

*CREATING A CARING
COMMUNITY*

A HISTORY OF CULPEPPER GARDEN
1964 to 1996

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Culpepper Garden
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This book is dedicated to all those whose hard work made it possible for Culpepper Garden to go from a dream to a reality.

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PREFACE

The authors of this history are former and present members and officers of the Culpepper Garden Board of Directors: Irene Wolgamot, Berenice Mallory, Dorothy Petrullo, Mary Lathram and Alice McClellan. Two were presidents of the Board: Berenice Mallory and Mary Lathram. Their experience of volunteer service to Culpepper Garden engendered an interest in researching and recording its history. Marjean Willett, another former Board member, did the layout.

The research covers more than 30 years of archival records including minutes of the Board and other types of meetings, annual reports, special projects, important letters, brochures, newspaper clippings, files of two newsletters (the *ARHC Courier* and the *Clarion*), and other materials.

Pictures and programs of events were collected. Videos were viewed. The Committee members interviewed longtime Culpepper Garden residents, current and former staff members, and Unitarian Universalist Church members who were involved in the history. The authors have endeavored to tell the story of the vision, the planning, and the courageous struggles and contributions of volunteer leaders and paid staff to build and operate Culpepper Garden, an outstanding caring community for the elderly.

INTRODUCTION

by George Kimmich Beach

The history of Culpepper Garden—from its conception, to the struggle to gain approval for construction, to financing and building, to its flowering as a caring, healthful, residential community, to its becoming a center for senior citizen activities for people from the wider community, to its second-phase expansion—is an important and inspiring story.

The Culpepper story tells of how a dedicated group of men and women came together through the agency of their church and ventured into one of the most difficult arenas of social service—creating housing for elderly persons of moderate financial means where none had existed before. There was no road map for these leaders to follow, so they created one.

It is an inspiring story—because they succeeded! To say that they succeeded in creating housing units puts the matter too blandly. Rather, they succeeded in creating the beloved, shared community that Culpepper Garden has become today. The passing years have given us an established fact to celebrate: Culpepper Garden is financially viable and professionally and responsibly managed, it attracts the enthusiastic loyalty of residents, it is compatible with the surrounding community, and it serves the needs of the community in which it is situated. Those who would undertake similar ventures can learn much from this story.

The ingredients of this success are several. A small group of dedicated volunteers, people with a vision, laid the groundwork, dealt openly with the concerns of people in the neighborhood, and gained the support of community leaders. A strong church committee joined in partnership with a federal housing program and a local bank. A progressive county government, which aspired to enable its senior citizens to find good housing within their community, joined in the effort.

The continuing involvement of the Unitarian Universalist

Church of Arlington, through its sponsored corporation, the Arlington Retirement Housing Corporation, has been a key to Culpepper Garden's success. Year after year, leaders from the Unitarian Universalist Church, together with other community leaders they enlisted, have taken up the exacting task of directing the operation of Culpepper Garden, with the help of expert professional management. They have also nurtured the development of the Residents' Association, and have listened to its voice. When residents have identified problems, they have been heard.

To learn more about the special character of Culpepper Garden and its programs and activities, the famous garden for which it is named, and the people who have worked to create, sustain, and renew it, read on!

Moral idealism has been the driving force behind Culpepper Garden. This spirit of idealism was reflected in my words of invocation, spoken on April 24, 1994 at the 25th anniversary of the founding of the corporation that created Culpepper Garden:

Spirit of Life, God of Love, be with us in this celebration.

We come to mark a great milestone in our life together. It is a quarter century since we, and our friends before us, began to dream this dream: we would raise a new home in our community, a place of retirement but also of activity, a place of privacy but also of friendship, a place of independence and individual dignity but also of interdependence and support and care for one another.

We would build a new home—even a new kind of home, the like of which had not been seen before in this community, a place that many could call home even though the cost of housing had made it seem out of reach. A place where divisions along the lines of money—divisions that are so painfully familiar to us—would in some measure be healed.

We remember those who have passed this way before us, who by their devotion and labors have done their part to bring us to this day. Some we can name—others remain nameless to our memories. But we honor all who

have gone before us, and remain with us, in the solemnity and joy of this anniversary.

Spirit of Life, may this day of rest bring us strong confidence, and your peace. God of Love, may our labors be light, and your peace be upon us. Amen.



Charles W. Culpepper

THE BEGINNING OF CULPEPPER GARDEN

The dream that led to the creation of Culpepper Garden was born in the early 1960s. On a trip through the southeastern United States, Earl and Margaret Bailey had visited housing-for-the-elderly projects, gathering information and statistics. Upon their return, Earl wrote a letter about his findings to Reverend Edward H. Redman, who was then minister of the Unitarian Church of Arlington.

Earl's letter inspired Rev. Redman to preach a sermon on October 11, 1964, challenging the congregation to consider developing a suitable project for housing older persons, a place that would provide "the most favorable circumstances for preserving a sense of dignity, for sustaining interest and skills, for keeping a sense of fellowship and individual competence, creativity, and worth—yet offering a high degree of safety, of freedom from lesser risks, burdens, and cares."

Action Starts

Subsequently, Earl Bailey researched potential sources of funding and prepared a paper outlining four federal assistance programs then available for housing the elderly. He also met with Dr. Charles Culpepper to suggest the use of his property, located between Henderson Road and Pershing Drive in North Arlington, as the site for a retirement facility. Dr. Culpepper responded favorably, and in a letter to Ralph Spencer, chairman of the Board of Trustees of the Unitarian Church of Arlington, offered to sell the property for \$110,000.

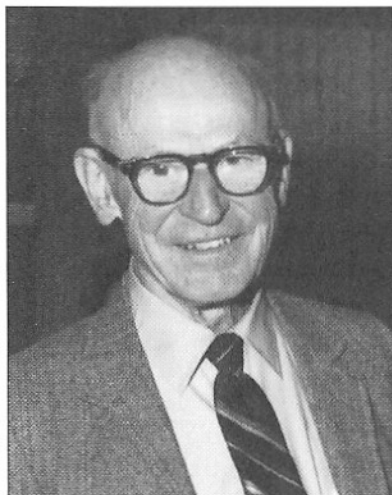
As a result of the enthusiasm of these three men—Earl Bailey, Rev. Redman, and Dr. Culpepper—the Board of Trustees agreed on May 8, 1967, that UCA should "favor in principle sponsorship of housing for elderly on the Culpepper property", and they appointed Frieda Kunze as chairman of an ad hoc committee to investigate the feasibility of such a proposal. Preliminary conferences

were held with officials of the U.S. Department of Housing and Urban Development (HUD) in Philadelphia to seek funding and with Arlington County planning officials to determine the size and type of project they would endorse.

In August Frieda Kunze resigned and Carl Gibboney was named chairman of a committee that also included Bob Roe, Ralph Spencer, and Earl Bailey. Informal meetings of interested persons were held at the home of Beulah Coon.

Gaining support for the project was the first order of business. Carl immediately met with officials of the Greater Washington Area (GWA) Conference, an organization of the local Unitarian Universalist churches, to seek their support. The UCA minister, Rev. Robert Clarke, enthusiastically participated in these activities.

Meanwhile, Ruth Tryon and Beulah Coon developed an "opinionnaire" to determine the amount of interest for the project in the Arlington church. In the opinionnaire, which was mailed on March 26, 1968, respondents were asked whether they favored the church's joining in sponsoring the development of a self-supporting retirement residence, and what type of facility they thought should be provided. More important, they were asked whether they might be willing to make an investment to get the project under way. Returns showed 264 interested persons, 109 of whom indicated that they would be willing to invest.



Earl Bailey

Leaders Seek Property and Funding

Despite all of the initial enthusiasm, it took many years of constant endeavor to realize the goal these people envisioned. As one of the first steps, the UCA Board of Trustees authorized Carl's committee to request an option on the Culpepper property. Although

the Board gave its blessing to the project, it offered no financial support. Dr. Culpepper's attorney objected to the draft option to purchase, since it was made by a private organization (as yet unincorporated) that had no assets.

Meanwhile, the committee had received assurance of a Federal Housing Administration (FHA) 100% guaranteed loan through Sec.236 of the Housing Act to finance the planning phase of the project. The loan was contingent upon obtaining both an option to purchase and rezoning approval. Start-up costs were estimated at \$300,000 to \$500,000.

Initial plans specified a 200-unit building designed to meet the needs of elderly persons, with a dining room, temporary nursing arrangements for about 10-12 persons, and 24-hour call arrangements. Although no long-term nursing care facility would be included, it was envisioned that a nursing home might be constructed to provide such services.

The committee hired an attorney, Wallace Dickson, to undertake incorporating the group, negotiating for purchase of the land, obtaining the necessary rezoning approval, and applying for federal funds. The corporation was to be nonprofit, and most of the members of the Board of Directors were to be members of Washington area Unitarian churches.

The corporation was to be financed by tax-deductible contributions. Anticipated costs during the option and rezoning stage were estimated to be around \$15,000. The initial plan specified that the corporation would be financed by membership fees. It was learned, however, that such fees would probably not be returnable, nor would they be considered charitable contributions for tax-deduction purposes. As a consequence, at a February 9, 1969 meeting the charter language was changed to that of a non-member, non-stock corporation.

UCA Board Approves Incorporation

At a meeting on February 19, 1969, the UCA Board of Trustees approved Articles of Incorporation of the Metropolitan Area Retirement Housing Corporation (MARHC) and on February 21, 1969 the corporation was established.

On April 1 of that year, the Board of Directors of the new MARHC held their first meeting. Officers included Carl Gibboney, president; Malcolm Smith, vice president; and Harriet Whitmore, secretary. Committee chairmen included Wilbur Morse, Physical Planning; Robert Roe, Finance; Merritt Ruhlen, Organization Planning; and Beulah Coon, Prospective Investors and Occupants.

The original Articles of Incorporation of the MARHC were based on the expectation that the project would be sponsored by all the Unitarian churches in the Washington metropolitan area. However, only the Arlington church expressed continuing interest in the project. Consequently, the board decided that it was appropriate to change the corporation name from MARHC to Arlington Retirement Housing Corporation (ARHC), and the action was duly recorded in Richmond on August 3, 1971. This change reflected the way the group had been functioning, since the larger group had never provided much support for the project.

Search for Property Continues

In late 1968, Dr. Culpepper made another proposal to sell one-half of his 4.7 acres for \$150,000 and donate the other half without cost to a Unitarian housing foundation. His lawyer, however, advised him not to sell the property to the church, but instead to convey it to the county for a park. As a consequence, Dr. Culpepper withdrew his offer to sell the property.

Other sites were investigated as possible locations for the housing project. The nearby Boswell tract on George Mason Drive was considered, but in August 1970 the property heirs refused a purchase offer.

The 7.7-acre Kiesling property in Fairfax County was also considered. This property would have accommodated an apartment building, a nursing home, and a medical center. But the price was too high, and in addition, a former UCA member Mrs. Ada Stough (an employee of the U.S. Department of Health, Education, and Welfare and an expert in the field) advised the corporation not to undertake a nursing home because it would involve problems of planning and administration that the corporation would not be equipped to handle.

In spite of the difficulty encountered in finding land on which

to build, the corporation doggedly worked on to set up a financial structure that would eventually enable construction to begin.

In July 1971 the UCA Board of Trustees established within the church treasury a special deposit fund to defray the retirement home planning expenses, to which church members could make tax-exempt contributions. They stipulated that this action "in no way involves the UCA Board of Trustees in legal or financial responsibility for the Board of the MARHC."

Ted Taylor headed a committee to raise these funds, and by September \$8,500 had been contributed. (A plaque in the entrance hall at Culpepper Garden lists the contributors to this fund.)

On August 15, 1971 Dr. Culpepper finally signed a contract to sell his 4.7 acres for \$315,000. An application for rezoning was made the same day, and Earl Bailey resigned from the ARHC Board to become the architect for the project.

Opposition Delays the Project

At last the housing was to become a reality, or so it seemed. Suddenly community opposition to injecting a ten-story building into a residential neighborhood swirled to the surface. Proponents of open space protested that Dr. Culpepper's land should be preserved as a park, declaring that it was "a gold mine of natural resources." They formed the Save Open Space (SOS) Committee, which circulated petitions protesting the housing project and urging people to write letters of complaint to the Arlington County Board.

In a March 31, 1972 article in the Northern Virginia Sun, Carl Gibboney reassured the public that the ARHC planned to retain much of the natural beauty of the Culpepper gardens. "Our architects have informed us that they would have to take down only three trees of more than six inches in diameter," he stated. He also described plans to move small bushes, save all the holly trees, maintain a gardener, and welcome school children who might want to explore Dr. Culpepper's plantings.

In the same article, the ARHC attorney, Wallace Dickson, was quoted as saying that the proposed 8-story, 203-unit apartment building was badly needed in Arlington, "the only Washington suburb with no home for the elderly." He further stated, "Arlington has 14,000

elderly persons over age 65, and more than 1,000 need such a moderate-income facility. This apartment could accommodate about 300 Arlington persons. Although outsiders could apply, the need is here now for those who live in Arlington."

The Arlington County Board meeting at which the rezoning request was to be considered was a real cliff-hanger. During the hearing, 30 people spoke for the project and 27 people spoke against it. Children of the SOS group stood at the entrance distributing daffodils from the Culpepper land.

Independent County Board member Joe Fisher testified that "the open space there would be left and might be kept up better.... old folks are not noted for late nights and wild parties.... [and] there would not be as much traffic and noise as in other apartments."

The meeting lasted until 2:00 a.m. and ended with three voting for rezoning and two voting against it.

Victory was still in jeopardy, however. A group of 18 county landowners filed suit in the circuit court in an effort to overturn the County Board's rezoning decision. They accused Joe Fisher of a conflict of interest when he voted on rezoning because as stated in the suit, "He is and has been a prominent leader of both the Arlington church and the national association, serving variously as trustee, moderator and board chairman and actively participating in the location of the church in Arlington [through a] loan for the purchase of land from the American [Unitarian Universalist] association, . . ."

The suit was thrown out of court, but the delay was costly in terms of legal fees and increased construction expenses.

Progress Resumes

Planning for the housing facility continued. The ARHC received a tentative commitment of loan funds from the Federal Housing Administration (FHA) on June 29, 1972. The architects, Bailey and Pye, developed construction plans, and the firm of Eugene Simpson and Brother, Inc. of Alexandria was chosen as the builder.

On May 15, 1972 a Baptist minister, Reverend William P. Harris, was retained to manage the project until its completion. Bill Harris initially worked on a part-time basis. With his broad experience in managing retirement homes in the Washington area, he provided

valuable leadership during the early stages of planning and construction.

The basically Unitarian ARHC Board hired another Baptist minister, Reverend John P. Gates, as manager on November 15, 1974, after which Bill Harris continued part time as administrator.

While preparing for the opening of Culpepper Garden the following spring, Mr. Gates worked from temporary office space in Reeb Hall of the Unitarian Church of Arlington. It was there that he began his first interviewing and selecting of residents.



***Making Big Plans:** Malcolm Smith, Harriet Whitmore, Berenice Mallory, Earl Bailey, Carl Gibboney, Charles Pye*

Money Problems Continue

Financing was still a significant problem. When money was needed to cover FHA filing fees in January 1973, the necessary funds were raised by loans of \$10,000 from Carl Gibboney and \$42,210 from Frederick W. Berens, Inc., the local affiliate of the Associated Mortgage Company. (Through the years many personal loans were made to meet immediate financial needs, but by 1975 all of these loans had been either paid in full or donated to the cause.)

The ARHC Board contracted with Frederick W. Berens, Inc. to provide expertise in dealing with FHA and HUD. Berens arranged the construction financing as well as the permanent mortgage financing, and also processed the paperwork required by HUD.

The ARHC eventually received approval from HUD for insurance on a maximum project cost of \$4,275,600. Since the long-term mortgage would not pay construction costs, it was necessary to secure a short-term construction loan. The Virginia Housing Development Authority agreed to finance 95% of the construction financing (\$4,061,620). Berens agreed to finance the remaining 5% (\$213,890).

At last construction could begin. A formal ground-breaking ceremony took place on January 8, 1974 for this first home for the elderly in the county.



Groundbreaking: Standing - O.Kenneth Baker, Malcolm Smith, Henry Brenner, Virginia Klutz, Berenice Mallory, Theodore Taylor, Harriet Whitmore, Marian Salisbury, Earl Bailey, William P. Harris
Seated - Carl N. Gibboney, Dr. Charles Culpepper

In September 1974 a fund drive was launched to raise \$94,000 to cover incidental equipment, furnishings, and miscellaneous costs. About 30,000 solicitation letters were mailed out. The Veatch Committee of the North Shore Unitarian Church in Plandome, New York, agreed to "a matching grant to the Arlington [Unitarian] Church of \$1 for every \$1 raised by the church for Culpepper Garden up to a maximum of \$20,000 with a time limit of December 31, 1974." The fund drive raised \$18,362, and the Veatch Committee sent their check matching that amount.

In July 1975 a loan was secured from the First Virginia Bank for \$60,000 to cover equipment and furnishings for the dining room.

Further financial assistance was provided through an agreement with the Arlington County Board in August 1975 to lease space in the basement of Culpepper Garden for the purpose of installing and operating a senior adult recreation center. It was thought that the center would afford recreation alternatives to Culpepper Garden residents, and at the same time the regular income would be helpful to the struggling new retirement facility. Until then the county had had no recreation center for senior adults, and Carl Gibboney had urged the county to develop such a center at Culpepper Garden.

Culpepper Garden Holds Dedication Celebration

Although the first resident moved in on May 19, 1975, the official dedication ceremony was not held until October 12 of that year. That was an important day for Arlington County. To emphasize the contribution of this first retirement home to the community, invitations to the celebration were widely distributed. The achievements of the many whose efforts and cooperation had made the construction possible were recognized during the program. Those named included:

The Board of Trustees of the Unitarian Church of Arlington
Directors of the Arlington Retirement Housing Corporation
Arlington County Board members and staff
Attorneys Wallace Dickson and Mary Cook Hackman
The First Virginia Bank
The Virginia Housing Development Authority
The Arlington County Commission on Aging
The Arlington County Housing Committee
Eugene Simpson & Brother, Inc.

John Purdy, chairman of the Arlington County Board, served as master of ceremonies. Participants included former and present members of the County Board, directors and officers of ARHC, and members of the committee for the opening celebration. The main

address was given by the Honorable Joseph Fisher, who was the current member of the United States Congress representing the 10th District and the past moderator of the Unitarian Universalist Association.

The invocation by the Reverend Robert Clarke set the tone for the celebration:

It is not so much wood, stone, and glass that we celebrate this day. It is patience beyond discouragement, faith beyond fatigue, persistence beyond obstacles, and cooperation beyond division.

It is also, of course, fellowship beneath a warm roof where none need feel lonely, and where in years to come these halls will ring with laughter, and the loving touch of encouragement will strengthen those who falter.

Where love abides, there is the dwelling place of God. This building was conceived in love, in caring, in concern that issued in action. It was not an easy birth, but as the Apostle Paul wrote, 'Love suffers long and is kind... bears all things, believes all things, hopes all things, endures all things. Love never fails.'

With gratitude for all that buoyant spirits and dedicated hands can achieve, we give thanks for this day...this place...these people. Amen.

It was an afternoon of excitement and inspiration from excellent speakers who had in various ways helped bring to reality the first retirement home in Arlington.



CULPEPPER GARDEN, A REALITY

Culpepper Garden Opens

The opening of Culpepper Garden was summarized as follows in Administrator Bill Harris's 1975-76 Annual Report:

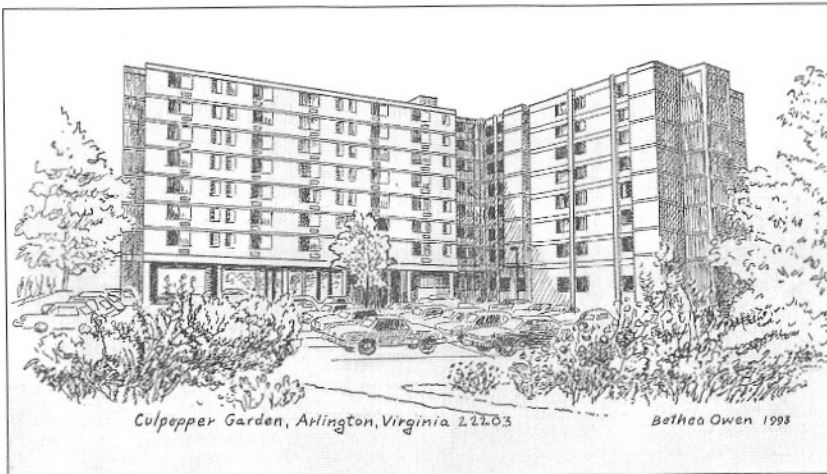
May 19, 1975 will be remembered as the day Culpepper Garden became a "living" facility. That day management took over the operation of the facility and moved in the first resident. The building was not totally complete at that time, and the contractor's workmen continued on for several weeks completing miscellaneous deficiencies and repairs. Quite a few people were ready to move in, and by the end of June, six weeks later, 80 people occupied apartments.

The early days of occupancy can well be compared to a "shakedown" cruise of a new ship. New staff had to be hired, new residents had to be admitted, and a new building had to be thoroughly inspected and checked out. These were busy and interesting days as staff and residents became acquainted with each other and acclimated to their new physical surroundings.

Many preparations and adventures had preceded the beginning of occupancy. On February 23, 1975 Winnie MacLeod had been hired as secretary to the manager, beginning her productive 12-year association with Culpepper Garden.

Earlier that month (February 5) David Harris had joined the staff as assistant engineer to help get the building to the point at which the apartments could be signed off as ready for occupancy.

Typical of the problems David faced in those early days was one involving recalcitrant doorknobs. Architect Pye was not



convinced there was any difficulty until a knob came off in his hand, trapping him in an apartment. He had to yell to construction workers to come rescue him. The doorknob problem was speedily resolved.

David Harris moved into Culpepper Garden on May 1, 1975 (and resided in an apartment there until 1981). When the first senior resident moved in on May 19, 1975 and for the next few weeks until 24-hour watch-care could be put in place, David slept on the floor of the office to be available to answer emergency calls at night.

In April 1975 Ken Baker, a member of the Board of Directors, organized volunteers to assist with such activities as showing apartments to prospective residents, and later manning the front desk. The group included Ted Taylor, John Rosado, Marian Salisbury, Mildred Tweed, Marion Greenwood, and Berenice Mallory. This volunteer service continued to provide immeasurable help during peak hours throughout the years.

Final settlement on the new structure was reached on July 29, 1975. That same month the dining room opened for cafeteria-style service under the management of the Marriott Corporation. Early residents recall that monthly birthday parties in the dining room were especially festive. The women came in long dresses and men wore ties before more casual dress became the norm in later years.

Admissions, handled by John Gates, started with an initial surge. When requests began to slow down, advertisements were placed in newspapers. By December 1975 the building was filled, and six months later 60 people were on the waiting list. (Over the years, occupancy has generally remained at 98-99%—a tremendous accomplishment by management.)

To meet the needs of the growing community, new procedures and policies were developed. For example, a committee was established to recommend a policy on acceptance of gifts, including gifts from prospective residents who were breaking up their households. The committee made decisions as to the suitability of such gifts for the new residence.

During the opening year, it was acknowledged that the terms of many board members would expire simultaneously. In June 1976, therefore, bylaws were approved that provided for staggered 3-year terms. Three members would be appointed each year to keep the nine positions filled, ensuring some continuity of experienced

members while introducing new voices from the community into board decision making.

County Rents Culpepper Garden Space

In August 1975 a long-lasting relationship was begun with the signing of a lease with Arlington County for rental of space in the lower floor of the building. The county paid \$25,500 per year for an Arlington County Senior Adult Center there. Through this arrangement, sponsored activities open to all interested Arlington County senior residents became readily accessible to those living in Culpepper Garden.

Generous parking is provided on the grounds, but infrequently it has not been enough. To illustrate, the parking problem became acute one day in early March 1977 just after a snowstorm when the county Recreation Division had done some over-ambitious scheduling. That day's activities included square dancing, 12 tables of bridge, a painting class, travel slides, group assistance in preparation of income tax forms, and a meeting of the American Association of Retired Persons, which more than 200 persons attended. Luckily, street parking accommodated the overflow.

By 1981 consideration was given to requesting a \$5,000 increase in rent from the county for the Senior Adult Center space. The \$25,000 annual rent had remained the same, while utility costs continued to increase. The request was dropped when it was learned that some Arlington County Board members wanted to decrease or even eliminate the rent payment altogether.

A grass-roots response brought out 60 Culpepper Garden residents and many community supporters at a March 31, 1981 county budget hearing to demonstrate their appreciation of the center. At this meeting Berenice Mallory, then president of the ARHC Board, presented a statement on the historical association between Arlington County and Culpepper Garden and on the mutual benefits derived from the recreation center. The county board approved continuation of the same rental payment.

Not until July 1, 1989, did the county approve an increase in the rent paid to Culpepper Garden. Perhaps because it had taken so long for the county to respond positively to Culpepper Garden's

requests, the increase was significant—from \$25,000 to \$41,200. Since 1989, annual increases have usually been approved, approximating the rise in cost of living in the area. In 1995 Culpepper Garden received \$49,370 in rent for the Senior Adult Center space.



From left, Senior Center Director Beth Vick, Monty Davis, Ed Zeitlin and Senator John Warner

Additional Services Improve Life at Culpepper

Arrangements were made in the early months for services that have been essential to the well-being of residents. One of the most helpful of these was the scheduling of regular visits by the First Virginia Bank, twice weekly at first, later once weekly, and by 1995, three times a month.

A fully equipped beauty shop was opened in the second year so that frail residents need not brave the cold or heat for a hair wash, set, or perm. The shop is run as a concession, with Culpepper Garden retaining a percentage of all fees collected.

Early in the first year, a program was established by Arlington County to provide for weekly visits by a public health nurse. Other county social services also were made available to residents.

In addition to the Arlington County services, Dr. Kalides D. Malpani, fondly called "our doctor," provided other invaluable services

to many residents. Dr. Malpani had been recommended by the Arlington County Medical Director, and he came to Culpepper Garden almost weekly until his death in September 1994. He was followed by Dr. Mohammed Akbar, who continues this valuable service.

When Arlington County had to end the public health nurse program because of budget limitations in October 1980, a pilot project funded by a grant to the Visiting Nurse Association for one year provided a nurse practitioner for eight hours each week. This program was quite successful.

In following years a registered nurse visited Culpepper Garden one day a week through financial support from the Visiting Nurse Association, the Culpepper Garden Residents' Association, and the ARHC Board. Far from being just a blood pressure clinic, the program met the health-care needs of many residents. Beginning September 1, 1995 this nursing clinic program was taken over by Home Health Partners.

Residents Form an Association

Culpepper Garden residents were interested in every aspect of their new environment, and in January 1976 the Residents' Association was established. From the beginning, various committees of this association have been involved in matters such as food service, fund-raising, gardening, library, and entertainment. The opening of the gift shop sponsored by the Residents' Association was a welcome addition as both a convenience for residents and a successful means of fund-raising. These funds are used to add equipment and services not otherwise provided for the residents and also to support outside community projects such as Hospice and the Red Cross.

Board Sees Need for Increased Care

From the beginning, the Culpepper Garden Board and management believed in taking a long-range look at the future. A major area of concern was the eventual need of some residents for assistance with daily tasks such as bathing, dressing, and

housekeeping. The Board heartily approved of seeking services that would permit residents to remain at Culpepper Garden as they grew older.

Management from the start actively sought out all the forms of assistance available to residents from organizations such as the Visiting Nurse Association, the American Red Cross, and county offices dealing with aging.

Since HUD had provided mortgage insurance for 100% of the cost of construction of the retirement home, however, Culpepper Garden was required to follow HUD regulations, which specify that residents must be capable of independent living. Consequently, management had to toe a fine line in helping frail residents stay as long as possible at Culpepper Garden without jeopardizing its status as an independent living facility.

Management and the Board also agreed that Culpepper Garden should reach out to find ways of using its experience to benefit elderly persons with low or moderate income in the wider community. Joe Pelton and Steve Moore were particularly active in these efforts. During the 1980s, a succession of board committees such as New Projects and Activities, New Directions, and Future Directions wrestled with a problem that was beginning to be addressed throughout the country—the need for intermediate care (also termed personal care or assisted living). Although full-care nursing homes were available, options for care for elderly persons needing some assistance were limited.

In March 1980 Bill Harris raised for ARHC Board consideration the question of whether Culpepper Garden should consider building an additional facility for assisted living. The Board voted funds for consultants and feasibility studies, which verified the need for a facility at the intermediate care level.

Land acquisition was the next pressing priority. Discussions were held with Arlington County and the Arlington Hospital Foundation about a joint effort to provide intermediate care. Unfortunately, the talks produced no positive results.

Sites in both Arlington and Fairfax counties were vigorously pursued, but after months of negotiation all the sites considered were found unsuitable or unaffordable. The possibility of using a portion of Culpepper Garden's grounds was continuously on the discussion table.

In November 1986, St. George's Episcopal Church accepted a proposal from ARHC to explore a joint venture with them on Arlington property owned by that church. To the delight of the ARHC Board, their proposal to St. George's for a care facility was accepted. Soon afterward, the Virginia Square Senior Services Corporation (VSSSC) was formed with members from both St. George's and ARHC.

David Tilson played a major role in the VSSSC project from its inception. His exceptional skills and knowledge of the field were valuable in dealing with problems and seeking out avenues of financing.

Bill Harris's management experience and expertise have long been recognized in the local community, and his services had been offered as part of the enticement to St. George's to accept ARHC's proposal. This factor weighed enormously in their decision to mount a project with Culpepper Garden.

For six years the dedicated VSSSC Board worked to bring about a care facility for moderate income elderly. By 1993, after years of struggle to find funding for a life care facility on St. George's property, the corporation was reluctantly dissolved when it was determined that financial support could not be obtained.

Retirement Homes Become a Growth Industry

During the 1970s and 1980s care of the elderly became a growth industry, and there was a surge in the building of retirement homes nationwide. Fortunately for the industry, a professional organization, the American Association of Homes for the Aging (AAHA) was established to support and encourage the development of nonprofit homes. AAHA later became AAHSA, the American Association of Homes and Services for the Aging.

Bill Harris has served on several of AAHSA's national committees. He regularly attends its national conventions and encourages the serving ARHC Board president to attend as well. David Harris follows trends in engineering, equipment, and furnishings as he studies them at the annual conventions.

Learning about current and proposed legislation in the field, sharing ideas, and attending stimulating seminars at annual

The ARHC Board congratulated Bill Harris for his remarkable feat of renting the new apartments in record time, while keeping the original wings full as well.

The first residents moved in on October 1, 1992, and on December 6, a gala celebration was held to dedicate the new wing. That afternoon Board members, staff, and residents warmly welcomed guests—government officials, architects, lawyers, builders, Unitarian Church members, and others from the community.

A brief program began with an invocation by Reverend Kim Beach of the Arlington Unitarian Universalist Church, followed by remarks by Ellen Bozman, Arlington County Board chair; Karen Darner, Virginia General Assembly delegate; Jim Moran, 8th District congressman; and Toni Thomas, director of the Washington, D.C. HUD office.

Many of those attending visited apartments that were open for viewing as well as the county's popular Senior Adult Center on the lower floor. All shared a festive sense of accomplishment at the completion of the 63 new apartments, bringing to 273 the total number of apartments available at Culpepper Garden.

By August 1993, when Bill Harris and Mary Lathram signed the final papers at the District's HUD office, Culpepper Garden's east wing residents were new no longer—they were settled participants in the Culpepper Garden community.

Through the years, public officials have been responsive to Culpepper Garden's needs and generous in attending the celebrations marking its history. Although residents represent more than a few votes, the warm feelings go beyond political considerations. Long-time Arlington County Board members, in particular, have shown a genuine interest in Culpepper Garden, and have enhanced the residents' feeling of pride in living there.

Building Receives Needed Care

Over the years, Culpepper Garden's engineering staff has followed an aggressive preventive maintenance program that has helped to extend the life of both building and equipment. Timely renewal of furnishings, replacement of aging equipment, and continued monitoring of all aspects of the physical facility have kept

Culpepper Garden in excellent condition and within budget

In the early years one of the problems that surfaced was leaky walls, especially after severe rainstorms. Despite constant efforts by staff and contractor, leaks continued to plague the building for many years. The north wing bore the brunt of most storms and was most affected. Caulking and application of a waterproof coating helped, but it was not until 1990 that the problem was finally resolved. A consulting engineer who surveyed the building pronounced it sound, but found the outer "skin" in need of repair. Over a period of eight weeks, workmen repaired and caulked all cracks and concrete spalling.

After the completion of repairs to the building exterior in 1990, a new paint job was in order. The skin of the building was constructed of concrete blocks embossed to look like brick, and then painted a brick color. Through the years the color faded to a pinkish lavender. A committee chose a shade of paint very like the old soft color, but the paint contractor recommended a deeper shade, advising that it would eventually fade to the committee's choice. The suggestion carried the day. When the painting was completed, the building wore a coat of bright pink, a good bit more intense than anyone had expected.

Although most residents and neighbors were pleased with the results, some Arlington County officials thought otherwise. When the application for site approval of the new wing was submitted to the planning commission for review, they inserted a condition that within one year of the completion of the new addition the old building was to be repainted to match the color of the brick in the new wing.

At that time [October 1993] the paint was expected to be good for another five to seven years. Prudent managers and the ARHC Board preferred not to repaint the building until it was needed.

An application was submitted to Arlington County requesting an extension. Bill Harris and AHRC Board member Mike Hall testified before the County Board arguing that the \$25,000 required to repaint the building could better be used for many other critical maintenance and repair items. In December 1993 an extension was granted till "as soon as the building needs to be painted, but not to exceed October 31, 1998 or sooner if the Zoning Administrator determines through annual site inspections that a repainting is needed."

In 1988 new roofing was installed over the entire building. The roof carried a basic 12-year warranty, which was extended to 15 years with the application of a coating of fibrated aluminum paint. The manufacturer advised that periodic applications of this coating would greatly extend the life of the roof by sealing cracks, preventing drying and cracking of the roofing material, and reflecting some of the heat of the hot summer sun. Again in 1993, a coating of fibrated aluminum paint was applied to the roof, putting it in excellent condition for another four or five years.

The cost of energy increased drastically in the late 1970s, and by 1980 citizens were urged to practice energy conservation. Culpepper Garden complied in that year with two changes. First, lights in halls, stairwells, and lobbies were changed from incandescent to fluorescent. The second change was the conversion, completed in April 1981, to natural gas as a supplement to oil as a fuel. In the long run, the cost of installation was offset by fuel savings.

New environmental regulations dealing with underground storage tanks became effective in 1989, the purpose being to prevent ground contamination by leaking tanks. Most tanks installed before the effective date of the regulations did not comply, including Culpepper Garden's. Management studied the options and decided not to attempt to upgrade the old tank. In June 1994, a contract was signed to purchase a new fiberglass tank with electronic monitoring and recording devices, which would fully comply with all new environmental regulations.

Renewal of furnishings has been done when necessary. Rugs show wear, draperies become shabby, and no one wants to live in a home with dowdy furnishings. Management has always kept a sharp eye on the ravages of normal wear and tear, and the building interior has been kept fresh and attractive in spite of a modest budget.

New window draperies and vinyl wall coverings were purchased in 1981, and in 1984 the main lobby was redone by the Friday Design Group. The next year, with many areas beginning to show their 10-years' wear, Culpepper Garden embarked on a major refurbishing project. In the summer of 1985 the extensive undertaking brought a new look to the public areas, halls, and offices. Financing of the new dining room chairs was helped when the old chairs were quickly sold at \$15 each.

Fowler Foundation Grant Funds a New Library

In the summer of 1986, the library was completely redecorated and refurbished with a gift of \$5,000 from the John Edward Fowler Foundation. The improvements included new shelves, racks, and lighting; a special lamp that magnifies reading material; and the addition of a variety of books, newspapers, and magazines.

Upon completion of the project, a celebration was held to recognize the Fowler Foundation with a plaque and also to acknowledge the longtime dedicated volunteer service of Helen Coles to Culpepper Garden. A decorative Mexican wall hanging entitled Whales was placed in the library in Helen's memory.

Organizational Structure Changes

There is sometimes confusion about Culpepper Garden's relationship with Arlington County, the Unitarian Universalist Church of Arlington, and Culpepper Garden's various parent corporations.

The Unitarian Church of Arlington (renamed the Unitarian Universalist Church of Arlington in April 1994) conceived of the retirement home and initially brought it into being. The church remains the organization's sponsor, but the only official connection is that the UUCA Board of Trustees nominates and approves ARHC Board members.

Culpepper Garden is in Arlington County and, therefore, must comply with county regulations. Many battles have been fought before the county's various regulatory bodies, but generally the County Board has proven to be a staunch ally.

Culpepper Garden's corporate history reflects its development over the years. On February 21, 1969 the state of Virginia issued a Certificate of Incorporation to the Metropolitan Area Retirement Housing Corporation. In August 1971 the corporate name was changed to Arlington Retirement Housing Corporation. It was the ARHC that developed, financed, built, and began operating the Culpepper Garden facility in 1975. By agreement with HUD, ARHC could not engage in any other business or activities without HUD's prior approval.

The first change in this arrangement came in October 1990 when the ARHC Board established, with HUD's approval, the new corporation, Culpepper Garden II, Inc. ARHC serves as the sponsor of Culpepper Garden II and appoints the directors of that corporation. Culpepper Garden II, Inc. developed, financed, built, and operates the facility that is in fact the new east wing of the original facility. The same staff operates both, and there is no distinction, as far as residency is concerned, between residents of the original building and those of the newer wing. Culpepper Garden II, Inc., also by agreement with HUD, cannot engage in other business without HUD's prior permission.

For several years consideration was given to establishing a third corporation, and on September 15, 1993 a charter was issued to ARHC II, Inc. by the Commonwealth of Virginia. The ARHC II directors are appointed by the UUCA Board of Trustees, and they serve concurrently on both the ARHC and the ARHC II boards. This umbrella corporation is totally separate from HUD and is legally able to engage in any activity or business it might choose.

It was established for two primary reasons. First, the new corporation would protect from HUD control all ARHC assets that were not related to the operation of Culpepper Garden, including assets obtained through donations, earnings on investments, and other means unrelated to HUD. Second, the new corporation would not be restricted by HUD or any other entity in its efforts to plan and carry out new projects and services.

In early 1995 the board again considered the three corporations under whose names it did business, and it was determined that an additional change in corporate names would more appropriately reflect the reality of relationships among the corporations. On February 2, 1995 the State Corporation Commission approved the following name changes:

The not-so-old ARHC II, Inc. became ARHC
The old ARHC became Culpepper Garden I, Inc.
Culpepper Garden II, Inc. remained Culpepper Garden II, Inc.

All three corporations have the same basic purpose: to provide housing and services to elderly persons with low or moderate income. All have been incorporated as nonprofit organizations and approved as exempt under Section 501 (c) (3) of the tax code, thus making contributions to the corporations tax exempt to the extent permitted by law.



One of the Monthly Birthday Parties for Residents



July 4, 1976: Dedication of flag donated by Residents' Association

CULPEPPER GARDEN IN ACTION, A PROFILE

The Culpepper Garden retirement home in Arlington, Virginia, is not far from its sponsor, the Unitarian Universalist Church of Arlington. The attractive building, with its 273 apartments, is in a unique landscape setting, surrounded by trees, shrubs, and flowers. The windows in the spacious dining room provide vistas of the surrounding gardens, and all the apartments have landscape views.

Residents Enjoy Their Homes

When talking about their life at Culpepper Garden, residents invariably express how much they enjoy the natural beauty of their surroundings. Some residents care for the plantings or have garden plots. They enjoy the birds and feed the squirrels. Residents also appreciate the security, companionship, and meals at Culpepper Garden. As one resident said, "I just feel comfortable here. I wouldn't ever want to move away."

Other residents have expressed similar satisfaction with their lives at Culpepper Garden:

"How fortunate we are to be living surrounded by the beauty of Culpepper Garden; well-kept lawns, beautiful shrubs and flowers, from jonquils of early spring to our summer and fall roses and lilies."

"I like eating with others."

"It's friendly here....I lived before in an apartment building and didn't even know my neighbors....This is more like home than an apartment. People have more of a bond in a place like this....It's more than just knowing others....There's a fellowship."

"The big advantage is the Arlington County Senior Adult Recreation program—the meetings, parties, and square dancing."

"Here there's always someone to talk with, eat with, go shopping with. In a regular apartment...there's loneliness."

Families Express Appreciation

Many relatives and sponsors write letters of thanks after their loved ones have left Culpepper Garden. The following comments from a sponsor are typical:

"We have so much gratitude for her quality of living there. I was there every day and I feel that the management is superb. There was friendliness with all the staff and just a feeling of being in an environment of 'caring'...our deepest appreciation for your tremendous help to her and us..."



A typical Culpepper Garden Apartment

Diverse Population Represents a Happy Blend

As of August 30, 1995 there were 275 residents at Culpepper Garden: 242 were Caucasian, 15 were African American, 10 were Hispanic, and 8 were Asian or Pacific Islanders. Of the total 275 residents, 224 were women and 51 were men. There were 7 handicapped residents. The median age was 81. The oldest resident was 101, and the youngest was 61. The number of residents by age range was as follows:

Residents 100 or older; 1

Residents 90-99; 22

Residents 80-89: 131

Residents 70-79: 92

Residents 62-69: 27

Residents younger than 62: 2

Over the years, the average move-in age has been 76.8, and the average move-out age, 81.7. Several residents have celebrated their 100th birthday at Culpepper Garden.

Culpepper Garden Encourages Social Interaction

Residents are encouraged to be independent and to participate in and initiate activities. The Culpepper Garden Residents' Association includes all residents as members. There are no dues. The association meets monthly and contributes significantly to the lives of residents. The officers and committee chairmen of the association meet once a month with management to provide for information exchange and cooperation.

Through volunteer committees, the Residents' Association produces a newsletter, operates a gift shop, and gives time and attention to the library, food service, entertainment, bulletin boards, birthday dinners, flower arrangements and plants, gardens, and other projects.

Residents serve as "good neighbors" in each wing, and members of the Sunshine Committee keep in touch with the ill through visits and cards.

Financial contributions from the gift shop and periodic "white elephant" basement sales are used to add equipment and services not otherwise funded. One of the first gifts of the Residents' Association was the flagpole, which was dedicated on July 4, 1976. Other gifts have included a \$3,000 contribution toward the purchase of furniture for the lobby and the east wing that opened in 1993; garden benches; and smaller gifts such as new dining room tablecloths and a video stand for movies.

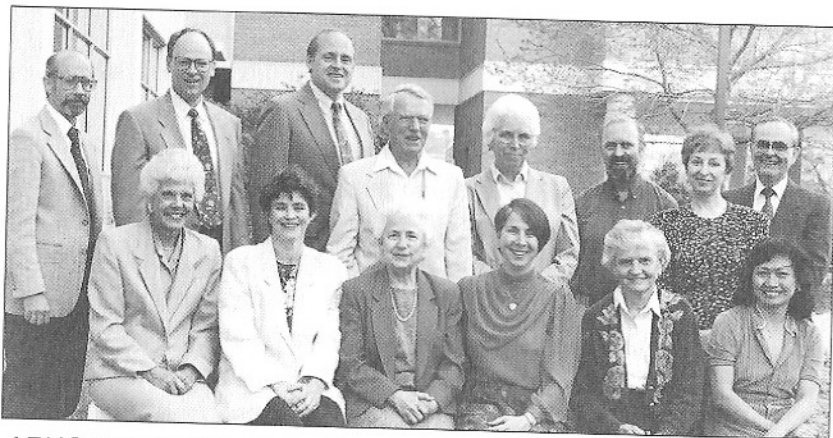
In 1993 the Residents' Association funded a Christmas party for residents with \$900—half from gift shop proceeds and half from basement sales. The party was so successful that it has become an annual tradition, written into the association bylaws.

Each year the association divides a sizable contribution among worthy causes. The most recent were the Culpepper Garden Tom Floyd Aging with Dignity Fund, the Red Cross, Hospice, and Friends of Culpepper Garden (Arlington Senior Adult Center).

Many residents are also involved in activities in the outside community, including events in the churches, parks, museums, and historic sites that are readily accessible from Culpepper Garden. A recent survey showed that residents' church activities included Bible classes, altar guild, social groups, work on church yard sales, and visiting the ill. Volunteers reported working within political action groups and also at senior centers, the Museum of American History, an animal welfare center, and an outreach ministry at area jails.

ARHC Board Oversees Operation

Culpepper Garden is owned and operated by the Arlington Retirement Housing Corporation (ARHC), which was established as a nonprofit, charitable corporation by the Unitarian Church of Arlington. Its purpose is to provide congregate housing and other services for elderly persons of low and middle income, regardless of race, sex, religion, or national origin. To reside at Culpepper Garden, elderly persons must be capable of independent living.



ARHC Board of Directors, August 1993. Standing from left: Mike Hall, Lou Ferrand, Hugh McLellan, Marjean Willett, Don Redfoot, Sharon Zundel, Bill Harris (Mgr.). Seated from left: Alice McLellan, Danna Fischer, Mary Lathram, Anna Alt-White, Dotty Petruzzo, Sunny Thomas.

The ARHC Board of Directors has 15 members who are appointed by the Board of Trustees of the Unitarian Universalist Church of Arlington. In addition, two persons serve as liaison to the ARHC Board of Directors—one from the church Board of Trustees and the other from the Culpepper Garden Residents' Association. The boards of the church and ARHC meet together annually to consider future plans and policies.

Capable Staff Manages Culpepper Garden

Paid staff members with managerial responsibilities in 1996 included Administrator/Manager William P. Harris, Assistant Manager David Harris, and Assistant Manager Patricia Knight Charlton—all of whom have a friendly rapport with the residents.

Bill Harris brought unique skills and experience to Culpepper Garden when he came on May 15, 1972. He also brought impressive academic credentials—college and seminary degrees earned in preparation for pastoral ministry and a master of arts degree in long-term health care administration. His business management ability and compassion for the elderly are reflected in his concern for the well-being of residents, the high quality of services he provides, and his economy of operation. His leadership was crucial to the development of Culpepper Garden and is a continuing influence in its success.

David Harris has served diligently in many areas since his arrival on February 5, 1975. He has kept the electrical and mechanical systems in order, reducing the need for outside service technicians. He designed a system to monitor all outside doors from the front desk and another to integrate apartment smoke detectors into the existing emergency call system. His skills in computer programming have made it possible to use the computer for bookkeeping, food service, maintenance, housekeeping records, financial reporting and budgeting, in addition to word processing.

Pat Charlton was hired in July 1992. She works closely with the residents. An important area of her responsibility is coordinating care for residents who may have special needs that cannot be met by Culpepper Garden's regular service program. She alerts the resident's family to problems and assists them in providing their own



Pat Charlton

was an informal, creative person whose presence brightened the lives of residents. She could sign for the deaf, was gifted in crafts, wrote poetry, and was able to develop original programs including a video film of interviews with Culpepper Garden residents.

All the employees benefited when a retirement program was established in 1981 in which full-time employees are eligible to participate. The voluntary program originally was entirely dependent on personal contributions by each employee, but beginning with fiscal year 1982 a corporate contribution was approved to be added to that of the employee.

Volunteers Give Support

Volunteers have always played an important role in the management and operation of Culpepper Garden.

The members of the ARHC Board and its two liaison

solutions for the resident. When indicated, she informs the family of help available from community agencies as well as Arlington County Social Services. Such assistance often makes it possible for a resident to continue to live at Culpepper Garden.

Pat succeeded Romilda (Rom) Wilder, who had been the assistant manager from September 1987 till April 1992. Rom



Resident Lois Van Der Linden and Rom Wilder

representatives serve without remuneration. The Board meets regularly, and its members give generously of their time and expertise in carrying out their responsibilities of ownership and management. The Board presidents, without exception highly skilled and efficient, have made major contributions to the success of Culpepper Garden.



Desk Volunteers, 1978: Seated from left, Carl Gibboney, Helene Smith, Helen Coles, Roberta Gates. Standing, Bernie Uhlenhop, Berenice Mallory, Alice Price, Vi McCarthy, Malcolm Smith, Sylvia Meadows, John Rosado, Fay Rosado, Mildred Tweed, Emily Poudre, John Gates

The front desk is manned at the busiest times by other volunteers who are necessary aides to the managers and the secretary who have offices in that area. The desk volunteers answer telephone calls, responding to inquiries or referring callers to appropriate staff. They serve as the first contact for visitors, and they also offer friendly assistance to residents, providing them with information about services and activities such as mail, meals, laundry, and the beauty shop. The interaction of the front desk volunteers with the residents contributes strongly to the satisfaction in living in Culpepper Garden.

Another category of volunteers, the Friendly Visitors, offer one-on-one friendship to individual residents to whom they are assigned at the resident's request. Activities which they may share include visiting, telephoning, playing cards, going on walks, writing letters, going on outings together— whatever the two people enjoy.

Residents themselves also provide volunteer services in many areas, especially through committees of the Residents' Association.

In-house Services Are Provided

A variety of services important to the health and well-being of residents are available at Culpepper Garden.

Having meals together builds morale by providing enjoyable breaks in the day. The ARHC Board and management believe that a satisfactory food service is important for the health, sociability, and well-being of residents and therefore are careful that high food standards be maintained. Meals are planned and prepared to meet the nutritional needs of older persons. Choices are offered that include foods preferred by the residents. The Residents Food Committee channels food concerns to the Board Food Committee and to management.

Presently, food service is contracted to a food service company, Guest Services, Inc. Dinner, which is included with apartment rental as a mandatory service, is provided in two seatings of sit-down table service. Cafeteria-style brunch also is available for a nominal charge.

Residents can prepare meals other than dinner in the kitchens of their own apartments. The Red Cross provides weekly transportation for grocery shopping.

Another in-house service is provided in the library off the main lobby, which accommodates a limited number of books, an unabridged dictionary, encyclopedias, and a large atlas as well as magazines and a daily newspaper. A special lamp magnifies reading,

A representative of the Arlington County Department of Libraries brings a supply of books each month and also takes orders for books to bring on the next visit. Residents may check out any number of books, many of which are available in large print. Talking books for the visually handicapped are sent and returned by mail with no postage charge; the county library provides the



necessary tape players.

The beauty shop on the lower floor of Culpepper Garden provides hair care for both women and men. Laundry machines also on the lower floor can be operated with tokens that residents purchase at the front desk.

All residents are accounted for each evening as they enter the dining room. Follow-up contact is made with absentees. Twenty-four-hour "Watch Care" enables residents to call for help by telephoning the front desk or by pulling an emergency cord. A staff member responds by assisting the resident to obtain help.

Housekeeping, including cleaning and laundry, is available as an optional service at a nominal fee. Maintenance staff members are available to respond to problems in residents' apartments.

Community Services Enhance Living

Many helpful programs and services are provided by other organizations and agencies as a result of the fine cooperative relationships that Culpepper Garden has developed in the community. Arrangements are in place with various Arlington County organizations for services that enhance the comfort and well-being of Culpepper Garden residents.

Shortly after Culpepper Garden opened in 1975, the Arlington Red Cross began providing transportation to a nearby grocery store every Friday morning. This service has recently been extended to other elderly persons in the neighborhood.

A registered nurse holds office hours at Culpepper Garden one half-day each week. Usually 15 to 20 residents visit the nurses' office weekly. She takes blood pressure, checks medications, answers questions, and when indicated recommends that residents see their doctor.

A physician visits Culpepper Garden each Wednesday morning. If residents are too ill to come to him, he visits them in their apartment. A podiatrist comes the last Friday morning of each month to give medical and custodial foot care.

Arlington County Social Services, through its social workers, provides evaluation, referral, and counseling, and makes arrangements for services such as nursing, bathing and prescription

assistance. The Homemaker Health Aide Service is available on a sliding fee scale.

Many residents participate in activities in the Culpepper Garden Senior Adult Center, which occupies space leased by Arlington County on the lower floor of the building. The program offers recreation, entertainment, and education through a wide variety of activities including classes, discussions, talks, tours and trips, travelogues, videos, and movies. It also offers exercise groups, games, arts and crafts, parties, music, and dance.

Special needs of older persons are met at the center through such programs as exercise for arthritis, walking groups for persons using canes, and help for the visually handicapped. Health and safety are emphasized. The level of participation in the center's programs each month by Culpepper Garden residents as well as persons from the outside community is approximately 4,500.

Other community services available to residents include the rescue squad, pharmacy delivery, dry cleaner delivery, banking, legal aid, special transportation, and rent assistance.

Some Residents Need Additional Care

A study made by Catholic University nursing students in 1992 found that 10-15% of the residents need additional care requiring special resources in order to maintain independent living at Culpepper Garden. Residents have been "aging in place" since they moved to Culpepper Garden. They have grown older, become more frail, more handicapped, and more susceptible to illnesses. Although encouraged to maintain their independence, they become less able to handle the requirements of daily living. Common examples are the need for help with bathing and dressing.

Tom Floyd Fund Is Established

In memory of long-time friend of Culpepper Garden and ARHC Board member Tom Floyd, a special fund was established to enable frail residents to receive necessary additional care. The Tom Floyd Aging with Dignity Fund was developed to assist low-income Culpepper residents in paying for personal and health care services that would enable them to age with dignity and remain in place.

Culpepper Garden Looks Ahead

Recognizing that the increasing age of residents suggests the need for additional services, the ARHC Board has undertaken a comprehensive assessment of the physical plant, the management staff, and the services offered at Culpepper Garden to meet the challenge of helping more of the frail, older residents maintain their independent living for a longer time.

Culpepper Garden Wins National Award

On June 30, 1995 Culpepper Garden received national recognition for "Best Practices" in providing housing and supportive services for elderly or disabled persons. Culpepper Garden was one of 13 housing projects and 10 public housing authorities selected throughout the United States for this honor by the Department of Housing and Urban Development (HUD) and the Department of Health and Human Services (HHS) Administration on Aging (AoA).

ARHC Board President Mike Hall, Manager Bill Harris, and President of the Culpepper Garden Residents Association Carole Ferris received the award on behalf of Culpepper Garden from Federal Housing Commissioner Nicolas P. Retsines (HUD) and Assistant Secretary for Aging Fernando M. Torres-Gil (HHS).

This award recognized the success achieved through a 30-year effort to create the caring community that Culpepper Garden is today.



Leigh Henry (Mr. Culpepper's granddaughter), Sara Anspach (his daughter) and Archie Anspach



Carl and Wilhelmine Gibboney

THE GARDENS

The residence building at Culpepper Garden is surrounded by nearly three acres of natural landscape and gardens. These extraordinarily beautiful gardens have been developed over the course of 65 years and are being continually improved.

Charles Culpepper Creates His Garden

The creation of the gardens is a story of love of gardening and personal generosity. The story begins with Charles W. Culpepper, who bought the five-acre tract of land now called Culpepper Garden in 1926 when the surrounding area was still rural. He envisioned it as a playground for his children as well as an area for gardens. His two young daughters played among the trees, built tents from fertilizer bags, and named their special place "Eldorania."

A scientist with the U.S. Department of Agriculture, Dr. Culpepper's passion was plants, especially daffodils. He hybridized daffodils and daylilies on the property and created several new and unusual varieties that were propagated by a nursery and sold worldwide. He was also known among gardeners for his varied holly collection. He enriched the woodlands on the grounds by planting many kinds of shrubs and adding choice trees that are rare in this area.

ARHC Preserves the Garden

The ARHC established an advisory committee, chaired by Wilhelmine Gibboney, for the Preservation and Development of the Culpepper Plantings. The committee developed a policy to provide protection for the plantings during construction and approved a site plan that provided extensive green areas between the building and the property line.

It determined a landscape plan "suitable for a retirement community with benches, nature trails, a pond with water lilies, flowering shrubbery, flower beds, trees and plants identified by markers—all in an informal landscaping suitable to a natural design."

A survey was made of the tract, and a map identified every

tree of six inches or more in diameter, as well as all unusual shrubs and plants. A major volunteer effort by members of the Unitarian Church, especially Carl and Wilhelmine Gibboney and Malcolm Smith, succeeded in moving and saving hundreds of plants when the retirement home was built.

The Gibboneys continued to take the major responsibility for the gardens over a 15-year period, all on a volunteer basis. For them it became a labor of love. They cleared the weeds and vines that had spread when Dr. Culpepper grew too old to maintain the gardens, restored the lily pond, and planted many new ornamental trees, shrubs, bulbs, and perennials. In 1983 the Gibboneys wrote A Garden Manual for Culpepper Garden, which lists the great variety of plants in the gardens and gives blooming dates and detailed instructions for their care.

Memorial Garden Fund Is Created



Resident with raised garden

In 1981 the Memorial Garden Fund was created by generous gifts from Mrs. Myra Henry and Mrs. Sarah Anspach, daughters of Dr. Culpepper. They stipulated that "the income from these funds is to be used to preserve the beauty, encourage further hybridization and propagation of growing species and kinds of flowers, bulbs, shrubs, bushes as started by Charles W. Culpepper and to do all things necessary and desirable to enhance the enjoyment of the said gardens."

This endowment fund made major improvements possible. Water pipes and hydrants were installed so that all parts of the gardens could be easily watered. One hundred seven varieties of trees and shrubs were identified and marked with permanent labels from the American Horticultural Society.

The Gibboneys put in a rose garden with the help of a local Boy Scout troop. In response to the residents' desire to have individual gardening plots, raised beds were built to provide gardening without stooping.

Seventy-three additional azalea plants were placed among the trees off an extended woods path that is now called the Gibboney Walk.

Garden Development Continues

The most recent period in the garden's development began in 1988 when Don Humphrey became the garden consultant. Don is a botanist and a former National Park planner who has been involved in the design of 28 parks. His broad knowledge of plants, interest in plant propagation, and experience in planning are apparent in the many areas he has developed at Culpepper Garden.



Greg Hollister - Don Humphrey

Asian, zone 8, and native azalea and rhododendron beds have been established, a west front shade garden has been planted, the rock garden has been completely rebuilt with the help of several volunteers from the Rock Garden Society, and much more! In a few years Culpepper Garden will be known as one of the notable gardens of northern Virginia.



Alice McLellan

An ARHC Board member, Alice McLellan, has overseen the gardens for many years and is largely responsible for their continuing development. She has devoted hours of hands-on labor in the gardens.

Community Enjoys Present Gardens

Not only are the gardens of special interest to plant-lovers, but the attractive landscape is the reason many residents have selected Culpepper Garden as their home:

Lena McClung said, "The camellia tree's red blossoms brought me here."

Leola Baber was first attracted to the gardens when Dr. Culpepper tended them himself, and she maintained her own garden plot after she moved in.

Floretta McCue helped the Gibboneys with the plantings and feels that living at Culpepper Garden is like living in a park.

Those managing the gardens have always welcomed residents' assistance in the gardens and when possible have responded to their requests by planting favorite flowers and placing benches in special areas.

Persons living in the private homes surrounding Culpepper Garden also enjoy the beauty of the grounds in all seasons and have expressed their appreciation for this special garden in their community.

EARLY VOLUNTEER LEADERS

Earl B. Bailey first had the vision of developing a nonprofit housing facility for the elderly in Arlington County. He contacted Reverend Edward H. Redman, minister of the Unitarian Church of Arlington, who gave a sermon on October 11, 1964, challenging the congregation to embark on such a project. Mr. Bailey met with HUD officials to obtain funds, and he worked actively to obtain Dr. Culpepper's agreement to sell his property for the retirement home.

Earl served on the Metropolitan Area Retirement Housing Corporation (MARHC), which was later renamed the Arlington Retirement Housing Corporation (ARHC). He resigned to become architect for the Culpepper Garden project. He died on June 22, 1992.

Carl N. Gibboney, more than any other single individual, was responsible for the early planning, development, and construction of Culpepper Garden. He chaired the committee of the Unitarian Church of Arlington Board of Trustees that worked to obtain the Culpepper property. He was president of the early housing corporations, including the original corporation which had its first meeting on April 1, 1969. He led the effort to get an Arlington County Senior Adult Center in the Culpepper Garden building in 1975.

Carl was a tireless, enthusiastic leader who gave generously of his time and expertise. He served as president of ARHC for many years and on October 8, 1986 was given emeritus member status. In March 1974 Carl received the Annual Meritorious Layman Service Award from the Greater Washington Area (GWA) of Unitarian Universalist Churches. The message from UU Church Moderator Dr. Joseph Fisher noted that "his dedicated and persistent work for the Arlington Retirement Home has been a model of citizen initiative and effort."

Aided by his wife Wilhelmine and Malcolm (Mac) Smith, Carl planned and directed the landscaping of the surrounding gardens. Later, Carl and Wilhelmine were a familiar sight in gardening clothes working with rake, spade, and clippers. When the daffodils bloomed in the spring, they were made available for purchase as they had been in former years by Dr. Culpepper. Carl Gibboney died on June 17,

1988.

Wilhelmine Gibboney, in addition to the contributions noted above, pioneered as early chair of an advisory committee to ARHC for Promotion and Development of the Culpepper Plantings. Her work and knowledgeable guidance in this area continued throughout the years.

Wilhelmine faithfully tended the rose gardens and arranged beautiful bouquets for the front desk. Culpepper Garden residents, staff members, and volunteers often expressed their appreciation of Wilhelmine's lovely bouquets in the main lobby. She also arranged for plants to be displayed in the floor lobbies. Wilhelmine Gibboney died on March 6 1996.

The Gibboney Walk was dedicated on October 5, 1986. In a ceremony attended by community leaders, directors of the board, and Culpepper Garden management, Carl and Wilhelmine Gibboney were honored for their dedicated planning, inspiration, imagination, and countless hours of volunteer work in developing the beautiful Charles W. Culpepper Memorial Gardens.

Berenice Mallory has given leadership in many ways. Her counsel was invaluable in planning the building, furnishing it, and establishing the food service. She served as president and vice president of the ARHC Board of Directors. She chaired the programs of Volunteers and of Services for Residents. She led the library redecoration project. Her efforts have resulted in the organization of valuable Culpepper Garden historical records.



Berenice was always committed to the comfort and happiness of the residents. Her wisdom and sound judgment combined with compassion to provide a steady influence in developing Culpepper Garden into a superior and distinguished

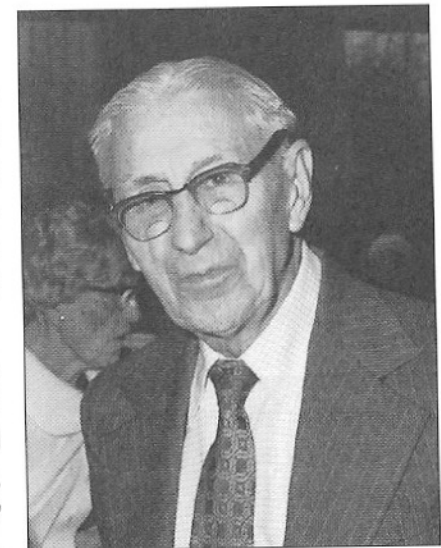
residence for persons in their retired years.

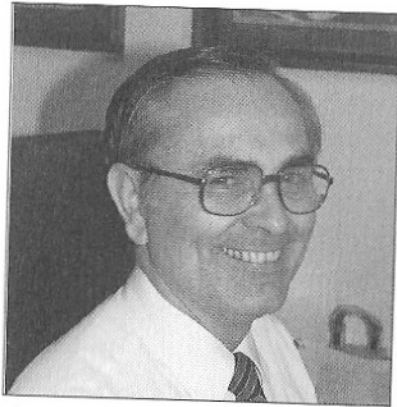
When Berenice retired from the ARHC Board of Directors, she was honored at Culpepper Garden on October 4, 1987 with a Celebration of Distinguished Service.

Malcolm E. (Mac) Smith served as vice president of the MARHC, which held its first meeting on April 1, 1969. He worked with others as a leader in the development of Culpepper Garden.

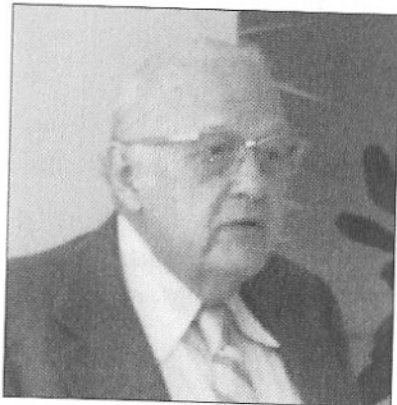
In February 1980, Malcolm and Helene Smith sold their Falls Church home and moved to Culpepper Garden. The February residents' newsletter noted that "from the time we opened our doors, Mr. Smith could be seen planting, transplanting, mulching and trimming our shrubs." Another article in April 1982 reported, "We see him in Spring and Summer and Fall with an axe, shovel, spade, or rake beautifying our grounds." In winter, he cleaned the snow off other residents' cars. He worked on the Residents' Association basement sales. He cut daffodils to sell in the spring—more than 7,000 in May 1983, and almost 11,000 in April 1984. He provided transportation to church for some residents.

Malcolm died on March 3, 1986. A scarlet oak tree, dedicated to his memory, was planted on June 19 by the Residents' Association.

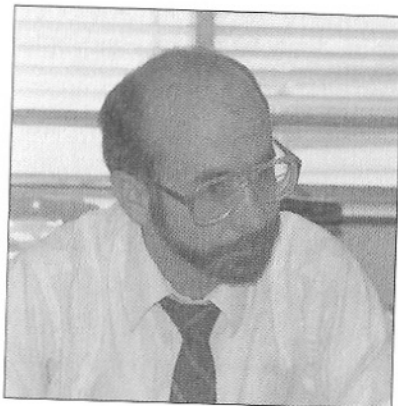




William P Harris



John P. Gates



David Harris



Winnie McLeod

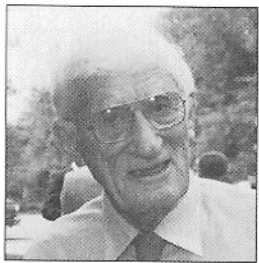
ORIGINAL CULPEPPER GARDEN STAFF

William P. (Bill) Harris began his services to ARHC and Culpepper Garden on May 15, 1972 during the retirement facility's early planning stages. He brought with him extensive experience as an administrator of retirement homes in the Washington, D.C. metropolitan area. He provided superb management planning and administrative leadership on a part-time basis until January 1, 1985, after which he began working full time at Culpepper Garden as the administrator/manager .

John P. Gates came to Culpepper Garden as manager on November 15, 1974. John was a kind, compassionate man who was deeply committed to Culpepper Garden and its goals. During his service, it became an exceptional caring community. His tenth anniversary at Culpepper Garden was celebrated a few weeks before his retirement on December 31, 1984. He died in January 1985. His contributions to Culpepper Garden were deeply appreciated by both the staff and the residents.

David Harris was hired as a part-time assistant engineer on February 5, 1975 during the final weeks of building construction. Later he was named engineer, and then promoted to assistant manager in April 1977. David's devoted efforts in maintaining the building and grounds, working within a carefully controlled budget, has kept Culpepper Garden a superior living facility.

Leonella (Winnie) MacLeod was hired as secretary to the manager on February 15, 1975. Her demonstrated ability and her concern for the residents and their well-being were rewarded first by promotion to administrative assistant. On January 1, 1985 Winnie became Assistant Manager for Resident Services. Her compassion and responsiveness endeared her to the residents, who knew her as a friend who helped whenever they needed her. They were deeply saddened when she retired on September 25, 1987.



Carl Gibboney



Malcolm E. Smith



Berenice Mallory



Richard Buffum



David Tilson



William Ratchford



Mary Lathram

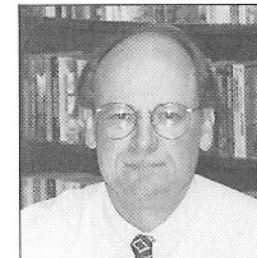
APPENDIX

ARHC Presidents

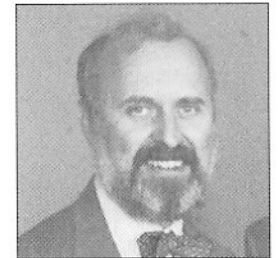
Carl Gibboney	April 1969-October 1977
Richard Buffum	October 1977-October 1978
Berenice Mallory	October 1978-October 1981
Richard Buffum	October 1981-October 1985
David Tilson	October 1985-October 1988
William Ratchford	October 1988-October 1991
Mary Lathram	October 1991-October 1993
Anna Alt-White	October 1993-October 1994
Michael Hall	October 1994-October 1995
Don Redfoot	October 1995-



Anna Alt-White



Michael Hall



Don Redfoot

Other Providers of Support

Dr. Mohammad Akbar
Arlington County Fire and Rescue
Arlington County Public Libraries
Arlington Forest United Methodist Church
Barrett Elementary School
Dr. Martin Davison
Department of Human Services
Department of Parks, Recreation and Community Services
First Virginia Bank
FISH (For Immediate Sympathetic Help)
Wilhelmine Gibboney
Homemaker Health Service of Washington
Donald Humphrey
Jewish Social Service Agency of Northern Virginia
Mrs. Alka Malpani
Alice McLellan
Ms. Kathy Org
Red Cross of Arlington
Red Top Cab
St. George's Episcopal Church
St. Thomas More Catholic Church
Unitarian Universalist Church of Arlington
Visiting Nurse Association
Volunteer Office Personnel

*The above supporters received special acknowledgement
at the 20th Anniversary Open House.*

Presidents of the Culpepper Garden Residents' Association

Jane Dale	December 1976-January 1977
James McMullen	January 1977-January 1978
Leola Baber	January 1978-January 1979
Ethel Shaw	January 1979-January 1980
Cecelia Sorrell	January 1980-June 1980
Conrad Keyes	June 1980-January 1981
Dorothy Jorgenson	January 1981-January 1984
Malcolm Smith	January 1984-January 1985
Mildred Terrill	January 1985-January 1986
Olivia Nicoll	January 1986-January 1987
Lois VanDerLinden	January 1987-April 1987
Marie Schoff	April 1987-January 1988
Robert Pierce	January 1988-June 1988
Marie Schoff	September 1988-January 1989
Howard Diehl	January 1989-January 1991
Lucille Gilmer	January 1991-January 1993
Mary Robinson	January 1993-January 1995
Carole Ferris	January 1995-

Chairmen of Front Desk Volunteers

Helen Coles
Berenice Mallory
Sylvia Meadows
Harriet Meyer