variety to a flower show are the non-judged, educational and special exhibits. This year a special exhibit of a prototype of a raised garden bed to be built around the tennis courts was filled with a variety of dwarf pepper plants grown by Debbie Lux. The raised beds, on two levels, are part of a developing project which will make gardening possible for handicapped residents.



Falling Leaves - Joan McKeon

Again, as last year, hanging quilts in floral patterns provided a rich background for the show. This time they were all the fine handiwork of one

person, **Mary Barth**, a former resident of Lumber-ton. Proceeds from their purchase will be donated to the Residents Assistance Fund.

For many years **Yuri Moriuchi's** magnificent ikebana design was a highlight of the flower show. At her memorial service on September 13 former students created the beautiful ikebana designs, which were later transferred to the Holly Room and our show – a reminder of Yuri and her art.



Back to School - Edie Pray



Autumn Serenade - Fran Webb

In case no one remembers, September 15 and 16 were beautiful fall days. "September Song" was a perfect fit!



Quilt

Editor's Note: At the invitation of Medford Leas Life, Jack Cumming was asked to provide his opinion about trends facing the CCR industry. NaCCRA is the national organization representing resident associations such as the MLRA.

THE FUTURE OF CONTINUING CARE RETIREMENT

**by Jack Cumming, Director of Research
National Association of Continuing Care
Resident Associations (NaCCRA)**

Medford Leas has a long history and a top reputation as a haven for those who are aging. It was started in 1914, reconceived in 1971, and has been harboring the elderly through all these years. It is managed consistent with Quaker values. Its balance sheet is particularly strong for a nonprofit entity. In short, there is much to like and admire.

When things are positive, as at Medford Leas, it's hard to imagine how the future is likely to bring change. And yet the evidence suggests that change will impact even Medford Leas over the coming years. One of my responsibilities as research director for NaCCRA is to consider such changes. Thus, while Medford Leas is managed very well by the Board of the Estaug for the benefit of the residents, this article focuses on the future.

We can begin by noting the expectation that the post-Watergate, post-Vietnam generation will be actively engaged with the governance of the communities in which they live. We might call this coming generation of residents the post-authority generation (to recognize that it's not just limited to baby boomers, but also includes successor generations now in the workplace).

The generation of the Depression and World War II tended to trust leadership. This was particularly true when support of the government was critical to the war effort. That all changed with the dual shocks of the Vietnam War, which many came to view as misguided, and of Watergate, in which the President was seen as untrustworthy. Trust in authority has never been restored.

Paying a large entry fee requires a commitment of trust in the integrity of the management. The Estaugh/Medford Leas management has shown itself to be worthy of such trust. Unlike many CCRCs, there have long been residents on the Board. Still, the coming generation is likely to want to have a say in everything and not just to settle for having things done for them. For Medford Leas this might require increased participation by residents in matters of governance, just as Quakers have in their meetings. This will influence the market.

Not all changes, however, are likely to be brought about by market demand. Major changes initiated by government are only now beginning to impact CCRCs. The Affordable Care Act, popularly known as Obamacare, seeks in part to reduce the cost of health services in the United States, which are by far the highest in the world. New reimbursement regulations issued by the Centers for Medicare and Medicaid (CMS) are putting pressure on operating margins in skilled nursing facilities.

This may mean that many CCRCs will not be able to sustain a skilled nursing facility into the future. Consolidation is already taking place in the healthcare industry as a way of coping with declining revenues. With time, this means either that other operations will have to subsidize nursing care or that skilled nursing may be contracted out to organizations specializing in reimbursement-dependent, high acute care.

We have no information that Medford Leas will be so affected, but there can be no doubt that cost management will become more critical everywhere, including at Medford Leas, and that compliance burdens will increase. This is the case with the compliance reporting with which skilled nursing facilities have to conform to receive Medicare and Medicaid reimbursement.

Regulators are mandating a change effective October 1, 2015, from ICD (International Classification of Diseases) 9 to ICD 10. While ICD 9 had 13,000 codes, already formidable, ICD 10 has 68,000. Failure to code medical conditions accu-

rately results in reimbursement losses or delays. Medford Leas has trained staff to meet this more demanding classification system, but that's just one example of the many regulatory challenges confronting CCRCs.

In anticipation of these trends many CCRCs are introducing a second tier in assisted living to allow patients requiring higher acuity services to be managed in the more homelike conditions of assisted living. Generally, this requires a dedicated wing or floor for high-need residents. This is similar to the specialized neighborhoods at Haddon Court and Estaugh for Memory Support. It's also common for more and more services to be provided in independent living residences to those requiring assistance. These services may be bundled with the packaged services provided by the CCRC or charged on a fee-for-service basis. Sometimes CCRC managers pursue a combination of these payment models.

In summary, change is coming to the CCRC industry. We've just hinted here at two possible areas for change. Some changes will be driven by market dynamics to maintain occupancy. Other changes may be mandated by government policy and regulation. It's wise for residents to be aware of the future so that change doesn't come as an unwelcome surprise.

Jack Cumming lives in a CCRC in California in addition to serving as research director of NaCCRA. He also subscribes to Medford Leas Life.

LET'S TALK GARDENING
Friday, October 16, at 2:00 pm
in the
Lois Forrest Nature Center

Bill Brown,
who gardens organically, will lead a discussion
on the summer's gardening experiences. Come
and share your stories!

All are welcome.
Light refreshments will be served.

HEALTH CARE ACCESSIBILITY

by Suzanne Frank

As a result of the residents' Quality Improvement Survey, **Dr. Andie Iannuzzelli**, Wellness Medical Director, convened a Health Care Accessibility Committee to address the issues residents need information about. The committee consisted of residents and **Mary Ann Flatley**, director, Residential Care.

It was recognized that there is a need for better communication because, when the weekends and evenings arrive, the Wellness Center is closed and Outpatient Apartment Care (OAC) is open until 7:00 pm. There are nurses, however, on Assisted Living, who have access to practitioners (physicians and nurse practitioners) by phone. Here are the services available to all residents.

From 4:30 pm until 8:00 am, there is a practitioner on call at all times: 24/7/365. The nursing staff will be able to reach this person at any time. For the resident, a practitioner may be accessed by either an OAC office nurse between 7 am and 7 pm or by an Assisted Living nurse between 7 pm and 7 am.

"When a resident contacts a nurse about an issue," Dr. Andie explains, "the nurse triages the problem and makes an educated decision about whether or not a practitioner needs to be involved. If the practitioner becomes involved, a decision may be made to a) handle the problem at Medford Leas, b) refer the resident to an outside Urgent Care Center, or c) send the resident to the ER." (Urgent Care Centers may also refer a more critical case to a hospital, if needed.)

Another resident concern involves times when the OAC nurse is unavailable because she is at someone else's apartment providing assistance. There is a feeling that this would prevent them from receiving medical attention in a timely fashion. In actuality, when an OAC nurse is out of the office between 8:00 am and 4:30 pm a sign is hung on the door which directs the resident to seek assistance from the nearby Wellness Center receptionists, who will notify a nurse to respond.

From 4:30 pm until 7 pm, if the OAC nurse is out of the office, a sign on the door asks residents to wait or call 3666 or "0" from the nearest phone if their need is urgent. The OAC nurse carries a two-way radio at all times, and the operator or security personnel would radio her immediately. If she was not able to get back to the OAC area immediately, the back-up Assisted Living nurse would be called to respond. It is also possible to call ext. 3333 (OAC) and leave a message, if the need is not critical.

Coming in October, 2015: Residents who have computers will be able to communicate with the practitioners, nurses and Wellness coordinators through a Resident Portal. This is part of an electronic chart system now in use among health personnel, which will allow communication between the Wellness Center and residents. The Portal was introduced at the Community Conversation on September 25.

Says Dr. Andie, "Telemedicine is gaining popularity in our country among the population comfortable with computers. We can utilize applications on our smart phones to speak 'face-to-face' with the nurse, so that we may inspect wounds, evaluate rashes, and 'see' the resident in an urgent situation via computer. We are investigating secure, encrypted, HIPAA-compliant avenues prior to implementing a system. This may give residents peace of mind knowing that they have been seen by the practitioner, and will be able to provide additional information to the practitioner about their physical condition."

There is currently a concern about getting to a practitioner with a follow-up question. A nurse will undoubtedly respond to the first call, but may not immediately be available for another question, once she has hung up and is responding to others. One remedy is having access to a practitioner's email address.

An information fact sheet addressing health care accessibility will soon be available. The Health Care Accessibility Committee will continue to look for ways to enhance resident communication with Medford Leas health care providers.

QUESTIONS FREQUENTLY ASKED BY NEW RESIDENTS

by Judy Kruger and
Tammy Gerhart, director, Resident Services

Note: Your white resident handbook is a goldmine of information. Page updates will be available periodically at the Reception Desk.

Q: How does my meal plan work?

A: Residents have different meal plans based on their contract year and type of living arrangement. New independent living contracts offer what is called the “Flex Meal Plan.” Residents are allotted a number of credits each month that can be used for meals in the dining rooms or in the Coffee Shop. These credits can also be used for guest meals. Each month you receive a new allotment plus a carryover of up to half the original amount, if not used the previous month. As you use your POS card, you can see the remaining balance on a paper receipt. For further information, call **Valerie Wills**, in Finance, at ext. 3001.

Q: I'm confused about the monthly bill.

A: Valerie Wills handles billing and will explain details and resolve problems. The bill comes within the first 10 days of each month to your in-house mailbox (unless you have it mailed to someone else who handles your finances). The bill includes monthly fees, medical and pharmacy charges, TV/Internet, and Medford Leas phone charges, as well as automatic donations you may have selected, e.g., the Employee Appreciation Fund.

Q: Where is the Wellness Center (formerly known as the Health Center)?

A: From the Reception Desk, walk toward the Coffee Shop; turn right down the first hallway and over the “bridge” between buildings. Turn left. Take the elevator on your right next to Estaugh. When you arrive on the ground floor, go through two stairwell doors on your immediate right. In the area beyond, follow the signs to the Wellness Center. In an emergency on the Medford campus, call 3666 and a staff member will respond. On the Lumberton campus, dial 911.

Q: Is there a Resident Orientation session?

A: Yes, there is a series of six sessions throughout the year dealing with the role of departments, the MLRA and different committees. You will receive an invitation in your in-house mailbox, and receive a reminder from a committee member. These are tremendously helpful, so plan on attending. **Tammy Gerhart**, who oversees these programs, also does home visits once you have settled in. The Housekeeping Department will also visit you to explain appliances, carpet cleaning, draperies, rollaway guest beds and so on.

Q: I live in the Courts and don't understand how to dial off-campus phone numbers.

A: For local calls, dial 9, then the number (example 9-953-1234). For local and long distance charge calls, dial 9-1-area code-number. You may call the IT department when you have questions about phone, Internet, or TV.

Q: I may need a shower rod lowered or a cabinet door removed, or another such change.

A: Call x3018, which is the Maintenance/IT Work Order hotline, and leave a message stating what you would like done, along with your name and number. From Lumberton, dial 654-3018. You may also email: Workorders@medfordleas.net.

Q: I live in Lumberton. Where do I park when I come to the Medford campus?

A: Use any parking spot on campus that is not assigned (numbered).

Q: How do I recycle?

A: Burlington County and Medford Leas are occasionally updating their programs. You will be given information as available. Your housekeeper (if you live in the Courts) can advise you.

Q: What about the woods?

A: Use the trails with a friend or at least carry a cell phone in case of an emergency. Remember to wear clothing that covers you to ward off ticks, and check for ticks when leaving the woods. Medford Leas owns canoes you can borrow. Vests and paddles can be obtained by going to the Reception Desk and asking for a key to a tiny storage shed near the canoes where they are kept. Be sure to return the key.

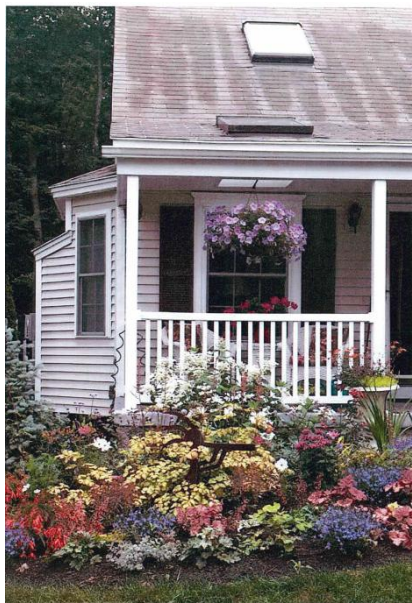
PATHWAYS IN OCTOBER

by Betsy Pennink

Here's a checklist for *Pathways to Learning* events for October, a reminder of the interesting programs being offered.

First, for those who have subscribed to Medford University, there are still three more delightful programs by Karl Middleman on the inspiration that the power of love has given to great musical composers. October 5, 12 and 19, at 3:30 in the Theater.

The four-week workshop in calligraphy, the art of lettering, will continue in the Lumberton Campus Great Room, under the guidance of Maureen Peters, a graphic artist. Beginners to this unusual art form are welcome. October 2, 9, 16, 23.



There is always more to learn about the Barton Arboretum and Nature Preserve that surrounds us. **Jane Weston**, director, Development and Community Relations, will touch on its history and describe its components, while Ken Hutz, arborist, will give us a virtual tour and show us several specimen

trees. October 7, 10:00 am, in the Theater.

Treats for gardeners:

October 13, 10:00 am in the Theater: A lecture on *The Right Size Flower Garden*, by Kerry Ann Mendez, who knows how to give an illusion that you have more plants than you actually have and what plants to use.

October 14, 21 and 28 at 10:00 am in the Theater: The Gardening Guru Series is back again, by popular request.

- Session One: *Bulb Forcing for Beginners and the Seriously Smitten*, by Art Wolk, award-winning writer, lecturer and photographer.
- Session Two: *The Joy of Houseplants Year Round* with Jeannette Morrissey, a horticultural therapist at Magee Rehabilitation Hospital.
- Session Three: *Daffodil Planting Workshop*, with **Debbie Lutz**, Medford Leas horticulturist. Bulbs and tools provided.

A special trip for birders:

A field trip to the National Wildlife Refuge in Brigantine, NJ, to see a wide variety of shore birds. This location is in one of the Atlantic Flyway's most active flight paths in seasonal bird migrations. October 30 from 8:00 am to 4:00 pm. (Self-transport and self-pay lunch.)

Two workshops on "Making Your Final Wishes Known" will be held on October 26 and November 2 at 10:00 am in the Theater.

- Session One will be led by Jamie Shuster Morgan, a lawyer with a background in estate planning and administration. She will focus on updated wills, as well as powers of attorney and health care directives.
- Session Two is an introduction to the POLST form, New Jersey's newest healthcare planning tool. The letters stand for Practitioner Orders for Life-Sustaining Treatment and it is an actual medical order. **Dr. James D'Amico** of Medford Leas will explain how completing the form can help both individuals and their families with end-of-life care planning.

Check your pamphlet for registration deadlines.

IN MEMORIAM

Elizabeth Parnell	August 19
Nancy Stevens	September 11
Kornelis Gyswyt	September 11

JURIED EXHIBIT OF ART ON DISPLAY

THE LEAS ART GALLERY SCENE

by Joyce Linda Sichel



Nova Scotia Boat- Marilyn Flagler

An exciting new exhibit, “Art in the Arboretum,” debuted on September 14 in the Medford Leas Main Gallery outside the Theater and will continue until October 29. It results from a collaboration of Medford Leas and the Medford Arts Center in Medford. Eighty-four paintings and works in other media were submitted by artists for judging by Michael Cagno, director of The Noyes Museum of Art in Oceanville, NJ. Of those, 55 were selected for display. Artists and their work came from throughout New Jersey and from Pennsylvania, as well as from Medford Leas’ Art Studio. The opening reception was held the evening of September 19. Winners received cash awards for their artistic achievements. Most of the works are for sale. Thanks are due to participants from the residents’ Art Studio, especially **Helen Vukasin**, who worked hard on the many steps it took to bring this show to fruition.

The Lumberton Leas Art Gallery is showing Joanna Patterson's beautiful photographs of rural Burma in a show entitled “Burma: A Photographic Essay.” A reception for her was held in Lumberton on Friday, September 11. This is your chance to purchase beautiful folkloric photos of a vanishing way of life.

There is more to look forward to when residents’ recently created artwork and photographs will be

displayed in the Art Studio Gallery. The show opens on Monday, November 2, with a reception in the Gallery that morning.

For the adventuresome local explorer, there is a permanent display of art in nearby Mount Holly at the restored Warden's House from the old prison. The artist is Hugh Campbell, a self-taught 20th century impressionistic landscape painter who lived and painted for most of his life in Mount Holly.

We hope you will seek out all or some of these shows to appreciate and enjoy this autumn.

OCTOBER LEAS FORUM

Leas Forum talks are held in the Medford Campus Theater from 11 am to 12 noon. No registration is required. The talks this month are:

Saturday, October 10, “The Power of Place in New Jersey-based Fiction”

What role does place play in literary fiction? Does fictional place matter, or is it simply a backdrop or stage-setting for the action? How do writers convey place compellingly? Do they need to be born in a place to sound authentic? In this program, the works of Phillip Roth, Richard Ford and Junot Diaz will be explored.

New Jersey author Dr. Ann McKinstry Micou will discuss these questions and more. Micou’s view is that “place” as an element in narrative art is integral to shaping a character’s identity and his destiny. She distills the narrative elements of place presented in the critical literature into clear elegant definitions, which provide a framework for discussing the fundamental relationship between place and character of these three authors.

Saturday, October 24: “Winter Wildlife in Yellowstone National Park”

Steve Mattan, a member of the Delaware Valley Ornithological Club, will be the speaker. The previously scheduled program on Peregrine Falcons has been moved to January 23.

GUEST ARTISTS SERIES: CONCERT FOR ENGLISH HORN AND PIANO

by Joe Costanza

The October concert of the *Guest Artists Series* will offer music lovers a seldom-heard pairing of instruments. Elizabeth Starr Masoudnia, English hornist for the Philadelphia Orchestra, and accompanist Natalie Zhu will feature works for English horn and piano by French composers. The concert will take place in the Theater on Sunday afternoon, October 11, at 2:30 pm.



A native of Philadelphia, Elizabeth Masoudnia has been with the Philadelphia Orchestra since 1995. She is also an active soloist and chamber musician. Ms. Masoudnia has premiered several compositions written

expressly for her, including Nicholas Maw's English Horn Concerto and works by David Ludwig and Joseph Hallman. During the month of October she will perform the world premiere of Behzad Ranjbaran's work for English horn and orchestra for the Network for New Music. Ms. Masoudnia is currently on the faculties of Temple University and the Philadelphia Music Festival, and gives master classes at the Curtis Institute of Music.



Natalie Zhu began her piano studies at the age of six in her native China and made her first public appearance at the age of nine. At age eleven, she emigrated with her family to Los Angeles. As a young teenager, she

enrolled at the Curtis Institute, where she received the Rachmaninoff Award while studying under famed pianist Gary Graffman. Ms. Zhu is the winner of the Avery Fisher Career Grant and

the Astral Artistic Services' National Auditions. For several years, she accompanied renowned violinist Hilary Hahn in performances in several countries. A CD of their performances was released on the Deutsche Grammophon label in 2005.

The English horn, similar to the higher-pitched oboe, is about one-third longer, has a pear-shaped bell, and produces a more mellow and plaintive sound. Reeds used to play the *cor anglais* are wider and longer. It is a transposing instrument, meaning written scores are five tones higher than the instrument actually sounds. Fingering and playing technique are similar to the oboe.

This concert is brought to Medford Leas by the Music Committee, chaired by **Marion Norcross**, and with the valued assistance of **Joanne Greenspun**.

LEASMUSICAST: 75TH ANNIVERSARY ISRAEL PHILHARMONIC

by Beth Bogie

In 1936, when many Jewish musicians were being fired from orchestras in Europe, the Israel Philharmonic was founded as the Palestine Orchestra by violinist Bronislaw Huberman. Its first concert that December in Tel Aviv was conducted by Arturo Toscanini.



LeasMusiCast will present the 75th anniversary concert of the orchestra on October 17, at 2 pm, in the Medford Leas Theater. Called "Coming Home," the concert was performed in Tel Aviv on December 24, 2011, and recorded in Blu-ray. The conductor is Zubin Mehta, who in 1981 was named musical director for life by the orchestra.

The program:

Camille Saint-Saëns: Introduction et rondo capriccioso in A minor, Op. 28

Johan Sebastian Bach: Partita No. 2 in D minor

Fryderik Chopin: Piano Concerto No. 1 in E minor, Op. 11

Ernest Chausson: Poeme, Op. 25

Ludwig van Beethoven: Symphony No. 8 in F major, Op. 93

Soloists:

Julian Rachlin, violin

Evgeny Kissin, piano

Vadim Repin, violin

The soloists have had strong ties to the orchestra as well as having international reputations of their own. Julian Rachlin performs the Saint-Saëns work, the slow Introduction followed by rondo capriccioso, influenced by Spanish dance music, and allowing for a display of virtuosity.

Pianist Evgeny Kissin takes on the Piano Concerto, Op. 11, written by Chopin at the age of 20. It premiered on December 11, 1830, in Warsaw, with Chopin at the piano.

Poeme, by French composer Chausson, is played by Vadim Repin, languorously and gently without any showmanship.

Music proved the salvation of the original Israel Philharmonic musicians, who were able to escape the Holocaust. During World War II the orchestra performed 140 times before Allied soldiers, including a 1942 performance for soldiers of the Jewish Brigade at El Alamein. At the end of the war it performed in recently liberated Belgium. And in 1948, after the creation of the State of Israel, it became the Israel Philharmonic Orchestra.

Sources: Wikipedia, Naxos, recording liner.

Summer Memories at the Shore from Ralph Berglund's blog



The annual Twilight Sail – one of the best events of the summer.



Even on cloudy days, the beach is still the place to be.



Shucks, I guess the season's over.

TICKET AUCTION EXPANDS AT HOLIDAY CRAFT FAIR, SEEKS DONATIONS

by Beth Bogie

In past years, the Holiday Craft Fair focused on craft vendors who sold their handmade wares to residents and the community at large. But at the last minute in 2014, the Fair added a ticket auction, which raised an additional \$1,000 for the Residents Assistance Fund. One of the lucky winners was **Dorothy Cebula**, who won a Shaker-style cherry dining room gateleg table. She was thrilled to win it and was “amazed at the quality of the workmanship” of the Wood Workshop, which had done some refurbishing

This year the ninth annual Craft Fair, to be held on December 5 and chaired by **Maggie Heineman**, is expanding the auction under the direction of **Janet Jackson-Gould** and **John Speirs**. At the Fair, residents who wish to may purchase as many tickets as they choose for one or more items. A drawing for winning tickets will take place at the end of the day.

Right now Janet and John are seeking art objects for their juried selection of 15 items that will be put up for auction. Objects can be paintings, photographs, fiber art, glassware, pottery, woodcraft or a piece of antique furniture, for example. They are hoping for items from the Art Studio and Wood Workshop as well as from individual residents. All money from the purchase of tickets will once again go to the Residents Assistance Fund, which helps residents who have run out of resources.

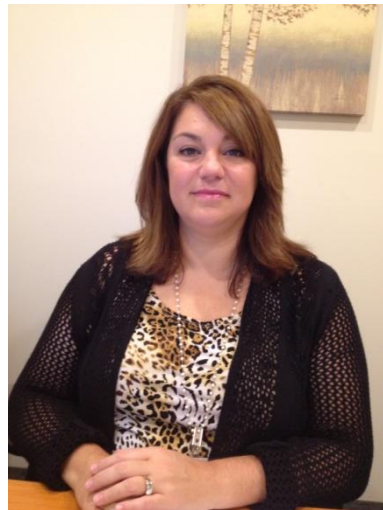
The Holiday Craft Fair, for the past four years under retired chairman **Art Hartwig**, draws large crowds. It will be held on Saturday, December 5, from 9 am to 4 pm in the Holly and Gathering Rooms. Right now they are looking for donations.

Anyone wishing to donate an item for the auction should contact Janet (Rushmore) at 609-654-6485 or John Speirs (Lumberton) at 609-267-2482. They will arrange to have it collected close to the time of the event.

TINA FIERRO: NEW RECRUITER

text and photo by Betsy Pennink

A new position at Medford Leas, and a new face: **Tina Fierro** has come on board as a recruiter in the Human Resources Department. She was sorely needed, explains **Marie Cox**, director. “We did not have a Human Resources staff member dedicated to recruitment and selection,” she says. “This time-consuming work was being handled by the department managers on top of their daily responsibilities.”



Tina has a lot of experience in interviewing and hiring. With a BS in communications from Clarion University in Pennsylvania, she took a temporary job in the human resources department at Home Depot in South Philadelphia, loved it, and stayed for 16 years. At the moment, her part-time position here (Monday, Tuesday, Wednesday) meshes well with her personal life.

Job openings are advertised in-house first. If no employees apply for the position, Tina looks online, both on the Medford Leas site and on Careerbuilder.com, having ascertained from department managers what they are looking for. She then reviews the résumés online and conducts telephone interviews with selected candidates.

If the telephone interview is successful, Tina will schedule the applicant for an interview with her. During the interview she is gaining knowledge of the applicant’s work history, ethics, reliability and initiative.

If a candidate appears to be a good choice, Tina sets up an interview with the department manager. After the interview she meets with the manager and the two of them decide if the applicant is a good fit for Medford Leas or not. If an offer should be made, Tina extends it and begins

checking the applicant's professional and personal references.

Doris Wallace, manager, Environmental Services, for example, has found Tina to be very helpful. There were several empty posts in her department and Tina worked with Doris to fill them. Doris praised the manner in which Tina followed through on the interviews. "And she called me to come up so that we could do the (final) interview together," says Doris.

Tina's aim is to keep the employee turnover low because the hiring process is both lengthy and costly, and because the departure of a worker creates disruption. Careful selection is crucial. As Marie says, "Our goal is always to have a caring and high-performing workforce."

MORE NEW BOOKS IN THE LIBRARY

by Mary Dennen

Librarians **Bob Hambleton** and **Joanne Greenspun** have once again announced the purchase of new books in the library, news which will please all the readers at Medford Leas. It also assures that our library remains a positive force in reading enjoyment.

This is a good time to remind ourselves that we all have a responsibility to keep the library running smoothly and in the best interests of us all. We can do that by properly signing out books and by returning overdue books. We can also honor the 14-day rule for newly published and popular books, so that others can also enjoy them. We all will benefit by following these simple rules.

Here are the latest acquisitions:

Fiction:

Blume, Judy: *In The Unlikely Event*
 Frank, Dorothea: *All The Single Ladies*
 Genova, Lisa: *Still Alice*
 Haruf, Kent: *Our Souls at Night*
 Hawkins, Paula: *The Girl On The Train*

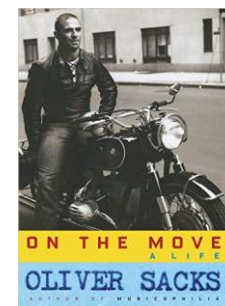
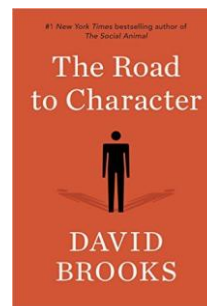
Hildebrand, Elin: *The Rumor*
 Hoffman, Alice: *The Marriage of Opposites*
 Ishiguro, Kazuo: *The Buried Giant*
 Knoll, Jessica: *Luckiest Girl Alive*
 Lee, Harper: *Go Set a Watchman*
 Macomber, Debbie: *Silver Linings*
 Morrison, Toni: *God Help The Child*
 Roosevelt, Kermit: *Allegiance*
 Rushdie, Salman: *Two Years Eight Months and Twenty-Eight Nights*
 Steel, Danielle: *Country*
 Tyler, Anne: *A Spool of Blue Thread*
 Weiner, Jennifer: *Who Do You Love*

Mysteries

Clark, Mary Higgins, Editor: *Manhattan M-
 hem, New Crime Stories....*
 Coulter, Catherine: *Nemesis*
 Maron, Margaret: *Long Upon the Land*
 McCall Smith, Alexander: *The Novel Habits Of
 Happiness*
 Paretsky, Sara: *Brush Back*
 Patterson, James: *Truth Or Die*
 Penny, Louise: *Nature Of the Beast*
 Rankin, Ian: *The Beat Goes On*

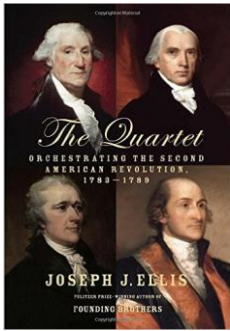
Non-Fiction

Brokaw, Tom: *A Lucky Life Interrupted*
 Brooks, David: *The Road To Character*
 Carter, Jimmy: *A Full Life*
 Ellis, Joseph: *The Quartet*
 Hirsi Ali, Ayaan: *Heretic*
 McCullough, David: *The Wright Brothers*
 McDonald, Helen: *H Is for Hawk*
 Posner, Gerald: *God's Bankers*
 Roberts, Cokie: *Capital Dames*
 Sacks, Oliver: *On the Move*



Books to Enjoy

THE QUARTET
Orchestrating the Second
American Revolution, 1783-1789
 by Joseph J. Ellis
Pulitzer Prize Winner for
“Founding Brothers”



We all know that we won the Revolutionary War and how it freed us from Great Britain. But by 1783 it became clear that the battle for freedom left us with a confederation of 13 dysfunctional states trying to form some sort of a new government.

Joseph Ellis, in a gripping and dramatic writing style, brings to life the personalities, political battles and insights of four most important men, who would lead the states through a Second Revolution, in many ways more important than the First Revolution.

The Quartet consists of four men of monumental importance. George Washington, a born leader, was enjoying his retirement at Mt. Vernon and hesitant to take on this mantle, though he believed in a strong federal government. James Madison, above all the others, saw what the future would hold for a “United States.” His formula for a federally elected government is the blueprint that we all live under today.

John Jay understood all the needs that this new form of government would have to develop in finance and trade if we were to be competitive with the rest of the world. Alexander Hamilton understood more than anyone what Jay and Madison were articulating, the whys and wherefores to give this new republic a strong foundation. His forceful oratorical voice laid out the issues including a national bank and a stable currency.

As you read this fast-moving saga you will also find that many of the myths we have lived with are uncovered and corrected, including for instance, Abraham Lincoln’s Gettysburg Address: “Four

score and seven years ago our fathers brought forth on this continent, a new nation....” The truth is very different and Ellis has a theory as to why Lincoln used those words.

These four men and many others “straddled an aristocratic world that was dying and a democratic world that was just emerging...” The Constitution they helped create, with amendments, has served us well for over two centuries.

A paradox that has aged remarkably well is the view on the one hand that any legitimate government must rest on a popular foundation (“We the people...”) and, on the other, the view that popular majorities cannot be trusted to act responsibly.

Joseph Ellis says all of this and more in *The Quartet*, a fascinating book. Read it not only in hindsight, but with the coming national election very much in mind.

This book is in the Medford Leas Library.

George Rubin

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## OCTOBER MUSIC VIDEOS

by Maggie Heineman

Thursdays in the Theater at 7:10 pm:

October 1: Dvořák: Cello Concerto and Slavonic Dances

October 8: Dvořák: Violin Concerto and Golden Spinning Wheel

October 15: Dvořák: Symphony #7 and Slavonic Dances

October 22: Dixieland Jazz

October 29: Dixieland Jazz

**CORRECTION:** We apologize for the incorrect date of death in “In Memoriam” for **Yuri Moriuchi**. The correct date was August 3, which was provided in the article about Yuri in the same September issue. Thank you for your understanding.

**Beth Bogie, Editor**

## YOU CAN FEEL HAPPIER

by Joyce Linda Sichel

I had a few things happen today that I wasn't feeling very cheerful about. I couldn't open computer photos sent to me for an article. I stained a favorite shirt at lunch. Then I called myself a dummy and a klutz, ignoring anything I had accomplished today. A friend's chance remark had me questioning whether people here even like me, when she wasn't really being critical. I spent 15 minutes looking for my eyeglasses. The future will be the same or worse, I thought, not just that life has hassles. For a while, I had a pity party.

During the many years that I practiced clinical psychology, I saw people whose sad feelings were constant and overwhelming. I suggested medication to many of those patients' primary care doctors. I went back into their core problems and helped many realize how their early life experiences or genes had made them prone to unhappiness. I also saw many people struck by serious illnesses and the deaths of loved ones. Grief is a normal human emotion, and healing can be slow, even with good professional help.

But most frequently my patients, especially chronically depressed ones, expressed the kinds of negative thoughts and self-criticism with which I had made myself unhappy today. We may overlook good things happening and see no end to troubles. We take trivial life problems and see them as significant. We are convinced they were our fault (not just real limits, bad luck or someone's mistakes). We imagine a broad, negative picture from scant evidence. All of us think this way on occasion, so you'll be happy to know that you can answer yourself back about those overly negative and exaggerated thoughts to feel happier. You can take a more *realistically positive* view of things. If you are preoccupied by losses in your life, focus on what you have. There are still acts of loving-kindness and beauty in the world. Look for them and they will most likely be there. Praise yourself and others more for things you can genuinely appreciate. We are all just humans. Accept that life isn't always a breeze, and you can live with that while you wait for better

developments. You might want to write down any good thing that happens or that you are grateful has been yours. You can plan events to help you look forward to the future.

I recommend associating with generally positive people in order to be less lonely and to laugh more. It may be hard for you to socialize, but worth the effort. Eat meals with others. Get up out of bed; don't go into hiding. Physical activity (to the extent your doctor recommends) has been shown to help depressed feelings. Do you have a particular interest that would bring your spirits up? Or perhaps there is something you have wanted to learn. Medford Leas is likely to have a club or activity to bring more happiness into your life. If you need more personal help, it is available through a mental health professional.

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SOPHS: A LITTLE KNOWN TRADITION

by Kit Ellenbogen

Many years ago, the Medford Leas Residents Association (MLRA) established the Society of President Has-beens, a very exclusive group comprised of past presidents of the MLRA. The president of this group is always the last elected president who is inducted into this society at its once-a-year meeting, held at the end of August or early September. This year **David Eynon**, who was the MLRA president from July 1, 2013, to June 30, 2015, was elected president of Sophs on September 11.

This occasion was attended by all of the surviving past (10) presidents: **Allyn Rickett** (1996-1997), **Everet (Bart) Bartholomew** (1999-2000), **Kay Cooley** (2000-2001), **Beth Wray** (2002-2003), **Jack Akerboom** (2005-2006), **Chuck Woodard** (2006-2007), **Barbara Trought** (2008-2009), **Sally Miller** (2009-2011), **Lefty Alderfer** (2011-2012), and **Kit Ellenbogen** (2012-2013). In addition to the swearing in of David Eynon, there also was eating, drinking, and recounting of many tales of the past 19 years.

WHO'S NEW – MEDFORD CAMPUS

photos by Margery Rubin

In moving to Medford Leas, **Earl** and **Sandra “Sandy” (Holl) Evens** may have redefined a secondary definition of “split personality” by their decision involving the sale of their retirement seashore home at the mouth of the Neuse River, Oriental, NC. Faced with a sluggish real estate market, but their Bridlington home now available, the Evens decided “split” was their best option. Thus, Sandy moved to Medford Leas last December and Earl remained in North Carolina to oversee the sale of their home. He joined Sandy at 698 Bridlington on September 1.



Earl grew up on a small dairy farm in Marlton, where he and his three siblings were raised in Quaker tradition, including attendance at Moorestown Friends School and graduation from Westtown School. The tradition continued when he enrolled at Wilmington College, a small Quaker college in Ohio, where he earned a BS in business administration. His brother now lives in Oregon; one sister has passed on; and another sister **Irene** (and **Irving**) **Jones** live here.



Earl met Sandy on a skiing trip in Vermont and was impressed by both her skill on skis and her charm. Sandy was raised in Lansdale, PA, and has one brother. She earned a BA in psychology at Ursinus College and a master’s in clinical psychology from Temple University. She was licensed and maintained a private practice in psychotherapy until retiring. Sandy and Earl have two children, a son and daughter, and four grandchildren.

Earl spent the majority of his professional career with Campbell Soup’s purchasing department,

starting at the headquarters in Camden, but with extended assignments in Chicago, Omaha and Maxton, NC. He served 15 years on the Wilmington College Board of Trustees. Following his retirement in 1999, he and Sandy bought their retirement home in Oriental, where he was president of the Rotary Club, commodore of the Oriental Sailing Club, and enjoyed birding, serious cooking, woodworking and boating. Sandy’s interests include painting, trail hiking, swimming and birding.

Walt Dennen

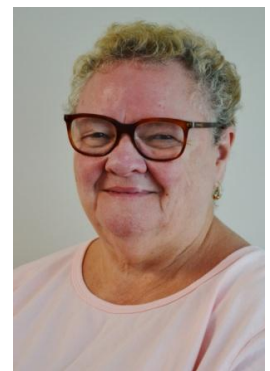


WHO'S NEW – LUMBERTON CAMPUS

photos by Joyce Koch

Hailing from Edison, **Philip** and **Jayne (Hogrebe) Bodner** moved to 194 Woodside Drive in June. Definitely a computer-savvy couple, they researched online to find Medford Leas – even did a spreadsheet of available CCRCs – and Medford Leas stood out for them. They love the spaciousness of their home and appreciate the new appliances and other upgrades. A spot for their motor home added to the list of pluses.

Jayne was born in Wilkes-Barre, PA, and then moved to Woodbridge, NJ, where she graduated from high school. An early marriage ended in divorce. Later, she co-founded a day care center and wrote a manual on how to found and run a nonprofit day care center. She graduated magna cum laude with a BS in computer languages and economics from City University of New York (CUNY) and later completed her MBA at Pace University.



Jayne’s career was mainly in IT working for brokerage and investment companies in New York City. She designed and built mainframe and distributed computer systems to support financial product lines. She retired from Goldman Sachs and now enjoys quilting, gardening and family history.



Phil, born in Brooklyn, NY, grew up on the Lower East Side of Manhattan (East Village). After graduating from Bayside High School, he attended Baruch College, New York City, where he received a BA before joining the National Guard. He completed his MBA at Wagner College, Staten Island.

Phil's financial and accounting career found him working at Columbia University, Wagner College and Monmouth University, New Jersey, where he was associate vice president and controller.

Jayne and Phil met while working and were married in 1979 at the VFW Hall in Woodbridge by a rabbi. Phil adopted Jayne's two children. Daughter Marcella, a patent attorney, lives with her husband and three children in Florence, NJ.

Jayne and Phil both enjoy the exercise availability on the Lumberton campus, along with the lectures, music and VID-U on the main campus. Phil plans to buy a submarine kit (and then build a submarine), while Jayne will pursue her quilting and crafts. She is an avid reader and hopes to participate in a campus book group. Their small dog, Laney (with a huge personality), occupies a large part of their hearts.

Barbara Zimmerman

WELCOME TO THE COURTS

Warren and Florence (Scott) Sawyer moved to Apt. 116 in July after 16 years in Rushmore. It has been quite a change, but they are enjoying many aspects of it.

Warren and Florence were married 33 years ago, after both lost their spouses. Florence raised four children in Northfield, MN. Several still live in Minnesota, although one daughter lives in Turkey. Florence has five grandchildren.

As a young woman, Florence worked as a church and college secretary, and at Penn Mutual Insur-

ance Company. After marrying Warren, she headed Red Cross Blood Services Volunteers in Moorestown. She is an avid reader (biographies, fiction, mysteries) and is known for her sharp-eyed proofreading for *Medford Leas Life*.

Warren believes his formative years were those he spent, with his two brothers, on a farm near Ithaca, NY, run by two maiden aunts. At 14, he began his life as a volunteer, delivering the weekly county newspaper and food, and visiting with older folks. He became a Quaker at 17, and, as a conscientious objector, volunteered in many capacities throughout WWII, most particularly as a human guinea pig for jaundice research.

Warren worked in real estate (B.T. Edgar & Son) in Moorestown for 47 years and continued his volunteering, such as working with the blind in Philadelphia for 33 years and the Alternative to Violence program in prisons for seven years. At Medford Leas he has taught interested residents how to play pool and is the man behind all the international indoor board games we play on sports days. He has boundless energy and can be seen riding his adult tricycle around the campus. Warren has three children and three grandchildren.

Betsy Pennink

During the summer, Dolores and Charles "Charlie" Bond began the process of moving from Bridlington to Apt. 211. When we spoke in August, both were in the midst of considering what to keep, what to let go, and where to put possessions in their new home.

Dolores is pleased with the closet space, especially the linen closet, but Charlie misses the cellar and garage, having had a machine shop with plenty of tools. Charlie says, "I liked to make wood cabinets, but I ran out of things to put into them!"

During their first week in their new home, the Bonds were invited to a Sunday get-together by neighbors. Treated like this, Dolores says, "I've never lived anywhere where people are so outgoing, friendly, and helpful."

Judy Kruger

OCTOBER CRYPTOGRAM

by Herb Heineman

**FMYF ZWEYJKIH GYQ LYH FMS JKHF
 UKLSCEIR CSJZWGSC Z MYAS SASC
 DSSW VZASW FMYF QKI HMKIRG WSASC
 FYNS RZES EKC VCYWFSG YWG HMKIRG
 FCSYF SYOM GYQ YH ZE ZF'H QKIC
 RYHF."**

Flag the author's name:

**VSKCVS L. DIHM
 DSCWYCG D. NSCZN
 CIGKRUM L. VZIRZYWZ**

Below is the solution to the September cryptogram.

I WILL BUILD A GREAT WALL— AND NOBODY
 BUILDS WALLS BETTER THAN ME, BELIEVE
 ME—AND I'LL BUILD THEM VERY
 INEXPENSIVELY. I WILL BUILD A GREAT,
 GREAT WALL ON OUR SOUTHERN BORDER,
 AND I WILL MAKE MEXICO PAY FOR THAT
 WALL. MARK MY WORDS.

DONALD TRUMP
 TED CRUZ
 MARCO RUBIO

The correct solution was received from the following readers:

Anonymous, Helen Anderson, Catherine Barry, Ruth Blattenberger, Mary Chisholm-Zook, Alice Culbreth, Doris Curley, Harry Forrest, Roberta Foss, Neil Fowser, Linda Gaylord, Neil Hartman, Barbara Heizman, Pat Heller-Dow, Sue Isaacs, Jane Mahorter, Joan McKeon, Doris Murray, Betty Preston, Florence Sawyer, Peg Scott, Joanne Thomas, Ellen Wiener, Barbara Zimmerman. All but one correctly identified the author.

Please send your solution via campus mail to **Herb Heineman**, 121 WSD, Lumberton, or email hsheineman@gmail.com by October 10.

MEDFORD LEAS LIFE

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