

Action Pact, Inc.

June, 2008

www.Culturechangenow.com



2-Day Household Leader Workshop

**There is still
room for the
July workshop!**

4 facilities sent their Household Leaders to work with Action Pact in this 2-day workshop especially designed to guide Household Coordinators, Household Nurse Leaders, Lead Homemakers, social work and/or activities in their roles of leadership in households

Held at the Action Pact home office in Milwaukee, it will be offered

July 15-16th.

Go to:

<http://www.actionpact.com/workshop-hl.html>

**for more information
or to register . Call
414-419-8205 or email
nancy@actionpact.com**

A Passion for Cooking – Good Work Continues in Household Living

We all have to eat and that makes cooking and special meals a great way to make connections between people and create home. Kelly Jo Zellmann, RD Director of Nutrition/Food Services at Neilson Place in Bemidji, MN sent us this story about how folks at Neilson place were able to do just that with the help of a special resident.

“Larry Grimm, a resident at Neilson Place, has always had a passion and love for cooking, which started when he was still single and was cooking meals for his friends. This led to taking a cooking class at Bemidji State University and then into forming a gourmet-cooking club. He also spent nine months at a commissary in Greenland and worked alongside world-renowned chefs. His passion turned into his work as he owned and operated a restaurant and catering businesses. Since living at Neilson Place, Larry has continued his passion for gourmet foods and has helped cook and serve several meals including grilled fruit-stuffed pork loin and stuffed hamburger on the grill. He has no problem coming up with menu ideas and deciding what to serve with them and has treated staff and residents on several different occasions. His most recent menu served in the Strawberry Neighborhood on April 24 was:

Apricot Orange Glazed

Cornish Game Hens

*Minnesota Style Wild Rice (with Celery,
Onions, Bacon, and Mushrooms)*

Seasoned Asparagus

*Vanilla Cheesecake with Strawberries
or Chocolate Topping*

From seasoning the game hens to prepping the asparagus, Larry participated and supervised the entire meal from start to finish. He also had to improvise as the initial plan was to grill the hens, but due to the approaching winter storm, decided to bake them in the household oven. They

turned out perfectly and the pictures outside the window of the snow falling made memories for a lifetime!

Kelly Jo says: “Larry has been very vocal as a resident since moving here about our food and meals in general. We try to learn about residents’ interests immediately after they move here so... we discovered his love for cooking and eating upon his arrival... we are all learning from him and his love for cooking. It has brought about many fun and delicious meals. It’s kind of neat to have a “gourmet cook” in our midst and we don’t even have to look outside the facility for one.”



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Dining With Dignity Business Venture

June, 2008

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Calling All Households

Clothing protectors are an issue that many struggle with in the culture change movement. How can elders protect their clothing from spills but avoid the indignity of "bibs"? Changing the language we use is a start – calling them "clothing protectors" instead of "bibs" – but if they still look like bibs, is simply calling them something different enough?

Chong Peterson retired from Meadowlark Hills in Manhattan, KS where she worked for 20 years as a cook and homemaker, but her culture change work didn't stop there. Working with elders in the households at Meadowlark Hills gave her the idea to come up with a dignified alternative to the "bib." So, she created Sunflower Comfort Napkins, large triangular clothing protectors made of three layers of poly/cotton material that provide absorbency, ease of care and options for use such as tucked in a shirt or draped across a lap. We talked to Chong about her inspiration and contribution to the movement:

Action Pact: How did you get the idea to make the napkins?

Chong: I came up with the idea for this type of clothing protector after I became aware of the Culture Change Movement. I quickly realized that the standard bib type clothing protectors did nothing to maintain the dignity of residents. I tried to think of a design for a napkin that would be both easy to use and better looking than a bib.

AP: Why did you make them the way you did instead of the usual terry cloth "bib" style?

Chong: After a little trial and error, I came upon the triangular design of the Sunflower

Quality Napkin. This design allows one to put the napkin on without requiring a wide range of motion. I thought it was important for the independence of the residents that they be able to wear this item without assistance. Also, because of it's long length, it also does a better job of protecting clothing than a standard bib.

AP: How do you think the napkins will help culture change?

Chong: Standard clothing protectors (bibs) contribute significantly to an "institutional" look and feel. These napkins have a much more relaxed feel that I believe will help contribute to a much warmer, more homey look. I've tested these napkins with a few residents, and they received rave reviews.

AP: Why did you call them Sunflower Comfort Napkins?

Chong: The sunflower is the state flower of Kansas, my home state. It is a simple and lovely flower, and I had these two characteristics in mind when designing these napkins. Just as eating comfort food is very pleasurable, this pleasing thought is hoped to be planted in the residents' minds as they wear the special napkin. That's why I chose the name Sunflower Comfort Napkin.

AP: Is there a website where people can get more information or order?

Chong: Yes, our website is established - <http://www.sunflowerql.com>. We are currently accepting orders only by email, but hope to provide a shopping cart-like ordering service in the near future.

Are you an organization operating households, licensed as skilled nursing or assisted living? Or do you know of one? Tell us about it! We know it is hard and important work to create households (multiple households under one roof, or as stand alone cottages) and we want to recognize that by sharing your inspiring stories with other folks and organizations on the culture change path. We're putting together a special issue of *Culture Change Now* magazine Household Edition that will feature a household directory. We currently have 75 facilities in the directory and hope to add more to make it the most comprehensive list of facilities operating in households. If you are living and working in households, have an active plan to do so or know of a facility that is, please send the name of the organization and contact information to Action Pact's web writer, Steph@actionpact.com. (If you refer us to another organization, we will contact them for permission to list them.)

Please include the following information:

Name of facility

City and state

NF or AL

Number of households

Number of residents in each household

Contact name

Website or contact email address

Households always include a kitchen, dining room and living room for a small group of people sharing house and home (usually 10 – 18). They direct their own daily lives with the support of a responsive, highly valued and decentralized self-led service team.

We hope that by telling the story of households that organizations will see the possibilities, call and visit with organizations doing this great work, and more rapidly change the way frail elders live.

Learn all about putting the Household Model in place in *In Pursuit of the Sunbeam: A Practical Guide to Transformation from Institution to Home*.

<http://www.culturechangenow.com/kit-ipots.html>

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**One Day
Workshops!**

**Tale of
Transformation
(NAB approved- 6hrs)**

Cleveland, OH
The Renaissance
October 9, 2008

St. Louis, MO
The Sarah Communities
October, 22, 2008

Visit

<http://www.culturechangenow.com/workshop-tot.html>

**Ode to Culture
Change Correction:**

The name of the author of the poem featured in May's newsletter is Donna Everding not Donna Schnell.

In Pursuit of... Grace

Grace is a gift. When we are open to love and the goodness of life, when we feel one with the universe – grace can descend upon us. Those of us who define our life within a religious context may experience this as an unmerited gift of God. Others may describe it as effortless beauty and charm - but we know what it is when it comes to us. It brings a quiet, a peace, deep pleasure in the moment. We suddenly experience our life with meaning and purpose – all is right with the world. So, it is particularly sad that elders, at a time of great human need - may be 'placed' in a nursing home where boredom and chaos, meaningless routines, loneliness and pain all co-exist. This excerpt from *In Pursuit of the Sunbeam* (page 35) further explains the role of grace in our lives and how household life can be a life at home.

“Creating home as our sanctuary and the place that fosters graceful living happens naturally and subtly over time. We may not think of the work or decisions that occur everyday to sustain our home, but there is no doubt it is we who direct its development. Being in charge of our own home brings meaning and priceless quality to our life and

enables our individual potential to flourish.

Because home is such a basic necessity, we take it for granted. Consequently we don't adequately consider all the essential elements of the homes we help create for frail elders. There is no sanctuary or graceful living in the traditional nursing home model created by "us" for "them."

The elders in households must be in the driver's seat as they create their own home. We have a responsibility to be their partners in this pursuit.

The regiments of the traditional nursing home model tightly control the possibilities in daily life. The biggest difference between home and institutional living is that home allows endless ways for a day to play out - a myriad of little things to add spice to life. Some we choose, others fall at our feet. There is a unique anticipation of "what's next." The organic rituals of our days grow from the many variables that cross our paths, whether in joy or sorrow. The Household Model welcomes these variables. Our seeking opens the window to the gift of grace."

Choreography of Culture Change

September 21-26, 2008

Milwaukee, WI

Choreography is a six day intensive

in culture change principles and practices which has been critically acclaimed as a practical & valuable experience.

Registering is easy.

Call us at Action Pact (414)258-3649, or download the registration form at

<<http://www.culturechangenow.com/choreography.html>>

print it and fax it to us at: (414) 444-8815