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Manor Transition Initiative – Family Engagement Roundtable Notes

November 15, 2022, via Zoom

Welcome and Introductions

- Participants were welcomed to the meeting
- A roundtable of introductions occurred with a combination of 13 family representatives from both Kinsmen Manor and Elmwood Community Homes, members from the Board of Directors and Leadership Team for Elmwood Residences, a representative from the Ministry of Social Services- Community Living Services Delivery and a representative from CLASI (Community Living Association Saskatoon)

Updates

- **Capital Developments**
 - Experienced delays in tendering this summer.
 - Houses 1 - 3 now tendered and awarded, awaiting the tendering of House #4.
 - Construction of Houses 1 and 2 have now commenced (October).
 - Sample design plans for houses 1 - 4 were shared. This included both street designs and interior designs.
- **Resident and Family Engagement**
 - Residents of Houses 1 - 3 informed of awarding of tenders.
 - Residents of Houses 1 and 2 informed of commencement of construction.
 - Families of residents of Houses 1 -3 informed of tendering process and that they have been awarded.
 - Families of residents of house 1 and 2 have been contacted to inform them of commencement of construction.
 - Family Engagement Groups (4) launched in September 2022. Interest to participate has been limited. Some challenges with groups due to limited participation.
 - 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.
- **Team Member Engagement**
 - Team Members receiving weekly updates from the Manor Transition Project Specialist and Community Home Coordinator in the form of both written and scheduled in person updates.
- **Outcomes and Evaluation Update**
 - Non-resident portion initiated in August of 2022. Participation has been limited.
 - Resident portion anticipated to be approved by the U of S Research Ethics Board (REB) in late 2022 and commence early 2023.



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- Feedback from Families on the CUISR Study which will be provided directly to CUISR:
 - The questions were not structured well and some expressed that the study has not been professionally framed to date.
 - Some of the questions were not relevant/seemed strange based on where we are in the transition process – some questions are being asked too soon and are hard to answer.
 - Eg. Don't know if the food/meals will be better.
- **Updated Timeframes**
 - Approximate time to complete each home is 14 months.
 - Houses 1 and 2 commenced construction in October 2022. Anticipated move-in during fourth quarter of 2023/2024 fiscal year.

 - In between opening of Houses 2 and 3, there will be an artificial delay to ensure a thoughtful transition plan is in place for each individual. This will also allow for sufficient staffing to be in place by openings.
 - Houses 3 and 4 have an anticipated move- in during the first and second quarter of the 2024/2025 fiscal year.
 - Timeframes of Houses 5-7 will be dependent on funding approval and initiation.

Questions and Discussion

Was there a study for people that transitioned from Valley View Centre (VVC)?

Answer: No formal study, although individuals that were part of that transition are still followed. CLSD explained that there are learnings from the VVC transition that we can apply to the Manor Transition Initiative, if applicable.

How are we protecting residents who participate in the study?

Answer: Residents will choose if they would like to participate, or not; some residents without next- of- kin will have the support of advocates; families can provide support to residents with the study. Staff will not be able to support residents in the study as the REB will not allow this.

What is the timeframe for House #5- 7?

Answer: Houses are approved in principle. Was explained that additional homes will be approved in upcoming fiscal year(s). These approvals will include both capital and operating costs of the additional needed homes. Both Elmwood and the Ministry are committed to transitioning all residents of KM.

How is Elmwood managing the human resource components of the transition?

Answer: Union was served with Notice of Organizational Change in October 2021. SEIU has only minimally engaged in any type of negotiations and transition planning to date. A Workforce Plan has been developed to support the process. Not all staff have identified or expressed what they would like to do and if they would pursue positions in new homes. Was shared that Elmwood cannot share the Workforce Plan due to some sensitivities. We can share at a future Roundtable how many staff will be needed in the new homes and once we have established an understanding with SEIU.



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Will Elmwood losing staff due to the transition?

Answer: We know that we have lost many staff due to pay as they can earn a higher wage through the SHA. Elmwood is having conversations with staff about what it would be like to work in a Community Home. Also, that staff have the opportunity to do shadow shifts in the homes to see and experience what it would be like to work in a home. Elmwood is also looking at sponsoring people. Our new Director of Team and Culture is going to explore this further.

The Manor is currently going through another outbreak. What is morale like currently?

Answer: Outbreaks do take a toll, especially since we have been navigating this for a number of years now. Most residents returned to their regular programming and routines today. This has helped to improve morale. Regular activities such as Xmas shopping night are able to occur, which also helps.

Additional Discussion Items

- Families were asked about the frequency of how often they would like Roundtables to be held. Three (3) family members requested them to be held on a quarterly basis. The other 10 families did not comment. Next roundtable to be held in February 2023.
- If tonight's presentation (Power Point) is to be shared with those in attendance, we would need to remove the design plans for House #4 as this house has not gone to tender yet. Once the tender is awarded, Elmwood can share the general design plans for the home.