2018 Annual Report



VOLUNTEERS ... the heart of who we are!



President's Message



As we have concluded 2018 and move quickly into 2019, we take stock in all our successes as well as the challenges that are in front of us. Overall, it was a great year for Lake Sunapee Region VNA & Hospice. We continue to identify and evaluate the needs of the communities we serve, debating the gaps in care that we can strive to fill based on our resources and skills. We have expanded programs, increased our census, engaged in new partnerships, all of which are necessary as we adapt to the increasing aging population we serve. The reality is this: we are getting older, our health care needs are getting more complex, and clear solutions to these issues are becoming more evasive.

We have a seemingly simple problem that I'm confident everyone can relate to and understand. The number of people who need services in order to remain in their home is increasing. The number of qualified people such as nurses, physical or occupational

therapists and licensed nursing assistants is not keeping pace. In short, the demand on the health care system is outpacing its ability to supply services. This is not unique to our communities. It is, in fact, a significant problem in New England and throughout the country.

So we ask ourselves: what can we do to ensure that we continue to attract highly qualified staff with the compassion and skills that have always been the foundation of the care we provide? How do we make Lake Sunapee Region VNA & Hospice the "agency of choice" for all employees? How do we assess our resources to meet the increasing demand in our communities? Organizations often focus their energies solely on appropriately compensating employees for the work they do. However, we believe that while competitive compensation is vital, the real solution lies in the culture of the organization. If pay across organizations is similar, the differentiator for where a person will choose to work is where they feel supported, respected and appreciated.

Health care is hard work. It doesn't matter whether you're a nurse, a therapist, a licensed nursing assistant, a chaplain ...helping people navigate injury and illness is hard work. Our responsibility is to make sure that, even though the work is hard, coming to work isn't hard; that in coming to work, we have the culture that provides the consideration and supports necessary for people to enjoy what they do and enjoy working at Lake Sunapee Region VNA & Hospice.

Our greatest asset isn't materials or buildings or equipment...it's our people. Over 80% of every dollar we make goes to compensating and supporting our staff. As we look to navigate the increasing complexities of health care our solution has been, and will continue to be, found in our staff. The exceptional support we receive from a generous and caring community gives us confidence to envision and create a future that is strong ... and healthy.

With gratitude,

Jim Culhane, President and CEO

LEADERSHIP TEAM

Jim Culhane, President & CEO

Shellie Brown, Community Health Services Director

Caitlin Harmon, *Quality Assurance Director*

Mary Lambert, Human Resources Director Monique Malanga, Chief Financial Officer

Jeana Newbern, Marketing & Community Outreach Manager

Melinda Palmer, Business Officer Manager

Catherine Raymond, Development Officer

Letter to the Community

We began 2018 by presenting the results of a yearlong effort assessing the health care needs of people within the communities we serve. Responses to mailed surveys and questions posed at open forums provided consistent and concise directives that emphasized the need to integrate expanded home care services with the regionalized delivery of acute inpatient care.

Technologic and pharmacologic advances allow for much shorter hospital stays. However, successful recovery frequently depends on assistance at home to assess and provide follow-up care as needed. There is clear demographic data showing an expanding aging population nationally and particularly here in New Hampshire. Our needs assessment clearly reinforced that a high priority among this older age group is having confidence that support is available for them to return home after an acute illness and to remain at home within their community throughout their lives.



As we look around our region there is dramatic evidence of efforts to meet the request for elderly housing – so called Continuing Care Residential Communities (CCRC's) are springing up in Newport, Sunapee and New London. An underlying principle of CCRC's is to provide a spectrum of health services to the residents within their homes. In response to the desires expressed through our needs assessment we are actively engaged with these CCRC's to plan for a higher demand of home-maker services, personal care, occupational and physical therapy, hospice and respite care.

As Lake Sunapee Region VNA & Hospice approaches its 50th anniversary, this predicted growth in demand for home health care presents an exciting challenge. It is our mission to enable area residents to remain at home through all chapters of their lives. Our skilled, dedicated staff and volunteers have done a superb job achieving that goal and I'm confident that we will continue to do so well into the future.

Our success stems in large part from the strong support of area residents, businesses, towns and institutions. Speaking for our Board and all members of Lake Sunapee Region VNA & Hospice, we greatly appreciate that confidence!

Donald A. Eberly MD, Chair LSRVNA Board of Trustees

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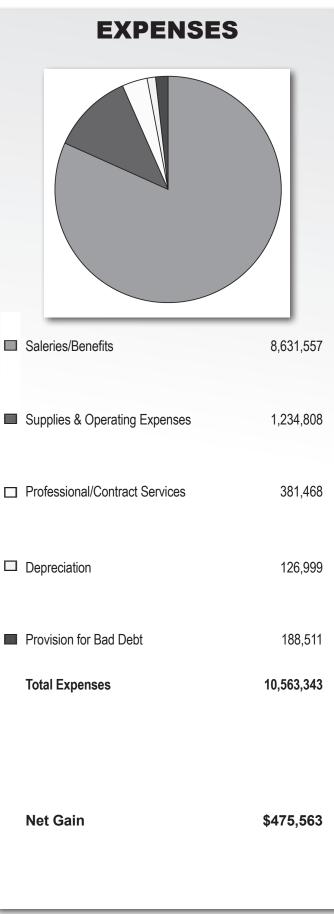
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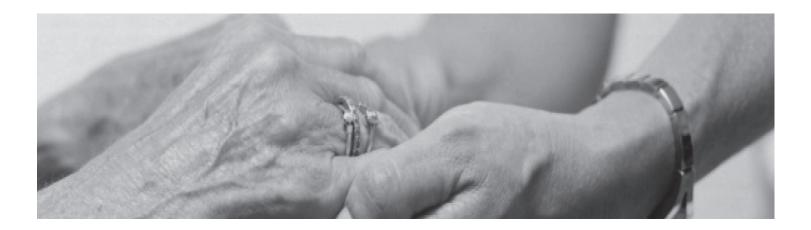
Financial Overview 2018

REVENUE		
Medicare	6,866,636	
Medicaid	720,459	١,
□ Other 3rd Party Insurance	1,208,040	11
Private Pay	1,320,830	6
Net Assets Released from Restriction for Operations	36,056	
Other Operating Revenue	96,444	
Contributions (net)	403,596	Ŀ
Net Assets Released from Restriction for Capital Acquisition	20,621	
Municipal Appropriations & United Way	91,990	
Investment Income	41,623	
Change in Fair Value of Investments	232,611	
Total Revenue	\$11,038,906	



OUR SERVICES

Ask for us by name! It's your choice ... and your right ... to request the home care agency you prefer should the need for care arise.



HOME HEALTH CARE

- Skilled Nursing
- Certified Wound Management
- IV Infusion Management
- Medication Management
- Nutrition Assessment and Counseling
- Medical Social Work
- Management of Chronic Conditions
- Physical, Occupational and Speech Therapies
- Maternal-Child Health and Pediatric Services

HOSPICE CARE

- Emotional, Physical and Spiritual Care
- Loss and Grief Support
- Pain and Symptom Management
- Residential and Facility Care
- Visits from Professional Staff and Volunteers

PALLIATIVE CARE

- Focuses on the Conversations and Navigation of Chronic or Serious Illness
- Emphasizes Symptom Management & Personal Goals

PRIVATE CARE

- Hands-On Care Such as Bathing, Dressing, Grooming
- Non Hands-On Care Such as Light Housekeeping, Errands, Meal Preparation
- Nurses, Licensed Nursing Assistants, Personal Care Service Providers, Homemakers and Companions
- Available 1-24 Hours Per Day

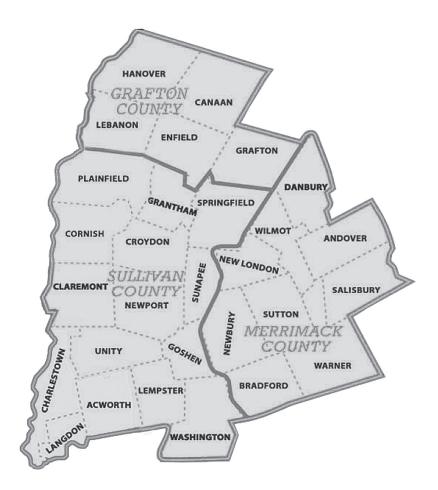
COMMUNITY PROGRAMS

- Immunization Clinics for Business and Community
- Blood Pressure and Foot Care Clinics
- Support Groups
- Health Fairs and Community Education
- Advance Care Planning
- Memory Respite Care





OUR SERVICE AREA Serving all ages in Grafton, Merrimack and Sullivan counties. 24 hours a day, 7 days a week.



Towns Served in 2018

*Indicates towns that have budgeted appropriations to support our services.

Acworth	Georges Mills *	Plainfield	
Andover *	Goshen *	Salisbury	
Bradford *	Grafton	South Sutton *	
Canaan	Grantham *	Springfield *	
Charlestown	Guild	Sunapee *	
Claremont	Hanover	Sutton *	
Concord	Lebanon	Unity *	
Cornish *	Lempster *	Warner *	
Danbury *	Lyme	Washington *	
East Andover *	Newbury *	Webster	
Elkins *	New London *	West Lebanon	
Enfield	Newport	Wilmot *	
Etna	North Sutton *		



2018 Facts of Interest

33,370	Home Care Skilled Visits
10,871	Hospice Visits
61,647	Hours of Personal Care
658,495	Miles Driven to Provide Care
2,027	Number of Unduplicated Clients
38	Number of Towns Served
190	Staff
90	Volunteers

THE RENAISSANCE SHOPPE

The Renaissance Shoppe remains so very successful because of its dedicated team of volunteers who "staff" the Shoppe faithfully five days a week ... and help raise significant funds for LSRVNA!

Joanne Hughes, *Co-Founder* Michele Holton, *Co-Founder* Sib Barrett Agnes Barry Monica Berg



Kathy Bianchi Marianne Bickford Jane Birk Pat Blanchard Halina Butler Betsy Chadwick Gail Cook Carolyn Ferguson Daralyn Foster Mary Friedman Jennifer Giles Karen Goober Suzanne Hammond Bettie Howard Jack Hughes Kathy James Ruth Lauback Melissa Leintz

Claudia Lewis Jim Lewis Nancy Lindsey Paula McFarland Audry Monroe Susan Rogers **Rachel Seamans** Audrey Smith Martha Smith Terry Smith Arlene Terrier Barbara Troxell Susan Uhl Becky Underhill Sandra Wattendorf Pat Woolson



OUR VOLUNTEERS ... at the heart of who we are!

It's simple: volunteers make us stronger. Each year more than 90 amazing volunteers collectively contribute 12,000+ hours to Lake Sunapee Region VNA & Hospice. Although there is no way to truly place a dollar value on what volunteers give, these 12,000 hours translate into more than \$400,000 were we to pay for these services. Incredible! Volunteers also bring a great diversity of life experiences, careers, hobbies and interests. So let's meet some of them:

BETSY BOEGE: Hospice Program

As a Hospice volunteer since 2003, Betsy focuses on being a compassionate companion to hospice patients. With quality of life a guiding principle of hospice care, Betsy is there to help make each moment as happy and pleasant as possible for clients. She is a keen observer and listener who takes in each person's surroundings and uses that information as a conversation starter. Betsy has learned a great deal from the patients she says continue to enrich her life. One of many memories is the British woman who was born in Burma just before WWII. At only 2 years of age she was sent home on a ship that was sunk by a German submarine. Miraculously, she was rescued and went on to live a long and full life, having afternoon tea at 4:00 every day until she died! Volunteering opens a window to learning about someone else's life, which Betsy considers a very special privilege. Before moving to New London in 2001, Betsy was an EMT- Intermediate and Director of an Emergency Medical Service in Connecticut and was drawn to end-of-life care as a result of this experience. Betsy and husband, Sheldon, believe that LSRVNA is one of the most vital resources

in our community. She has lived half of her married life abroad in the Middle and Far East, with her son being born in the Philippines and her daughter in Japan. Betsy likes all sports and exercise, particularly tennis, skiing and golf. She also enjoys gardening and reading up on current events. Betsy is an active member of and Study Group Leader for Adventures in Learning at Colby-Sawyer College.

BETSY CHADWICK: The Renaissance Shoppe

Betsy's main role, and a vital one, is pricing new items as they come into The Renaissance Shoppe. Her years of experience now allow her to do this generally without the need of a price list. Having said that, there are times when a donated item requires a bit of on-line research to value and price. From time to time a professional appraiser is even consulted to be sure accurate value is assigned to donated items, especially in the case of antiques or collectibles. Betsy loves to help people, something she has found very rewarding throughout her life and evidenced by other volunteer work including for Habitat for Humanity. She was introduced to The Renaissance Shoppe by her sister-inlaw, who used to volunteer there as well, and began volunteering about 9 years ago when she heard that they were in need of some extra hands. Betsy grew up in western Massachusetts and came to this area in 1972 to attend college. She married a local resident and was a stav-at-home mom with her children. Before and after raising her family she worked for several area restaurants, the school district and the hospital. She has always found it fulfilling to give back.

GLADYS SMITH: Office Support

For more than 15 years Gladys Smith has been a cheerful and reliable "office" volunteer, coming to LSRVNA nearly every Tuesday morning doing tasks she might call 'incidental' but that we call vital. Gladys assembles the rather hefty contents of our patient admission folders ... and with 600+ clients on service on any given day, you can imagine the volume of folders needed. Gladys came to New Hampshire in 1951 from Long Island with husband Harold, who passed away in 1984. Although Gladys and Harold met in New York (on a blind date!) Harold was originally from Contoocook, New Hampshire. Their first New Hampshire home was a cabin on a lake in Warner that would later be renovated and winterized. Ultimately they would move to New London. Gladys attended Pratt Institute in Brooklyn and started her career in restaurant management at Stouffers Restaurant in New York City. Over the years she would hold positions at Arnold Constable (clothing retailer), Sperry Gyroscope (naval equipment), United Nations (maintenance and materials ... where Gladys was the only woman on a staff of nearly 150 men!) and at Nassau County Health Depart-

ment (research lab storekeeper). In the late 1960's Gladys began a 20-year career at Colby-Sawyer College (known as Colby Junior College at the time). She served in the Advancement Office as Secretary to the Director of Development for most of that time, through four college presidents and four development directors. Gladys retired in 1987 and, in addition to LSRVNA, has given volunteer support to area organizations including First Baptist Church, Ausbon Sargent Land Trust, Council on Aging and the local Chamber of Commerce. At 96 years young, Gladys remains an inspiration and a special friend!









HAPPY CALLAWAY: Good Day Respite

As a dedicated volunteer for our "Good Day Respite" program for 11 years, Happy works directly with the respite program clients and assists them as needed. Clients, all of whom have mild to moderate memory loss or dementia, enjoy a variety of activities which require the support of volunteers like Happy. Happy might simply accompany a client on a walk to the garden or restroom, or help someone choose which card to play during one of their many games. Sometimes she just sits and has a friendly conversation with clients. Half of the days Happy makes lunch, which everyone enjoys a great deal. She loves everything about the program and says that Janet Davis, program facilitator, is absolutely wonderful. She thoroughly enjoys the program participants, whom she describes as a lot of fun to be around. Happy learned about the respite program when she attended a community flu clinic to get her annual shot. As a former nurse, Happy worked mostly in public health and always loved helping others. Respite was

a perfect fit. Happy told us that if she were still working as a nurse, she'd want to work for LSRVNA! Happy is from Virginia but has traveled extensively with her Navy husband. While in Virginia her favorite job was providing disease education to local companies. She also worked with people with both mental and physical disabilities and started a row-ing program for people with disabilities. She herself was a rower in college.

SHEILA WALLACE: Christmas Elf

Sheila helps with one of our most cheerful roles as a volunteer "Elf" for the Kearsarge Kids Christmas Program, a collaboration overseen by LSRVNA that engages a wide array of individuals and organizations to help area families in need during the holidays. Sheila oversees the collection of gifts from sponsors as well as the distribution of those gifts to local children ... which is perhaps the most rewarding part of all. Sheila feels like Mrs. Claus when she gets to match sponsors with families and make the holidays brighter. She does mailings, paperwork, and fields phone calls from families, sponsors and others. Sheila is very social and loves speaking personally to each person who offers to be a sponsor as well as those needing an extra helping hand. When the holiday seasons ends Sheila can be found filing in Medical Records and helping with administrative work at the Flu Clinics, where she enjoys hearing stories from the patients she meets. She was also a volunteer at the former Parent-Child Pro-

gram, which gave her an opportunity to spend time with children when her own grandchildren lived far away. LSRVNA is a great fit for Sheila because the location is close to home and there are lots of different ways to give back. Sheila is from Massachusetts and went to nursing school in Connecticut. She spent many years overseas with her husband living in different countries including Japan, Singapore, Spain and England, with London remaining her favorite city. Sheila has one daughter and two grandchildren who live in Texas.

TOM GINTER: Flu Clinics

Tom is one of our wonderful and welcoming "Clinic" volunteers, a friendly face greeting people who come to our annual community Flu Clinics. He serves as a greeter and assists the nurses by helping people receiving a flu vaccine complete the required paperwork. He also checks this paperwork to make sure the information is complete, which is increasingly important in order to maintain accurate medical records. Tom says that he enjoys this because he likes to help people out. Tom's wife, Diana, is a clinic nurse at LSRVNA and enlisted him as a volunteer 12 years ago. His very first volunteer role was cleaning the home monitoring machines used by patients at that time. Today, he also continues to co-chair the "Cookie Walk" at our annual Craft Fair, a fun and delicious event that benefits hospice care. Tom lives in New London. He has four children, two girls and two boys. He was born in Ohio and spent his early years in New York. He worked for a multi-faceted lumber company in Georgia that allowed him to travel to Antigua and Honduras. He and Diana moved to New Hampshire where

he worked remotely for the company until his retirement. In addition to his dedication to our agency Tom, with Diana by his side, has helped run a blood drive in New London for nearly 15 years.

IN LOVING MEMORY

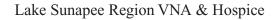
Claudia Pellerin Lewis, recipient of the LSRVNA volunteer excellence award in 2017, passed away on January 22, 2019 surrounded by her family including her husband of 56 years, Jim Lewis. Born and raised in New London Claudia was actively engaged with many organizations and, of course, was a stellar volunteer for 12 years and assistant manager of The Renaissance Shoppe. We honor and remember this very special friend.











OUR SUPPORTERS

January 1 - December 31, 2018

"Giving frees us from the familiar territory of our own needs by opening our mind to the unexplained worlds occupied by the needs of others." - Barbara Bush



Major Gifts 🖉 (\$10,000+)

Sheldon and Elizabeth Boege The Brown Foundation, Inc. Estate of Jule Brinn George and Kristyn Jamieson Jack and Dorothy Byrne Foundation Perfect Together Summer Gala The Renaissance Shoppe Women Who Make A Difference Luncheon

👞 Leadership Circle ***** (\$5,000 - \$9,999)

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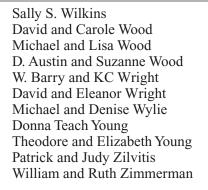
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"Life's most persistent and urgent question is what are you doing for others?"

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Our annual summer party that brings friends together for fun and laughter enjoyed some 'perfect matches' that helped to raise more than \$50,000 in 2018!

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Women Who Make A Difference Luncheon

More than 200 guests now regularly attend this joyous occasion that ushers in spring each year, celebrates remarkable area women, and supports the Pediatric Program of Lake Sunapee Region VNA & Hospice. Join us on May 15, 2019 for the 20th anniversary!

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Lake Sunapee Region VNA & Hospice provides health care and hospice services for individuals and families in homes and community settings, fostering continuity of care across settings and enabling people to stay in their homes as long as possible.

We apologize for any errors that may occur in our annual listings. We also acknowledge the quiet dedication of those who wish to remain anonymous.



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