Best foot forward

Andre pushes the soccer ball ahead of him in the open field, works the ball through the legs of a defender and drills a shot into the goal. Teammates and coaches high five him, celebrating more than a goal in practice. They’re celebrating just being part of a team, working together, seeing one of their players actually getting good at this game. That’s what bonds them. That, and the fact that all of them are, or were, homeless.

Andre is a client at RHD’s FaSST/Connections. Participating in street soccer might seem an odd vehicle to help fight homelessness, but given RHD’s approach to serving the whole person, staff encouraged being on the team as a thing that buoyed the men and helped make sure they were able to get to practices and games.

The three RHD clients who played on Street Soccer Philly are now all in their own housing; two have jobs and another is back in school. One of them, Ellish, got something extra out of the experience — he was chosen to play on the U.S. Homeless World Cup team in Chile.

Chandrima Chatterjee, the director of Street Soccer Philly, and coach Tom Laws make regular trips to city shelters to pitch the idea of playing soccer to the residents. He met Andre and Ellish, who were working with RHD’s FaSST/Connections, and found two eager participants. Another FaSST/Connections client, Derek, followed.

The team became a constant in their lives that buoyed them through difficult times. Ellish did not miss a practice for two straight years, finding a way to get to the field (or the gym in the winter) no matter what.

Resources for Human Development was a bronze winner in the extra-large companies category in the Philadelphia Business Journal’s Best Places to Work contest.

The Best Places to Work program ranks the top employers in the Delaware Valley as determined by scores given to employers by their own workers during an anonymous survey administered by an independent third party.

Employees ranked their company on several questions related to team effectiveness, trust with co-workers, alignment with goals and trust in senior leaders, as well as respect, recognition and benefits. RHD employs more than 2,500 people in the Philadelphia area.

Nationally RHD supports more than 160 programs across 14 states, and employs almost 6,000 people. RHD has been nominated six years in a row in the extra-large company category, and is a past winner of the Best Place to Work award. The designation recognizes the very best employers (with the happiest people) in the area.

All RHD employees are invited to participate in ongoing dialogues to improve the work culture. RHD is committed to listening to, and responding to, employee concerns.

“At RHD, I get amazed every day,” RHD CEO Dyann Roth said. “I’m in awe of the many people who are part of RHD; I always feel like I learn from them. There’s a strength in the people who work here that I don’t encounter in other aspects of my life. We have an opportunity to learn from and support each other, and build on each other’s ideas. At RHD, we believe that when you get a group of engaged people together, anything is possible.”

“We’re absolutely blessed to have a group of extraordinary people here who’ve done so much to make it work — and who’ve made RHD a great place to work.”

At RHD Missouri, a man with intellectual disabilities named Brandon was thriving in the companion model of care with RHD staffer Todd Davis. When Brandon discovered that his friend and caregiver was sick with cancer, he worked to develop the skills to be able to help care for Todd as best he could.

Read about how Brandon and Todd committed to walking this journey together on page 3.
How you can help

More than 27,000 people each year gain the support and encouragement they need to build better lives for themselves, their families, and their communities through RHD’s many human-service programs. Their milestones and successes, large and small, are made possible through the generosity of people like you.

Whether it’s a child in need of a winter coat, a single mother trying to escape a life of abuse, or a man with autism whose life is about to change when he is given that first paintbrush, your contribution will help create a better future for these men, women, and children who just need a chance to develop their full potential.

Make this winter season a special one for those who are working toward better lives.

Please use the enclosed envelope to send a check or visit us at www.rhd.org to donate online.

Resources for Human Development help people in need help themselves.

SOCCER

from front page

“I think you condition yourself,” Ellish said. “I had done some good conditioning and bad conditioning. So I trained myself to put myself in constantly good conditions. That’s what I was doing — conditioning myself. That’s what led to two years of non-stop practice. I wanted good conditioning.”

“It was hard. But the spirit in me stayed strong. Being on the team, we got close. We’re like family. We look out for each other, motivate each other. We share our stories and it could be negative, but you get — and give — positive feedback.”

During first season, the team named Andre a captain. “At first I thought, you know, I don’t even know anything about soccer!” Andre said. “But it was a real honor. They had faith in me. That’s why I refused to give up, even though a whole lot of days I felt like quitting. It made me believe in the back of my mind, that I can get something positive out of this. There were days at the shelter when you feel like quitting — like, forget this. There are still some moments where you feel that way. But they look out for me.”

“Hey, this is my first time leaving the country,” Ellish said. “It was fun. I was nervous, but it was exciting, too. I felt like I’d done all that work, and I was getting to the next level.”

Street Soccer Philly is in its infancy compared to many organizations around the country; last year the team didn’t score a goal until its third game (Andre scored in a 6-1 loss). Still they soldiered on. Ellish laughed when asked about playing through a steady string of losses — held through worse, obviously. He’d been homeless.

“The house where he lived burned down, and Ellish slept at a local church for a time before finding his way into a shelter. I’m shocked that I made it through that,” Ellish said. “It was pretty tough. But I stayed strong. Having the team helped me stay strong, because I knew I had someone that had my back.”

That’s a common theme among the players — the feeling that someone was on their side. For many, it felt like the first time they could say that.

Watch the video of the Homeless World Cup at www.rhd.org.

Endow-A-Home grad is Eagles ‘Rookie of the Year’

RHD’s Endow-A-Home, which helps mothers and children make the transition from homelessness to homeownership, often tells success stories about the moms in that program. But just as important are the children who benefit from the stability of a home and a mom who gains the ability to be the parent she always wanted to be. One of those Endow-A-Home kids is Stephon Murray, who was one of the first children from the program to graduate college and is now working with the Philadelphia Eagles.

Stephon earned a position in merchandise with the Eagles, and at a special red-carpet party at Lincoln Financial Field for the game day staff, Stephon won an award as “Philadelphia Eagles 2014 Merchandise Rookie of the Year.”

“I want to give a special thanks to Endow-A-Home for all the guidance and support through the years,” Stephon said.

Endow-A-Home provides homes for as many as 45 mothers (and their children) at any given time. Only mothers with children are eligible, and are able to select a home of their choice from available houses covered by a Section 8 subsidy. Endow-A-Home’s success is based on comprehensive long-term case management and support services that help motivated mothers achieve self-sufficiency and a stable life for their family.

Ninety percent of Endow-A-Home’s formerly homeless women now hold jobs. Eighty percent have completed GED, college, and/or masters/professional programs.
Todd Davis is having “one of those mornings,” as he calls them, when the chemotherapy hits him particularly hard. Todd is an RHD staffer living with Brandon, a client with autism, in RHD’s companion model of services. They’re supposed to have breakfast, but Todd’s stomach won’t allow it. He excuses himself and makes it to the bathroom. On his knees, throwing up, Todd feels a hand on his shoulder. Brandon is patting his back. Brandon helps him to the couch, goes to the kitchen, wets a washcloth and brings it in.

“For your head,” Brandon said.

They sit for a moment, and Brandon puts his hand on Todd’s shoulder.

“It’s going to be OK, Todd!”

And that’s how Brandon discovered that his friend and caregiver was sick with terminal cancer, and how Brandon made the extraordinary decision to start helping Todd as best he could, and how Brandon and Todd committed to walking through this journey together.

In RHD’s companion model, the people RHD supports reside in their own home with a live-in caregiver chosen by the client and their family. The companion assists with daily activities as necessary, and takes part in social and recreational activities. The consumer gains the stability and independence of living in one’s own home, and ideally builds a relationship that comes from working together with a companion to achieve a mutually satisfying home life.

Brandon was able to make a unique contribution to telling this story about his relationship with his caregiver Todd. His handwriting is the headline for this feature.
Brandon occasionally struggles to be understood, but when he talks about Todd his voice is strong and clear. “I love Todd,” Brandon said. “Todd is my friend. I like to see Todd every day. Every day.”

Brandon alerted the staff at RHD Missouri that something was wrong with his friend. But Brandon’s mother, Neva, had insisted that the staff not share the severity of Todd’s illness with Brandon. She feared it would upset him. “Todd’s not eating,” Brandon said. “Todd doesn’t feel good.”

Todd played it off as a case of the flu. He had to have a picc line (peripherally inserted central catheter, used to give chemotherapy and other medicines) put in, and doctors strongly recommended that it go in Todd’s arm. Afraid Brandon would see it, Todd insisted that it be placed in his ankle — the most difficult placement and the most painful.

“One thing I told Brandon is that I would always be honest with him,” Todd said. “If he saw a bandage he’d ask about it, and I didn’t want to lie to him. His mother wanted to shield him from this as long as possible, so … it was uncomfortable, but that was the way it was going to be.”

When Todd’s hair started falling out from the chemo, he decided to shave his head after Brandon went to sleep. The next morning, Brandon’s eyes went wide and he said: “Todd! No hair!” Todd just smiled and told him it was a new style. Eventually Brandon figured it out. “The flu didn’t go away. Brandon asked his mother what to do. She told him that Todd just didn’t feel good. Be nice to him. Maybe do some more chores around the house. Help out where you can.

Brandon began rising earlier in the morning so he could greet Todd. He cooks his own meals. He cleans the kitchen. He takes out the trash. He began caring for his caregiver, in any way that he could.

“There are some mornings I feel pretty bad,” Todd said. “And when I’m feeling down, there he is, with a big smile, saying: Good morning! How did you sleep? It’s going to be a great day! It touched my heart, the thought he puts into doing those things — genuine acts of kindness, acts of caring. When I’m having a bad day, I know he’s going to be there, with the joy and enthusiasm that he has, showing you that he’s happy and healthy. That gives me strength, to know that he’s being taken care of. As long as I’m doing that, as long as I’m not letting that shade, I feel like I’m still accomplishing something.”

After a career in insurance and financial planning, Todd was looking for a change of scenery when he applied to RHD. “I wanted my work to have some meaning,” Todd said. “To make a difference in someone’s life, to watch them grow, that is a profound thing. Brandon is doing things he’s never done before, and he’s proud — he has a sense that he’s accomplishing something, that he’s progressing. We’re making a difference in people’s lives here. We are living up to what we promised we’ll do for our clients. I know a lot of places say that, but at RHD we really do put supports in place to help people be successful and make people’s dreams a reality.

“It’s a good feeling to know that he trusts me enough to let him down some of his guards. We’re genuinely friends and roommates, creating a life together that helps him accomplish his goals and his dreams. And it’s helping me do that, too.”

Brandon’s mother Neva is heavily involved in Brandon’s care. Neva fell and broke her shoulder last year, and Todd and Brandon drove her back and forth to the hospital, did the shopping, cleaned the house. “Todd made it possible for Brandon to care for his mother.”

“Well, that’s what you’re supposed to do,” Todd said. “Mom looks out for you, but sometimes you’ve got to look out for mom. Brandon was so proud of what he’d done, and she was proud of him. It strengthened their relationship.

“I don’t take that lightly; that’s something very special, that someone trusts you to take care of their child.”

Paul put it this way: “When you work providing services for people, the way it has worked for Brandon and Todd is what you hope for.”

“Brandon has to be a relationship for this model to work, there has to be a connection,” Presley said. “Brandon and Todd embody that. They’re the perfect example of why it works. The challenges grow daily for us as we preserve this model. But this is why it’s important to continue it.

“Shared living can be complicated. It’s two people living together, sharing a home, sharing a life. If you ask Todd, he’ll tell you it was a wonderful experience, not a job. Yeah, he gets paid, he pays his rent, and room and board — general reminders that this is a job. But I think Todd feels like this is his life, him and Brandon.”

Brandon’s life is full. He attends the day program at RHD’s Blank Canvas Studios, where he paints and draws and still writes letters in a unique kind of calligraphy. But now they’re more about how happy he is, how great his life is. Now they’re full of hope.

“It’s a source of comfort that he’s not stalemated because of my illness,” Todd said. “I thought it was important not to worry...
Brandon, I didn’t want to be somebody who brought stress into his life, and be something upsetting to him. I didn’t want my mess to carry over and be his mess.

“Brandon has been an awesome guy through all this. He’s very kind, and compassionate. Brandon is very caring.”

Brandon was raised in a very religious home, and he’s carried that into his own home. Each night before going to bed, Brandon gets on his knees and says his prayers. One night Tod walks past his room and overhears. Brandon is praying for him.

“We have established a routine, a rapport, and it was important that things become determined to learn the skills he needed to help him.

And it was quite scary.”

MDS is a bone marrow disorder in which the bone marrow does not produce enough healthy blood cells.

“Tod sent me a text message telling me he needed to talk,” Yarbrough said. “He said, well, I’m pretty sick. I didn’t know what that meant, he gave me some letters, mds, msd, I don’t even remember what they were. I came back and asked our community nurse — what is this? And she told me … he’s a sick young man.”

Tod's first concern was Brandon and Brandon's care. He insisted he could still work, and RHD supported that. Besides, as Tod said: “How can I call in sick? I live there.

“Tod is doing everything he can to protect Brandon,” Yarbrough said. “He’s not worried about himself. Mostly he was afraid it was going to change their relationship. Life was finally making sense to Brandon; things were going so great. There was never anything wrong at that house. It is the companion model. If I had to draw up a poster child about what shared living is, I would just show them Brandon and Tod. There’s not a self-serving bone in Tod’s body. From taking a day off to meeting Brandon’s needs, to getting church, he’s rearranged his medical schedule to care for Brandon.”

RHD worked to make sure Brandon had enough support, given Tod’s medical issues. RHD staffer Jacob Barber works at the house as needed, helping Tod stay on the job.

“Tod’s hope is that Brandon’s progression will help him gain the ability to keep growing and thriving, even without Tod. But Tod is also hoping that Brandon won’t have to, for at least a little while longer. “It’s scary” Tod said. “There are days when I worry more about Brandon than me, and some days when I’m pretty worried about me. My main concern is that if Brandon knows the gravity of it, it would cause him stress and anxiety. I’m afraid that it will be distressing for him. I don’t want him to live in an environment where he’s afraid again.

“Supporting Brandon has been the best experience of my professional life. And I don’t want to go anywhere.”

Brandon's social and life skills have seen marked improvement directly because of his friendship with Tod. "When Tod was struggling, Brandon became determined to learn the skills he needed to help him.

“Continuity of care, I think, is very important for anybody,” Tod said. “We have established a routine, a rapport, and it was important that things continue as normally as possible. As long as I could do it, I wanted to do it.

“As I’m going through my medical treatments, I think it’s great that RHD put supports in place so that Brandon’s life is not disrupted, and I can get the rest I need to continue to help Brandon accomplish things he wants.”

And so Tod soldiers on, caring for Brandon and walking hand-in-hand with the gentle giant beside him toward a finish line that he refuses to acknowledge. There’s no point to that, after all. There is only the moment, where one life connects to another.

“We’re human services people. There is a passion that we have for people,” Presley said. “We contract with the state of Missouri to make sure Brandon’s needs are met, so we make sure we are doing that. But we also want to nurture a relationship that means so much to Brandon and Tod, and help them walk through this journey together. The disability issue went completely out the door. It became about two people. When one person is down, you go down and pick them up and make them better.

“They’ve inspired me. They make me strive to be a better person, make me strive to be a better director. To see Tod and Brandon benefit from something that I played a part in, it gives me chills.”

“Watching Tod and Brandon, it’s why I do this,” Yarbrough said. “It’s what makes me get up in the morning. The impact on me, I can’t even begin to say. It gets you to the core. It makes me count my blessings every day.

“Just that I can say I put them together — that’s good enough for me.”

Sandy Paul, Brandon’s case manager at the Missouri Developmental Disabilities Resource Board, is an enthusiastic supporter of the companion model. But Paul says she’s never seen anything like this.

“They both gain a lot from each other,” she said. “Brandon has such empathy and compassion, and I think that’s good for Tod. I’m glad Brandon is there for Tod; what Tod is going through, I know that he can deal with it better because he knows Brandon is on his side. Brandon is one of the most loving people I’ve ever met. And he’s growing into such a great, wonderful man who is rising to the occasion to be there for Tod.

“They make me strive. I hope people see what this model can do for an individual, see Brandon and Tod’s unique relationship, and see how they’ve both gotten so much out of it.”

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“Supporting Brandon has been the best experience of my professional life. And I don’t want to go anywhere.”

The joy and enthusiasm he has in his life — that’s what’s important. It gives me strength to know that he’s being taken care of. As long as I’m doing that, as long as I’m not letting that slide, I feel like I’m accomplishing something.
Katie is 13 and has cerebral palsy. Her experience riding Dakota, a therapeutic riding horse at Manito Life Center, has helped her body — and her spirit. Katie walks with two canes, but in six months she’s worked up to riding Dakota more independently as she builds core muscles needed for balance. When riding Dakota, she says, “I can do more than I can on land.”

“Horseback riding is something Katie can do and not feel different,” said Katie’s mom, Sherri.

Soon more children like Katie will benefit from equine-centered therapies and activities at the Manito Life Center through a partnership with RHD. The Manito Life Center helps individuals with different abilities and at-risk children through a variety of holistic therapies including equine-assisted psychotherapy, equine-assisted learning, hippotherapy and therapeutic riding.

Hippotherapy is a cutting-edge form of physical, speech or occupational therapy in which the characteristic movements of horses provide motor and sensory input to riders with disabilities.

The Allentown Morning Call came to Manito to do a feature on the services and the children who are benefiting from them. You can read the story on the RHD website, or by scanning the QR code on this page.

Judy Wilcox said of daughter Riley, 11: “She got her smile back.”

“Working with RHD will enable us to expand our services and to focus on bringing the highest quality of holistic equine therapy to the Lehigh Valley,” said Manito Life Center founder Lisa Schadt, R.N. “Children who have experienced trauma or who are working to overcome their disabilities can benefit immensely from interactions with our horses. Equine assisted therapies promote resilience, growth, and healing.”

It’s rare to find this range of premier equine therapy services in one place, and we look forward to helping the Manito Life Center become a national leader in hippotherapy.

Valley Family Therapeutics, a multi-disciplinary Pediatric Therapy Clinic offering Physical Therapy, Occupational Therapy and Speech Therapy services to children, has already announced it has selected Manito to provide equine therapy for their patients.

The facility is located on a scenic 60-acre farm in Allentown. Lisa has also developed a successful summer camp program, and now her dream of helping children through equine therapy will become a reality through this partnership with RHD.

The collaboration has helped Lisa expand the scope and size of the therapeutic equine activities at Manito Life Center, hiring Jennifer Metzger as head instructor.

Jennifer brings to Manito a lifetime of experience in breeding, training, showing and instruction, as well as a background in the veterinary field. She is certified through the Professional Association of Therapeutic Horsemanship (PATH) as a Therapeutic Riding instructor, and as an Equine Specialist in Mental Health and Learning.

As director and instructor of a therapeutic riding center in Oklahoma, Jennifer grew the program from 42 riders to more than 160, serving participants with a wide range of physical and cognitive disabilities. She trained more than 200 volunteers and mentored new instructors for PATH as part of her commitment to education and awareness.

“I often say I have the best job in the world,” Jennifer said. “I get to touch their lives.”
RHD’s Pathways and Womanspace honored for efforts to fight homelessness among veterans in New Orleans

RHD has always devoted Martin Luther King Day to community service. This year RHD’s Team ARRIVE provided much-needed housewares to people who’ve recently acquired housing, clients and staff at RHD’s Project Advantage fed people experiencing homelessness. RHD programs in Louisiana hosted a blood drive with the Blood Center of Southeast Louisiana. In Florida, RHD Suncoast organized a diversity potluck picnic, and in Tennessee, RHD staff and participants volunteered at a woman’s drug and alcohol program in Memphis, while staff and participants volunteered at a local soup kitchen in Nashville. In Kansas City, staff and program participants volunteered at a local food pantry, and in programs in St. Louis collected and put together care packages for individuals experiencing homelessness. RHD Camden Supportive Housing worked to create a new therapeutic space for their residents, and RHD Boston volunteered at Many Helping Hands in Cambridge.

RHD CEO Dyann Roth, community leaders join global movement supporting One Step Away in The Big Sell Off

Philadelphia community leaders came together in April to distribute RHD’s One Step Away in Center City alongside homeless vendors during the inaugural Big Sell Off. The Big Sell Off is an international collaboration between street papers in 35 countries supporting and celebrating the more than 14,000 vendors at 114 street papers worldwide working to change their lives and escape poverty and homelessness.

Joining RHD CEO Dyann Roth as guest vendors for One Step Away’s inaugural Big Sell Off included Nakia Dillard (Actress, Law Abiding Citizen, The Wine, House of Cards), Dan McQuade (Author, Philadelphia Magazines), Ursula August (Owner, Ursula About Place Rittenhouse), Norys Colon-Gonzalez (Chief Deputy Commissioner, City of Philadelphia), Marcella Maguire (Director, TIP Unit, Department of Behavioral Health and Intellectual Disability Services), Andrew DeVos (Deputy Chief Operating Officer, Community Behavioral Health), Donna Johnson Bullock, Esq. (Special Assistant to the President, Office of Council President Darrell L. Clarke), Stephanie Farr (Journalist, The Philadelphia Daily News) and Cherri Gregg (Reporter, KYW Newsradio 1060).

It started, actually, with Albert Einstein.

Dr. D. Walter Cohen, DDS, Chancellor Emeritus of the Drexel University College of Medicine, has carved out an extraordinary career. He’s written or contributed to 22 books and published more than 130 articles, and revolutionized dental education when he established the University of Pennsylvania department of periodontics, serving as its first chairman, and helmed what became known as The Pennsylvania Experiment (described in his book Educating the Dentist of the Future). Dr. Cohen has received the Legion of Merit from France, has received honorary doctorates from universities around the world and is one of only 23 dentists honored with membership in the Institute of Medicine of the National Academies of Science.

He is also one of the driving forces behind the expansion of the Stephen and Sandra Sheller 11th Street Family Health Services Center, part of RHD’s Family Practice and Counseling Network. 11th Street is a comprehensive, nurse-managed health center co-managed by the Drexel University College of Nursing and Health Professions and FPCN that is creating the future of health care and oral health care in a North Philadelphia neighborhood that is among the nation’s most vulnerable. The center has been recognized as an innovator and a national model of integrated primary care by organizations including the U.S. Department of Health and Human Services, the Robert Wood Johnson Foundation and Institute of Medicine and the American Academy of Nursing.

The center has become such an important part of the community that it faced an almost immediate need to expand to keep up with the demand for its services. Enter Dr. Cohen, who has always been there to give back to the community, helping raise funds to provide or expand care to vulnerable and underserved communities.

“Walter’s vision and leadership have been vital to our efforts at 11th Street,” said FPCN director Donna Torrisi. “He’s an innovator, and really an icon in the field. His work in periodontics and his work as an educator has made an amazing impact, and his commitment to giving back to his community has enabled health care providers like us to make a difference in people’s lives.”

Dr. Cohen pointed to a chance meeting with the legendary physicist Albert Einstein as the inspiration for his career of philanthropy and altruism.

“In 1952, I was invited to Princeton for a luncheon sponsored by the American Friends of the Hebrew University, and the guest of honor was Albert Einstein,” Dr. Cohen said. “I was so in awe to be in the same room with him. And a guest stepped up and said he would pledge $250,000 to the Hebrew University — but then he said he would double the gift if Albert Einstein would shake hands with his wife. Well, Einstein jumped up so fast to shake her hand that he dropped his glasses.

“And I said to myself, here is a man — Time Magazine’s person of the century — and he’s doing this. He was willing to lend his celebrity to raise funds for a philanthropic cause. I remember that he wrote in his autobiography that he was the Hebrew University’s pet bull — whenever they wanted to show him off, he was available. That cause meant that much to him. That had a terrific impact on me — that we should all make sure we’re trying to help people who are in need. If Albert Einstein is setting that kind of example, how can any of us mortals do anything less?”

Much of Dr. Cohen’s efforts these days are directed toward the Stephen and Sandra Sheller 11th Street Family Health Services Center. The center is expected to break ground to celebrate its expansion this summer.

“I don’t have the capacity, like some people do, to envision what it will look like when it’s done,” Dr. Cohen said, as he toured the construction site. “So to watch it go through all the stages, and then to get to see the final thing is so wonderful.

“It’s so well done. It’s such a great integration of medical dentistry and everything related to health care. It’s a national model. It’s really the wave of the future for health care, in caring for the whole person, including their primary care, oral health care and mental and behavioral health.”
RHD CEO Dyann Roth appeared at the UnitedHealthcare Faith Leaders Health Symposium, discussing the fundamentals of health care and RHD’s role in providing quality health care services in vulnerable communities. Dyann appeared on the main speakers’ panel with Jennifer Rodriguez, Executive Director, City of Philadelphia Mayor’s Office of Immigrant and Multicultural Affairs (left), Dr. Michael Weitzner, Vice President at UnitedHealthcare (right), as well as Mary Harper, Manager, Faith and Spiritual Affairs City of Philadelphia Department of Behavioral Health and Intellectual disAbility Services; and Brian Clark, COO & CFO, Greater Philadelphia Health Action.