



Annual Report 2019

Savor Your Lifestyle





**Renée J.
Bernasconi**

Dear Residents, Members, Families, and Staff of Seabury,

As I reflect on my first six months as President & CEO, it was a time of excitement, renewed energy, and great satisfaction with the completion of the three-year Repositioning Project on campus. I am pleased to report that this project came in on schedule and under budget. Also, it is with great pride that we state that Seabury met bond covenants for 2019 and retired its short-term debt well ahead of schedule.

No institution's success should be measured solely on its past but on its ability to meet present challenges and avoid future problems by proper planning. Seabury has and will continue to meet all three of those metrics. Seabury's forward-looking approach to planning ensures its success for generations to come.

To this end, Seabury is currently working toward a capital project to replace six existing cottages (currently offline) with two hybrid buildings comprising 24 new Independent Living Apartments, common space amenities, and a clubhouse. This project was initially board-approved as part of Seabury's strategic planning process in 2015 and again in 2019. We look forward to sharing with you the progress of this exciting new development.

Succession planning is no exception and is a central element of an organization's success, stability, and an essential part of risk management. Unfortunately, Seabury learned the hard way when its first CEO died unexpectedly in 2011. I would like to recognize those responsible for Seabury's success and leaders who led Seabury before me, the first CEO, John S. Mobley, our most recent CEO, Rick C. Health, and the incredibly devoted CHHI Board of Directors. My sincere appreciation is also extended to the Management Team, Seabury Staff, and Residents for their unparalleled commitment and dedication to this organization.

An exceptional Executive Team has been assembled to lead us into the next decade and beyond. This Team has already accomplished many projects worth noting here: Achieved its 5-Year CARF/CCAC Accreditation, Fitting out of the new Primary Care Suite/Clinic space and opened the Clinic in the new HealthCare Wing and adding six unique views apartments in its place, Refurbishment of the Main Dining Room, Private Dining Room, and Staff Dining Room, the Consecration of The Bishop's Chapel as an Episcopal Church and the installation of Seabury's new Chaplain. On an aside, we are proud of Seabury At Home's continued growth and the end of the Seabury Charitable Foundation's hiatus spanning over the Repositioning Project. We look forward to the Foundation's very bright future!

I have enjoyed almost 24 years at Seabury and have started my journey as the leader of this incredible 143-year-old organization. To quote Mark Twain, "The two most important days in your life are the day you are born, and the day you find out why." It's difficult to say when Seabury became such an important part of my life, but there is no question Seabury is "my why."

I look forward to many more years at Seabury, the extraordinary work that will be accomplished on behalf of the Residents and Members that we serve, and our unwavering commitment to Seabury's mission.

Sincerely,

Renée J. Bernasconi, MBA, LNHA
President & CEO



Gale Mattison

Dear Friends of Seabury,

I have had the opportunity to serve on the Board of Directors for the past 10 years with the past four as the Chair. I am immensely grateful for this privilege. When Seabury tragically lost its CEO [in 2011] it required that The Board consider what the future of the community should be and how we would get there. In that process we formed a vision that would continue the outstanding nature of Seabury plus grow it to a vibrant, and perhaps somewhat gregarious, community.

We have modernized and expanded our facilities, moved toward a “green” physical plant – and I am not referring to any painting – with solar arrays, geothermal wells, and other energy and financially advantageous adjustments. While I could talk on and on regarding our enhancements, let’s just say that I am quite proud of the new South Wing, Chapel, Bistro and other changes that have come about over the past few years.

My introduction to Seabury At Home at a Board Meeting noted that the program was growing and had approximately 35 members. Today there are over 215 active members. While many members have utilized the opportunity to move onto campus, the program continues to expand.

My wife Donna and I are members of Seabury At Home as are other Board Members, including the incoming Chair, and our President & CEO. We share a personal commitment and interest in the long term health and financial viability of the total community. We are invested in success.

The Seabury Charitable Foundation is maturing and needs to become a serious focus of Residents, Members and friends of Seabury. A strong Charitable Foundation provided our extended community with a greater ability to live up to its true potential. The Foundation can help support Residents and Members in need, provide and assist in major activities and purchase supportive items that might not otherwise be available to us. We all need to pay attention to the Charitable Foundation and, in whatever way we can, support it in its mission and goals.

In looking toward the future, Seabury needs to continue to adapt and innovate to maintain our relevance and marketability. We need to be sure we have the right mix of apartments and services so that new folks will want to become part of this community. I vividly recall many individuals asking me “why does Seabury need to change? Why do we need to build a new wing and add community space? It is just fine the way it is.” This should never become one’s view of the future. Seabury cannot stand still; without continued reinvention and innovation we lose opportunity to strengthen Seabury’s future financial stability and opportunity to continue to be a vibrant and active community.

Our affiliation with the Episcopal Church is one of our strengths. It promotes a community that is welcoming to all. This connection goes back to 1876; by my count, 143 years. The Episcopal Church has a long and strong history of establishing and nurturing schools and universities, along with other social and community organizations. Seabury is part of that history. It is part of our core values. These ties and values cannot be lost or diminished as they are a part of our history and our relevance in the world.

As I come to the end of this stream of consciousness it completes my term as a Member and Chair of the Board of Directors. But it does not end my ties and involvement. I remain a part of both the Seabury At Home and Seabury Charitable Foundation Boards of Directors. I will continue my involvement so long as the opportunity remains.

I cannot end without expressing my appreciation to Renée and her staff as well as the many current and former Board members who have given so much of their time and talents. I also want to say a sincere thank you to four individuals;

To the Rev. Dr. Borden Painter, who encouraged me to join him on the Board of Directors. Knowing little about Seabury, I knew that Borden would never ask anyone to join him in an endeavor that was not one of quality. It certainly has been that.

To Ray Madorin, who served for five years as the Chair of the Board and who asked me to partner with him to move Seabury forward; I depart the Board confident that this has been accomplished. And done well.

To the Right Rev. Ian Douglas, the Bishop of the Episcopal Church in Connecticut. His support of Seabury has significantly impacted our ability to mature into the ecclesiastical and corporate community we are today.

To Dr. Jonathan Dixon, who succeeds me as the Board Chair. This Board is comprised of talented and dedicated people. This community epitomizes a level of personal success and accomplishment that will make your responsibilities much easier to live up to.

Thank you....

Sincerely Yours,

A handwritten signature in dark ink, appearing to read "Gale Mattison". The signature is fluid and cursive, written on a light-colored background.

Gale Mattison
Chairman of the Board of Directors

2019 BOARD OF DIRECTORS

Officers



Gale A. Mattison, *Chairman*

- Retired Executive Financial Officer, State of Connecticut
- Past Chief Fiscal Officer, Connecticut Department of Correction
- Past Vestry Member, St. James's Episcopal Church, West Hartford
- Past Jr. Warden, St. James's Episcopal Church, West Hartford
- Past Member, Board of Directors, University of Connecticut Health Care Finance Corp.
- Past Vice Chairman, Board of Directors, Connecticut Lottery Corporation
- Past Treasurer, Tibetan Terrier Club of America
- President, Farmington Valley Kennel Club
- Veteran, U.S. Army 1968-1971
- Chairman, Board of Directors, Seabury, Inc.



The Right Rev. Bishop Ian T. Douglas, *Ecclesiastical Authority Ex officio*

- Bishop Diocesan, Episcopal Diocese of CT, Overseeing 168+ Parishes & Affiliated Organizations
- Member of the Anglican Consultative Council and Standing Committee of the Anglican Communion
- Former Angus Dun Professor of Mission and World Christianity, Episcopal Divinity School, Cambridge, MA
- Ecclesiastical Authority
- Spirituality & Worship Committee
- Board of Directors, Seabury, Inc.



Renée J. Bernasconi, MBA, *Non-Director*

- President & CEO, Seabury
- Licensed Nursing Home Administrator, CT
- Certified Marketing Professional
- Beta Gamma Sigma Honor Society
- Executive Vice President, Chief Strategy Officer, Seabury
- Board of Directors, Seabury At Home
- Board of Directors, Seabury, Inc.
- Board of Directors, Seabury Charitable Foundation



Jonathan A. Dixon, M.D., *Vice Chairman*

- Physician
- Director, Rheumatology Clinic, Hartford Hospital
- Assistant Clinical Professor of Medicine, University of Connecticut School of Medicine
- Past Major, U.S. Army Medical Corps
- Past Board of Directors, Hartford Healthcare Corporation
- Past President of the Medical Staff, Hartford Hospital
- Past Chief, Division of Rheumatology, Hartford Hospital
- Past Board of Directors, Hartford County Medical Association
- Past Chairman, Physician Health Committee, Hartford County Medical Association
- Past Chairman, Hartford Physician-Hospital Organization ad hoc Committee on Medicare Risk Contracting
- Past President, Hartford Physician-Hospital Organization
- Past President, Hartford Physicians Association
- Past Chairman, Medical Advisory Board of the Hartford Physicians Organization
- Past Board of Directors, Hartford Physicians Organization
- Past U.S. Army Europe, Consultant in Rheumatology and Immunology
- Board of Directors, Seabury, Inc.; Chair, Health Care Services Committee



Rev. Erl G. (Puck) Purnell, *Secretary*

- Episcopal Priest
- Retired Rector of Old St. Andrew's Church, Bloomfield
- Distinguished Naval Graduate & Naval Aviator
- U.S. Army Aviator
- Classroom teacher
- Farmer
- Founder of Oberon, Small Business Computing
- Director of Annual Giving & Alumni Secretary - Kent School, Kent
- Director of Development Berkeley Divinity School & Assoc. Director of Yale Divinity School
- Author - *A Seakayaker's Trip Planner & Logbook; A Sampler of Poems; Mainly Poems; Through Mark's Eyes* as well as numerous articles and essays
- Builder of kayaks & carver of Greenland style paddles
- Part-time pilot of a 1941 J-3 Piper Cub
- Chair, Spirituality & Worship Committee
- Building & Grounds Committee
- Executive Committee
- Board of Directors, Seabury, Inc.



William J. Thompson, *Treasurer*

- Principal and Consulting Actuary, Milliman, Inc.
- Fellow, Society of Actuaries
- Member, American Academy of Actuaries
- Faculty Member, American Academy of Actuaries Life & Health Qualifications Seminar
- Facilitator, Society of Actuaries Fellowship Admissions Course and Associateship Professionalism Course
- Chairman, Insurance Board for Diocese of Connecticut
- Member, State of Connecticut Continuing Care Advisory Committee
- Former Vestry Member and Finance Committee Chair, St. James's Episcopal Church, West Hartford
- Board of Directors, Seabury Charitable Foundation
- Chair, Finance & Audit Committee
- Investment Committee
- Treasurer, Board of Directors, Seabury, Inc.

Board Members



Thomas E. Andersen

- Director of Engineering, Bartlett Brinard Eacott, Incorporated
- Past Chairman, University of Hartford Construction Institute
- USGBC LEED Accredited Professional
- Board of Directors, Seabury, Inc.; Chair, Building & Grounds Committee
- Board of Directors, Seabury, Inc.



Bradford S. Babbitt, Esq.

- Equity Partner, Robinson & Cole, LLP
- Member American Bar Association
- Chair, Content Management Committee, Section of Litigation, ABA
- Federal Bar Council of the Second Circuit
- Ranked in Chambers USA, and Benchmark Litigation
- Chancellor to the Bishop Diocesan of the Episcopal Diocese of CT
- Past Tournament Chairman of the Travelers Championship
- Executive Governance Committee
- Board of Directors, Seabury, Inc.



Linda Berry

- West Hartford Board of Education (1985-93)
- Board member of the Capital Region Education Council (1989-93, Chairman 1991-92)
- Board member of West Hartford Community Television (1985-2000, President 1996-98)
- In seven years at Seabury, has served as Chair of both the Hospitality and Communications Committees, Co-Chair of the Staff Appreciation Fund, Editor of Voices and The Buzz, and President of the Residents' Association.
- Volunteer since 1962 and active with countless organizations, often as Treasurer and/or President
- Finance & Audit Committee
- Governance Committee
- Board of Directors, Seabury, Inc.



The Rev. Rowena Kemp

- An Episcopal priest serving as the Priest-In-Charge at Grace Episcopal Church in Hartford, Rev.
- Member Parkville Community Association
- Board Member, Hartford's South Park Inn
- Board Member, Berkeley Divinity School at Yale
- Bishop's Representative, Board of Directors, Seabury, Inc.
- Member, Worship and Spirituality Committee
- Board of Directors, Seabury, Inc.



Raymond Madorin, *Director Emeritus*

- Attorney in sole practice
- President, Hartford County Bar Association 1989-1990
- Former Vestry Member and Sr. Warden, St. James's Episcopal Church, West Hartford
- Board of Trustees, Goodwin College (Chair of Finance Committee)
- Treasurer, Farmington Exchange Club
- Board of Directors, Seabury At Home, Inc.
- Board of Directors, Seabury Charitable Foundation, Inc.
- Past President, Board of Directors, Seabury Memory Care Center, Inc.
- Past President, Board of Directors, Seabury, Inc.
- Building & Grounds Committee
- Governance Committee
- Secretary & Treasurer, Seabury At Home, Inc.



Dr. Marnie W. Mueller

- Retired Senior Vice President, Connecticut Mutual Life Insurance Co.
- Past consultant to the Episcopal Diocese of Connecticut for rector search and strategic planning
- President of Trustees for Receiving Donations for the Support of the Bishop
- Chair, Board of Directors, Institute for Community Research, Hartford
- Trustee, Elizabeth Colt Bequest
- Trustee, Calvin J. Kazanjian Economics Foundation
- Investment Committee
- Board of Directors, Seabury, Inc.



Monique R. Polidoro, Esq.

- Partner, Rogin Nassau LLC
- Chair, Professional Advisory Committee of the Hartford Foundation for Public Giving
- Member, Estate & Business Planning Council of Hartford
- Member, Connecticut Estate & Tax Planning Council
- Healthcare Services Committee
- Board of Directors, Seabury, Inc.



Craig W. Scott

- BS in managerial finance from Babson College, Wellesley, MA
- MS in operations management from Rensselaer Polytechnic Institute, Troy, NY
- Graduate of the Pratt & Whitney Finance Leadership Program
- Vice President & CFO of Windsor-based Aero Gear, Inc., a leading supplier to the global aerospace industry
- Past Treasurer of Old St. Andrew's Church, Bloomfield
- Board of Directors, Seabury, Inc., Finance & Audit Committee and Investment Committee



Ron Theriault

- Principal & Senior Business Development Associate, OneDigital Health and Benefits
- Principal & Senior Consultant, Ovation Benefits
- Vice President/Co-Owner, Associated Benefits, LLC
- Underwriter, Corporate HealthCare Financing
- Senior Underwriter, The Travelers
- Past President, Plainville Chamber of Commerce
- Seabury At Home, Board of Directors
- Board of Directors, Seabury, Inc.



John R. Wadsworth

- IT Professional, Cigna Corporation, Retired
- Past Operations Manager for Print to Mail & Administrative Services Budget Lead, State of Connecticut
- Past Officer, U.S. Navy
- Past Vestry member and Senior Warden, Eucharistic Minister, Education for Ministry graduate, Feeding and Refugee Relocation Ministries, St. James, West Hartford
- Board of Directors, Seabury, Inc., Building and grounds Committee, Finance and Audit Committee



Richard Woodring

- Bachelor of Science in Civil Engineering, Drexel Institute of Technology
- Master of Science in Civil Engineering, University of Illinois
- Ph.D. in Civil Engineering, University of Illinois
- Doctor of Engineering, Honorary, Drexel University
- Professor Emeritus of Civil Engineering, Drexel University
- Dean Emeritus of Engineering, Drexel University
- Vice President of Student Life, Drexel University
- Honorary Member, American Society of Civil Engineering
- Laboratories at Drexel are named: The Richard Woodring Civil and Architectural Engineering Laboratories
- Co-Chair of the Gardens and Greenhouse Committee, Seabury
- Member and Co-Chair, Adult Learning Program (ALP) through UConn, Curriculum Committee and presenter of several courses

- Member of Christ the King Evangelical Lutheran Church and is Co-President of the Church Council, Assisting Minister and Co-Chair of the Worship and Music Committee, Windsor
- Building & Grounds Committee
- Finance & Audit Committee
- Board of Directors, Seabury, Inc.



Renée J. Bernasconi, MBA, LNHA

- President & CEO, Seabury
- Licensed Nursing Home Administrator, CT
- Certified Marketing Professional
- Beta Gamma Sigma Honor Society
- Executive Vice President, Chief Strategy Officer, Seabury
- Board of Directors, Seabury At Home
- Board of Directors, Seabury, Inc.
- Board of Directors, Seabury Charitable Foundation

On June 1, 2019, Renée J. Bernasconi, MBA, LNHA, assumed the position as Seabury's third President & CEO, following seven years of leadership by Richard C. Heath. Leading up to Renée's transition as the calendar turned to 2019, she began to assemble her new Executive Team, for what she has coined, the "Dream Team." Although some were already in their new and permanent executive roles, it was on April 29, 2019, that all was made official. Reporting to Renée are Jacob Bompastore, LNHA; Vice President of Health Services; Gwynne Deveau, PHR, SHRM-CP; Vice President of Human Resources; Christine T. Dupont, Vice President of Marketing & Communications; Ruslan Kuzmenko, CPA; Vice President of Finance & Chief Financial Officer; Mike Oakes, Vice President of Engineering & Security; and Heather Stanton, Vice President of Resident & Member Services.

Beginning with Renée, we now take you inside the Executive Team to learn more about who they are, what are their backgrounds, and their unparalleled passion for Seabury!

Having been with Seabury for 23 years, I have gained extensive experience in the community operations, leadership, and vision. As President and CEO, I have the unique opportunity and challenge of driving Seabury's strategic direction and shaping its future success.

Alongside the dedicated staff and Board Members, I have an unrelenting commitment to propel Seabury into a prosperous and bright future, while honoring its storied past.



Jacob Bompastore, LNHA

How long have you worked at Seabury?
One year.

How will this role impact your personal growth and for the future success of Seabury?

I came to Seabury to provide further growth and progress in all healthcare areas as well as advance my career in healthcare at a great organization.

What do you hope to accomplish in your VP role at Seabury?

I hope to continue establishing the very best team in each healthcare area as we strive to continue and improve upon our high quality of care and services.

What is your education background and what led you to where you are today?

I earned my Bachelor's in Business Administration from Western New England College (now University), Springfield, Mass., and my Long Term Health Care Administrator's (LNHA) Certificate from UConn.

What are your hobbies and interests? Can you tell us more about you and your family?

I am happily married to my wife, Angela, for 11 years and a proud father of four. In my spare time, I enjoy cooking, gardening, coaching, the outdoors, and supporting all Boston sports teams.



Gwynne Deveau, PHR, SHRM-CP

How long have you worked at Seabury?
Twelve years (July 2008)

How will this role impact your personal growth and for the future success of Seabury?

I have progressively grown in my position at Seabury. I was hired as the HR Generalist, promoted to Director of Recruiting & Benefits and in 2015 was offered the position of Vice President of Human Resources (successor to Karen Sprout). The disciplines of human resources are very important in establishing Seabury as an employer of choice as well as help to foster the culture of the organization. As a strategic business partner, our department maintains compliance in human resources policies and collaborates with managers to source diverse talent to carry out the goals and mission.

What do you hope to accomplish in your VP role at Seabury?

My hope is that each candidate that becomes an employee and joins the Seabury team is viewed and valued the same way the Marketing Department views each and every Resident or prospect.

What is your education background and what led you to where you are today?

I earned my Bachelor of Arts from Central Connecticut State University (CCSU). My degree is a special studies in dance and deaf education. I attended Gallaudet University, Washington, D.C., and returned home to work where I earned my degree from Central.

What are your hobbies and interests? Can you tell us more about you and your family?

I worked fulltime for Colt Firearms in the "personnel" department and I was responsible for group health insurance which became my on-the-job training and future career path in Human Resources. I am a resident of Bloomfield with my husband, Jerry, of 23 years and one son; Samuel. Sam is currently a sophomore at UConn. My hobbies include riding horses, dance, theatre and enjoying the outdoors.



Christine T. DuPont

How long have you worked at Seabury?
6 years (May 2013)

How will this role impact your personal growth and for the future success of Seabury?

Since joining Seabury six years ago as a Marketing Counselor, I've consistently grown with in the organization, gaining new skills and perspective with every interaction. I gained new skills in both my roles as counselor and then Marketing Director. I intend to apply that knowledge, along with my experience to be effective in this new role. I know I will be faced with new challenges and from that, opportunities for personal and professional growth.

What do you hope to accomplish in your VP role at Seabury?

I strive to be a motivational leader for internal staff and positively impact operations to ensure the company meets all its necessary targets. I look forward to being part of an executive team that plays a pivotal role in helping Seabury remain successful, as well maintaining a strong vision for the future.

What is your education background and what led you to where you are today?

I hold a Double Bachelor of Arts degree from the University of Hartford in both Technical Writing and Public Relations. Early in my career, I held positions as an account coordinator for two marketing agencies and a grant writer for a community-based health center. My path to Seabury came by way of working nearly a decade for an integrated marketing agency with a robust client roster of senior living communities across the United States. This exposure to the senior living industry opened a new career path for me and when I read that Seabury had an opening for a marketing counselor on their campus, I immediately jumped at the opportunity to convert my skill set from the advertising agency world into a marketing role for a successful senior living organization.

What are your hobbies and interests? Can you tell us more about you and your family?

I've been happily married to my husband, Denis, for 13 years and we have two beautiful children, Olivia, and Dane. I have many interests that include various fitness pursuits, volunteering, music and spending time with family and friends.

**Ruslan Kuzmenko, CPA***How long have you worked at Seabury?*

Five years.

How will this role impact your personal growth and for the future success of Seabury?

I came to Seabury from a public accounting field where I gained a lot of experience and knowledge from different industries and clients. It was important for me to find a place where I could use my knowledge and challenge myself to see the other side of accounting where I would manage the finance department the way I expected my clients to do.

What do you hope to accomplish in your VP role at Seabury?

The most important role for me is finding the right balance of being conservative with Seabury's assets to preserve the future financial health of the organization and at the same time, being innovative and keeping all of the buildings and technology up to date without compromising on services.

What is your education background and what led you to where you are today?

I graduated from the University of Massachusetts, Amherst in 2007 with Bachelor's in Business Administration, majoring in Accounting and Information Systems. Right after college I got a job working in the accounting field and I continued my education at UMass in Accounting in order to be eligible to become a CPA. In 2010, I passed the CPA exam and continued my career growth from a staff accountant to a manager before leaving public accounting to work for Seabury.

What are your hobbies and interests? Can you tell us more about you and your family?

I was born and raised in Ukraine and came to the United States after graduating high school. I'm happily married to my wife Victoria and have two beautiful children: Tyler is eight and Alexa is six. I enjoy playing volleyball, soccer and tennis. I also coached my son's soccer team for two seasons.

**Mike Oakes, Vice President of Engineering & Security***How long have you worked at Seabury?*

Almost two years.

How will this role impact your personal growth and for the future success of Seabury?

I have always longed for a career that actually helped people. My work here at Seabury has been extremely rewarding to me. I truly feel that my work is enhancing people's lives.

What do you hope to accomplish in your VP role at Seabury?

I hope to be part of the team to bring Seabury to the next level from a green, financial and safety standpoint. In addition to that; contribute to the growth and future success of this organization.

What is your education background and what led you to where you are today?

I have over 30 years in construction/contracting experience. I have been involved in projects from residential home construction and remodeling to large high-rises, hospitals, college dorms, Senior Living Facilities and even Co-Generation and Nuclear Power Plants. I am a graduate of a U.S. Department of Labor Trade Apprenticeship Program. Furthermore, I am a licensed contractor and hold five other trade licenses. I have worked as a business owner, contractor, general foreman, superintendent, mechanical, electrical and plumbing (MEP) specialist and project manager.

What are your hobbies and interests? Can you tell us more about you and your family?

I have a wife and three children. I enjoy boating, camping and other outdoor activities.

**Heather Stanton, Vice President of Resident & Member Services***How long have you worked at Seabury?*

Fifteen years.

How will this role impact your personal growth and for the future success of Seabury?

I've been fortunate to have a wonderful career in this field. While at Seabury, I participated as a fellow in the national LeadingAge Leadership Academy, working with peers from across the country to help make other not-for-profit and mission-driven organizations serve older adults. I then joined the Leadership Academy with the Connecticut chapter of LeadingAge to mentor the next generation of fellows in our field. I'm eager to bring my leadership skills on an executive level at Seabury.

What do you hope to accomplish in your VP role at Seabury?

I oversee a few departments, including Culinary. When it was announced that we would be bringing back the Culinary operation in-house, I was ecstatic. What's more, it meant maintaining our dedicated Seabury chefs and kitchen staff as valued employees. It's going to be a fun challenge to help grow the Culinary department and come up with new and exciting initiatives to provide the finest dining possible for our Residents!

What is your education background and what led you to where you are today?

I attended Keene State College in Keene, N.H. As the director of Resident Services for many years at Seabury, this invaluable experience allowed me to comfortably and confidently ascend to vice president and the managing of multiple departments.

What are your hobbies and interests? Can you tell us more about you and your family?

I take great pride in using my theatre background to manage the biennial Seabury "Resident/Staff Show" which is a week's-long production held for Residents, Members, Board Members, friends of Seabury and families of Seabury staff. The 2019 production, which took place May 6 – 10, was titled "Home Is Where The Heart Is." I'm also a proud mother of two; Jack and Rosemary.

**Year Ended
September 30, 2019**

Church Home of Hartford
Incorporated year ending
September 30, 2019 audited
financial statements
excluding The Seabury
Charitable Foundation,
Inc., Seabury At Home
Incorporated, and
Seabury At Powder
Forest, LLC.

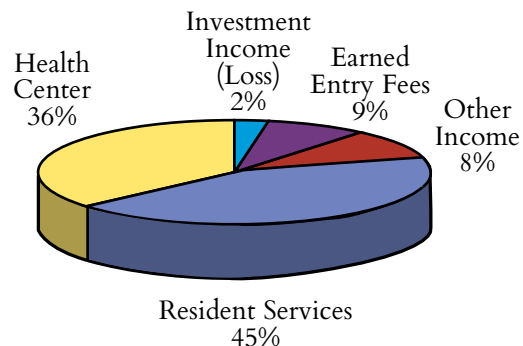
ASSETS

Current Assets	
Cash	\$5,604,432
Cash Held by Trustee	1,140,864
Accounts Receivable, Net	2,146,152
Prepaid Expenses and Other Current Assets	1,513,432
Total Current Assets	<u>10,404,880</u>
Investments	
Endowment Funds	14,430,704
Investments Held by Trustee	4,919,990
Total Investments	<u>19,350,694</u>
Property and Equipment	
Land	4,429,495
Buildings	156,089,219
Furniture, Fixtures and Equipment	10,354,128
Construction in Progress	51,554
Accumulated Depreciation	(61,158,684)
Net Property and Equipment	<u>109,765,712</u>
Other Assets	
Deferred Compensation Plan	224,434
Beneficial Interest in Perpetual Trusts	5,067,181
Investment in Limited Partnership	345,607
Total Other Assets	<u>5,637,222</u>
Total Assets	<u>\$145,158,508</u>

LIABILITIES AND NET ASSETS

Current Liabilities	
Current Portion of Long-Term Debt	\$1,117,186
Accounts Payable and Accrued Expenses	2,677,293
Entrance Fee Deposits	184,953
Total Current Liabilities	<u>3,979,432</u>
Long-Term Liabilities	
Long-Term Debt	81,892,733
Entry Fees Liabilities	65,253,107
Other Long-Term Liabilities	224,434
Total Long-Term Liabilities	<u>147,370,274</u>
Total Liabilities	<u>151,349,706</u>
Net Assets	<u>(6,191,198)</u>
Total Liabilities and Net Assets	<u>\$145,158,508</u>

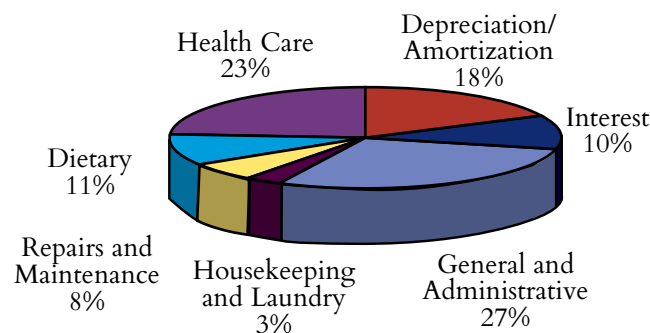
REVENUE 2018-19



Revenue:

Resident Services	
Earned Entry Fees	
Health Center	
Investment Income (Loss)	
Other Income	
Total Revenue	

EXPENSES 2018-19



2018-19

\$16,033,945
3,306,870
12,940,268
803,621
2,695,544
<u>\$35,780,248</u>

Expenses:

General and Administrative
Housekeeping and Laundry
Repairs and Maintenance
Dietary
Health Care
Depreciation/Amortization
Interest
Total Expenses

2018-19

\$11,267,360
1,069,986
3,047,143
4,451,795
9,543,582
7,557,981
4,232,339
<u>\$41,170,186</u>

Revenue less Expenses

(\$5,389,938)

Unrealized Market Gain - Investments

\$216,148

Change in Interest in Perpetual Trusts

(\$212,295)

Change in Net Assets

(\$5,386,085)

Welcome Home, Culinary!

On May 13, 2019, just a year after Seabury partnered with Sodexo to change the culture of the dining experience, improve resident experience and the breadth of menu options, the contract was terminated in favor of bringing back the Culinary operation, in-house! During this transition, which was finalized on August 10, sous chefs Kim Rukas and Erik Meischeid came “back” from Sodexo as Seabury employees, new staff was hired, including Executive Chef, Jesus Almodovar, and Catherine Ceneviva returned to Seabury to become the manager of the Main Dining Room.

The Culinary Department is positioned as a Resident Services area, and is thus overseen by Heather Stanton, Vice President of Resident & Member Services, who was tasked with rebuilding the kitchen staff, frontline staff and managers for all levels of care.

Much to the delight of the community, “fan-favorite” Kim Rukas was named

Director of Culinary Services, Erik Meischeid the Executive Sous Chef and Jasmine Mills, Dining Room Manager for The Views. Culinary is back HOME! And we couldn’t be more excited, Residents & Members, and staff alike!

Main Dining Room

On October 23, 2019, the long-awaited renovations to the Main Dining Room (MDR) were completed. This was a leftover project still on the radar following the multi-phase expansion and repositioning project that concluded earlier this year. New carpeting, lighting, a built-in buffet and a beautifully-appointed Private Dining Room with sliding doors and exclusive access to and from the kitchen, were the highlights to this project. Residents, Members and a plethora of other events each year, like the Gingerbread Brunch, can now enjoy an enhanced dining experience in the MDR to compliment what is already, in the Bistro!



The Fitness and Wellness department is very proud of the year we had in 2019. We continue to add and change our group exercise offerings based on interest and need. Our schedule now includes yoga, chair yoga, tai chi, aquatics, step, and core strengthening to name a few. The department maintains a presence in all levels of care offering one-on-one sessions to any Resident or Seabury At Home Member that is interested in improving their level of fitness.

In September, we held our inaugural Holistic Wellness Fair, our most innovative event of the year. Working with other departments we put together this outdoor event offering yoga and tai chi classes as well as booths with vendors offering massage, acupuncture, walking meditation through the meadow, reiki and more. One of the more popular vendors offered a short lecture on the use of herbs to treat chronic pain. Many Residents and Members attended and had a wonderful experience during a beautiful, early-fall day, feeling energized and invigorated.

At Seabury, we strive to offer diverse fitness and wellness offerings to appeal to every type of activity level. Out of this approach, we developed the STAR program, which stands for “Seabury Team Athletics and Recreation.” This program allows

Residents, Members and staff to participate in fun outdoor or indoor recreational sporting events as well as board and table games. Through collaboration, Resident and staff ambassadors of many sports organize clubs, tournaments and leagues to enhance the Seabury fitness and wellness experience. To date, we have had as many as 100 participants in the STAR program from all levels of care.

Furthermore, weight loss can be a very emotional and difficult journey. We decided here at Seabury that we wanted to win at “losing!” That’s how “Weight Winners” was born. As a weight loss support group, our main goals are to give participants the tools to lose weight and get healthy in the correct way. Each week we have a check-in where everyone can share a topic that interests them, followed up by a discussion topic where this open forum has yielded a lot of support to one another. We are encouraging and supportive throughout this campaign. Even some of our participants who have reached their goal, still come because it keeps them accountable. But most importantly, it’s fun!

The Fitness and Wellness department looks forward to another exciting year in 2020!



The Bishops' Chapel

On July 1, 2019, the search for a new Chaplain came to an end – with the introduction of Seabury's new Chaplain/Director; Center for Spirituality, The Rev. Jenn Pilat. Chaplain Jenn's primary focus has been to provide spiritual and emotional support for all Seabury Residents, and facilitate interfaith worship experiences throughout the community. She facilitated several Judeo-Christian events that included a lovely Rosh Hashanah dinner on Oct. 1, celebration of all eight nights of Hanukkah in December, and a Christmas Eve Lessons and Carols. Beyond those holiday festivities, Jenn led weekly Christian services on Sunday mornings and on every other Friday, held a Shabbat service with a local Jewish Cantor. She also provided spiritual and pastoral care for Independent Living Residents, oversaw weekly community hymn sing for Meadows Residents and similar bi-weekly musical gatherings for Views and Skilled Nursing Residents. One of Seabury's 2019 highlights included the Consecration of The Bishops' Chapel on Nov. 7 led by the Right Rev. Ian T. Douglas, Ph.D., the Episcopal Bishop in Connecticut. Over 120 Residents, Members, Board Members, Seabury staff and other constituents attended that historic day for Seabury. Chaplain Jenn was also formally installed as the Chaplain at Seabury that day. Additionally, Seabury was fortunate to have Bishop Douglas participate in the Chapel's Consecration and annual Christmas service.

Adult Learning Program (ALP) Year In Review

The Adult Learning Program (ALP) is affiliated with the University of Connecticut's Department of Extension and the Road Scholar/Elderhostel

program, with ALP classes open to everyone. Most classes are held at Seabury with the only admission requirement being a desire to participate in a relaxed, non-credit academic environment.

ALP members can participate in locally-conducted seminar-style classes and field trips dealing with current events, history, literature, health, the arts and science to name a few. Classes are taught by members of ALP as well as guest professors, judges, clergy and Seabury Residents – and many other subject matter experts.

For our 2019 Spring Preview program, our keynote speaker was Gregory Woodward, President of the University of Hartford. He provided inspiration to attendees with his presentation on "Elevating the Soul – Learning and the Aesthetic Experience." During the 2019 Spring and Fall sessions, over 100 ALP classes were offered, including the Previews to kick off each semester. A diverse range of topics were covered, such as:

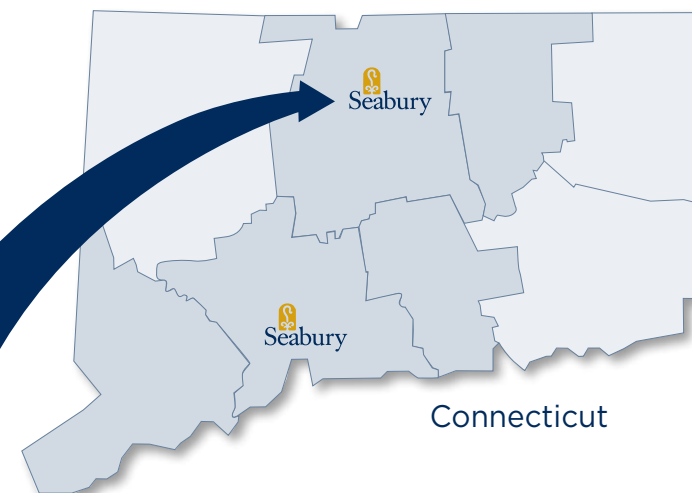
- **When Thailand Mourns** – Michael Robbins, Professor of History – University of Hartford
- **Human Races – The Perspective from Anthropology** – Michael Parks, Professor Emeritus of Anthropology – Central Connecticut State University
- **Recent Development of Connecticut Airport Authority (CAA) and Plan for the Future** – Alex Peterson, Manager of Government Affairs & Assistant to the Executive Director of the CAA, which includes Bradley International Airport.
- **The Hidden Strength of Our State Constitution** – Mike Shelton, Connecticut Appellate Judge



Seabury At Home began the year with 193 Members in all and finished with 223! Forty-one new Members joined the program during the year – including Seabury’s CEO – as several moved to campus to create the net increase of 30 Members. A majority of those Members hail from Hartford County but Seabury At Home also laid the groundwork to expand further down-state, as the program now has Members in five of the state’s eight counties, including one couple permanently residing in Maryland.

After opening our doors to New Haven County a few years ago, Seabury At Home began to widen its focus towards Fairfield County. We planned and executed a rather large, targeted direct mail campaign to support a series of five informational luncheons in September and October 2019. Between the five events, approximately 200 individuals from New Haven and Fairfield counties attended.

Looking forward into fiscal year 2020, we hope to continue our expansion into the southern part of the state and continue to build out our professional network of viable partners to ensure that, should a need ever arise, our Members will be taken care of with the highest-quality providers.



**326.9
miles**



President & CEO
Renée J. Bernasconi,
MBA, LNHA, became
a Seabury At Home
Member on Nov. 5,
2019, shortly after
her 50th birthday!

41

New Members

19

***Total Members
in New Haven
market***

223 ***Total***

Resident Scholarship

In June of 2019, the Residents' Scholarship Committee once again, awarded two well-deserving Seabury employees with a scholarship of \$2,000 each. Tiffany Smith, Director of Resident Services, and Rashema Johnson, a CNA in The Views, became the 15th and 16th recipients of the program since it was conceived in 2009.

But now, the Committee is spreading its wings. Thanks to generous donations by Seabury Residents and Members, an endowment fund has been established with the Hartford Foundation for Public Giving (HFPG) and will be available starting in 2020, where a potential of three employees, could begin receiving annual scholarships. Another added benefit starting in 2020, is that employees' children, may also start applying to either the RSC's two available scholarships, or the one being offered by the HFPG.

Tiffany, who recently obtained her associate's degree, is currently enrolled at Springfield College (Mass.) in a bachelor's program, studying Human Services.

Rashema is studying at Goodwin University in East Hartford and majoring in Health Science. A resident of Bloomfield, she would like to become an occupational therapy assistant.

Encore!

On Thurs., Dec. 5, 2019, the Encore! shop held its annual "Unique Boutique" holiday sale and generated \$3,717.50 in sales – an

increase of \$1,500 more than in 2018! Revenue generated by Encore! is earmarked for the Residents' scholarship fund.

Caring Hands Award Recipients

In April of 2019, as nominated by their supervisors or peers, congratulations to four of Seabury's outstanding health care employees as the 2019 Caring Hands recipients! They were recognized at a ceremony at the Aqua Turf Club in Plantsville! Pictured from left to right are: Georgette Gregory, Seabury Meadows; Lisa Laureano, The Views; Winsome Sterling, Brewer & Davis; and Sheri Arruda, Community Outreach Services. Hosted by LeadingAge Connecticut, the Caring Hands Awards honors nursing aides who are special to their nursing home, home health care agency or assisted living community.

Nightingale Award

An amendment to the 2018 Annual Report, we'd like to acknowledge one of Seabury Visiting Nurses' outstanding clinicians, for winning the annual Nightingale Award for excellence in nursing. Janet Srokowski, RN, has over 30 years of experience and has been commended by her peers as a leader in the field who goes above and beyond the call. Janet was one of 72 nurses in Connecticut to receive this coveted award in 2018, which is the largest annual state-wide recognition program for nurses.



The 16th Annual Seabury Charitable Golf with Purpose Tournament raised \$100,512. The entire day was a great success and we're thankful for all those who came out and rallied together for the Seabury Charitable Foundation!

Winning Low Gross Foursome:

1. Cross Foursome: - 8 (62)
2. Duncaster: - 6 (64 MC)
3. Hearst Media: - 6 (64 MC)



Top Honors for Low Net:

1. Firetech: 54.6
2. KBE Building Corporation: 56.2
3. Darby O'Brien Advertising: 56.5

Men's Closest to the Pin: Michael Maurer - 3'2"

Woman's Closest to the Pin: Hedy Korst - 66'

Men's Longest Drive: Luke Kettles

Woman's Longest Drive: Megan Carannante

Resident & Member Putting Contest

Winner: Bob Kalinowski



Thank you!

Seabury wishes to offer their sincere gratitude for the unwavering dedication of all sponsors, donors, and volunteers who helped make Seabury's 16th Annual Charitable Golf Tournament a success. Seabury would especially like to recognize the major sponsors who made the tournament possible:

SIGNATURE SPONSORS:



GOLD SPONSORS:

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SILVER SPONSORS:

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Ziegler Capital

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aetna
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Brown & Brown
Medline
Hearst Media

Donor Lists | 2019 Annual Giving

Each year the Seabury Charitable Foundation asks for unrestricted donations that provide an important source of flexible and spendable revenue that has an impact on today's Seabury Residents and Seabury At Home Members. We are grateful to the following individuals for making their annual fund gift!

Anne Alvord	Paul and Ilse Orth
Barbara Beeching	Justin Ostro
Ingrid Boelhouwer	Borden Painter
Ronald Coons	Brenda Pfeiffer
Kayla Costenoble	Anthony Santonicola
Catherine Dondanville	Susan and Joseph Sappington
Ian Douglas	Robert Skeele
Constance Dunham	Judith Stearns
Diane Edell	Betsey Stevens
Alice Evans	William Thompson
Nancy Grover	Albert Van Stolk
Benjamin Hardy	Richard Watson
Samuel and Marcia Hinckley	Carol Weisbrod
Melissa Inrig	Daphne Wilcox
Theodore and Nancy Johnson	Dennis and Jeanne
Marion Kelliher	Winkleblack
Billie Levy	Ann Winship
Mary Martin	Stephen and Patricia Zwerling

Seabury Charitable Foundation Board Members

Erl "Puck" Purnell, Chair
Raymond Madorin
Gale Mattison
Marian Moore

William Thompson
Robert Stanwood
James Trail
Ann Winship





Renée J. Bernasconi,
MBA, LNHA
President & CEO



Jacob Bompastore, LNHA
*Vice President of
Health Services*



Patrick P. Coll, MD
Medical Director



Gwynne Deveau, PHR,
SHRM-CP
*Vice President of
Human Resources*



Christine T. Dupont
*Vice President
of Marketing &
Communications*



Kristina Godbout
Director of Housekeeping



David Greenblatt
*Controller &
Compliance Officer*



Heather Griskewicz
*Director of Seabury
Meadows Memory
Support Center*



Ruslan Kuzmenko, CPA
*Vice President of
Finance & CFO*



Renaud Le Pape
*Director of
Information
Technology*



Beth Lomasky
*Director of
Healthcare
Marketing*



Lori Maglieri, RN
*Supervisor of
Assisted Living
& Seabury
Wellness Clinic*



Matt McGowan
*Director of Fitness
& Wellness*



Amy Neri
Director of Nursing



Mike Oakes
*Vice President of
Engineering &
Security*



Nicholas C. Olear, MBA
*Director of Community
Outreach Services*



Jennifer Pilat
Chaplain



Kim Rukas
*Director of
Culinary Services*



Tiffany Smith
*Director of
Resident Services*



Heather Stanton
*Vice President
of Resident &
Member Services*

LEADERSHIP & PROMOTIONS

Promotions

Renée J. Bernasconi, MBA, LNHA –
President & CEO

Brian Harris – *Senior Fitness &
Wellness Center Coordinator*

Leadership

David Greenblatt – *2019 Fellow; LeadingAge
Connecticut Leadership Academy*

Brian Harris – *2019 Fellow; LeadingAge
Connecticut Leadership Academy*

Seabury

Continuum of Service

Our Vision:

Revolutionizing the experience of aging.

Our Mission:

Seabury enhances lives.

Our Values:

We realize our mission by honoring the past while engaging in the present and planning for the future.

To provide the highest quality of life (physical, spiritual and emotional) for residents, employees and other community members, we are guided by a philosophy of wellness, compassion, and financial assistance so people may lead their lives with dignity and joy.

We follow the Five-Star service standards in addition to striving for the best stewardship of our resources and the environment.

Revolutionizing the experience of aging requires action and we work ceaselessly to achieve our goals.

Seabury

860-286-0243

An Active Life Plan Community

- Life Care
- Future Long-Term Care Covered at Essentially No Additional Cost
- 22 Residence Styles (apartments, cottages and villas)
- Fitness & Wellness Programs
- Intellectual, Social & Cultural Events and College-Level Courses

**BEST OF
Hartford
MAGAZINE**

**2009
2010
2011
2012
2013
2014
2015
2016
2017
2018
2019**

Seabury

At Home

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860-286-0243

www.seaburyathome.org

- Life Care At Home (in your own home)
- A Personal Health Coordinator (available via phone 24/7)
- Access to Seabury's Fitness Center, Social, and Wellness Programs
- Future Long-Term Care Covered at Essentially No Additional Cost

Seabury

Assisted Living
The Views

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- Social, Intellectual, Fitness and Recreational Programs
- Assistance with Personal Care
- Transportation Services



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- Memory Support Assisted Living
- Licensed Nurse on site 24-hours per day
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- Respite Care Available

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- Short-Term Rehabilitative Services
- Long-Term Care

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Visiting  Nurses

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- Rehabilitative Services
- Home Health Aides/CNAs
- Homemakers/Companions



860-243-6077

- Personal Care • Care Coordinated Services
- Companionship • Meal Preparation
- Transportation • Assistive Technology

Seabury

Rehabilitation

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- In-patient Services • Out-patient & Home Care Services
- Physical Therapy – Including Aquatic Therapy
- Occupational Therapy & Speech/Language Pathology

