



Annual Report 2020-2023
Special Edition

**THANK  YOU
SEABURY STAFF**





**Renée J.
Bernasconi**

**Dear Residents, At Home Members, Employees,
and Esteemed Members of the Board of Directors,**

As we reflect on the unprecedented challenges that the year 2020 presented and subsequently the 2021, 2022 years, and 2023, the year of recovery, I want to extend my deepest gratitude to each one of you for your unwavering support, commitment, and resilience during these trying times. The COVID-19 global health crisis that swept across our community forced us to confront and adapt to realities we could have never anticipated. It is during such moments of adversity that the strength of our Seabury community truly shines through.

First and foremost, I would like to express my heartfelt thanks to Dr. Jonathan Dixon, the Church Home of Hartford, Inc., d.b.a. Seabury Board Chair (2019-2021), and the Board of Directors. Your guidance and steadfast support were instrumental in navigating the uncertain waters of this pandemic. Your leadership provided us with a direction and instilled a sense of hope and purpose within our community.

Additionally, a special note of gratitude to the Rev. Puck Purnell, who served as Board Chair November 2021 through the present time, with wisdom, grace, and unwavering commitment as Board Chair during some of the most challenging times in our history. Puck's thoughtful leadership, steady presence, and compassionate approach were deeply reassuring and truly made a lasting impact on our organization. His dedication to the Seabury mission helped guide us through uncertainty and reinforced the values that define our community.

To our dedicated employees, you are the backbone of Seabury. The courage and compassion you displayed throughout this crisis have been nothing short of heroic. Faced with considerable personal risk, you continued to provide unwavering care and support to our residents and members. Your dedication to their well-being has been a beacon of light in these dark times. I am profoundly grateful for your tireless work and sacrifice.

To the wonderful residents and members of Seabury, your resilience and spirit have been a source of inspiration to us all. Despite the challenges and uncertainties, you maintained a positive outlook, showing remarkable adaptability and strength. Your support for one another and our staff has fostered an even stronger sense of community within Seabury. We are truly humbled by your grace and fortitude.

As we look back on the years 2020, 2021, 2022, and 2023, it is clear that our collective efforts helped us to weather the storm. Together, we have adapted to new ways of living, working, and supporting each other. We have embraced technological innovations to stay connected, engaged in creative problem-solving to ensure the safety and well-being of our community, and above all, we have remained committed to our values of compassion, respect, and excellence.

As the CEO of Seabury, I am proud of what we have achieved together and optimistic about the future. The challenges of the past years have only strengthened our resolve to continue our mission of providing exceptional care and support to our residents and members. We move forward with a renewed sense of purpose and a commitment to facing whatever comes our way with unity and resilience.

In closing, I want to reiterate my sincerest thanks to everyone who has been a part of our journey these past years. Your contribution to the Seabury community is invaluable, and I look forward to the continued collaboration as we embrace the opportunities and challenges of the future.

With deepest appreciation,

Renée J. Bernasconi, MBA, LNHA
President & CEO

Chairman of the Board of Directors



**Dr. Jonathan A.
Dixon**

Dear Friends of Seabury,

It has been a most challenging couple of years for Seabury and in many respects, these have been the best of times and the worst of times.

In the Fall of 2019, I was elected to serve as the Chair of the Board of Directors and served through October 2021. These were the best of times at the end of Gale Mattison's outstanding service on the Board: 10 years in total and four as Chair. As he noted in his 2019 report, that period had presented many challenges but those had been overshadowed by an extraordinary number of successes. The Seabury campus and facilities had been modernized and expanded in addition to the installation of solar and geothermal systems. The new Health Care Center, South Wing, dining and administrative facilities had been finished. Renée Bernasconi had completed her first year as the new President & CEO of Seabury and had assembled her own executive team poised to move ahead with a strategic plan that included a number of initiatives including the removal of several outdated cottages and construction of two new independent living buildings with a total of 24 new apartments.

But as John Lennon was alleged to have said, "Life is what happens while you're busy making other plans". In December the first reports of a new, highly contagious and lethal respiratory virus in China first appeared and by March of 2020, Seabury found itself along with the rest of the country and the world in the midst of the full-blown COVID-19 pandemic.

Almost halfway through the 2020 fiscal year, COVID suddenly threatened the Seabury community. First and foremost was the challenge of protecting the health and lives of those on campus including our Residents as well as our employees. Severe restrictions were placed on entry to buildings on campus and most community activities were curtailed. Isolation from friends and families threatened the traditional comfort and sense of well-being of Residents. Second was the requirement that Seabury be kept fully operational and capable of providing all necessary services. Developing supply chain issues and concern about the ability to retain adequate staffing levels in all departments were major concerns. The third challenge was the need to comply with all state and federal COVID-19 mandates handed down by various regulatory agencies. These seemed to change almost daily. Fourth was the concern for Seabury's financial sustainability brought on by the

curtailment of marketing activities and increasing expenditures needed to fight the pandemic. These included among other items the cost of personal protective equipment, lab testing as well as the need to offer retention bonuses and hazard pay to ensure that we had sufficient staff to care for the Seabury community. Fortunately, but expectedly, Renée and her executive team were able to quickly and successfully refocus their attention on all of these key issues. I am happy to report that with the full support of the Board she and her team have been extraordinarily successful. Financial reports at the end of 2020 and 2021 were strong, all bond covenants were met and we were able to keep increases in entrance fees and monthly fees to a minimum. Furthermore, Seabury has aggressively pursued all financial support that has been enacted by the federal government which will further enhance our financial position. At this time there is a widespread consensus that Seabury has met the challenge of COVID-19 with great success. The fervent hope is that with the effective vaccines, Seabury will slowly return to a period of normalcy and once again be able to return to achieving its long-term strategic goals.

In the midst of this ongoing struggle with COVID, I would like to make a few comments about other items of interest to the Seabury Community. The Seabury Charitable Foundation (SCF) continues to rebuild and refocus under the exemplary leadership of Chair, Puck Purnell, who also serves on the Seabury Board. The Foundation is important to Seabury as it helps to support various activities and projects on the campus and provides support for Residents in need. At the same time Seabury At Home (SAHI) has continued to grow in spite of the pandemic, demonstrating the success of its program. It also remains in a very strong and secure financial position.

In closing, I would like to express my deepest appreciation once again to Renée and her staff, who have performed flawlessly throughout what we hope are the most significant COVID-19 years. I would also like to acknowledge all members of the Board who have shared their wisdom and talent in support of me, Renée, and Seabury. I thank you.

Sincerely,

A handwritten signature in dark ink, appearing to read "Jonathan A. Dixon".

Jonathan A. Dixon
Chair of the Board of Directors



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

Dear Friends of Seabury,

After two years battling the Covid pandemic, Seabury has moved forward with confidence and a vision for the future. We have returned to being the active senior community we enjoyed prior to Covid and we've improved thanks to the extraordinary leadership of Renée Bernasconi and the executive team.

The positive energy around the campus is palpable. Myriad activities engage both residents and Seabury At Home (SAH) members daily. Our census in all areas is where it should be and new enrollments have been steady. Meanwhile, capital improvements are evident both inside the buildings and outside. Culinary offers both excellent food and attentive service. Our relationship with Hartford Healthcare has set a new standard for care at a CCRC.

In these years, the Board has closely monitored our finances and investments. The Seabury Charitable Foundation continues to provide backup for residents in need. Meanwhile, The Waterman was re-named and its focus adjusted to provide the best enhanced

living and memory care possible. Staffing has stabilized and compensation for our staff is at or above industry standards.

Looking ahead, the time has come to revisit our plans for "right-sizing," that is, having the correct mix of apartments for a changing demographic. Seabury will not rest on its laurels but continue to press ahead to meet future needs. This is not only about resident accommodations and services but growing SAH along the way.

Sincere thanks and gratitude to the Seabury management team and the staff for your hard work and dedication. Residents and SAH members, thank you for your good spirits and for making the Seabury community the envy of senior living advocates.

Sincerely,

A handwritten signature in black ink that reads "Erl G. Purnell." The signature is written in a cursive, slightly slanted style.

Rev. Erl G. Purnell
Chair of the Board of Directors

BOARD MEMBERS 2020-2023



*Board Member
2011-2020*

Mr. Thomas E. Andersen

Presently Director of Engineering for Bartlett Brinard Eacott, Inc. Mr. Andersen joined the Board in 2011. He has over 38 years of experience in construction of buildings, architecture and development and is a USGBC LEED Accredited Professional. Mr. Andersen was past Chairman of the University of Hartford Construction Institute. He is Chair of the Building and Grounds Committee and also serves on the Executive Committee.



*Board Member
2014-2020
Board Co-Vice Chair
2023*

Mr. Bradford S. Babbitt

A partner at Robinson & Cole LLP, Mr. Babbitt joined the Board in 2014. In his practice, Mr. Babbitt helps businesses in disputes achieve their goals. He is the Chancellor of the Episcopal Diocese of Connecticut and legal counsel to the Bishop of Connecticut. Mr. Babbitt serves on the Executive and Governance Committees.



*Board Member
2020-2023*

Ms. Eleanor Barnes

Eleanor is Vice President, Financial Advisor and Certified Financial Planner TM at The Barnes-Reid-Walsh-Group at Morgan Stanley. Upon graduating from Washington & Lee University, Eleanor began her career at CNN Business News in New York City. Five years later, she was a proud recipient of the Knight-Bagehot Fellowship, studying Economics and Business Journalism at Columbia University, and earning her MBA a year later. In 1996, Eleanor joined Money Magazine's New Media department, working in product development. After taking a few years off to raise her children, Eleanor re-entered the workforce in 2007 with a focus on fundraising for nonprofits, including The Ethel Walker School and the Bushnell Center for Performing Arts. She joined her husband, Jack Barnes, at The Barnes-Reid Group in 2014 for the opportunity to share her knowledge with clients and continue to help enhance the client experience. In 2020, Eleanor earned her Certified Financial Planner TM (CFP®) designation, the recognized standard of excellence for personal financial planning from the CFP® Board of Standards. She is on the Board of Directors of the Hartford Golf Club and an active member of St. John's Episcopal Church, serving on the Stewardship Committee. Ms. Barnes joined the Board in 2020. She is also a Member of the Investment Committee.



*Board Member
2019-2023*

Ms. Cynthia Becker

Cynthia Becker has been serving as the Judge of Probate for Avon and the Simsbury Regional Probate Court for the past twenty years. Her legal background and judicial experience coupled with her administrative role in overseeing the operation of a probate court make her uniquely qualified to preside over the Simsbury Regional Probate Court. She has been nominated by all four towns as their candidate and is committed to maintaining the Farmington Valley's tradition of excellent government. She is a graduate of Hobart and William Smith Colleges and the University of Connecticut School of Law. Probate and Estate attorney for 28 years. Ms. Becker joined the Board in 2019 and is a member of the Health Care and Governance Committees.



*Board Member
2019-2023*

Ms. Renée J. Bernasconi, MBA, LNHA *President*

****Non-Director**

A licensed Nursing Home Administrator, Ms. Bernasconi became the President & CEO of Seabury June 2019. Ms. Bernasconi holds an MBA from Quinnipiac University, with the appointment to the Honor Society, BETA GAMMA SIGMA. She has played an enormous role in Seabury's success over the last 20 years and in particular the three-year, multi-million dollar Campus Repositioning Project. Ms. Bernasconi was instrumental in launching new legislation for the first Home-Based Life Care Program in Connecticut (Seabury At Home), which was the first in the state of Connecticut and 5th in the nation. Ms. Bernasconi serves as an ex-officio on all Board Committees.



*Board Member
2016-2022*

Ms. Linda Berry

8 years on the 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. Linda has been a volunteer since 1962 and active with countless organizations, often as Treasurer and/or President. Mrs. Berry joined the Board in 2016 and is Chair of the Investment Committee and is a member of the Finance and Audit and Governance Committees.



*Board Member
2020-2022
Board Co-Vice Chair
2023*

Mr. Robert "Bob" Burnett

Mr. Burnett graduated from Purdue University in 1966 with a B.S. in Chemistry, received a Ph.D. in Chemistry in 1969 from Emory University and a M.S. in Computer Science in 1985 from Rensselaer at Hartford. He was the Associate Director of Clinical Chemistry Laboratory at Hartford Hospital from 1969-2001, and went on to become a chemistry teacher at Lewis Mills High School in Burlington, CT from 2005-2012. From 2013-2017 Mr. Burnett was an Adjunct Chemistry Instructor at the University of St. Joseph in West Hartford, CT. He is currently a Farmington Land Trust Steward, and is a member of the Choir of St. James Episcopal Church in West Hartford, CT. He also volunteers with the West Hartford Supplemental Food Program and is a Literacy Volunteer, as well as a Chemistry Tutor. Mr. Burnett joined the Board in 2020. He is also a Member of the Health Care and Investment Committees.



*Board Member 2012-2014
Board Vice Chair 2015-2018
Board Chair 2019-2021
Director Emeritus 2021-2023*

Dr. Jonathan A. Dixon

Director of the Rheumatology Clinic at Hartford Hospital and a faculty member of the University of Connecticut School of Medicine. A Major in the U.S. Army Medical Corps from 1974-1977, he was the recipient of a Meritorious Service medal. Dr. Dixon is a Fellow of the American College of Rheumatology. Dr. Dixon joined the Board in 2012 and was elected Board Chair in 2019. He is the Chair of the Executive Committee of the Board, and also serves on the Governance Committee.



*Board Member
2010-2022*

Bishop Ian T. Dougl Ecclesiastical Authority

Bishop of Episcopal Diocese of Connecticut. Oversees 170 congregations and affiliated organizations.



BOARD MEMBERS 2020-2023



*Board Member
2019-2023*

Rev. Anne Fraley Bishop's Representative

The Rev. Anne Fraley is an Episcopal priest serving as Rector of St. Peter's Episcopal Church in South Windsor. The Rev. Fraley joined the Board in 2019. She is a member of the South Windsor Hunger Action Team, and serves as Deputy Grand Chaplain to the Sovereign Military Order of the Temple of Jerusalem, Autonomous Grand Priory of the United States of America. Additionally, she serves as the Bishop's Representative and is a member of the Spirituality and Worship and Health Care Services Committees.



*Board Member
2019-2021*

Mr. Robert Hewey

Bob took early retirement in 1998 from The Hartford Financial Services Group where he worked as a Project Manager in Information Technology. He and his wife, Carol Simpson, moved to Seabury in January 2012. At Seabury, Bob has served as chair of the Entertainment and Education Committee, and has been a member at large on the Seabury Resident Council, a member of the Finance and Budget Committee and currently works for Seabury's Encore Thrift Shop. An active numismatist for most of his life, Bob is a life member of the American Numismatic Association and New England Numismatic Association as well as several local Coin Clubs. Bob joined the Board as a Resident Director November 2019 and is a member of the Investment and Health Care Services Committees.



*Board Member
2017-2019*

Rev. Rowena J. Kemp Bishop's Representative

An Episcopal priest serving as Pries-in-Charge of Grace Episcopal Church in Hartford, CT. Rev. Kemp joined the board in 2017. She is a member of the Parkville Community Association and also serves on the Boards of Hartford's South Park Inn and the Berkeley Divinity School at Yale. Additionally, she serves as the Bishop's Representative and is a member of the Spirituality and Worship Committee.



*Board Member
2023*

Ms. Diane Mack

Diane has a legal and insurance background and was part of the Wintonbury Land Trust and has volunteered on served on various boards. Diane's bio in her own words "I am a retired attorney, having spent most of my carrier in the insurance industry in various legal and compliance roles. I worked at The Hartford and Connecticut Mutual and retired in 2010 from MassMutual Financial Group, where I was Vice President and Associate General Counsel. Over the years I have served on the boards of a number of non-profit organizations, including My Sisters' Place, A Hand Up (now part of Journey Home), Ironwood Community Partners, and the West Hartford Land Trust. My wife Robin and I live in West Hartford and are members of St. James's Episcopal Church.". Diane has been a Board Member since 2023 and currently serves on the Finance & Audit and Spirituality & Worship Committees.



*Board Member 2006-2010
Board Chair 2011-2014
Director Emeritus
2015-2023*

Mr. A. Raymond Madorin

A lawyer in private practice, Mr. Madorin joined the Board in 2006. He is the immediate past president of the Board, present treasurer of the Farmington Exchange Club and a Trustee of Goodwin College, Inc. Mr. Madorin currently serves on the Building & Grounds and Governance Committees.



*Board Member 2009
Board Vice Chair
2010-2014
Board Chair 2015-2019
Director Emeritus
2020-2022*

Mr. Gale A. Mattison

Retired Executive Financial Officer for the State of Connecticut, and has previously served as the Vice Chairman of the Connecticut Lottery Corporation Board of Directors. Mr. Mattison joined the Board in 2009; completed his term as Chair in 2019 and was elected Director Emeritus. Mr. Mattison is a member of the Governance Committee.



*Board Member
2023*

Bishop Jeffrey Mello Ecclesiastical Authority

Bishop of Episcopal Diocese of Connecticut. Oversees 168+ parishes and affiliated organizations.



*Board Member
2019-2023*

Mr. Ross Mezzanotte

Mr. Mezzanotte is the Senior Project Manager at KBE Building Corporation, Hartford, Connecticut since August 1995. He is a graduate of Central Connecticut State University Industrial Technology, Construction Management. (1993- 1995) University of South Carolina-Columbia Political Science and Government. (1992-1993) Western New England University Political Science and Government. (1990-1992) Mr. Mezzanotte also served as the Senior Project Manager on Phases B & C of Seabury's Repositioning Project. He joined the Board in 2019 and is a member of the Building and Grounds Committee.



*Board Member
2022-2023*

Ms. Marian Moore

Marina moved from Glastonbury, CT to Seabury in 2014. Marian's working life has been in non-profit development for organizations such as Hartford Collee for Women, The Nature Conservancy, The New Britain Museum of American Art and The Open Hearth. In the volunteer area she has served on many different boards and committees and as President of the Congregational Church of South Glastonbury and sings in their choir. In addition, she has volunteered in several capacities for her alma mater, Mount Holyoke College. Currently, Marian serves on the Board of the Seabury Charitable Foundation. She believes strongly in volunteerism and is happy and honored to have served two terms as SRA Assistant Secretary.



*Board Member
2015-2021*

Dr. Marnie W. Mueller

A retired Senior Vice President of Connecticut Mutual Life Insurance Company and from 1994-2000 she was a consultant to the Episcopal Diocese of Connecticut for rector search and strategic planning. Ms. Mueller chairs the Hartford Institute for Community Research, is a trustee of the (Elizabeth) Colt Bequest, a trustee of the Calvin J. Kazanjian Economics Foundation and President of Trustees for Receiving Donations for the Support of the Bishop. Ms. Mueller joined the Board in 2015 and serves on the Investment Committee.



*Board Member
2023*

Mr. Don Noel

Don Noel is retired from a prize-winning career in television and newspaper journalism that earned him a place in Who's Who in America. He and his late wife, Elizabeth Brad Noel, lived for a half century in an African-American and Jamaican neighborhood in Hartford, CT, and were deeply involved as volunteers addressing urban issues for four decades; he is former chair of the ACLU of Connecticut. They moved to the Seabury retirement community in nearby Bloomfield in 2016. Don told the story of their building and managing a Jamaican vacation rental home in his Near A Far Sea. His first attempt at a novel, *Love's Hurricanes*, has been honed in workshops and mentoring as he took a Master of Fine Arts degree from Fairfield University. He has published more than 50 short stories.



*Board Member
2017-2023*

Ms. Monique R. Polidoro

A partner at Rogin Nassau LLC focusing her practice primarily in the areas of estate planning, estate and trust administration, charitable planning and elder law. Ms. Polidoro serves as the Chair of the Professional Advisory Committee for the Hartford Foundation for Public Giving. Ms. Polidoro joined the Board in 2017 and serves on the Health Care Services Committee.



*Board Member 2015
Board Secretary 2016-2019
Board Vice Chair 2020
Board Chair 2021-2023*

Rev. Erl G. (Puck) Purnell

A retired Episcopal priest, Mr. Purnell served as Rector of Old St. Andrew's in Bloomfield for 18 years. He joined the Board in 2015 and was elected Vice Chair of the CHHI/Seabury Board in 2019. He is a member of the Executive Committee of the Board, Chair of the Worship and Spirituality and Governance Committees and is a member of the Building & Grounds Committee.



*Board Member
2017-2023
Board Treasurer
2021-2023*

Mr. Craig Scott

Craig has a BS in Managerial Finance from Babson College and an MS in Operations Management from Rensselaer Polytechnic Institute. He is a graduate of the Pratt & Whitney Finance Leadership Program, and is currently Vice President & CFO of Windsor, CT based Aero Gear, Inc., a leading supplier to the global aerospace industry. Craig is a past Treasurer of Old St. Andrew's Church in Bloomfield. He joined the Board in 2017 and was elected Treasurer in 2019. He is the Chair of the Finance and Audit Committee and is a member of the Executive and Investment Committees and was elected Treasurer in 2021.



*Board Member
2019 - 2023*

Michael Sherrill

Mr. Sherrill is the Actuarial Senior Director at Cigna and works at the company's headquarters in Bloomfield, Connecticut. Michael was raised in West Hartford and has spent his career working as an actuary for several insurance companies in the greater Hartford area. The focus of his work over the past two decades has been on areas in which he blended actuarial and investment strategy analysis. Michael has been active in his church and the community and recently served as the Senior Warden at St. James's Episcopal Church in West Hartford. Prior to his role as Senior Warden, he served as the church Treasurer and currently serves on the St. James's Endowment and Finance Committees. Michael also serves as a trustee for the Trustees Receiving Donations for the Support of the Bishop. In addition, Michael served as the Treasurer for the Friends of St. Vincent, a non-profit organization that supports a school for handicapped children in Haiti. Professionally, Michael is an Associate of the Society of Actuaries, a member of the American Academy of Actuaries, and a Chartered Financial Analyst (CFA) Charterholder. He received a B.S. in Mathematics from Lafayette College in Easton, Pennsylvania. Mr. Sherrill joined the Board in 2019 and is a member of the Finance and Audit and Investment Committees.



*Board Member
2017-2022
Board Secretary 2023*

Mr. Ronald Theriault

Ron specializes in the healthcare, manufacturing and public sector markets and has more than 25 years of experience as a health & welfare benefits consultant, working on behalf of employers throughout the country. Elements of his professional work include in depth consulting and financial analysis on various aspects of the Affordable Care Act, managing client RFP processes, developing annual healthcare budget projections, formulating progressive benefit design options and creating successful collective bargaining strategies. He is recognized for crafting best in class benefits strategies determined to influence risk and population health management. Ron continues to be an active member of the Connecticut Association of Boards of Education, Connecticut Government Finance Officers Association, the Connecticut Association of School Board Officials, Connecticut Conference of Municipalities, Connecticut Association of School Board Officials, Connecticut Association of Healthcare Facilities and LeadingAge CT. Ron began his career as a health insurance underwriter working at The Travelers in Hartford, CT, and then with Corporate Healthcare Financing in Baltimore, MD. In 1994 he opened his own independent benefits brokerage firm, Associated Benefits, in Plainville, CT and managed that practice prior to joining Ovation in 2003. Ron graduated with a B.A. in Mathematics from Bates College. He, his wife Kelly, and their children Adam and Madison reside in Avon, CT. He joined the Board in 2017 and is Chair of the Health Care Services Committee.



*Board Member
2009-2014
Board Treasurer
2015-2020*

William Thompson

An actuary with Milliman, Inc., Mr. Thompson joined the Board in 2009. He is Chairman of the Insurance Board for the Diocese of Connecticut, a fellow in the Society of Actuaries, and a member of the American Academy of Actuaries. Mr. Thompson serves as Chair of the Finance & Audit Committee and also serves on the Executive and Investment Committees.



*Board Member
2020-2023*

Dr. Ross Tonkin

Dr. Tonkin grew up in Cleveland Ohio. After graduating from Purdue University with an Engineering degree, he served five years on a nuclear submarine. Leaving the Navy he studied at the University of Kansas and received a Masters degree in Radiation Biophysics. He then moved to Oakridge Tn. where he worked for three years for the Atomic Energy Commission now the Department of Energy. From there Dr. Tonkin was accepted into Medical School at the University of Tennessee in Memphis. After 3 years of medical school and 3 years of training at St Francis Hospital in Hartford, he practiced Internal medicine in Manchester, CT. He served as Medical Director of several skilled nursing facilities and a Hospice program. After retirement, he moved with his wife Betsy to Vermont for 13 years. Several years ago they moved back to Connecticut into Seabury. After two years they realized Seabury at Home was a better option for them, and now live in Windsor as a SAH Members. Dr. Tonkin joined the Board in 2020. He is also a Member of the Health Care Committee.



*Board Member
2014-2017
Board Secretary
2019-2022*

Mr. John Wadsworth

Employed by the Cigna Corporation for the past 17 years, Mr. Wadsworth is presently Production Support Manager for Web IT organization. Mr. Wadsworth joined the Board in 2014 and was elected Secretary in 2019. He currently serves on the Executive, Building & Grounds and Finance & Audit Committees.





YEAR IN REVIEW 2020-2023

The years 2020, 2021, 2022, and 2023 present a profound narrative of resilience and adaptation for Seabury as it navigated the unprecedented challenges of the COVID-19 pandemic. In the face of global uncertainty beginning March 9, 2020, Seabury swiftly implemented rigorous protocols, prioritizing the health and safety of its Residents, At Home Members, and Staff. By restricting campus access to essential personnel and adopting remote work arrangements for non-essential employees such as Marketing, Accounting, HR, and IT, etc., establishing “on-the-ground” team who were no longer operating in their hired positions to provide the delivery of all services - Seabury demonstrated an unwavering commitment to community welfare. The leadership of CEO Renee Bernasconi, who moved onto campus to Cottage 106, underscored the organization’s dedication to maintaining a strong staff presence during these trying times.

Despite the closure of amenities like salons, fitness centers, and group dining activities, the community remained connected through technology, employing tools like Zoom, Teledoc, and iPads to foster communication and healthcare delivery.

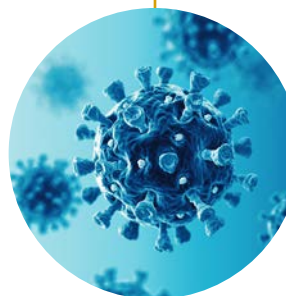
For nearly three years followed by one year of recovery, the utilization of comprehensive safety measures such as testing, vaccinations, social distancing, masks, and face shields became a fixture in daily life. Regular testing, once available, ensured early detection and isolation of cases, helping to curb the spread of the virus within the community. The implementation of vaccines was a pivotal event, providing a strong layer of protection and instilling a sense of hope and security among residents and staff. Social distancing protocols transformed communal spaces, redefining interactions to maintain safety while fostering connectivity. Masks and face shields added a crucial layer of physical defense, serving as visible reminders of collective responsibility and care for one another’s health. These measures, including sanitizing and ionization, seamlessly integrated into the fabric of everyday operations, not only preserved the well-being of the community but also underscored a shared commitment to resilience and adaptability in the face of a global health crisis.

In chronicling these challenging yet transformative years, this combined annual report highlights Seabury’s agility and innovative spirit, as it evolved to not only overcome adversity but to thrive in a post-pandemic world.

Seabury CARF CCAC
re-accreditation



JANUARY 2020



Travel restrictions implemented;
individuals with no symptoms were
to self-isolate for 72 hours.

MARCH 11, 2020



Seabury campus closed to non-residents and staff.

Mass Notification System fast-tracked;
first test at Seabury was conducted.

Non-essential employees like Marketing, HR, IT,
and Accounting transitioned to remote work.

Staff Ambassadors conducted welfare checks on residents.

CEO Renee Bernasconi moved into Cottage 106
for an on-campus presence.

Closure of salon, massage services, Windsor
Federal Bank, fitness centers, and pools to
residents, members, and guests.

Dine-in options were prohibited.

Healthcare updates and screenings follow CDC and CMS
guidelines, restricted visitors except in end-of-life situations.

Community dining and SNF group activities were canceled.

Daily staff screenings for fever and
respiratory symptoms were introduced.

Rehab conducted in rooms; outpatient therapy
closed to those outside the community.

Tele-medicine implemented via Teledoc.

SNF residents used iPads to connect with
family and friends, supported by staff.

MARCH 16, 2020

Governor Lamont declared a Public Health Emergency through Executive Order and issues statewide directive for non-essential workers to work from home.

Seabury launched Delivery & Pickup Service for meals, groceries, mail/packages, prescriptions, library books, trash/recycling, etc.



The Fitness and Wellness staff immediately shut down all fitness activities and closed the gyms.

Fitness staff became the support crew for whatever was needed by Residents.

MARCH 23, 2020

Seabury reported a strong PPE stockpile, having been prepared since January when global case reports emerged.



Initiation of the Seabury Cloth Face Mask Project with mask templates.

Employees used only the Employee Entrance, mandatory temperature checks upon entry.

Healthcare workers coming from other facilities were required to change their clothes and shoes before entering.

First, COVID-positive healthcare employees reported, with no contact at Seabury.

MARCH 28, 2020

CDC mandated clinical staff must wear surgical masks, while all other staff should wear cloth masks due to shortages.

Marketing activities continued remotely with prospective clients.

Clinic Nurses used telehealth to visit residents in their apartments for virtual appointments.

Seabury applied for the Payroll Protection Program (PPP) as part of the CARES Act.

Three residents tested positive for COVID-19. They were under quarantine, either in a hospital setting or in a dedicated isolation area on campus. This situation required enhanced infection control measures, including the use of PPE and adherence to CDC protocols.

Over 50% of Senior Living Communities in Connecticut were reporting positive COVID-19 cases. COVID-19 test kits remain extremely limited and require a doctor's order. Seabury was on the waiting list for a newly FDA-approved rapid testing PCR machine.

Tragically, an Independent Living Resident died in the hospital due to COVID-19 complications. Mental Health and Pastoral Care support offered to residents and staff to help cope.



A Gratitude Event was held on campus. Residents expressed their appreciation to the staff for their dedication during these challenging times.

Family information collected for the Mass Notification System database.

The Loop Road closed at the Service Entrance.

Two deaths related to the campus were reported.

Quarantined mail and packages to minimize any risk of virus transmission through surface contact.

Explored antibody testing and convalescent plasma therapy from the American Red Cross.

Staff required to visit off-site rapid testing centers, on a weekly basis, to ensure safety and health monitoring.

APRIL 2020

The first couple of COVID-19 recoveries from the Skilled Nursing Facility isolation wing were celebrated.



Widespread testing for all residents and staff was organized in collaboration with Hartford Healthcare.

Scheduled visits to the Fitness Center and Pool. One resident at a time was allowed in the gym. Everyone had 30 minutes in the gym with 30 minutes or an hour in between appointments.

To aid in slowing the spread of COVID-19, contact tracing and SARA pendant tracking technology were implemented, enabling those exposed to the virus to isolate promptly and effectively.

Residents using the pool were not allowed to use locker rooms and had to exit the pool through the doors to the outside. Fitness staff cleaned and sanitized in between appointments.

Cumulative COVID-19 Statistics (snapshot):

- Total Positive Cases: 59
- Independent Living: 7 (Including 1 active case and 1 hospitalization)
- Skilled Nursing: 33 (Including 18 active cases and 1 hospitalization)
- Views: 19 (Including 8 active cases)
- Meadows: 0
- Graduates: 12 recovered, 3 pending results
- Total COVID-19 Related Deaths: 15 (among the 59 positive cases)

Personal fitness training started in any location that was large enough for two people to be at least six feet apart.

A mass testing event was conducted, covering a total of 235 residents and staff.

MAY 2020





YEAR IN REVIEW *continued* 2020-2023

Renée Bernasconi celebrates her First Anniversary as CEO.

The Seabury Charitable Foundation established a Seabury Staff COVID Relief Fund which successfully raised \$38,000 for Seabury employees facing unexpected financial challenges.

Successfully applied for and secured PPP and ARPA funds, which bolstered financial resilience.

Fitness staff began outdoor classes at the Hilltop. Classes were shortened to 30 minutes only.

Three new resident households move in, following specific COVID-19 protocols.

Guidelines for Seabury's Phase I reopening for 65+ and high risk: Large-scale testing, social distancing, use of facemasks, hand washing. Tested targeted at-risk asymptomatic infected individuals to prevent outbreaks.

Screened all staff, particularly in health care areas.

Stay home, stay safe recommendations were in place for at-risk individuals.

Clinic and Outpatient Therapy Reopened with restrictions.

Fitness staff began teaching a few classes on Zoom and recorded classes to play on 918.

Seabury At Home Members were invited to test on campus.

Self-swabbing kiosk for employees, stationed under a separate solar array with a trained observer overseeing specimen collection. This satisfied the new Department of Public Health requirements that all Skilled Nursing employees were tested weekly.

Began supervised, scheduled "window" visits with families in designated areas for healthcare residents. Independent residents encouraged to visit outdoors, preferably from their balconies or spaced apart in open lawn or hilltop areas and masked.

Housekeeping services resumed. All housekeeping teams were tested weekly and required to wear personal protective equipment for each cleaning. Air scrubbers in each location were an added layer of protection.

Department of Public Health (DPH) visited Skilled Nursing, the Views and the Meadows. Seabury had zero deficiencies.

Window visits continued.

JUNE 2020



Seabury is the winner in the Active Adult Community category, Best of *Hartford Magazine* Reader's Poll

Residents continued to utilize delivery services or contactless curbside options for grocery shopping, takeout meals, etc.

Visitors are not allowed in the building or on porches.

Formal budget presentation on July 27 via Zoom to all Seabury IL Residents.

Virtual Service of Remembrance for those who have died in the past few months.

No active COVID cases across all levels of care, including employees!

Slowly things were improving. Views Fitness Class began again inside.

The gyms and pool still had scheduled times only but now allowed a few people in each time slot.

Residents required to test when returning from vacation and remain in apartment until the results have come back negative.

Conversational areas outside the 100 cottages were created.

The PS Salon opened.

OZZI reusable "to-go" containers for meals were introduced supporting Seabury's mission toward sustainability.

Resident workshop reopened.

Mass testing events for residents and members continued.

JULY 2020

Visual Touch implemented to order meals online and request a time for pick up.

Seabury received its Abbott Rapid Test Machine to test independently for Influenza, Strep, and COVID. This was a game-changer for Seabury in terms of being able to control testing and receive results immediately!

Expanded number of spaces for safely congregating outdoor including: Terrace Courtyard, 100 Cottage Outdoor Seating Area, Interior Courtyard South Wing, East Wing Koi Pond Courtyard, 300 Cottages, Gazebo, Solar Carport, and outside the Health Services Entrance.

The Chapel and Heritage Hall were set up for smaller group meetings with social distancing.

Parts of The Loop Road become one-way, leaving one entire lane for pedestrian use only.

Healthcare Residents are allowed to host visitors outdoors. Masks must be worn, and 6 feet distance must be maintained.

Seabury At Home Annual Meeting for Members was held via Zoom

Adult Learning Program (ALP) returns. ALP classes were streamed on Zoom and shown in the Chapel for those without home computers.

Community Forum returned via Zoom and in Chapel and Heritage Hall for Residents without computers.

Outdoor Concert held with Simply Swing. Reservations were required.

Seabury provided spruce seedlings to each resident for nurturing and growing in their own homes until October.

Needlepoint Bipolar Ionization (NBPI) was installed throughout healthcare HVAC systems. The technology purified indoor air with a 90% reduction in COVID particles. The Meadows, Chapel, and Heritage Hall also received this system.

The State of Connecticut created a process for absentee voting during the pandemic.

AUGUST 2020

Outdoor Movie – *The Station Agent* was shown outdoors to an audience of 25 people.



Encore Thrift Shop held an Outdoor Tag Sale with bids for over 200 items.

The US Postal Service resumed mail delivery into the main building. Distancing at mailboxes required. Packages were still delivered.

Bistro Hours were expanded later in the evening.

SEPTEMBER 2020

Fitness Classes were moved inside to the Main Dining Room.



Frankie's Food Truck, featured barbecue at the Hilltop for all residents and employees. Food trucks became a staple on campus to bring variety to staff and residents.

"What's Open at Seabury" produced to show what is open and the respective guidelines.

Masks were worn for fitness classes, gyms and pool were still scheduled.



Seabury On-Line Store opened to sell sportswear and accessories.

OCTOBER 2020

Hartford Healthcare replaced UConn for on-campus medical services and Medical Director.

The "Seabury Roots" program launched. This was a variation of the CSA model (Community Supported Agriculture Program) and offered a bi-weekly selection of primarily seasonal and locally/regionally sourced products.

Employees that work in multiple sites were required to use Cottage 112 to shower and change.



A face shield in addition to a mask was required in healthcare areas.

The anticipated second wave of COVID arrived. The Town of Bloomfield issued a "RED ALERT". Seabury encouraged everyone to stay home.

CT-based pharmaceutical company Pfizer released news that individuals who received two injections of the vaccine three weeks apart experienced more than 90% fewer cases of the symptomatic Covid-19 than those who received a placebo.

Capital projects included Cottages roof replacement and new vinyl siding for Mountainview Courtyard.

The Loop Road returned to normal traffic pattern for winter.

NOVEMBER 2020

The total count for Employees, Residents, and At Home Members provided to the CDC in anticipation of COVID Vaccine.

New COVID (and Flu) testing machine arrived.

The COVID Team approved all visitors to campus. Visitors needed to present negative testing results within 72 hours of visit, and Residents needed to isolate for 14 days following the visit.



Friends & family Information Session for Seabury and Seabury At Home was held.

DECEMBER 2020

159 vaccinations were distributed on January 2 to skilled nursing residents and staff.



Seabury negotiated and signed with Comcast for new TV service.

A total of 820 vaccines administered throughout the month. 82% of full-time workforce, 99% of the entire resident population, and 85% of the Seabury At Home membership were vaccinated.

JANUARY 2021





YEAR IN REVIEW *continued* 2020-2023

By late February - there were NO positive cases among employees or Resident populations.

The employee testing requirement was now weekly, per the Department of Public Health guidance.

Due to a downward trend of COVID cases in Hartford County and with no cases on campus for two weeks, indoor visits were allowed. Indoor visits were scheduled and held in common areas. Common spaces had ionization and allowed Seabury to sanitize in between visits.

The Chapel offered a weekly Wednesday community (Christian) service.

COVID Commemoration and Reflection Event honored all the brave and resilient residents, members, employees and family members and reflected on the past year.

Vendors appointments allowed with notice to COVID team. All were required to enter the main entrance for screening questions and temperature taking, and mask verification.

Seabury At Home Members allowed back on campus for fitness and salon services.

Seabury At Home Members were starting back on campus for fitness and spa.

The Seabury Chili Cook-Off with seven employees took place in the Bistro. Residents voted on their favorite.

FEBRUARY 2021



Bistro with tableside services reopened to Independent Residents. Reservations and social distancing are required.

Buffet brunch service began.

Windsor Federal Bank reopened on campus.

New paint, lighting, and carpet work on Levels 3 and 4 of the West Wing began.

A new landscaping contract was awarded to Custom Exterior Landscape out of Newington, CT.

APRIL 2021

Independent living residents began visiting each other in their residences at their own comfort level.

Aquatics class came back!!! This was the last class to come back because we couldn't mask in the pool. We limited classes to 10.

Family and friends visited in healthcare via window and outdoor visits (weather permitting). Indoor compassionate care visits continued to be available.

The Library opened with 24-hour access.



Encore returned to pre-Covid schedules!



Seabury selected as the first runner up in the OZZI "to-go" container Earth Day contest.

MAY 2021

Campus projects included main entrance sidewalk and patio outside of Granberry Cottage continue.



Main Dining room opened with a buffet service.

JUNE 2021



Because a staff member tested positive for COVID-19 and in accordance with the CT Department of Public Health and CDC, Seabury immediately reinstated weekly testing of all staff and healthcare residents regardless of vaccination status. Testing continued for a two-week period or until there were not any additional positive cases.

JULY 2021

Connecticut Governor Lamont passed an Executive Order mandating COVID-19 vaccine for long-term care facilities in Connecticut. Seabury required all unvaccinated employees to receive at least their first dose of the vaccine no later than September 7, 2021, and to be fully vaccinated by October 1, 2021.

Seabury continued to see an outbreak of COVID with 6 Staff and 15 Residents testing positive.

All programs, fitness, salon, spa, and in-person dining services were temporarily suspended for two weeks.

AUGUST 2021

No active infections on campus but weekly testing of residents and staff continued.

Fitness classes came back to “normal”. No more scheduling, residents could come anytime.

Post-Labor Day picnic was held at the Hilltop for residents and employees.



Seabury Career Day job fair at Hilltop encouraged new staff applications.

Carpet installed in the West Wing and Sitting Rooms.

SEPTEMBER 2021

In accordance with the mandate issued by Governor Lamont, over 500 employees and contractors submitted vaccination proof. Seabury saw one resignation and granted 12 approved medical and religious exemptions. Unvaccinated staff granted an exception required to wear masks and shields and test weekly.



Seabury entered a partnership with the Haven Community.

The Hub package center and convenience store opened and is staffed by resident volunteers.

OCTOBER 2021



YEAR IN REVIEW *continued* 2020-2023

A post-Thanksgiving resurgence of COVID forced the Holiday Board Party to be packaged pick up. Residents were free to gather as they wish in smaller groups.

Christmas Caroling at the Top of the Stairs, the Bishop's Christmas Service in the Chapel and Christmas Eve and Christmas Day meals were in person

With a few active COVID positive cases among the employee base weekly testing continued.

Air Scrubbers were added to sitting areas and fitness classrooms. Increased additional cleaning and disinfecting to all common spaces with Protexus tool.

Employees and all visitors were required to wear masks and shields.

Housekeeping services continued.

Culinary Operations were to-go only.

The Encore sale was limited to 6 people at a time.

Small groups and committees met as planned with masks.

Sharp increase in cases in Connecticut and the U.S. due to the highly contagious Omicron variant. Masks were required on-campus.

New Year's Eve dinner changed to a packaged meal. The concert in the Chapel took place but all attendees needed to wear a mask and shield.

DECEMBER 2021

Back to the new normal at the Fitness Center.
No limits, no scheduled times.



New Year's Day packaged brunch for pick up at the MDR.



JANUARY 2022

Seabury dedicated its new commercial composter. Robert Isner, Director of DEEP's Waste Engineering and Enforcement Division and Bloomfield Mayor Danielle Wong spoke at the dedication ceremony.



FEBRUARY 2022



Masks were optional for fitness staff while in the gym.

Seabury pilots a robot in the Bistro. "She" helps servers deliver meals to tables. Residents embrace the technology and name her Roxy.

MAY 2022



The landslide repair of the Hilltop was completed including formation of the eroded embankment/erosion control and drainage work.

Seabury suffered a brown-out and staff and Eversource work through the weekend to restore all systems.



Seabury launched an after-hours tele-health program with Tapestry for independent residents.

AUGUST 2022

The Game Room (formerly the Dance Studio) was completed and included ping pong, a shuffleboard table, digital darts, and a 3-1 poker/game table.

Workforce recruitment and retention continued to be a challenge post-pandemic.



The 100 Cottages were leased to age-appropriate renters for one-year.

SEPTEMBER 2022



The Main Dining Room opened for walk-ins and guests with no pre-order necessary.

Larus Wing reopened. Staffing was a struggle, and sign-on bonuses for RNs were in place.



OCTOBER 2022

Masks were optional.



Once again, Residents were able take part in the decorating of Seabury for the holidays.

Seabury joined Caring Communities, a member-owned liability and insurance company exclusively serving not-for-profit senior housing and care organizations.

NOVEMBER 2022



YEAR IN REVIEW *continued* 2020-2023

The Board Holiday Party featured both in-person and to-go dining options.



A new Composter was delivered, installed, and was up and running.

East Wing refurbishment was well underway with wallcovering removed on third level and painted, new sconces being installed, replacement or refurbishment of some furniture, and the new carpet was installed once delivered.

Four Cottages received new windows and siding.

DECEMBER 2022



There continued to be smaller outbreaks among all populations on campus, but all precautions were in place to keep the cases minimized.

The unoccupied residences in the West Wing were remodeled with the next generation of finishes and new features. This project allowed prospects to see these residences in a highly marketable state. These units are sold within months.



JANUARY 2023

Occupancy remained lower than desired in the Meadows. The rebranding from Memory Care Assisted Living (MCAL) to Enhanced Assisted Living (EAL) aimed to cater to a broader range of residents, including those suffering from memory impairments.

Seabury applied to the Department of Social Services to license an additional 30 beds at The Meadows as Residential Care Home Beds which allowed more applications to be accepted.

JUNE 2023

A new point-of-sale system, Emenu CHOICE, was introduced for Culinary purchases.

THE WATERMAN
— ENHANCED LIVING AT SEABURY —



The Meadows was rebranded to the Waterman. Named in honor of Helen Granberry Waterman a benefactor of the Church Home of Hartford, Inc.

JULY 2023



As we reflect on this transformative period from 2020 to 2023, it becomes clear that the spirit of unity and perseverance defined Seabury's response to the COVID-19 pandemic. Through innovative strategies and a steadfast focus on community well-being, Seabury not only safeguarded its Residents and Staff but also cultivated a more robust, adaptive environment. The lessons learned and the bonds strengthened during these years will undoubtedly pave the way for a brighter, healthier future, illustrating Seabury's enduring commitment to excellence and care.



After more than 3 years of sporadic activity, Resident Director Don Noel reports how busy residents were.



The new 14-passenger, wheelchair shuttle bus arrived on campus.



DECEMBER 2023

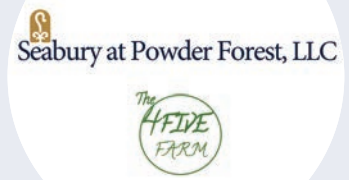
Seabury At Home celebrated its 15-year anniversary with a gala party in the Seabury Chapel.



The return of a Seabury tradition, the Mixer Dinner was held, to greet new Residents!

SEPTEMBER 2023

A farmer leased the Seabury land at Powder Forest in Simsbury. In addition to hay and vegetation management, goats were pastured there.



After 141 Wintonbury Ave. fell into bank foreclosure following its sale by Seabury, Seabury bought the property back from the bank without any financial loss.

OCTOBER 2023



SEABURY CHARITABLE FOUNDATION 2020-2023

Like so many organizations, The Seabury Charitable Foundation (SCF) pivoted to mitigate the impacts of COVID. The COVID Crisis Gratitude Initiative, a fundraising effort to provide assistance and thanks to the staff during the pandemic raised \$58,215 from 193 donations.

The SCF Board consisted of Erl G. (Puck) Purnell, Chair, Raymond Madorin, Gale Mattison, Vice Chair Marian Moore, Secretary, Susan Sappington and James Trail. Resident Nancy Grover served as consultant to the Board.



In July, Nick Olear became Executive Director, Seabury Charitable Foundation and Community Engagement. Under his leadership the SCF launched an updated website. Out of an abundance of caution, Golf With Purpose, the SCF's annual golf tournament to raise money for benevolent aid, was cancelled. In addition to the COVID Crisis Gratitude Initiative, the SCF funded bridge repairs on the Seabury Trails and purchased a COVID 19 Testing Machine.

2020



The SCF Board of Directors approved a \$70,000 gift to Seabury for the purchase of a commercial aerobic composter to break down food waste. The composter created a finished product in just 24 hours.

In June, with COVID conditions improving, Golf With Purpose returned. This year at Wampanoag Country Club in West Hartford. Webster Private Bank returned as Presenting Sponsor. The event raised more than \$56,000.

Heather Cahill started as the new Executive Director of the Seabury Charitable Foundation at the end of June.

The SCF Board consisted of Erl G. (Puck) Purnell, Chairman, Ray Madorin, Gale Mattison, Marian Moore, Susan Sappington, Jim Trail and Richard Woodring; Nancy Grover, Consultant.

2021



Golf With Purpose returned to the Golf Club of Avon in June with Presenting Sponsor Webster Private Bank and Gold Sponsors Custom Exterior Landscape and Pullman & Comley. The tournament raised more than \$70,000.

The SCF also sponsored the International Festival of Arts & Ideas and invited New Haven area Seabury At Home members to a reception before the event.

In October the SCF celebrated Legacy Society Members with a lunch in their honor. President and CEO Renee Bernasconi gave remarks.



In addition to benevolent aid, the SCF funded a new Game Room, and repairs to the Hilltop due to a landslide.

Board Members in 2022 were David Crombie, Janet Jones, Jim Trail, Dougie Trumble, Bang Williams, and Richard Woodring.

2022

The Board saw new members as well as returning veterans. Paul Bayliss, David Crombie, Shirley DeLong, Marian Moore, Monique Polidoro, Chair, James Trail and Dougie Trumble all volunteered their time.

In March the SCF celebrated Leadership Donors with a gala reception. Donors learned the impact of their gifts and heard about current fundraising efforts.

Webster Bank was the Presenting Sponsor at the 19th annual Golf With Purpose Tournament in June. Synergi was the Gold Sponsor. Once again the tournament raised more than \$70,000 in support of benevolent aid.

In addition to benevolent aid, the SCF funded projects at the East Wing Koi Pond and helped to replace the Hilltop Garden Beds.



Residents and staff supported the SCF by attending a Yard Goats Game in September. While the rain sent everyone home early, a good time was had by all!



2023

HEALTH SERVICES TRANSFORMATION: Honoring the Past, Investing in the Future

Saying Goodbye to Seabury Visiting Nurses

In **August of 2020**, Seabury made the difficult announcement that it would be closing the doors of **Seabury Visiting Nurses (SVN)**, a program that had faithfully served the community since its founding in **1999**. While deeply emotional, the decision reflected a necessary response to seismic shifts in the healthcare environment, particularly in the wake of COVID-19, and ongoing financial challenges faced by home care agencies nationwide.

The closure was made with a deep appreciation for the SVN staff — a group of dedicated, compassionate clinicians who had touched countless lives. Seabury leadership, many of whom had championed SVN for years as an essential part of its mission, advocated strongly for SVN employees to transition into new roles through Hartford HealthCare at Home.

The spirit of SVN lives on through the values it embodied: community, compassion, and the belief that personalized, high-quality care should be accessible to all. While the chapter has closed, the legacy remains woven into Seabury's continued commitment to innovative and resident-centered healthcare.



Hartford HealthCare Assumes On-Campus Primary Care Services

As part of Seabury's continued evolution in resident care and wellness, **Hartford HealthCare (HHC)** officially commenced **primary care and medical director services on November 1, 2020**, marking a new era in on-site healthcare. This transition followed the departure of **John Dempsey Hospital/University of Connecticut Health Center (UConn Health)** and brought expanded resources and continuity of care to the Seabury campus.

Hartford HealthCare's reputation for excellence in integrated, patient-centered healthcare made it a natural partner for Seabury. Their presence on campus ensures residents have direct access to experienced primary care providers and enhanced coordination between care teams and Seabury staff.

In addition to primary care, Hartford HealthCare assumed **medical director responsibilities**, further supporting the seamless integration of services for residents across independent living, assisted living, memory care, and skilled nursing. The medical director role strengthens clinical oversight, facilitates personalized health planning, and helps align Seabury's health services with best practices across the healthcare continuum.





HEALTH SERVICES TRANSFORMATION: **Honoring the Past, Investing in the Future** *continued*

Honoring Legacy, Embracing Innovation: The Meadows Becomes *The Waterman – Enhanced Living at Seabury*

In July 2023, the Seabury community entered a meaningful new chapter as The Meadows Memory Support Center was officially renamed *The Waterman – Enhanced Living at Seabury*. This rebranding was more than a change in signage — it marked a significant investment in both the future of Enhanced Living and memory care and the deep-rooted history of Seabury’s mission.

The name *Waterman* honors **Helen Granberry Waterman**, a devoted benefactor whose vision and generosity have shaped the care provided to retired clergy and their spouses for generations. Through her leadership and philanthropy, the Granberry Memorial Homes were established in the early 1960s in memory of her parents, the Rev. and Mrs. Stephen Henry Granberry. Her contributions continue to support the Church Home of Hartford, Inc., d.b.a. Seabury, making possible high-quality care for Episcopal clergy across Connecticut.

Recognizing this legacy, on **July 13, 2023**, the Board of Directors of Church Home of Hartford, Inc. approved the renaming of The Meadows to *The Waterman – Enhanced Living at Seabury*, reaffirming Seabury’s mission to provide exceptional care within a faith-based context.

This rebranding accompanied a full-scale transformation of the physical environment and services offered. All four former companion suites were thoughtfully converted into private one-bedroom residences, reflecting Seabury’s ongoing commitment to dignity, privacy, and comfort for residents and their families.

The Waterman received full licensure as a **Residential Care Home** under the Old Age Assistance program for all 52 beds. This licensure supports enhanced services and ensures a consistent standard of care across the entire community.

The Waterman – Enhanced Living at Seabury represents the evolution of care at Seabury — a place where excellence in service, deep respect for legacy, and commitment to future generations intersect. Through this transformation, Seabury reaffirms its promise: to honor those who came before, and to care with compassion and innovation for those we serve today.



SEABURY AT HOME 2020-2023

Throughout the COVID-19 pandemic and beyond, Seabury At Home adapted swiftly and effectively, ensuring continuous service and support for its members. Despite significant challenges, including a shift to virtual operations, the program remained successful and sustained growth across all four years.

2020 Annual Meeting Highlights:

- **Membership Base:** Reached 227 members, with 22 new members joining during the year.
- **Geographic Expansion:** Entered the New Haven/Fairfield region, enrolling 6 new members from the area.

COVID-19 Adaptations:

- In-person services were paused; **remote service provision** was developed.
- Launched a **monthly e-newsletter** to maintain engagement.
- Marketing transitioned to **group webinars and Zoom meetings**.

2021 Annual Meeting Highlights:

- **Strong Growth:** Added 47 new members, bringing the total to 252 active members.
- **Campus Transitions:** 11 members moved to the Seabury Campus.
- **Staff Expansion:** Increased full-time health coordinators to **three** to meet rising healthcare needs.
- **Marketing Impact:** Online and print marketing campaigns continued to support membership growth and visibility.

2022 Annual Meeting Highlights:

- **Steady Membership Increase:** Active membership rose to 287, up from 252 the previous year.
- **Campus Transitions:** 4 members transitioned to the Seabury Campus.
- **Successful Marketing:** A mix of online, in-person, and print campaigns drove continued success.
- **Fee Increase:** The Board approved a **4.5% increase** in fees, primarily due to inflation, rising employee wages, and anticipated healthcare utilization.

2023 Annual Meeting Highlights:

- **15-Year Anniversary:** Seabury At Home celebrated 15 years of service.
- **Record Membership:** Welcomed 30 new members, with 297 active members by year-end.
- **Fee Adjustments:** The Board approved a 5% fee increase due to elevated healthcare-related operating costs.

New Enrollment Criteria:

- **The cap is set at age 85** for new members.
- A 7% pricing increase was applied for those in the 85+ cohort to better manage anticipated healthcare costs.



CONSOLIDATED BALANCE SHEETS 2020



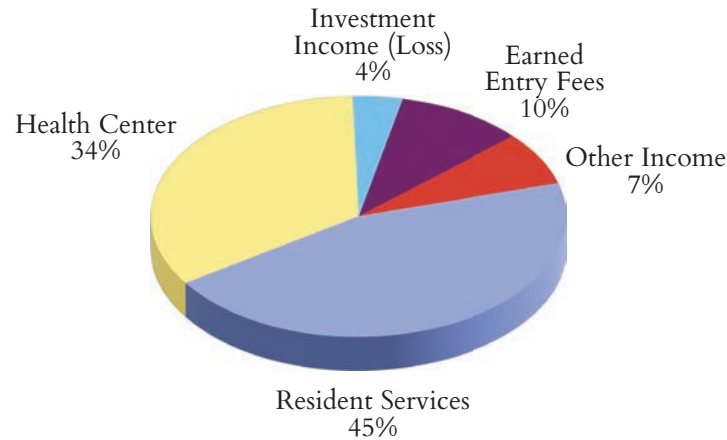
**Year Ended
September 30, 2020**

Church Home of Hartford
Incorporated year
ending September 30, 2020
audited financial statements
excluding The Seabury
Charitable Foundation,
Inc., Seabury At Home
Incorporated, and Seabury
At Powder Forest, LLC.

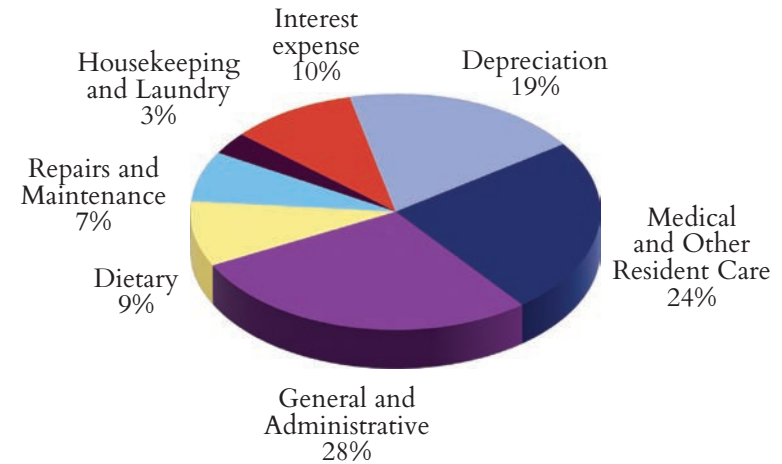
ASSETS	
Current Assets	
Cash	\$ 7,735,827
Cash Held by Trustee	2,105,246
Accounts Receivable, Net	1,801,403
Prepaid Expenses and Other Current Assets	1,273,340
Total Current Assets	<u>12,915,816</u>
Investments	
Endowment Funds	16,226,679
Investments Held by Trustee	3,539,796
Total Investments	<u>19,766,475</u>
Property and Equipment	
Land	4,429,495
Buildings	157,583,539
Furniture, Fixtures and Equipment	10,503,326
Construction in Progress	393,080
Accumulated Depreciation	(68,813,243)
Net Property and Equipment	<u>104,096,197</u>
Other Assets	
Deferred Compensation Plan	277,339
Beneficial Interest in Perpetual Trusts	5,255,383
Investment in Limited Partnership	385,295
Total Other Assets	<u>5,918,017</u>
Total Assets	<u>\$ 142,696,505</u>
LIABILITIES AND NET ASSETS	
Current Liabilities	
Current Portion of Long-Term Debt	\$ 1,535,259
Accounts Payable and Accrued Expenses	2,461,802
Entrance Fee Deposits	157,197
Deferred Revenue	444,173
Total Current Liabilities	<u>4,598,431</u>
Long-Term Liabilities	
Long-Term Debt	83,651,436
Entry Fees Liabilities	62,402,913
Other Long-Term Liabilities	277,339
Total Long-Term Liabilities	<u>146,331,688</u>
Total Liabilities	<u>150,930,119</u>
Net Assets	<u>(8,233,614)</u>
Total Liabilities and Net Assets	<u>\$ 142,696,505</u>



REVENUE 2019-20



EXPENSES 2019-20



Revenue:

Resident Services	\$17,185,395
Earned Entry Fees	3,880,061
Health Center	12,676,668
Investment Income (Loss)	1,305,317
Other Income	2,810,112
Total Revenue	<u>\$37,857,553</u>

Expenses:

Medical and Other Resident Care	\$9,692,778
General and Administrative	11,013,004
Dietary	3,473,736
Repairs and Maintenance	2,818,419
Housekeeping and Laundry	1,109,976
Interest expense	4,133,884
Depreciation	7,666,195
Total Expenses	<u>\$39,907,992</u>

Revenue less Expenses (\$2,050,439)

Unrealized Market Gain (Loss) - Investments (\$315,035)

Change in Net Assets (\$2,365,474)



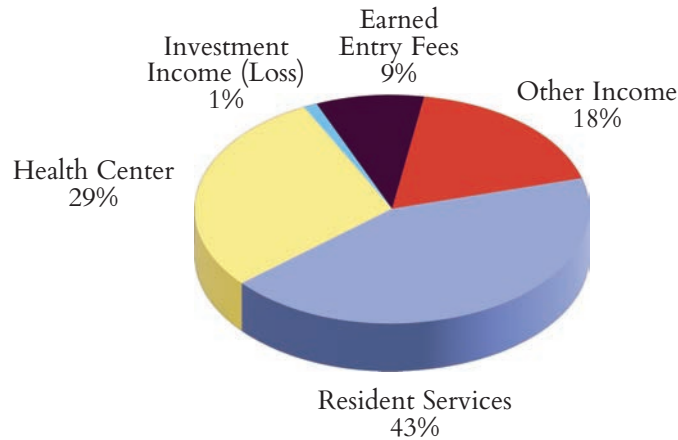
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Incorporated year
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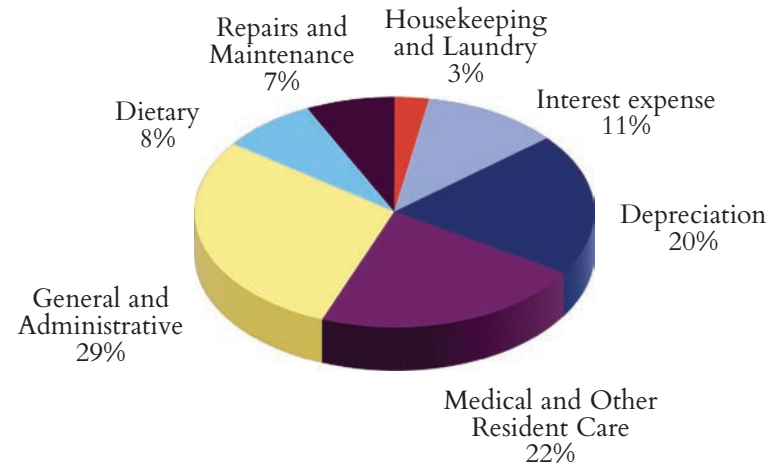
ASSETS	
Current Assets	
Cash	\$ 5,840,026
Cash Held by Trustee	1,567,919
Accounts Receivable, Net	2,033,487
Prepaid Expenses and Other Current Assets	2,409,314
Total Current Assets	<u>11,850,746</u>
Investments	
Endowment Funds	18,765,866
Investments Held by Trustee	4,019,907
Total Investments	<u>22,785,773</u>
Property and Equipment	
Land	4,385,745
Buildings	158,744,866
Furniture, Fixtures and Equipment	10,118,690
Construction in Progress	393,080
Accumulated Depreciation	(76,176,513)
Net Property and Equipment	<u>97,465,868</u>
Other Assets	
Deferred Compensation Plan	353,052
Beneficial Interest in Perpetual Trusts	6,248,143
Investment in Limited Partnership	435,218
Other Assets	62,500
Total Other Assets	<u>7,098,913</u>
Total Assets	<u><u>\$ 139,201,300</u></u>
LIABILITIES AND NET ASSETS	
Current Liabilities	
Current Portion of Long-Term Debt	\$ 1,220,924
Accounts Payable and Accrued Expenses	2,659,229
Entrance Fee Deposits	236,855
Total Current Liabilities	<u>4,117,008</u>
Long-Term Liabilities	
Long-Term Debt	79,537,610
Entry Fees Liabilities	60,513,823
Other Long-Term Liabilities	353,052
Total Long-Term Liabilities	<u>140,404,485</u>
Total Liabilities	<u>144,521,493</u>
Net Assets	<u>(5,320,193)</u>
Total Liabilities and Net Assets	<u><u>\$ 139,201,300</u></u>



REVENUE 2020-21



EXPENSES 2020-21



Revenue:

Resident Services	\$16,805,741
Earned Entry Fees	3,579,961
Health Center	11,373,033
Investment Income (Loss)	588,546
Other Income	7,054,509
Total Revenue	<u>\$39,401,790</u>

Expenses:

Medical and Other Resident Care	\$8,652,031
General and Administrative	11,152,388
Dietary	3,129,299
Repairs and Maintenance	2,895,482
Housekeeping and Laundry	1,162,893
Interest expense	4,115,394
Depreciation	7,621,965
Total Expenses	<u>\$38,729,452</u>

Revenue less Expenses \$672,338

Unrealized Market Gain (Loss) - Investments \$1,044,654

Change in Net Assets \$1,716,992



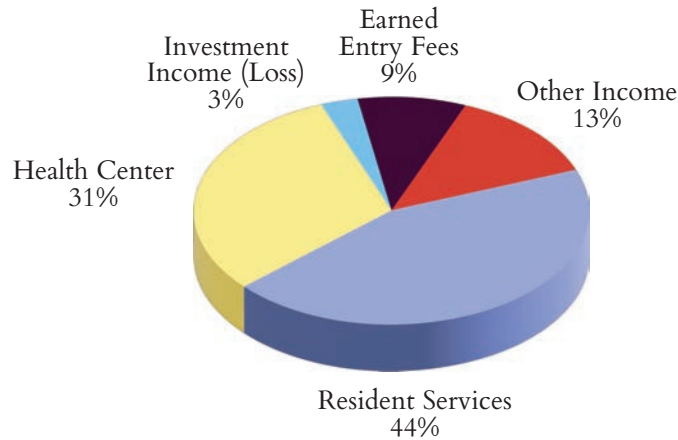
**Year Ended
September 30, 2022**

Church Home of Hartford
Incorporated year
ending September 30, 2022
audited financial statements
excluding The Seabury
Charitable Foundation,
Inc., Seabury At Home
Incorporated, and Seabury
At Powder Forest, LLC.

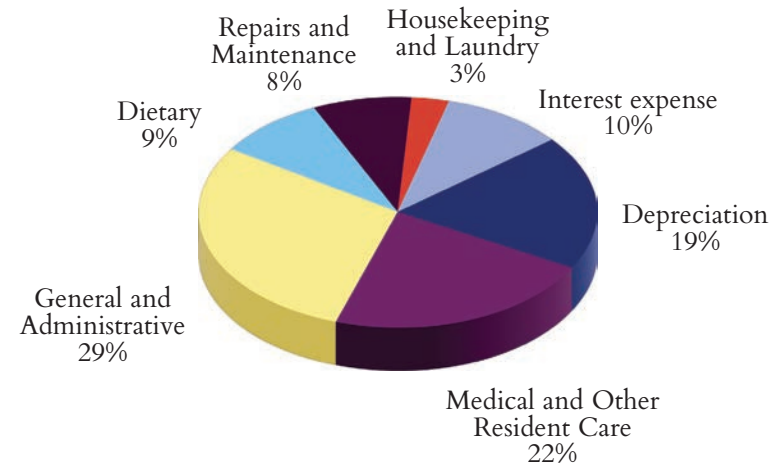
ASSETS	
Current Assets	
Cash	\$ 5,774,538
Cash Held by Trustee	1,550,112
Accounts Receivable, Net	1,504,119
Prepaid Expenses and Other Current Assets	1,276,510
Total Current Assets	<u>10,105,279</u>
Investments	
Endowment Funds	18,769,444
Investments Held by Trustee	3,937,012
Total Investments	<u>22,706,456</u>
Property and Equipment	
Land	4,385,745
Buildings	160,292,291
Furniture, Fixtures and Equipment	9,631,274
Construction in Progress	393,080
Accumulated Depreciation	(83,354,175)
Net Property and Equipment	<u>91,348,215</u>
Other Assets	
Deferred Compensation Plan	96,782
Beneficial Interest in Perpetual Trusts	4,810,962
Investment in Limited Partnership	534,963
Other Assets	62,500
Total Other Assets	<u>5,505,207</u>
Total Assets	<u><u>\$ 129,665,157</u></u>
LIABILITIES AND NET ASSETS	
Current Liabilities	
Current Portion of Long-Term Debt	\$ 1,195,135
Accounts Payable and Accrued Expenses	2,630,710
Entrance Fee Deposits	94,519
Deferred Revenue	274,163
Total Current Liabilities	<u>4,194,527</u>
Long-Term Liabilities	
Long-Term Debt	78,357,245
Entry Fees Liabilities	59,596,410
Other Long-Term Liabilities	96,782
Total Long-Term Liabilities	<u>138,050,437</u>
Total Liabilities	<u>142,244,964</u>
Net Assets	<u>(12,579,807)</u>
Total Liabilities and Net Assets	<u><u>\$ 129,665,157</u></u>



REVENUE 2021-22



EXPENSES 2021-22



Revenue:

Resident Services	\$16,803,489
Earned Entry Fees	3,594,766
Health Center	11,755,186
Investment Income (Loss)	1,117,669
Other Income	4,743,760
Total Revenue	<u>\$38,014,870</u>

Expenses:

Medical and Other Resident Care	\$8,904,378
General and Administrative	11,784,579
Dietary	3,748,920
Repairs and Maintenance	3,445,210
Housekeeping and Laundry	1,270,474
Interest expense	4,065,497
Depreciation	7,567,656
Total Expenses	<u>\$40,786,714</u>

Revenue less Expenses	(\$2,771,844)
Unrealized Market Gain (Loss) - Investments	(\$2,905,386)
Change in Net Assets	<u><u>(\$5,677,230)</u></u>

CONSOLIDATED BALANCE SHEETS 2023



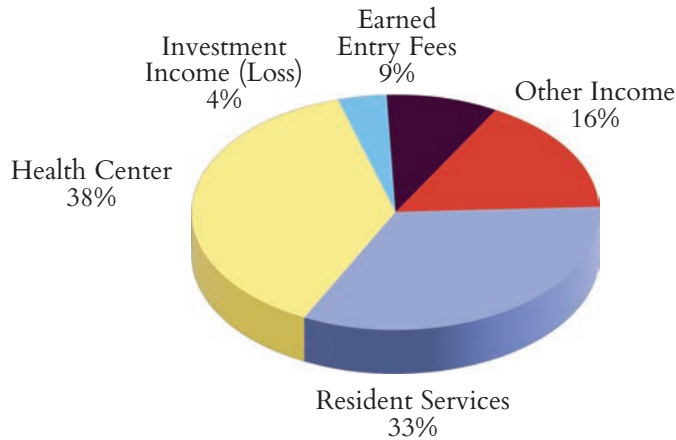
**Year Ended
September 30, 2023**

Church Home of Hartford
Incorporated year
ending September 30, 2023
audited financial statements
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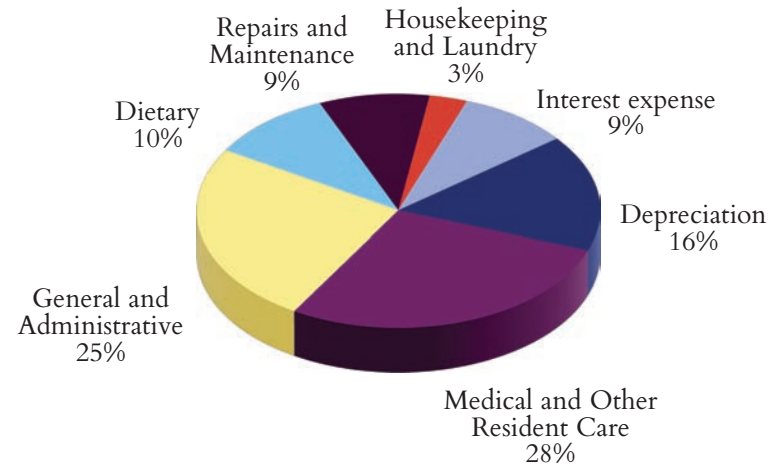
ASSETS	
Current Assets	
Cash	\$ 7,763,391
Cash Held by Trustee	1,684,951
Accounts Receivable, Net	2,285,868
Prepaid Expenses and Other Current Assets	1,289,104
Total Current Assets	<u>13,023,314</u>
Investments	
Endowment Funds	21,725,593
Investments Held by Trustee	3,994,394
Total Investments	<u>25,719,987</u>
Property and Equipment	
Land	4,385,745
Buildings	162,148,210
Furniture, Fixtures and Equipment	9,450,929
Construction in Progress	393,080
Accumulated Depreciation	(90,085,122)
Net Property and Equipment	<u>86,292,842</u>
Other Assets	
Deferred Compensation Plan	135,196
Beneficial Interest in Perpetual Trusts	5,177,347
Investment in Limited Partnership	543,224
Total Other Assets	<u>5,855,767</u>
Total Assets	<u><u>\$ 130,891,910</u></u>
LIABILITIES AND NET ASSETS	
Current Liabilities	
Current Portion of Long-Term Debt	\$ 1,215,000
Accounts Payable and Accrued Expenses	2,877,669
Entrance Fee Deposits	299,108
Deferred Revenue	274,163
Total Current Liabilities	<u>4,665,940</u>
Long-Term Liabilities	
Long-Term Debt	77,157,626
Entry Fees Liabilities	60,017,952
Other Long-Term Liabilities	135,196
Total Long-Term Liabilities	<u>137,310,774</u>
Total Liabilities	<u>141,976,714</u>
Net Assets	<u>(11,084,804)</u>
Total Liabilities and Net Assets	<u><u>\$ 130,891,910</u></u>



REVENUE 2022-23



EXPENSES 2022-23



Revenue:

Resident Services	\$14,245,009
Earned Entry Fees	3,915,515
Health Center	16,658,319
Investment Income (Loss)	1,509,680
Other Income	7,009,764
Total Revenue	<u>\$43,338,287</u>

Expenses:

Medical and Other Resident Care	\$12,158,569
General and Administrative	10,516,846
Dietary	4,248,226
Repairs and Maintenance	3,584,211
Housekeeping and Laundry	1,408,642
Interest expense	4,004,182
Depreciation	7,005,571
Total Expenses	<u>\$42,926,247</u>

Income (Loss) from Operations \$412,040

Unrealized Market Gain (Loss) - Investments \$1,082,963

Change in Net Assets \$1,495,003



MANAGEMENT TEAM & MEDICAL STAFF
2020-2023



Renée J. Bernasconi,
MBA, LNHA
President & CEO



Kristina Godbout
Director of Housekeeping



Nicola Nelson-Pepka, RN
The Views Nursing Director



Andrew Smith
Director of Culinary Services



Jacob Bompastore, LNHA
VP Health Services



David Greenblatt
*Controller &
Compliance Officer*



Amy Neri, RN
Director of Nursing



Sam Vogt
*VP Human Resources
& Culinary Services*



Erica Bresson, RN
*The Waterman
Nursing Director*



Ann Johnson
Director of Pastoral Care



Michael Oakes
VP Engineering & COO

NOT PICTURED:

Kirsten Benson, BS, NASM, CPT
Director of Fitness & Wellness

Melissa Beauchemin
Director of Resident Engagement

Kenny Martinez
Director of Facilities

Laura Motasky, LMSW
*Director of Social Services &
Resident Relations*

Somaya Kurtakoti, M.D.
Medical Director



Heather Cahill
*VP Philanthropy
& Engagement*



Ruslan Kuzmenko, CPA
VP Finance & CEO



Ashley Richard, MBA
Director of Admissions



Christine Dupont
*VP Marketing &
Communications*



Renaud Le Pape
AVP Information Technology



Amanda Ritsick
Executive Manager



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
thru
2023**



Seabury At Home

your life. your future. your choice.

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 860-286-0243
The Views

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

THE WATERMAN 860-286-0243

— ENHANCED LIVING AT SEABURY —

- Enhanced Living
- Licensed Nurse on site 24-hours per day
- Assistance with Personal Care
- Respite and Memory Care Available



Seabury

Skilled Nursing
The Brewer And Davis Centers 860-286-0243

- 24-Hour Skilled Nursing & Support Staff
- Resident-Centered Care
- Short-Term Rehabilitative Services
- Long-Term Care



Seabury

Visiting  Nurses 860-243-6077

- Skilled Nursing Services
- Rehabilitative Services
- Home Health Aides/CNAs
- Homemakers/Companions
- Dissolved in August 2020



Seabury care now

for your immediate needs at home

860-243-6077

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



Seabury

Rehabilitation 860-286-0243

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



Member and
Council on
Accreditation

