



Tafta (The association for the Aged) in Durban became the first organisation to engage the services of The Eden Alternative in South Africa to guide them towards milestone 1 of The Path to Mastery. Tafta provides a host of services to the less privileged in the greater Durban area, ranging

from "meals on wheels", community based home based care, residential and social work services. In its 59th year, Tafta is true to its purpose of alleviating the need of vulnerable people.

The guide process helps the formal and informal leaders to focus their attention mostly on personal and organisational transformation, building strong, authentic relationships and reinforcing their values and purpose. This very dynamic group of mostly young individuals from across the organisation are passionate about their work, challenging the status quo in exploring the real issues facing most in the aged care sector. Yet, we have not yet come across a group that are so earnest in the exploration of the ethos of their

own roles in the organisation. Questions around power, empowerment and putting the residents first are debated with vigour and insight.

At our last learning circle of the first visit, Magda mentioned that the word that comes to mind is HOPE - that working with such dynamic, young people in the aged care sector in South Africa truly gives one hope for the future. We all agree that aged care is not a sexy sector - yet here we find people who could work in any other sector if they chose to, earning a lot more money and having "status". The challenges are overwhelming - poverty, social hardships, HIV/Aids, unbelievable bureaucracy and red tape. For this group, it challenges them to build stronger relationships and reach further.



This is pioneering work for The Eden Alternative in South Africa. We are honoured and excited that Tafta saw the potential of this guide process and welcomed us into their world to explore the possibilities, push the boundaries and dream of making this world a better place for our Elders.

- Rayne Stroebel

The positive impact of person-directed care using the Eden Alternative Ten Principles

Read how a study over the course of 5-years addressed the following 5 aspects related to eight Eden registered homes in the USA:

1. *Is there a relationship between person-directed care and culture change on quality*

of life and well-being in elders located in nursing homes?

2. *How are occupancy rates and finance affected by the introduction of the person-directed care solution?*
3. *How is the prevalence of return to hospital affected by the introduction of the person-directed care solution?*
4. *How are CMS 5-star ratings (i.e. a quality rating system created by Centers for Medicare and Medicaid in the USA) affected by the introduction of person-directed care solution?*
5. *What are the perceived strengths and weaknesses of the utilization of the person-directed care solution reported by key stakeholders?*

Read the full article 'Aging Well: Promoting Person-Directed Care' in the Journal of Aging Science

Inspiration from afar! – Magda Pienaar

I really believe in learning from others. Asking lots of questions, trying my best to understand what makes it work and how can we build on their knowledge and experience. Carol Ende's presentation of the Leadership Pathway's training last year, brought the importance of and vital role a vision and mission play in the transformation of an organisation to my attention.

I wondered what the vision and mission statements are of organisations that have been on the Eden culture change path for some time already.

Here are a few I came across in my search through the homes on the Eden Registry in the USA.

Saint John's Home, Rochester, New York

<https://www.stjohnsliving.org/st-johns-home/home>

'Vision: St. John's will lead and inspire a shift in society's views of elderhood by embracing and celebrating life's experiences. Mission: St. John's nurtures life with vibrant, caring, and life-affirming relationships.'

Upland's Village, Pleasant Hill, Tennessee

<http://uplandsvillage.com/about-mission.html>

'The mission of Uplands Village is to provide an affordable and intellectually stimulating Continuing Care Retirement Community that is committed to delivering superior care to senior adults who have been and remain committed to issues of social justice and a faithful tradition of service to others.'

Cottage Garden, Goshen, Indianapolis

<http://www.cottagegardengoshen.com/whoweare/>

'Our Mission: Cottage Garden exists to provide a home where Elders thrive and are well known, surrounded by the companionship of family and friends. We will provide excellent care, and nurture reciprocal relationships, where the synthesis of life experiences can be celebrated and shared.'

Grancare Nursing, Greenbay, Wisconsin

<http://www.grancarenc.com/index.html>

'MISSION STATEMENT: It is our promise to create a home where the Elders continue to make decisions on how they will spend their days. We strive to help each Elder experience the simple pleasures of life. We will exceed the expectations of those who come to entrust in us by providing that little extra which makes the difference between ordinary and extraordinary.'

Whilst on Grancare's website I came across a summary of their journey and thought that it might inspire some of the homes here in South Africa.

'Our Eden journey began in 1999. The institutional culture of the nursing home took 50 years to build, and we would quickly find out that this institutional model of caring for the elderly was deeply entrenched, both in the Elders and in those who worked in long term care. Our journey began - and we have not looked back. Over the years we have experienced many successes, and learned many lessons from our mistakes. Following is a summary of some changes that have been made over the years as we transitioned from institution to Home.

- Consistent assignments keep the same caregivers caring for the same neighbors establishing a strong relationship.
- We abandoned the institutional language. Here are a few examples.

<u>Institutional Language</u>	<u>Our Language</u>
Resident	Neighbor
Room	Home
Wanderer	Explorer
Feed someone	Dining Companion
Admitted	Moving In

- Neighbors wake according to their own biological clock, and retire for the night according to their wishes.
- Much of the meal preparation is done in the dining room areas, giving neighbors access to the aromas of food cooking.
- Much of the bathing is done as a spa rather than showers.
- Three neighborhoods make up the nursing home. Each neighborhood has a team made up of nursing, dietary, activity and housekeeping staff that work together for the good of the neighborhood.
- A cat, dog, and several birds live in our Home, which brings companionship to the neighbors and staff.
- A partnership with a local elementary school creates intergenerational relationships.

In February of 2012 an addition to the nursing home, built in the household design, was opened and is Home to our short term rehabilitation neighbors. This neighborhood is called Turn Around Circle, and is Home for 16 neighbors. The household model supports our philosophy by having its own kitchen and laundry.'

SA Homes are your vision and mission a source of light that keeps you all together and focused on a shared and agreed upon path to the future?

News from Homes on the Eden Register South Africa



Issey Geshen in Durban learned more about the Eden Alternative in March.

Their residents and staff also went to visit St Antonine's Home to see this philosophy in action.



Introduction Sessions:

Want to know more about The Eden Alternative philosophy?

Contact us to arrange for a session.

Board members, management, residents, families and employees - all are welcome!

Email received from a family member - Tuesday, March 07, 2017

*'Dear Mrs Maltman, Senior Nursing Manager – **Ron Smith Care Centre** I wish to thank and commend the staff of River Lodge 2 for the manner in which they cared for Sara Smith* over the past year. Sara* was a very private person and fiercely independent which made it difficult to get close to her. At all times the staff were helpful and cheerful. I know that they had a daily battle to get Sara* to meals on time, yet they persevered. Dorcas was so kind and competent. Thank you.*

Rebecca was exceptional and learnt to handle Sara with firmness and humour. In the end Sara* even submitted to having her hair washed and being showered by Rebecca. Rebecca also went way beyond the call of duty to try to get Sara* involved in the many activities that were organized. For me the most touching thing she did was to read to Sara* from the Bible and say a prayer with her. Sara* grew fond of Rebecca and came to trust her.*

Rebecca is a very special person and I should like to thank her from the bottom of my heart.

Thank you to everyone who strives to make a home from home for those who are too frail to help themselves.

In conclusion I should like to wish all at the Ron Smith Care Centre everything of the best for the future.

Yours sincerely, (Family member) '

Sara Smith- name changed*



2017's first 'World Makers'

Eden Associate trainings at **Helderberg Society for the Aged** (left) and **Retire@ Midstream** (top). New organisations attending were Fleureville Aftree oord and De Meerpaal. Welcome back after some time to Flower Foundation and CMR Mpumalanga. Residentia and Rand Aid were also well represented.

NEXT Associate Training

16-19 May in Durban (In-house - Tafta); 29-31 May in Bloemfontein (Open); 27-29 June in Winkelspruit (Open). See details at <http://edenalt.co.za/events/list/>



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