The History of Medford Leas 1971-2021

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The Fifth Decade, 2011-2021

This history of the decade from 2012 to 2021 was written and compiled by Beth Bogie for the 50th Anniversary of Medford Leas in March 2021.

During the ten years leading to its 50th birthday, March 2, 2021, Medford Leas saw major moves forward in a number of areas, in great part through the leadership of Jeremy Vickers, who became Chief Executive Officer in October 2010. Heads of departments throughout the decade also made significant contributions. See **Management,** page 4. Among the major accomplishments:

Jeremy Vickers

- Medical buildings were expanded and improved, creating an enlarged home for Assisted Living with an environment of pleasing social spaces and new amenities. See **Medical Expansion**, page 5.
- Important medical services were added for all residents, under the management of newly hired Mary Ann Flatley, Director of Residential Health and Wellness Services. Under the new Medical Director, Dr. Andrea Iannuzzelli, in 2013, the Health Center was renamed Wellness Center, with broader responsibility. See **Medical Services**, page 7.
- Fitness & Aquatics staff offered an array of expanded programs on both the Medford and Lumberton campuses. Pickleball, cybercycling and recently water aerobics were new enthusiasms. Therapeutic Recreation became a center of imagination and creativity for Assisted Living residents. See **Health and Enjoyment,** page 9.
- Barton Arboretum and Nature Preserve, covering more than 250 acres on both campuses, celebrated its 40th anniversary in 2021. Katzell Grove was dedicated; the Nature Center was renamed the Lois Forrest Nature Center; and Medford Leas took steps to improve its meadows on both campuses. See the **Barton Arboretum,** page 11.
- Technology was updated to respond to needs throughout the Medford Leas community, in support of digital and telephone communication, medical record-keeping, point of sale data collection, building security, and resident safety. See **Technology,** page 15.

- Resident creativity flourished in the Art Studio, gallery exhibitions on both campuses, and resident publications. Enjoyment of lifelong learning resulted in the creation of Pathways to Learning at Medford Leas, as well as the emergence of LeasMusiCast. See **Activities**, page 17.
- The historic Coronavirus COVID-19 pandemic of 2020-21 required unparalleled staff teamwork to protect all 550 seniors on both campuses from this very contagious and deadly virus. Outstanding care met the challenge with remarkable success. See **Managing COVID,** page 20.
- On April 30, 2021, during the year-long Medford Leas 50th birthday celebration, Jeremy Vickers announced plans for important building expansion and improvements on the Medford and Lumberton campuses. See **Capital Projects,** page 24.

Management

When **CEO Jeremy Vickers** joined Medford Leas in October of 2010, he brought not only 25 years of wide experience in administering senior living organizations, but also in developing new or existing Continuing Care Retirement Communities as Senior Vice President of New Life Management & Development in Mount Laurel, a for-profit senior living development company. His priorities and leadership are very much visible throughout the decade that followed.

In his first year at Medford Leas, he introduced a strong appreciation for teamwork and established a five-member leadership team. Among accomplishments, he and the team:

- Moved operating performance from a deficit to a surplus position;
- Controlled expenses to keep the monthly service fee to its lowest level in years;
- Improved clinical benchmarks and survey results in Assisted Living and nursing units, and converted third floor Haddon to Assisted Living;
- Improved communication and transparency of the budget process and financial reporting;
- Continued the redesign and refurbishment of Bridlington residences;
- Turned over Lumberton's Woodside Drive to township management.

Jeremy and the team also began work on important projects:

- Redevelopment of the Estaugh and Haddon medical buildings;
- Replacing electronic medical records and billing systems for the Health Center (now the Wellness Center);
- Replacement of the main roofs and starting the first solar energy project;
- Introducing new health care services;
- Implementing new telephone/internet/cable options;
- Rolling out new contract options.

Throughout the next ten years Jeremy's primary focus has been on the financial strength of Medford Leas, its infrastructure, and on forward-looking technology.

In 2015, he brought in **Abby Loftus** as Chief Financial Officer. Abby worked for twelve years for ParenteBeard, formerly Philadelphia's largest accounting firm. She brought with her three years of experience as lead auditor of Medford Leas finances for fiscal years 2011, 2012 and 2013, during which she had contact with Jeremy Vickers, the Estaugh Board and senior staff members. She had considerable knowledge of the technology of finance, and enjoys the wider view of CFO over auditing — a single moment in time.

Medical Expansion — Estaugh Redevelopment

Proposals for the expansion and improvement of the assisted living and skilled nursing areas in the Estaugh Building, Haddon and Woolman had been put forth in 2004, with Board approval, and in 2007, but they remained simply plans. There was particular concern from the Board and others about the conditions in Estaugh, where people with memory problems were cared for together with patients with serious physical problems, such as stroke. Immediately, in September of his first year of 2011, CEO Jeremy Vickers and a committee of 18 members of staff and residents who had had a family member in Estaugh began to look at the needs for Estaugh.

Plans were propelled forward when in September of 2012, Jeremy called residents to the Theater to learn about a surprise bequest. After building suspense, he said that Rolfa Rogers and her family had made a gift to Medford Leas for the redevelopment of the Estaugh long-term care unit, then in planning stages. The gift was in appreciation for care given for three years to George Rogers, Rolfa's husband, before he died in 2011. The Rogers had been residents since 1999. When Jeremy revealed the amount of the gift to the audience in the Theater — $5 million — they exploded with surprise and pleasure. Soon after the announcement, Rolfa, herself in ill health, died on September 22.

Photo by Margery Rubin

In late September 2012, Jeremy Vickers announced proposed plans for the redevelopment of Estaugh, at an estimated cost of $12 million. Eighteen months of construction began in 2013 and ended in 2015. There were five main objectives: create more private rooms, provide more natural light, give greater access to the outdoors, create more activity and social spaces, build more storage space,

and separate the physically impaired from the cognitively impaired of Estaugh into two different units.

The new plan called for three units: expanded Assisted Living; the Memory Support unit in an extended Estaugh; and a new Sensory Support unit in an extended Haddon. The first floor of Haddon continued to be Assisted Living, but with Sensory Support in the extension of the first floor. The Assisted Living population at the time was 76 residents. Rooms added totaled 28.

An Open House introduced the new additions to non-assisted living residents on July 23, 2015, who exclaimed over the beauty and spaciousness of the rooms and common areas. Estaugh residents moved into their new quarters in late July and start of August. The quality of one's personal space was greatly improved. And in the open areas, there was a focus on separate spaces — social, dining, family visiting and activities.

Once First Floor Estaugh and Haddon were entirely complete, work turned to Ground Floor Haddon, where additional space was created under Haddon Court for an enlarged Wellness Center, an expanded Pharmacy, and a larger, reconfigured physical therapy area.

Medical Services Grow

Jeremy Vickers brought with him the idea of Medford Leas becoming a Home Care Agency for residents who might want some care in their homes. As a result, a Home Health Care program was initiated in 2012 under newly hired **Mary Ann Flatley, MSN, RN,** who was appointed Director, Residential Health and Wellness Services. The five certified nurse assistants working in the Outpatient Department became certified Home Health Aides, along with existing Companions who were interested in becoming certified. The program was officially launched in early 2012.

The OPTIONS program, headed by Mary Ann Flatley, was also started in 2012 to meet the varying needs for care of residents in their homes. Companions would be utilized in the program for non-medical help. OPTIONS nursing services in the home start after Medicare coverage ends.

Lisa Heinkel, MHA, RN, CALA, was promoted to Director of Health Services and is also the Administrator of Assisted Living, working closely with the Medical Director and Director of Nursing, the post she previously held. She also oversees Social Services, Resident Services, Medical Records, Rehab Services and Therapeutic Recreation and Nursing. In addition, she has heavy responsibility for risk management, and was involved in planning of the Estaugh Redevelopment unit.

In June of 2012, **Tender Touch Rehabilitation Services** became the new physical therapy service under Manager **Dexter Hebron.** In 2018, a new therapy company, **Select Rehabilitation,** took over under managers **Bhavani "Bonnie" Korvi** and, for a time, **Nicole Diekow**. Bonnie deals with rehab needs of patient recovery in Woolman and is supported by six therapists working on both campuses.

In 2013, **Dr. Andrea (Andie) Iannuzzelli,** new Medical Director, brought a strong background in internal medicine and nephrology. With a view to the future when the Health Center would be redesigned, she announced its renaming as the Wellness Center, with its primary aim prevention. The Wellness Center would cover all health services, including Options and Outpatient Apartment Care, and be accessible all in the same place. She also took charge of the Fitness and Aquatics Center, which remained in its separate location.

Jeremy Vickers also introduced a program to assist residents when they have had an illness or a procedure that results in a change in their physical or mental status. The purpose is to make sure residents receive the level of care needed to support healing and safety.

In a new position, created in 2013, **Joanne Gartenmeyer, RN,** became Healthcare Admissions Liaison, assisting residents before, during and after hospital admissions, enhancing communication, keeping up-to-date records, and maintaining uninterrupted delivery of care

between the Wellness Center, the John Woolman unit and area hospitals. She provides up-to-date information about nursing, health care laws, technology and insurance.

Dr. James D'Amico came to Medford Leas in 2015. He graduated from Wagner College on Staten Island, earned a masters degree in cell biology from Rutgers in 1991 and finished a residency in 1998 at University of Medicine and Dentistry of New Jersey (UMDNJ), now Rowan University. Before coming to Medford Leas he had been working in private practice in internal medicine, geriatrics, rehab, long-term care and hospice. Dr. D'Amico was first assigned to patient care in Woolman and eventually rose to become Medical Director after Dr. Iannuzzelli stepped down in 2019. As head of the Coronavirus Task Force throughout 2020, he provided frequent memos about COVID-19 and steps Medford Leas was taking to protect residents from the virus.

Terry Fazio, DPN, APN, a board-certified Geriatric Advanced Practice Nurse for 20 years, joined the Wellness Center in 2017. She has a strong clinical background and has worked in a variety of settings, including long-term care facilities, subacute rehabilitation centers, hospitals and in private practice. She was also an adjunct faculty member at Helene Fuld School of Nursing and taught clinical and lab skills to nursing students.

She earned her Associate Degree in Nursing at Helene Fuld School of Nursing, and her Bachelor's and Master's degrees in Nursing at Rutgers, Newark, NJ. She also earned an MBA in Healthcare Administration at Eastern University and in 2016 completed her Doctrine of Nursing Practice at Thomas Jefferson University.

Dr. Jeff Ranalli joined the Wellness Center at Medford Leas in 2019. He received a BS in biology from Penn State University and then attended Philadelphia College of Osteopathic Medicine, where he graduated in 1994. This was followed by internship and residency at Cooper Medical School, now part of Rowan University, from 1996 to 1998. He spent 14 years in private practice at Sicklerville Internal Medicine and then eight years with the Kennedy Health System in Stratford, NJ.

Appreciation to Suzanne Frank for her considerable medical coverage in Medford Leas Life.

Programs Promoting Health and Enjoyment

Two of the most talented and motivating leaders were **Beverly Kannengieszer,** who shaped the early years of Fitness and Aquatics and was Director of Active Living Month, and **Gerry Stride,** creator of imaginative Therapeutic Recreation for residents in Assisted Living and in skilled nursing in Woolman. Gerry was also producer of the memorable Holiday Show.

Fitness & Aquatics provides every level and type of exercise for those who are already pretty fit and for those who may move with great difficulty. The primary goal is to get everyone, whatever the infirmity, to exercise. In 2013, **Ken Roland,** who worked with Beverly, was made the new manager of Fitness & Aquatics. In that capacity, he headed the department's daily operations on both the Medford and Lumberton campuses, scheduling classes, training, ordering equipment, and attending to restorative groups like Estaugh residents with severe physical impairment. New assistants who joined him that year were helpful with exercise in the pool at Medford and in one-on-one exercise to push physical limits while being aware of the person's physical well-being.

Ken added cycling competition and in the 2019 CyberCycle Madness residents spun 1,189.8 miles, overcoming 100 other teams from retirement communities around the country and receiving the Golden Spokes Trophy. To keep residents in shape in the isolation of the pandemic, Ken and his staff led exercises over Medford Leas' Channel 15 into the living rooms of residents, as well as providing exercise videos available on the MLRA website.

Residents who have reached the age of 100 and continue to attend Fitness are annually honored by the Fitness staff at a luncheon.

Therapeutic Recreation. She had wanted to be a teacher, but during summer volunteering at a nursing home in Philadelphia, **Gerry Stride** was overcome by the needs she saw. She felt she could make a bigger difference in the lives of the elderly. By 1991 she had made her way to Medford Leas and quickly made her mark. She focused, among other things, on the elderly need for socialization.

By 2012, Gerry was Director of Therapeutic Recreation, drawing on her endless imagination, and, with her staff, creating programs that were involving, captivating and just plain fun. For St. Patrick's Day, "an Irish Pub Crawl" took elderly residents in wheelchairs from room to room in the main building with an Irish surprise in each. There was the visit of "Just Children" from a day care center nearby. Easter was the theme, complete with a hunt for plastic Easter eggs filled with candy and interaction with the seniors. A Halloween party found residents dressed as 34 states. Gerry, as master of ceremonies, came as an Idaho potato.

For 17 of her 29 years at Medford Leas, Gerry brought down the house with the Holiday Show she produced, and staff from each department performed, for residents. The issue of performance in the show, in fact, was raised in the interview of every CEO applicant!

Barton Arboretum and Nature Preserve of Medford Leas

The momentous 40th anniversary of the Barton Arboretum and Nature Preserve was celebrated on April 24, 2021, with Gift Shop items on sale, silent bidding on garden items, live greenery and many flower arrangements by **Debbie Lux,** horticulturist. Charcuterie boxes of appetizers and champagne were brought to each resident on both campuses. Dining Services put together an elegant dinner delivered or for take-out. In the evening residents gathered outdoors at 6 o'clock to toast the arboretum, and at 8:30 a spectacular fireworks display was set off from the silo meadow and was visible throughout the Medford campus.

Photo by Fred Kahan

Jane Weston, director of Development and Community Relations and a member of the Estaugh Arboretum Oversight Committee, oversaw the entire celebration, along with a committee of staff and residents. It was the equivalent of the annual Evening in the Arboretum before the pandemic and raised record donations for the Arboretum Fund.

The arboretum at Medford Leas, covering more than 250 acres on the combined Medford and Lumberton campuses, has had an enormously beneficial impact on this community as well as on the broader public. It has been essential to the quality of life of residents and a major attraction for prospective residents. It has given Medford Leas an opportunity to interact with the wider community — local garden clubs, Burlington County Master Gardeners, horticulture

professors and students and distinguished lecturers. And it has brought Medford Leas a wider exposure in the world of horticulture.

In 2012, Medford Leas hired landscape consultants Jack Carman, Bob Wells, and Robert Hoover for an assessment of the arboretum. A report of their findings was reviewed by a subcommittee of the Estaugh Arboretum Oversight Committee, including **Nancy Barclay,** Jack Carman, **Susan Cunningham, Lois Forrest, Bill Murphy,** Jane Weston and Jeremy Vickers. They identified areas of focus for the immediate future.

Soon work began on Katzell Grove, a park-like area between Bridlington and Estaugh Way. Forty-five American hardwood trees were planted. And by May 10, 2013, **Kitty Katzell** arrived for the dedication of Katzell Grove, made possible by a gift of $100,000 from Kitty and her husband Ray in 2000. About 30 residents were present for the ribbon-cutting ceremony. Jane Weston made an introduction, while CEO Jeremy Vickers and **Rich Cleaver,** president of the Estaugh Board, both spoke. Nancy Barclay praised "the lovely legacy."

On December 12, 2012, Nancy Barclay, daughter of **Lew** and **Sara Barton** and chairperson of the Estaugh Arboretum Oversight Committee for 31 years, announced her retirement and presented Susan Cunningham as her successor. Susan had served on the committee for nine years and had just completed a three-year term as president of the Estaugh Board. Nancy would remain on the committee. During her tenure as chairperson, Nancy established the Lewis W. Barton Annual Lecture and the Healing Garden Symposium, and she worked to bring programs about native plantings.

In August 2014, Lewis W. Barton Arboretum received the First Level of Accreditation out of four. The levels recognize degrees of development, capacity and professionalism. Accreditation is awarded by the Arbnet Arboretum Accreditation Program, sponsored by the Morton Arboretum in Lisle, IL.

ArbNet
ACCREDITED ARBORETUM
LEVEL I

Detailed documentation was provided by Jane Weston, director, Development and Community Relations, assisted by **David Bartram,** resident administrator of the arboretum database. The arboretum comprises 168 acres on the Medford campus and 88 acres on the Lumberton campus. They encompass designed gardens, landscaped grounds, meadows, natural woodlands and wetlands.

Lois Forrest, Medford Leas Executive Director for 21 years (1979-2000), was honored on May 16, 2015, with the renaming of the Nature Center, the Lois Forrest Nature Center. Lois worked alongside Lew Barton in support of the arboretum. And in 1988, during her many years of leadership, the Nature Center was built with a library that is a resource on the natural world. She also is responsible for asking Nancy Barclay to be chairperson of the Estaugh Arboretum Oversight Committee.

Photo by Terry Foss

Arboretum improvements continued in 2018 with work on restoration of the silo, at the Medford Leas entrance on Wilkins Station Road. It is a reminder of the farm land on which Medford Leas is built. The experienced Franklin Silo Repair Company of Berks County, PA, working in 90-degree heat, had repaired silos from Maine to Virginia.

Work on the meadows, first on the Lumberton campus and beginning on the Medford campus in 2019, has been a major focus of arboretum improvement. On the Lumberton campus the meadow is now a stunning example of what can be done to turn a barren area of weeds into a thing of beauty and an attraction for wildlife. The Lumberton meadow is the creation of Larry Weaner Landscape Associates and the work of Lumberton residents, guided by **Miriam Swartz.** The meadow at the Medford campus, starting at the silo and continuing along either side of Estaugh Way, began in the fall and continued in the spring with native plant plugs. Three years will be needed to achieve the wanted result.

In 2019, four trees in the arboretum, based on measurements, were designated champions, among 700 on the New Jersey Big Tree Registry. They are the Green Leaf Weeping Japanese Maple in Court 7, the Seven Sons Tree in Court 20, and the Incense Cedar and Arizona Cyprus in the Pinetum.

Lumberton Meadow in June 2019

Many resident hands are engaged in the work of the arboretum. **David Bartram** took over the GPS system for locating any given tree and maintains the database. In the past **Betsy Pennink** created a map of the plantings in each courtyard; now a new team of **Judy Austermiller, Bill Brown** and **Molly Gayley** are creating new maps digitally. And the arboretum stories by Betsy Pennink in *Medford Leas Life* have been invaluable.

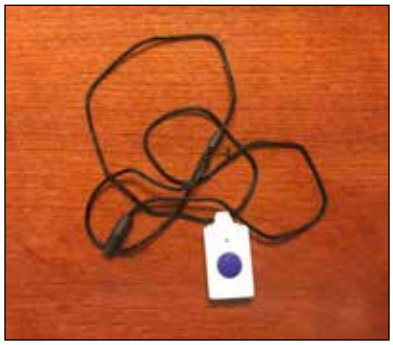
Technology Updated

In 2016, Information Technology (IT) under Manager **Russell Pepe** and his team of **Brian Reily** and **Marc Gold** prepared to bring state-of-the-art technology to Medford Leas to keep up with resident demand and current operational needs. In 1971, when the Community Building and Courtyard Apartments went up, there were only basic television and telephone service. TV was broadcast, no cable. No home computers.

Russell Pepe described the plan. Fiber optic cable would replace the aging copper wire, providing high-speed WiFi and wide bandwidth to handle much more data. This would result in many new services on the Medford campus:

- A new fire alarm system;
- New phone lines permitting caller ID, call forwarding and voice mail;
- WiFi (wireless) to all residents with reliable high-speed connections;
- Cameras in courts and parking lots, adding to security;
- Electronic medical records and pharmacy ordering and distribution.

The transformation had received a big boost in 2014 with construction on the Haddon and Estaugh medical buildings, where fiber-optic cable and a new telephone switch were introduced. By 2016, they already had wireless technology.



Fiber optic cable came next to the Courts, with each apartment wired for the Call-to-Aid system, allowing a resident to press a button in a wristband or on a pendant in an emergency. A new telephone system replaced the old one. WiFi was installed. Once work on the Courts was complete, Rushmore (built in 1984) and Bridlington (built in 1988) received similar changes and introductions. The Lumberton campus, built in 1999, was already up-to-date, with many residents having services from Comcast and Verizon.

Through 2017 and 2018 services continued to be rolled out and new ones added. Access control was installed on outside doors, with residents using an ID/POS (point-of-sale) card to enter, or, if needed, the Reception Desk remotely providing access. The new fire alarm system identified on a panel the exact location of a problem, alerting Maintenance and nurses. Community-wide email service was provided via a server offered by Google.

Rapidly changing technology has put the Reception Desk at the center of communication, record-keeping and security. By 2018, the receptionist managed three computer monitors, a point-of-sale (POS) register, involving resident service transactions, a Call-to-Aid panel, an iPad, and a fire panel. A computer had replaced the switchboard.

In 2017, technology had become the tool of the librarian. With the new fiber-optic cable and internet connections, it was possible to use a software program for libraries, "Library Cat" (catalogue), discovered by resident **Margaret Eysmans** while working in the library of the Lois Forrest Nature Center. The software links all four libraries at Medford Leas — Medford campus main library, Nature Center library, Large Print Library, and the Lumberton campus library — and the Burlington County Library to the Medford Leas website. Residents **Dave Bartram** and Margaret Eysmans, technical advisors, set up the system and showed the librarians how to operate it. A user clicks on **Library** on the website, enters the title, author or subject of the desired book and will be told which library has the book. A user without a computer simply comes to the main library to do the same search on the library computer. The librarian's job became additionally eased by being able to catalog an incoming book by scanning the book's ISBN code. Said **Jody Cardona**, head of the main library on the Medford campus, "The system requires some work, but it saves work in the end. It's necessary and advantageous."

The Large Print Library, under **Miriam Feyerherm**, operates in the same way, but has additional technology to be responsive to varying visual challenges. A video magnifier with screen for greater enlargement was installed. And an iPad on a stand at eye level, with larger TV screen, allows a user to view material on the internet.

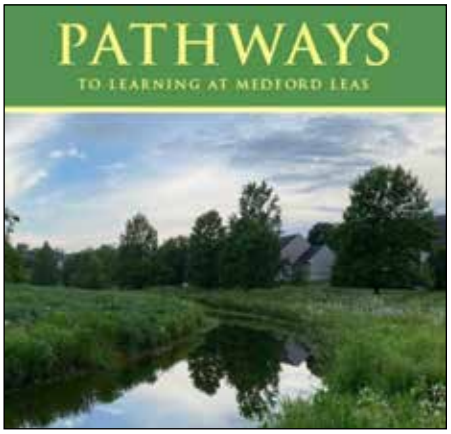
In all four Medford Leas libraries, books and technology work amicably together.

Activities in the News

It is striking that in the earliest days of Medford Leas, 1971-1973, the new residents took responsibility immediately for contributing their skills and talents for the enjoyment of their fellow residents. By 1972 there were classes in an Art Studio, and a Woodworking Shop had been launched. Residents saw the need for a governing body to deal with resident issues and formed the Residents Council, which, after adoption of a Constitution and By-Laws, became the Medford Leas Residents Association (MLRA). On January 16, 2017, the MLRA marked its 500th meeting, with **Barbara Trought** presiding.

Today, there are almost 90 resident-run committees on the combined Medford (70) and Lumberton (19) campuses. While most activities continued to play their intended, important roles, there have been some noteworthy new offerings in this decade.

In 2012, to replace Road Scholar (formerly Elderhostel), which decided to end its programs at Medford Leas, Jane Weston, then Director of Marketing and Community Relations, created an "Elderhostel-style" program called Pathways to Learning at Medford Leas, a stimulating series of learning-based programs to be held during the fall and spring seasons for the general public as well as Medford Leas. Its appeal was to lifelong learners on such topics as history, horticulture, music and medicine. A committee of residents has helped to develop the popular programs each season.



Pathways joined other established learning-based activities, including Leas Forum, bringing lecturers twice a month to speak on current events, science, and humanities, led by **Dorothy Cebula**; and Great Decisions, America's largest discussion program on world affairs, developed by the Foreign Policy Association, headed by **Len and Dorothy Cebula**. VID-U offered recorded lectures on interesting topics, such as Roman history.

Lifelong learning also came about in the field of music. In 2014, LeasMusiCast launched its first year-long season of filmed classical music concerts, opera and ballet. The first program featured the Berlin Philharmonic and the music of Haydn, Mozart and Berlioz. LeasMusiCast followed Specticast, which was no longer presenting classical music.

The Music Committee, under chair **Marion Norcross,** continued the Guest Artists Series featuring live performances of renowned classical and jazz musicians.

Residents also bring their own talents to Medford Leas in many fields, including music. In 2019, the Medford Leas Singers gave their first concert, conducted by Danielle Peterson Boyd, pianist and music therapist with Therapeutic Recreation.

The Cool Hand Ukes, led by Conant Atwood, were popular performers at events on both campuses.

Origami, the centuries-old Japanese art of paper-folding in which the three-dimensional crane is best known, symbolizing good fortune and peace, became popular at Medford Leas. Resident **Steve Yanai** brought the tradition of origami paper folding from his native Japan to the U.S., and years later to Medford Leas. At Christmas, beginning in 2012, he could be seen in the Atrium decorating a small Christmas tree with tiny origami decorations. Interest in origami, encouraged also by **Kathy Riley**, soon took off on both campuses. On December 1, 2017, a flock of 200 origami cranes appeared in the rafters of the Community Center on the Lumberton campus for the holiday gathering.

Residents brought still other forms of self-expression, ranging from painting in the Art Studio, to wood-working in the Workshop, to photography. Resident photographers — **Joe Costanza, Ralph Berglund, Margery Rubin, David Bartram, Joyce** and **Robert Koch** and **Ezra Shahn** — saw their work appear in *Medford Leas Life* and exhibited in galleries on both campuses. Joe Costanza is a nationally recognized nature photographer, with especially amazing pictures of birds. His photographs have been exhibited widely. Ralph Berglund in 2016 was a national finalist in the field of landscape photography. Margery Rubin, staff photographer of *Medford Leas Life* and exhibitor in the Photo Gallery at Medford Leas, has enjoyed photographing in New York City and Europe.

The nationally popular game of pickleball came to the Medford campus, when on October 14, 2019, 40 residents joined Jeremy Vickers for the official ribbon-cutting ceremony on the newly refinished tennis court, to which pickleball has been added. Through the gentle persistence of resident **Sandy Evens**, pickleball was brought to the attention of Jeremy, along with the existence of the unused, obsolete tennis court on the Medford campus. The game was

introduced to residents at a demonstration in the Oak Room, and on the Lumberton campus tennis courts, before the Medford court was ready.

Photo by Terry Foss

Four long-time creators and maintainers of the Medford Leas 5.8-mile trails system were honored on October 4, 2016, for their "tireless efforts" in bringing enjoyment of the woodland trails and Rancocas Creek to Medford Leas residents. The four "trailblazers" were **Gordon Clift, Ruth Blattenberger, Holger Stub** and **Steve Denham,** who were continuing the vision of Medford Leas founder and naturalist Lewis Barton.

The Thrift Shop is a favorite for volunteers and may now attract even more. In June 2019, following the ground floor construction, the Thrift Shop moved into modern, brightly-lit, well-organized quarters. **Jan Durbin,** in charge of the Thrift Shop, who has been through two moves, hopes that shopping in the new place "will be a more enjoyable experience," perhaps bringing in even greater sales.

Annual Medford Leas events attracting wide resident involvement are the Flower Show, the Golf Outing, Evening in the Arboretum, the annual Dog Show, the Holiday Craft Fair, the Holiday Bazaar, and The Holiday Show.

(For a description of all of the committees, please refer to the booklet Resident Activities at Medford Leas.)

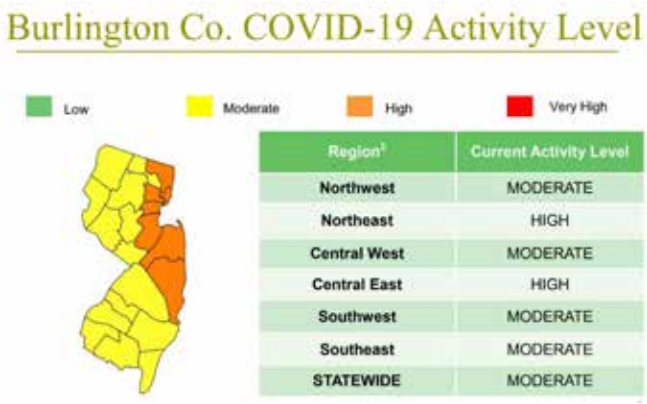
Managing the Historic COVID-19 Pandemic

A previously unknown coronavirus COVID-19 originated in Wuhan, China, in December 2019. By January 29, 2020, one month later, the virus had claimed 133 lives, sickened more than 6,000 people across 18 countries, including at least five cases in the U.S. (TIME, Feb 2020). It was the beginning of a global health crisis — a pandemic — that riveted the attention of the public health community, the media, business and the entire population. By August 2021, this pneumonia-like illness had resulted in more than 200 million cases and 4.25 million deaths worldwide, including 614,000 deaths in the U.S. alone (NY Times, Aug. 5). Not since the influenza of 1918 had infectious disease experts seen a pandemic spread with such rapid and deadly impact. In the beginning it was an infection without a vaccine. Highly transmissible, it was spread by airborne droplets. The elderly were particularly vulnerable.

As news of the COVID-19 coronavirus grabbed the world's attention in January and February 2020, Medford Leas was meeting to determine the best strategies for protecting its 550-member residential community on two campuses and its staff. **Dr. James D'Amico,** Medical Director, in a memo to residents and staff on March 4, said that the Task Force he headed had been meeting on a biweekly basis. Task Force members were **CEO Jeremy Vickers, Patrick Dura, RN,** infection control nurse, **Cathy Oechsle, RN,** Director of Nursing and **Lisa Heinkel, MHA,** Director of Health Services. The Task Force receives daily emails from the Center for Disease Control and Prevention (CDC), National Institutes of Health (NIH), and the New Jersey Department of Health. "The situation is evolving rapidly," Dr. D'Amico said. He reported that China now had 80,000 cases and the U.S. had its 100th confirmed case. "There are no cases in New Jersey yet, but flu activity is very high!"

Throughout March, symptoms of COVID-19 were described, and ways to protect oneself were introduced. Steps were instituted to limit visitation with Assisted Living residents and soon would result in entire isolation of Woolman (rehab) and assisted living, the most vulnerable of residents. All people entering the Community Building would be screened for fever or exposure to outsiders with symptoms. Independent Living residents were urged to shelter in place (self-isolate). The subjects of mask wearing, hand-washing and social-distancing were prominent in every communication. All non-essential travel was discouraged, and Medford Leas group activities were cancelled.

"We know," said Dr. D'Amico in late March 2020, "that community infection is a primary mode of transmission and we need to do all we can to protect those around us, including those who may be more at risk from this virus. If there ever was a moment that defines our mission here at Medford Leas, THIS IS IT! We have a tremendous responsibility to ensure the health and safety of our residents."



February 2021

Concurrently with weekly memos from Dr. D'Amico, Jeremy Vickers was providing reinforcing updates on the health of the community, especially assisted living, as well as moment to moment changes in policies from the public health community. Regularly, residents and staff were urged to follow federal, state and local infectious disease guidelines: handwashing, hygiene and social distancing, along with wearing a face covering or mask, essential both in contact with other residents and staff, and in public. Some staff members worked from home to the extent they could. As fear of the virus had become a part of life, guidance was more than welcome.

By May 8, 2020, regular rounds of testing were occurring. Within assisted living of approximately 100 residents, 3 residents had tested positive for COVID, with 1 case active and 2 resolved. Staff (nursing) had 10 cases of COVID, with 5 active and 5 resolved. Residents were quarantined in Woolman private rooms. Those staff testing positive quarantined at home until returning to health. Jeremy Vickers kept a regular tally of resident and staff cases throughout the pandemic. It was important for the press and the public to see that Medford Leas had the situation under control. In the end, by June 2021, there had been a total of 5 deaths from COVID in the resident assisted living population. Among the 450 residents living independently and the staff outside of assisted living, there were, up to July 30, 2021, only 7 positive cases among staff and 2 among residents, all of them resolved quickly.

As the Task Force attempted to keep up with regulations, there was an effort also to "maintain residents' quality of life and sense of community." Although the Fitness Center and pool were closed, **Ken Roland,** manager of Fitness and Aquatics, and his staff began exercise classes delivered over Medford Leas TV channel 15 to residents in their living rooms, or using videos available on the MLRA website.

Every department played an important role in keeping residents protected. **Tammy Gerhart,** director of Resident Services, received lists of groceries from residents and had them filled and delivered to Medford Leas. Transportation to essential medical appointments continued by drivers under her watch. Soon dining rooms were closed and Dining Services, under **Jennifer Zdunczyk,** from April 2020 to July 2021, produced 800 meals a day delivered to Courtyard Apartments and provided by curbside pick-up to independent living residents in Bridlington, Rushmore and Lumberton — all the while undergoing a major remodeling of the main kitchen.

To entertain residents, Therapeutic Recreation under **Gerry Stride,** and later **Lea Becket,** put together programs of interesting topics and live music over Medford Leas' two TV channels. Technology and channel 15, in the absence of the Theater, made possible Pathways to Learning, Great Decisions, and Leas Forum with lectures and discussion programs. In the summer of 2020, the Music Committee began providing outdoor concerts.

As winter of 2020 approached, and cases and deaths due to the virus were surging in many parts of the country, two promising vaccines were under development at Pfizer and Moderna and waiting for approval for emergency use by the FDA. Both vaccines were reported to be effective and safe. Federal and state governments were planning for distribution and administration of the vaccines to the nation's long-term-care organizations, including Medford Leas. "We have been told to be prepared for a Statewide rollout as soon as January," Jeremy Vickers reported.

By December 18, Medford Leas had become part of the first phase of New Jersey's distribution. A high rate of participation was urged. Dr. D'Amico had prepared a video about the efficacy and safety of the vaccines, and with Patrick Dura, he made a second video answering questions he had received.

Until the first clinic on January 19, 2021, administered by vaccine partner CVS and held in the Oak Room, there were almost daily briefings on registration for the clinics — there would be two more clinics in February and March — and who would have preference in the beginning for the limited supplies of vaccine. Staff, followed by assisted living and patients in Woolman, would come first. Independent living residents had registered too for any additional doses available. In the end CVS put 540 first doses of Pfizer vaccine into arms, allowing a good number of independent living residents to be included. People who received their first shot on January 19 would receive their second

shot at the February 9 clinic. There was jubilation over the number of staff and residents covered.

The COVID-19 Task Force worked tirelessly with CVS to locate additional vaccine, which resulted in 100 percent of those who registered for the February 9 clinic receiving a shot. CVS administered 675 vaccinations —540 second doses and 135 first doses.

On March 19, it was announced that more than 70% of residents had received two doses, and 97% had received at least one. By contrast, 23% of Americans had been partially vaccinated, and only 12% fully vaccinated. "We are all so grateful to have received our vaccinations on a prioritized basis," Jeremy Vickers stated.

"Returning to normal" at Medford Leas, without many of the restrictions, is a continuing story. As of this writing, Medford Leas saw its last case of the virus on April 9. Infections began to decline in New Jersey and Burlington County by May 21. It was announced that as of June 1 fully vaccinated residents, both independent living and assisted living, would no longer have to wear masks in the Community Buildings on both campuses. On July 30, the latest vaccination rates at Medford Leas were: residents, 99%, and full-time staff, 88%.

At the same time, the Delta variant of the coronavirus, a more virulent and transmissible strain, exploded in states where vaccination was low. An added concern, it had in some cases caused "breakthrough infections" in people who were vaccinated, although their cases were mild. The CDC has therefore called for mask wearing again by both unvaccinated and vaccinated people when indoors in public places. As hospitals fill up with the unvaccinated, efforts to get "hesitant" people vaccinated became urgent.

Medford Leas has shown its ability to protect its residents and staff and leaves no doubt it will continue to do so. More than one resident has said, "They did an outstanding job."

Capital Projects: Planning for the Future

On April 30, 2021, at a virtual Community Conversation, CEO Jeremy Vickers introduced residents to major building and expansion programs related to the Estaugh Board's Long-Range Plan, which had been developing in the previous ten years. Proposals were held up the previous year during the pandemic.

Seven proposals involved expanding and improving existing buildings on both campuses and creating additional parking for residents and staff. All of the projects will include resident participation.

Phase 1

Project One: This plan is designed to improve the sense of arrival at the Community Building, something that at times has been a source of confusion for visitors. A Porte Cochere would be built at the main entrance, not only making it easier to find, but also providing a dry drop-off in wet weather and facilitating curbside pickups in the future.

In addition, parking at the main lot would be evaluated.

Project Two: Terrace Dining would expand considerably the terrace outside the Willow Room with increased seating for outdoor eating and activities.

Project Three: To increase resident parking at the Community Building, staff parking would be expanded at the Berm, and a "Horseshoe" in the Community Building lot would be designated for resident parking.

Phase 2

Project Four: Creation of the "Marketplace" would expand the Coffee Shop and its offerings into the spaces now occupied by the Colonial Dining Room and the Willow Room combined. The "Marketplace" would enlarge the informal eating venue, while also offering Grab and Go (take-out), groceries and an increased variety of items. An updated Garden Room would provide formal dining.

Project 5: Woolman Expansion would offer all private rooms, plus 20 private rooms for short-term rehab. The expansion on upper levels would add assisted living one-bedroom suites on Haddon 2 and 3 and renovated common areas.

Project 6: Expanded Fitness will include an enlarged pool facility and locker rooms. An arts and activity area improvement will also be looked at.

Project 7: On the Lumberton campus, plans call for an expanded multi-purpose room and an expanded fitness center, expanded storage and expanded kitchen storage.

The April 30 Community Conversation also included an update on separate plans already proceeding on the Medford Campus aimed at function and aesthetics.

Improvements in the function of the Lois Forrest Nature Center and the area around it, including parking and lighting, and the nearby Farm area with resident gardens. The Arboretum Committee will lead this project dealing with aesthetics, water issues and overgrowth.

Rushmore Garage Improvements, including repainting and replacing roofs. Providing garage doors is under consideration.

Courtyard Walkway Improvements, include replacing non-operating slider doors and windows, repairing concrete walkways and installing carpet on the walkways.

Route 70 entrance to relieve flooding by raising bridge to a higher elevation and installing larger culverts underneath the road to allow free passage of Rancocas Creek water. Plan awaits approval by the State.

Campus Wayfinding. Medford Leas was approached by Emergency Service (EMS) about poor response time due to haphazard apartment numbering. Courts on south side in particular need restructuring with numbers that follow consecutively. Some Courts, Rushmore and Bridlington all have 600 numbers. Rushmore may be given 500s along with Woods Cottage. Bridlington would retain the 600 numbers. Roadways would be renamed, and all parking areas alphabetized. EMS responder provided good ideas and EMS is working with staff.

Courtyard garden designs will undergo refreshing each year, one or two at a time. Courtyard 7 has just been completed.

Tree Removal over 25 years to eliminate trees in decline, storm damaged or impeding other trees or buildings. Project is underway.

The First Forty Years, 1971-2011

This photo essay was developed by Kitty Katzell and Maggie Heineman for the 40th Anniversary of Medford Leas in 2011.

A Century Ago

1911 Estaugh Boarding Home opened

1971 Medford Leas opened

1972 Community Building opened

1973 John Estaugh Building opened

1975 Elizabeth Haddon Pavilion opened

1976 John Woolman Building opened

1980 Lewis W. Barton Arboretum designated

1984 Rushmore opened

1985 Woolman Commons opened

1986 New Auditorium opened

1987 New Library opened

1988 Bridlington opened

1988 Nature Center built

1994 Coffee Shop opened

1999 Lumberton Leas opened

2003 New Fitness Center opened

2007 New Arts and Social Wing opened

2008 Atrium and Gift Shop renovated

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In the Beginning

The Estaugh in Haddonfield – Watercolor by Todd Butler

In 1911, a boarding home for elderly ladies was opened in Haddonfield, New Jersey. It was a three-story house across the street from the Friends' cemetery and the Haddonfield Friends School, near the Haddonfield Meeting. Next door was the library, where some of the ladies borrowed books and volunteered. The home was managed by a group of Friends (Quakers) who named it "The Estaugh," after John Estaugh, an early Friend.

At The Estaugh "boarding home for elderly ladies" rates were as low as $10 per week for room and board, varying with room location and whether the resident was Friend or not, though most were Friends.

Having a tray served in one's room cost 10¢, which went to the waitress for her extra work.

After 55 years the boarding home became obsolete and needed extensive repair. The Estaugh Board first sought to build a new facility in Moorestown but that town turned them down. When the mayor of Medford learned of the problem, he invited Lew Barton, Chairman of the Estaugh, to look at the Mickle Farm.

A creek and woodlands adjoined the property, and what was to become the signature holly tree stood next to a windmill.

The farm was on fairly high ground for the area, lying near a major highway, a railroad, and a town that provided essential services.

Money was quickly raised and the property purchased. Plans had to be developed, approvals obtained, and the myriad of details completed before construction could begin in 1970.

The Estaugh's first quarters during this planning phase were in the offices of the Lewis W. Barton Co. on Marlkress Road in Cherry Hill. Blueprints filled the office for many months. Later, a trailer parked near the holly tree was the architects' office and storage area.

Mickle farm and the "Historic Holly," which still stands on the right side of the road approaching the office.

The Estaugh office finally moved to Medford Leas in February 1971, and the trailer soon disappeared. For the first 16 months, Court #1 was Medford Leas headquarters.

The Director was in the living room of Apartment 5 in Court 1; the Assistant Director in the east bedroom of Apt. 6; the Receptionist in the living room of that apartment, with Accounting

Train West of Campus. A section of the rail bed is now part of the trail system.

staff in the second bedroom. When the office moved to the Central Building early in 1972, Apartments 5 and 6 in Court 1 became the Health Center.

The first ten courts were built in this order: 1, 8, 2, 7, 9, 3, 4, 5, 6, and 10. Courts 3, 4, and 5 were delayed because they were built on landfill; Court 6 was delayed because it was used as headquarters for workmen. One apartment was for carpenters, another for painters, another for electricians, etc.

Gladys Fleming, who moved into what is now Apartment 11 on March 2, 1971, was the only resident for two weeks.

Planks were put down in the mud in order for the station wagon delivering her and her furniture to get from New Freedom Road through the woods. There was debris everywhere. For her security, a hole was cut in the wall so she could reach the phone in the "office" on the other side.

In the fall of 1971, a chef was engaged to prepare dinners on weekday evenings. He and a waitress served the residents in the old Party Room in Court 7. Later, dinners were served in an apartment in Court 10. Early residents recall that the women typically wore cocktail dresses to dinner, and evening dresses to special dinners in the Private Dining Room.

The plaque above can be seen in the entry foyer of the community building. It recognizes the contributions of the founders of Medford Leas.

Cows!

The area around Medford Leas was composed of farms and it was often necessary for staff to be called to herd cattle from Medford Leas courtyards and meadows back to the barn on the Hennissee Farm. That is the farm on which Bridlington now stands.

Over the Years

Margo watching the game.

None of the original 1971 "pioneers" is still with us, but less than four years later Margo Hinman moved in on February 17, 1975. Margo is still going strong and, on her 95th birthday in 2010, she and friends from Medford Leas celebrated by attending a Phillies baseball game.

By the time Margo came in 1975, there had already been some major changes around Medford Leas. The Community Building opened in 1972, the John Estaugh Building in 1973. Work was proceeding on the Elizabeth Haddon Pavilion, which opened later in 1975, and the John Woolman Building would open in 1976.

Over the next 35 years, the Barton Arboretum, Rushmore, Bridlington, and the Lumberton campus would be established, Woolman Commons would come and go, and internal changes would take place. Through it all, there has been the sense of community that is so well illustrated by the two-way street of caring interaction between residents and staff. And it is that sense of community that will be the focus of events throughout 2011 in observance of this birthday.

The scoreboard says Happy Birthday to Margo and other Phillies fans.

Quaker Values

The Estaugh is guided by the teachings and beliefs of the Religious Society of Friends (Quakers), particularly the basic tenet that there is "That of God" in everyone and the respect for the sanctity of every individual that is inherent in that belief. The Estaugh is further guided by the following Quaker testimonies: peace and nonviolence, equality, stewardship, simplicity, integrity, and community. These values are found in all phases of life at Medford Leas.

For example, Medford Leas reflects Friends' appreciation for simplicity in its décor and building design. There are no elaborately decorated interiors or ostentatious structures. The facility is functional, friendly, and attractive with beautiful natural landscaping.

Although fewer than a third of Medford Leas residents are members of the Religious Society of Friends, the influence of Quaker values on life at Medford Leas makes residents of all beliefs welcome here.

Stewardship is especially noteworthy. Respect and appreciation for nature is easily seen in the number and range of the sub-committees under the residents' Nature Coordinating Committee, which includes Birding, Wildflowers, the Farm, Nature Preserve, Woodlands, Courtyard Mapping, Nature Library, Nature Bulletin Boards and Displays. The vigorous outcry when the woods and meadows were to be violated in earlier expansion plans attests to this value among all who are involved with Medford Leas. Protection of God's creation is a concern of Friends. (More about this on the next page & on the Lewis W. Barton Arboretum website.)

The two-way street of caring interaction between residents and staff is the best illustration of the values of equality and community. For example, the incomes from the residents' Workshop, Thrift Shop, and Gift Shop help to provide employee scholarships and to express residents' appreciation of staff. The Staff Holiday Show and other programs exemplify the give and take on a grand scale, communicating a concern for individuals.

The Arboretum

Lewis W. Barton was one of the founders of Medford Leas, a horticulturist by education and lifelong experience, an Estaugh Board member, and a resident. His daughter, Nancy Barclay, is now a resident of Bridlington and chairman of the Estaugh's Arboretum Committee. Nancy recalls coming with her parents to walk around the Mickle property, which would become Medford Leas.

As construction proceeded, Lew guided the landscaping around the campus. He advised what to plant to achieve maximum beauty year-round, and he contributed many specimens. The first landscape architect hired by Medford Leas was charged with designing the courts' plantings so that each would be unique, and they remain so to this day.

In 1980, at a reception attended by Lew Barton, the entire campus of Medford Leas was formally named the Lewis W. Barton Arboretum. After Lois Forrest became Medford Leas Director in 1979, she invited Ernesta Ballard, head of the Pennsylvania Horticultural Society, to visit. During their walk around the property, Mrs. Ballard taught one of the basic lessons about plantings: during their first five years, the area will seem under-planted; during the next five years, things will seem about right; during the third five years, they will be over-planted and become ready for redevelopment.

Mrs. Ballard advised Medford Leas to obtain the services of an established arboretum and recommended the Morris Arboretum of the University of Pennsylvania. Paul Meyer, who was on the staff of the Morris Arboretum and later was to become its director, became the first liaison in 1981. Bob Wells is the current liaison.

The Estaugh's Arboretum Committee includes members of the Estaugh Board, staff, residents, and the community. They meet quarterly in the Nature Center to review the current status of the Arboretum and to lay plans for the future. When the Lumberton

campus became part of Medford Leas, it also became part of the Arboretum.

The creation of a Memorial Garden was approved by the Estaugh Board in 1999. It is available for scattering of residents' ashes and for private meditation. The garden, located in a wooded area across from Parking Lot B, was renovated in 2013. It is nicely landscaped and contains two benches.

Global Positioning System

The Lewis Barton Arboretum has been mapped using GPS satellites. Coordinates divide the campus into 200-sq.-ft. grids inside which individual trees are identified. Each identified tree has been assigned a number, and signs with the number and the common and scientific names are being affixed to the trees. Much work remains to be completed before all this information will be readily accessible. Information Technology has prepared a program that makes it possible to locate any specific tree on the campus.

Residents and visitors to the Arboretum can locate on the grid every flowering crabapple tree, or all of the varieties of pine, or specific trees planted on the Medford campus. Photographs of each tree in different seasons will be available on line. Landscaping staff will also keep a tree journal, including notes on the care, treatment, and condition of each tree, which can be accessed by maintenance crews, residents, and visitors to the Arboretum.

Several members of the Maintenance Department have special training and experience in landscaping. These people have primary responsibility for the care of the plantings throughout the Arboretum, including those in the Atrium, Courtyard Gardens, the Nature Preserve, the Meadows, the Pinetum, and the Arboretum in general.

In November 2010, work began on a new Native Garden. Medford Leas has applied for certification by the Pinelands Preservation Alliance in Vincentown as a "certified native garden." In 2011 Medford Leas joined the Native Plant Society.

Health and Fitness

Construction of the John Estaugh building

In 1971 all Medford Leas contracts guaranteed residents full life care from the time they arrived. As soon as Court 1 was completed, a room there became a Health Center. In July 1972, when the Central Building was opened, health care moved to an area on the ground floor, where it remained for six months. The John Estaugh Building opened in January, 1973, with 21 semi-private rooms, one isolation room, and one private room on the main floor. The lower floor had rooms for offices and clinics. Four doctors had regularly scheduled hours. Today, Estaugh is a skilled nursing section for long-term resident care.

Haddon Pavilion, July 1975

By 1973, it had become obvious that different levels of care were needed to meet the needs of the growing population. The Elizabeth Haddon Pavilion opened on September 1, 1975, with ground floor offices and three floors of 24 rooms each. The three upper floors of Haddon are now Assisted Living sections. The ground floor has Assisted Living apartments, guest rooms, the Haddon Greenhouse, a Dark Room, the Thrift Shop, and the Employee Lounge.

In May 1976, the John Woolman building was opened, with three floors of 12 rooms each.

Construction of John Woolman Building

Today, one small room on the ground floor has been designated the Quiet Space, and other ground floor rooms have been combined to create Assisted Living apartments. The first floor is a skilled nursing area for short-term care, and the second floor is Assisted Living.

Staffing and equipping the three new facilities led to higher costs. After the federal government approved HMOs, in 1976 Medford Leas became the first enrollee of HCP, Health Care Plan of New Jersey. The company set up its offices and clinics and paid rent for space. HCP accepted patients from the outside as well as

residents of Medford Leas, and the size of its operation led to impersonal service and a lack of continuity in procedures. So the Estaugh did not renew the affiliation with HCP when the 5-year contract expired.

Paradee Welcoming Tea – 1981

The first physician hired after HCP stayed only six months. He was succeeded by Benjamin Paradee, MD, on January 2, 1981. Dr. and Mrs. Paradee are now residents on the Lumberton campus of Medford Leas.

In 1988, Keith Quinton, MD, succeeded Paradee; Quinton retired during 2006, and returned in 2009 on a reduced schedule. Dr. Scott Kapulskey served briefly, and was followed by Jennifer Khelil, DO.

In 1972, residents formed a Health Committee, which continues to this day. Since the beginning, the committee has included residents who had been physicians, nurses, and volunteers in hospital work. After the first year, the work was divided in two: the Health Services and the Medical Volunteers.

The duties of the volunteers include mail delivery, care of plants and flowers, reading aloud, and numerous other acts of kindness to residents in the nursing units. The Health Committee also reviews procedures that are used in the Health Center and remains constantly aware of changes in practice, while continuing to stress quality patient care and patient comfort.

A Dance with Rick in the Lounge

Medford Campus Fitness Center

Strength Class in Haddon

Lumberton Campus Fitness Center

In 2001, a new position of Administrator of Health Services was created to coordinate the Health Center, Assisted Living, Skilled Nursing, Therapy, Pharmacy, and Fitness & Aquatics and to deal with matters of state and federal compliance. Those functions were reorganized in 2011.

The first Occupational Therapy services at Medford Leas were set up in space between the Estaugh and Haddon buildings. In 1999, Medford Leas contracted with Genesis to provide Physical and Occupational Therapy services to residents in expanded facilities on the ground floor of the Estaugh building.

Wheelchair Square Dancing in the Activities Room, 2011

Sports Day, 1986

Recreational Therapy continued to be provided by Medford Leas staff in the Activities Room and on trips.

In 1995, a Fitness & Aquatics program was started with a single staff member. By 2010, five employees guided residents' exercise programs on the two campuses. On the Medford campus, the large Fitness Center is well equipped; it is adjacent to the indoor swimming pool, where aquatic exercises and water walking are supervised by Fitness staff. Land exercises are held on a regular schedule throughout the week in the Fitness Studio, adjacent to the Fitness Center.

Ping Pong in the Game Room

Residents in Assisted Living and Skilled Nursing Units are provided with appropriate exercise programs in the Fitness Center, the Indoor Pool, the Activities Room, and a common room in Haddon Pavilion.

Similar schedules are in place on the Lumberton campus, which has an outdoor pool and a fitness center.

Fishing in Rancocas Creek, 2004

On the Medford campus the Fitness and Recreation Committee encourages and oversees enjoyable self-regulating recreational activities such as indoor and outdoor shuffleboard, water volleyball, and Wii games. The committee sponsors the community's New Year's Eve Party and co-sponsors an annual Fitness Day with the Fitness and Aquatics Department.

Water Volleyball at Lumberton

On the Lumberton campus the Pool and Fitness Center Committee, in consultation with the Fitness Staff, sets the rules and regulations for the fitness center and swimming pool and the scheduling of organized activities in these areas such as the annual Polar Bear Dip and competitions with staff and with Kendal-Crosslands, a Quaker CCRC in Pennsylvania.

Buildings and Changes

With the 1984 construction of 28 ranch-style units in Rushmore, Medford Leas introduced what is known as Partial Service. Residents were entitled to the same health care and maintenance as those in Full Service, but they were responsible for their own cooking, cleaning, and laundry.

Rushmore 1985

Woolman Commons, also Partial Service, soon followed. The September 1984 issue of *Medford Leas Life* reported on the razing of an 1893 school building on Brainerd Street in Mt. Holly, which was to be replaced by Medford Leas' new facility, Woolman Commons.

Woolman Commons, Mount Holly

The Commons' Community Room would be located on the ground floor. The two upper floors would each have four one-bedroom units. Across Brainerd Street, there would be 13 two-bedroom units.

Those who lived at Woolman Commons became a close-knit group. They enjoyed doing things together, and they reported monthly in *Medford Leas Life* on their activities. In 2005, Medford Leas sold the Mount Holly property and the residents still living there moved to the Medford campus, but they remained a close-knit group, continuing to share a special relationship.

Two additional Partial Service developments have been built, Bridlington in 1988, with 36 one- and two-bedroom townhouses, and Lumberton Leas in 1999 with 110 residential units.

Bridlington 1988

Lumberton Campus Home

A new Auditorium was built in 1986; the Library in 1987; a Nature Center in 1988; a Coffee Shop and a Low Vision Center in 1994, and a new Fitness Center in 2003. The Low Vision Center and the Coffee Shop were built with funds bequeathed by a resident, Ruth Bump. The Arts and Social Wing of the Community Center was completed in 2007, providing meeting and party rooms, a game room, and an enlarged art studio.

Library 1987

Nature Center 1988

Coffee Shop 1993

Groundbreaking for the Arts and Social Wing 2006

Traditions

Helen Biddle Porter had been a successful Moorestown businesswoman and member of the Estaugh Board when she moved to Medford Leas in 1971. In September of that year, she called the residents together and began their regular Monday evening meetings for discussion of mutual problems. In November of that year, the group elected officers. They called themselves the Residents Council, a name changed to Medford Leas Residents Association when they adopted their first constitution. To this day, MLRA meets on Monday evening, but only once a month.

Helen Biddle Porter also originated the Sewing and Knitting Group, which met every Monday morning, but now meets on Wednesdays. For single people, she planned the Buddy System, which became the Friendly Visitors.

And she started the Gift Shop, which was first set up in a laundry room in Court 1. Until 1981, the shop was run by two or three residents who did all the buying, pricing, and selling, creating a financial surplus each year. At different times, profits have been given to the Activities Fund, the Employee Appreciation Fund, and the Reserve Fund, a fund that helps residents who need assistance to meet expenses.

Gift Shop 1980 – Reagan, Carter, and Anderson

The Thrift Shop was opened in 1976, initially to allow staff to buy items that residents no longer needed or wanted. Since residents were not permitted to give gifts to employees, the Thrift Shop became a way to make their possessions available. Initially, an MLRA Board member was in charge and staff of Environmental Services used handtrucks to move heavy objects to or from apartments. The Director of Environmental Services also served as the cashier until 1979.

Today, one resident is in charge, another is treasurer, and dozens sort, display, and sell the mountains of donations that are received every week. Maintenance staff moves heavy items to and from apartments.

Over the years, residents working in the Thrift Shop have become expert in finding outlets for items that are unsold at Medford Leas. Valuable jewelry and antiques are sold to dealers. Unsold clothing and furniture might go to Goodwill Industries or the Extended Hand in Mount Holly. Books sometimes go to the Burlington County Library or to a book dealer.

Funds raised through Thrift Shop sales support the Nurses Scholarship Fund. Like the Gift Shop's profits, at one time they went to the Reserve Fund and the Employee Appreciation Fund.

Luau Holiday Show, 1988

In December 1971 the residents held a Christmas Appreciation Party for staff and residents. Each staff member received a gift of money and a fruit cake. Thus began the Medford Leas tradition of financial gifts to staff. The entertainment evolved to what is by now the highlight of every year, the Employee Holiday Show.

Beginning in August 1971, a one-bedroom apartment was made available for over-night guests, a tradition that grew into the current arrangements for guests in several guest rooms and a guest cottage.

During its 40 years, Medford Leas has acquired many other traditions: the Display Case, which changes every 2-3 months; bridge on Wednesdays and Fridays; tennis; Sports Day on Memorial Day, the Fourth of July, and Labor Day; art shows put on by the Studio artists; the Art Gallery; an annual flower show; a Passover Seder; the scarecrow walk; gingerbread houses; holiday decorations that now include Christmas, Hanukkah, and Kwanzaa.

Governance

Medford Leas is operated by the Estaugh. The original bylaws of the corporation specified that all members of its Board be Quakers. In 2004, the bylaws were revised to state that a majority of the members of the 15-member Board be Quakers and that at least one member be a resident of Medford Leas.

MLRA Past Presidents, February 1995

It has already been noted that the Medford Leas Residents Association began when the first dozen residents met on Monday evenings to talk about common problems and plans. In the spring of 1972, the first president of MLRA appointed a committee to draw up a constitution. The constitution, adopted in 1972, was concise. Among other things, it provided for a Board of nine members. In subsequent years, two of the nine were to be chosen to serve as "carry over members," to serve a second year in order to assure continuity. The Board met every week and members of management met with them to discuss problems and suggest solutions.

Today, there are eleven members, with either five or six being replaced in alternate years. The Board is now called a Council, and its members elect the MLRA President annually. The Council meets twice a month and the CEO attends each meeting. The CEO also holds a monthly community conversation to which all residents are invited.

In the early years, some residents felt that their comments were not receiving adequate attention, so it was agreed that suggestions and comments should be put in writing. The result was the P.I.W. (Put-It-In-Writing). PIW forms are available at the Front Desk, and each time the MLRA Council meets, the accumulated PIWs are read aloud while the CEO is present. They are then distributed to the persons who are to respond to each of them. In time, there were enough PIWs about food that a separate Food PIW system evolved. Those PIWs are reviewed by the Director of Food Service and the MLRA Food Committee.

A special feature of the MLRA Council is the sponsorship of some 90 committees that conduct all of the activities in which residents engage. Each Council member serves as liaison between the Council and several committees. As sponsor, the Council member takes problems and requests from the committees to the Council and, in turn, informs the committees of Council

actions that affect them. In this way, each committee has a direct line to the Council so that its appeals are assured of a hearing. It is worth noting that some "committees" consist of a single member, while others have over 100. Many never have "committee meetings" but simply work out how things will be done and then do them.

Descriptions of all MLRA Committees

Two MLRA committees warrant special attention under the heading of "Governance": the Financial Review Committee and the Budget and Finance Committee. Very early in the existence of Medford Leas, the Estaugh Board encouraged residents to have what was then called a "Committee on Estaugh Finances." The committee included the MLRA President and Treasurer and other residents with particular knowledge and experience in areas of finance. In time, its name was changed to Financial Review Committee. Its purpose is to know and understand the finances and financial and operating decisions of the Estaugh Board which affect residents, and to respond from the perspective of the residents of Medford Leas.

The CFO also holds a quarterly meeting with residents to provide updates on the budget and factors that affect it.

The MLRA Budget and Finance Committee handles money allocated to support resident activities. Based on committees' budget requests, the Finance Committee prepares the Association's budget for the Activities Fund and determines the amount to be suggested for each resident to contribute in order to meet that budget.

The MLRA Budget and Finance Committee also determines the amount to be suggested for residents' gifts to the Employee Appreciation Fund at Christmas time. Medford Leas' Chief Financial Officer informs the Committee of the number of employees at each salary level. The Committee then determines the total amount needed to provide individual gifts equivalent to one week's pay for each employee, plus the taxes that would be incurred, all paid by MLRA.

The third fund managed by the MLRA Budget and Finance Committee is the Community Services Fund. This fund makes donations from residents to several local service agencies, such as the Burlington County Library, the Fire Company, etc. As with the other two funds, the Budget and Finance Committee prepares a budget and determines the amount needed from residents on the Medford campus to meet that budget.

Mental Stimuli

Some retirement communities are constructed in college towns. Medford Leas was built near Burlington County Community College, and residents do take courses there but there are numerous opportunities for intellectual stimulation right at Medford Leas.

Medford University offers several courses each year in subjects varying among art, religion, literature, science, and philosophy. These courses are taught by faculty members from nearby colleges and universities. The Leas Forums are held at least once a month, with prominent speakers on challenging topics. In addition to the Bookmobile of the Burlington County Library System, Medford Leas has three libraries from which residents can withdraw materials: the Main Library, the Large-Print Library, and the Low Vision Center which has talking books and videotapes. Another form of continuing education is Vid-U, educational videotapes from The Teaching Company, which are shown every week. There are also small groups that meet to focus on special topics, like the French-speaking group and the controversial books discussion group.

Innovations

Medford Leas is proud of its traditions that go back 40 years, as well as its Estaugh heritage, which goes back much farther. However, Medford Leas is not frozen in time; it is very much a work in progress. Every department has innovative technological projects in the works. Some projects are partly or fully implemented; some are still on the drawing board; and some are only a gleam in a manager's eye.

The Computerized Brain Fitness Program and the Arboretum's Global Positioning System have already been described.

In 2011, CEO Jeremy Vickers began using the private, password-protected section of the Residents Association website to communicate with residents.

The innovative computer program which will impact most directly on all residents and staff will be POS (Point of Service). This system, which appeared first in the dining rooms, is designed to simplify and expedite service. Eventually, it will be possible to enter orders on a flat touchscreen in the dining room and have a ticket containing the order printed in the kitchen. Much needs to be done before this system will be fully implemented. For example, after all of the computer screens, printers, etc. have been installed, it will be necessary to input every menu item (every soup, salad, entree, dessert, and even every condiment, such as sugar, mayonnaise, sour cream, lemons, etc.) Later, POS will be used to simplify dinner reservations and will aid in planning catered events. Eventually, Medford Leas will become a virtually cash-free environment, as the Coffee Shop, Gift Shop, Thrift Shop, and Hair Salon start to use POS card swiping mechanisms, such as those found on cruise ships. Residents have already been issued cards which identify them. When those cards are used in the POS system, the charges will go directly to Accounting to be billed to the appropriate resident's account.

Perhaps most relevant to the physical well-being of Medford Leas residents are the innovations in medical record keeping which will improve the completeness and accessibility of every resident's medical history. Health Services will use Doc-Star, a scanner-type program, to input data and archive all medical information. "Advanced Answers on Demand," another piece of software, will customize forms and create a charting system, including sub-folders. Existing data are being entered into the system, all medical information is being archived, and staff are being trained.

Medical data on individual residents will be available whenever and wherever needed. On every medical floor, nurses will have access to wireless computers. They will be able to locate medical records without flipping through charts, and input current resident information which will become part of the permanent medical record. Also, wireless laptops will accompany the medication carts. At the resident's bedside, medical personnel will be able to confirm

medication type and dosage, check on allergies, and report resident reaction to the medication. The physicians and nurse practitioners will carry notebooks (wireless tablets) to input data.

Medical and non-medical staff who need to use medical records will have access with different levels of permission. For example, the Accounting Department, using POS for billing, will have limited access to medical details. Staff, using Microsoft Outlook for scheduling residents' medical appointments, will have a different level of access. Another safety precaution will be the daily backup of medical data by the staff of Information Technology.

Just as the various departments of Medford Leas make use of the technologies of the 21st Century, so too do certain savvy residents. Some of those whose families are spread to the far ends of the earth keep in touch with Skype, a free on-line telephone service. Other residents are creating their own videos to share on-line with friends and family. Some others are eagerly taking advantage of the new wireless technologies. It is exciting to imagine the time when today's technological innovations become part of tomorrow's traditions.

Both the long-term and short-term skilled nursing units have computers with Skype. In this photograph a resident wears headphones as she talks to her daughter on the screen.

Then and Now

Readers who are familiar with Medford Leas today find it hard to believe that in the early days, meetings and performances were held in the area that now houses the Library and the Lounge.

Today's new large bus and the van, equipped with a wheelchair lift, make the bus used in the 1970s look like an antique—but it got residents there and back.

Old bus

New bus

Van with Wheelchair Lift

Everyone who lives on the Medford campus is familiar with Bob Wasson, today's letter carrier. In the '70s, the regular carrier for Medford Leas was a woman, and her vehicle doesn't compare with the one Bob drives. When Bob first started working for the Medford Post Office, he was the Tuesday substitute for this lady.

One of Medford Leas' earliest employees was Doris Wallace, who started work here in 1971 assisting her mother-in-law in housekeeping. Today, Doris is Director of Environmental Services.

Back in 1975, when Bill Murphy worked in Maintenance, he was named employee of the month. Today he is Director of Operations.