

“For true success ask yourself these four questions: Why? Why not? Why not me? Why not now?”

James Allen

SHARING THE VISION

Tri-County Mennonite Homes Monthly Newsletter

August 2016

LIFE IS AN UNANSWERED QUESTION,
BUT LET'S STILL BELIEVE IN THE DIGNITY
AND IMPORTANCE OF THE QUESTION.

-Tennessee Williams

IF LOVE IS THE ANSWER,
CAN YOU PLEASE REPEAT THE QUESTION?

How many roads must
a man walk down before
he admits he's lost?

Cool Funny Quotes.com

Questions and Answers

This edition of Sharing the Vision is dedicated to providing answers to questions that are frequently asked by residents, clients, staff and family members.

The most common question is:

Q: What changes can I expect to see at TCMH?

A: There are three significant changes that are occurring around us:

Population Growth in our Sectors: In the mid 1970s, approximately 6% of Canada's population was 65 years of age or older. It has been projected that by 2030, over 25% of our population will be seniors. There has also been a steady increase in the number of adults with developmental disabilities living in our communities. There must be significant expansion within our sectors to meet these needs.

Increasing Needs for Support: As people get older, they tend to need more support. Thus, in addition to an increase in the number of people requiring accommodation and services, there will also be an increase in the level of service needed by each resident and client.

Aging in Place: We love our homes. We want to stay in our homes as long as we can. TCMH, and other agencies, must find ways to provide care and supports in ways that will enable people to "age in place". Ideally, this will be in the same house or apartment, but definitely within the same retirement community.

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Contact Us

Would you like more information about something in this newsletter? Do you have a suggestion for a future topic? Please send your suggestions, ideas, comments, opinions, questions or complaints to stevlichty@tcmhomes.com.

Q: What will these changes mean to Aldaview Services?

A: As part of the strategic planning process, TCMH Board members and staff visited other service agencies in the region to see some of the innovative service delivery models that are already in place. An Executive Director made a very interesting point; service delivery agents should embrace the concept that we are only one part of the network that is available to provide support to clients with developmental delays. Service delivery models should strive to optimize the support that a client receives from:

1. Being as independent as possible
2. Family members
3. Housemates
4. Friends and neighbours
5. Community agencies and other supports
6. Technology

Further research, including discussions with Aldaview staff, will be taking place over the next year, with a view to redeveloping the home at 140 Waterloo Street, so that the physical design will facilitate implementation of the optimal service delivery model.

Q: What will these changes mean to Greenwood Court?

A: Greenwood generally has the longest wait time in the Southwest LHIN, for residents seeking admission to Long Term Care. There can also be lengthy wait times to secure a unit into "The Loft".

The objective is to obtain additional LTC beds. This would enable Greenwood to construct a new LTC building and convert all of the space in the Colonial and Heritage wings into assisted living units.

There are two challenges. The Ministry is not issuing additional LTC bed licenses, so these must be acquired from another LTC home. Also, the Ministry has designated Greenwood as an "A" home, so it does not qualify for any financial assistance for reconstruction. We continue to seek additional beds, and are working through the Ontario Association of Non-Profit Housing and Services for Seniors, to lobby the Ministry to extend the funding to all older homes.



Q: What will these changes mean to Nithview Community?

A: Nithview is designated as a "B" home. (This designation is not related to the quality of care, but is based solely on the design of the building. For example, the bathrooms are too small to permit a wheel chair to turn around.) As a "B" home, Nithview qualifies for an annual subsidy that would be roughly equal to the cost of a 30-year mortgage.

The Ministry is requiring all homes that do not have an "A" designation to redevelop by 31 December 2024. Thus, we must have a new LTC building designed, constructed and in operation by that date. We anticipate that the redevelopment will also result in improvements to the quality of life for our residents and the working conditions for our staff. Potential enhancements include:

1. Providing private bedrooms for all (with some rooms sharing a bathroom)
2. Eliminating "dead end" corridors
3. Providing secure gardens with direct access from LTC
4. Integrating design and decorating recommendations from Behavioural Supports Ontario and other specialists
5. Other improvements suggested by staff, residents, family members and other stakeholders

Q: There has been discussion of a new residential hospice in Stratford. Will that affect Greenwood Court?

A: Residential Hospice Stratford Perth is a community group that has been working very hard to establish a Centre of Excellence for Palliative Care. They requested proposals from Stratford General Hospital, Spruce Lodge and Greenwood Court to select a co-location partner. Although the new hospice would operate as a separate legal entity, there would be benefits to both parties to share resources in order to enhance services and reduce costs.

TCMH submitted a proposal, for the hospice to be located on part of the vacant land to the west of the Greenwood Court buildings. We understand that Residential Hospice Stratford Perth is working on the approval process with the Southwest LHIN and are not yet able to announce the successful bidder.

Q: Too often we see spouses separated, when one of them needs to go into Long Term Care and there is no bed available at Greenwood/Nithview. What is TCMH doing about this?

A: It is easy to blame our local Community Care Access Centre, who control the admission process to each LTC home. In theory, they have a policy of spousal reunification, but in practice it only comes into effect when both spouses are in LTC.

Two years ago, TCMH took a small step forward by establishing an internal policy to expedite the reunification of spouses whenever one of them is admitted into long term care at Greenwood or Nithview. We place the other spouse at the top of the priority lists for a unit in the Retirement or Independent Living sections of the same home. But this is not enough.

The TCMH Board has decided to reconvene the Strategic Planning Committee to find ways to enable our residents to remain at Greenwood and Nithview for as long as they wish. There will be significant financial ramifications, but a solution must be found.

Q: What is the greatest challenge that TCMH faces?

A: *(In the interest of full disclosure, this is not a question that is frequently asked by residents or staff, but one that the editor frequently asks himself.)*

We must find ways to make better use of the skills, talents, ideas and dedication of our staff at all levels. Traditionally, Human Resources Management programs had taught the concept of working with staff to help them to improve their weaknesses.

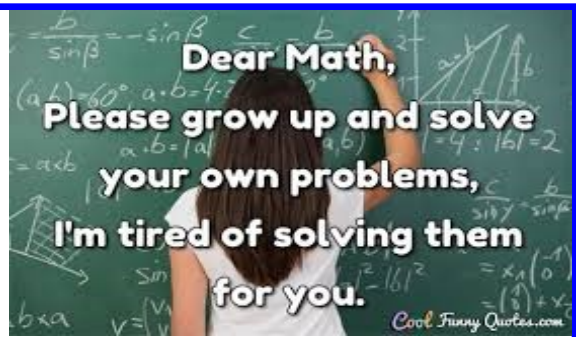
More recently, this has changed. The focus is now on helping staff to maximize their strengths. This will enable the good employee to become great, and the great employee to become phenomenal.

We are very blessed to have so many dedicated and committed staff. We need to listen to their ideas on how to improve resident and client care. We need to develop a more collaborative culture where staff, at all levels, feel safe to voice their ideas. Most importantly, we need to instill in everyone a sense of responsibility to make all of our TCMH divisions a better place to live and to work. In the words of Mahatma Gandhi, "Be the change that you wish to see in the world."



HOMWORK: QUESTIONS FOR YOU TO PONDER

And finally, here is some homework for you to do while you wait for the September edition of Sharing the Vision. (Feel free to coerce your friends into helping.)



- Why do wise guy and wise man mean entirely different things?
- Who was smarter: the person who invented the wheel or the person who figured out that it would be much more useful to fasten four wheels together?
- How come you press harder on a remote control when you know the battery is dead?
- If I save time, when do I get it back?
- If a word in the dictionary were misspelled, how would we know?
- How do you know that the alphabet is in the right order?
- Whatever happened to Preparations A through G?
- What happened to the first 6 UPs?
- Do Roman paramedics refer to IVs as "4s"?
- If space is a vacuum, who changes the bags?
- If Fed Ex and UPS were to merge, would they call the resulting company Fed UP?
- If a cat always lands on its feet, and buttered bread always lands butter side down, what would happen if you tied buttered bread on top of a cat?
- Why do they call it "getting your dog fixed" if afterwards it doesn't work anymore?
- If Jimmy cracks corn and no one cares, why is there a song about him?
- If Barbie's so popular, why do you have to buy all her friends?
- If you're in a vehicle going the speed of light, what happens when you turn on the headlights?
- In court, why do they ask if you swear to tell the truth? If you're planning on lying, do they really think you'll tell them so?
- You know that little indestructible black box that is used on planes? Why can't they make the whole plane out of the same substance?
- Why aren't there ever any guilty bystanders?
- Before they invented drawing boards, what did they go back to?
- How can you tell when it is time to tune your bagpipes?
- How did a fool and his money get together?
- Have you ever imagined a world with no hypothetical situations?