



## Seniorsfirst Salutes

I would like to thank everyone for their involvement in making "Have a Heart" month for Mary & Sam Scorsone a success. From Karen K. (making the hearts), to Mary Ellen & Chris at the front desk selling hearts and raffle tickets (special thanks to Karen K. & Scott for their last ditch efforts doubling the amount brought in). Barb S. who made the signs for us and put them in the elevators. Everyone who brought take out bags in. The vendors who donated food and supplies. The kitchen staff for all their efforts and involvement that allowed me to look good. Most of all, to all of you who supported our efforts. It would not have been possible without you.

—Karen M. Lasky  
Dir. of Food & Nutrition

### ***Kirkhaven kitty carekeepers needed...***

...to assist with Smokey and Wimpy for next quarter. If we all chip in, it will only be a few times a year for any one person. You can sign up to take care of just Smokey or just Wimpy or both cats. I will remind you the week you are scheduled to assist. Once again I would like to thank you all for your help.

—Helen Bennett  
Dir. of Ther. Recreation.

### **This is your newsletter!**

The **LINK** is published by and for the staff of **eLINK** is an online newsletter for the employees of Seniorsfirst Communities & Services. Please direct submissions to Cilla Drinkwater, Director of Marketing at [cdrinkwater@seniorsfirstonline.com](mailto:cdrinkwater@seniorsfirstonline.com) or call 585 770-1954.

## New Hires

Charlotte Holmes      LPN      Kirkhaven  
Anthony Vieux      FN&S Aide      Kirkhaven



### **Residents' Rights Mandatory In-Services Final Week - Week 4 Wednesday, March 31, 2010 11:30 a.m & 1:30 p.m.**

Please note that in-services will be limited to 16 people on a first-come basis. We will have 3 weeks of in-services, so hopefully this will not inconvenience anyone. Thanks!

—Paula Henry,  
Dir. of Social Work



## April Birthdays

1	Linda Whitlow	Receptionist	Kirkhaven
3	Carlos Lopez	Housekeeper	Kirkhaven
8	Carroll Neyland	Podiatry Ass't	Valley Manor
10	Luevenia Scott	LPN	Kirkhaven
11	Philtema Clark	CNA/Rehab Aide	Kirkhaven
	Trevor Stephens	Doorperson	Valley Manor
12	Hanson Thomas	Maint. Tech.	Valley Manor
13	Sandra Dagher	Security/ES Ass't	Valley Manor
14	Albert Bennett	CNA	Kirkhaven
	Jovan Haring	CNA per diem	Kirkhaven
15	Cyndia Perez	LPN	Kirkhaven
16	Amela Bodulovic	Server	Valley Manor
19	Susan Brayer	Unit Secretary/LPN	Kirkhaven
	Elizabeth Dorsey	Housekeeper	Valley Manor
22	Earnestine Glover	CNA	Kirkhaven
24	Beverly Richards	RN Spvsr per diem	Kirkhaven
26	Marquett Cauldwell	Housekeeper	Kirkhaven
27	Janeen Baxter	LPN per diem	Kirkhaven
	Mary Shipmon	CNA	Kirkhaven
28	Felicia Crumity	Program Ass't	Valley Manor
29	Michael Day	LPN	Kirkhaven
	Philip Mathew	Cook B	Valley Manor
	William Westbrook	Lead Maint. Tech.	Kirkhaven

## Seniorsfirst Employee UNITED WAY CAMPAIGN 2010 MARCH 25–APRIL 8



As most of you are aware, it is time for our annual UNITED WAY campaign. All of us know that the economic atmosphere is very cloudy this year. More people are out of a

job. There have been floods and earthquakes that have depleted funds from the United Way and the American Red Cross in large amounts.

The United Way has announced that it's goal this year is the same as last year, 23 million dollars. I'm sure that they are taking into account the economic climate in Rochester in not raising that amount. It is with that in mind that I ask you to think about what you **DO** have and what others you might know **DON'T**. With as little as \$.25 (25 cents) every two weeks, you can help a family eat or an abused woman find aid. Any amount you feel you can afford would be greatly appreciated and welcomed as much as a millionaire's donation. We realize that our prospect of not getting a raise this year may put a stain on all of us but think about the person who has **NO** job at all, or the Mom who has no food for her kids. Is our donation going to help them? **YOU BET IT IS!**

This year there are four distinct categories where your donation will be used:

- 1) School age CHILDREN** – United Way helps to ensure that our students have the tools and support they need to improve their school success. The **GOAL** is for every student in our community to be ready for college and life by age 21.
- 2) The AGING**– United Way helps to make sure that programs are in place both for today's older adults and for everyone in our community who will become an older adult. We will all be helped by this cause in the future. The **GOAL** is for all older adults and their caregivers to be active and independent as long as possible.
- 3) Persons in CRISIS**–The United Way addresses the immediate needs of people right here in our community. The **GOAL** is for all individuals and families in our community to have their basic needs met.
- 4) Persons with DISABILITES**–The United Way helps to ensure that disability services have our support to provide necessary programs in our community. The **GOAL** is for individuals with disabilities to maximize their independence as fully engaged members of the community.

As in past years, you can also designate a specific organization you would like your donation to go **OR** an organization you do **NOT** want your money to go to. *If you would like all or a portion of your donation to go to Kirkhaven, you must enter our designee number 1322.* Remember, though, only 92% of your donation will actually go to your designated cause. The other 8% will be used as administration fee whereas a donation to either of the four above listed causes will benefit them 100%.

Please consider giving a little more this year as you look at your circumstances and compare them to what the Mom with no food or the jobless neighbor is going through. As little as \$.25 can make a **BIG** difference and increasing your pledge by \$.25 or \$.50 every two weeks can also help a great deal. Please, if you

*(Continued)*

### Friday Happy Hour at Kirkhaven!



*John Ryan (Jeannie Ryan's nephew!) coaxes resident Mary Astrella to pull out her harmonica for a jam session at a recent Happy Hour. Celebrity guest bartenders for Happy Hour are a BIG HIT!!!! Thank you to everyone who has volunteered thus far. Please contact Robyn DiFrancesco if you are interested in volunteering on Fridays, 2:30-3:15.*

## United Way 2010 *(continued)*

have contributed before, thank you and think about increasing it just a little. If you have never given before, think about it this year when it is needed more than in recent years. Giving to someone in need will only bring back to you good Karma **1000 times stronger**.

For those who need a little incentive, there will be chances for drawings and prizes for increasing your donation, first time donators, etc., as well as some games and fundraising activities at both Kirkhaven and Valley Manor. Watch for posters!

Please help Seniorsfirst in our effort to help the UNITED WAY as much as possible. If you cannot afford to give in monetary terms, please consider volunteering with them or advocating for their causes. In each of the last two items, you can get involved by calling the UNITED WAY who will hook you up. Thank you all for considering giving to these wonderful causes which are available to ALL OF US!!!!

PLEASE NOTE: it is very important to turn in your pledge forms whether you will be donating this year or not. At Kirkhaven, please contact Gerri or Gayle in HIM, x3030, for any questions or concerns. At Valley Manor, stop by Heidi's desk or call her at 770-1903.

### *"Going Green" Tips*

## Pay Your Bills Online!

*If every household in the US paid their bills online, we would save 18 million trees every year!*



Eliminating your paper trail by banking and paying bills online does more than save trees. It also helps reduce fuel consumption by the trucks and planes that transport paper checks. If every U.S. home viewed and paid its bills online, the switch would cut solid waste by 1.6 billion tons a year and curb greenhouse-gas emissions by 2.1 million tons a year, according to Javelin Strategy & Research. Worried about security? Don't be. Just ignore e-mails "phishing" for personal data, and monitor all (electronic) statements for any unauthorized debits. Report problems immediately, and your credit won't take the hit. To avoid unnecessary carbon dioxide-emitting car trips to the bank on payday, ask your employer to directly deposit your paycheck. You'll get your money faster that way, too!

# hr update

## 2-Way Communication

Kirkhaven's HR dept. now has an in/out communication board mounted outside its office to alert staff when we are in or out of the office. Also, to indicate if we will be back for the day or not. Lastly, we encourage staff, if we are out of the office, to feel free to leave a message.

At Valley Manor, there is an easel pad located in the Do Drop for staff to write down topic suggestions for upcoming employee information meetings. Please participate!

## Evaluate Your Supervisor

Today's paycheck has the annual survey questionnaire for evaluating your supervisor. **Please complete and return by April 9.** The info we gather from this survey goes into our leadership goals for the coming year.

## Additional Benefits Enrollment

Starting this week, representatives from the Farmington Company will be holding seminars to introduce new supplemental insurance coverage for Seniorsfirst employees, including permanent life insurance, disability insurance and cancer insurance. HR will also be distributing Benefits Summaries to all benefits-eligible employees. Watch for schedule postings and take advantage of this opportunity to have an insurance rep review your coverage.

## *Up for auction—*

Kirkhaven's Hammond 8222M solid state electric organ. If we don't have any bids by April 9, it will be posted on *Craig's List* on April 10. Please direct all inquiries to **Jim Dietz, 461-1991, x3042.**



Year: 1978; Color: Walnut; Voltage: 120  
**Starting bid: \$100.00.**

# *In Pursuit of the Sunbeam:* **A Practical Guide to Transformation from Institution to Household**

by *Steve Shields and LaVrene Norton*

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**“This book is not about improving nursing homes. It is about overcoming them. When the foundation of a house is rotten, you don’t waste time and resources by painting the porch. You rebuild. You start over.”**

*This is a terrific book about culture change and transforming institutions into true homes. Kirkhaven owns a few copies, but they’re in great demand, so we have included an excerpt here. You can also download it at <http://www.commonwealthfund.org/Content/Resources/2007/Jul/In-Pursuit-of-the-Sunbeam-A-Practical-Guide-to-Transformation-from-Institution-to-Household.aspx>*

—*Amanda Brown*

## **As With Sunbeam**

The pursuit of happiness has been recognized as central to our humanity for centuries. We put endless effort into the pursuit. Whether it’s pleasure or pain – it’s part of the hunt. We experience it as a momentary satisfaction when we find the perfect gift for a loved one or enjoy a cup of coffee with a friend. It erupts with deeper meaning in moments of family unity with a group hug or when we turn to a neighbor at worship with the sign of peace. We experience pain when we push through the hard things to achieve happiness—going to work day after day, saving dollars with our children to contribute to those less fortunate. The drive and the satisfaction are in the hunt.

What if you couldn’t pursue happiness? What if you were no longer in charge? *“The rights of mankind are not to be rummaged for among old parchments or musty records. They are written, as with sunbeam in the whole volume of human nature, by the hand of Divinity itself, and can never be erased or obscured by mortal power.”*—Alexander Hamilton.

The words “life, liberty and the pursuit of happiness” ring true for everyone in America, but they fall flat for the frail living in institutional care. They are rights not granted or created but, centuries ago, secured by the Declaration of Independence as rights our forefathers considered inherent in each American. So, how is it we assume our elders hand over these rights as they cross the threshold into a nursing home? Certainly elders are not slaves or prisoners, yet many freedoms we take for granted now elude them. No choice in surroundings, what and when to eat, when and how to bathe, when to go to bed or when to rise. No privacy upon desire, no freedom to leave, and worse – alarms that frighten when getting up from a chair or bed. No choice in how to spend one’s time. Meaning and purpose ignored and rarely nurtured.

Let’s acknowledge the pursuit as central to who we are as human beings. Let’s assure choice in the daily lives

of elders and in our own future as pertinent to the pursuit. Written as with sunbeam by the hand of Divinity itself, these rights cannot be guaranteed in a parchment or in the pages of this book, but must be acted upon by all to assure our humanity.

## **The Household Model**

This book and the accompanying materials are for everyone who serves in long-term care and wants a rich, meaningful life for residents and fulfillment in their work. It is for you, the leaders and providers of nursing home services; nurses, board members, aides, shareholders, housekeepers, administrators, cooks, social workers, owners and activity professionals. It is for all who dread the thought of living in today’s conventional nursing facility and dream of a real home for the frail and elderly. This book is not for people who seek a gradualist approach to change. It is for those who want a revolutionary transformation in the culture of nursing homes and other long-term care settings.

The transformation we advocate calls for a new framework and operating principles that make the old ways obsolete. It’s about creating a new foundation for long-term care: Home versus institution, person over system, self-determination and shared decisionmaking rather than subordination. It is about transforming everything we do, how we do it and how we relate to everyone including ourselves. It is about making the move to a long-term care facility a simple change of address rather than the loss of home, purpose and identity. It is about making the nursing home a place for living rather than for waiting to die—a vision impossible to fulfill within the current framework of care.

Within this collection of observations, stories and guidelines, we try to establish a new framework for creating, with elders, what we all recognize as home; that place where we find sanctuary and a deep sense of wellbeing; where people live, work and self-actualize together. We, the authors, have committed our lives to replacing the institutional culture and its environmental trappings with surroundings that foster warm, personal relationships; where small groups of elders—supported by self-led teams of employees—determine their own lives and build community. We call it the “Household Model.” Though it is a revolutionary departure from the status quo, it still is less than what our elders and their caregivers truly deserve. Until broader society reexamines its beliefs and values about old age and reshapes itself accordingly, the Household Model is simply a bridge on the long road to a rich and fulfilling elderhood.