



Steere House

NURSING & REHABILITATION CENTER

2016 ANNUAL REPORT

message from the
PRESIDENT & EXECUTIVE DIRECTOR

Dear Friends,

Steere House is pleased to present our Annual Report for 2016.

We'd like to extend our thanks to the entire Steere House Community and to those who so generously supported Steere House and our residents in the last year. Your gifts made it possible for so many of our initiatives to become a reality.

For instance, your support, along with grant awards from the Horace A. and Ella S. Kimball Foundation, Ocean State Charities Trust, and the Royal Little Family Foundation, allowed Steere House to introduce the Neighborhood Culinary Program, a plated meal program for all residents. We also appreciate The Champlin Foundations and the Fred M. Roddy Foundation grants, both of which supported the latest phases of the window replacement project – which we hope to complete next year. Lastly, our Employee Development Team (EDT) contributed significantly, along with your help, as they championed the innovative Music & Memory program so many of our residents enjoy today.

However, our work is not done. Last year the Steere House Board of Directors and Leadership Team committed to a new Three-Year Strategic Business Plan. In keeping with the goal of “high quality and compassionate care”, our ongoing strategic planning efforts promise to consist of thoughtful examination of the long-term care service trends expected to impact our organization in the future. Specifically, we'll be examining the potential effects of these trends and evaluating our place in the continuum, along with our network partners. We believe these relationships are one way Steere House will continue to remain vital within the long term care services community.

We are grateful for our Community of residents, families, employees and vendor partners who remind us that the coming years hold so much potential. At Steere House, we continue to keep an eye to the future while building upon our legacy of innovation and collaboration. We believe that this way we will ensure that Steere House is a premier location for long term and rehabilitative care services for Rhode Islanders.



*Linda M. Cannistra, B.S., MBA, CCRC
President, Board of Directors
Steere House*



*Julie H. Richard, NHA, MA,
Executive Director
Steere House*



report from the TREASURER



I am pleased to report that 2016 was a positive year with our occupancy rebounding from a five year low in 2015. This occupancy trend is continuing beyond 2016, which together with investment gains continues to offset operational losses. Our combined balance sheet remains strong at \$26 million. As always, Steere House is committed to remaining flexible to readily adapt to the challenges presented to the long term care landscape largely due to the increase in Medicaid managed care systems. We remain committed to providing high-quality care to our most vulnerable population despite budget shortfalls caused by the challenges of the volatile long term care setting.

The total net operating revenue for Medicare, Medicaid, commercial insurers and private pay residents was \$10,775,482 compared to operating expenses of \$12,439,927 for an operating loss of \$1,664,445. (This compares to a 2015 operating loss of \$1,068,811.) However, other income of \$1,512,946, which included net investment gains of \$866,302, resulted in a net loss of \$151,499 in 2016 compared to a net gain of \$407,836 in 2015.

- Respectfully Submitted, Norma Owens, Treasurer

Steere House Nursing and Rehabilitation Center and Steere House Foundation

Combined Balance Sheet – December 31, 2016

This condensed information has been abstracted from our 2016 audited financial statements.

ASSETS:

| | |
|--|-------------------|
| Cash | 1,187,520 |
| Cash, restricted for building improvements | 101,110 |
| Accounts Receivable, less allowance for doubtful accts | 1,351,246 |
| Investments | 16,921,689 |
| Other | 220,804 |
| Total Current Assets: | 19,782,369 |
| Property and Equipment, less accumulated depreciation | 5,526,692 |
| Other Assets | 689,087 |
| Total Assets: | 25,998,148 |

LIABILITIES:

| | |
|--------------------------------------|------------------|
| Accounts Payable | 290,677 |
| Accrued Expenses | 833,415 |
| Current Portion of long term debt | 167,000 |
| Interest Rate SWAP FMV Change | 230,272 |
| Other Liability (PACE Guaranty) | — |
| Long Term Debt, less current portion | 4,457,349 |
| Total Liabilities: | 5,978,713 |

NET ASSETS:

| | | |
|--|-------------------|--------|
| Change in Net Assets 2016 | 19,949,378 | 70,057 |
| Total Net Assets: | 20,019,435 | |
| Total Liabilities and Net Assets: | 25,998,148 | |



STEERE HOUSE 2016 ANNUAL GIVING REPORT STATEMENT OF APPRECIATION



Mr. and Mrs. Norman E. Levine
 Ms. Lorraine E. O'Rourke
 Mr. and Mrs. John Pinkos
 Ms. Lori Russo
 Mr. John Stamp
 Ms. Margherita Stargard
 Ms. Carol Yarnel

Partner's Circle (\$100 - \$249)

Ms. Susan Armstrong
 Mr. and Mrs. David Bertran
 Mr. Paul Boire
 Mr. Robert Booker
 Mr. Richard Brassard
 Dr. Clifford W. Brown, Jr.
 Mr. and Mrs. Richard P. Buonaiuto
 Ms. Paula L. Carey
 Ms. Paula Cimino
 Mrs. Melanie Coon
 Mr. and Mrs. Jose L. Correia
 Ms. Claire Cote
 Ms. Rita H. Cotter
 Mr. and Mrs. Gregory Cowser
 Mr. and Mrs. Michael Criscione
 Ms. Elizabeth DeRita
 Mr. and Mrs. Jim Deslandes
 Dr. David Dosa
 Mr. and Mrs. Keith Fine
 Mrs. Toby S. Galli
 Dr. Kathryn L. Gann
 Mr. and Mrs. Bob Gaulin
 Mr. Albert J. Girard
 Mr. and Mrs. Ted F. Hallenbeck
 Mr. and Mrs. Roland Hebert
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 Mr. and Mrs. Randy Jaacks
 Mrs. Marie Lamb
 Mr. James Levesque
 Mr. and Mrs. Kevin J. Montague
 Mrs. Helen Murray
 Mr. and Mrs. Paul Coe Nicholson, Jr.
 Dr. Diane Steere Nobles



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 Ms. Grace Pedagno
 Dr. and Mrs. George A. Raymond
 Ms. Lisa Reiner
 Mr. and Mrs. Edward Rondeau
 Ms. Linda P. Selecman
 Mr. and Mrs. Lucius E. Steere, III
 Mr. and Mrs. Daniel Subotnik
 Mr. and Mrs. Robert Turillo
 Ms. Marta Vazquez
 Mr. Girard R. Visconti, Esquire

Associate's Circle (\$100 or less)

Mr. James Abeshaus
 Mrs. Sandra Abrams
 Ms. Martha Ames
 Mr. and Mrs. Gerald Amodei
 Mr. Avedis Apkarian
 Ms. JoEllen Baird
 Ms. Marilena Balanescu
 Ms. Jennifer Bishop
 Mrs. Emily Booker
 Mrs. Linda Boutilier Gendron
 Mr. and Mrs. James P. Bowman
 Ms. Jeanie Burkland
 Mrs. Diane V. Burns
 Mrs. Linda Butler
 Mrs. Delia Cinieri
 Ms. Carol Cokely
 Ms. Carmen Contreras
 Mr. Louis D'Amario
 Mrs. Susan Daniels
 Ms. Dana Derisier
 Mr. and Mrs. Steven J. Farrow
 Chief and Mrs. Patrick Foley
 Mrs. Julia Fortes
 Mrs. Sophie Garelick
 Ms. Mary Gendreau
 Mrs. Jane Gilson
 Mr. and Mrs. Barry Glucksman
 Mr. and Mrs. Robert Harris
 Reverend Patricia Harrison
 Mr. and Mrs. Robert J. Horner
 Mr. Robert Jacquard, Esquire
 Mr. and Mrs. Don Jurkowitz
 Mr. Kevin Keegan
 Mr. Gary Klein
 Mr. and Mrs. David M. Korn
 Ms. Evelyn Kozec
 Mr. and Mrs. Marc Levine
 Mr. and Mrs. Kenneth Machado
 Ms. Rita M. Marcoux
 Ms. Edith McCants
 Mrs. Colleen McConaghy-Hanna

Ms. Joan Melaragno
 Ms. Beverly A. Moore
 Mrs. Marietta Moore
 Ms. Barbara Navas
 Ms. Clemene Nicolas
 Mrs. Frances Norton
 Mrs. Elizabeth Oni
 Mrs. Barbara Voss Parillo
 Rev. and Mrs. Donald Rasmussen
 Ms. Pat Raymond
 Mr. and Mrs. Daniel R. Ricci
 Ms. Diane Ricci
 Ms. Mary Simon
 Mr. Bradley L. Steere
 Mr. and Mrs. Henri Thibaudeau
 Mr. Peter Vinacco
 Ms. Cyndy Viveiros
 Mr. and Mrs. James Warner
 Mrs. Ruth B. Whipple



GRANTS

The Champlin Foundations
 Horace A. & S. Ella Kimball Foundation
 Ocean State Charities Trust
 Fred M. Roddy Foundation
 Royal Little Family Foundation

REMEMBRANCE GIFTS

With deep gratitude, we thank the families who have named Steere House as the recipient of memorial gifts in lieu of flowers.

In Memory Of:

Mrs. Dorothy Bullock
 Mrs. Marion Cragan
 Mrs. Claire Dobek
 Mrs. Sylvia Kaplan
 Ms. Helen Langton
 Mr. Eugene McCarthy
 Mr. Charles Morin
 Mrs. Isabelle Pimental
 Ms. Josephine Piscopiello

CIRCLE OF FRIENDS

Our Steere House Circle of Friends is named to honor and recognize those who generously contribute to the Annual Fund. We are honored to be able to recognize this special Circle of Friends and we shall do our best to be worthy of their generosity now and in the years to come.

Henry J. Steere Circle (\$2,500 and up)

Mr. Robert Bullock
 Ms. Ann Saccoccia-Rob Carnevale
 Memorial Golf Tournament
 Mr. Randall W. Steere

President's Circle (\$1,000 - \$2,499)

Mr. Robert Armstrong
 Ms. Linda Cannistra
 Mrs. Joan Gelch
 Mrs. Carol McMahon
 Dr. Norma J. Owens

Founder's Circle (\$500 - \$999)

Ms. Emelinda R. Booker
 Mr. and Mrs. Frank Champi
 Ms. Stephanie J. Curry
 Mr. and Mrs. Stephen Lister
 Mr. Raymond McGarty
 Mr. and Mrs. Richard W. Peterson
 Mr. Joseph Procaccini
 Mr. Timothy J. Reiner
 Mr. Andrew C. Spacone, Esquire

Pacesetter's Circle (\$250 - \$499)

Mr. David E. Armstrong
 Mr. Paul Astphan
 Ms. Barbara H. Bamford
 Mr. Robert Camara
 Dr. and Mrs. Allan Deutsch
 Mr. and Mrs. Joseph Dube
 Mr. and Mrs. Theodore Giusti
 Ms. Diane Landry

Through their generosity, our benefactors contribute to the strength of Steere House. Their giving assists us in our mission to provide the very best quality of life in a compassionate environment. We take this opportunity to express our deepest appreciation to the Board of Directors, employees, families, friends, corporations, foundations and to those who wish to remain anonymous for their support.

Mrs. Irene Santagata
Mrs. Ann Scanlon
Mrs. Rozella Warner
Mrs. Edith Weisman

Melissa Proulx
Julie Richard
Carol Rodriguez
Charmaine Rousseau



GIFTS FROM THE HEART

We are grateful to the following employees who so graciously contributed to The Gifts From The Heart Campaign which raised \$7,540.

Sharon Addy
Titi Aina
Lisa Ballantyne
Susan Berto
Dianne Bourget
Jestina Campbell
Jennifer Crowley
Stephanie Dean
Dianna Decarlo
Sharon (Tia) Desilva
Janet DeSimone
Cynthia Donyen
Maryann Fackos
Melissa Fagundes
Carmen Garcia
Ramona Hernandez
Bethanie Herrera
Beverly Hinds
Elaine King
Karl Kuhn
Evelyn Latendresse
Shelly McKenna
Pat Michaud
Marcia Murphy
Euphemia Nyannah
Karyl Paolino
Irene Peck
Linda Peck
Quilma Perdomo
Marie Pierre
Nicole Plante

Uluma Sharpe
Linda Shippee
Elizabeth Snow-Tait
Dekontee Soe
Paula Torres
Jana Viquiert
Carmen Williams
Gina Williamson
Dennis Yang

AUTUMN'S PROMISE

We would like to thank everyone who attended and contributed to a successful fundraising event. We would also like to take this opportunity to recognize our event sponsors:

SPONSORSHIPS

Platinum Sponsor (\$5,500):
Citizens Bank

Silver Sponsor (\$2,000)
Citrin Cooperman
Flik Lifestyles
Starkweather & Shepley

Bronze Sponsor (\$1,250)
Deslandes Construction
Hope Hospice & Palliative Care RI
Neighborhood Health Plan of RI
Pace Organization of RI

Gemstone Sponsor (\$750)
Hareld Glass Co.
McKesson Medical-Surgical
Med Tech Ambulance Service
University Medicine

Friend Sponsor (\$250)

Adler Pollock & Sheehan P.C.
Arthur J. Gallagher & Company
Paul Astphan
Linda M. Cannistra
GPS Investment Advisors
Hope Alzheimer's Center
JFallon & Company
JTL Landscaping
LaVoie & Son Industrial Waste Removal
Mack Law Associates
Carol C. McMahon
Cathleen Naughton Associates
Optum Care
Procaire
Timothy J. Reiner
Julie H. Richard
Strategic Retirement Partners
The Seasons East Greenwich
Carol Yarnel



PLANNED GIFTS AND BEQUESTS

Our existence today is testimony to the generosity of past generations. They believed their gifts helped to ensure Steere House would exist far into the future. The following benefactors would be pleased with the progress Steere House has made and heartened to know that the generosity they displayed over these many years has become a lasting tradition.

Emma Hallett Estate
Frank B. Hazard Estate
Louise C. Hintze Estate
Sarah Hunt Howell Estate
Robert & Margaret
MacColl Johnson Fund
Gustaf Malmstead Fund
George Potter Estate
Edwin Reynolds Charity
H. Preston & A.F. Stone Charity
Frank Tucker Estate
Minnie Sumner Woodward Estate



RESTRICTED GIFTS

George O. & Kathryn G.
Steere Chaplaincy Fund
Mr. Randall W. Steere

THE DIPERSIO SOCIETY

The DiPersio Society recognizes those individuals who have named Steere House in their estate plan through a bequest, charitable trust, annuity, life insurance or an outright gift of \$3,000 to the general endowment, or to establish a permanent endowed fund. The DiPersio Society provides a means to honor and thank donors during their lifetime for a gift that will make a difference well into the future.

Anonymous
Mr. and Mrs. Arthur Brown
Ms. Lori DiPersio
Mrs. Joan Gelch
Dr. Kathryn L. Gann
Ms. Ronelle W. Genser
Ms. Jann Leeming and Mr. Arthur D. Little
Ms. Lorraine E. O'Rourke
Mr. Roger E. Osborne
Mr. and Mrs. Richard W. Peterson
Mr. Randall Steere
Mrs. Frederick P. Thomas





Akua Baidoo

Akua joined Steere House in 2006 as a long term care coordinator nurse. She is widely recognized as someone who is not only “committed and dedicated, but does everything with love”. Akua is also seen as patient and calm when a situation can be stressful. It is at these times that her organizational skills shine through. Yet, her organizational skills regularly extend beyond the situation at hand and touch the environment she works in, as no work area goes without her touch to pick up and wipe up – all part of her style of being organized and ready for anything.

Akua is also observant and keenly in tune to the residents and staff. Her style of care makes both families and residents feel confident and comfortable, assuring them that they are in “good hands”. Her fellow staff members know that their concerns will be heard by Akua, who is dedicated to promoting a good working atmosphere, making sure that everyone has what it takes to do their job well and with pride. She is truly a professional who is highly valued.



The Outstanding Steere House Employee Award recognizes someone who exhibits behavior and job performance consistent with the values of Steere House. The Award is given to an individual who through their professional life at Steere House has demonstrated commitment and service to the Steere House community,





Irene Peck

Irene joined the Steere House family in 2004. She quickly became a trusted and excellent nursing team member. Day-to-day, Irene demonstrates respect and compassion to residents and patients, taking the time to “do the extra little things” to care for them. Irene's co-workers hold her in high regard, saying “our patients treat Irene with respect because she does the same for them”. As a valued member of our TCU today, she is recognized as someone who shows her commitment by helping patients to gain independence and remain positive.

She also collaborates with staff members, learning from each of them. One staff member shared, “she always does her best, has great ideas, and is a willing mentor.” Irene often supports her team members and residents by translating, practicing their therapy or by sharing a laugh. Yet, she also focuses on developing her knowledge by asking questions and learning – a trait that has benefitted residents and their families along the way. Deep down, what drives Irene is the thought that those within her care are like family and taking care of family is priority.

including residents, patients, family members and fellow co-workers, and who plays an instrumental role in making these values come alive and an integral part of Steere House life. Recipients of this Award are those who demonstrate, provide and support patient and family centered care in some or all of these ways: Respect, Collaboration, Professional Excellence, Community Involvement, and Compassion.



board of directors

Linda M. Cannistra, B.S., MBA, CCRC
President of the Board of Directors

Paul S. Astphan, RN, MBA
Vice President of the Board of Directors

Norma J. Owens, Pharm.D., BCPS, FCCP
Treasurer of the Board of Directors

Diane Steere Nobles, Ph.D.
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Timothy J. Reiner

Andrew C. Spacone, Esquire
Immediate Past President of the Board of Directors

leadership team

Julie H. Richard, NHA, MA
Executive Director

Aman Nanda, MD, CMD
Medical Director

Nadia Mujahid, MD
Medical Director, TCU

Dianne Bourget
Director of Finance

Nicole Plante, RN, BSN
Director of Nursing

Gina Williamson
Activities Director

Stephanie Dean
Admissions and Marketing Coordinator

Jill Fallon, MBA
Director of Development

STEERE HOUSE *mission*

Steere House is an independent non-profit organization, serving adults who require skilled, restorative and long-term care services within a secure and caring environment. Steere House also provides educational and research experiences that enhance the care of those we serve.

Steere House
NURSING & REHABILITATION CENTER



www.steerehouse.org