



The Jewish  
Home Family

# LEGACY

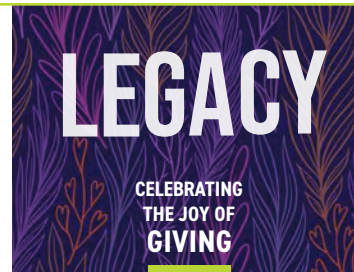
CELEBRATING  
THE JOY OF  
GIVING

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ANNUAL <sup>20</sup><sub>23</sub> REPORT



# Advancing the Art of Living.



Dear friends,

The Jewish Home Family has had a year of change and growth. The beginning of 2023 found us still recovering from the COVID pandemic. Of course, that virus is still with us but we are in a far different place than we were in 2020 and much of 2021. We are grateful that vaccines have saved so many lives and grateful that these newer strains of virus do not bring the same deadly impact.

These last few years have been trying for all of us who work in healthcare and particularly those who work with older adults. So many left the workforce during those years and there is a workforce shortage both nationally and globally. At the same time, demand is increasing and the demographics all indicate that those increases will continue and intensify.

At the Jewish Home Family, we have undertaken a number of new and creative approaches to growing workforce. We are working with local schools and colleges to bring students to us and to train them within our walls. We continue to be very involved with foreign recruitment. And we are re-structuring our staffing to maximize the use of our own staff and minimize the use of agency. All of this is part of our effort to ensure the highest quality care of those we serve.

Our big growth area in 2023 has been the opening of our new Charles Berkowitz Center for Rehabilitation Excellence. This new center boasts the latest in physical, occupational and speech therapy services and modalities, including the only aquatic therapy center in our region. Inpatients are enjoying the beautiful new setting of the Taub Family Residence and both inpatients and outpatients are delighted with the level of care and services that they receive.

As we focus on the future, we are looking at the needs of our community and the ways in which we can help meet those needs. Taking part in the AARP-sponsored Project LEAD brought us into the community with health education and screenings. We are working to grow that program in other communities, bringing our knowledge and expertise to those who can truly benefit.

We are grateful for the support of so many who have helped to make the Jewish Home Family a success. Our staff, our board members, donors and community are all vital for both today and the future. And, of course, of primary importance are the elders we serve. We are privileged to be a part of their lives.

Be well,

Carol Silver Elliott



REFLECTING ON A TRANSFORMATIVE JOURNEY

As I complete my second year as chair of the board of Jewish Home Family, I can't help but think about what an interesting time it has been to chair the board of a healthcare organization. We have been through much in the last few years. The pandemic certainly tested our cumulative endurance, creativity, and resilience. Our employees, residents and their families, volunteers, and board members gave everything of themselves to flex to the times and environment. The challenges of rebuilding in this new post-COVID world have been significant. We opened The Charles P. Berkowitz Center for Rehabilitation Excellence, The Taub Family Rehabilitation Residence, and The Russ Berrie Aquatics Center enabling us to expand our service offerings in rehabilitation that are now unparalleled in North Jersey. The complexities involved in making this all come to fruition were monumental.

And yet, I am proud to say that Jewish Home Family has ridden these waves of change and challenge and come out stronger for it. We are rebuilding our census and our staffing. We are expanding our programs and services. We are planning for the future and proactively anticipating what lies ahead.

I have been grateful for the support of our board members and philanthropists who continue to show their altruistic colors. They have a deep commitment to the work of Jewish Home Family and a desire to enhance the lives of older adults in our community. They've pivoted with us, learning to meet through Zoom, providing support—both financially and morally—when the need arose. We have a talented group of board members and they continue to be a vital part of developing Jewish Home Family's strategic direction.

I am also grateful for our strong professional staff. As an organization, we are very blessed to have visionary, experienced and dedicated executives who never shy away from their commitment to make Jewish Home a success. Each and every member of the entire staff brings an unwavering dedication to their work every day and our elders, and our community, benefit.

The year ahead will be another one of challenge, change, and growth, and I am privileged to continue to play an active role in supporting the work of this vital organization.



**Peter Martin**  
Chair  
Jewish Home Family



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## WE ARE PLANNING FOR THE FUTURE

As I reflect on the year just ending, I have to think about it in the context of the last several years at Jewish Home Family. These were years in which it felt as if the impossible became possible and the possible sometimes seemed impossible. Sounds like a conundrum, right? But in many ways those words were true. The COVID-19 pandemic was something none of us could ever imagine happening. Not here. Surely there would be answers and cures, resources and vaccines. Eventually there were but for a long time there were not. And what seemed possible—the completion and opening of our new Center for Rehabilitation Excellence—at times seemed anything but as we slogged our way through layers of various State approvals.

I am happy to say that we are in a better place on both of those fronts now. While COVID is still with us, and shows no signs of disappearing, the virus is a much less aggressive and deadly enemy than the one we originally fought. Vaccines have made a tremendous difference and the cases we see now are either very mild or completely asymptomatic. The mandate for healthcare workers to show proof of vaccination has been lifted and the masking requirement, when there are no cases present, has also been lifted. Our Charles Berkowitz Center for Rehabilitation Excellence opened in December 2022 and we have been at or near capacity in our new 60 short-term rehab rooms, and both inpatient and outpatient services, since the very beginning.

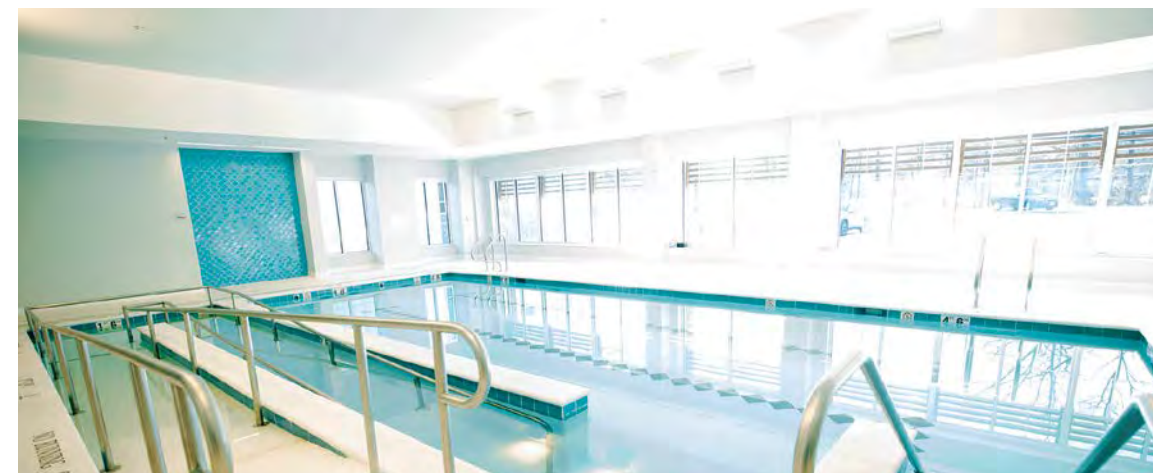
COVID did not just impact health and take a toll on our elders and staff. It also impacted workforce. The shortage of nurses and certified nursing assistants, which was challenging before COVID, has become critical. Many health professionals left the field and there are simply not enough qualified people to meet the needs, locally, nationally or globally. We have been forced to use agency staff, which increases our expenses. And, as they are not our employees, we are sometimes not satisfied with the level of care and commitment they provide.

We're making concerted efforts to recruit and retain. We have a variety of referral incentives and have developed some innovative and creative programs to help us build our staff. I am happy to report that Jewish Home Assisted Living has nearly eliminated agency utilization and that we have implemented a new staffing model at Jewish Home at Rockleigh, 12 hour shifts for registered nurses, that we are confident will help move us back towards full staffing without agency. It's a work in progress but it is heading in the right direction.

As we move into the future, rehabilitation continues to be a key area for us and we look forward to expanded growth and new programs.



**Carol Silver Elliott**  
President & CEO  
Jewish Home Family



As we move into the future, rehabilitation continues to be a key area for us and we look forward to expanded growth and new programs. We're working to transform our long-term care units into settings that are "real home" for our elders and that are built on an elder-directed model. And our Strategic Planning Committee is working to develop plans for what comes next for Jewish Home Family.

One of the things that I have clearly learned over the last few years is that nothing is impossible when we have the support of our boards and donors, the talent and dedication of our team and the abiding commitment to improving life for elders. We thank all of them, and all of you, for all that you have done to make Jewish Home Family the outstanding organization it is today.



## 2022 JEWISH HOME FAMILY OPERATING RECAP

Without the benefit of governmental funding opportunities seen throughout the pandemic, we recognized the challenges ahead and the importance of stabilizing operations. Jewish Home Family focused their efforts on occupancy, increasing new revenue opportunities, and reducing debt in preparation for the opening of our new rehab facility and our anticipated transition to the Greenhouse model of care.

### Jewish Home at Rockleigh (JHR)

JHR focused efforts on occupancy growth and successfully achieved pre-pandemic levels, finishing the year with an average occupancy of 93% and increased revenue of \$1 million over the prior year. Even considering the national staffing shortages and increased utilization of contracted staffing, expenses stabilized during the year. Excluding PPP and PRF funding, JHR saw operational improvement over the prior year. In September, funds were released from our capital pledge account for debt paydowns; overall debt went from \$33 million to \$23 million during the year.

### Jewish Home Assisted Living (JHAL)

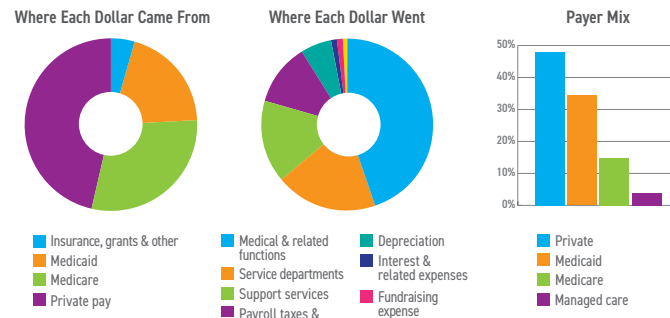
JHAL also saw positive occupancy growth, achieving pre-pandemic levels with an average of 87% and increased revenue of \$1.3 million over the prior year. JHAL was more acutely impacted in 2022 with rising costs and increased utilization of contract staffing. As a result, JHAL experienced a slight decline in year-end operational outcomes over the prior year. In July 2022, JHAL accelerated its debt amortization with an additional payment of \$300,000. Total debt outstanding as of December 31st was \$4,064,212.



**Brandy Stefanco**  
Chief Financial Officer  
Jewish Home Family



**Garret Bedrin**  
Treasurer  
Jewish Home Family



### Jewish Home at Home (JHH)

JHH Homecare continues to be in a period of transition. Staffing challenges have led to difficulty in expanding our reach into the community. Although we experienced declining revenue in 2022, we also saw decreased expenses which resulted in slightly improved operational outcomes during the year.

### Jewish Home Foundation (JHFDTN)

JHFDTN provided \$844,643 in operational support during the year. In addition, JHFDTN provided Jewish Home Family with \$250,000 for the initial investment in a joint venture opportunity around foreign nursing recruitment. Of our \$30 million Second Century Campaign, we received pledges of \$27,548,186, as of December 31st.

### Jewish Home Family Finance Committee Update

2022 was a challenging year as the organization is still recovering from the effects of the COVID pandemic. Workforce continues to be a challenge across all of the entities and a source of ongoing effort on many fronts. These include a joint venture with United Methodist of Chicago to help recruit nurses from the Philippines and other countries as well as a unique partnership with Bergen Community College to train certified nursing assistants. The board and management continue to work closely together to ensure that there is ongoing operational efficiency and effective planning for future growth.

## CONSOLIDATED STATEMENT OF OPERATIONS – YEAR ENDED DECEMBER 31, 2022

	Jewish Home at Rockleigh	Jewish Home Assisted Living	Jewish Home at Home	Jewish Home Foundation	Jewish Home Nurse Recruit	Jewish Home Family	JHF Rehab, LLC*	Eliminating Entries	Total
Resident service revenue	29,704,672	10,144,167	2,207,181	—	—	2,926,545	—	(2,926,545)	42,056,020
Contributions and fundraising	2,453	300,050	—	1,566,231	—	60,400	—	—	1,929,134
Other operating revenue	204,047	73,704	—	—	—	1,114	67,615	(54,953)	291,527
Net assets released from restrictions for Operations	—	—	—	96,198	—	—	—	—	96,198
<b>Total operating revenue &amp; other support</b>	<b>29,911,172</b>	<b>10,517,921</b>	<b>2,207,181</b>	<b>1,662,429</b>	<b>—</b>	<b>2,988,059</b>	<b>67,615</b>	<b>(2,981,498)</b>	<b>44,372,879</b>
Expenses									
Medical and related functions	15,695,219	4,035,465	1,764,241	—	—	—	—	—	21,494,925
Service departments	6,484,274	2,739,776	—	—	—	—	—	—	9,224,050
Support services	2,882,864	1,278,581	120,147	309,281	30	2,847,425	—	(55,298)	7,383,030
Payroll taxes & employee benefits	3,138,984	1,528,322	577,466	—	—	334,989	17,446	—	5,597,207
Management fee	1,974,414	642,788	190,573	118,770	—	—	—	(2,926,545)	—
Depreciation	1,850,670	912,000	10,414	—	—	3,078	—	—	2,776,162
Interest & related expenses	444,775	163,308	—	—	—	—	—	—	608,083
Disposal of property, equipment & CIP	(1,359)	1,014	—	—	—	—	—	345	—
Bad debt expense	302,262	—	12,000	—	—	—	—	—	314,262
Fundraising expense	—	—	—	535,508	—	—	—	—	535,508
<b>Total Expenses</b>	<b>32,772,103</b>	<b>11,301,254</b>	<b>2,674,841</b>	<b>963,559</b>	<b>30</b>	<b>3,185,492</b>	<b>17,446</b>	<b>(2,981,498)</b>	<b>47,933,227</b>
<b>Operating (Loss) Income</b>	<b>(2,860,931)</b>	<b>(783,333)</b>	<b>(467,660)</b>	<b>698,870</b>	<b>(30)</b>	<b>(197,433)</b>	<b>50,169</b>	<b>—</b>	<b>(3,560,348)</b>
Non-Operating Income	348,376	76,056	301	34,316	110	183	271	—	459,613
Dividends & interest									
Net realized & unrealized gains on investments	(2,125,948)	(420,388)	—	(236,800)	—	—	—	—	(2,783,136)
<b>Total non-operating income</b>	<b>(1,777,572)</b>	<b>(344,332)</b>	<b>301</b>	<b>(202,484)</b>	<b>110</b>	<b>183</b>	<b>271</b>	<b>—</b>	<b>(2,323,523)</b>
<b>Excess of Revenue Over (Under) Expenses</b>	<b>(4,638,503)</b>	<b>(1,127,665)</b>	<b>(467,359)</b>	<b>496,386</b>	<b>80</b>	<b>(197,250)</b>	<b>50,440</b>	<b>—</b>	<b>(5,883,871)</b>
Net Contributions to (from) Affiliates	9,632,499	286,713	120,000	(10,289,312)	250,100	50,000	(50,000)	—	—
Net Assets Released from restriction for Capital	—	—	—	9,094,669	—	—	—	—	9,094,669
<b>Increase (Decrease) in Unrestricted Net Assets</b>	<b>4,993,996</b>	<b>(840,952)</b>	<b>(347,359)</b>	<b>(698,257)</b>	<b>250,180</b>	<b>(147,250)</b>	<b>440</b>	<b>—</b>	<b>3,210,798</b>
<b>Outstanding Debt</b>									
Mortgage Balance 12/31/22	13,369,694	2,800,149	—	—	—	—	—	—	—
Construction Loan Balance 12/31/22	10,190,513	1,312,673	—	—	—	—	—	—	—
<b>Second Century Capital Pledges Received as of 12/31/22</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>23,348,186</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Second Century - Transfer from Sale of 1 Pond</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>4,200,000</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Total Pledges</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>27,548,186</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Payment Received on Capital Pledges</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>24,184,390</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>

\*LLC formed for purpose of a joint venture for rehab consulting

## JEWISH HOME FOUNDATION

Jewish Home Family helps hundreds of elders and their families every year, fulfilling our mission to make aging a vital and meaningful experience through understanding and meeting the unique needs of each individual and providing care and services rooted in our tradition of Jewish values. Jewish Home Foundation is proud to serve as the philanthropic arm that helps to bring the resources and generosity of our community to Jewish Home Family.

Jewish Home Foundation concluded 2022 with a successful Gala that honored Ira Robbins and Valley Bank, who have long been special friends of Jewish Home. We celebrated an evening of transformation and vision for the future, highlighted by our special guest, Nancy Spielberg. Nancy spoke about her unique journey as both a Jewish philanthropist and documentary filmmaker and showed a clip of her film "Above and Beyond," the story of the formation of the Israel Air Force. This was a well-attended evening and we were pleased to have raised more than \$720,000 through our Tribute journal.

The Boneh Olam "Builders of the World" annual giving program provides operational support for Jewish Home Family entities. Some of the ways in which Boneh Olam funds make a difference include: thoughtfully planned recreational activities and outings for our elders; providing an interactive Amazon "Alexa" in each room to enable elders to access news and entertainment through voice activation; and a virtual reality system for both rehabilitation and engagement. In the all-important area of staff recruitment, Boneh Olam funds have helped to underwrite the expenses of our CNA training program, growing workforce through a unique and creative partnership with Bergen Community College.

Donations to Boneh Olam may also be used to support special events and projects throughout the year such as our Golf and Tennis Classic, Gala and Tribute Journal, holiday cards, and our Patron Calendar. Levels of giving begin at \$2500 per year and this year a new Boneh Olam recognition wall is being created in the lobby of Jewish Home at Rockleigh to recognize all of these vital donors.

Our 29th annual Golf and Tennis Classic was held in June at Alpine Country Club, Tenafly Racquet Club, and Temple Emanu-El of Closter. This year, we expanded activities to include a tennis clinic as well as a tennis tournament, added pickleball and yoga, and, again, had a great turnout for our card tournament that also featured a "Tricky Tray." It was a very successful and well attended event. Our Golf and Tennis honoree was Jean Hollowell. Jean is a former family member at Jewish Home at Rockleigh, a dedicated volunteer and a past board member of Jewish Home Foundation. Our Golf and Tennis Classic grossed more than \$300,000 and netted close to \$200,000, close to \$40,000 more than the previous year.



**Howard Chernin**  
President  
Jewish Home Foundation

A new Foundation initiative is the creation of a "Gratitude Program" for family and elders. Through this program, they can honor staff members who have made a difference for them.

We thank our board members for their time and support, as well as our many generous donors and friends. We also want to thank the many volunteers who help us throughout the year with our fundraising activities and events. We could not do it without all of you.

## 2023 BONEH OLAM BUILDERS OF THE WORLD ANNUAL GIVING PROGRAM\*

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The Kaplen Foundation

### DESIGNER

Henry & Marilyn Taub Foundation

### BUILDER

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Eva Holzer

Rachel & Michael Rimland

### ARCHITECT

Almar Foundation Trust

Jack Feiler

The Russell Berrie Foundation

Lynne & Martin Zaikov

### DRAFTSMAN

Richard H. Holzer Memorial Foundation

Valley Bank

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Susan M. Saril

Sheila & Gabe Schlisser

Charlene Vannucci

Sydelle Wolfin

Arlene Zweifler

\*as of 8/17/2023



## NEW REHABILITATION CENTER AND STAFFING INNOVATIONS

This year has been marked by change, in the long term care field and in our organization. Of course, the most visible change for Jewish Home at Rockleigh has been the opening of the new Center for Rehabilitation Excellence that took place in December 2022. It was a long time coming and, as we had hoped, as soon as we opened our doors we filled our 60 new patient rooms with short term rehab admissions.

Rehabilitation has become an increasingly important part of our work for inpatients, outpatients and those who reside in our long term care community. We have learned that improving mobility and increasing function is almost always possible and that we can help people get stronger, be as independent as possible and regain quality of life.

The new configuration, households of 15 rooms each, has caused us to think differently and work differently, all in ways that benefit those we serve. We get comments nearly every day from patients and families who remark on the great staff, the great service and the beautiful surroundings.

Change has also been in the air as we've worked to rebuild our long term care census. In a post-COVID world, we are proud that our recovery as an organization has been far better than many of our peers but we still have work to do. We're working to make the long term care experience one that is more elder-directed and more engaging and we are making great strides in that effort with much more to come.

One area that has been both a challenge and a change has been in our staffing. In years past, Jewish Home at Rockleigh prided itself on rarely, if ever, using staff from agencies. Today, as we face staffing shortages in many different areas, we have had to rely on agency staff, particularly in nursing. While we are grateful that agency staffing is an option, the cost is very high and the quality is not always at the level we demand. In an effort to address this issue, management has taken on a big initiative to move the professional nurses

We get comments nearly every day from patients and families who remark on the great staff, the great service and the beautiful surroundings.

to 12 hour shifts rather than 8 hour shifts. The simple explanation is that with 8 hour shifts you need three people to cover a 24 period and with 12 hour shifts, you need two. Less people needed means we can spread our own staff differently and decrease the agency usage.

This new schedule began June 11 and has really been embraced by the nursing staff and has actually helped us to recruit more staff, who prefer this kind of schedule configuration.

And, of course, change took place within the leadership of Jewish Home at Rockleigh. After 12 years as the administrator on the Rockleigh campus, Sunni Herman left us on June 1st. Aryeh Markowitz has stepped into the role of licensed administrator of the nursing home. Ari has been with Jewish Home organization since 2021 as the Executive Director of Jewish Home Assisted Living but his history with us goes further back. He actually began his career at Rockleigh as a social worker. He did his administrator training while at Rockleigh, became assistant administrator and then left for 10 years to work in the nursing home field. He was happy to, as he says, "come home" in 2021 and we are delighted to have him as our Rockleigh executive.



**Lisa Mactas**  
President  
Jewish Home at Rockleigh



**Aryeh Markowitz**  
Administrator  
Jewish Home at Rockleigh



## TAKING IT TO ANOTHER LEVEL

If 2022 was the year of "Moving Forward" from the pandemic, then 2023 has been the year that has taken Jewish Home Assisted Living to "another level." We are thankful that the world is finally in a place where so much of the restricting guidance that was a product of the pandemic has been scaled back. It has allowed us to bring normalcy back to our elders.

As we know, at Jewish Home Assisted Living, there is nothing "normal" or "regular" in the daily lives of our elders. We pride ourselves in creating a culture of "best life" for our elders on a daily basis. Our elders want to live life to the fullest, and we want that to happen for them.

This year, we took many of our elders to see "Fiddler on the Roof" on Broadway, and welcomed famed cantor and recording artist, Malachi Kanfer to our building for a concert. We also enjoyed the seamless harmonies of Columbia University's Jewish acapella group, Pizmon, and even enjoyed a visit from an Olympic Figure Skater. We introduced our brand new "Summer Walking Challenge" which united elders and staff in tracking their steps to, collectively, walk across the United States. Our elders are also enjoying our brand new Virtual Reality System, and we can't forget the countless creative programs that we call the "Culinary Experience," provided by our own Avi Feld. Our intergenerational programming is also stronger than ever, with unique programs like Names, Not Numbers connecting our elders to local 8th grade students.

Memory Lane has continued in its transition to a Green House model. We welcomed our new Green House Guide, Melanie Wallen, and have solidified a consistent team of caregivers, who are receiving ongoing Green House training. We are also excited to begin the physical transformation of that space to help support our Green House concept.

The number one challenge for our field as a whole is staffing. We are pleased to report that, through working with organizations like United Methodist and Bergen Community College, evaluating pay rates, and continuing to develop a work culture that is appealing to employees, Jewish Home Assisted Living has been able to significantly reduce agency staffing and looks forward to eliminating agency entirely, very soon.

We pride ourselves  
in creating a culture  
of "best life" for our  
elders on a daily basis.



**Maggie Kaplen**  
President  
Jewish Home Assisted Living

Jewish Home Assisted Living has also continued to maintain its Advanced Standing status by continuing to produce deficiency-free surveys.

None of this would be possible without the exceptional, determined and creative work of our management team. We have had some wonderful changes to our team in the last year. Joseph Schuck was promoted from Assistant Director of Nursing to Director of Nursing, and Gladys Cobos, who has been a Registered Nurse for JHAL for the past 13 years, was promoted to Assistant Director of Nursing. Joe and Gladys make an exceptional team, taking our clinical services to the next level. We would be remiss if we didn't mention the other dedicated members of our management team, Nancy Ames, Julie Cochrane, Chris Sarvis and Charlene Vannucci who continue to be tremendous assets to our organization and to our elders.

We look forward to another successful year of service at Jewish Home Assisted Living.





## MEETING THE GROWING NEED AMIDST CHALLENGES

When the Jewish Home Family opened our homecare agency in 2015, we never anticipated the changes that were ahead of us. For our first five years of operation, we experienced steady growth in cases and aide staff, feeling confident about the ways in which offering non-medical homecare expanded our continuum and our reach into the community.

We had many clients from around our area as well as a number within the walls of our own buildings and our corps of aides was ever expanding as our compensation was competitive and our benefits far superior to others in the market. Our reputation for outstanding service and the willingness, and ability, to go the extra mile was both well-earned and well-deserved.

COVID, as it did so many things, hit homecare hard. We lost clients in all settings, especially in the community when individuals were afraid or reluctant to have anyone come into their homes. We lost staff who left the field, fearful for their own safety and the safety of their families.

Rebuilding homecare had its own share of challenges. Finding home health aides was more difficult than ever before and, without staff, we could not take on cases. We also had some shifts in management that were difficult to right.

After many intense efforts to put homecare on a more successful course, we made the difficult decision to close our agency as of August 31. Some of our aides joined our staff at Assisted Living and others transferred to other agencies, as did our case load. It was a thoughtfully made, well considered and painful decision for us.

We continue to believe that homecare is important. We know that people want to age in place, in community, for as long as possible. And many of them cannot do that successfully without support. As we see the world of eldercare services changing, with a greater number of older adults and more living longer at home, we hope that, at some point in the future, we will once again have the opportunity to provide services in this vital arena.

Why is homecare important to us? We know that people want to age in place, in community, for as long as possible.



**Carol Silver Elliott**  
President  
Jewish Home at Home



## Jewish Home Foundation

Connects with the Community





## SPIRITUAL CARE AT JEWISH HOME FAMILY



Rabbi Jerome Berkowitz



Rabbi Ari Korenblit



Betty Selkirk

Because our name contains the word “Jewish,” we are often asked if you have to be Jewish to receive our services. Of course, that answer is no. We are open to all people, regardless of race, color, religion, disability, gender, gender expression, age or national origin. We are here to serve people who need us as we have been for more than a century.

As a Jewish organization, of course, our primary religious services and practice are for those of the Jewish faith (and open to anyone regardless of religion). But what you may not know is that we provide religious programming for many other faith traditions. At Jewish Home at Rockleigh we have a Eucharistic minister who offers weekly prayer services and, on both campuses, we have regular visits from Catholic clergy. If an elder is of any other faith, we reach out to make connections and ensure that we have spiritual care that is appropriate for that elder.

Recently, we chatted with our three primary spiritual care providers—Rabbi Jerome Berkowitz, Chaplain at Jewish Home at Rockleigh; Rabbi Ari Korenblit, Chaplain at Jewish Home Assisted Living; and Betty Selkirk, a member of our Recreation team at Jewish Home at Rockleigh who is also a Eucharistic minister.

We talked about what spiritual care means. All three spiritual leaders talked about the need to understand each individual, their perceptions and beliefs as well as their feelings about faith. Rabbi Korenblit said that every human being has both a unique spiritual and a physical side and Rabbi Berkowitz pointed out, in the same vein, that “Your path to the Almighty is your path.” Their role, as spiritual leaders, is to reinforce “whatever the individual believes in.” Betty said she likes to help people “have the opportunity to pray more often” and to encourage them to “be grateful for all that they have received.”

Rabbi Berkowitz said that there are “no budget constraints when it comes to enriching an elder’s spiritual path” and he contrasted that with his previous work in another elder care environment. “The Jewish Home,” he said, “is willing to do whatever it takes” to help an elder and that he is “so happy to be allowed to do what I do.” Betty added that giving Communion to

elders can be both emotional and profound. “For some people it has been years since they took Communion,” she said. “People are so grateful for the opportunity and I,” she continued, “am humbled by the experience.”

“Everyone comes in as God’s child,” said Rabbi Korenblit. “Our calling is to minister to them,” he continued. He said he believes that “every day is valuable and that every day is like the last day before our death—we have to seize the opportunities.” He also believes that “Loneliness is the greatest plague and spirituality is the greatest cure.”

Whether developing relationships with elders and families or being present during crises, connecting is one of the most important things they each identified. “I try to encourage them to talk, to use their voice,” said Rabbi Berkowitz. Betty added that, for her, beginning with a smile and genuine interest is the best way to build a bridge. And Rabbi Korenblit summed it up well as he said “Our job is to understand what their needs are and, through understanding, try to find ways to relieve their psychic pain.”

Whatever your faith tradition, you will find acceptance and support across Jewish Home Family.





## ADVENTURES FOR JEWISH HOME ELDERS

At Jewish Home Family, our mission is to enrich and enhance the lives of the elders every day. That includes many programs to address each individual as a whole person—mind, body and spirit. From discussion groups to exercise and music to education, we strive to have something engaging for everyone. In addition, we firmly believe that age is just a number and that there is no reason that we cannot provide special events—and even adventures—to those we serve.

Many people know that Jewish Home Family has taken several missions of elders on once-in-a-lifetime trips to Israel. We call it the “ultimate field trip” but there are many more adventures that take place on an ongoing basis, closer to home. With the world reopening, our elders have made the most of the opportunities available in our area.

One recent example was the Mother’s Day outing that some of our Jewish Home at Rockleigh elders took to the Bridgerton Experience in New York City. They had been watching “Bridgerton” together—a popular series about a family in London during the Regency era—and relished the chance to go, dressed in their Victorian finery! They enjoyed the bus ride and sightseeing, sharing memories and stories. And, on arrival at the Exhibition, they were treated like the “belles of the ball.” They enjoyed the music, entertainment and decorations and were even invited to dance by others in attendance. It was a day that some of them described as “the best Mother’s Day ever.”



Jewish Home Assisted Living residents have also had some incredible experiences. They have had the opportunity to see two major shows in New York City, “Harmony” and “Fiddler on the Roof.” Fiddler was the Yiddish version and both shows were huge hits with our elders. But our sports fans were not to be left out. The Yankees, Mets and even the New York Boulders will never be the same after our Jewish Home Assisted Living bus pulls up and our elders yell “Play ball!” Elders living at Jewish Home at Rockleigh also saw the Bronx Bombers, sharing Yankees memories with staff and indulging in all the stadium favorites.

In addition, our Jewish Home Assisted Living elders set sail on the Hudson. We took a cruise down the Hudson River, boarding at Newburgh and sailing to West Point and back. More than one elder ask if we could make this an annual event. One elder took President and CEO Carol Silver Elliott’s arm, smiled and said “You must be very brave to do this.” She smiled and later wrote, “This has nothing to do with bravery and everything to do with enhancing quality of life for our elders.”

And sometimes the show comes to our elders! Acclaimed documentarian Nancy Spielberg joined us at Jewish Home Assisted Living to screen her film “Above and Beyond” about the genesis of the Israeli Air Force and she graciously stayed to answer many questions after the film.

What does the future hold? We like to think that if our elders want to do it, we will make it happen. It is what they deserve and what we are here to provide.





## THE JOURNEY TO CAREGIVING

Believing in our staff, and helping people grow, is a hallmark of Jewish Home Family. There are many examples of this not the least of which is Eric Riguerra, RN, Director of Nursing who began his career as a nurse when the nursing home was temporarily located on the River Vale site. He advanced through the management levels and has been serving as the Director of Nursing for Jewish Home at Rockleigh for the last 13 years. Giving employees a chance to advance, and supporting those efforts, is a deeply ingrained element in our Human Resources philosophy.

One of our recent examples is one that truly makes us proud. Kimberlie Joseph-Boutine began her career at Jewish Home at Rockleigh in 2018 and worked with us during the difficult days of the pandemic. She worked in our Dining Services Department as a dietary aide.

"When I started working in Dining Services," she recalls, "I found myself interacting with residents now and then but realized that I wanted to be closer and more involved in their care. I went to Human Resources and said, 'Please let me become a caregiver' and they made it happen."

"She was always a good worker," recalls Dining Services Director Nelson Reyes, "but as the pandemic went on, she wanted to provide more direct care for the elders. For her it was a calling."

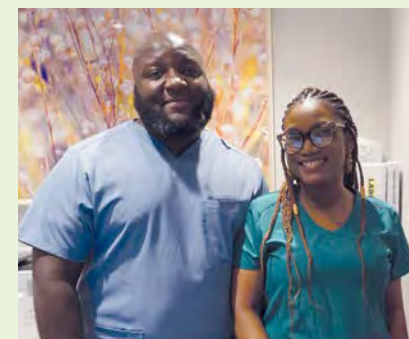


Jewish Home Family Vice President of Human Resources Lauren Levant worked with Joseph-Boutine to earn caregiving certification and she was soon deployed within the Nursing department. "At the beginning of the COVID pandemic, Jewish Home Family put out a call to our staff asking if there was anyone who would be willing to become a Temporary Nursing Aide through a State-approved training and certification program," Levant recalls.

"Kimberlie was one of the first to step up and complete the necessary requirements. I remember that, in the early days after she became a TNA, I would see her in the building — beaming with pride that she was able to advance herself as well as help others." About a year into the pandemic, the opportunity to become a fully certified CNA (certified nursing assistant) became available through a unique partnership between Jewish Home and Bergen Community College. Kimberlie was the first to inquire about this program which she completed successfully.

"On any given day", Lauren says, "you can see Kimberlie walking through the building with a tremendous amount of fulfillment, not only for herself but knowing that each day she makes a difference."

"Jewish Home is like a family," says Kimberlie. "If you need help, people will always go out of their way to give you a hand. That's what I love about working here."





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