



ELMWOOD

Supporting the wholeness of life.

Manor Transition Initiative – Family Engagement Roundtable Notes

May 11, 2022, via Zoom

Welcome and Introductions

- Participants were welcomed to the roundtable and several virtual housekeeping items were reviewed.
- A roundtable of introductions was completed with representatives from approximately 22 family members from both Kinsmen Manor and Community Homes, members of the Board of Directors and Leadership Team for Elmwood Residences, representatives from the Ministry of Social Services – Community Living Service Delivery and a representative from Megan Wells.

Manor Transition Initiative Updates

- **Capital Developments**
 - Funding is in place for the first 4 homes and all homes are in the design process. Homes will be designed around the specific needs of the individuals that will be living in each home.
 - The locations of the first 4 homes are in the areas of:
 - Greystone Heights
 - Lakeview
 - Stonebridge
 - Montgomery.
 - First four homes will be new construction. This does not mean that all the transition homes will be new builds as they could be purchase and renovated homes. The Saskatchewan Housing Corporation (SHC) is also looking at opportunities to purchase existing homes and renovate them. Important to note that regardless of whether the homes will be new builds, or renovated, that they meet the needs of the individuals who will call them home.
 - The lots required for fully accessible 1800-2000 sq/ft bungalows are a minimum of 50- foot lots.
 - Key Features of each Community Home include four bedrooms and 2 bathrooms. Both bathrooms will be fully accessible and tracked appropriately to support aging in place.
 - One bathroom will include a Therapy Tub recommended by an Occupational Therapist.
 - One bathroom will include fully accessible shower.
 - From the date of ground-breaking for each home, construction timeline will be 12- 14 months.
- **Resident and Family Engagement**
 - Plans are in development for how to meaningfully engage residents throughout the transition process. Resident engagement will include 1-on-1 discussions, group discussions, and tours based on each individual's unique needs.
 - Family members of the residents of Community Homes #1- 4 have been contacted by the Manor Transition Project Specialist. Family engagement for residents of Community Homes 5+ to be contacted once we have more details to share.
 - The Manor Transition Project Specialist Linda Boyko will maintain close contact with family members as updates on the transition as they are available.
 - Updates will be provided to families quarterly through *The Future Focus*. Please watch your emails for these newsletters. The second edition of this was published in April 2022 and is also available on the Elmwood website at www.elmwoodyxe.ca.



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- **Team Member Engagement**
 - Both resident and Kinsmen Manor Team Member communication will be released in the same time frame to ensure that Team Members have the information needed to support residents if/when they have questions.

- **Outcomes and Evaluation**
 - The Ministry of Social Services – Community Living Service Delivery has approved funding for evaluation of this initiative. Elmwood has partnered with the Community-University Institute for Social Research (CUISR) and CUISR will conduct a study to gain a better understanding of quality of life through the lens of the Manor Transition Initiative.

- **Timeframes:**
 - Community Homes #1- 4 are in the final design stages and will likely be tendered this summer. These Community Homes are projected to be operational by late 2023 to early 2024.
 - Openings of these homes will be staggered to ensure sufficient time is allowed to support quality transitions based on resident needs.

- **Overview of Engagement Groups:**
 - Four Engagement Groups will be developed to ensure you can become involved in the initiative. The feedback of these groups will be important as we navigate the transition together and were determined based on feedback you have provided through the initial stages of the Manor Transition Initiative. They include:
 - Health and Wellness
 - Transportation
 - Community Inclusion Opportunities (External)
 - Programming and Socialization Opportunities (Internal)
 - Contact Linda Boyko at lboyko@elmwoodyxe.ca if you are interested in getting involved! This is open to all family members across all Elmwood programs. Families are encouraged to consider volunteering for more than one working group.



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Questions and Discussion

- What will happen with the current Community Homes that Elmwood operates that have 7 spaces?

Answer: Current Community Homes were developed in a different era with different sentiments on what was considered best practice. Historically, Elmwood would have converted duplexes that could support up to eight (8) individuals. Elmwood is actively working in partnership with the Ministry of Social Services to reduce the number of residents in homes with 6-8 spaces over time. We've had some good success with this thus far, but it's a work in progress.

Additionally, Elmwood has completed a Capital Assessment of all Community Homes and is focused on accessing resources to complete some much-needed renovations and replace two Community Homes which are in need of substantial repairs

- What is happening to the Manor once all the transitions have occurred?
 - **Answer:** Elmwood has formed a Committee (Future of Arlington Committee) which is actively exploring the future of the property. From this Committee, three core parameters have been established:
 - Elmwood will maintain its location at 2012 Arlington Avenue.
 - Elmwood will develop a Community Hub of supports and services.
 - Elmwood will maintain leadership/administration on site.

Elmwood is looking at the sector as a whole and partnering with agencies and CLSD to ensure we are future focused and collaborative.

- What is happening to the Fitness Center/Gym?

Answer: When residents don't reside at the Manor anymore, the gym will be used for use for Elmwood's Community Inclusion Program, social events, recreational opportunities, training and much more.

The Fitness Centre/Gym is in good condition and will remain part of Elmwood and a future Community Hub on the Arlington site. The gym requires some minor updates to improve sound quality and modifications to the stage area, but is an essential part of who Elmwood is and is a resource to the sector as a whole.

- As staff will be advised of resident groupings in the next few weeks, when will families be advised?

Answer: Families in Community Homes #1-4 are already in communication with the Manor Transition Project Specialist. In terms of Community Homes #5+, communication will occur once funding confirmation is received from CLSD.

This being said, please reach out to Linda Boyko at lboyko@elmwoodyxe.ca or via telephone at 306-374-5151 should you have questions, and we will do our best to answer them with the information we currently have available.



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- What will happen to recreational groups and outings? How will it be ensured that residents have access to programming and social opportunities they need to live fulfilled lives?

Answer: Elmwood has significantly grown our Community Inclusion Program (Day Program) Team over the past 3 years. It is Elmwood's intention to continue to grow this program to ensure all residents of Elmwood have access to programming.

Even now, Elmwood offers recreational opportunities for all residents across all programs. Elmwood operates the Community Inclusion Program a little bit differently than most traditional day programs and a key focus is to be flexible and offer programming during evenings and weekends.

- What criteria was used to determine which residents move first? How were they selected?

Answer: The allocation process is and there are multiple layers to these discussions. The resident groupings were decided based on the following, but may be subject to change as we move through the initiative:

- Resident 1-on-1 discussions with members of the Resident Support Team where they shared who they want to live with and who they don't want to live with.
- Feedback from the Resident Supports Team balancing the physical and care needs of residents.
- Locations of the home in context to needs, wishes, and desires. This, in some cases, was inclusive of feedback provided by families.

- Why is this the best and leading model? Why is not a mix better? Is there jealousy that you cannot have a Manor? How does this continue to go forward without a fixed plan in place? There is nothing about this that makes sense. We have not seen any budget, there is no data or research that afford that this model makes sense. The Manor is indeed the type of facility we need to be looking at because it is a community. Elmwood needs to hire more staff, needs to fix the seven space homes Elmwood currently operates. The building can be remodelled to the absolute perfect setting for the purpose it has now. There is not enough information being provided – you should ask for volunteers for the first homes. There is no real system for how you have chosen who goes first.

- **Answer:** Bob Martinook, Executive Director of Community Living Service Ministry spoke to the Group Home Models and the Ministry's experiences. CLSD has experience doing transitions like this and has seen benefits of community living, focused care.

Smaller congregate settings are a better setting and the staffing models are based on the needs of the residents. This is not about saving money - this is about doing the right thing. We know from Valley View Centre (VVC) transitions that individuals' lives changed for the better. CLSD can share families the research about benefits of smaller congregate settings.



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Many VVC families had the same views and thoughts and were skeptical. They experienced the change and changed their views. Their loved one had a way better life experience upon their transition into a Community Home

Regarding Budgets, the funding is based on an understanding of who the people are and what they need. CLSD had a formula that was used for Valley View Centre transitions. That is where CLSD started and some budgets fell under, some fell over.

- There is research, but agree that this was dropped in our laps. “This is best?”. There is a vast difference between the research and the people who cannot self advocate. Valley View Centred was an institution - therefore it was closed-down – therefore institutions are deemed to be automatically bad. The Manor isn’t Valley View Centre.

Answer: This is important feedback – As an organization, we opted to communicate early and transparently to encourage your involvement – please consider joining one of the Engagement Groups we discussed briefly earlier

If we wait for all of answers we will never get anywhere. We will make sure everyone has the best service possible both during, and after the transitions occur.

- Where will the nursing staff be located? What is the ratio with nursing vs care staff?

Answer: Elmwood’s Health and Wellness Team is currently based out of the Manor, but the funding we receive is for all individuals that Elmwood supports. Historically, Elmwood has not done as well as we should have in ensuring accessing to health supports in programs outside of the Manor – ie. Community Homes and SILP. Please note that Elmwood does not have a nurse on 24/7.

Elmwood’s Leadership Team is currently developing a plan to evolve the Health and Wellness Support to be community based and supportive of all served by Elmwood.

- How are you going to get efficiency of staffing when you lose your center (Manor)? Where is the budget?

Answer: This initiative is not about efficiencies and budgets – CLSD is supporting this transition because it’s the right thing to do. CLSD is supporting this because it is the right thing to do. For example, the cost of construction has gone up significantly – approximately 30%, but the initiative is moving forward because of its alignment with best practice. This is a testament to the commitment to move this initiative forward.

- What are the desired outcomes of the initiative?

Answer: We want to create a Person-Centered Model (Elmwood’s Resident First Approach) which better allows us, as service providers, to ensure quality supports, create quality environments and ensure opportunities for individuals shaped to their needs.



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- What is wrong with the large setting?

Answer: Even with 6 people it is hard to meet each individual's unique needs - they need the individualized experience. They can choose the life they want to live, create opportunities, live fulfilled lives. It's important to give people the opportunity to be a part of the community, accessing the community, parks, neighbours, that is the inclusive model that we are trying to support and create here.

- What happens as residents age and their needs increase?

Answer: Even with residents' needs increasing due to aging, the homes are designed to support ageing in place inclusive of design elements to support as their needs change.

It is a very rare opportunity in our sector to have the chance to design homes around people and their specific needs, rather than fitting people into homes. This opportunity is why this initiative is so very important.

- How can we get involved and provide more feedback?

- **Answer:** We encourage you to get involved in one (or more) of the Engagement Groups – we would love your feedback and guidance as we move through the initiative together. Please reach out to Linda Boyko, Manor Transition Project Specialist at lboyko@elmwoodyxe.ca or 306-374-5151 if you are interested in participating.

- Health and Wellness
- Transportation
- Community Inclusion Opportunities (External)
- Programming and Socialization Opportunities (Internal)

Closing

- Elmwood will be holding additional Roundtables in the future to give families the opportunity to provide feedback, ask questions.
- A brief (draft) video on Resident Engagement within the context of the initiative was shared. See the video here:

<https://drive.google.com/file/d/1s3BRsnOgHUnDrDdY5haHqp27FExlUcQ1/view?usp=drivesdk>