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Bienvenue

Welcome

Pjila'si

Welkom

Fáilte



## 1. MESSAGE FROM BOARD OF DIRECTORS CHAIR - Camilla Benoit

It has been a busy year for the RK MacDonald Nursing Home Board of Directors. As I write this, our Home continues to address and live with the challenges of a post Pandemic. Now more than ever it is so important to thank the staff of the RK for their dedication, support and the incredible care provided during these challenging times.

The Board of Directors take their responsibilities in ensuring that our direction is captured on our Vision Statement creating *“An alive and vibrant community built on meaningful relationships that celebrate and encourages a uniqueness of spirit and character”* and is sustained by our Mission Statement in *“Providing loving, dignified quality and enabling all people to live full and abundant lives”*.

As a Board we are kept well informed of RK business. Our committees including *Executive, Quality Safety & Governance, Building & Grounds, Finance and Infrastructure Renewal Steering Committee* work closely with Senior Leaders providing monthly reports. In addition, reports from the CEO, Director of Clinical Services, RK MacDonald Foundation, Family Council and Resident Council are presented at our monthly Board meetings.

On behalf of the Board of Directors, I would like to personally thank our former board members Sister Stella Chaff, Sue Ellen McCarron and Mary MacLellan, who we can all agree had a big impact during their tenure on the Board.

A special welcome is extended to our newly minted Board members Sister Catherine Ann MacGillivray and Gerald MacDonald - (representatives for the Congregation of the Sisters of St Martha) and Harris McNamara, (Municipality of the County of Antigonish, District 9 County Councillor).

### **Key Board Focus Areas:**

- ❖ Preparing for Accreditation Canada Surveyors in the fall of 2023.
- ❖ Promoting a supportive role for the RK MacDonald Foundation, Family and Resident Council.
- ❖ Establishing community relationships with our Indigenous partners
- ❖ Developing ongoing role descriptions for our Directors, Executive members and Chairs of Committees.
- ❖ Delivering a variety of education sessions for our Board of Directors
- ❖ Supporting the promotion of cultural diversity, equity and inclusion within the RK community



- ❖ Supporting our Infrastructure Renewal Steering committee as we journey towards the new RK MacDonald Nursing Home and ensuring the inclusion of all stakeholders into the design of the new RK MacDonald Nursing Home
- ❖ Continuing and promoting collaborative relationships with our external partners such as St Francis Xavier University, Town and Municipal leaders and representatives.

The success of our Board is directly linked to the contribution and hard work from Terry MacIntyre CEO, the Senior Leadership Team and the Administrative Assistant.

I would like to extend heart full thank you to all for an excellent year and look forward to up a coming year.

Respectively,

Camilla Benoit

*“If you are working on something that you really care about, you don’t have to be pushed. The vision pulls you “.*  
*-Steve Jobs*



**Board members Back row left to right:** Willie Cormier, Monica MacDonlad, Sr. Catherine MacGillivray, Duncan Chisholm, Diane Roberts, Gerald MacDonald, Fran Haley, Sean Cameron.

**Front row:** Shawn Brophy, Harris MacNamara, Camilla Benoit (Chair) & Gary Mattie





## 2. STRATEGIC PLAN, MISSION VISION & VALUES

### Strategic Plan

#### **Strategic Goals:**

- Co-Creating a Healthy Workplace
- Promoting a Culture of Safety and Accountability
- Fostering Collaborative Relationships

### Mission Vision & Values

#### **Vision**

An alive and vibrant community built on meaningful relationships that celebrates and encourages a uniqueness of spirit and character.

#### **Mission Statement**

Providing loving, dignified quality and enabling all people to live full and abundant lives.

#### **Core Values**

Our Commitment to C.A.R.E.S.\_Our organizational core values govern everything we do in our interactions with residents, staff, families, volunteers and the greater community.

#### **Compassion**

We are committed to understanding the feelings, needs, and desires of those we serve and take action to enhance their quality of life.



### **Accountability**

We are committed to honesty and integrity in achieving desired outcomes for those we serve.

### **Respect**

We are committed to respecting the dignity and value of each person we serve. We also believe in the provision of a respectful and supportive work environment.

### **Excellence**

We are committed to enhancing the quality of life of those we serve through everyday best practices and improvement initiatives.

### **Safety**

We are committed to building a culture of safety for those we serve incorporating right to risk in a calculated way within an informed and collaborative decision process





### 3. BOARD COMMITTEES CHAIR REPORTS

#### 3.1 Finance Committee- Chair: Diane Roberts

**Committee Members:** Camilla Benoit, Fran Haley, Gerald MacDonald,

**Ex Officio:** Terry MacIntyre, Gayle Marie Grant, Glen Horne (Town CAO), Jeff Lawrence (Municipality CAO)

**Mandate:** To address all matters of a financial nature and to make recommendations where appropriate, to the Board.

**2022 – 23 Highlights:**

- Reviewed and updated Board Financial policies:
  - a) Conflict of Interest Policy
  - b) Confidentiality Policy
  - c) Purchasing Policy
- Provided oversight for Financial Statements and secured Board Approval for Financial Statements
- Provides oversight to the annual RK Audit
- Provides oversight to the RK Capital Project Requests
- Supported board education related to understanding Financial Statements

#### 3.2 Building & Grounds Committee- Chair: Shawn Brophy

**Committee Chair:** Shawn Brophy

**Members:** Sean Cameron, Ken Farrell, Gary Mattie

**Ex Officio:** Mark Chisholm, Terry MacIntyre





**Mandate:** To address issues related to the general upkeep, maintenance and infrastructure planning of the property of the nursing home and make recommendations to the Board of Directors as necessary.

**2022-23 Highlights:**

- Hurricane Fiona – a) Tree Removal to avoid adjacent building damage  
b) Repair of Laundry ventilation stacks  
c) Revised Hurricane Plan to assess and prevent flooding due to clogged street drains
- Asbestos Management Plan – oversight to securing and implementing the RK Asbestos Management Plan
- Back Flow Valve – oversight in identifying access to a second source of water
- Boiler Feed Water Tank – oversight for required repairs
- Enhanced Facility Condition Assessment – oversight to ensure any identify concerns are captured in the RK Preventative Maintenance Program
- Environmental Clean-up & Liability Insurance for Storage Tanks – oversight in the application process
- Fire Marshall – over sight for the inspection of our fire sprinkler heads
- Resident Elopement Risk – oversight to replacing garden fencing

### 3.3 Quality, Safety& Governance Committee - Chair: [Monica MacDonald](#)

**Committee Members:** Camilla Benoit, Duncan Chisholm, Sr. Catharine MacGillivray, Diane Roberts

**Ex Officio:** Terry MacIntyre, Lee Kelly and Michelle Tinio

**Mandate:** The Quality, Safety and Governance Committee is responsible for ensuring accountability, good governance and transparency on behalf of the Board of Directors through regular analysis and reporting of quality data, strategic oversight of the Accreditation Canada process and the regular review of governance processes.



### **2022 – 23 Highlights:**

- Review of progress on foundational documents including:
  - a) 2020 – 2025 Strategic Plan
  - b) 2023 – 2024 Operations Plan
  - c) 2023 - 2024 Quality Improvement Plan
- Provides oversight to the annual Fire Marshall, Occupational Health and Safety Inspection and DHW Licensing reviews and Compliance Reports
- Monitored the Board Quality Dashboard and Safety Reports for quality indicators originating from Long Term Care Program Requirements. Licensing Standards and surveys from Residents, Families and Diversity, Equity and Inclusion
- Provides oversight in preparation for our fall Accreditation Canada evaluation.
- Reviewed and updated RK Corporation by Laws for submission to the Dept. of Municipal Affairs
- Orchestrated the annual Board of Directors Evaluation and Individual Board of Directors Self Evaluation to develop education programs to meet board needs

### **3.4 Executive Committee – Camilla Benoit**

A little about our Executive Committee; the RK MacDonald Nursing Home Corporation, Board of Directors nominates and appoints our Executive Committee at the Annual General Meeting, ensuring at all times that at least one member is a representative of the County and Town Councils or the Sisters of St Martha. The Executive consist of the Chair- Camilla Benoit, Sean Cameron-Vice Chair, Fran Haley-Secretary, Diane Roberts-Treasurer, and the CEO sits at the request of the committee in an ex-officio capacity. The Executive Committee meets monthly, one week prior to the regular Board meeting and a report is submitted by the Chair to the Board.

Guided by our Terms for Reference, the Executive Committee acts on behalf and with full authority of the Board, on pressing matters that arises between regularly scheduled Board meetings and addresses routine or urgent matters that cannot and should not be delayed until the Board's next Regular Meeting or until a Special Meeting of the Board is called.



In the past year, the Executive Committee was revitalized and successful in:

- Review and update of the Board Standing Committee's Terms of References.
- The updating of our Board of Directors Orientation Binder.
- Scheduling educational sessions presented at Regular Board meetings such as presentations on: Leadership Effectiveness, CEO Performance Review Process, Role of our Social Worker, Accreditation Updates and a session on Understanding Financial Statements.
- Reviewing and approving recent revisions of our Board By-Laws and Board Policies and Procedures.
- Supporting the formation of our Infrastructure Renewal Steering Committee, as they navigate the Dept. of Seniors and Long-Term Care's Facility Development Approval Process, governing the construction of the future RK MacDonald Nursing Home.
- Developed the Board of Director Recruitment Policy to support the identification and recruitment of necessary expertise to the Board of Directors.

Our primary functions include:

- Overseeing that our Strategic Plan is translated into an Operational Plan and ensuring strategic goals are being achieved
- Sustaining regular business between Board meetings as required.
- Monitoring the progress in preparing for a site visit by Accreditation Canada and we are confident our organization will maintain our status as a nationally accredited long term care facility.
- Monitoring our Risk Registry
- Facilitated the introduction of cultural diversity, equity and inclusion
- Ensuring the Board and or Standing Committees are appropriately informed of any significant issues in a timely manner. A report is presented to the Board on such events.
- Develop and promote education sessions for the Board of Directors.
- Address any issues referred to the Executive Committee by the Board.
- Govern the CEO Performance Appraisal Process in consultation with the Board of Directors.
- Administer the Board of Directors Annual Board Evaluation Summary.
- Oversee Board development and Board member evaluations.



I would like to extend a big Thank You to all our dedicated members of our Board of Directors for their trust and support. The past year has been very productive and we look forward to continuing in our role of supporting our Board of Directors of the RK MacDonald Nursing Home Corporation.

Respectfully submitted,

Camilla Benoit, Chair of the Executive Committee

### 3.5 Infrastructure Renewal Steering Committee - Fran Haley

**Committee Members:** Camilla Benoit, Duncan Chisholm, Willie Cormier

**Ex Officio:** Terry MacIntyre, Mark Chisholm, GayleMarie Grant, Glen Horne (Town CAO), Jeff Lawrence (Municipality CAO) & Gerry Gillis

**Mandate:** (“The Steering Committee”) is to provide executive direction and general oversight to ensure the project realizes the vision and mission of The R.K. MacDonald Nursing Home. They (Steering Committee) acts as a liaison between the Project Manager and the R.K. MacDonald, Board of Directors.

#### 2022 – 23 Highlights:

- February, 2022 – RK confirmed its commitment in the Infrastructure Renewal Program
- May, 2022, Colliers Project Leaders were awarded the Project Leaders contract
- June, 2022 – Board appointed Fran Haley (Municipal Representative) as Chair of the Steering Comm.
- August, 2022 – Committee awarded Pre-Design Consulting Project to M & R Engineering
- October, 2022 – Enhanced Facility Condition Assessment completed
- March 2023 – Committee awarded design contract to Fowler, Bauld and Mitchell
- March, 2023 – Committee contracted Collier International Brokerage to lead land acquisition exercise
- May, 2023 - Completed Step 3 of the Eleven Step Facility Development Approval Process



#### 4. FAMILY COUNCIL REPORT



Family Council Members: Mary Chisholm, Joanne MacKenzie, Heather MacInnis, Susan Wood, Paul MacGillivray, Debbie Horne and Albie Falkenham

The Family Council's Terms of Reference state that its purpose is: *"To advise the Administration on strategies to enhance the quality of life for all residents at the R. K. MacDonald Nursing Home by acting as advocates on their behalf."*

During the past year, the Family Council met frequently with RK Administrators and staff and addressed a wide range of topics. The following three emerged as specific priorities:

**Visitation** - The Family Council expressed concerns about the impact of COVID-related visiting restrictions on RK residents and encouraged the administration to consider not only physical health risks but also the impact of isolation on the overall well being of all residents when establishing restrictions on visitation.

**Recreation** – Council members view recreation as essential to the overall wellbeing of RK residents. Understandably, COVID restrictions introduced to protect the spread of illness affected recreational activities and had a negative impact on RK residents.



We are encouraged to observe a resumption of some activities and continue to explore what can be done to enhance scope and level of recreational activities available to RK residents.



Footcare – The Family Council expressed concerns about basic footcare being provided to RK residents recognizing that family members sometimes provide basic footcare to their loved one themselves or hire an aesthetician. We were encouraged to hear that the RK responded by hiring a LPN to provide basic footcare to RK residents and deliver staff education. The Family Council looks forward to receiving reports on improvements that result from the actions taken to address RK residents basic footcare needs.

We appreciate the high level of support and engagement from CEO Terry MacIntyre and RK staff members and look forward to a productive year ahead.

Submitted by the RK Family Council: Mary Chisholm, Albie Falkenhalm, Debbie Horne, Paul Macgillvray, Heather MacInnis, Joanne MacKenzie, Chris Rodman and Susan Wood.





## 5. RESIDENT COUNCIL REPORT

The R.K MacDonald Nursing Home Resident Council Committee typically meets on the last Monday of each month. In June of 2022, our meeting was postponed due to COVID-19 outbreak within the home. The Resident Council Committee met in July 2022 and per resident consensus, took a break for August – meetings resumed on a monthly basis in September 2022. In October 2022 the Resident Council meetings moved from the main dining room, back to the original meeting location of the Rhubarb Patch. Meetings have continued in this space; allowing for residents to discuss and share matters important to them, in a private environment. The Committee's latest meeting (May 2023) has been postponed due to COVID-19 outbreak within the building. Meetings will resume once the home has been cleared of outbreak by IPAC nurse Nolan Leger.



Departmental representatives from Nursing, Dietary, Environmental, and Recreation, Spiritual Care and Volunteer Services provide updates to the Council. Resident Council members offer feedback and suggestions on a variety of areas such as the home's menu, suggestions for recreation programs, nursing care, COVID-19 related concerns, etc. Resident Council members have been interested in updates regarding the building of new facility and location.

Our goal as staff is to create an opportunity to improve areas of concern from residents, and to appreciate their insight and point of view.



- Resident Council continues to be updated monthly on upgrades to the home from environmental services such as painting, seasonal decorating, new furniture/equipment, and updates to the grounds
- Resident Council members provide feedback to the food services department regarding upgrades/changes to the menu
- Resident Council provides feedback on suggestions for the gardens and plants throughout the home. Residents have been assisting in the garden – planting seedlings indoors, prepping garden boxes, planting transplants outdoors, garden maintenance and daily watering/plant care
- Resident Council members provide feedback related to in-house programming, Recreation staff will include residents in planning programs and events throughout the home
- CEO Terry MacIntyre consistently attends monthly meetings and updates residents on the status the R.K's new build/land allocation process as well as any new business within the home
- An IPAC update is given to Resident Council monthly; updates in COVID-19 related restrictions, and updates regarding immunization

Respectfully submitted,

Chelsey MacIsaac, Committee Chair





## 6. MESSAGE FROM CEO –Terry MacIntyre

*‘If everyone is moving forward together, success takes care of itself’*

- Henry Ford



The RK continues to be a nationally accredited facility and the challenge from Accreditation Canada is simple; “say what you do, do it and prove it!” In 2022 – 23, our team is clearly moving forward together and we are enjoying success! Our quarterly Board quality indicators and the Family and Resident Satisfaction surveys consistently reflect our commitment to our core values. However, let’s be honest, not all quality indicators hit their marks and this is where our true character is most evident; we accept these challenges; we think differently now; we’ve accepted change and we are getting on with our cherished role of caring for our most vulnerable members of society, our residents.

Our two greatest challenges have been COVID-19 and our staffing. In regards to COVID-19, Public Health recently announced that the Health Protection Act Order, the COVID-19 Mandatory Vaccination Protocol in High-Risk Settings, and the COVID-19 Management in Long-Term Care Facilities Directive have been lifted. As a care facility, we have the opportunity to revise our policies on infection prevention and control and will ensure these policies reflect our learnings from the pandemic.

In regards to staffing, I offer a huge shout out to both our regular staff for welcoming the many travel agency staff, and to the travel agency staff for joining our team. I would be remiss in not mentioning the ongoing support of the Dept. of Seniors Long Term Care as key partners in addressing our staffing challenges.

In my CEO Message from last year three questions were presented: are we meeting the targets set out for us in the Board’s strategic plan; are our quality indicators reflecting quality and; are we making the RK a safe place to live, visit and work? I am very pleased to be able to respond “yes” to each of these questions and offer that these measures, along with our Operational and Quality Improvement Plan are available for review on our website... reflecting our commitment to accountability!



To our government partners that continue to provide both leadership and financial support in many sectors, we are proud to partner with you in delivering care.

To everyone from the Board to the bedside... from residents to their families, to our budding constructive leaders, you are my heroes and I am truly humbled to be in a position to partner with such an incredible group of people!

Most Sincerely,

**Terry MacIntyre**

CEO

#### About the RK ...

- 1958 Congregation of the Sisters of St. Martha – RK MacDonald Guest Home
- 1970 Incorporated under the Municipal Housing Corporation Act in the fall of 1970
- Owned by the Town and the Municipality
- 1971 – added Martha's Place – home to 25 residents
- 2011 – added the Cottages – home to 23 residents
- RK Corporation: Board of Directors consists of four (4) members each appointed from the Town of Antigonish, Municipality of the County of Antigonish and the Congregation of the Sisters of St. Martha
- Not for Profit organization
- Responsible to the Dept. of Health and Wellness and Seniors and Long-Term Care



## 6.1 Operations Plan – Summary 2023-2024

### **Co-Creating a Healthy Work Environment**

- Co-Creating a stable and sustainable workforce that is diverse, equitable and inclusive.
- Co-Creating opportunities for developing leaders and leadership while engaging and empowering the workforce.

### **Promoting a Culture of Safety and Accountability**

- Promoting a culture of Stewardship. Promoting Investments that foster safety and
- accountability and focus on resident care needs. Promoting a diversified nursing model that is innovative and meets the needs of our community.

### **Fostering Collaborative Relationships**

- Fostering relationships with government and external health care service providers.
- Fostering relationships with academic institutions that promote learning and innovation.
- Fostering relationships with residents and families.



## 6.2 Quality Improvement Plan - Summary 2023-2024

Reduction in the number of unsigned medications by 75%.

Reduction in the number of falls with harm causing serious injury by 20%.

95% of residents tell us “ I enjoy my dining experience” as part of the resident satisfaction survey.

Inappropriate Antipsychotic usage within acceptable national range of 10% or less.

Suicide Risk Assessment completed on admission for all new admissions starting July 1st 2023. Pressure Injury incidence % 0.85 or below.

Team member sick time 8% or below overall for each quarter and annually.

Workers’ compensation board rate below \$5.68/ per \$100 of payroll.





## 7. DEPARTMENTAL REPORTS

### 7.1 Clinical Services- Lee Kelly



*Lee Kelly - Director of Clinical Services*

#### Clinical Services:

- **Strengthening Our Team:** with the addition of a Nurse Practitioner Social Worker, Physio Therapist, Infection Prevention and Control Nurse, Clinical Support and Basic Foot Care Nurse
- **Assessments:** Going live with Inter-Rai – Clinical assessment which will form the basis of our resident care planning
- **Communications:** Re-established monthly departmental meetings (CCA, Licensed staff and Rehabilitation)
- Over \$31,000.00 received in funding for Professional Development and Innovation Funding from Health Association of Nova Scotia – Igility

#### Social Worker:

- **Resident Admissions:** taking the lead on our admissions program - revised our admissions process to be more family centered.
- **Advocacy:** plays a vital role in advocating for residents and families before, during and after their loved joins our care community.

#### Rehabilitation:

- **Team Building:** full time Physio Therapist has brought expertise to our team and expanded therapeutic services to residents.
- **Programs:** Introduced the Ortega balance program with ambulatory residents (1 on 1 intervention to improve balance) along with their Falls Reduction Team which included an updated transfer code system and provided transfer belts to assist staff supporting out residents during transfers (Bed to chair, etc.)
- **Wound Care:** Our Occupational Therapist was identified as a Wound Care Champion following the completion of extensive education and is an integral member of our Wound Care Team.



## 7.2 Environmental & Food Services- Mark Chisholm



*Mark Chisholm - Director of  
Environmental Services*

### **Environmental Services:**

- Two new Mini Splits installed in Martha's Unit
- New doors installed in Brambleberry to separate area and establish a 12-unit male area
- New Valances and Roller Curtains installed in resident's dining areas
- 9024 Loads of wash put thru Laundry Washers
- 18,600 face cloths and 3660 hand towels purchased in the last year
- Lots of duct tape on hand for the next three years

### **Dietary:**

- Two permanent Dietitians to serve the home, 1 is F/T, 1 is .5 FTE
- 14,892 Resident meals served during the year
- Two Dietitians are participating in a mentorship program; "Mentoring Moments IDDSI Implementation and Transition" – for texture modification in a healthcare setting, IDDSI stands for: International Dysphagia Diet Standardization Initiative
- Also participated in CHOICE + e learning module – enhances the mealtime experience for residents in long-term care



### 7.3 Finance – Gayle Marie Grant

#### Finance Department - AGM update



*Gayle Marie Grant - Director of Finance*

This fiscal year has been busy. A ratified collective agreement with a large retro and wage increase was given in the health care sector.

The Department of Seniors and Long-Term Care has given overwhelming support to the home and the residents.

There is excitement surrounding the new build for the RK and we are navigating through the logistics of the process.

The finance department remains unwavering in its stewardship of the money provided to operate the home and its commitment to maintain the highest of standards.

Finance supports all departments in their efforts to stay within budget and as a team we strive for a collaborative, successful relationship with all stakeholders.

The addition of a Social Worker has significantly lessened family stress during the admission process.

We look forward to the new fiscal year.



## 7.4 Human Resources- Jacqueline Delorey



*Jacqueline Delorey - Director of  
Human Resources*

On-site Continuing Career Assistant Training: hosted our first CCA graduation exercise with 7 graduates

International Recruitment: partnering with the Health Association of Nova Scotia and have identified 12 recruits, with 4 expected to arrive in September.

Policies: lead the implementation of hosting all RK policies and procedures on our SURGE Learning platform for ease of staff access

Labour: successful negotiation with our Unifor colleagues

WCB Merit Status: leading a very effective Return to Work program and having merit status reflects our costs are below the long-term care sector WCB rates

Diversity Equity & Inclusion (DEI): Completed a DEI staff survey and hosted DEI training supported by the Health Care Human Resource Sector Council

Job Search: Hiring Committee in place and is identifying new venues with updated website, Facebook, Instagram

NEW HIRES: 87 new staff hire after having completed 180 interviews.

Service Awards Recognition: Celebrating 3 staff with 30 years of service, 4 staff with 25 years of experience, 2 staff with 15 years of service and 2 staff with 10 years of service.





## 7.5 Therapeutic Recreation, Spiritual & Volunteer Services – Kim MacDonald

### Therapeutic Recreation, Spiritual, & Volunteer Services



*Kim MacDonald - Director of  
Therapeutic Recreation,  
Spiritual & Volunteer Services*

Therapeutic recreation activities and programs which stimulate the mind, body, and spirit. Such programming includes tea & talks, conversation clubs, nature-based activities, baking, you tube video parties, mini-bingo, poetry groups, Gaelic speaking group, Open art studio, meditation, musical entertainment, Club Bingo – dependent upon the season.

**Volunteers and Service Learning:** getting back to normal! We continue to welcome Volunteers and our STFX Student Service-Learning Program providing invaluable intergenerational learning and relationship building experiences for all.

**Mass:** Roman Catholic Mass is held every Friday morning at 10:30 in our Martha Chapel. served by a rotation of very dedicated priests from the Antigonish Diocese and Chapel volunteers. Multi-faith services are also held.

**C.A.R.E. Van:** This year, we welcomed a brand new **C.A.R.E. Van** to serve the Antigonish Community. A great big thank you to all the volunteer drivers who make these community outings possible for the Residents of not only the RK but the greater Antigonish Community as well.

**RK Gardens video;** this video outlines the Therapeutic Horticulture Program and highlights the value and importance of maintaining a connection to nature/the outdoors. See <https://www.rkmacdonald.ca/recreation-programs/> for the full video.

**Butterfly Rangers:** The RK joined community became **Butterfly Rangers** through the David Suzuki Butterflyway Project – a movement that is creating habitat for local bees and butterflies - a monarch friendly community. The R.K contributed to this movement by planting, maintaining, and also supporting a staff milkweed giveaway – an important food source for the caterpillar stage of the monarch butterfly. Please see RK 3 B's (Butterflies, Birds, & Bees) Garden. <https://davidssuzuki.org/take-action/act-locally/butterflyway/national/>. As well, installation of **interpretive panels** in the 3 B's RK sensory garden highlight the variety of birds,



monarch butterflies and other species, and their habitats. This garden space is certified with the Canadian Wildlife Federation <https://cwf-fcf.org/en/> & the Mersey Tobeatic Research Institute – resource for Monarchs & other butterflies <https://www.merseytobeatic.ca/>

**Creative Arts Programming** included Visual Artist Susan Walsh hosting Open Art Studio every Wednesday afternoon. And, completion of a 12-week Resident Poetry Workshop with Poet/Artist – Janette Fecteau. The ***RK Blueberry Birds*** Poetry Group completed an extensive collection of both group and individual poetry. This collection of poems is currently in the design phase to create a finished publication for both residents and for possible promotional sales.

**Dementia Expertise:** Therapeutic Recreation staff continue to expand upon knowledge and learning for working with those living with **dementia**. All Recreation staff have been trained through <https://DementiAbility.com>, and, have completed training in Gentle Persuasive Approach to Dementia Care (GPA) <https://ageinc.ca/>. The Director is a certified GPA Coach since 2014, co-coaching in-house education sessions with Responsive Behavior consultant, Leona Wilneff. Director also supported the coordination of 4 new GPA in-house Coach Trainers receiving their coaching education.

**Meaningful Visits / Resource Cupboards:** Supporting families & visitors a **Meaningful Visits Booklet** (available on our website), is now a part of the Resident Admission Brochure. As well, **Resource Cupboards** are available in each care area and are filled with a wide variety of resources to support your visits.

**Resident Art Work:** Creating Creative Space Project funded by the RK Foundation enabled us to present resident art work in all area of the Home.

**Core Values Video:** sponsored by RK Foundation – was filmed on-sight in February/March, 2023. A draft will be available this summer and used in our staff orientation process.



## 8. FOUNDATION REPORT

The RK MacDonald Foundation has enjoyed a successful year and we were delighted to be able to meet without COVID restrictions. Terry MacIntyre was able to join us for our monthly meetings and was able to give insight regarding the future plans for the RK

We raised \$30,000 from our annual Lights of Love campaign. A huge shout out to the committee members for their stellar work on this year's fund raiser.

We funded the training video by Laura Teasdale this year. Due to the upcoming changes/move of the RK, we decided to not fund any new requests.

We vetted to donor list to people who have donated to our campaign in the past five years. We have had lengthy discussions about future funding the furnishings (for the new RK)

- a multi-purpose room to be used by the residents and staff for recreation and training purposes.
- family rooms where family members can meet with their loved ones in a comfortable and private setting.
- provide the necessary equipment for hair dresser/barber.

We will meet with Terry in the fall when we have more information of what will and will not be provided in the new RK.

We were very fortunate to welcome new members to our Foundation Committee: Blaise Ross, Chantel Sangster, Joseph Pyke and Lois Wazny

Thank you,

Brian MacGillivray



## 9. CHALLENGES 2023-2024

Challenges ahead ....

Paul Walker is quoted as saying *“sometimes the hurdles aren’t really hurdles at all; they’re welcome challenges, tests.”* .... and this is where we find ourselves today and in reflection, we have four primary “challenges” to address in 2023 - 24;

- **Clinical Services Staffing** – the challenge associated with securing RN’s, LPN’s and CCA’s is a global problem and not unique to the RK. Internally we have a staffing team that is solely focused on recruiting, training and retaining licensed staff and CCA’s. As well our onsite “earn and learn” training of CCA’s through the Recognized Prior Learning program recently graduated seven new CCA’s! In terms of external resources, we are engaged with Government sponsored retention and recruitment initiatives and have been utilizing travel agency staff to fill staffing vacancies.
- **RK Infrastructure** – we greatly appreciate the ongoing support of Government in terms of accessing emergency funding to address leaking pipes and aged equipment. Fortunately, to date our services have not been negatively impacted, however should we run into difficulty we will keep families in the loop.
- **Delivering mandatory staff education** – simply stated, we need to find a more efficient process of ensuring staff have received the required / mandatory annual education required for Occupational Health and Safety, Infection Prevention and Control and updated pertaining to policies and procedures.
- **The New RK** .... the best challenge of all! Certainly, there will be building challenges along the way and we have the supports required to overcome these challenges. The “why” we need to move was made pretty clear in the fall with the results of M&R Engineering study revealing the concept of a renovation / new build on this site was not an option. Cost, safety / quality of life for residents and the construction timeframe were all cited as major concerns. However, a major asset is our staff and they will bring the exceptional care they are renowned for to the new build.

Sure, other challenges will surface; however, we are confident that as a group, we will dissect the challenge, find a silver lining and move forward with the best interests of our residents in all our decision making.

