



Community Report 2013

MISSION  HOSPICE
& HOME CARE

it's about life



Dwight Wilson

*Chief Executive
Officer*

When our organization began in 1979, most Americans weren't familiar with hospice. Fortunately, the movement that began in the US four decades ago has grown significantly, and now many are choosing end-of-life care that provides comfort and pain management along with spiritual and emotional support.

Today Mission Hospice & Home Care offers a continuum of care, providing a range of services for patients and families throughout our community. To complete this continuum, we are now working to create San Mateo County's first hospice house.

Every year, Mission Hospice supports more patients. In our 2013 fiscal year, Mission Hospice served 605 hospice patients – 54% more than in the previous year. Thanks to our professional staff and incredible volunteers, we were able to help each of these people – and their families – live their lives to the fullest.

To care for patients with an increasing variety of needs, this year we expanded the breadth of our services, adding advanced cardiac care, wound specialists, and bedside vigil volunteers. We've also increased our free Transitions program for patients at the end of life who need care management, practical assistance, and/or emotional support.

All of this – and more – is possible thanks to our donors, volunteers, board members, staff, and members of the Mission Hospice Auxiliary. I thank each and every one of you.



Judy DiPaolo

Board Chair

As the new Chair of the Board of Mission Hospice, I am pleased to build on the success of my colleague Maryann Raab, who has led our Board with commitment and positive spirit over the past two years. I am also honored to be following in the footsteps of Helen Lagen and Mac Nash, the two visionary women who had the foresight to organize the County's first hospice program 35 years ago.

Commitment to others in our community – our family, friends, and neighbors – is what motivates each of us to be a part of Mission Hospice. Our compassionate and professional staff, our well-trained and caring volunteers, our dedicated and successful Auxiliary members, and my fellow board members work together to ensure that we can provide exceptional care for those who need it most.

Thanks to the many individuals and organizations who provide financial support for our work, Mission Hospice can offer physical, emotional, and spiritual care to patients and families not covered by insurance, or when insurance doesn't cover the actual costs of delivering quality care – which is often the case.

Mission Hospice was started by a handful of volunteers who were focused entirely on patients' needs, and I'm proud to say that we always put the patient first.

The Mission Hospice Staff



Photo © Scott Buschman

2014 Mission Hospice & Home Care Staff

Dwight Wilson, RN <i>Chief Executive Officer</i>	Dianne Covolo <i>Advanced Care Coordinator</i>	Amber Guevara <i>Advanced Care Coordinator</i>	Howard Lee, MD, MPH <i>Medical Director</i>	Jane Porter, RN <i>Case Manager</i>	Rev. Linda Siddall <i>Chaplain & Spiritual Care Director</i>
Betsy Barnes <i>Clinical Administrative Assistant</i>	Carol Daly <i>Contract and Procurement Specialist</i>	Gloria Gutierrez, MSW <i>Social Worker/Outreach</i>	Araceli Lieberman, HHA <i>Home Health Aide</i>	Cristina Pratt, HHA <i>Home Health Aide</i>	Nita Smith, RN <i>Case Manager</i>
Ken Barnes, MD <i>Medical Director</i>	Elsa Davis, RN <i>Case Manager</i>	Mariano Guzman, MSW <i>Medical Social Worker</i>	Nenita Lindo <i>Fiscal Controller</i>	Tracie Pyers, MSW <i>Medical Social Worker</i>	Elizabeth Stein, LCSW <i>Medical Social Worker</i>
Frances Freyberg Blackburn <i>Development Director</i>	Lisa Deal, RN, MPH, DPH <i>Outreach Director</i>	Libby Hagman, RN, BSN <i>Clinical Outreach Nurse</i>	Monique Lunsford, MSW, M.Ed <i>Medical Social Worker</i>	Chris Ritzo, RN, BSN <i>Clinical Outreach Nurse</i>	Isabel Stenzel, MSW, MPH <i>Bereavement Social Worker</i>
Valerie Burniece <i>COO & CFO</i>	Jaysebel Delunas <i>Hospice Billing Coordinator</i>	Meechal Hall, MSW <i>Medical Social Worker</i>	Leanne Maru, RD <i>Dietician</i>	Ana Gladys Rodriguez, HHA <i>Home Health Aide</i>	Sandy Stevenson, RN <i>Case Manager</i>
Melody Cantrell, RN <i>Case Manager</i>	Amy DeWitt <i>TQI/QM Director</i>	Alice Hennessy, RN, BSN <i>Case Manager</i>	Olga Miguel, HHA <i>Home Health Aide</i>	Flor Rodriguez, RN <i>Case Manager</i>	Maricor Tablante, RN <i>Case Manager</i>
Amy Caparas, RN, BSN <i>Clinical Services and Oncall/Facility Outreach Director</i>	Tsering Dolma, HHA <i>Home Health Aide</i>	Alex Ignacio <i>IT Director</i>	Rev. Donald Mulford <i>Chaplain</i>	Rachel Lopez Rosenberg <i>Chaplain</i>	Shelley Taylor, RN <i>Intake Nurse Coordinator</i>
Maria Caturay, RN, CHPN <i>Case Manager</i>	Marsha Eddleman <i>Capital Campaign Director</i>	Marilyn Jankowski, LCSW <i>Social Work Supervisor</i>	Irene Nasol <i>Business Controller</i>	Rhonda Rungsitiyakorn, RN <i>Case Manager</i>	Adell Thompson, HHA <i>Home Health Aide</i>
Ellen Chao, RN <i>Case Manager</i>	Monica Ferguson, RN <i>Case Manager</i>	Tommy Joe, HHA <i>Home Health Aide</i>	Amy Newman <i>Development Coordinator</i>	Mike Russo, RN <i>Hospice Care Supervisor</i>	Jane Tobin, RN, BSN, CHPN <i>Case Manager</i>
Mary Chigos, RN, NP <i>Clinical Outreach Nurse</i>	Rani Ferreira <i>Assistant Volunteer Coordinator</i>	Karri Kaiser, MSW <i>Medical Social Worker</i>	Roby Newman, LCSW <i>Bereavement Social Worker</i>	Susan Sabato <i>Information Resources Specialist</i>	Jim Traceski <i>HR Director</i>
John Chin, MSW <i>Medical Social Worker</i>	Susan Freyberg, RN <i>Case Manager</i>	Irene Kanturek <i>Administrative Assistant</i>	Hank Nourse <i>Volunteer Coordinator</i>	Shelley Salpeter, MD, FACP <i>Medical Director</i>	Sonia Estival Vila, MSW <i>Medical Social Worker</i>
Karin Clemente, RN <i>Case Manager</i>	Ruth Fullmer, RNP <i>Case Manager</i>	Genie Kozak, RN, BSN, PHN <i>Case Manager</i>	Emmanuel Ong, RN <i>Case Manager</i>	Seema Sangwan, MD <i>Medical Director</i>	Colleen Williams <i>Executive Assistant</i>
Mary Rose Clynnes, RN, BSN <i>Case Manager</i>	Ashton Fulwood <i>IT Specialist</i>	Jatin Kumar <i>Hospice Medical Records Coordinator</i>	Phyllis Palmer, RN <i>Triage Coordinator</i>	Mary Santana, RN <i>Case Manager</i>	Carmelita Wood <i>Finance Administration Manager</i>
Beverly Concepcion, RN <i>Case Manager</i>	Cindi Gill, RN, BSN, CHCM <i>Advanced Care Director</i>	Annette Lacey, RN <i>Case Manager</i>	Gary Pasternak, MD <i>Medical Director</i>	Annabelle Santos, RN <i>Case Manager</i>	Gina Yamsuan, HHA <i>Home Health Aide</i>
Melissa Cooper, RN <i>Case Manager, CWOCN</i>		Nelson Lao <i>Chaplain</i>		Leilani Santos, RN, BSN <i>Case Manager</i>	



Our programs

Mission Hospice & Home Care is dedicated to providing patients with the physical, emotional, and spiritual support they need to spend their final months in comfort. In 2013, we provided hospice, advanced care (home care), and transitional support for patients facing cancer, cardiac and lung disease, and other life-limiting illnesses.

Our individualized, quality care exceeds the levels covered by Medicare and private insurance, and contributions from the community make up the difference.

Thanks to your financial support and the efforts of our professional staff and dedicated volunteers, Mission Hospice & Home Care provided patients and families with professional care and comfort when needed most.

Hospice

Our Hospice program provides quality, compassionate medical care, pain management, and emotional and spiritual support for terminally ill patients and their loved ones.

Total patients served: 605

Total visits made: 16,656

Average no. days in program: 22

Age range of patients: 17 – 105

Advanced Care

Our Advanced Care program provides skilled nursing care and medical social work for homebound patients with life-limiting illnesses who are not yet ready for hospice.

Total patients served: 321

Total visits made: 4,315

Average no. days in program: 31

Age range of patients: 26 – 101

Transitions

Our Transitions program provides non-medical volunteer and social work support to patients at the end of life who need care management and emotional and practical assistance.

Total patients served: 62

Total visits made: 701

Average no. days in program: 252

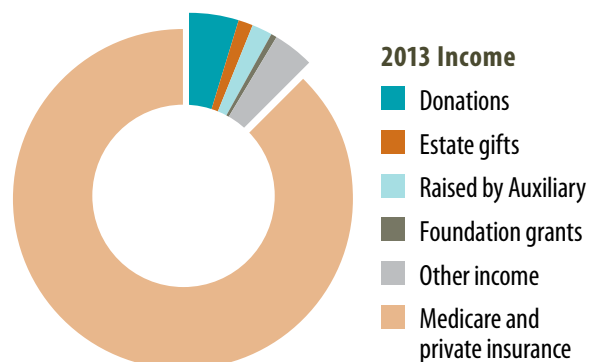
Age range of patients: 34 – 100

The cost of quality care

Cost of program services	\$6,997,521
Cost of supporting services	\$1,692,660
Total expenses	\$8,690,181

Donations from individuals and organizations	\$455,005
Estate gifts	\$113,442
Raised by Mission Hospice Auxiliary	\$194,751
Foundation grants	\$48,000
Reimbursements from Medicare and private insurance	\$8,529,919
Other income	\$376,959
Total income	\$9,718,076

Excess designated to reserves \$1,027,895



Audited financial reports are available at www.MissionHospice.org.

Mike Russo *A composed caregiver*

As Director of Nursing for Mission Hospice, Mike Russo orchestrates 17 nurses caring for dozens of patients throughout the San Mateo County area. He coordinates patient admissions, arranges nurses' schedules to meet patients' needs, and helps solve clinical problems. Balancing a schedule and patient roster that changes daily is a challenge he takes on with poise and a smile.

Mike has a knack for harmonizing many moving parts – not just nurses and patients, but also lines of music. In his off-hours, Mike is an accomplished composer, violinist, and pianist. Having studied composition at Temple University, the Oberlin Conservatory of Music, and Lawrence University, he's written dozens of pieces, primarily for string orchestra. And Tuesday nights find him rehearsing with the Nova Vista Symphony, a long-standing community orchestra that performs throughout the south Bay.

While Mike has loved music since he began piano lessons at age 6, he was drawn to hospice care later in life. His mother was a nurse, so he was familiar with the concept of hospice – but Mike says he “never thought of it as a career.” Instead, he went into the publishing industry in New York, working for Viking Penguin and Ogilvy & Mather; ever the orchestrator, he coordinated art production, permissions, and fee negotiation. While he enjoyed the hustle-bustle of the city, he didn't see a future for himself in publishing.

When his grandfather entered hospice care, Mike says, “a light bulb went off for me.” He continued at his day job and attended nursing school at night, eventually earning his RN degree – and meeting his future wife, Bitna.

After Mike built experience by working as an ICU nurse in New York, he and Bitna, along with their infant son, moved to the Bay Area in 2008. He was thrilled to find a position as nurse case manager with Mission Hospice. He's been with Mission Hospice ever



since, and the couple lives in Millbrae with their two sons, Joon (now 6) and Saan (4).

When Mike joined Mission Hospice, the organization had about 30 hospice patients. During his tenure, he's seen the caseload grow tremendously – to about 140 today. Mike attributes this growth, in part, to great relationships with physicians in the community who refer their patients.

To coordinate care for this growing group, Mike works with a team of nurse case managers, admitting nurses, and covering nurses. He especially likes that Mission Hospice keeps the caseload small so his team can ensure that each patient has a dedicated nurse – a continuity of care that's an important part of Mission Hospice's service.

He also really enjoys when he can incorporate his love of music with patient care. When he sees a piano in a patient's home and thinks it might be welcomed, Mike will ask whether he might play.

Together with social worker Karri Kaiser and other Mission Hospice staff and volunteers, Mike has also performed as part of Voices for Hospice, a wave of simultaneous concerts around the world to raise funds and awareness for hospice. He also often plays at our annual Light Up A Life remembrance service for patient families.

As Mike says, “Music is communication – a link that brings us together to celebrate the passing and remembrance of our loved ones.” 🌸

Bob Robinson Support for patient and family

Roberta and Bob Robinson knew that they would have many challenges to face after he was diagnosed with dementia with Lewy Bodies, a progressive ailment that may include symptoms of Alzheimer's and Parkinson's disease, with hallucinations thrown in.



What they didn't expect was the sheer number of decisions they would encounter. Roberta explains that they've managed pretty well with major decisions, like Bob's intention to donate his brain to research after his death. "We've always had a policy of trying to work things out together," Bob says, as Roberta interprets her husband's speech, "but not always cheerfully."

What sometimes gets her down are the hundreds of decisions in coping with a situation that varies from day to day as Bob's health changes, as caregivers have to be scheduled, appointments arranged, and the household taken care of.

"People tell me to take care of myself," said Roberta, "but in order to relax, you have to make five more decisions to do so. Actually, you can never really relax. Your mind is always focused on Bob's needs." Mission Hospice & Home Care social worker Karri Kaiser said it's common for family members to struggle with "decision fatigue."

"Roberta's doing really well with it, but it's not easy," she said. "The way they communicate to me is amazing. Roberta understands Bob, including his ability to be humorous and tease a little."

Bob, 74, was diagnosed with Lewy disease in 2009, only two years after he retired from a career in electronics and telecommunications. Roberta, 69, is a former teacher and private tutor. Bob was a sportsman who was on the Alpine Meadows National Ski Patrol, enjoyed tennis, and was an avid golfer. He and Roberta traveled extensively for his work and personal enjoyment.

"Bob has had, and does have, a really good life," Roberta says, adding that their decision to stay together in their home, instead of Bob going into a care facility, has contributed to his quality of life. "Bob worked so hard to give us this house," she says of the country home they have shared for 44 of their 46 years of married life. "He doesn't want to leave it; nor do I want him to."

But that decision comes at a cost. Bob has a private caregiver every day but Roberta and their adult son, Todd, handle nights and mornings. Their daughter, Megan, her husband and their grandchild visit on weekends and help with the many decisions to be made for Bob.

Their decision to join Mission Hospice & Home Care last March also wasn't easy. Roberta admits that she was shocked when Bob's doctor suggested it. "I didn't realize the dynamics of hospice," she said. "I thought it meant that this was it for Bob."

Instead, she's found that Mission Hospice staff has helped take some of the burden off her family, not only by providing medical care from doctors, nurses and home health aides, but social and emotional support. Their team includes Karri, Chaplain Nelson Lao, Dr. Gary Pasternak, home health aide Adell Thompson and case manager Jane Tobin, RN.

The team means that Roberta doesn't always have to take Bob out for doctor appointments because a doctor and nurse visit regularly and are always available by phone. Karri can help follow up on prescriptions, billing and other issues. Chaplain Nelson provides caring, emotional and spiritual support for the family.

"We just have to take each day as it comes," says Roberta. "I try not to anticipate, because we've learned each day is different. We're thankful for the occasional plateau." 



Mike Teutschel

Commitment to community

Quick, eloquent, and modest, Mike Teutschel makes it immediately clear that he is fiercely dedicated to the community in which he was born, raised, and spent his entire career. As Mike says, he's "the guy who was born in Oakland, grew up in San Francisco and moved all the way to Redwood City." Today, Mike lives there with his wife Rebecca, with whom he runs a Palo Alto-based full-service accounting firm that they recently spun off from a 400-person, 50-partner firm.

But Mike remains loyal to his hometown, rooting for the Raiders and the A's – something he admits can be "challenging" on the Peninsula. He's also dedicated to his family, making a priority of spending time with his two daughters, two step-daughters, and grandson.

His leadership for Mission Hospice goes back more than a decade, when the organization was in a period of transition and approached the firm where he was working, seeking someone with financial expertise to serve as a volunteer board member. Mike stepped up, and has been involved with the group ever since, including serving as board chair.

He was already well-versed in community service. Mike's worked with nonprofits for decades, served three terms as an elected school board member in San Carlos, and also volunteered as a youth sports coach. He is also an active member of Palo Alto University Rotary, focusing on recruiting new members, supporting the group's community service leadership, and raising funds for projects including the international effort to end polio.

Mike's particularly happy to be involved with the board at Mission Hospice, where he says, "everyone can put forth different opinions and they are all respected. There is a lot of mutual respect for each other and for the organization."



He's particularly proud that the nonprofit is now on solid financial footing, and continues to receive accolades from patients and families, as well as from various review boards. "It feels good to be part of something that works, and that is growing," he says.

Mike also recognizes that there is more to be done in the area of public education about hospice. Recently, he lost a close friend who was reluctant to accept hospice care at the end of his life. Mike could see that a hospice team could have helped his friend manage his pain better, and would have benefitted his relationships as well as his business.

"It really is about life," he says. "We just need to let people know that entering hospice is not giving up." 

Our Volunteers

Mission Hospice & Home Care volunteers are the heart and soul of our patient care. Our direct care and bereavement volunteers provide vitally important emotional and social support to our patients and families. Our dedicated indirect care volunteers help with mailings, special events, and other projects in our office. In 2013, Mission Hospice volunteers donated nearly 8,600 hours of their time.

Auxiliary: 2,070 hours

Bereavement: 241 hours

Indirect and Direct Care: 6,275 hours

Total: 8,586 hours

2013 volunteer hours

2013 Mission Hospice & Home Care Volunteers

Bob Adams
Rick Addy
John Akin

Mary Banchemo
Rick Barrelier
Jordana Bass

Terri Chapman
Miaoching Chu
Kailong Chang
Marian Clare
Darlia Clerico
Marge Cloherty
Glenn Cohen
Mary Connelly
Chris Davis
Frank De Martini
Cathy Delisle
Gloria Devincenzi
Wendi Ellis
Curtis Elsbernd
Nancy Flowers
Chuck Fontenot
Maureen Frazier

Susan Harris
Susan Hasse
Carol Henry
Maureen Hilliard
Will Holsinger
Kelvin Kan
Marilyn Karasky
Judy Karlsen
Juliet Kareithi
Charlene Kobayashi
Dayna Leong
Robert Lindberg
Curt Luck
Marjorie Lundeen
Steve Martin
Patricia Matthews
Saundra Mulford
Martha Kay Nelson
Bob Nice
Joan Osborne
Muriel Osugi



Tovis Page
Becky Peters
Shari Phoenix
Creed Raftery
Brian Reis
Ernie Roeder
Larissa Runkle
Gail Ruxton
Chris Sarch
Sharon Schauer
Greg Schneider
Craig Schroeder

Rosmarie Schubert
Joan Sears
Paul Smith
Lyne Soucy
Karen Stonaker
Constance Sweeney
Ronda Tamaki
Jane Tan
Annette Taylor
Tim Taylor
Anson Tharayanil
Divya Tharayanil
Molly Tinney
Mike Tobar
Victor Tobar
Jeanne Weir
Grace Yoshida
Mark Zuckerman

Wendy Alger
Tom Ames
Gina Amoroso
Juanita Andersen
Anne Audouin-Danet

Janise Belson
Marisol Benson
David Brosnan
Laura Burtness
Arancha Casal

George Fulvio
Pam Gehrke
Trish Gorman
Anne Goulding
Jackie Guzman



Photo by Curtis Elsbernd

The Mission Hospice Auxiliary



Mission Hospice Auxiliary volunteers raise funds to support Mission Hospice and help increase public awareness of our services. The Auxiliary organizes an annual fall gala and bridge tournament, along with other special events, and also helps with projects in the office. In 2013, the Mission Hospice Auxiliary raised more than \$194,000.

2014-15 Mission Hospice Auxiliary Members

Executive Committee

Yolanda Crosby, *President*
Martha Melton, *1st Vice President*
Sandra Lang, *2nd Vice President*
Amy Newman, *Recording Secretary*
Roberta Smith, *Corresponding Secretary*
Sunny Trammell, *Treasurer*
Marilyn Porto, *Past President*

Standing Committees

Marilyn Porto, *Parliamentarian*
Martha Melton, *Auxiliary Social Events*
Roberta Smith, *Acknowledgments*
Rosemary Rayburn, *Corporate Sponsors*
Sunny Trammell, *Publicity*
Sandy Dennison, *Historian*
Karen Beainy, *Telephone*
Denise Gurgens, *Liaison to the Mission Hospice Board*

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Glenda Carney
Mary Chakos
Joan Connolly
Yolanda Crosby
Lois Crotty
Dianne Del Grande
Sandy Dennison
June Field
Carole Flaherty
Alice Flynn
Margaret Flynn
Vibeke Gade
Denise Gurgens
Sonja Harris
Michiko Ibuka
Hildi Kirchdoerfer
Sandra Lang
Karen Law-Hing
Martha Melton
Amy Newman
Ann Nolan
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Rosemary Rayburn
Roberta Smith
Sunny Trammell



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\$100,000

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Individual donors

Thanks to the generous support of our donors, Mission Hospice & Home Care helps people throughout the challenges of a life-limiting illness, regardless of their medical coverage or ability to pay. Donations ensure that everyone in our community has access to compassionate care and comfort when needed most, and fund our community programs, including the Transitions Program, Bereavement and Grief Support, and Educational Forums.



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\$1,000-2,499

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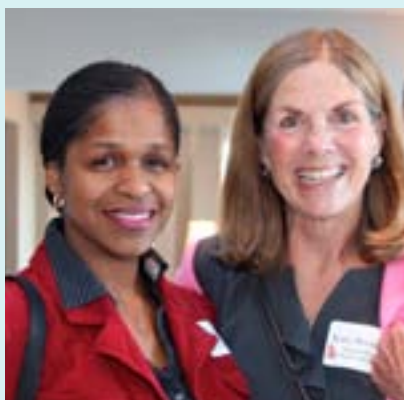


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Diane Nerheim's birthday from Edward Hirschberg

Amy Newman's birthday from Kay Sanchez

Dr. Gary Pasternak from Linda Bryant, Karen Lewinn

Barby & Paul Regan from Danette Magilligan

Mr. & Mrs. William Regan's 50th wedding anniversary from Danette Magilligan

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— Patty, Mission Hospice patient family member

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– Mike, Mission Hospice patient family member

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