

The View

SPRING 2019





Creating Beauty - Feeding Souls

BY MEGAN FOSTER

All across the Cedar Hill campus, our residents are busy painting, pasting and creating – feeding their souls and touching those of staff and visitors.

At The Village, the weekly art class is led by Kathleen Eames who was the director of social services at Cedar Hill Health Care for 13 years. An artist herself, she started art classes for residents before she retired.

"One day I sat in on an art class with the residents. Well, one day became three days, and three days became 10 before it turned into a weekly thing," she said.

After her retirement, Eames received a phone call from owner Mary Louise about teaching an art class at the Village,

and so it began again. Every Wednesday Eames teaches a collaborative art class. The room swirls with the colors on the canvases and in the palettes. Many of the painters work from another painting they choose, recreating it. Others sketch out their own.

"Painting just lifts my spirit so much. I love having the opportunity to learn something new," said Claudine Spencer, one of

the Village painters. When asked if she had a favorite piece out of the three she has finished so far, she said "Oh, I wouldn't

choose one in particular. I just love being able to attend and progress each time."

Many of the finished works will be for sale at the Cedar Hill Art Show on May 12th. Proceeds will benefit the entertainment fund which brings in musicians and other entertainers to the

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campus. The Village artists are also creating a 2020 calendar of their artwork to sell to benefit the entertainment fund.

Working at arts, crafts, and other creative projects benefit people of all ages. For seniors, it helps keep the brain healthy and can alleviate anxiety and depression. Creative activities

such as writing, painting, or knitting encourage a sense of competence, purpose, and growth - all of which contribute to aging well and personal happiness. Painting, assembling collages and making crafts is soothing work and when done as a group encourages community. And who doesn't like seeing their creations hanging around

"To practice any art, no matter how well or how badly, is a way to make your soul grow, for heaven's sake. So do it."

- Kurt Vonnegut

them?

The Judith Brogren Memory Care Center's Activity Director Pam Crosby was a kindergarten teacher for 13 years. Arts and crafts were an integral part of her curriculum. Fine motor skills, language development, social skills, art appreciation and a means to express oneself are all contained within one project, she explained. "These concepts apply to everyone regardless of age or mental status," she said.

Art helps preserve the Memory Care residents sense of self. Through doing art projects, the residents build relationships with each other, experience reduced anxiety, and gain more of a sense of control over their immediate environment. Residents have to plan, remember, create patterns and use large and fine motor skills. Each project provides them with a sense of purpose.

Encouragement is important said, Crosby. Throughout each class, she repeats continually 'there is no right way to do this, so that means there is no wrong way.' "Some are initially

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We are writing this Valentine's Day week and what a week it has been. Yesterday, the Village hosted a dance in the main dining room. We pushed the chairs to the wall to create a dance floor. Earl made a gorgeous arch for everyone to enter through. Activities and Dietary crafted corsages for the residents to wear. Pastor Gerry Piper spun discs. John Vigneau and his crew cooked a spectacular selection of treats. And boy did we have fun dancing and singing – and by we, we mean residents, staff, and families.

At the Village Valentine's Day Dance, we pushed the chairs to the wall to create a dance floor.

Across the driveway in the nursing home, Cedar Hill administrative assistant/songstress Megan Foster sang the afternoon away, accompanied by one of our nurses. Wow! The Cedar Hill Kitchen created strawberry and pound cake kabobs, cupcakes and other items for the celebration.

Then today, Friday, February 15th, Susan Yepez and her three sons arrived at the Health Care Center with carnations, homemade valentines and a box of heart shaped maple candies!

Life at Cedar Hill – or any long term care facility – is about far more than the nursing care we provide. It is about the life you lead when you live here. Whether it is the art programs we run on campus, or the book clubs, or the volunteer-led activities, or the singers, or the animals we host, our "Activities" Departments truly work to enrich our residents' lives, assisted by all of our other staff and volunteers and families. And in turn, all that fun enriches our staff and families too.

All that "other stuff" feeds our souls and bolsters our health in ways beyond what medicine can do. That is what Barbara Flinn discusses in our interview. She is retiring after 20 years at Cedar Hill, most as our Director of Activities at Cedar Hill Health Care.

I hope you will take the time to read the articles on our outstanding art programs. We are continually astounded by what our residents, staff, and volunteers create together. And consider volunteering! We always have more we can do.

Also in this issue, we write about our new Licensed Nursing Assistant classes that combine online and on the floor training. Our Assistant Director of Nursing Sara Neily is our Cedar Hill instructor for that class and we will be offering it four times per year.

We hope to see you often at Cedar Hill.

Mary Louise Sayles and Patricia Horn Founder and Co-Owners



The Village Kitchen Crew created quite an array of food for the dance.



Resident Erna Abrahamovich received a card and flowers from one of Yepez family's boys who visited us on Valentine's Day.



Saying Goodbye to Barbara Flinn After a Lively 20 Years

Barbara Flinn, our Cedar Hill activity director extraordinaire, is retiring March 29th after 20 years and 27 days of service. For most of those 20 years, she was the Director of Activities at Cedar Hill Health Care and Victorian House, taking a three-year break to be the Executive Director of the Village at Cedar Hill. Barb won the Health Care Association's Activity Director of the Year award and has been an active member of the Association's activity director's education group. She is also a certified Activity Director, a Certified Dementia Practitioner AP-BC, Activity Professional – Board Certified.

Q & A WITH PATRICIA HORN, COMMUNITY EXECUTIVE DIRECTOR

How did you come to work as an activity director at Cedar Hill?

It was 1999. My husband kept telling me there was a job at Cedar Hill for an activity assistant. I was working in activities at another home. Finally, I called Cedar Hill. Sheila, the activity director, told me that if I wanted to interview for the job, I had to come that day. I said, "But I am in jeans." She said to come in anyway. As I was filling out the

application, Sheila suddenly got up and said, "I'll be right back." When she came back, she said: "Come with me." I told her I wasn't finished with the application. She said, "Mary Louise wants to see you." I didn't know who Mary Louise was, but I went to meet her and found out she was the owner and administrator. Mary Louise asked me some questions. About 10 minutes in, she said, "Do you want the job?" I said, "I haven't filled out my application." She looked at me and said again "Do

you want the job?" I said "yes." She said, "Well, it's yours." So in about 20 minutes, my life changed.

What was the job?

I was the activity assistant working Tuesday to Saturday, 9 am to 5:30 pm. Sheila Minkler was my boss. I worked for her for about a year before she retired to Florida. When that happened, I got kind of antsy. I said to Mary Louise, "Now what?" She said, "You are the activity director now." Everything just fell into place.

How has the program changed?

We have come a long way in developing the program. We went from offering it six days a week, from 8 am to 5:30 pm, to 7 days a week, 7:30 am to 8 pm. Our staff went from two people, including me, to six people - some full time and some part-time.

We continue to have all the unusual animals coming through the facility – mini donkeys, alpacas, baby lambs and goats, birds, bunnies, baby chicks, horses and mini horses, chickens, roosters, cats, dogs. Our visiting entertainers – musicians, magicians, VINS, school groups – have improved. Responsibility and regulations have grown. We are more tech savvy. We offer 'skyping' to families.



We have a Kindle and a laptop for shortterm residents. We have worked with schools and book authors online via Skype. We have added a chaplain. Connie Moser was our first and now we have Rev. Janice. Others ministers visit as well.

We started gardening. We started fairweek. We make fried bread dough. We have a popcorn machine. We started memorial services for families and residents.

We still can't get away from bingo – so many people love it.

The point of activities is to give people a purpose. If you want to bake, we say, "let's make a cake and you are in charge of it." Sometimes residents don't want to get involved but they will wander out and we help them to make friends and connections with others. With a short term resident recently, I gave him a hand massage and then he said, "Can you do

my feet?" He had stayed in his room all day but after that, he started coming out and participating. It made his time with us more meaningful.

For other people, it is connecting them with a pastor, or taking them for a walk outside, or going for a ride. I bring one resident the Vermont Standard every week so he can keep up with his former community. It's that extra we do that gives our residents an extra special feeling of belonging and being loved.

Do you have any moments that really stand out to you?

When we connected two of our residents with the author of "The Shack," William Paul Young, via Skype. One of the residents was 102, and she was able to get closure on some things in her life at 102. She worked through issues with God.

I am very proud of my certifications. Cedar Hill – you and your Mom – pushed me to get my certifications

and to get more involved with the Vermont Health Care Association and other groups. That has meant a lot to me.

One of our LNAs brought in a stuffed dog for one of our residents. She brought it in because she knew it looked like that resident's girlfriend's dog that he loved. When he had to go to the hospital that dog went with him, sitting on top of him. Every employee has a connection with one of the residents, for whatever reason. They give our work a lot of meaning.

I hope I have made a difference in people's lives - they have certainly made a difference in mine. My Mom told me how proud my Father would have been to see what I did with my life and my work. I went down a road that was meant to be. I had a mission. It took me a long time to find that mission – I didn't start working

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A Busy Start to 2019 With More Fun to Come

BY JENNIFER WHITE

It's been an enjoyable and very busy time with activities at Cedar Hill.

To spice up a wintry January, entertainer Roy Munstermann and staff took residents on a musical trip to a sunny Hawaiian luau party, and Administrative Assistant Megan Foster joined the cooking group to show off her pizza tossing skills.

January also had a somber but touching moment when a special Memorial Service was held to honor, remember and reminisce residents who had recently passed.

Minnie - our new bunny - joined the Cedar Hill family this winter. She has her home in the rabbit cage in the Cedar Hill living room. Come visit her! She loves company.

Staff and Residents all enjoyed the Baby Gender Reveal party held for Assistant Director of Nursing Sara Neily. She is expect-

Licensed Nursing Assistant Maggie Ondre is continuing to

teach art every month. Residents have gone from painting rocks to making sock snowmen. Every month they try something new. In February it was heart shaped pillows in honor of St. Valentine's Day.

We have so much more coming up this year. See the Save the Dates box on page 8.



Meet Minnie - Cedar Hill's new pet bunny.



Roy Munstermann & staff entertain residents at the Hawaiian luau party.



Foster shows off her pizza tossing



Administrative Assistant Megan LNA Maggie Ondre is teaching residents something new each month in

Saying Goodbye to Barbara Flinn After a Lively 20 Years

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in activities until I was 44.

You have managed a lot of employees over those years. You have many employees who stayed for years.

I didn't want to just be a boss, but a part of a team. I wanted to be someone my staff could turn to if needed and confide in when they needed so they could focus on their job. I hope I helped guide them in a positive way.

In this business, you are more than just your department. I always try to go out when the nurses are stretched and help out staff outside of my department. I keep candy on the desk. I give people hugs. I ask if they need to talk. My staff goes in whatever direction is needed.

Your department is particularly involved with the families.

When we take in their loved ones, we also take in the family. We need to be supportive of them as well. It is important we make the families feel welcome and loved and supported.

After her mother died one family member said how much she cherished the memory of going on the Sunapee boat trip with her Mom on one of our trips. It is important to get both residents and families comfortable to open up to you, so they don't feel alone.

You don't realize until you start looking at retiring how much more it is than just a job. The Department is a part of my family, heart, and soul. I am hoping that when I am not here, I will be remembered for the good things I did for the staff, the residents - everybody.

Anything else you want to add?

I learned so much from working with Mary Louise, watching her as an owner and the pride she took in Cedar Hill. Your mother taught me that if you see a cup on a table, pick it up. Pick up what is on the floor. Wipe up the water. Straighten the picture. Clean up after people. Those little things that need to be attended to - the little things that add up, that show that you take pride in your work environment.

I would like to thank her for believing in me enough to hire me, promote me and foster my profession. You did that as well for 10 years. I want to thank you also for believing in me.



Judith Brogren Memory Care Center News

BY PAM CROSBY

Residents Touched by 13 year old's poem

We read a newspaper aloud each morning and particularly enjoy the Young Writers Project submissions. On January 22, 2019, a poem titled "Paper Airplanes" was included. The residents responded emotionally and verbally. For some, what their brains could not form words for, their hearts and emotions displayed for all to understand.

The response to the poem was so overwhelming that we contacted The Young Writers Project to ask if they would be able to share the reactions of 70 – 90+-year-olds to this poem written by a 13-year-old girl.

Several days later we received a letter from the author herself. It reads as follows: "I am grateful and very appreciative that you took the time to read my poem, "Paper Airplanes" and reach out to me. I never thought my poem would have such a big impact on people's lives. I am pleased to hear you guys are enjoying each week's submissions. I just began submitting poems to Young Writers Project and am very thankful for everyone who reads them and makes comments. Thank you for all your support." It was signed Emma Marsh, Piermont Village School, in Piermont, NH. We have the poem and her letter hanging on a wall in the Memory Care Center.

Here is her poem:

Paper Airplanes

All of it folds together like a paper airplane. You live your life unfolding new pieces of paper, except the paper is a new light guiding you through life. You have to take the bad things and fold them into place. You have to accept the intolerable things that you have done, and then you must fold them away and say farewell. You have to fold every year that passes and unfold a new year, saying goodbye to the past and hello to the present. Every fold you make is a part of your life forever, except the fold is a decision or a memory. You will remember every fold you made, thinking about how it made an impact on your life. You will teach others how to fold their paper airplanes, having them learn from your mistakes. And when we start to live our final days, we'll make the last few folds and we'll fly away, like paper airplanes.

Native American Totems

A discussion about my great blue heron tattoo led to the interest in other meanings given to animals. A project followed where residents traced shapes onto various patterned paper, cut and then pasted them to make animals and birds. We then talked about each animal's characteristics, researched online about Native American interpretations of animals and birds, and assigned two traits to each animal. We have 12 collage pieces on display in the Memory Care Center.

Daily Word Games

Activities that stimulate cognitive function are important for people with memory loss. We play a word game each morning which provides social opportunities and positive emotional connections. Word games stimulate concentration, retrieval skills and strengthen short term memory abilities. Dopamine is released in the brain with each turn providing an opportunity to accomplish a specific goal. In turn, the dopamine allows each person to gain concentration, optimism, confidence, and recollection.

We have been focused each day on one letter of the alphabet. We try to come up with as many words as we can which start with that letter. The results are astounding! We are going through the alphabet, in a random fashion, for the fourth time and the lists continue to grow with each repetition. Connections are being made and someone will ask "Are there any colors that start with" a particular letter or "Is there a month that begins with". "How about any birds or animals?, "Did we name the foods yet" and "What about names, are there any names that have ____ in the beginning?" are prompts the residents give to each other. Some residents need verbal or charade-like clues for prompts. At times one word will trigger another word from a different resident. We all speak many encouraging words to each other and share laughs.

Here are some examples of the incredible results. First time with the letter "A" we had 98 words, the 2nd time we had 420 words, then 603 words and the last time resulted in 936 words beginning with that letter. The letter "S" has the highest results, at this time, with 1,389 words – we have made that list 3 times. "T" is second with 1,287 words, again on the third repetition and "R" came in at 1,167 words on January 31st, 2019. (Yes, I write down and count each and every word.) We have 130 words that start with "Z", I think this is most impressive!!! There is no guessing how many people will participate each day. At times, the staff joins in with the residents and that adds to the fun. If you are visiting, please, join us. We usually play around 11:00!

Volunteers Sought

All three of Cedar Hill's activity departments are in need of volunteers.

Volunteers can fill bird feeders visit

Volunteers can fill bird feeders, visit residents, read aloud, play music, help with trips, help with letters or phone calls,

help with yoga, bake a cake, teach a class, lead a religious service, or do tasks only limited by the imagination!

For more information, write to info@cedarhillccc.com.





Staff Kudos and Appreciation Awards

The Cedar Hill Health Care Center management launched a peer-to-peer recognition award titled "Kudos" for its staff. The program encourages all staff to post positive notes of gratitude about one another on a central notice board.

To date, it has been a huge success. Each month more and more Kudos have been posted. In January alone there were so many that a larger display board had to be purchased.

At the end of each month, management meets to review all of the Kudos and chooses 1-3 employees to recognize as an employee of the month. As a little thank you and appreciation for all they do, those selected receive a gift card or meal coupons for a job well done.

Staff Appreciation

Cedar Hill also encourages residents, resident families, and staff to vote for the annual Staff Appreciation Awards.

All employees, full and part-time, are eligible for the awards, which recognize dependability, compassion, dedication, and work ethics, among other qualities.

The awards also honor staff longevity and perfect attendance and include special categories for Positive Attitude, Profession-



The new Kudos Board is a heartwarming read.

al Work Performance, Team Player, and Cedar Hill Hero.

Nomination forms can be found around the campus and at the front desks in each building.

New On-Campus ** LNA Program **

On January 21st, we launched a new LNA training program with four current Cedar Hill and Village employees.

The latest training course being undertaken is the new American Health Care Association's Nurse Assistant Education Program.

It is an eight-week long computer-based/online curriculum which also has an in-person skills lab and clinical hours component.

In the skills lab, students get to practice nursing assistant skills before helping residents on the nursing floor during clinical hours.

Cedar Hill will offer the course four times per year. The first priority is continuing education current staff already at work on the campus. If the classes have room, we will open them up to community members seeking qualifications to work on the campus.

Most of the computer-based components of the course to take place in the newly renovated education space on the 2nd floor of the Victorian House.

Our first set of students will graduate on March 17th and will take their licensed nursing assistance exam later that week.

Farewell, Earl We Will Miss You!



It is with great sadness, we are saying a fond farewell to our effervescent, effective, efficient Earl Knight, head of all things buildings, grounds, computers and IT for the Cedar Hill Community.

Calm, cool and collected, this former Navy man modernized our facilities maintenance and educated us along the way.



Earl came to us eight years ago as our new Director of Plant Maintenance and Life Safety Officer.

He helped oversee the development of the Village expansion, the new solar field, the electronic medical records, and the expansion of our maintenance staff.

To put it mildly, Earl, we will miss your many skills, dry wit and Irish charm.

The entire Cedar Hill Community wish you and Cathy happy times for your new life in Florida.

Patricia Horn Executive Director





The Ins And Outs Of Minimizing The Risk Of Falls

BY NINA HINES, CEDAR HILL DIRECTOR OF NURSING SERVICES

One of the biggest risks for any elderly person is falling. At Cedar Hill, we do everything possible to reduce that risk.

Many of the preventative measures we have in place follow an intensive performance improvement project we carried out on reducing falls. These include ongoing staff education, monitoring, analyzing, and exploring and introducing new preventive measures (we can be very creative when it comes to ensuring the safety of our residents).

Those measures begin on admission. When your loved one arrives at Cedar Hill, a nurse will do a falls assessment. If the resident is assessed to be a high fall risk, a tag with a star on it will be placed on the resident's wheelchair or walker. A star will also be placed next to the resident's name near their bedroom doorway. This will alert all staff that they may need assistance getting up or moving around.

What Increases the Risk of Falling?

Certain medications can affect balance and movement. The benefit vs. the risk of certain medications is always discussed in detail with the resident, family, and medical staff.

Certain diagnoses such as having any kind of fracture can increase the risk of falling, especially if a fall initially caused the fracture. Other diagnoses that may increase fall risk include dementia, Parkinson's disease, Alzheimer's disease, Huntington's disease, seizure disorder, congestive heart failure, osteoarthritis,

glaucoma, and macular degeneration.

Communication and/or hearing deficits: Residents that have difficulty communicating or hearing are at higher risk of falling. They may not be able to express what they want or need and then may attempt to move around on their own. They may also have difficulty processing what is being said to help them get around. Residents that have difficulty hearing may become more confused or not be able to hear the safety reminders that are being given.

What We Do to Help Prevent Falls and Keep Residents Safe if They Fall

Even though we have many preventive measures in place to minimize the risk of falls at Cedar Hill, we are constantly reviewing these and researching new methods. Following is what we currently do:

- Assess the fall risk on admission and using the "star system"
- On-going communication with all departments.
- Helping and encouraging residents to exercise. Some residents may be a part of our ambulation program but our activities department is also very creative at keeping residents moving and interested in exercise - cheerleading camp and wheelchair yoga sessions are popular
- Keep floors and pathways clean, dry, and free of clutter
- Make sure residents have their hearing aids and glasses at all times and

making sure they're clean and have working batteries

• Some other interventions include: non-slip floor mats, hip protectors, beds in a low position or waist level position, a toileting plan, a specific exercise program, timed snack/drink, slipper socks when going to bed, moving to a room closer to the nurse's station, medication review with a medical provider, repositioning in bed/chair, scoop mattresses, 15-minute checks, on-going evaluation by PT and/or OT.

What Can You Do To Help Your Family Members or Friends at Cedar Hill?

There are many things you can do to help us minimize the risk of falls. These include:

- Bring in non-skid shoes that have a closed heel, fit well, and have Velcro straps (if necessary) for your loved one.
- Provide us with as much information as you can e.g. how the resident's room was set up at home, what side of the bed did they get in and out every little bit helps!
- If the resident is going home after having a therapy stay, please assist us when we do a home evaluation to see if improvements or modifications are needed. Bring us your concerns so we can brainstorm together.
- Attend care plan meetings when you can. If you can't attend in person, we may be able to set up a conference call.
- Please remember personal alarms have not been proven to prevent falls and may actually frighten your loved one and cause them to panic. Most skilled nursing facilities are no longer using them. Cedar Hill is also moving in that direction. Thank you for understanding!

Keeping your family member safe is our prime priority.



important to keep elderly as active as possible. Our activities staff is very creative at keeping Residents moving and interested in exercise - wheelchair yoga sessions as pictured are very popular.



Village: Games,
Green Beer, Green Punch,
Snacks & Music
Memory Care:
Celebration, 2:30 pm
Cedar Hill: Party and Music by
Roy Munstermann, 10 am

WEDNESDAY, MARCH 20 Campus Event: Cedar Hill Living Room: Good Bye to Barb and Earl - 2:00pm Families Welcome.

THURSDAY, APRIL 11
Campus Event at Village:
Volunteer Appreciation
Luncheon – Noon

SATURDAY, APRIL 20 Village: Easter Egg Hunt for staff children and resident grand children - 11:00am

SUNDAY, APRIL 21Easter Dinner at Cedar Hill,
Village and Memory Care –
various times

SUNDAY, MAY 5Memory Care Cinco de Mayo
Celebration: 2:30 pm

SUNDAY, MAY 12 Mother's Day

Village Family Brunch plus Art Show & Art Sale: 11 am -3 pm Memory Care: 3rd Annual Ice Cream Sunday and Art Show, 2-4 pm

Cedar Hill: Mothers Day Tea & Social, 2 pm to 4 pm

MONDAY, MAY 27 Memorial Day

Cedar Hill: BBQ with poems about the United States and Veterans, 10 am.

SUNDAY, JUNE 16
Father's Day
Campus Event: Father's Day
Antique Car and Tractor Show.
Noon – 2 pm

Creating Beauty - Feeding Souls

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worried about getting messy or are visibly upset when paint, playdough, slime or whatever medium we are working with gets on their hands. I try to reassure them by saying, 'If you didn't get dirty then you didn't have a good time," said Crosby. "Their smiles and twinkling eyes when they receive compliments is worth every bit of mess!"

All of the materials used are washable and non-toxic.

Residents recently experimented with painting Jackson Pollock style. Pollock was inspired by the Navajo Sand Painters, explained Crosby. The 'canvas' was the ground and the emphasis was on the creating process. Pollock placed large canvases on the floor and used various methods of applying paint. This technique was called 'action painting' or 'abstract expressionism'. He would splash paint on the canvas using brushes, sticks, trowels, paint cans with holes in the bottom and knives.

On Jackson Pollock's birthday, Monday, Jan. 28th, Memory Care celebrated by placing large sheets of oak tag on the floor and sprayed six different colors of paint out of

baby bottles. Staff and residents dressed in clothing protectors and placed their feet and legs inside garbage bags to prevent laundry disasters and then concentrated on

"I found I could say things with color and shapes that I couldn't say any other way – things I had no words for."

- Georgia O'Keeffe

creating art from the six colors used. The finished masterpieces are on display in the dining rooms. If you visit the Memory Care Center, you will also see a wide variety of art created by the residents.

Across the driveway at Cedar Hill Health Care, Licensed Nursing Assistant and artist Maggie Ondre leads classes. (You can see some of her own art on display at Cedar Hill.) On her time off, she comes in to share her talents and do crafts with the residents. With thoughts of Spring, the residents are painting flower pots. They've also done rock painting, made snowmen and sewing hearts for Valentine's Day.

Resident Betty Appleton said Ondre's art classes "are so much fun". "She's so creative it is amazing. She's so positive, cheerful and complimentary to everyone. Everyone is always happy and in a good mood during her class."

Good moods. Just one of the many benefits of creating art.







