

# The IADA News

Newsletter of the  
Indiana Activity Directors Association  
*Indiana's professional and credentialing association for  
Activity Professionals in Long-term Care, Assisted Living, and Adult Day Services*



Fall Quarter 2015

## Keeping You Informed

### **Building Friendships and Community**

*By Brian Daniels, AD; Director of Program and Services at Timbercrest, North Manchester*

Change is everywhere in long-term care and assisted living: rules change, policies changes, reimbursements change, staff changes.

Into this world of constant change are men and women who are experiencing some of the most dramatic changes of their lives: they are widows and widowers who are adjusting to being alone; they are once able-bodied people learning to live with physical impairments; they are intelligent people trying to figure out the ravages of dementia; all of them are trying to adapt to new living arrangement in new, unfamiliar space.

What sees people through all these changes?

In a word, "**friendship.**"

Where do you turn when you have a need to talk? Likely, **a friend.**

When you want to go shopping or out for a bite, who do you turn to? **A friend.**

Do you have an urge to play euchre or Monopoly or a game on your Wii? Who do you want to do that with? **Your friends,** of course.

**Friendship is a non-quantifiable element** in everyone's life. There is no reimbursement for "friendship" in long-term care. There is no MDS box to check for "making friends." There is no staff bonus for making friends at work.

**Friendship is not automatic** – just because two people are moved into the same room or work the same shift or sit at the same table doesn't mean they are friends. **Friendship is intentional,** built on shared experiences and common understandings.

**The value of friendship is priceless** to residents and staff alike.

The hardest, loneliest person you may know wants a friend. Even that mean and miserly Ebenezer Scrooge in Dickens' *A Christmas Carol*, had a friend. When he encounters the ghost of his late business partner, Jacob Marley (who was just as mean and miserly as Scrooge), the dialogue between them reveals friendship: sparse dinners shared, evictions carried out, rents and debts collected. Grim? Yes. But shared experiences that made Scrooge and Marley friends.

In long term care we encounter many people like Scrooge and Marley: when they come to us, they may be at their worst. Some are lonely, many have friends who are gone (or going) or unable to come visit. They feel the loss of those with whom they shared their lives. Even on family visits, people assume their roles as "family" – not as friends.

(Chances are, you and I would likely be a little surly ourselves under similar conditions.)

The result of this grief and loss can be expressed in misdirected anger. For some, it is self-isolation; for others, negativity and complaining. What may appear to be constant begging for attention might actually be an expression of sadness.

In activities, we see it in disruptions of programming, tears for no reason, or acting out in what ought to be a fun time. Some choose not to participate out of apathy or negativity, both symptoms of loneliness.

**The cure for this is not pills and therapies:** they may *need* those things, but *what they want is friendship*. They want their aide to stay and chat for a few minutes. At meals, they wish they could talk with their lifelong friends. They want someone to read their mail or devotions with interest in them. They simply want to know someone truly cares.

The same is true for staff, isn't it? As staff, don't we find the stresses of work expressed in negativity or repressed anger? Sometimes passive-aggressive or snotty remarks get made to coworkers who would never say those things otherwise. Working with people who are in deep sorrow or loss can make staff feel sad or down, too. The chronic sickness can wear us down emotionally: we feel we have little left to give. Deaths of people in our care whom we grow to love takes its toll and tempts us to keep people at arms' length.

**To cope with the stresses of work, what better to have than a true friend?** Activity Directors are in a unique position to be friends with people in long term care, both staff and residents. ADs are situated to help residents forge new friendships with people who live in our facilities. Our talents and training can shape the lives of our co-workers, as well.

To do this, the focus should be *people first*. We have a job and we work for pay; there are hours to work and a schedule to keep. But we can make the job better and the schedule lighter by **cultivating friendships with people**.

- **Putting people first develops friendship.** Put that person you're assessing first: it's not about filling out a form, it's about learning about their life. Ask your questions with personal interest. Make your interview personal: bring coffee or cookies while you meet. Give them a small personal gift to remind them of you – a flower, a bookmark, a puzzle book.
- **Encourage other staff to put people first** in the same way. Give aides talking points to converse with people they care for. Put discussion starters on Dining Room tables for residents and staff. Have coffee or ice cream times where staff and residents interact.

**People in friendships build community.** "Community" accomplishes what we can't hope to do as individuals. It happens when residents begin to listen to one another, which relieves loneliness and signs of depression. As the old hymn states: "We share our mutual woes, our mutual burdens bear; and often for each other flows a sympathizing tear."

**Community brings about mutual care:** *when what individuals do matters to the whole group*. The reimbursement for doing well in therapy doesn't matter a bit to a resident: *if they have a friend* who wants to see them improve, the results will be obvious.

In activities, there are **ample opportunities to build community**. We host special events all the time: build in a 'community factor' by having a resident "Activities Board" to help with the planning. Turn off the TV – have planned time for socialization: *gather to talk, not watch*. Be intentional with discussion starters – plan them around current events, sports, new staff introductions, new developments in your town, etc.

**Think of ways you can build community with other staff.** Think beyond the typical "National (You-Name-It) Week" or the food drive for a co-worker in need. What are ways that you can help staff honestly care about each other on the job and off? How can staff really learn to know one another so that they will work together as friends?

Finally, **the energy for creating friendship and building community is not a "program."** There is an excellent program out there called *The Best Friends Approach to Alzheimer's Care*, which I highly recommend. (See [www.bestfriendsapproach.com](http://www.bestfriendsapproach.com)) But that is not what this article is about.

Putting people first building friendships and community, **It is the inner, visceral desire to simply see people find happiness in the presence of others.** Putting others first means setting aside our own ambitions for the good of that other person; the whole group – the community – benefits when everyone is working for the benefit of each other. It is intentional and priceless.

When you work to build friendships and community, you will find the means of transforming the lives of the people who live where you work – both residents and staff – and the constantly changing world of long-term care will be a better place for it.

### **From the President's Desk – Barb Eckert**

IADA is continuing to go green. This year all state and district reports were sent via email prior to the fall conference. If you are a current member of IADA and have an email address and did not get or have not been getting emails from me then please call because there have been many email returned because they are no longer in use, some returned because your corporation has blocked it for security and more. We try our best to decipher the hand written applications that are submitted but sometimes they are written in such a hurry that it is difficult.

Thank you to those that was able to stay for the Annual Fall Business Meeting. Some of the items discussed were:

- Education & Communication – what benefit do the facilities or corporation get when an Activity Director attends an educational event?

➤ **An IADA Board challenge: send Barb the top 10 reasons to belong to IADA.**

- How does this association welcome new members? Are there clicks within your district? Are there clicks among the officers?
- Annual business meeting suggested times of day were offered as it is held at the Fall Conference.
- Suggested locations about the Fall Conference.
- Association struggling with district meetings, people being able to hold an office. Board will be looking at By-Laws and have requested John Rowlett to serve on that committee.
- Shared 2015 in review.
- Shared information about the Spring Workshop in March 2016.
- Shared information about the Summer Workshop on technology. Class size limited and will have to one day sessions.
- Reminded everyone about the Drury Inn Discount by being an IADA Member.
- The prices that IADA charges for meals are what are charged with the exception that IADA rounds it up to the nearest dollar so change does not have to be carried or dealt with.

Barb shared that the meals that are selected at Fall Conference were for the following reasons. Breakfast on Thursday morning was lighter without meat, lunch on Thursday had a couple entrée options as well as a salad bar and Friday Breakfast was a heavier meal including the meat because IADA was not providing a lunch on Friday. Please know that this board takes many things into consideration when selecting the meals including

those that are vegetarians and the meals are chosen to the best that can be done trying to meet the membership needs.

2016 State Officers elected are:

President – Barb Eckert

1<sup>st</sup> Vice-president (Membership) – Toni Jacobsma

2<sup>nd</sup> Vice-president (Education) – Tomme Owens

Secretary – Erica Thomas

Treasurer – Sheila Daws

Co-treasurer – Dietlind Woods

I challenge you to get involved, support your officers of your district as well as your state officers  
2015 Membership directory updates will be emailed soon. Your 2016 membership directories will be available at the Spring Conference and for those that do not attend they will be mailed to you. If you have any questions about membership please do not hesitate to contact Toni Jacobsma at [jacobsmt76@gmail.com](mailto:jacobsmt76@gmail.com) .

The Executive Board has had many ups and downs but through the teamwork has been able to work through everything. The district presidents compliment the board with their teamwork and work ethic. We ask that as a member of IADA that you are supportive all of your district officers as this is something that they have been elected served because the district felt they were the best one for the position and this is all VOLUNTEER! . I continue to remind that each of these officers is NOT PAID. There is NOT one paid position in this association so when you are upset about something not going exactly the way you thought it should please remember that when you are talking to one of the officers you are talking to a TRUE VOLUNTEER. These people serve IADA

I carry the IADA cell phone 765-763-6438. IADA now has unlimited texting and phone usage so when you need to contact Barb please contact the IADA phone as I am trying to not have to answer both my personal phone and the IADA phone. The IADA phone is a smart phone which I can see the text messages all at once; unfortunately, my personal phone is not a smart phone so each text is individual. Also, I do not carry the cell phone with me while at work but I do try to check the messages on my lunch time and after work. If it is something that cannot wait please call my direct line at Parkview Haven where I work 219-567-2992.

I have recently been elected to the National Certification Council for Activity Professionals (NCCAP) Board. I plan to be a sponge and learn from this opportunity but will also do the best that I can in serving on this professional board and representing Indiana. Please visit [www.nccap.org](http://www.nccap.org) and read the latest blog that Cindy Bradshaw, Executive Director wrote titled “what’s in it for me” (on the main page and scroll to the bottom of page). Did you know that there are activity ideas on this website? Across the top of the main page is Pinterest and NCCAP has created 45 boards. Check it out.

### **News from District 1**

Hamilton Grove’s Assisted Living and Healthcare residents enjoyed a most anticipated outing to Das Dutchmen Essenhaus in Middlebury, Indiana the end of September. All Sixteen residents found the buffet to be quite good and most finished the visit off with a slice of homemade pie.

The 3rd Annual Resident and Family Picnic was held in August with food and entertainment provided by the Born Again Blues Band. Some residents and family members enjoyed the band up close under the tent, while others socialized on the front porch while enjoying soft serve ice cream cones.

The Michiana Pet Therapy group regular visits the residents on the first Sunday of each month. The residents and dogs alike enjoy each other's company. (A few dog treats don't hurt either!)



### **Mary Draves**

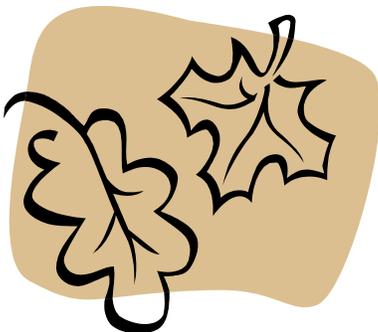
Mary Draves has lived here at Brookdale for about a year and a half and has been a wonderful asset to our community. Mary's mother was an art teacher so she was exposed to art at an early age, but did not begin to paint until her 50's. Mary uses painting as a way to express herself while coping with Bi-Polar Disorder and Parkinson's disease. Mary paints 5-6 hours every day and has been donating her work to the Alzheimer's Association. Last year Mary's art was featured for sale at our Christmas party. Mary says "I have always been interested in the research about Alzheimer's Disease. It's a terrible disease that robs individuals of themselves and others." This year Mary's artwork was displayed at the Portage Senior Art Fair at the Portage Library. Mary also teaches water color classes at Brookdale and would like to display some of her student's work at this year's Christmas party. All the money that Mary raises from the sale of her art she donates to the Alzheimer's Association.

## Alzheimer's Twilight Walk a Success

Brookdale Senior Living in Valparaiso has been partnering with the local Alzheimer's Association and helping with their annual fundraising walk. This year they decided to try something different. In order for more residents and family members to be able to participate, and to take advantage of warmer weather earlier in the year they decided to host an event at their facility.

Fundraising events were held throughout the year including Casual Fridays and a pie throwing contest. Residents and staff could pay to throw pies at their fearless Executive Director Shelley McCann. Mary Draves, a resident at Brookdale paints with water color. She has been teaching classes at the facility and selling her work all year. She set up a booth at the Christmas Party and the Twilight walk to sell her work. All the money she raised from painting was donated to the Alzheimer's Association.

Residents and family members walked around the facility and guests could purchase barbeque pork dinners. Because the fundraising goal was reached at the Twilight event, Shelley McCann puckered up and actually kissed a pig. Because of all of the hard work on behalf of residents and staff, Brookdale Valparaiso was able to raise \$2,372 for the Alzheimer's Association this year.



**Oak Grove Christian Retirement Village** was visited by Northwest Indiana Horse and carriage Association. They gave rides in a horse drawn carriage to residents, families, employees and volunteers around the campus and brought a miniature pony for all the residents to pet. The “mini” came into the building and went in to rooms. The look on resident’s faces was pure joy. The Good Lord smiled down on us that day because the weather was beautiful for wagon rides.



## News from District 2

Greetings all !

First of I would like to start off by thanking the Executive Board of IADA for the wonderful fall conference in Brown County. Your dedication and care does not go unnoticed. We are so blessed to have you as our board. I have gone to other seminars and I can honestly say that the education and the speakers you provide are top notch. Not only are they informative, they are interactive and engaging during their sessions. May God bless you daily and looking forward to 2016!

District 2 is preparing for our next meeting on November 17<sup>th</sup> at Covington Commons. Our speaker will be Rachel Parker and she will speak on Music Therapy. We will also be scheduling different facilities to host meetings for 2016. I am happy to announce that we will be starting 2016 with a new slate of officers as follows: Rachel Fox as President. Darlene Swing as 1<sup>st</sup> Vice President, Glenda Rowe 2<sup>nd</sup> Vice president, April Kamdar as Treasurer and Vi Musser as Secretary. We are looking forward to great things happening in our district!!

I will close on this note...here is an easy craft for the holidays. Take equal parts of applesauce and cinnamon. (It depends on how many you want to make but an example would be 1 cup of applesauce and 1 cup of cinnamon). Mix well and it should be cookie dough consistency. If it seems a little too sticky then add a little more cinnamon. Roll out with rolling pin, like cookie dough. Use cookie cutters to cut out different shapes. Use a straw to poke a hole at top. Allow to dry thoroughly

(this may take a couple of days). You can decorate with paint, glitter, etc. Then put string through it to make an ornament. It smells fabulous and they are super cute!!

Wishing everyone blessings!  
Chris Buckland ADC AS  
District 2 President

## INDIANA ACTIVITY DIRECTOR'S ASSOCIATION ACTIVITY DIRECTORS COURSE REPORT

Spring Class of 2015, there were six students who completed the class:

Jody Campbell – Zionsville, IN District 5  
Megan Dedeic – Greenwood, IN District 5  
Debbie Itani – Zionsville, IN District 5  
Julia Martinez – Indianapolis, IN District 5  
Tylene Moody – Indianapolis, IN District 5  
Donna Wolfe – Indianapolis, IN District 5

The Fall Class of 2015 finished in October, those in the class were:



Teshunda Graves, Indianapolis, IN District 5  
Maryellen Keen, Carmel IN - District 5  
Lee Laird, Jeffersonville, IN - District 8  
Caitlin Machamer, Winamac, IN - District 1  
Kimberly McKnight, Indianapolis, IN - District 5  
Stacey Plasters, Coatsville, IN District 5  
Nicole Royse, Converse, IN - District 4  
Debbie Sandoval, Marion, IN – District 4  
Karrie Shipley, Elwood, IN - District 4

Linda Smith, Summitville, IN District 4

A total of 16 students for the year.



Classes were moved to Drury Inn, due to Glenda is now at Miller's Merry Manor, Marion, IN. She still has her cell phone: 765-618-6426.

New e-mail: [glendadearth64@gmail.com](mailto:glendadearth64@gmail.com)

## **SAVE THE DATE**

Our Spring Class of 2016 will begin:

February 13, 14, 27, 28, 2016

March 12, 13, 19, 20, 2016

April 9, 10, 23, 24, 2016

Dates are a little different due to Easter is March 27<sup>th</sup>, 2016. Dates are subject to change.

Respectfully Submitted,  
Glenda Dearth, ADC/EDU/CDP

## THINGS I NEED THE MOST

- **I am not stupid. I am wounded. Please respect me.**
- **Come close, speak slowly, and enunciate clearly.**
- **Repeat yourself... assume I know nothing and start from the beginning, over and over.**
- **Be as patient with me the 20<sup>th</sup> time you teach me something, as you were the first.**
- **Approach me with an open heart and slow your energy down. Take your time.**
- **Be aware of what your body language and facial expressions are communicating to me.**
- **Make eye contact with me. I am in here... come find me. Encourage me.**
- **Please don't raise your voice... I'm not deaf.**
- **Touch me appropriately and connect with me.**
- **Honor the healing power of sleep.**
- **Protect my energy. No talk radio, TV, or nervous visitors.**
- **Stimulate my brain, when I have any energy to learn something new, but know that a small amount may wear me out quickly.**
- **Trust that I am trying... just not with your skill level or on your schedule.**
- **Ask me multiple choice questions. Avoid Yes/No questions.**

- **Ask me questions with specific answers. Allow me time to hunt for answers.**
- **Speak to me directly, not about me to others.**
- **Cheer me on. Expect me to recover, even if it takes 20 years**
- **Break all actions down into smaller steps of action.**
- **Look at what obstacles prevent me from completing a task.**
- **Clarify for me what the next level or step is so I know what I am working toward.**
- **Celebrate all my little successes. They inspire me.**
- **Please don't finish my sentences for me or fill in words I can't find. I need to work my brain.**
- **I may want you to think I understand more than I really do.**
- **Focus on what I can do rather than bemoan what I cannot do.**
- **Remember that in the absence of some functions, I have gained other abilities.**
- **Like me for who I am today. Don't hold me to being the person I was before.**
- **Be protective of me but do not stand in the way of my progress.**
- **Remember that my medication probably makes me feel tired, as well as mask my ability to know what it feels like to be me.**

## THINGS I NEED YOU TO KNOW

**I need lots of attention.**

**Even when I swear at you, I still need your attention.**

**I will talk endlessly about stuff like video games because that's all I'm really good at.**

**I will do odd, quirky things that always seem to get weird looks from people.**

**And when I tell you I don't care, it really means I just don't know how to let myself care.**

**I don't want to be here because it means I failed in order to get here.**

**I've never belonged to things much in the past.**

**I learned a long time ago to reject you before you can reject me.**

**Did I mention I want your attention?**

**I'll be looking for ways to get control by hitting your buttons,**

**And by splitting you against one another,**

**And against my family as well,**

**And sparking others to get in trouble,**

**Because control is something I've been without for quite awhile.**

**My file says I'm not retarded but I think I am.**

**My diagnosis crawls through my life like some sort of bug I want to squash.**

**You WILL misunderstand me.**

**You WILL assume I'm being "lazy" or "manipulative" or "nasty" on purpose.**

**I really just don't know what else to do to not have to feel the way I feel.**

**Every day, my medication is a reminder of how I'm sick but you can't see how.**

**Bald kids with cancer get cards and warm smiles.**

**I get blamed and punished because I'm bad.**

**And even if you tell me I'm not bad, I won't believe you.**

**It's your job to say nice things to me, so again, I won't believe you.**

**But did I already say (because it's hard for me to focus on things and I forget...)**

**I really want your attention?**

**I just want a chance to fit in; to do something right once in awhile.**

**I just want to feel okay for a day.**

**I just want someone to be proud of me for once.**

**I just don't want to have to remember all the bad stuff from before all the time.**

**I just want you to follow through on your promises to me (because other haven't).**

**I just don't want you to confuse my actions with who I really want to be in the future.**

**And yes, before I forget, the future means almost nothing to me.**

**I will try to embarrass you.**

**I will try to make you angry.**

**I will try to make you nervous.**

**I will try to make you hate me.**

**Because then I know I'm not crazy for feeling these things myself.**

**Because then I know who I can begin to trust.**

**And trust is a five letter word because it's better even though it's hard.**

**Four letter words are just easy but if I can get to five letters then...**

**Maybe I can make it to six, and the ...**

**Maybe I can start CARING...**

**And then maybe, just maybe, I'll let myself believe I deserve your attention.**

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