



Morningside Retirement & Health Services
Helping Elders. Building Community.

2010 Annual Report

www.mrhsny.org

Morningside Retirement and Health Services

Tuttle Center 100 La Salle Street, #MC, New York, NY 10027 (212) 666-4000
 Health Center 549 West 123rd Street, #ME, New York, NY 10027 (212) 666-2050
 Website: www.mrhsny.org

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The 190 people who volunteered services to MRHS in 2010 are listed towards the back of this report.

Background and History of the MRHS Program

Morningside Retirement and Health Services (MRHS) was founded in 1966 on two principles: self help for older adults and neighbors helping neighbors. The founders were a group of residents in Morningside Gardens, a middle-income cooperative housing complex in Morningside Heights. The apartment complex was constructed with government assistance and opened for occupancy in 1957 to house approximately 2,000 individuals. A group of forward-thinking older residents organized MRHS nine years later to serve those elderly residents who needed assistance in order to continue to live comfortably and safely in their homes.

For the first 20 years of the program, MRHS was staffed and run solely by older residents, working as volunteers. But by its twentieth year of service, the MRHS Board of Directors recognized that many of the original volunteers had “aged in place,” and themselves needed assistance. Morningside Gardens had become a “NORC” — Naturally Occurring Retirement Community — with more than half of the apartments occupied by residents over the age of 60. In order to address the multitude of problems elderly residents were facing, professional support was needed to guide and supplement the work of volunteers. Several MRHS volunteers formed a committee to raise funds for this purpose, and in 1986 the first professional social worker was hired.

Since that time, the program – still governed primarily by Morningside Gardens residents – has assisted and enriched the lives of hundreds of older residents. Working side-by-side with the professional staff, 190 volunteers offered their time and expertise to MRHS in 2010.

All of these changes and additions have not altered MRHS’s fundamental commitment to its mission: 1) to help frail and at-risk elderly residents of Morningside Gardens remain in their own homes; and 2) to provide programs which promote health and provide opportunities for education, socialization and recreation for older adults.

MRHS was one of fourteen programs designated by New York State in 1995 as a NORC program. As a consequence of this status, MRHS qualifies for state funding to provide social and health care services. In 1999, New York City created its own funding stream for existing and new NORC programs. MRHS was one of the programs chosen to receive city support and was selected again, in 2006, after a Request for Proposals (RFF) was issued by the city.

Through these special grants and with foundation support MRHS, since 1995, has maintained an on-site Health Center for older adult residents of Morningside Gardens. The Health Center offers residents on-site nursing, personal care, psychiatric services, health education and health care screenings, and a Doctors Home Visiting Program for homebound residents. MRHS has been able to enhance the medical care provided to residents thanks to an arrangement with St. Luke’s Hospital for the placement of a medical office on the premises of Morningside Gardens, which opened in November, 2000.

As older adults at Morningside Gardens continue to age, MRHS has experienced increases in the use of its services. There were 3,343 social work contacts in 2010 and 2,449 health care contacts. The total number of professional contacts by our staff in 2010 was 5,848.

“My mother has asked that I send you this brief but heart-felt note of appreciation....”
--- note from the son of an MRHS client

Mission of MRHS

The Mission of MRHS is twofold:

- 1) to help frail and at-risk elderly residents of Morningside Gardens remain in their own homes comfortably, safely, and with as much independence as possible for as long as they can; and
- 2) to provide programs which promote health and provide opportunities for education, socialization and recreation for all older residents of Morningside Gardens, with particular attention to the special needs of the infirm, homebound, and isolated.

Values of MRHS

The board, staff, and volunteers of MRHS are committed to offering services that enable older residents of Morningside Gardens to remain in their own homes by:

- Promoting a caring community and enriching community life;
- Preserving the dignity and human rights of older people;
- Promoting and supporting independence by actively involving individuals in managing their own care;
- Preventing isolation by keeping older residents connected to the larger Morningside Gardens community; and
- Reflecting integrity, professionalism, responsibility, warmth and respect, and a commitment to diversity.

Hartford Foundation

MRHS was one of five agencies chosen, city-wide, by the Columbia University School of Social Work to participate in the Hartford Foundation's national initiative to recruit social work students into the field of aging. MRHS is serving as a training site for social work interns in the Hartford Foundation program.

Indicators Project

MRHS implemented the benchmarking tool from the United Hospital Fund (UHF) Indicators Project. This falls prevention tool is used with residents who have been designated as at-risk for falls. It involves the quarterly monitoring of blood pressure, medication usage, and other health care indicators linked by research to falls.

Intergenerational Program

MRHS and the Early Alzheimer's Foundation developed an Intergenerational Theater Program designed for the participants of the MRHS Memory Tree. This program brought struggling readers from PS 161, a local elementary school, to MRHS. The intergenerational theater program was designed to boost students' reading comprehension, provide meaningful activity for elders, foster intergenerational relationships, and provide all participants with an opportunity for creative expression. MRHS has been invited to describe the program at the annual conference of the American Society on Aging.

Technology for Elders

MRHS added several new technological services for residents in 2010. Residents now have access to a public computer, printer and a wireless internet connection. A state-of-the-art flat-screen is now available, currently used during presentations at MRHS for easier viewing, for showing movies each Saturday, and for projecting images from the public computer or individuals' laptop computers.

Program Attendance

MRHS program attendance has nearly doubled in the last ten years — from 3,840 in 2001 to 7,306 in 2010.

Social Services

NORC Case Management, Counseling, and Direct Services

MRHS offers a comprehensive array of professional social services as well as group activities, and serves a community of more than 600 older people. In 2009, the people served ranged in age from 60 to 100, and included those seeking assistance in finding suitable home care as well as those who were without family or other social contacts. MRHS social workers respond to a range of needs, supporting those providing care for a dependent relative, those unable to shop and cook for themselves, and others afflicted with dementia, isolation, illness, depression, and loss. Total social work case contacts numbered 3,343.

At MRHS, social services are initiated with a request for assistance from the individual, a neighbor or friend, family member, physician or hospital social worker, housing staff, or any other concerned person. The first step is an assessment, which is done usually at the resident's home. Follow-up NORC services include:

- planning for care at home, including coordination of discharge planning from hospitals and rehabilitation facilities
- collaborating with family members and friends regarding care for the individual
- providing daily money management, including bill paying, check balancing, and mail sorting
- counseling about benefits, such as Medicaid, Medicare, Medicare Part D
- supportive counseling services
- advocacy on behalf of MRHS clients
- managing health insurance problems and planning for long-term care

- information, referral, and coordination of community services, such as Meals on Wheels and home health care
- consulting with medical and legal experts on an individual's behalf
- providing friendly visitors

The MRHS social work staff consisted of three social workers and three social work interns from the Columbia University School of Social Work, including a fellow from the Hartford Foundation's HPPAE program to train geriatric social workers.

Group Work

In 2010, MRHS continued to offer its program for older adults who are experiencing memory problems, called *The Memory Tree*. The program is presented by staff from the Early Alzheimer's Foundation, working alongside MRHS staff. The Memory Tree program works from the principle that memory loss affects everyone in a family and includes caregiver support as part of the program. Total attendance in 2010 for the Memory Tree program was 1,314.

MRHS continued to offer *Breakfast for Your Brain*, a six-session evidence-based workshop that promotes brain wellness. Breakfast for Your Brain has been shown to prevent cognitive decline through a series of mental exercises. Activities include puzzles, problem-solving games, nutrition, exercise, music, and learning about brain function. Three installments of the program were offered in 2010.

MRHS also continued to offer its support group for residents who have low-vision problems. This group meets every two weeks and is led by social work interns. New technology and guest speakers are brought in to expand the resources available to group participants.

Health Services

MRHS operates a Health Center offering nursing services, home care assistance, psychiatric consultations, and a Doctors Home Visiting program. Under a subcontract with the Visiting Nurse Service of New York (VNS), MRHS has a Geriatric Nurse to provide and coordinate health care for older residents of Morningside Gardens.

With a team of health and social service professionals, MRHS utilizes interdisciplinary collaboration to target and streamline services to meet individual resident needs. The MRHS Nurse has been Marie Phillips, RN, MPH, for the past twelve years. Ms. Phillips brings more than twenty-five years of clinical and managerial experience to the job. There were 2,449 health care contacts made in 2010.

Nursing Services

Nursing services include physical assessments, home evaluations, and consultations with families, neighbors, social workers, and hospitals to coordinate care. In addition, the nurse works closely with a resident's personal physician to develop a plan of care and to help residents follow up on doctors' orders and monitor medications. The nurse also supervises two part-time Certified Home Health Aides, employed through Partners in Care.

Home Care Assistance

MRHS'S Home Health Aides provide short-term help with personal care (bathing, meal preparation, light housekeeping), as well as with laundry and shopping, for older residents unable to manage such tasks on their own. Jennifer Paul has been providing home care at MRHS for thirteen years, and Karen Morris has been at MRHS for twelve, promoting stability and consistency.

St. Luke's Community Care

Through the efforts of MRHS, St. Luke's – Roosevelt Hospital Center located a primary care office on-site at Morningside Gardens in 2000. The office provides older adult residents of Morningside Gardens access to on-site medical care, which is particularly valuable to those frail elderly residents who have difficulty traveling distances. Services are also available to the younger residents of the Gardens, as well as to the nearby Grant Houses residents. The office, situated on Amsterdam Avenue, has been a boost to the entire community. The attending physician, Dr. Michael Correa, has also provided health education programs at MRHS.

"How lucky we are to live in this oasis of health and beauty."

--- note from Morningside Gardens resident

Doctors Home Visiting Program

MRHS operates a Doctors Home Visiting Program through the Division of Geriatric Medicine of St. Luke's - Roosevelt Hospital Center. MRHS doctors make home visits to evaluate, diagnose and treat elderly residents of the Gardens who are homebound or who, for other reasons, such as cognitive impairment that limits decision-making, have little or no access to health care. To residents and their families, this is like a return to the days when doctors routinely made house calls.

Psychiatric Consultation

Older adults are subject to a range of mental and emotional difficulties, from Alzheimer's disease to depression and anxiety. MRHS's consulting psychiatrist, also from nearby St. Luke's, provides evaluations, prescribes and monitors medications, and consults with family members and the MRHS staff. Thanks to a grant, MRHS is able to provide this service at no cost to the patient.

Health Promotion Programs

Health Education Workshops

Oral Health. Partnering with the Elder Smile Program of Columbia University's College of Dental Medicine, MRHS presented an oral health workshop led by a Columbia dentist. After the workshop, free dental screenings and dental referrals were conducted by another Columbia dentist on site in the MRHS offices. Many of our older adults took advantage of this opportunity.

Depression in Later Life. St. Luke's-Roosevelt Hospital psychiatrist and MRHS consultant, Dr. Sharon Szmuiłowicz, spoke about depression in later life. The presentation included a discussion about depression in general, variations in later life, life stressors which can induce or perpetuate depression and treatment options. An appreciative audience of older adults attended this lecture and some made appointments to see Dr. Szmuiłowicz. MRHS has an agreement with St. Luke's-Roosevelt for the provision of psychiatric service on site.

Decision-Making Day. Led by attorney, Frank G. Colella, and sponsored by the NY State Bar Association, this workshop provided information on the new power of attorney form, as well as the New York Health Care Proxy, the living will, procedures for organ donation, wills and other important concerns. The session was designed to clarify the purposes and differences among these documents. Advance Directives is an area of critical importance to our older adult population.

Take Charge of Your Health.: Led by MRHS nurse Marie Phillips, the group meets once a month to discuss various health-related topics of interest to participants.

Flu Vaccinations

MRHS held two sessions of seasonal flu shots this year, with the MRHS nurse coordinating distribution with St. Luke's Hospital on October 27 and November 17. Over 130 individuals were immunized by the teams of providers. According to the Health Indicators project, coordinated by the United Hospital Fund, a great majority of MRHS clients receive a flu shot (83%) and a majority (65%) also have received a pneumonia shot.

Hypertension Screening

On alternate Wednesdays, MRHS provides blood pressure testing and monitoring for older residents of Morningside Gardens. This program is staffed by volunteers who are older adults themselves. The volunteers received training from the city's Department for the Aging, which monitors the program. During 2010, MRHS volunteers provided a total of 250 blood pressure screenings.

Based on the United Hospital Fund's Indicators Project, more than double the percentage of MRHS clients report their health status as "Excellent" or "Very good," with 40% at MRHS compared to 18% NORC-wide.

Occupational Therapy Program

MRHS hosted two Occupational Therapy (OT) interns from Columbia University, Stephanie Spector and Shira Pasternak, in 2010. The interns conducted home environmental assessments for our residents. The purpose of the assessments was to increase safety and decrease fall risk. The assessments included a detailed examination of safety and fall risk in all areas of the home. The students also provided recommendations to help residents create safer environments.

Exercise and Stress Management

Exercise programs have grown rapidly at MRHS in recent years, both in number of offerings and in attendance. The importance of exercise in preserving a high quality of life in older adults has been amply demonstrated in the healthcare literature.

Not only does exercise improve balance, strengthen muscles, preserve bones and lessen the likelihood of falls and accidents – exercise programs have been demonstrated to reduce the incidence of emotional illness, particularly depression, in the older adult population. The exercise programs also have a social benefit, producing a sense of comradery among participants.

“It’s hard to say it any other way, but you folks are great and have become such a help to my survival after my stroke.”

--- note from Morningside Gardens resident

Stretch and Tone

Led by trained volunteer and longtime Morningside Gardens resident, Lucienne Yoshinaga, this popular group provides an opportunity for those unable to do vigorous exercise to use their muscles and stay limber. Ms. Yoshinaga received her training from the Health Promotion Unit of the New York City Department for the Aging. In 2010, attendance was 911, which makes this our most popular exercise class!

DanceFit

Taught by certified personal trainer and Gardens resident Suzy Frazer, this class includes gentle stretching, weight bearing work, balance, coordination, correct posture and alignment, and a fun dance combination. Total attendance in 2010 was 341, an increase of 36% from the prior year.

Yoga

Self-led by participants in the class utilizing instructional videos, basic yoga poses and stretches, breathing and relaxation techniques are learned. In 2010, total attendance in this class was 269.

Tai Chi

Taught by Gardens resident and professional instructor, Xiao Chuan Ping, this class includes a combination of body and balance exercises, mind concentration and meditation. Total attendance was 219, more than double the attendance from one year ago.

Qigong

This is a Chinese Healing Art using gentle movements and working with energy. The exercise enhances the immune system and the meditative aspect calms the nervous system. Led by Gardens resident and professional instructor, Marjorie Nissen, this class can be done sitting or standing. In 2010, total attendance was 144.

Stress Reduction Through Exercise

Led by Gardens resident and professional instructor Marjorie Nissen, this class includes warm up with stretch and exercise, and cool down with Yogic breathing and Chi Gong. In 2010, total attendance was 105.

“The heart of Morningside Gardens.”

--- note from Gardens resident, about MRHS

Walking Club

MRHS kicked off its chapter of the Big Apple Senior Strollers in 2008 with the support of volunteer group leaders. Total attendance at seasonal walking events in 2010 was 27.

Education, Instruction, and Communication

A new program called “**MRHStechNet**” was formed in 2010. More than forty older adult residents of the NORC have become members, demonstrating the need for technology support among this population. The group is open to anybody who has an interest in learning more about technology. Discussions during the year included information about web browsers, email, computer security, and health care information. Total attendance for all sessions in 2010 was 89.

Circle of Hands

Led by Morningside Gardens resident, Mary Davidson, Circle of Hands is for those who like to crochet, knit, embroider, needlepoint, quilt or appliqué, and enjoy sharing their skills, designs and techniques with others. The group meets weekly. Finished items have been donated to the MRHS Flea Market and other social service organizations in the community. Total attendance for the group was 155.

Chinese Language Class

Morningside Gardens resident, Shuli Wu, a native speaker with experience in teaching languages, provided Mandarin (Pu-tong-hua) instruction in 2010, using the Pin-yin system. Total attendance for the class was 138.

MRHS Book Club

Led by volunteer, Gabriella Mora, a retired university instructor in literature, this group reads and meets to talk about contemporary novels. Total attendance for the group in 2010 was 104.

Great Decisions

This series of programs provides participants with an opportunity to discuss critically important foreign affairs issues. MRHS volunteers coordinate the series, with Morningsiders, Ken and Peggy Thomas, facilitating the discussion. Resource persons are enlisted from within the Gardens community to provide their expertise.

Participants are provided with a briefing manual. The manual outlines eight timely thematic topics of global concern. The materials are written by experts and include discussion tips for leaders. Total attendance for all sessions in 2010 was 115.

Book Discussion

Through literature and film, this group explores historical family, political, and social structures. Led by author, historian, and Gardens resident Bea Gottlieb, the group studied Annette Gordon-Reed’s *The Hemminges of Monticello* in 2009. Total attendance was 162, an increase of 32% from one year ago.

Later Life Transitions

Led by Gardens resident Hardison Geer, this group meets monthly to discuss issues of aging and includes refreshments and socialization. In 2010, total attendance for the group was 85.

Spanish Class

Led by Morningside Gardens resident and filmmaker, Luis Argueta, MRHS offers Spanish language instruction and practice. Mr. Argueta, who is a native Spanish speaker from Guatemala, utilizes handouts from Spanish-language periodicals and articles to assist his students. In 2010, total attendance was 127.

Writing Workshops

In conjunction with Elders Share the Arts (ESTA), MRHS offered two writing workshop series in 2010. Taught by Susan Willerman, *Writing From Life Experience* utilizes each participant's experiences to encourage and inspire their written work.

In 2010, the group developed a blog called *Get Your WordsWorth!* Participants are now able to post their stories online for all to read. New posts are shared with the MRHS e-mailing list.

At the end of the spring workshop series, MRHS hosted a public reading on May 26, with participants reading from their latest work. Two participants of past MRHS writing workshops have had their work published. In 2010, total attendance for the class was 165.

"They have loved this community dearly and have been particularly grateful for the extraordinarily supportive services provided by MRHS."

--- notice posted by the son of a client

Bridge Club

For both long-time players and newcomers, this new group met on a weekly basis, providing an opportunity for socialization in addition to fun and intellectual stimulation. Total attendance for the group in 2010 was 107.

Where to Now — Exploring New York City

Led by Gardens resident, Mary Davidson, this group visited places throughout New York City. All are welcomed to travel together to view exhibits with other participants or on one's own. Total attendance for the group in 2010 was 31.

Speakers and Forums

MRHS presents a broad range of educational and informational programs. These programs provide a forum for speakers to present on topics of interest to residents. In 2010, programs included presentations by Morningside Gardens residents and others.

In January resident Alice Irene Pifer, co-editor of *The Authentic Voice: The Best Reporting on Race and Ethnicity*, led a stimulating discussion on the news coverage of race and ethnicity. In February, Rev. Thomas W. Goodhue, a longtime resident of Morningside Gardens and Executive Director of the Long Island Council of Churches (LICC), led a program called *How to Make Ends Meet in Retirement*. The LICC started offering these programs seven years ago when it became concerned about predatory lending and the looming sub-prime mortgage crisis.

In May, Gardens resident and film director Luis Argueta hosted a special screening of his new documentary, *Abused: The Postville Raid*. In October, resident Alan Borthwick, a seasoned traveler and frequent passenger on ships, gave a talk called *Everything About Ships*, on his discoveries behind the scenes on a variety of boats.

In June, Philip Gould, Art History Professor Emeritus (Columbia, Sarah Lawrence, Fordham, Pratt), spoke on the topic, *New Perspectives on Renaissance Art and the Rise of Humanism*. As part of its Consumer Law Project, NEDAP (Neighborhood Economic Development Advocacy Project) held a Consumer Law Clinic at MRHS, offering a brief presentation and one-on-one consultation on a wide range of consumer finance issues, at no cost.

"Thanks for all you do for our community! We are so grateful."

--- note from the daughter of a client

Annual Meeting

MRHS held its Annual Meeting on March 24. After Board President Kathy Hinton welcomed the attendees and I recognized the MRHS staff, Ms. Hinton introduced the chair of the Nominating Committee for the presentation of new board members to the community. Committee reports were then presented by the chairs of the various MRHS committees. Then the Executive Director's report was given, which outlined some highlights from 2009.

Among our accomplishments from 2009, MRHS implemented the benchmarking tool from the United Hospital Fund (UHF) Indicators Project. This falls prevention tool is used with residents who have been determined to be at-risk for falls. It involves the quarterly monitoring of blood pressure, medication usage, and other health care indicators linked by research to falls.

Newsletter

MRHS publishes and posts online a monthly *Newsletter* that includes a schedule of MRHS events and activities. The *Newsletter*, along with flyers that MRHS posts each week in the six Gardens buildings, is an important facet of the MRHS outreach plan to residents.

The *Newsletter* regularly contains information about cluster care services that are available to older adults, such as laundry and shopping, in addition to information about the range of NORC services. The *Newsletter* provides information on MRHS and other community services, cultural events, government entitlements, and various health and safety issues. There are regular contributions from MRHS staff and residents of Morningside Gardens. More than 1,000 copies of the *Newsletter* are distributed each month.

Social and Recreational Programs

Tuesday Lunch

This is MRHS's "oldest" group, dating back 44 years. Every Tuesday at noon, a group of residents gather for a brown bag lunch. Coordination of the Tuesday luncheon and birthday program is performed by a team of volunteers, which plans, organizes, and leads the weekly events. The team provides coffee, tea, and dessert; group members provide the company and conversation. In 2010, 224 guests came to the Tuesday lunch.

"Thank you for your services to my mother..and your support to the community."

--- note from daughter of an MRHS client

Music Therapy — the MRHS Sing-Along Chorus

The MRHS Music Therapy program began in 1992 and continues to draw a variety of older people to the center. The therapist brings guitar and customized songbooks, emphasizing favorite music from the 1920's and 30's and folk songs from the 1940's and 50's. Rhythm instruments are offered to those who are shy about singing aloud but enjoy the music and the company. Studies have demonstrated that music can reduce stress levels in people of all ages, but particularly in the elderly population singing together is a calming experience.

Often, the music stirs poignant memories and lively exchanges, creating new friendships among the participants. The Music Therapy program also builds self-esteem among participants when they discover their own talents and creativity. In 2010, total attendance at this program was 404.

Winter Celebration

MRHS held its annual holiday party, the Winter Celebration, on December 9. More than 130 residents stopped by to join in the good cheer, neighborliness and refreshments. MRHS makes a special effort to create an intergenerational atmosphere at the party, with children from the community in attendance. Music and singing was provided by Vocal Ease, a troupe of professional entertainers who volunteer their time to perform at nonprofit functions.

Birthday Parties

MRHS began celebrating member birthdays in November, 1993, on the third Tuesday of each month. A volunteer sends a birthday card, which includes an invitation to the party, to each person whose birthday falls in that month. Another volunteer calls each birthday person a day or two before the party as a reminder. MRHS supplies a birthday cake and everyone sings. In 2010, 175 guests came to the parties.

Supper Club

This is a group that was founded and led by volunteers, as a way to bring socialization and stimulation to residents' dining experience. MRHS staff re-started the Supper Club in 2006, providing organization and coordination of activities. Every other month, participants choose one of the many ethnic restaurants in the neighborhood as the provider of the evening meal. Dinner is delivered to the Tuttle Center at MRHS, which is prepared with tables and chairs, tablecloths, and tableware. The Supper Club provides an opportunity to meet neighbors and to try a new dish. It has been particularly successful with residents who were accustomed to dining out occasionally, but have become unable to do so because of disability or frailty. In 2010, total attendance at this program was 54.

Saturday Afternoon Videos

Many older adults at Morningside Gardens find it difficult to use the city's public transportation system. Weekend video shows were initiated in the 1980's to provide entertainment for Gardens residents who could not get out to the movies. Every Saturday afternoon, a dedicated group of volunteers shows a video in the MRHS Tuttle Center on our high-definition screen, equipped with Blu-Ray technology and closed captioning for the hearing-impaired.

The committee of volunteers schedules the movies, and shares the task of setting up the Center as a theater for the afternoon and running the video. In 2010, the committee continued a retrospective series of the films of Paul Newman. Total attendance was 424.

Flea Market and Holiday Bazaar

From November 12 to 14, MRHS held its Annual Fall Flea Market. More than 60 volunteers gathered, organized, and priced hundreds of items, staffed tables, and worked as cashiers. People from the surrounding community, as well as Gardens residents, enjoyed the bargains and the home-baked cookies and cakes. The 2010 Flea Market, including a silent auction for the first time, was one of the most successful ever, raising funds to support MRHS.

Bus Trips

In 2010, MRHS organized trips throughout the area. Total attendance on MRHS bus trips was 140. Among the highlights were three trips during the summer season. In July, we headed to Long Island to visit Old Westbury Gardens. Then we spent a beautiful August day sailing on the Lauren Kristy, a turn-of-the-century riverboat. In September, we visited the Thomas Cole Historic Site for a guided tour of the artist's home and studio and a tour of artistic Olana.

Special MRHS Events

Health Fair

MRHS collaborated with partners in the field of health and aging to host a health fair in November, “Age Healthy, Live Well.” There were health screenings, giveaways, refreshments, and workshops on food safety and nutrition. Sponsored by the American Diabetes Association and HealthCare Partners, more than fifteen health care vendors were represented.

Black History Month

On February 24, MRHS presented a special program for our annual observance of Black History Month, organizing a trip to the New York Historical Society for a docent led tour of their “Lincoln in New York” exhibit, as well as a docent led tour of their Permanent Collection. . The trip was followed by a soul food lunch at Sylvia’s Queen of Soul Food Restaurant. As usual, it was an inspirational outing for all.

Repurposing Our Visual Space

MRHS offered a series of art workshops in which participants were asked to identify objects from their surroundings to be “repurposed” to tell a visual story. Participants listened to musical selections to set the mood, share dialogue about sound, color, technique, while the instructor demonstrated using varied materials to make art. The materials used varied from personal photos, paper towels, to acrylic paints.

Spiritual Autobiography

This two-session series encouraged participants to reflect on life's meaning and purpose by writing about special events and what has been learned. All backgrounds were welcome.

Empowering Caregivers

In July, MRHS hosted Viki Kind, the author of *The Caregiver’s Path to Compassionate Decision Making: Making Choices for Those Who Can’t*. Viki is a clinical bioethicist, medical educator and hospice volunteer. She guides families and healthcare professionals through the process of making decisions for those who are losing or have lost capacity to think. Attendees learned of Ms. Kind’s decision-making pathway and tools to help give voice to those who can’t speak for themselves. Those in attendance were very appreciative of the support and information.

Ice Cream Puff Parties

MRHS’s annual summer event, held in conjunction with YES!Solutions, our community services neighbor in Building 6, was held in August. This was the fourth year of the intergenerational summertime Ice Cream and Cream Puffs parties, which bring a living room floor picnic to MRHS on sultry Friday afternoons. In addition to delicious treats, professional caliber entertainment is provided.

Bequests

In 2010, MRHS received bequests from the following individuals: *Eileen Tobin*, *Inez Schomburg*, and *Rose Komatsu* and *Margarita Espinosa*. We wish to thank those who have remembered MRHS in their wills. We also wish to thank the fifteen individuals who have joined the MRHS Legacy Society, including the following who have given MRHS permission to list their names: Phyllis Calese, Kay Murray, Dorothy Carter, Winnie Shearer, Florence Keller, Mary Thompson, Leila Lieberman, Moira Whittington, Mary Murphree, Odette Bigote, and Jeanne Felker.

MRHS in the Community

NORC programs are meant to operate as a hub of services for older adults.

Consequently, MRHS works closely with a number of service providers in the community.

MRHS works with Isabella Community and Home Care to coordinate the provision of case management and meals-on-wheels services to residents of Morningside Gardens. The goal of this arrangement is to avoid duplication of services. MRHS is now able to “turn on” meals-on-wheels for residents of the Gardens. MRHS is also a member of the advisory committee for Isabella’s Caregivers Outreach Program.

MRHS partnered with nearby nonprofit, Morningside Village, and acclaimed actress Cicely Tyson to honor the pioneer African-American fashion designer Arthur McGee at the Fashion Institute of Technology. The Legacies fundraising event, which included award presentations by Ms. Tyson and H. Carl McCall and remarks by Patricia Gatling, Commissioner of the NYC Commission on Human Rights, received press coverage in the New York Times and the New York Beacon.

MRHS also partnered with Morningside Village to offer a presentation at the annual American Society on Aging (ASA) conference in Chicago. The presentation described two models of aging services in the community, the NORC program model and the Village model.

St. Luke’s - Roosevelt Hospital Center provides the physicians who make house calls and coordinate health care with MRHS for frail elders at Morningside Gardens.

In 2009, MRHS reached an agreement with St. Luke’s Hospital for mental health support services in the form of weekly visits from psychiatrists to Morningside Gardens elders. This service is reserved for homebound residents. St. Luke’s - Roosevelt has hosted health fairs at MRHS, and has provided health care screenings and health promotion events. Staff from the hospital held two sessions of distributing seasonal flu shots in the fall of 2010, inoculating more than 130 older adults.

MRHS has a longstanding relationship with the Visiting Nurse Service of New York. The MRHS nurse and two home health aides are subcontracted through the VNS Congregate Care program.

MRHS also works with cultural organizations such as Elders Share the Arts and the New York Historical Society. As a site for interns from the Columbia University’s School of Social Work and for Occupational Therapy interns from the College of Physicians and Surgeons, MRHS works alongside leading practitioners in the field.

As a member of the West Side Inter-Agency Council for the Aging, the Council of Senior Centers and Services, the New York Council of Nonprofits, the Non-Profit Coordinating Committee of New York, the Human Services Council, MRHS meets regularly with representatives of other community agencies. The MRHS Executive Director is also co-chair of the NORC Directors meetings, held at the United Hospital Fund.

Volunteer Recognition

On April 13, MRHS hosted its Seventeenth Annual Volunteer Recognition Ceremony, held at Columbia University's Pulitzer World Room to honor the 194 volunteers who contributed to the program in 2009. Volunteers are honored for helping their neighbors in a number of ways that enable frail elderly residents to continue living safely at home. Special recognition was given to Mary A. Thompson for her leadership role at MRHS over the past twenty years, serving as the agency's President for two terms and spearheading the community's drive to create a public NORC funding at the city and state levels.

Also recognized was volunteer Winnie Shearer for her work in the MRHS office for the past fifteen years and for her assistance at the bi-monthly blood pressure screenings held at MRHS through DFTA's Health Promotion Unit.

More than 75 volunteers attended and listened raptly as guest speaker Joan Levine, a longtime community activist and an original tenant of the coop, told of her experiences in community advocacy. Volunteers were treated to refreshments and to music provided by a jazz group from the nearby Manhattan School of Music. The event was made possible in conjunction with the Columbia University Office of Public Affairs.

The following article appeared in the January, 2010 edition of the MRHS Newsletter and is an example of the vital role that MRHS Volunteers play in the community:

“Keep on Track”

MRHS, along with the Department for the Aging of New York City, runs a Blood Pressure Monitoring Program bi-monthly in the Tuttle Center. The program is for people of all ages. Monitoring in a relaxed setting with trained volunteers can give you an accurate reading and reassurance that you are on track or need follow up with your physician. Hypertension (high blood pressure) is often the result of other medical problems you may have, such as diabetes, cardio-vascular disease, over-weight, high cholesterol, or a family history. Keeping track of your blood pressure can prevent complications such as strokes, heart attacks and the complications of diabetes.

Hypertension is often called the “silent killer” because it does not cause symptoms. You can feel perfectly well and your pressure may be high. Take advantage of this program and come to MRHS on alternate Wednesdays of the month. Watch for the monthly flyer for the dates.

Volunteers: Screeners Mary Lowry and Shuli Wu, Winnie Shearer and Marie Ledoux

(Copies of the MRHS Financial Report are available at the MRHS Office, 100 LaSalle Street, #MC, New York, NY.)

Volunteers in 2010

Judith Anderson
Luis Argueta
Jimmy Arnold
Hisayo Asai
Anne Barstow
John Beard
Amy Berg
Ruth Bendersky
Jacques Bendersky
Jodi Benson
Stewart Benson
Vivian Bergman
Odette Bigote
Tonia Blair
Ananth Bobbili
Anne Boggan
Mary Grace
Bookhardt
Alan Borthwick
Mary Borthwick
Aram Boyajian
Cecile Starr
Boyajian
Marianne Brinigar
Laura Brown
Laurie Nan Broza
Hillary Caldwell
Phyllis Calese
Eileen Canty
Sharon Carr
Sharon Lockhart
Carter
Emily Chang
Eleanor Charris
Rani Chaudhary
Marcia Clarkson
Diane Cook
Joy Cooke
Sarah Cunningham
Carlotta Damanda
Phyllis Darby
Mary Davidson
Mike Davidson
Roy Davidson
Ralph Della Cava
Tom Driver
Kate Dunn
Leila Elder
Anne Ellis
Jeanne Felker

Tova Francus
Suzy Frazer
Susan Fridie
Hardison Geer
Conchita Gonzalez
Thomas Goodhue
Tom Goodridge
Bea Gottlieb
Joyce Gottlieb
Michael Greene
Peggy Griffin-
Jackman
Amita Gupta
John Halborg
Eleanor Haray
Leonard Harper
Cynthia Harris
Peggy Haskins
Beatrice Hawkins
Paula Herz
Kathy Hinton
Marjorie Horton
Roger Hughes
Melissa Hull
Joyce Hyun
Ann Jackson
John Johnson
Margaret Johnson
Phyllis Johnson
Carl Jones
Beverly Judge
Anisa Kamadoli
Kamu Kamadoli
Karen Kaapcke-
LePique
Sherry Kane
Joanna Kapner
John Kapner
Corazon Kangleon
Florence Keller
Margaret Ketley
Leslie Kiss
Shirley Korn
Lydia LaFleur
Mimi Lamb
Mary Lanning
Marie Ledoux
Angela Lee
Xiaobin Lee
Elinor Levin

Joan Levine
Norman Levine
Lucian Li
Ya Ling Li
Boyd Lowry
Mary Lowry
Chuck MacDonald
Joan Mansoury
Robert Marcus
Rachel Martin
Jean McCardell
Mary McDonald
Tara McIsaac
Joan McKinnon
Peggy McNamara
Allen Mellen
Liz Mellen
Eppie Mercado
Erich Meyerhoff
Dana Minaya
Frank Minaya
Melinda Moore
Joan Morford
Mary Murphree
Kay Murray
Audrey Muscat
Velia Neri
Marjorie Nissen
Barbara O'Farrell
Andrew Ojeda
Rosario Palovicini
Chris Pawelski
Patricia Pell
Michele Pellar
Edna Philiba
Alice Pifer
Audrey Platnick
Ivy Polk
Jean Prosser
Rita Marie Pullium
Donna Quiros
Betty Reardon
Paula Rezende
Helen Rodriguez
Ari Rothfeld
Neil Rothfeld
Rachel Rothfeld
Mildred Roxborough
John Ryan
Dorothy Savage

Angela Schramm
Maggie Sears
Winifred Shearer
Merryl Sheldon
Iris Shen
Edith Shervington
Reynaldo Silva
Mytri Singh
Irene Marcuse
Silver
Carla Slomin
Aidan Stack
George Stack
Will Stack
Lotte Strauss
Alan Stricoff
Sandy Stricoff
Michael Su
Jerry Tenenbaum
Marghiee Teshineh
Maria Teusaba
Ann Tholfsen
Hilah Thomas
Ken Thomas
Peggy Thomas
Karl Tiedemann
Kathleen Todd
Ramsey Togo
Dace Udris
Usa Ungsunen
Kristina Vician
Michael Vignoles
David Weaver
Sydney Weinberg
Eva Welch
Susan Wersan
Moirra Whittington
Ruth Williams
Audraine Wilson
Janet Wise-Thomas
Shuli Wu
Margaret Yi
Lucienne Yoshinaga
Samara Zaslofsky
Linda Zehnder
Sally Zen

Statistics for 2010

Number of Seniors Provided Casework	296
Units of Social Work Care Management	3,343
Units of Health Care Management	1,848
Psychiatric Sessions	44
Doctors' Home Visits	12
Units of Home Health Care	601
Total Professional Contacts	5,848

Program Participation

Health Promotion		Educational and Social Groups	
Memory Tree Program	1,314	Special Events/Guest Speakers	599
Stretch and Tone exercise class	911	Weekend Video program	424
Music Therapy	404	Lunch Club	224
Yoga Classes	269	Spanish Conversation	127
Hypertension monitoring	250	Trips	140
Dance Classes	341	Birthday parties	175
Health Promotion Events	247	Book Discussion	162
Low Vision Support Group	75	Writing from Life Experience	165
Stress Reduction Through Exercise	105	Great Decisions Discussion Group	115
Later Life Transitions	85	Chinese Language Instruction	138
Tai Chi	219	Bridge Club	107
Sitting Qigong	144	Book Club	104
Take Charge of Your Health	62	Where to Now?	31
Art Program	28	TechNet Group	89
Walking Club	27	Circle of Hands	155
Breakfast for Your Brain	105	Supper Club	54
		Total Program Attendance	7,306

President's Report, Treasurer's Report and Committee Reports

President's Report

One day in August 2008, I responded to an advertisement in the MRHS Newsletter for a volunteer to fill the position of the MRHS Board President. The MRHS nominating committee agreed to interview me and wanted to know my answers to three questions: (1) What do you think is the Mission of MRHS? (2) What is the philosophy of MRHS? and (3) What can you contribute to facilitate MRHS Board meetings?

For the first question on Mission, after reviewing various MRHS documents, I gave my answers: (a) to help frail and at-risk elderly residents of Morningside Gardens remain in their own home comfortably, safely, and with as much independence as possible for as long as they can; (b) to provide programs which promote health and provide opportunities for education, socialization and recreation for all older residents of Morningside Gardens, with particular attention to the special needs of the infirm, homebound, and isolated; (c) to promote a caring community and enriching community life.

For the second question on guiding principles of MRHS, after reviewing various MRHS documents, my answers were: Voluntarism, Partnership, and Independence.

For the third question on my contribution as the President to facilitate MRHS Board meetings, I could not find any documents in the MRHS office to help me to develop my answer. However, I developed my thinking on the following lines:

1. Do whatever is necessary and helpful to facilitate a fruitful meeting.
2. Start the meeting on time. Experiment with the idea that responsibility for the meetings rests with everyone, and not just the President.
3. Review the agenda and ask for its approval.
4. Work toward a safe meeting environment.
 - a. Insist that people be recognized before speaking.
 - b. Ask people to address the President, or the meeting as a whole, and not each other.
 - c. Interrupt if two or more people get into a dialogue with just themselves.
 - d. Slow things down by deliberately being slow to recognize the next speaker.
 - e. Interrupt people who burden the meeting by repeating what has been said, by speaking at too great a length, or who use a tone and language that is hurtful to others.
5. Help to bring out the full range of views on a particular matter, but keep in mind that it is not a purpose of the meeting to hear everything that could be said on a matter.
6. Help people who speak to stay focused on the matter at hand. Identify matters that belong elsewhere on the agenda, or in a different meeting.

7. Summarize periodically, helping to build a sense of the meeting. Check with the group each time you do this to make sure your summary is accurate and call for a motion, if necessary.
8. Refrain from speaking if you (i.e., the President) can. If you must speak on a topic, be clear with the group that you are speaking as an individual and not as the President.
9. Listen carefully to what is said, with words and otherwise, so that you will be able to gather a sense of the meeting and call for a motion.
10. Before the end of the meeting, summarize what may be the unfinished business, and make a plan for how it will be handled.
11. Do any required follow-up.

At the end of my 3-year term as MRHS President, I feel a safe meeting environment is being established for our directors to initiate, develop, and implement programs that continue to promote a caring community and to enrich community life.

The following reports all tell that committees have done all the heavy lifting to achieve our mission for our community.

Kathy Hinton, President

Treasurer's Report

During the 2010-2011 year, the Treasurer continued the practice of meeting with Executive Director Ron Bruno shortly before each meeting of the MRHS Board to review the monthly cash report and, on a quarterly basis, the financial report. The Treasurer distributed and commented on both reports at meetings of the Board. In addition, by providing one of the two required signatures on checks issued by MRHS, the Treasurer was familiar with the expenses incurred by the organization on a weekly basis.

In spite of the economic downturn which affected MRHS as well as other nonprofits, MRHS's financial health at the end of 2010 was remarkably sound. MRHS stayed within its budget, even experiencing a slight surplus at the end of the year. At all times there were sufficient funds in the operating account (total cash on hand) to pay bills. The amounts in the account that MRHS maintains with The New York Community Trust began to bounce back.

During 2010, financial and in-kind support was received from six foundations and corporations. MRHS made a request to MHHC for a donation which was received with gratitude. Because both the amount contributed and the number of donors to the 2010 Annual Fund decreased in comparison with 2009, the Treasurer asked the Chair of the Finance Committee to undertake an analysis of the data. For the first time proceeds from the Flea Market project, including the silent auction, exceeded \$8,000. The MRHS Board noted that special thanks are due to Michele Pellar, who recently moved into the Gardens and, during her second year as a volunteer, chaired the Flea Market project. During the year a total of \$52,533 was received in bequests.

As a member of the Finance Committee, the Treasurer participated in the review by the committee and its recommendations to the Board regarding several documents, including

the budget for calendar year 2011 and IRS Form 990 for 2009 (the form required of certain organizations exempt from income tax). Due to delays, it was necessary for MRHS to obtain two extensions before the auditors completed the tax forms so that MRHS was able to review and submit the forms by the final deadline of November 15, 2010.

Upon the recommendation of the Treasurer, the MRHS Board authorized Alan Stricoff, MRHS Comptroller, to prepare a Request for Proposals for auditing services for calendar year 2010.

In December 2010, the Treasurer and Director Carla Slomin met with Ron Lennon, Social Work Supervisor, to review the Daily Money Management Program. Their report of the program was adopted by the Board. The DMM Program provides money management services, free of charge, to residents of Morningside Gardens who are physically or mentally unable to manage their daily financial affairs. The Treasurer also assisted the Bylaws Committee in its amendment of the MRHS Bylaws.

Kay C. Murray, Treasurer

By-Laws Committee

The By-Laws Committee completed a major revision of the by-laws. This project began with Sarah Cunningham, Phyllis Johnson and myself and was completed with the assistance of Kay Murray.

This was the first revision of the by-laws to reflect the fact that MRHS is no longer a membership corporation. The revised by-laws also reflect the Personnel Committee's enhanced status as a standing committee of the MRHS Board.

The revisions also tightened the provisions pertaining to harassment by making reporting mandatory.

Neil Rothfeld, Chairperson.

Nominating Committee

The Nominating Committee consists of Melinda Moore, Chair, Beatrice Hawkins and Kay Murray.

This year it was the responsibility of the Nominating Committee to propose candidates for two Director positions. Kathy Hinton, President, chose not to run for re-election as a Director, and Kay Murray, Treasurer, had served her six-year maximum as a Director. The Nominating Committee also had to conduct the election of their successors and the re-election of Neil Rothfeld who was eligible and willing to serve another three-year term as a Director.

After meeting several times, the Nominating Committee compiled lists of prospective candidates based on individuals who had been asked to serve in prior years but declined to do so and individuals recommended by current Board members and others.

The following individuals have agreed to serve for a three-year term as the **Class of 2014**:

Jeanne Felker
Lisa Redd
Neil Rothfeld

A short bio for each of the two new candidates (Jeanne Felker and Lisa Redd) was circulated to the Directors before the vote, which is scheduled to be held at the meeting of the Board of Directors on March 3, 2011, in accordance with the MRHS Bylaws.

The Class of **2013** consists of Eileen Canty, Kate Dunn, Beatrice Hawkins, Margaret Johnson, Rita Marie Pullium, Carla Slomin and Janet Wise-Thomas.

The Class of **2012** consists of Amy Berg, Michael Davidson, Anne Ellis, Audrey Platnick, and Melinda Moore.

The Nominating Committee also will present a slate of officers to be voted on at the meeting of the MRHS Board of Directors scheduled for April 7, 2011:

Rita Marie Pullium, President
Carla Slomin, Vice President
Kate Dunn, Secretary; and
Margaret Johnson, Treasurer.

Melinda Moore, Chair

Ad Hoc Technology Committee

Members: This Ad Hoc Technology Committee is comprised of the Chair, Michael S. Davidson, Ron Bruno, MRHS Executive Director, Marcia Clarkson and Robert Marcus, MG residents.

Overall, this past year has been an exciting and successful one for the Technology Committee and its "techNet" offshoot. We continue trying to unlock the mysteries of technology and to make its use fun and pleasurable for the older adult.

During the period April 2010 - March 2011 we accomplished or planned the following.

- I. Purchases/Installations
 1. Macintosh iMac computer with wireless keyboard, mouse and Magic Trackpad.
 2. Brother Multi-Function printer
 3. Upgraded the Samsung TV connections so that we now have HD TV and a Digital Video Recorder.
 4. Microsoft Office (Word, Excel, PowerPoint)
 5. SKYPE on the iMac

6. In-process - Purchase of new Computer Server for MRHS Office

II. Group Instruction/training

The MRHS "techNet" presented six single session Instruction/Informational meetings and one six-week program including,

May 2010 - Introduction to the Internet and Other Bytes of Information (Dr. Michael S. Davidson)

June 2010 - Introduction to Email (Robert Marcus)

Nov. 2010 - Health Information on the Internet (Dr. Michael S. Davidson)

Dec. 2010 - Computer Security (Robert Marcus)

Jan. 2011 - Social Networks (Jael Simonson-Tunick)

Feb. 2011 - Hands On Digital Photography - (Dr. Christine Pawelski and TC Graduate Students)

Six-week Introduction to Excel class (Dr. Michael S. Davidson)

III. Individual Training:

Also, we provided an iMac training session for the MRHS staff and gave individual iMac instruction to several individuals as well as numerous informal information sessions.

IV. Volunteer Needs.

Finally, we continue to look for volunteers to help with: TV Showing; editing and programming the MRHS website, teaching MRHS 'techNet programs; and helping to set up MRHS on various social media.

V. Future Plans

On March 25, we are offering an iMac tutorial for the Low Vision Support Group. We are also considering presentations on electronic readers, notebook computers, EBay and other ways of making money on the Internet as well as how to purchase various consumer electronics. Finally, because of the substantial interest in Digital Photography, we expect to offer additional programs on this subject.

Michael S. Davidson, Chair

Program Committee

In the past year, the Program Committee that met monthly continued to develop and promote existing programs that support the goals and objectives of MRHS. Most notably these activities include:

- The new art class, "Repurposing Our Visual Space," was added to the fall / winter schedule.

- The partnership with the New York Historical Society has provided two special workshops through their outreach program, “50+”. In October, they presented, “The Tiffanys” for the Garden’s residents. In February, 2011, the video on the life of Thurgood Marshall was presented through this initiative.
- The Annual Holiday/Winter Celebration in December was a bright and festive occasion in an otherwise formidable winter season. The musical entertainment by Vocal Ease rounded out the evening with holiday songs and sing-along carols. All who came to the event shared a beautiful time. One important note was the great teamwork among the volunteers of this highly anticipated occasion. Each person carried out their role admirably, and that helped to make this event moved smoothly.
- On February 24, MRHS presented a special program for our annual observance of Black History Month, organizing a trip to the New York Historical Society for a docent led tour of their “Lincoln in New York” exhibit, as well as a docent led tour of their Permanent Collection. . The trip was followed by a soul food lunch at Sylvia’s Queen of Soul Food Restaurant. As usual, it was an inspirational outing for all.
- On April 13, MRHS hosted its Seventeenth Annual Volunteer Recognition Ceremony, held at Columbia University’s Pulitzer World Room to honor the 194 volunteers who contributed to the program in 2009.
- I would like to personally thank the Program Committee (Mary Davidson, Kate Dunn, Beatrice Hawkins, Dorothy Savage, Sydney Weinberg, Carl Jones, Mytri Singh, and our newest member, Marion Rothenberg) for giving their time, wisdom, talent and support. It made the work much lighter and more pleasurable than one would hope for. What a winning team!!

Janet Wise-Thomas

Development Committee

Members: Emily Chang, Anne Ellis, Lydia la Fleur, Melinda Moore, Mary Murphree, Rita Pullium (Chair)

Under new leadership, the Development Committee worked to clarify and sharpen the identity of MRHS as an organization. After considerable brainstorming, the committee proposed for adoption the slogan “Helping elders. Building communities.” to describe what MRHS is and does. Thanks to media artist Melinda Moore, the committee also presented MRHS with an attractive logo of green and pink, showing six rectangles (buildings) united in the middle by a heart. Both logo and slogan are now found on MRHS stationery, banners, cards, and various presentations.

The MRHS logo and slogan featured in the production of a new brochure as well as the obituary cards and celebration cards that were designed for giving to MRHS (in lieu of flowers or gifts). These promotional materials were made available at a special table during the Flea Market.

To increase awareness of MRHS' excellent programs, the Development Committee suggested a series of articles about specific programs written by participants in those programs. The following programs/topics have been covered: Book Club, Stretch and Tone, Writing from Experience, History Reading, and the "Role of the MRHS Nurse." More articles are planned for 2011.

In fall, the Development Committee embarked on the annual fund drive with an appeal that emphasized the inter-generational community at Morningside Gardens, the rich variety of free and subsidized programs, and the increase in program participation and professional contacts. Donors were given a chance to honor someone or someone's memory with their gift to MRHS. Donors were also encouraged to take advantage of employee-giving programs at their workplace. Data analysis showed that while the average contribution amount increased, the number of donors decreased somewhat. Residents in the buildings farthest from MRHS had least participation, possibly due to inclement winter weather. The Committee will work to address accessibility issues in the 2012 fund drive.

By far the most significant achievement of the Development Committee in 2010 was its revival of the Legacy Society. An article in the August Newsletter re-introduced the Legacy Society and exhorted readers to "leave footprints on the sands of time." In the following months, the number of Legacy Society members rose from two (2) to fifteen (15). In October, 2010, a reception was held at Tuttle Center to honor all members of the Legacy Society.

Rita Pullium, Chair

Finance Committee

At the present time, the Finance Committee is made up of four official members and two Ex Officio members. The four members include the Chair; Kay Murray, Treasurer; Lenel Hickson, a resident of Morningside Gardens; and Kathy Kelleher, former Manager of Citibank's branch in our complex. The Ex Officio members are Ron Bruno, Executive Director of MRHS and Alan Stricoff, Controller. In addition, Margaret Johnson has attended as an Observer. Committee meetings are scheduled at a set time each month and met formally six times in 2010.

According to the MRHS by-laws, the Finance Committee is charged with carrying out three basic functions. The first is to propose a budget for approval by the Board. The second is to propose policies governing finances of MRHS; and the third is to review all audits or contracts and respond in writing, subject to the approval of the Board, to such audits. This typically includes a response to Auditor's Management Letter, which accompanies the Audit.

1. Budget

Relative to the first charge concerning the Budget, we proposed and received Board approval for the 2011 version. Comparisons between the 2010 Budget and actual

expenditures showed a slight surplus based primarily on a reduction in salaries for employees on leave. Otherwise, the MRHS management kept expenditures within their budgetary limits.

The 2011 budget did not contain any extraordinary expenses although there is a need to replace our computer server, which has gone past its life expectancy, at a cost of about \$5000.

2. Policies

Because our auditors, Loeb and Troper, did not give MRHS their Report, Form 990 or the Management Letter until a short time before the Form 990 had to be submitted on Nov. 15, 2010, the Finance Committee recommended to the Board that we send out RFPs (Request for Proposal) to a small number of accounting firms who might be interested in MRHS. As a result, we felt it necessary to revise our RFP form. This revised form was sent to several firms and we received proposals from three of them. The Finance Committee is presently reviewing these proposals.

As a result of the RFP issues, the Finance Committee will discuss whether we need a policy for when to periodically require new RFPs for the various services that are or will be under contract.

Also, we discussed having a policy on whether bequests from estates should be placed in the Reserve Fund or the Operating Fund. We concluded that it was more prudent to place these funds when received into the Operating Fund and, if the funds are not needed to fulfill budgetary requirements, to place them into the Reserve Fund after Dec. 31, 2010.

3. Audit Review

The Finance Committee received the Draft Audit Report, Draft Form 990 and the Draft Auditor's Management Letter for 2009 for review in November 2010.

The Committee did a line-by-line review of Form 990 (IRS - Return of Organization Exempt from Income Tax) and made several recommendations for change.

The Auditor's Letter from Loeb and Troper stated that they "did not identify any deficiencies in internal control that we consider to be material weaknesses."

Further, under the heading Due Diligence/ Community Trust, they pointed out that NY State had adopted new requirements for not-for-profits. Since some members of the Finance Comm. were already aware of this, especially Alan Strickoff, our Controller, Alan and Mike Davidson attended a J.H. Cohn seminar on "How NYPMIFA (New York Prudent Management of Institutional Funds Act) Impacts Endowment Management."

Although it does not appear that this law affects MRHS, there were a number of statements made at the Seminar that we should discuss in the event that MRHS makes any changes in how it invests its donations. Most importantly, we should discuss making the donation process, especially for those listed in wills, more formal with options for how the money will be invested.

4. Review of latest NYCT (New York Community Trust) results

For your information the Finance Community regularly reviews both the NYCT's

monthly and yearly reports for their total investments as well as the Quarterly Reports specific to MRHS.

The latest results showed that the NYCT had a positive December (4.09%) and a yearly increase of 13.31%. This was higher than its Policy Benchmark of 4.04% and 12.13%. In addition, a review of the most recent monthly status of the NYCT Trust showed it continued to compare favorably with their Policy Benchmark and that their asset allocations were appropriately in line with their stated goals. All of these figures were satisfactory. The MRHS investments at the NY Community Trust (Community Funds, Inc.) went from \$916,747 in Dec. 2009. to \$1,000,190 in Dec. 2010.

Finally, I would like to thank all members of the Committee, Kay Murray, Lenel Hickson, Kathy Keleher, Ron Bruno and Alan Stricoff for their dedication, friendship and time in serving MRHS as well as to Margaret Johnson, for attending and contributing to several meetings prior to her becoming Treasurer

Michael S. Davidson, Chair

Personnel Committee

The Personnel Committee had an active and productive year. We met a total of seven times and completed many projects. The members of the Personnel Committee this year were Eileen Canty, Margaret Johnson, Joan McKinnon and Carla Slomin. We would also like to thank Ron Bruno and the staff at MRHS for their dedication to the residents of Morningside Gardens. Their hard work throughout the year made the Committee's job of supporting them that much easier and more rewarding.

Personnel Committee Projects for 2010-2011

Change of holidays

After review with the full board it was agreed that MRHS should remain open on Yom Kipper. In order to maintain a stable number of holidays for the staff, it was agreed that Veteran's Day will be added to the official list of days MRHS will be closed. To accommodate staff who are required by their faith to worship on religious holidays and are unable to work, the personal time policy was revised as follows.

PERSONAL DAYS:

MRHS provides full-time staff with three (3) paid days during each calendar year that are meant to be used for such needs as personal holy days, family illness or bereavement, as well as personal needs and appointments. Requests for personal leave to observe holidays of religious significance will always be honored and do not require permission; however, advance notification is requested.

Personnel section of revised MRHS By-laws

The Committee developed the description of the Personnel Committee - Section 7.9 for the revised MRHS bylaws. Section 7.9 reads as follows.

The Personnel Committee shall consist of members of the Board of Directors as well as non-board residents of Morningside Gardens. The Chair of the committee

must be a member of the Board of Directors. The Committee shall be responsible for overseeing the personnel policies, procedures and practices of MRHS both to ensure optimal functioning of the staff as well as compliance with the all applicable laws. The Committee shall screening potential hires for vacant and/or new positions; Develop new personnel policies, procedures and practices and update existing ones; Maintain the Policies and Procedures Manual; and Review policies, procedures and practices of volunteers and report updates in the volunteer manual. The evaluation of the Executive Director shall be conducted by the Chair of the Personnel Committee and the Board President.

Volunteer Confidentiality Statement

The Committee conducted a review of volunteer policy, documentation and agreements. A Volunteer Confidentiality Statement was developed and reviewed by the Volunteer Coordinator who felt that it was compatible with the format of the current MRHS Volunteer Manual. The policy was implemented by the Assistant Director in the training of new volunteers.

Executive Director responsibilities list and performance appraisal form

The Committee reviewed the current list of the Executive Director's responsibilities as well as current and past performance appraisal forms. It was agreed that the performance review should reflect the actual responsibilities of the Executive Director and be driven by specific annual goals. The Committee revised the list of the Executive Director's responsibilities which was then utilized as the basis for a new performance evaluation form. This new form was successfully utilized in January of 2011 to conduct the Executive Director's annual performance appraisal.

Review of harassment policies

The Personnel Committee determined that between entries in Article X of the MRHS bylaws and Pages 26-29 of the Policies and Procedures manual, adequate provision has been made to clarify MRHS's position that no harassment will be tolerated—whether directed toward or made by—any board member, employee, staff member, volunteer, contractor or their representative, vendor or their representative, client or resident of Morningside Gardens. Grievances should be presented to the Executive Director or any member of the Executive Committee of the MRHS board.

Benefit allocation

The committee reviewed the budgeted staff benefit allocation for 2010-11. The amount of funding available fluctuates due to staff work schedules and other unpredictable factors. Due to the ever increasing cost of health insurance, in the future decisions will need to be made about what benefits to prioritize and the amount to allocate. In the next year the Personnel Committee will review estimates for annual fringe benefit costs and staff salaries to determine if the usual allocation will be sufficient for the 2012 budget.

Amy Berg, Chair