



# SENIOR LIVING FOUNDATION of the AMERICAN FOREIGN SERVICE

## *A Time of Service, A Time of Need*

Volume 25

FOUNDATION NEWSLETTER

March 2022

### MESSAGE FROM THE CHAIRMAN

**Y**ou can be very proud of the enormous difference The Senior Living Foundation (SLF) makes in our community every day. During another very challenging year, the SLF again succeeded in meeting its foundational objective to “take care of our own.” In this newsletter, you will find a snapshot of the Foundation’s activities in 2021 and a look ahead to the rest of 2022.

With your continuing strong commitment, the SLF provides help to the retired Foreign Service community, including support for home care, medical needs, basic living expenses, meal services, and emergency assistance. We have increased the number of grantees who benefit from this traditional assistance and have also been able, in many cases, to increase the amount of each grant.

Our Parent Program, launched in 2018, provides a much-needed resource for dozens of our active-duty colleagues. In more than two-thirds of these cases, the Foundation provided access to the services of trained Aging Life Care Professionals to help with immediate and long-term planning and support needs. This professional guidance allows serving officers to stay focused on their mission knowing their parents are safe. For some families, the Foundation assisted with short-term home health care, residential assistance needs, and durable medical equipment purchases.

Last October, the State Department asked SLF to produce a webinar for active-duty personnel who, during the pandemic, have taken on care-giving responsibilities for their family members; many are overwhelmed. You will find an overview of that program in this issue. We look forward to continuing our education efforts in September of this year with our biennial Planning for Change Seminar.

We would not have been able to do this work without your continued generosity. In both 2020 and 2021, the amount we spent meeting our objectives doubled. Happily, in 2021, the Foundation received over \$930,000 in individual contributions, corporate donations, and bequests. These donations ensured that SLF continued its unbroken tradition of never turning away a qualified colleague seeking help. I thank each of you for your ongoing support of the Foundation.

I want to give special recognition to Ambassador Joan Clark, SLF’s founding chairman, who is celebrating her 100th birthday in March. Please read more about her enormous lifetime contribution to the SLF on page 3.

The last two years have been the most challenging in the Foundation’s history. With your help, we can continue to honor our colleagues who devoted their careers to serving their country by “taking care of our own.”

Sincerely,

*Marc Grossman*



# Overview

In 2021, the Senior Living Foundation (SLF) adjusted to a new normal. As COVID-19 restrictions lifted — and in some cases were reimposed — the Foundation was ready to meet the needs of our grant recipients, providing care management, home health care, basic living support, and emergency assistance whenever needed. We remained focused on “taking care of our own.”

Following a record-breaking year for grants in 2020, the Foundation saw requests from the Foreign Service community level off last year. We utilized new tools gained during the first year of the pandemic to better serve our colleagues. Our wider network of care managers remained engaged with current cases and available as new requests arrived. Technology options allowed for faster intervention in situations demonstrating an urgent need. We responded with financial support where needed to ease their burden. And, once again, an enormous impact for retired colleagues and the parents of active-duty Foreign Service personnel was in providing for professional care management services, aiding in times of change and helping to craft plans for the future.

Our partnership with the Department of State remains strong. When recent widows expressed concern about paying bills while waiting for their survivor annuity to begin, State Department employees referred them to the Foundation, and we provided temporary support. The Office of Employee Relations at State contacted us regarding increased burnout among active-duty employees taking on additional caregiving responsibilities for aging loved ones. SLF worked with State and our partners to offer a webinar focused on Selfcare for the Caregiver. You can find more information about this on page 14.

Your generosity made our work possible. The Foundation was fortunate in 2021 to receive two bequests from long-time donors that added to our ability to respond in the future. These gifts were in addition to the more than 1,000 donations received from you, the grassroots of the Foreign Service. Please turn to pages 4 and 5 to read about the impact of your donation.

We remain ready to provide assistance to all qualified individuals in our community. If you or someone you know is in need of guidance or assistance, please contact the Foundation. We handle each case professionally and confidentially. Our work is grounded in respect for the dignity of those we serve.

For more than 30 years, SLF has made a positive difference in the Foreign Service community. Please enjoy the case summaries on page 4 that demonstrate just how much your support affects the lives of the colleagues who turn to us.

## SLF MISSION STATEMENT

*The mission of the Senior Living Foundation of the American Foreign Service is to provide support to retired Foreign Service personnel and their spouses (including surviving and divorced spouses) and, on the basis of need, to defray the cost of home health care services, senior housing, long term care insurance, or other senior services that contribute to the health and security of the retired Foreign Service family.*

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# Happy 100th Birthday to Amb. Joan M. Clark



Joan Clark in 2014

On behalf of the entire Board of Directors, we wish to extend our very best wishes to Ambassador Joan Clark on her 100th Birthday in March.

Ambassador Clark was an original member of the Findley Burns Group which eventually became the Senior Living Foundation of the American Foreign Service to support the retired Foreign Service community. She was the founding Chairman of the Foundation and served in that capacity from 1991 to 2005. Under her leadership, the Foundation's ability and efforts to offer support grew exponentially. The Foundation continues to thrive and provide much needed support to our retired colleagues in large part thanks to Ambassador Clark's vision and passion in those early days and throughout the last three decades.

Her dedication and compassion were evident from the very beginning of her Foreign Service career in 1945 to her service as Ambassador to Malta 1979-1981, and beyond. Many colleagues can attest to her individual support and counsel during her time as Director General of the Foreign Service 1981-1983 and Assistant Secretary of State for Consular Affairs 1983-1988.

But we, as those who have worked with her to bring the Senior Living Foundation from

a dream to the reality it is today — a vital part of the extended Foreign Service Family — are so grateful for her straightforward and unfailing commitment to our mission of "Taking Care of Our Own."



Joan with SLF Board members Paul Cleveland (l) and Tom Tracy at her 90th birthday in 2012.

**SAVE THE DATE** for our biennial  
Planning for Change event

► **Tuesday, September 20, 2022**

We anticipate a hybrid event, with opportunities to attend in person and participate virtually. Look for updates over the summer on our website and Facebook page.



## RETIREE Case Summaries

The Foundation's mission of "taking care of our own" began more than 30 years ago focused on our retired colleagues. That mission extends beyond retired FSOs to their spouses, including surviving and divorced spouses. Here, we share a sampling of cases the Foundation handled in 2021.

► A retired FSO recently moved to a memory-care facility. The retiree is no longer capable of advocating for himself, and his long-time friend and colleague was concerned about the care the retiree was receiving.

*SLF established a grant for care management services. The care manager helped alert the facility's wellness staff to the concerns while coordinating medical appointments and staying in touch with out-of-state relatives.*

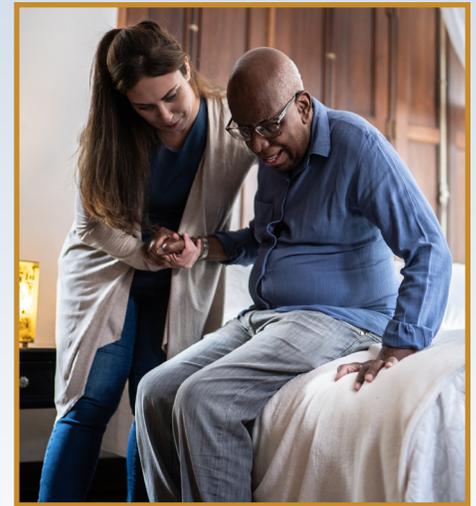
► Following the death of her FS spouse, a recent widow contacted the Foundation for help while awaiting her annuity. Once she began receiving her survivor annuity, her income was not sufficient to meet her basic needs.

*SLF initially established an emergency grant while the survivor benefits were pending. Once the annuity was finalized, the Foundation reviewed her current financial situation and determined that she met the criteria to qualify for ongoing support. As a result, she receives a recurring monthly grant for basic living expenses. In addition, the Foundation is helping with medically necessary dental treatment and dental insurance to reduce future expenses.*

► The son of a retired FSO contacted the Foundation at his father's request to find out about retirement community options. Both parents have mild cognitive impairment and physical limitations.

*The Foundation engaged a professional care manager in the retiree's community to work with the whole family, understanding the aging couple's desire to remain in their own home and their children's concerns about safety and care. With help from the care manager and other local resources, the family has a more realistic idea of the parents' needs and what has to be done to plan for the future.*

► Delays in receiving a death certificate led a recent FS widow to contact the Foundation. After waiting for the certificate for several months, she filed the required information to obtain her survivor annuity, only to learn that it would be another three to four months for her benefits to begin.



*The Foundation established an emergency grant to help the widow during this waiting period. The widow feels that she will have sufficient income once her survivor annuity starts.*

► A FS widow had been in several care environments in recent years. Restrictions from the pandemic led her family to move her out of a long-term care facility. However, her health deteriorated to the point that she required nursing care. Her children contacted the Foundation for guidance. *SLF established a grant for care management service and to help pay for a private facility. The care manager and the family identified a good long-term care facility in the area, and the widow was approved for Medicaid.*

► A retired FSO contacted SLF on behalf of a friend who is former FS colleague. The former Foreign Service employee had been found in her apartment by the police after suffering a major stroke. She is single with no family in the area.

*SLF hired a care manager to guide decisions regarding her long-term care. She is progressing well with rehabilitation but regaining the functional ability required to live independently is not expected. She has moved to a facility that provides ongoing rehabilitation. Her friends are providing support and encouragement. SLF will continue care management services as long as is necessary.*



## PARENT Case Summaries

Over the past several years, the Foundation has witnessed an ever-present and growing need in our community: help in managing the caregiving responsibilities our active-duty colleagues face as their parents age. Understanding these challenges, SLF launched the Parent Program in 2018 to support Foreign Service personnel who find themselves searching for support for their parents while managing their demanding Foreign Service career. Through more than 100 cases from requests from colleagues from close to 60 different countries, we continue to find that care management support is the most valuable service we offer to active-duty Foreign Service personnel. The following examples demonstrate the range of support the Foundation facilitated in 2021.

► An active-duty FS employee contacted the Foundation about his mother who lost her home during a hurricane and wanted to relocate closer to her family upon their return from an overseas post.

*SLF engaged a professional care manager to help the mother find housing closer to her family. The care manager also assisted in*



*finding local medical providers and health insurance in her new county, as well as connecting her with services and social support. To ensure safety, the care manager facilitated home modifications for entrance and bath accessibility.*

► The mother of an FSO serving overseas needed assistance with activities of daily living. Though the mother was living with the FSO's sister, caring for the mother and working full-time were proving overwhelming. The FSO contacted SLF to discuss options.

*SLF established a limited grant to provide home care to assist the mother when her daughter is working. The family has identified the Foundation's support as critical to keeping their mother at home and out of a nursing facility.*

► An FSO reached out regarding assistance for his mother-in-law. The mother-in-law is able to manage most activities of daily living on her own, but her dementia creates a need for managing medication and general support. The FSO's spouse and her siblings, who are dispersed around the world, provide financial support to their mother. Those who live near the mother-in-law provide in-person care, but occasional respite care is needed.

*SLF established a limited home care grant to provide a caregiver for the mother when her daughter needs to attend her own needs.*

► When her father had trouble identifying a long-term care facility, an active duty FSO contacted SLF for guidance. Though her father has a debilitating condition, his young age and complex care needs had led many facilities to decline accepting him.

*SLF hired a local care manager to assist the family in locating an assisted living facility that would meet the father's needs. The care manager remained engaged following the father's move to ensure that the facility was managing his care. The father and the FSO have expressed appreciation for the Foundation's help in finding a good fit.*

► SLF received a request from an active duty FSO temporarily posted stateside. His father had been diagnosed with dementia and Parkinson's, and both conditions were becoming progressively worse. His mother was overwhelmed trying to care for herself and her husband.

*The Foundation established a grant for care management services. The local care manager has helped the FSO's mother access service such as respite care. In addition, the care manager has facilitated modification to the couple's home to reduce falls and increase the father's safety and independent movement around the home. The care manager remains engaged to assist with long-term planning.*



► Caring for a loved one can take a toll on family members' physical health and wellbeing. This was the case for the parent of an FSO who contacted SLF. The father was nearing the end of his life, and the mother had neglected her own needs while focused on her husband.

*The Foundation provided a grant for care management and for respite care for the mother. The care manager assisted the family in changing hospice providers and accessing other support. Following the death of the FSO's father, the care manager helped the mother access benefits for which she was newly-eligible and continues to provide guidance to the mother in addressing her own medical issues.*

# Expression of Thanks

The Senior Living Foundation would like to express our thanks to the following individuals who made gifts to the Foundation in 2021:

## A

Adair, Marshall  
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“  
 What a  
 lifeline SLF  
 has been.  
 ”

## B

Baker, Richard  
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Egan, Virginia

Egan, Wesley

Eisner, Adolph

Elam-Thomas,  
Harriet

Elliott, Carolyn

Elly, Edward

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Emmerson, Donald

“  
Thanks to the Foundation,  
my anxiety is greatly  
reduced and I feel like  
I can start to figure out  
how to go on.  
”

Erlandsen, Al  
Eubank, Margaret  
Evans, Ana  
Evans, David  
Ewing, Raymond

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Falzone, Brigitte  
Farrand, R. W.  
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Helmer, Francisca  
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Henderson, Ruth  
Hengel, Douglas

“  
Your support makes me  
feel that I am not alone in  
my struggle.  
”

## G

Gadsden, James  
Gallagher, Martha  
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 SLF is  
 really  
 making a  
 difference.  
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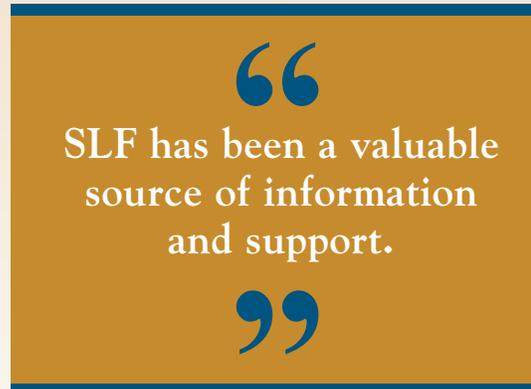
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Urban, Joan

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## Collaboration with State Department

Last summer, the State Department’s Office of Employee Relations contacted the Foundation. Over the course of the pandemic, they had been receiving increased reports from employees overwhelmed by caregiving responsibilities. These employees found themselves managing full-time jobs, often acting as a teacher for their school-aged children, and regularly providing care for their aging loved ones. The question arose: Could SLF help? The answer was: Of course.

In October, SLF offered a live webinar titled “Selfcare for the Caregiver.” SLF Executive Director Paula Jakub began the session with a brief description of the Foundation’s work and our Parent Program. Next, we welcomed Heather Suri, RN, BSN, CMC. As Founder and CEO of Pathways in Aging and President of the Aging Life Care Association, Mid-Atlantic Chapter, Heather shared personal experience as a care manager and equipped the audience with various resources for supporting the needs of their aging loved ones.



Our final speaker was Kevin Montgomery, LCSW, Clinical Integration Manager at AbleTo. Kevin discussed the various kinds of stress and the signs of that stress caregivers may experience. He provided a number of approaches caregivers can take to manage their stress, including a breathing exercise which he led as part of the webinar. Kevin also described the unique caregiver support program offered by AbleTo, a behavioral health program offered free to stateside members of the Foreign Service Benefit Plan.

The full webinar is available for viewing on YouTube, search for Senior Living Foundation.

The Foundation  
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