



Staff to the Rescue: The Challenges of an Aging Population

One might think the future is shrouded in a cloud of uncertainty. With New York State's continual tightening of its fiscal belt, a challenge looms for non-profits like AABR. According to OPWDD, 25% of individuals with developmental disabilities (DD) are fifty years or older.

"More individuals need more hands on care," says Thomas McAlvanah, Executive Director of AABR, referring to the changing demographics. "We are a victim of our own success. As people age, the cost of care increases and our reimbursement levels decided so many years earlier no longer cover the expenses of those aging in place."

In years past, the State would allow agen-

cies to request additional funds through a rate appeal process for extenuating circumstances. Now with New York and other states facing enormous fiscal pressures, that process no longer exists.

"It's more work, more supervision and everything changes," says Allison Bristol, Manager at AABR's Oscar Garcia residence on Staten Island explaining how the demands on her staff have increased.

Linda Massanova, MSN and Nurse Practitioner, enumerates the potential challenges posed by an aging population: dementia, osteoporosis, cataracts, hearing loss, arthritis, decreased mobility, swallowing and dental issues, just to name a few.



Harold, 1 of 5 Cromwell residents over age 50

A case in point is AABR's Staten Island residence, a home for eight individuals: Harold, 63; Michael M, 62; Kevin, 58; Chucky, 58; Teresa, 53; along with Armando, 45 and Mike, 43. - [Continued on page 2](#)



Oscar Garcia Residential Staff



Chuck with Residence Manager Allison

Staff to the Rescue - cont.

A year ago, Michael M. required hospitalization and a rehab stint in a nursing home. To accommodate his return and reduced mobility, management moved his bedroom to the first floor, installed an emergency sprinkler system and a wheelchair lift on the exterior of the house.

To meet Michael's mounting medical needs, staff were trained in how to change a catheter, check blood-sugar levels and properly set up an IV bag. When Michael or one of his roommates needs one-on-one attention, staff finds themselves stretched to the limit.

For the residents living in AABR's Staten Island home, their saving grace has been the longevity of many full-time staffers: Doreena, 17 years; Vivian, 11; Josephine, 11; Queen, 10; Naomi, 9; Allison, 6; Hawa, 5; and Tammi, 5. Because the staff knows each individual so well, they are able to ensure the highest quality care and juggle the needs of the group.

"They do a great job," said Angelo, Michael M's brother, who spoke glowingly of the staff. He also acknowledged the challenges facing the industry, "It all boils down to money."

If he's right and state funds continue to shrink then the future of the aging population will depend more and more on Direct Care Professionals.



Staten Island Residence

Thankfully, AABR has their fair share of the best.

Pictured on Cover - (L to R) Back Row: Judith, Kimberly, Naomi, Vivian, Phil, Lisa, Doreena, Elena Front Row: Ezimna, Marina, Allison, Melanie, Tammi, Queen.

Supporters' Spotlight

Amazing. There's no other word for it. For the last 1-2-3-4-5-6-7-8-9-10-11-12-13-13-14-15-16-17-18-19-20-21-22-23-24-25-26-27-28-29-30-31 -32-33-34-35-36-37-38 consecutive years, the Metropolitan Club Managers Association (MCMA) has organized a golf tournament to benefit AABR. As if that weren't enough, several years ago, they began participating in our Holiday Gift Program, purchasing holiday gifts for our ladies and gentlemen. This year, they bought gifts for the majority of our homes and additional gifts for those served by our Family Services Department. The MCMA is simply amazing.

Recent Events



IBEW Local #3 Motorcycle Club

On Oct. 22nd, the International Brotherhood of Electrical Workers Local Union #3 hosted the Harvest Ball for 500 individuals with developmental disabilities and their families. What a night! Our thanks to a great group of guys.



PEPSI CO. Presents check for \$30,000

The Metropolitan Club Managers Association held their 38th consecutive golf tournament to benefit AABR on October 25th. See "Supporters' Spotlight."

NYCLI supporters had their annual Autumn Dinner Dance on Oct. 30th. Thanks to all those who volunteered, donated and/or participated-- especially the Simon Family.



(L to R) Honoree Barry Simon, Bradley Simon, Honoree Donna Maxon-Simon, Tom McAlvanah, Audrey Sachs, Sue Vener & Honoree Shirley Maxon.

What are you thankful for?



"I am grateful I am still walking and that my legs are getting better." ~ Jennifer (Jennifer had knee replacement surgery this year.)

"My Family, my friends, [the thrift] store, my money, Thanksgiving, Christmas, holidays." All rattled off in one breathe.

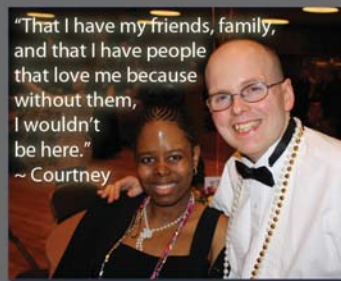
Then in a softer tone:

"Sleeping over at my sister's house." ~ Angelina

"For my money."

After a stare, she said,

"You know what? I'm thankful for my teachers." ~ Nicole



"That I have my friends, family, and that I have people that love me because without them, I wouldn't be here." ~ Courtney

"For my new teeth!" ~ Elsa (For two months while waiting for dentures, Elsa could only eat pureed foods. Now, she eats whatever she wants.)

"I have a job!" ~ Michael (Michael works at Cascarino's restaurant in College Point Where he earns a paycheck.) In his next breath, he added:

"That I have a family that takes care of me."

"[I'm] happy that I have nice clothes to wear and that I have a television."



"Friends and that I'm still Alive." ~ Ivone



Help Re-Open A Most Cherished Vacation Spot ...

To some, it might feel like stars are falling from the sky. Last summer, due to NY State budget cuts, the Arthur Russell Residence, affectionately known as "Hanid House" was forced to close its doors. To help re-open this wonderful year-round vacation haven—please donate to this years Annual Appeal by visiting us online at www.aabr.org/annualappeal.html

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