

# Action Pact, Inc.

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## Former Grammar School Teacher Evolves Into Wise Elder in Pennybyrn Household

"Ms. Lib" dreaded the thought of living in a nursing home. But it wasn't long after moving into Pennybyrn at Maryfield <http://www.pennybyrnatmaryfield.com/> in High Point, NC, that the former grammar school teacher discovered she "was in the right place."

In Pennybyrn's new Household Model "I've got a beautiful room and lots of friends...I'm fine," she says. "I can sit and read all day if I want to. There is always something going on and I enjoy not having to cook."

She enjoys reading just about anything, but the Bible is among her favorites. Not long after moving in, Linda Graham, Life Enhancement Coordinator for Hayworth Household, asked Ms. Lib if she would lead a religious devotional on the patio. "We invited everyone to come out and we had a great crowd. It was cold as could be so we put blankets around us...we didn't care, we did the devotional anyway. It went over really big," recalls Ms. Lib, who read Bible scripture and a related story from a booklet provided by her church.

Next, Graham, with the Maryfield nuns urging her on, asked Ms. Lib to do a devotional for the entire nursing home in the Town Square. "I worked really hard on that one," says Ms. Lib. "We had a wonderful crowd and everybody was very complimentary."

Today, Ms. Lib leads devotion at her breakfast table every morning. "Anyone who wants to can join in," she says.

Ms. Lib has evolved into the quintessential wise elder in the Hayworth Household. "I'm here to take care of her, but I have learned so much from Ms. Lib," says Graham. "She has taught us how to pray and how to respect others. She's gotten staff and residents in Hayworth into the habit of saying 'thank you.' She has made me a stronger person."

Nursing home households can be the place for elders to find new ways to blossom. When staff get to know elders as individuals, they can open doors to new experiences that benefit the individual as well as those around them.



### New Products Available!

We're excited to bring you two new additions to the Action Pact library of resources.

#### "Soften the Assessment Process"

This video and workbook package will show you how to present new ways to soften the assessment process to a group of nursing home staff from various disciplines.

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

#### "The Pathway of Growth"

This dynamic workbook/video package has everything individuals and organizations need to learn to support Eden Principle #9: "Human growth should never be separated from human life."

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

Also, don't forget to visit our free resources page:

[http://www.culturechangenow.com/free\\_resources.html](http://www.culturechangenow.com/free_resources.html)

## The Experience of a Holiday Meal

Thanksgiving wouldn't be Thanksgiving without the familiar, traditional menu including turkey, dressing, gravy, cranberries and that classic green bean casserole. However, if served in traditional, institutional fashion, it is just another day, just another meal. For we know, Thanksgiving is really more about gathering, sharing and celebration than what's on the plate.

Folks at Lanier Village Estates <http://www.actsretirement.com/com-GA-lyasp> in Gainesville, GA made some small changes to their usual meal routine to make a big impact on Thanksgiving for residents and staff. In both the skilled nursing area (Willowbrooke Court) and the assisted living area (Oakbridge Terrace) it was decided food would be served family style – a powerful way of setting the tone for the meal.

Tables were set with white linen tablecloths, burgundy linen napkins, centerpieces of silk fall leaves and full dinnerware settings. Each table was set for six – most seating five residents and a staff member, though some tables also included family members.

The menu of roast turkey, baked ham, sausage stuffing, sweet potato casserole, baby carrots, green beans almandine, mashed potatoes and gravy all came to the table on platters and in bowls and gravy boats. Steam tables near by held additional food for any table that needed it. In fact, some tables did as the residents ate very well, some having second helpings. Two residents that require assistance at meals sat with a CNA who helped them eat. Both residents and the CNA had plenty of time and inspiration to eat their fill along with everyone else. Pecan and pumpkin pies came to the dining room whole, but pre-sliced, and were put on a dessert cart with whipped topping. CNAs and a Dietary Aide helped to serve them to their own tables.

Staff, including nurses, CNAs, dietary aides and housekeepers, sharing the meal with the residents made it special for everyone. Staff really enjoyed being part of their residents' holiday. In particular, the housekeepers were thrilled. "I got a nice thank you card from them saying that they loved being able to sit down and share the holiday with the residents and staff," said Nutrition Services Manager, Joyce Cornett. "In fact, the two housekeepers were so excited, one of them was mad that she would not be working on Christmas as we plan to do the same for that holiday." The residents are looking forward to the next family style meal as well.

Household Model kitchens and dining are ideal, but Lanier Village Estates shows us that a few small adjustments can make a holiday meal, or *any* meal a more pleasurable experience. Engage another holiday and make it your New Year's resolution to find ways to make mealtimes more normal and enjoyable for residents *and* staff.

## Director of Nursing position

Unique opportunity to launch the first phase of a LTC culture change journey moving toward a household model for a nonprofit SNF for 68 residents located within 32-acre CCRC retirement community approximately 35 miles east of downtown Los Angeles. Excellent reputation and survey history. Minimum 5 years experience as DNS in Medicare Certified SNF, RN license, strong management and leadership skills, knowledge of geriatric and long term issues. Outstanding compensation/benefit package with generous planned time off program, 10 paid holidays, medical, dental, vision, life, retirement plan with most benefits effective first of the month following date of hire. Visit our website at [www.pilgrimplace.org](http://www.pilgrimplace.org).

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**Editor's note: visit their website even if you're not interested in this job opportunity. Here are some great excerpts that intrigued us:**

Pilgrim Place is defined in 320 different ways by the 320 residents who have created a home here. Since 1915 it has been a home to thousands of persons who have served as leaders of religious and charitable non-profit organizations throughout the world. . . . Serving others is what Pilgrim residents have been called to do. . . . This is why such a strong sense of community pervades the entire campus. . . . *On Social Justice:* God Bless the Whole World No Exceptions is a sign that is posted on the Pilgrim Place campus by residents. This slogan succinctly defines the shared moral value of Pilgrim residents.

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