

Action Pact, Inc.

June, 2006

[www. Culturechangenow.com](http://www.Culturechangenow.com)

What's home to you? To many of us it means getting a snack out of the fridge anytime day or night. It means pleasurable daily routines and it often means gathering in the 'family room'. Here are three organizations that are working to create home.

What's Home to You?

Refrigerator Rights

Fairview Haven in Fairbury, IL has created a pleasant space off the main lobby where residents can stop and raid the refrigerator at all hours of the day. It is always stocked with favorite sodas, juices, fruit, yogurt, cookies, crackers and other healthy snacks. These snacks are available at no charge and, just like at home, can be liberally shared with family and friends. Even staff is encouraged to enjoy when in the company of a resident. It has made families and residents feel so much more in control of a very important part of their lives. They can now again enjoy the opportunity to be a gracious host.

by staff and residents. They have installed shower doors that hold the warmth in as well as a special heater in each whirlpool room to keep the residents toasty after they are helped from the tub. Music is played during the experience when desired by the residents.

The Family Room

At Birchaven Retirement Village in Findlay, Ohio, the Mackin Intergenerational Institute, a not-for-profit organization, operates a childcare center that practices the FamilyRoom Approach™. This approach was conceptualized by Dr. Vicki Rosebrook and refined by the elders at Birchaven. When the co-located child/senior care center was being designed, the elders

Have You Read?

The Soul of the Caring Nurse

Stories & Resources for Revitalizing Professional Passion

by

Linda Gambée Henry &
James Douglas Henry

Generations Gardening Together

A Sourcebook for Intergenerational Therapeutic Horticulture

by

Jean M. Larson &
Mary Hockenberry Meyer

The Pleasures of Daily Life

Provena St. Joseph in Freeport, IL has beautiful bathrooms renovated

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A Tale of Transformation Workshop

ONE DAY WORKSHOP IN ARLINGTON HEIGHTS, ILLINOIS

July 14, 2006

Four Stages Tell the Story
(based on the video) \$150 (\$99 each additional person from the same facility)

Assess where you are in your Culture Change journey and identify actions that will move you toward your vision.

" Can skilled health care be successfully provided only in an institutional environment? Across the nation, people are discovering that skilled nursing care can be provided in an environment which also offers all the comforts of home: privacy, choice, autonomy, sense of well-being, pleasures in daily living."

See "Tale" page 2

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Tale, continued

Learn Action Steps your facility can take to begin the journey



Learn how in this one day workshop with LaVrene Norton with Action Pact, sponsored by Presbyterian Homes. It will be held at The Moorings, 811 E. Central Rd., Arlington Hts., IL.

At the end of the day, you will be able to:

- Know the history of culture change in long term care*
- Identify the four stages of Culture Change with the five attributes for each stage*
- Describe multiple facilities on the journey*
- Identify approaches to share leadership, and where your facility is in the Stages language*
- Learn Action Steps your facility can take to begin the journey*

Call **414-258-3649** for more information or fax your registration form to: 414-476-8799.



The one-day workshop above, reflects some of the concepts you can find in the DVD: TALE OF TRANSFORMATION: Four Stages Tell the Story -- a DVD and workbook for \$88. Click here to see a video clip or to place your order:

www.culturechangenow.com

LET FREEDOM RING

Plan to attend The Pioneer Network's National Conference: "Let Freedom Ring," in Philadelphia, August 2-4, 2006.

Pioneer Network 2006 National Conference

Click here:

<http://www.pioneernetwork.net> to learn more, download the brochure and/or register online.

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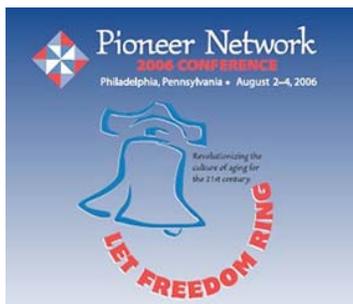
were asked, "What do you want to see in the children's space?" Their responses indicated that a homey environment would be the most conducive for encouraging intergenerational interactions. Therefore, couches, chairs, pillows, and adult size furniture were incorporated, transforming the childcare space into something that resembled the *typical* American family room. Research completed at the Macklin Institute (2001 & 2005) indicate that intergenerational involvement enhances the personal/social skills of preschool children, indicating that the FamilyRoom Approach™ is indeed effective.

For more great 'artifacts' of culture change download the free 60 page article and tool, authored by Karen Schoeneman at CMS and Carmen Bowman of Edu-catering. Print it out, copy it, read it, talk about it.

Download by clicking here:

<http://culturechangenow.com>

and choosing the FREE RESOURCES button from the left margin.



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Home Is Where Your Heart Is

Culture change is about working to build a culture of support for a community of caregivers and elders who care about each other.

The *heart* has always been there. We just need to help them build the *home* back into "nursing home."

Kristina knows firsthand the importance of companionship in elders' lives. For 4 years after high school, she spent her time alternating between her job as a CNA and helping to care for her aging grandmothers at home. When she was 13 years old, Kristy, along with her parents and most of her 8 siblings, had moved in with her grandparents so that Kristy's mother could care for them.

home shortly before her death. At home, she enjoyed the familiarity of her family and her things around her. But finally, Grandma's need for medical care made it impossible for her family to care for her at home any longer.

Unfortunately, in our modern culture, where everyone works and rushes around, living at home is considered a luxury few frail aging people and their families can afford. But this shouldn't mean that they can't enjoy the comforts and human companionship that they had all their lives – in other words the comforts of home.

Nursing home staff are some of the most caring and committed people in the working world. They work in what can be a difficult and thankless job because of the compassion they have for frail elders. Most often, it is the structure of the working day, and not a lack of concern, which prevents them from having time for many meaningful interactions with the lonely elders they care for (and care about).

Culture change is about working to build a culture of support for a community of caregivers and elders who care about each other. The *heart* has always been there. We just need to help them build the "*home*" back into "nursing home."

Soon after, her grandfather passed away and her grandmother suffered a severe stroke, causing her decline over the next 7 years. By the time she left for boarding school her sophomore year of high school, Kristy had already gotten plenty of experience helping her mother with some of the smaller tasks of caring for her grandmother.

After graduating in 2000, Kristy returned home and spent a month visiting her other grandmother in a typical nursing home. Noticing the elders seemed lonely in the nursing home, she decided to get a job there because she wanted the residents to have someone who cared about them. "So many I saw while visiting Grandma had no relatives or anyone, and they took such delight in a simple smile."

Eventually, Kristy's Grandma moved in to live with Kristy and her family where she remained until she returned to the nursing

- **2006 Action Pact Calendar**
- **July 14:**
- **The Tale of Transformation Workshop – Arlington Heights IL**
- **Aug. 2-4:**
- **Pioneer Network 2006 National Conference**
- **Sept 24-30:**
- **Choreography of Culture Change (Milwaukee, WI)**
- **Oct. 22-26:**
- **Life Happens in the Kitchen**
- **For INFO**
- **Call : 414-258-3649**
- **or Log on to**
- **culturechangenow.com**



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Free Learning Activity

Read "Home is Where Your Heart Is."

What Elder has influenced your life?
And have you told their story?

Then use this question to stimulate sharing in a learning circle, or, divide a team up into pairs, and have them share their stories in intense one-on-one communication for 10-15 minutes. Then gather into a full learning circle for about 15 minutes of sharing.

After everyone in the circle shares their stories, the facilitator opens up to a full Learning Circle Discussion.

At the end of the circle, the facilitator can close by restating some of the sentiments found in the second half of "Home is where Your Heart is."

- For more information on how to hold a learning circle, see:

<http://culturechangenow.com/weblog/index.html>

- Norton, LaVrene ***The Power of Circles: Using a Familiar Technique to Promote Culture Change***. Journal of Social Work in Long-Term Care, Vol. 2, No. 3/4, 2003, 8pp.

Also available for purchase as a reprint at:

<<http://culturechangenow.com/rep-jsw0203.html>>

