



DYKELAND LODGE

**A YEAR IN REVIEW
ANNUAL REPORT
2022**



A Legacy of Excellence

DYKELAND LODGE SOCIETY

The Dykeland Lodge Society was born from a deep devotion and love for giving back and caring for Seniors in our community. In conversations earlier this month with Society Co-Chair, Richard Dauphinee it was evident from the beginning that the Society be a support when needed to the Dykeland Lodge residents. In June of 1994 a group of well-intentioned mixed municipality community members created the Society. As the years have passed formal municipality member nomination involvement is no longer a guiding principle for Society Board member nomination or involvement. We will be forever grateful for the support from the former four municipalities. The founding Board consisted of nine members, Richard Dauphinee, Garth Hazel, Dr. J.T. Snow, Bob Brooks, David Carmicheal, Ernest White, Don Rockwell, Peter Murray, and Eric Boyd. Richard, Don, and Peter are still serving on the Board today, which is a testament to their truly giving spirit.

The Dykeland Lodge Society is committed to keeping residents as safe and comfortable as possible. We would like to thank everyone who worked on our front lines over this past year. We would also like to thank our donors. Your generosity throughout the pandemic and in the past 28 years has made it possible for our team to provide so many well-deserved programs, services, or equipment for our residents to enjoy. You too are our health care heroes! Since its creation the Dykeland Lodge Society has supported more than \$100,000 dollars towards resident centered programs, or equipment.

In the beginning the Society received generous bequests from families of former residents in their honor, which helped to grow the Society to what it has become today. In recent years we have globally faced one financial constraint after another due to the challenges of a global pandemic. This makes the donations we have received even more special to our residents, team, and board. The Board meets annually and on a needs basis and is presented with a list of items for the Society Board to review and potentially approve funding for.

The provision of Long-Term Care services requires a complex blend of concrete knowledge and innovative thinking on all levels. In Long-Term Care, innovation means thinking critically and creatively to solve problems while also managing the day-to-day operations of programs and facilities and the delivery of quality care and comfort to residents, and their families. Within the new few years as we embark on the design and build of a new state of the art Long-Term Care Facility your support and help will be needed to enhance safety, recreation, and daily living programs. On behalf of the residents past and present we thank you for your thoughtful generosity.

Your support allows us to make improvements and advancements to several programs and equipment areas as highlighted below.



New Recreation and Wound Care software, iPad and electronics have been a new innovative support to our residents and team this year.

Your Donations Making a Difference

For more information on how you can make a difference and donate please call Administrator, Krista Beeler, or email info@dykelandlodge.ca



Dykeland Lodge with our vast lands and gardens was in desperate need of an appropriate lawn tractor and the Society supported this need. Employee, Kevin Ettinger proudly demonstrates.



New mattresses, over the bed tables, dressers and end tables really freshened up the rooms this year thanks to the Society.



Dykeland Lodge received Department of Health Funding to upgrade our building tub and lift systems, but unfortunately could not fund the system on Wallace place, the devoted Society Board stepped in.



A Society favorite was the design and installation of the unique front entrance wooden awning. The beautiful awning gave a shaded area for residents to sit and enjoy the spring and summer in all its glory.

BOARD OF DIRECTORS

Peter Murray – Chairman of the Board

Peter has close to thirty-five years with the Provincial Government, mostly with the Provincial Registry of Motor Vehicles as well as twenty-eight years as a Municipal elected Councilor for the Town of Hantsport. He previously was Justice of the Peace for the Province of Nova Scotia and is currently a Commissioner of the Supreme Court of Nova Scotia. Peter has a wide variety of Board and committee experience including, Chair, Public Works Committee for almost twenty years, Board Member, Hants Community Hospital Foundation and of course as the current Board Chair of Dykeland Lodge, where he has proudly sat on the Board for over twenty years.



Dan Boyd – Vice Chair and Audit, Finance, and Investment Committee Member

Dan's professional experiences have been in Journalism, both Radio and TV for 13 years before transferring to Government Research for the last 26 years of his working life. Dan enjoys being involved with local sports in the community and is the Director of Public Relations with the Nova Scotia Junior Hockey League and Secretary-Treasurer of the Nova Scotia Intermediate Baseball League. Dan has also spent 24.5 years as a Volunteer Firefighter in Hants West.

Dan says, "The care we offer our seniors should be nothing less than exceptional when you consider what they did for us. It has been a true pleasure to serve as Vice-Chair of the Board of Directors for Dykeland Lodge over the past few years and as a Board Member for the past nine years."

Glenn Robinson – Secretary Treasurer and Audit, Finance, and Investment Committee

Glenn has previous experience with LTC, working as the Director of Finance for Saint Vincent's Nursing Home for 4.5 years, however, the majority of his career was spent Managing Accounting for CKF Inc, which is a Canadian company, serving the entire globe offering a wide range of pulp fibre, RPET and foam products for Packaging, Retail and Food Service. Glenn is also a member of the Society of Management Accountants of Nova Scotia. Glenn now works parttime at DEMont Family Funeral Home, is a Veteran member of the Windsor Fire Department and currently an active member of the Brooklyn Fire Department. As the incoming Chair of their Finance Committee and Bylaw Review Committee he is working on a revision to the bylaws and Standard Operating Procedures. My wife, Liz, paints with acrylic and is Vice President of Avon River Arts Society. My wife and I have one daughter who recently completed her master's degree in Nursing. She lives in New Zealand. We are pleased to have him as a member of this Board.



Don Rockwell - Board Member and Audit, Finance, and Investment Committee Chair

Don has been a resident and active Community member of Hantsport for over fifty years. He was employed with CKF Inc. in Hantsport for 41 years. He served on Hantsport Town Council as Town Councilor and Deputy Mayor for 21 years, commencing in 1991. Don served a ten-year term, 1978-1988, as chair of the Hantsport Housing Authority during which Jubilee Lodge, a Senior Citizens Housing unit was constructed. Don says, "I am proud to have served on the Board of Directors for Dykeland Lodge for over twenty-seven years. I have been Chair of the Audit, Finance and Investment Committee for many of those years. I also have been a member of the Building and Grounds Committee of this wonderful facility."



Harold Bulger – Board Member and Building and Grounds Committee Chair

Harold is Retired from Fundy Gypsum, so is able to lend his support when required to this strong team of Board Members. We are pleased to have him on the Board for Dykeland Lodge.

John Bregante – Board Member and Nominating Committee Chair

Born in Yarmouth, Nova Scotia and raised in Dartmouth, John is a Graduate of Halifax Vocational School (NSCC) and is a Chef by trade having worked in various restaurant environments in several capacities including management. Elected to Dartmouth City Council 1982-1988 for two terms and served on many boards and committees including Board of Directors of Dartmouth General Hospital. After moving to Windsor in 1999 John opened the Meander Inn Bed and Breakfast with his wife.

John was also elected to Windsor Town Council 2000-2004, stepped down in 2004 and reoffered in 2008-2020 where he served on several boards and committees. John joined the Dykeland Lodge Board of Directors in 2008.



Randy Hussey – Board Member and Building and Grounds Committee Member

Randy's experience has had him both East and West in Canada, utilizing his significant education and training in safety. Not exclusively in Safety as he has also worked as a Municipal Councilor, Real Estate Agent and is currently utilizing his education, training and experience at Chandler as a Safety and Industrial Specialist in their business as Suppliers to Business & Industry.

Randy has a wide variety of Board and committee experience including, but not limited to; President, West Hants Minor Hockey Ass., Director, Hockey Heritage Society, Director, Hants West Hospital Foundation, Past-President of Rotary Club of Windsor, NS and of course as current Board Member of Dykeland Lodge, where he has graciously sat on the Board since 2016.

Gary Slauenwhite – Board Member and Building and Grounds Committee Member

Gary has worked in senior management positions in the health care sector including both acute care and long-term care in the Northwest Territories and Nova Scotia. His education is in Business Administration and Occupational Health and Safety holding various degrees, certifications, and professional designations. Since retiring from Annapolis Valley Health in 2012 he started his own business – G and P Safety Consulting Services focusing on serving local businesses to improve safety in the workplace. He has been a Board member of Dykeland Lodge since 2016 and serves on the Building and Grounds Committee as well as the New Build Committee.



David Keith – Board Member and Audit, Finance, and Investment Committee Member

David has been a lifelong resident of Brooklyn. He attended school in Brooklyn, Kings College School in Windsor, and Mount Allison University.

He spent years as the Atlantic Canada representative for Adidas Athletic Wear and Rawlings Sporting Goods.

He owned and operated Feet 1st Athletics in Windsor.

His mother, Loretta Keith, sat on the board of Dykeland Lodge in the 1980's.

He is an honorary member of the Brooklyn Fire Department and enjoys being on the Board and being involved in Senior Care.

Bob Morton - Board Member

Bob is a life long resident of Hants County, currently residing in Garlands Crossing with his Wife Jennifer and 4 Children. Bob has a background in business; most recently spending the last 9 years managing the Shur-Gain Feeds N' Needs store in Windsor, before moving on to work with Valley Ford. He is also the Owner of the East Coast Farm Life Clothing Company, and a Municipal Councillor with the West Hants Regional Municipality. Bob has a wide variety of committee and board experience, most notably he was the Honorary Chair of the Hants County Christmas Angels in 2019 and past board member. He also sits on the Annapolis Valley Regional Library Board along with various political boards and has sat on the board of the Windsor Church of the Nazarene for the last 5 years. "It is an honor to be part of the Dykeland Lodge Board of directors along side so many community minded individuals as we work to give back to those that gave us so much"



FROM THE CHAIR

Dear Board Members:

I would like to take this opportunity first to thank, commend, and congratulate ALL of the staff at Dykeland for a extremely hard and difficult year of work. With the pandemic still lingering and having an outbreak that was dealt with so professionally and swiftly, things seem to be getting back to normal. (As normal as we can anyway!) All of you went the extra mile for our residents and for that we are all very, very grateful to you.

I would like to thank the Board for being supportive and all the committee members. A special shout out to the New Build Committee, as there have been a lot of meetings and I'm sure a lot more in the future as we look forward to having our new facility. It's been a pleasure to be already working with Donna Hoar from Grey Cardinal which was chosen as our project management company. I feel we have already formed a great team with Donna at the helm and know with the experience that she has that we are well under way! The New Build Committee is currently in the middle of choosing an architectural firm and we hope to have that completed soon. It's exciting for all of us as we venture into the planning and implementation of our new Dykeland! It's important to have your input and I have already heard from other new facilities that having staff input is very important. I look forward to working with our new stakeholders and staff.

Thank you to you all again and I would be remiss if I didn't mention our hard-working Administrator Krista Beeler, who keeps us all organized and helps make Dykeland what it is today! My hat goes off also to our department heads for the past year and the difficult challenges that we faced.

THANK YOU ONE AND ALL!

Peter J. Murray
Chairman of the Board
Dykeland Lodge



Peter J. Murray
Chairman of the Board,
Dykeland Lodge

"Make each day your masterpiece"

John Wooden

MESSAGE FROM THE ADMINISTRATOR

I want to first thank the dedication and loyalty of our employees and Board, without them Dykeland Lodge would not have been able to provide the best care possible to our residents. We were so fortunate to have both devoted families and concerned community members walk alongside of us through this unimaginable year. Thank you so much for your kindness and patience, it was so overwhelming and needed by us all.

The past year proved to be another incredibly busy year for Dykeland Lodge. After 2 ½ years of remaining Covid free, Dykeland Lodge was hit with our first Covid outbreak on April 7th, 2022. The Omicron stealth variant proved to live up to its name, with little to no early symptoms, making early containment near impossible. Even though our team worked tirelessly to provide the highest level of infection control protocols, the epidemiology of the variant, transmissibility, lifting of masking mandates and our building situation made this extremely difficult. In total, 62 of our 109 residents became infected with Covid 19, fortunately all experiencing mild symptoms and those who were eligible treated with Covid virus modifying therapies. Of the remaining 47 residents, all were vaccinated with a 4th dose of Covid vaccine. This puts Dykeland residents in a much better situation for the summer with the ability to enjoy family visits on a more regular basis.

Dykeland Lodge has persevered through extraordinary challenges this year to play an important role as an Advisory Committee Member to the newly launched Dalhousie Leadership in Continuing Care Certificate Program. Dykeland Lodge was thrilled to have four of our Senior Leaders front and center at the April session. Directors, Ed Sherman, Carlene Cole Beaver and Michelle MacDonald attended with Finance and Benefits Coordinator, Sylvanna Jarmash successfully completing the certification. Our Director of Finance Brenda Ennis served as a Financial Instructor for the financial module and Krista Beeler and Peter Murray provided support during the Governance module. This program is long overdue and a welcomed educational avenue of support for Senior Leaders in Long Term Care. Dykeland Lodge is proud to be a part of the committee and looks forward to further work to promote the program.

The Art of Resiliency has been another labor of love for our Dykeland team. After two plus years of Covid restrictions and staffing shortages the mental health and wellbeing of our employees has suffered. This Nursing Home of Nova Scotia Association initiative was met with rejuvenated hope by our employees who are part of the pilot. The program involved engaging education sessions, self-reflective moments, and in-depth interviews. The preliminary program initiative began this winter and was so much more than employees could have wished for. The support, acknowledgement, and compassion it provided to the attendees provided a pathway to wellness. The program is now in its final stages and will be released nationally through the



Krista Beeler
Administrator

"I want to be remembered as the one who tried"

Dr. Dorothy Height

NURSING HIGHLIGHTS



Our stunning property located on College Road in Windsor, NS only 2 kilometers away!

Center for Aging as a go forward offering to support Long Term Care wellbeing. Dykeland Lodge was proud to be a part of the Pilot through the Center for Aging and the Nursing Home Association of Nova Scotia and thank Michele Lowe, Executive Director, NSNHA and Pamela Maclean and Serena Lewis from Dallas Mercer Consulting for their support.

This month, Dykeland was also asked to serve as a provincial training resource for AWARENS. Our Environmental Services Department (EVS), protocols and team have long been sought out by other facilities to educate their teams on EVS, safe handling and mobility. This will involve the creation of provincial training videos featuring Dykeland Lodge and our team, as well as an on-site photo shoot and training days. We are extremely honored and proud to have received the recognition. Health Services Manager Ann Thibeau is taking the lead with Director, Ed Sherman.

We cannot forget the most important project - our beautiful New Facility! Doanna Hoar and the Grey Cardinal team have been working diligently with our Chair, Administrator, Director of Infrastructure and Director of Finance in collaboration with our New Build Committee and Board. Donna has provided a snapshot report for your review. Our Dykeland Lodge Senior Leadership team and Chair had an opportunity to tour Ville Acadienne, a new build in progress, and were overwhelmed by the spacious resident rooms, site cleanliness and new state of initiatives applied in the design. Our team can hardly wait for the work to begin on ours.

I want to close by again thanking our many supporters this past year. We look forward to the beautiful summer weather and much needed family time for our residents.

Stay safe, stay strong and be kind,

Krista Beeler
Administrator
Dykeland Lodge



*Administrator and her trusted
Pet Therapy Dog Walter*

DYKELAND LODGE 
ENRICHING LIVES

Dykeland Lodge like most LTC facilities, were presented with the challenges of COVID-19, and the daily impact on our residents, families, and personal lives. The feelings of loss, fear, and helplessness on occasion has been centered around building a supportive environment for all members of Dykeland Lodge and our surrounding communities.

Without a roadmap to navigate through COVID-19 we had to respond in the moment. The supportive members, with the combined knowledge of the Senior Leadership Team for the last two (2) years, has been the perfect antidote for COVID-19. Knowledge of the community and health needs of our residents, families and employees has played a significant part in providing what was needed.

The Nursing Leadership Team went through refiguration to create a clear vision to enable an environment that focused on enhancement of the safety and wellbeing of all our residents, families, and employees.

Dykeland Lodge believes strongly in promoting from within and fostering relationships to generate opportunities for members interested in furthering education. It gives me absolute pleasure assuming the Director of Care role. Working closely with the Senior Management Team, has given me an extensive amount of respect as I continually grow professionally as we moved to adding Assistant Director of Care, RN Keri Cochrane, and LPN IPAC Manager Alicia Wainman. Along with Ann Thibeau, Health Service Manager, our Senior Management Team has extensive motivation, dedication, and knowledge valued in the Long-Term Care Sector.

Education continues to be a focal point within Dykeland Lodge. The creation of the new CCA curriculum in partnership with CBBC was rolled out in the spring of 2021 and was greeted with an overwhelming support from the LTC sector with new wage increases and incentives, 4:1 care. Through the new CCA incentives Dykeland can more easily fill vacant positions and approve all vacation requests for this upcoming season. CEO, Administrator Krista Beeler worked alongside with Dalhousie University curriculum specialists, LTC colleagues and the Nova Scotia Nursing Home Association (NSNHA) to design a certificate program Leadership in Continuing Care Administration certificate. It has been an incredible opportunity to have successfully completed the Leadership in Continuing Care Administration Certificate and bring back to my Director of Care role the worth I have experienced in the program.

The dedication and commitment from all members of Dykeland Lodge is truly commendable. I am very blessed to be part of this amazing team.



Michelle MacDonald
Director of Care
Dykeland Lodge

“A winner is a dreamer
who never gives up”

Nelson Mandela

NURSING HIGHLIGHTS

I am very proud to introduce myself as the newly Appointed Assistant Director of Nursing. So far, this new role has been a notable learning experience for me, and I look forward to growing into this role as time progresses.

In 2019 I began my journey as a Registered Nurse at Dykeland Lodge, little did I know a global pandemic would soon hit and our facility would come together to face its own challenges. Although it has been a tough few years navigating the pandemic, the way our team came together for our residents and their families is just exceptional and I am beyond proud of our staff for all their efforts in keeping our residents safe.

From my role on the floor as RN to my new role as manager, my intentions remain the same— ensuring our residents are provided with the compassion care and empathic support that they deserve.

I am thrilled to continue my journey here at Dykeland Lodge where I will not only grow professionally but personally as well.



Keri Cochrane
Assistant Director of
Nursing

“Wherever you go, go with
all your heart”

Confucius



Dalhousie RN students supporting Dykeland Lodge

HEALTH SERVICES, OCCUPATIONAL HEALTH AND SAFETY

What a colossal year it has been for our employees, residents, resident’s families as well for the senior leadership team at Dykeland. With Covid 19 upon us, I have seen firsthand the resiliency, flexibility, and strength Dykeland Lodge has demonstrated as well as the phenomenal support this team has put forward. I am tremendously proud of our senior leadership team and staff for all their efforts in keeping Dykeland a safe place to be.

Health and safety are a number one priority for me. In supporting safe work practices, I have developed and implemented a new return to work assessment form to coincide with the current return-to-work program for Dykeland Lodge. This program has been recognized by WCB’s Senior VP, Marlene Grace and is considered a huge success in significantly decreasing WCB premiums that are well below the industry average which can be adapted to other organizations.

Dykeland is continuously working towards improving and including new initiatives, moving through the ever-evolving technology phase, in the next couple months I will be leading the team with the implementation of Point Click Care – Skin and Wound program. This program is an innovative approach to wound care documentation. It allows us to measure quality improvement statistics in relation to pressure injuries. Furthermore, it allows the interdisciplinary team to view photos of the wounds from beginning to end. The team will be able to accurately document and assess wounds on this software.

I am very honored to be part of an amazing team at Dykeland Lodge and I am excited to continue my role as Health Service Manager, striving to gain more skills, achieve career success, and further my personal and professional growth as a leader and a nurse.



Ann Thibeau
Health Services Manager

“Great Things are done by
a series of small things
brought together”

Vincent Van Gogh



Nova Scotia Health + Community Services Safety Association

HEALTH SERVICES AND INFECTION CONTROL

To say that I am proud of the residents and staff at Dykeland would be an understatement. For two years Dykeland Lodge worked hard to keep Covid out of the building and away from our family. In early April 2022, we had the devastation of covid running through the building. There were days of despair, staff were worried about the residents, residents were worried about each other and the staff, families were worried about their loved ones, and it would have been very easy for chaos to erupt. However, in my first week at Dykeland Lodge as the Health Service Manager overseeing Infection Prevention & Control, coincidentally the first week of our outbreak, what I witnessed was nothing short of a miracle. Staff came together, residents were understanding, the morale was amazing. When I walked on to a unit with several covid cases I expected to see staff exhausted, cranky, and feeling defeated. Instead, I was greeted with smiles under the hot, uncomfortable gear, holding the hands of the residents who had covid, reassuring the residents and each other, and a comradery that you would have to see to believe. Each and every department went above and beyond, staff worked extra shifts, went through vigorous testing regimes, tears were shed, but at the end of each day we remained optimistic, and the common goal was to keep the residents safe and well looked after.

When residents tested positive the team was quick to notify family members, the physician, put care plans into action for each individual resident, we were in touch with the provincial covid treatment teams and started residents on medication if required.

We worked hard to vaccinate the unaffected residents with their 4th Covid Booster in hopes to spare them from Covid. We tested residents and staff nonstop and were able to keep several residents from getting sick. We came out on the other end of this outbreak and are now welcoming families, entertainment, and activities back into our lives at Dykeland.

Today we continue to test staff daily and provide daily surveillance records to public health. We are continuously monitoring the residents for symptoms and testing them if needed. Covid updates are being done to update the staff on what is happening not just in the building but in the province. Other illness and commutable viruses are being monitored throughout the province and community and staff are updated on them also. Self-audits are being done on our IPAC procedures to ensure consistency, infection prevention protocols are being assessed and updated as needed, bimonthly IPAC meetings as well as ongoing education for staff and residents.



Alicia Wainman
Health Services Manager
(Temporary)

“Some days there won’t be a song in your heart. Sing anyway”

Emory Austin

Although it is only spring, and we are just coming out of outbreak we are thinking ahead to flu season and hope to beat our amazing flu vaccination numbers from last year.

For me, Dykeland has welcomed me home this April. I began my career years ago as a continuing care assistant working at Dykeland for 8 years before taking nursing. I branched out and worked in Acute care in the Emergency Department, Medical floor, fracture clinic and Ambulatory care. Over the years I worked casually at Dykeland lodge as a nurse and always felt like this was my home. At the beginning of April, I accepted the position as Health Services Manager & Infection Prevention and Control Nurse. The last six weeks have been a whirlwind, but I feel the team at Dykeland Lodge can tackle anything now with confidence, teamwork and a love for our residents.

Moving forward in this role I hope to continue to educate staff on the importance of infection prevention measures. I hope to develop some education around the different areas of infection control and to implement infection control kits for each unit with guidelines. I hope to build on our current outbreak plan now that we have been through a covid 19 outbreak we have knowledge of what worked well and what needs improvement.

As part of my role, I am the chair of the wound care committee. Wound care will grow at Dykeland with the roll out of the Point Click Care Wound and Skin assessment program. My goal is to work with the wound care team to try new wound care products and approaches. We will also continue to work with the Physiotherapy and occupational therapy teams to prevent wounds from developing and from returning once healed.

This team is like no other, and I want to thank Dykeland for welcoming me at one of the most difficult times. In closing I would like to say, after every dark and stormy night the sun does rise again.



INFRASTRUCTURE AND ENVIRONMENTAL SERVICES



Wow what a year! We continued to respond to the covid pandemic and have had some very exciting developments. We were very thrilled with the announcement last July of our new 120-bed facility and are very eager to get going on the build. We have already started the process and are hopeful that the construction phase will be in early spring of 2023.

Our teams have been very busy working on several projects this year, during a pandemic, which at times seemed impossible. We had to work around closures during some projects but still managed to complete them without any issues. Some of the projects that have been completed during the past year included new cupboards for all the wings, a new door locking system, replacement of the rest of the outside exit doors, new ovens in our kitchen, new handrails in the hallways, as well as new equipment for residents.

The response to the Covid pandemic has provided us with some additional funding throughout the year as well. We have been able to replace many pieces of equipment directly related to our residents such as ceiling lifts, shower chairs, mattresses, beds, nightstands and much more.

We are very excited about working with the designers and contractors to finalize our design of our new facility this coming year. I am extremely proud of the dedication of our staff and management team in keeping our residents safe. I am also very excited to be able to open our doors to visitation so our residents can visit with their families with no restrictions.



Ed Sherman

Director of Infrastructure and Environmental Services

“One of the major keys to success is to keep moving forward on the journey, making the best of the detours and interruptions, turning adversity into advantage.”

John C. Maxwell



Environmental Services Team enjoying the beautiful spring weather

FOOD AND NUTRITION



Peter Murray, Chairman of the Board and Ed Sherman, Director of Infrastructure



Carlene Cole-Beaver, Director of Food Service, Krista Beeler, Administrator and Ann Thibeau, Health Services



Gabrielle Tullis, Director of Nursing, Peter Murray, Chairman of the Board and Ed Sherman, Director of Infrastructure



The beautiful land on College Road, home for our new Long Term Care Facility

This past year has continued to be challenging as the COVID 19 pandemic continues. We have seen a dramatic increase in food pricing as well as food and labor shortages. Despite these challenges, we continue to persevere and try to create as normal a dining experience as we can to our residents. Although our foodservice team has been exhausted and has put in more overtime hours than ever before, they continue to work together for the best to our residents. I continue to be proud of our Foodservice team and the service they provide to our residents. With many recruiting efforts, countless interviews, and increased training we have succeeded in hiring staff to hopefully cover most of the vacation requests received for this summer.

This year we continued to work on our innovation project for menu development. We hired a dietitian, Stephanie Keddy to help create education material and assess our menus for the IDDSI. The IDDSI stands for the **International Dysphagia Diet Standardization Initiative (IDDSI)**. This is a global initiative which aims to standardize terminology to describe textured modified foods and thickened liquids used for individuals with dysphagia (difficulty in swallowing). Stephanie created power point presentations which were used to teach Dykeland Lodge staff either in person or on Surge learning. Stephanie also worked with the Support Service supervisor and Foodservice staff to test diet textures and fluid thickness. Unfortunately, due to COVID restrictions and other barriers, Stephanie was not able to complete the implementation before finishing her work term. Therefore, we continue to work on adopting the IDDSI guidelines. Presently we have changed all fluid terminology to the new program but continue to work on the diet textures. I am grateful to have had the assistance of Stephanie with the beginning of this program.

We continue to use the CMM menu program and have completed both a four-week summer and winter menu for 2021. I am presently starting to work on a new summer menu to continue to create variety and choice for our residents. This program continues to create challenges with being able to use it to its full capacity as it requires a considerable time commitment. We are hoping that this year we will reach our goal of being able to use the program to create a weekly order guide that can be used to direct order from the program which will help to reduce ingredient shortages and menu changes.

In addition to the above program, I continue to work as an advisor in the development of an institutional cooking course. However, due to COVID 19 restrictions this process has stalled. I still strongly support this program and hope that the development and implementation will progress in the coming year. This year I continued to attend education sessions through zoom, to keep me motivated, current, and equipped to meet the ever-changing world of Long-Term Care. As well, I attended and successfully completed the **Leadership in Continuing Care Administration certificate** through Dalhousie University and NHNSA. I continue to sit on a number of committees both



**Carlene Cole-Beaver
P. Dt**

Director of Food Service/
Dietitian

“Success is not final; failure is not fatal: it is the courage to continue that counts”

Winston Churchill

within and outside Dykeland Lodge and I am an active member of the Nova Scotia Dietetic Association, and the central region Long Term Care Dietitians/Manager group.

Over the last year we continued to work on recruitment and retention of Foodservice staff and to encourage and motivate staff to continue to learn through our Surge learning program. In addition to courses on Surge learning we also continue to ensure that all Food Safety training is up to date. This year Dawn Power and Arlene Spencer completed an update on their Advanced Food Safety Training. Our goal for this year is to have five more individuals complete their Advanced Food Safety Training. As well, we will continue to concentrate on GPA and Choke Save training for our staff.

The foodservice staff were incredibly pleased to have received two new ovens this year through the capital projects fund. We would like to thank the Director of Infrastructure for collaborating with our staff and planning the installation of these ovens through the evening to prevent a disruption in our service to the residents. Over the next year I am excited to collaborate with the foodservice staff to brainstorm and plan our new kitchen and food service delivery for our new facility. As well as continue to work on ways to improve our present food service delivery to meet the needs of all our residents.



Food Service Superhero's



FOOD A SYMBOL OF LOVE



FROM THE BAKE SHOP



"Good food is the foundation of genuine happiness" Auguste Escoffier

SUPPORT SERVICES

What a year this has been, just when we thought we had survived the covid virus, we got walloped with it. I am grateful to have been working with the best team possible to get through these difficult times of the pandemic with. As grateful as I am for the Leadership team, staffing has been one of the most difficult challenges this year, that and ordering. Many supplies have not been in stock and staff illness have been an ongoing issue. However, both challenges have not been unique to Dykeland.

To help us through some staffing challenges, we have a great team in the Foodservice Department and Environmental Services Department that will usually see us through and stay extra hours. Kudos goes out to all the staff that have worked overtime for us and their hard and dedicated performance.

Having a team lead in Environmental Services was a great help to The Director of Infrastructure and myself. It took some of the workload from us and she did an outstanding job, keeping things up to date. We also purchased lifts for our laundry bins for easier accessibility for our staff as well as anti-fatigue mats and new carts for our housekeepers.

In the Food Service Department, we continue to work on The IDDSI program to ensure the texture of the foods are proper. I have done several webinars on this and worked alongside Stephanie Keddy when she was here. As well, two new ovens were purchased for the cooks.

This year Arlene Spencer and I have completed our Advanced Food Safety Course. I continue to be a Member of the Canadian Society of Nutrition Management.



A few of our Environmental Services team members



Dawn Power
Support Services Manager

“You are never too old to set another goal or dream a new dream”

C.S. Lewis

RECREATION DEPARTMENT

The recreation department continues to shine throughout the pandemic proving that the recreation staff can maintain their creativity, smiles, and flexibility during another challenging year.

The recreation department continued to provide residents with the assistance of support aides (now called LTCA-R) with face time, skype, 1:1 family visit and 1:1 visits. We are excited to be able to continue the LTCA-R positions for another year.

The team was able to aggregate the residents to allow for larger group programs, and scenic drives. Over the holidays one of the activities performed was taking individual Christmas photos of the residents for their families and we were even able to include a few families with the resident for their photo shot. Mother’s Day was made special with flowers for the women and for Father’s Day the men enjoyed boutonnières. A few special programs the residents enjoyed were weekly music in the garden, butterfly release program, tree lighting, Christmas light drive, and TV game shows including individual game buzzers. The department was able to provide 6812 1:1 activities; 7627 programs and 155 unique activities between April 2021-April 2022.

To support and encourage independence, we are trialing Care2Talk tablets with five residents which allow them to have contact with their family members without the assistance of a staff member. The five residents and their family chosen for this project are enjoying this new technology and to date have logged 209 independent facetime calls for a total of 1873.33 minutes.

Some great changes and additions this past year with the following, starting with the news that we were fortunate enough to be able to hire our internship student who came from Algonquin College with a recreation therapy degree who can bring new insights and ideas for our residents. After a struggle finding a hairdresser, we are pleased to say that a new one has been hired. Lastly, the mutually beneficial relationship we have held with the local schools continues, a fun example of this is when KES students helped us to make sure everyone received valentine day cards.

The innovation project was completed and has successfully been submitted with the use of our VR goggles, sound ears and MT programs being used to decrease behaviors. We were also able to purchase a blanket warmer which allows us to provide warm blankets for residents who are agitated, and or palliative. A lovely addition for our residents.

My personal growth and education continue to be supported and I have been able to virtually attend a NSTR conference as well as participate in mindfulness education that was held weekly for five weeks. Other education completed that I am happy to report was the recent completion of the GPA coach training to become a GPA trainer for Dykeland Lodge.



Victoria Gagné
Director of Recreation and Her Dog, Mickey

“The simple act of listening to someone and making them feel as if they have truly been heard is a most treasured gift”

LA. Villafane

Upcoming, I am looking forward to hiring a summer student, reconnecting with Dalhousie for students as well as providing GPA training for the facility and the integration of Activity Pro with PCC.



Annual June Butterfly release party! An engaging way to get our residents involved in the process of caring for the caterpillars and watching them spring with vibrant color from their cocoons. The program also involves a beautiful service where the butterflies are released in memory of residents who passed away during the year.



Resident Barry White, enjoying a little Pet Therapy from Pet Therapy dog Asha.



Recreation Executive Summary

Date: 01/06/2021 to 01/05/2022

of residents in your organization

106

Avg contacts/resident over this period

125.15

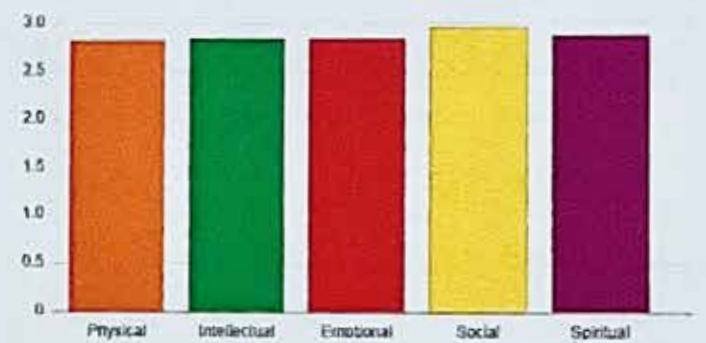
Average score of overall resident engagement

2.88

Your Recreation team uses a 3 point scale when evaluating the quality of engagement

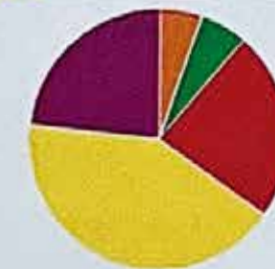
- 3 is a high level of engagement
- 2 is a moderate level of engagement
- 1 is a low level of engagement

Average score of resident engagement in each domain:



Program Balance —%ge breakdown of each domain by offering

Physical: 5.36 Intellectual: 5.95 Emotional: 23.39
Social: 41.95 Spiritual: 23.34



Average resident satisfaction level:

4.83

of Surveys conducted during the period:

8

FINANCE DEPARTMENT

This has been an eventful year for Dykeland and therefore a busy one for Finance.

We have started the implementation of a complete Time & Attendance, HR, and Payroll solution. Workforce Now will allow us to maintain all our systems in one place and will automate everything from the employee schedule being completed, the employee punching in, sending this to payroll, and then exporting this into the accounting software. Ann Thibeau, Sylvana Jarmash, and I have each taken the lead on one of the systems. Ann leads the Time & Attendance team for Dykeland, Sylvana leads the HR team, and I lead the payroll team. I sit on all teams as it allows me to see the full picture of how all these systems work together.

We are ahead of schedule and should be starting the payroll testing in July. The next phase will be to start the Time and Attendance conversion from SSC to the new system. We are hopeful that the system, in its entirety will be up and running by mid-September. We will still maintain a couple of user licenses for the old system for historical data.

The Department of Seniors and Long-Term Care is promoting and encouraging facilities to share services whenever possible. We were approached by a smaller facility to see if we would be willing to assume the finance role at their facility which was only funded for 1 day per week. We worked out an agreement and started reviewing their finances and prepared financial statements starting April 1, 2022.

This role will be the responsibility of Sylvana Jarmash with myself as her backup. To assist with this transition, we will be using the funds paid to us from this facility to hire a part-time person to assume some of Sylvana's current duties. Our goal is for Sylvana to learn the duties of a Director of Finance on a smaller scale so that she is ready to assume the full-time position when I retire within the next few years. When that happens, the part time accounting assistant would easily be able to assume all the duties of the HR/Accounting position.

Dykeland was represented at the Dalhousie Long Term Care certificate program. I was one of the instructors for the Finance portion of the program for the Fall 2021 and Spring 2022 sessions and Sylvana participated in the Spring session, along with three other managers. They all now have their Certificate in Long Term Care Management. Congratulations to all of them!

Our goals this year are to complete the full ADP implementation and have all the kinks worked out by the end of the year; continue to search for systems and/or programs to help streamline processes to lessen workloads; and to prepare a guide and procedure manual for all of the accounting functions.



Brenda Ennis
Director of Finance

"The simple act of listening to someone and making them feel as if they have truly been heard is a most treasured gift"

LA. Villafane

PERFORMANCE RESULTS

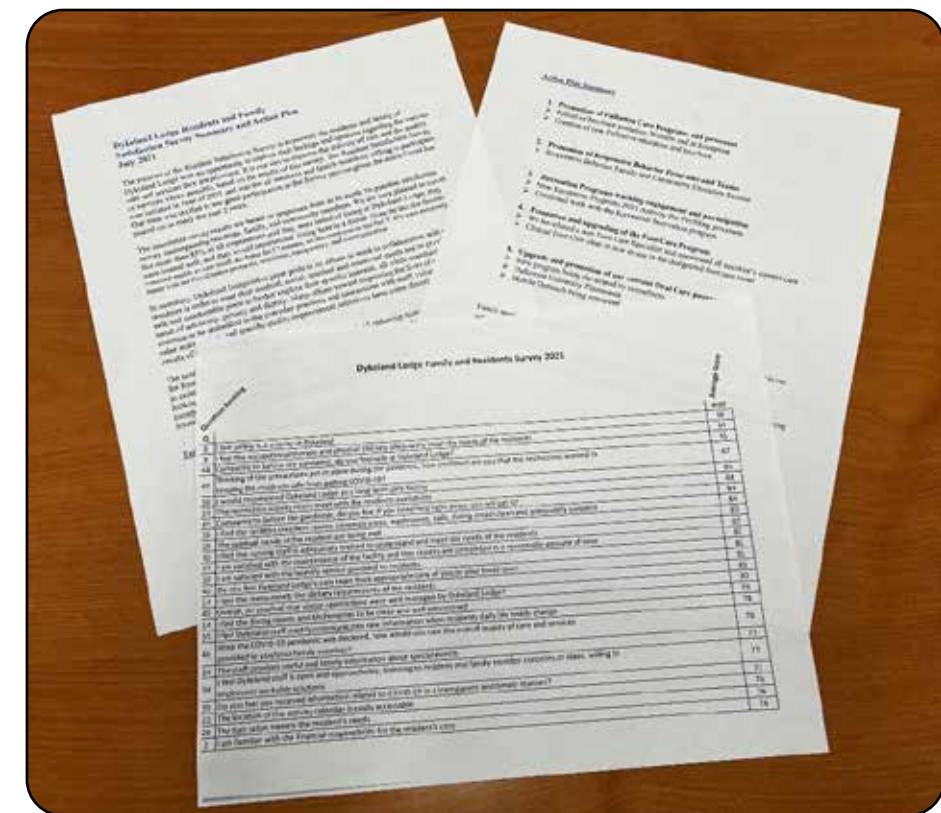
Dykeland Lodge has always fashioned a steady path to success and organizational integrity, retention and the overall satisfaction of our employees, residents, and families.

Throughout the pandemic our organization has been faced with a multitude of overwhelming challenges, from supply and demand delays, increased costing, and health care employee shortages.

Financially, Dykeland Lodge finished the year strong. Our Director of Finance will be presenting our annual finance report at our June 22, 2022, Annual General Meeting.

Dykeland Lodge continues to promote initiatives for recruitment and retention in our sector and in the past 4 years has doubled the number of employees recruited annually. This will be a battle fought for years to come and we will give our all to provide the best opportunities and working environments to our employees.

Our 2021 Employee and Family Surveys showed favorable results and confidence that our Dykeland Lodge team was performing well under the unprecedented circumstance. The 2022 Satisfaction Surveys will be available the end of June and we would appreciate as much participation and feedback as possible.



ADMINISTRATIVE SUPPORT TEAM IS HERE TO SERVE YOU



Charlotte Schofield, Office Coordinator

Charlotte has played many roles this past year, none more important than being a support to families and residents navigating through the Covid unknowns. Charlotte says some days giving families the latest building news had her crying right along with them...sometimes tears of joy and sometimes tears of sadness" Her quick action, compassion, and attention to detail makes her the person to see if you have any concerns.



Sylvana Jarmash, Human Resource, Benefits and Finance Coordinator

It has been a wonderful year with many new and exciting changes. Some highlights are our group benefits with Health Association Nova Scotia have switched to Blue Cross for our health and dental coverage. With this change it has improved some coverage eligibility, claims amounts, and has added provider direct claim for vision care. Brenda and I have also been working on many new projects this year, such as helping another nursing home with their finances and taking a leadership program. I look forward to working closer with Brenda this coming year as she is a great mentor.

I would like to thank all employees for all their hard work this year, going through this pandemic for the 3rd year straight has been very difficult. Seeing how well the staff of Dykeland has been able to handle this tough time has been inspiring. Thank you.

"Beautiful young people are accidents of nature, but beautiful old people are works of art" Eleanor Roosevelt



Our Scheduling team is led by 30-year employee, **Master Scheduler Annette Sawler** and **Sheyla Stapleton**, Scheduling and **Ward Clerk, Angela Brooks** and **Hunter Saunders** serve as our parttime and on-call schedulers. This is the team that works day and night to make sure every shift is covered to the best of their ability. Recently they worked on the reorganization of our current Master Schedules to incorporate more 12-hour shifts. This provided an easier pathway to granting vacation time for our employees.



Kim Hillier, Human Resource, Education and Recruitment Coordinator

What a year this has been! I helped with the hiring process of over 70 employees, from the interviewing stage right through to orientation. I have also attended job fairs, when they were permitted, promoting Dykeland Lodge as a great place to work! On the education side of my job, I administer the Surge Learning program, along with registering staff for courses offered by groups like the Alzheimer Society, Health Care Human Resources Sector Council and Braveheart First Aid. I also set up and distribute the yearly surveys we do in July, for both Families/Residents and Staff. This year, as I have since the start of the pandemic, I also had the role of Visitation Coordinator. Through this, I got to know many of the family members of our residents and loved being able to help them stay in contact with each other.

"Keep your face toward the sunshine, and shadows will fall behind you"

DOCTORS ROUNDS

Another year has passed, the warm weather is here, and Dykeland Lodge is busy. The last 2 years have been challenging with the pandemic. Earlier this Spring, when several of our residents and staff developed COVID themselves, the staff at Dykeland Lodge did an exemplary job in supporting the residents, families, and one another. Through the outbreak, with restrictions and challenges in place, when I was in the building, despite being quiet and doors closed, residents were happy and well cared for. As always, staff were a pleasure to work with.

More recent news, we have a new physician, Dr Zhao joining the team at Dykeland Lodge in August. A focus in her work is in caring for residents in Long Term Care. This will increase physician number to 4 working at the facility. She is a new graduate in Family Medicine from Dalhousie University. We are looking forward to her joining us.

Thank you to the staff at Dykeland Lodge, for your leadership, support, and patience every day. Because of these qualities, physicians who help care for our residents enjoy working at Dykeland Lodge and being part of the team.

Iona Wile MD
Medical Director Dykeland Lodge



Dr. Iona Wile, MD
Medical Director of
Dykeland Lodge

Dykeland Lodge wishes to thank Dr. Cathryn Smith and Dr. Nick Williams for their dedicated work through out the Pamdemic



LET'S TALK PHARMACY

Sobeys National Pharmacy Group is proud to provide pharmacy services to Dykeland Lodge through our dedicated LTC site at Lawtons Mill Cove Nursing Home Services, located in Bedford, Nova Scotia. Medications are delivered by a secure courier daily from Monday to Friday, with emergency service available after hours as needed. Pharmacy also provides 24/7 access to an on-call pharmacist in order to meet the emergent medication needs of our residents. Our pharmacy team includes 5 pharmacists, 2 registered pharmacy technicians, and 17 full and part-time pharmacy staff.

The clinical pharmacist for Dykeland Lodge is Evan Bezanson. Evan graduated from Dalhousie University College of Pharmacy and received Board Certification in Geriatric Pharmacy in 2015. Evan has a passion for geriatric care and works to ensure that medications are used safely and appropriately in older adults.

Sobeys National Pharmacy group has invested in state-of-the-art technologies which improve efficiency and reduce the risk of medication errors. Our automated dispensing systems individually identify and double check medications during the packaging process. We also support the use of an electronic medication record system at Dykeland which further reduces the risk of medication errors at the bedside.

As part of our relationship with Dykeland Lodge, pharmacy provides a variety of clinical services which includes a comprehensive medication review upon admission and twice yearly. A medication review comprises an analysis of the resident's current medications, medical conditions and allergies. We work in collaboration with the interdisciplinary team to ensure that residents are receiving optimal medication therapy which includes safety, efficacy, cost-effective treatment choices and avoidance of unwanted adverse effects. Evan's work ensures that the medication treatment plan changes as our residents themselves change. Medications that are no longer providing a benefit or that pose an unnecessary risk are decreased or discontinued over time. Evan also ensures that medications used are being covered by drug plans and advocates for the least expensive drug choices as well as the easiest to administer.

In addition to the direct patient care services, we also work with the leadership team at Dykeland Lodge to ensure that provincial and national standards of practice are met. Finally, your pharmacy team is happy to provide routine vaccination to the residents and staff at Dykeland Lodge. This includes annual Influenza vaccination and in recent years COVID-19 vaccination.

Our clinical pharmacist is on site at Dykeland lodge weekly and is available by request for any medication related questions or concerns.



Evan Bezanson,
PhC, BCGP

Lawtons
DRUGS

REHABILITATION SERVICES AT DYKELAND LODGE



Karoline Rangel, Rehab Assistant, Mirella Veras, Physiotherapist and Erin Lamb, Occupational Therapist
Caitlin Langille, Rehab Assistant (Currently of Maternity leave)

The rehabilitation program's primary goal is to improve the daily functional abilities of our residents through a comprehensive assessment and treatment to address physical, cognitive, and social challenges that have resulted in a decline in residents' ability to carry out everyday tasks. Our Rehab team provides services on continuous improvement, collaboration, and accountability. In our comprehensive approach, residents' families are integral team members and participate in team decision-making related to residents' goals.

Our rehabilitation team has a full-time occupational therapist (Erin Lamb), a full-time physiotherapist (Mirella Veras), and a full-time Rehab Assistant (Caitlin Langille) who is on maternity leave. In the meantime, we welcome Karoline Rangel as our temporary Rehab assistant.

Our Rehab team offers various services and programs, including educational and clinical services.

Clinical Rehabilitation Services include:

- Assessment and treatment to address decreased mobility, transfer concerns, range of motion, strength, balance, exercise prescription, and pain management
- Assessment and interventions regarding residents' need for seating or positioning, equipment (wheelchairs, power mobility assessments, specialized cushions, etc.)
- Prescription of orthotics or prosthetic supports
- Collaboration with the team for assessment, treatment, and prevention of pressure ulcers and recommendation of specialized equipment to decrease skin integrity issues
- Therapy room with equipment for laser therapy, Interferential Current (IFC), Wax Bath, and hot packs for pain management; treatment bed, parallel bar for walking and balance training; weights, elastic bands, and balls for therapeutic exercises
- Palliative care services to minimize the negative effects of the disease or invasive treatment.

New Clinical services/equipment available:

- Pelvic Health for urinary incontinence, including pessary assessment, insertion, removal, and follow-up procedure. A pessary is a device recommended for pelvic prolapse support. Our physiotherapist has advanced training in pelvic health, and services are available as requested

RECREATION PROGRAMS

- Acupuncture for pain management
- Clinical Tai Chi sessions (slow and gentle exercise suitable for all residents to improve flexibility, muscle strengthening, endurance, and balance)
- New positioning wedges purchased to help with offloading residents when in bed

Education Services:

- Clinical education placement for rehab students
- Our rehab team teaches safe handling and mobility classes for CCA students at Dykeland Lodge/CBBC
- Our physiotherapist, Mirella Veras, occasionally teaches clinical lab classes for physiotherapy students at Dalhousie University, which also helps to keep her physio knowledge and skills updated

Our department received the facility's first physiotherapy student from Dalhousie University for clinical and educational placement, Hannah Gibbons. It was an excellent opportunity for our rehab team to share knowledge, clinical skills, and our passion for helping residents in every aspect of their life, whether it be their health, regaining independence, or improving their quality of life.

We understand the urgent need for clinical placements for our rehab students throughout Atlantic Canada. The COVID-19 pandemic made it difficult for students to find placements. Students face challenges fulfilling their program requirements if enough placements are not offered. Our department has also taken a few OTA/PTA students. We look forward to continuing to offer clinical education placements for OTA/PTA and physiotherapy students, and welcome occupational therapy students.

Safety of Residents and Staff

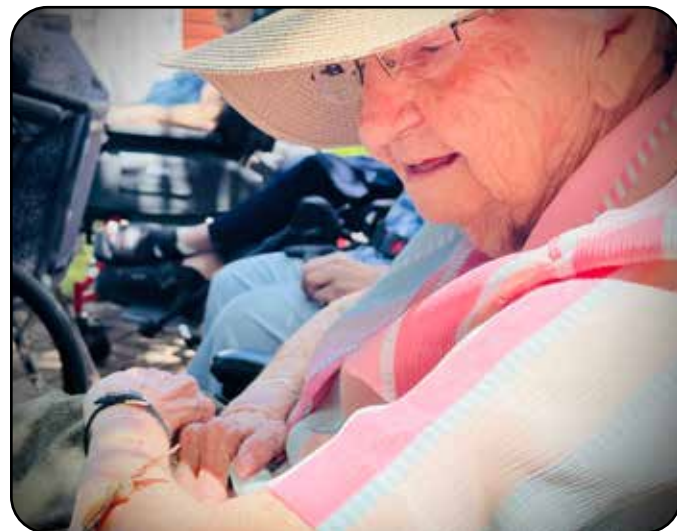
- Our Rehab team offers a Safe Handling and mobility training ergonomic course for all staff and new hires (the course is usually provided monthly or as per the request of our Health Services Manager, Ann Thibeau)
- Our occupational therapist, Erin Lamb, is the chair of the Falls Prevention committee and a member of the Wound Prevention committee
- Our Physiotherapist, Mirella Veras, is a member of the Occupational Health and Safety (OHS) committee and the Falls Prevention Committee
- New bedside logos were designed for staff to be able to easily and quickly recognize instructions regarding residents' mobility, transfer, and equipment needs.
- New Database to summarize residents' mobility and transfer status
- New database for work injuries. Dykeland is committed to health care workers' safety and well-being and recognizes that it allows staff to take good care of our residents
- Our rehab department is working closely with a WCB consultant to implement and monitor safety practices at work, including standard operational procedures, safe work practices, etc.

Our rehab team works closely with staff, residents, and their loved ones to establish a therapeutic treatment plan to rehabilitate the resident and maintain their maximum potential.



Erin Lamb now a McGill graduate





CONTINUING CARE ASSISTANT (CCA) PROGRAM

Dykeland Lodge and CBBC Continuing Care Assistant Program Update

The Work and Learn, CCA program consist of approximately eight weeks of in-class instruction before students move to the 3 and 2 Work and Learn model. Individuals will learn to provide care to meet the various needs of the elderly, disabled, and convalescents. Work and Learn, 3 and 2 model, students can complete their Continuing Care Assistant (CCA) course by attending three days a week and working two days a week in paid positions within the continuing care environment. The Progressive Education Continuing Care Assistant program is available in HRM, and rural areas throughout the province. Dykeland Lodge is thrilled to be one of the facility partners. This September we celebrate 3 years in partnership with CBBC College. An interview may be required before accepting students for clinical experience. Total program length: Total 30 – Theory 21, Practicum 9

Tuition, administration and exam fees, and books, will be provided to Nova Scotia residents who qualify for this unique program at no cost to the student! This forward-thinking announcement was made by Premier, Tim Houston and CBBC College in December of 2021. Dykeland Lodge now has a CCA Student Liaison Officer, Alicia Wainman and we are Thrilled to have her on board. Alicia, has done an amazing job navigating through this provincial opportunity with the students, CBBC and Dykeland Lodge.

PROGRAM OUTLINE

- Body Structures, Functions & Care Implications
- Care Management Setting and Communication in the Care Setting
- CCA Professional Development
- Dementia: Understanding the Journey
- Documentation and Technology in the Care Setting
- Environmental Safety and Safe Handling & Mobility
- First Aid/CPR Level C + AED, WHMIS & OH&S and LEAP
- Personal Care, Skills Development and Growth & Development
- Home Support Placement Overview
- Introduction to the CCA Program and the Health Care Sector
- Medication Awareness
- Mental Health & Social Well-Being



CCA students Bryce MacDow, and Amy Lake

INSPIRING ANNOUNCEMENTS FOR CCA STUDENTS IN 2022



April CCA students providing support to the team and residents during our Covid Outbreak



Premier, Tim Houston announcing free CCA Tuition for students in the Work to Learn program



CEO and Owner of CBBC College, Henry Devlin and Dykeland Lodge Administrator, Krista Beeler



November 2021 the first Work to Learn CCA class receiving free tuition



CCA students Amy Schofield, Bryce MacDow and CCA Marg Pettigrew



Amy and Bryce getting instructions from CCA Ambassador Sarah Jackson



LPN AND RN INCENTIVE BONUS PROGRAM

In the fall of 2021, the Board of Dykeland Lodge implemented a new incentive bonus program for current CCA employees upgrading to LPN's. The incentive is an incremental \$2,500 after 18 months of employment with Dykeland Lodge. Congratulations to our returning LPN's who have received the new incentive.



Dalhousie University RN students enjoying their Clinical Placement at Dykeland

GENTLE PERSUASIVE APPROACH CERTIFICATION

Congratulation to our new certified GPA trainer, Victoria Gagne. Victoria will be offering the GPA training to all employees this June. The program provides current best practices and strategies for de-escalating protective behaviors. It's a program that focuses of personhood rather than behaviors.



Dykeland Lodge was thrilled to be chosen as a pilot facility for this engaging wellness program, for our health care heroes. Years of staffing shortages and Covid restrictions has brought Long Term Care workers to their knees. The pressure of daily life combined with shortages and pandemics protocols has made the need for self-care and wellness a much-needed necessity for our employees. Employee Jennifer Temprow said " it reminded me to come up for air and take a deep breath" Dykeland looks forward growing and promoting this program over the summer.

"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."

NEW BUILD UPDATE

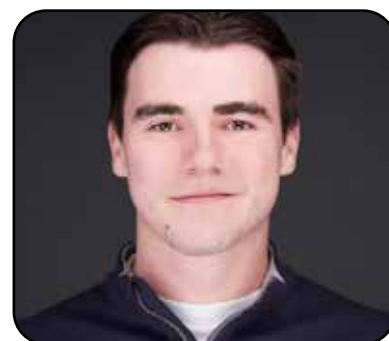


We are well on our way into the first phases of our new Long-Term Care Replacement Facility. The Dykeland Build Team has engaged the project manager, Grey Cardinal Management Inc., who we will work closely with to see our Long-Term Care Facility Replacement come to life.

An Archeological team has been retained to assess the property for any evidence of sensitive material relating to the First Nations background of our lands. Design team interviews are under way, with the preferred proponent being selected and recommended to the Department of Seniors and Long-Term Care for approval. Also, we are in the process of choosing additional project team members, such as the Commissioning Agent and Construction Manager.

When the Design team is secured, the next steps of the process will begin with developing a functional program, which defines the character, services, scope, functions, and space requirements in sufficient detail for subsequent design or approvals.

Dykeland and Grey Cardinal have held sessions within the Community to keep the project process and schedule as transparent as possible, attempting to address concerns within the Community. Updates which will provide a project overview and monthly insight to schedule and project milestones is available on the Dykeland Lodge Website.



Andrew McIntyre
Jr. Project Manager



Donna Hoar, GSC, CHC
Project Manager



Villa Acadienne new Long Term Care facility building under way!



Peter Murray, Chairman of the Board, Ed Sherma, Director of Infrastructure and Krista Beeler Administrator



A room with a view



Dykeland Lodge Senior Leadership and Board had the pleasure of touring the new Villa Acadienne in Meteghan, NS earlier this spring. This photo shows one of the spacious resident wings



Carlene Cole Beaver, Director of Food Service, Victoria Gagne, Director of Recreation and Ann Thibeau, Health Services



Soon to be our reality. Thank you to the Leadership team and Project Manager of Villa Acadienne for the incredible tour

Villa Acadienne large recreation room will be such a welcome addition for the residents once completed



DALHOUSIE UNIVERSITY LEADERSHIP IN CONTINUING CARE CERTIFICATE PROGRAM

Over six days of intensive study and discussion, the participants will hear from an exceptional range of industry experts and academics. Instructors will provide models of best practice in the core areas of Continuing Care Administration: financial management, legislation and licensing, HR & communications, and operations & continuous improvement. These different strands of discussion will be tied together by an overarching focus on the Philosophy of Care, and how the principles of effective, empathetic provision should underpin the day-to-day running of their organizations.



The Spring graduating class include 4 of our Senior Leaders, Director of Care, Michelle MacDonald, Director of Infrastructure, Ed Sherman, Human Resource Finance and Benefits Coordinator Sylvana Jarmash and Director of Food Services, Carlene Cole-Beaver



"Health leaders today face tough challenges. This intensive executive certificate blends academic rigor with extensive front-line expertise to provide continuing care leaders with the knowledge and skills they need to meet those challenges."

Dr Tanya Packer
Director - School of Health Administration

"Building capacity among our emerging leaders is critical: this program reflects the commitment our sector leaders have made to continuous quality improvement."

Michele Lowe, Executive Director - NHNSA

EMPLOYEE CONGRATULATIONS AND ACCOMPLISHMENTS

Amazing to think our employees were able to accomplish so many amazing things through out the past year. Here is a little snapshot and if I have forgotten anyone, please know we are thinking of everyone this year and sending our congratulations!

- Abby Condon – Graduated June 2022, Hair Design, Hair Design College, Halifax (Recreation)
- Alisha Caldwell – Completing PLAR Program (PCW)
- Amanda MacGillivray – Completing PLAR Program (PCW)
- Amy Schofield - LPN program NSCC (CCA) wait listed
- Arianna Cutler- Foodservice Worker – received the Lieutenant Governors Medal
- Arlene Spencer- completed advanced Food Safety Course
- Ashlyn Clements - 1st year LPN NSCC (CCA)
- Brett Fredricks – LPN Program
- Brianna MacDonald— Graduating LPN NSCC summer 2022 (CCA)
- Carlene Cole-Beaver - Leadership in Continuing Care Administration Certificate
- Danielle Gagne – 2nd year Bachelor of Nursing St.Fx with scholarship (Recreation)
- Dawn Power – completed Advanced Food Safety Course
- Edward Sherman - Leadership in Continuing Care Administration Certificate
- Emily Mongeon— 2nd year LPN Holland College (CCA)
- Hannah Allen—2nd year LPN Holland College (CCA)
- Hannah Davis Comeau—Graduated RN STFX University
- Jerrica Thibeau—Accepted at start RN Program at Dalhousie University (CCA)
- Jessica States – Graduating LPN Program NSCC (CCA)
- Jilisa Temprow - 2nd year Bachelor of Education, Acadia (Recreation)
- Jillian Beaver- LTCA rec- received the Lieutenant Governors medal
- Kailee Kelly – Fire Fighter Certification
- Karen Hart – Fire Fighter Level 2
- Kaylee MacAskill - 2nd year LPN Program NSCC (CCA)
- Kia Sawler— RN program at CBU (CCA)
- Lori McDade – Level 2 Fire Fighter (CCA)
- Lydia Theriault – Medical Office Program (CCA)
- McKenzie Little – 1st year LPN NSCC (CCA)
- Mia Simms – LPN Program (NSCC)
- Meghan Crowell— LPN program NSCC (FSW) wait listed
- Michelle MacDonald - Leadership in Continuing Care Administration Certificate
- Mikayla Ward— Graduating LPN NSCC summer 2022 (CCA)
- Nakia Wells – 3rd year Bachelor of Nursing MUN (CCA)
- Rachel Hunter – 2nd year RN Program (CCA)
- Shawna Macumber - 1st year LPN NSCC (CCA)
- Sylvana Jarmash - Leadership in Continuing Care Administration Certificate
- Tanya Condon – 2nd year LPN Program NSCC (CCA)

Babies born too many names to mention, congratulations on your new bundle of joy or soon to be bundle of joy. 2021-2022 employee promotions and High School Graduates Congratulations! Volunteers we have missed you dearly and look forward to having you back in the building soon!

To every employee in all departments for flexing shifts and working overtime during this past year, thank you from the bottom of our hearts



NOVA SCOTIA NURSING UNION



The Nova Scotia Nurses Union (NSNU) is a professional union representing more than 7900 Registered Nurses, Licensed Practical Nurses and Nurse Practitioners in Nova Scotia hospitals, long term care facilities, adult residential centers, and community nursing practices.

The NSNU, as a member of the Canadian Federation of Unions joins together with over 200,000 nurses and student Nurses across Canada, advocating for improved patient care, safe and fair working conditions, and the protection of the Canadian Healthcare System.

The NSNU local at Dykeland lodge consists of President: Audra McNeil, Vice President Shelby Dearman, Secretary Alicia Pottie, Treasurer Michelle Leopold, and OH&S Karen Graves.

The Dykeland Local along with Management meet quarterly to ensure the terms of The Collective Agreement are being met and to define problems, develop viable solutions to such problems and recommend the proposed solutions to the appropriate Employer Authority.

Collaboratively we aim to ensure staff and resident safety while providing the best care possible.



Audra McNeil, President



Shelby Dearman, Vice President



Alicia Pottie, Secretary

SEIU

Service Employees International Union (SEIU Local 2) represents over 18,000 essential workers in Ontario, British Columbia, Nova Scotia, New Brunswick and Alberta.

SEIU is a union of about 2 million diverse members in healthcare, the public sector and property services in Canada, the USA, and Puerto Rico.

Our Dykeland Local is represented by Chief Shop Steward Sarah Jackson, Shop Stewards Josh Harvey & Zoe Christopherson.

The Dykeland Local meets quarterly with the management team to discuss any issues brought forward from SEIU members of the Dietary, Environmental Services, Maintenance, Recreation, Nursing & Rehab Service departments collectively aiming to find a solution. While collaboratively maintain safe work environment for our staff while providing amazing care for our residents.



Sarah Jackson, President



Zoe Grave, Vice-President

SECTOR TESTIMONIALS

The global COVID-19 pandemic has presented the most significant test of long-term care organizations of our generation. Boards, Administrators, and employees have been challenged repeatedly for over two years to reinvent, realign and re-evaluate, while continuing to provide quality care in a safe, supportive environment.

Despite these unprecedented challenges, and even though the threat of the pandemic is not over, the Board, Administrator and the Team at Dykeland Lodge have continued to contribute to the sector, by providing information, education and leadership to current and emerging leaders in Long-term Care. Examples I have personally witnessed in my role as a leadership and governance specialist this past year include: a) Krista Beeler, Administrator, was a key informant who contributed to the recent Continuing Care Recruitment and Retention Strategy, produced by the Health Care Human Resource Sector Council for the Department of Health and Wellness; b) Brenda Ennis, Director of Finance, participated as faculty for the new Dalhousie University Leaders in Continuing Care Certificate Program, and c) Peter Murray, Board Chair, and Krista Beeler, Administrator, participated in the Governance Module of the Dalhousie University Leaders in Continuing Care Certificate Program earlier this spring.

Tireless in their commitment and efforts to those in their care, those who contribute to quality care, and to developing leaders in the sector today and into the future, the Board, Administrator and Team at Dykeland Lodge are to be commended.



Where do I begin? It has certainly been an incredible five years at Dykeland Lodge. During that time, I was able to experience what it truly means to be a part of a team; a team that is 100% invested in your success. The impact that this facility has on the LTC sector in the province is remarkable. From the Board of Directors and Senior Leaders to the staff, residents and their families; you continue to move forward with perseverance, determination and most of all; compassion despite the overwhelming challenges you have been faced with. I am humbled with the fact that I can say I have developed lifelong friends while working there and to always know; I am only a phone call away.

All the best,

Gabrielle Tullis



Carla Anglehart,
Leadership and
Governance Specialist



Gabrielle Tullis,
Regional Infection Control
Registered Nurse, Labrador
and Former Director of
Nursing Dykeland Lodge

HEARTFELT ACKNOWLEDGEMENTS AND SPECIAL MENTION

Our Amazing Dykeland Lodge Employees
Dykeland Lodge Board of Directors
Honorable Tim Houston, Premier of Nova Scotia
Barbara Adams, Minister of Seniors and Long-Term Care
Michelle Thompson, Minister of Health and Wellness
Dr. Iona Wile, Medical Director
House Doctors – Dr. Cathryn Smith and Dr. Nick Williams
Cardinal - David Matthews
Lawton's - Dave Jones
Lawton's - Evan Bezanson
Lawton's Pharmacy - Trina Organ
Sobeys – Trevor Gunn and Jennifer Shmalz
Superstore Pharmacy - Jennifer Chaisson
Dalhousie University Health Administration – Tanya Packer
Art of Resiliency – Pamela MacLean and Serena Lewis
Dykeland Lodge Society
IPAC – Sheila Sheppard, Patsy Rawling and Dr. L. Johnson
Dial-A-Ride - Vaccine Resident Transport
Lawton's and Business Development Specialist, Jenn Schmalz
Bird Construction, Consultants and Partnership Team, Rick Buhr and Neal Lade
CBBC College and Students 2021/2022
Brenda Lee Bragdon and Sarah Dykens, CCA Instructors and Program Coordinators
Jeff Henshaw – IT Support Dykeland Lodge, Custom Media
Kevin McNamara – Continued Support and Long-Term Care Advocacy
Kristy McNamara – AGM editing and supports
NHNSA – Executive Director, Michelle Lowe
HANS – CEO, Mary Lee
SEIU – Jackie Swaine and Team
NSNU - Angela McKinnon
NSHA – Wendy McVeigh and Susan Stevens
Public Health Authority
Workers Compensation Board – Chris Spinney
Aware-NS – Heather Matthews
Lisa Cunningham - TENA
Vanessa Yurchesyn - CPS
Delores Gaskin - Point Click Care
Gordon Food Service, Andrew Lavoie, Letitia Rowley
Swish - Mike Hickey
Leon MacDonald – Landscaping
Melissa Sheehy-Richard, MLA Windsor/West Hants Regional Municipality
Leslie Porter and The Care Mongers
Mayor, Abe Zebian and Councilors of West Hants Regional Municipality
Haliburton Place – Pam Woodman and team
Windsor Elms – Sue MacDougall and team
Families and Friends of Dykeland Lodge Residents
All of our Fabulous Dykeland Volunteers

Please



“Enriching Happiness”



Winifred Crossley

December 14, 1936 - April 26, 2022

A beloved Dykeland Lodge resident who brought a smile with her everywhere she went. Even Covid restriction couldn't deter her from spreading laughter and joy throughout the building.



Thank you
 Allen Print

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