

Along the Journey

a newsletter for our community and friends

SPRING/SUMMER 2005

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\$65,000 Received for Wellness Center

Wellness. Fitness. Healthy aging. These terms are certainly familiar to all of us, and define a way of life that is very accepted in today's culture. So before you dismiss these terms as something foreign to an organization such as Baptist Homes, think again!

Baptist Homes believes that everyone in our community, resident and staff alike, has an equal right to access every appropriate means of preserving and improving their personal health and well-being. And we're turning our belief into a reality, with the help of some generous funding sources.

Baptist Homes has received grants totaling \$65,000 from the George H. Campbell, Lillian S. Campbell, and Mary S. Campbell Foundation, the Margaret J. Biddle Fund through the PNC Advisors Charitable Trust Committee, and the Amelia Miles Foundation through the PNC Advisors Charitable Trust Committee.

In 2003 our Board of Directors directed our management team to develop an atmosphere which fosters wellness. We adopted a Wellness Philosophy, added Wellness to our Statement of Values, appointed a Wellness Coordinator, and developed a unique three-tiered approach to address the varying needs of everyone who lives and works with us. You've read about these initiatives in our newsletter and annual report.

Now it's time for the next phase...an actual Wellness Center, with age and condition appropriate fitness equipment, and a wellness program integrated across our continuum. Support from these foundations will allow us to renovate a portion of our ground floor and Activity Room space into a fitness center, and purchase and install the equipment which will be accessed by staff and residents alike. Our Wellness Coordinator, in conjunction with other members of our care team including rehabilitation services and therapeutic recreational activities, will oversee the process that determines appropriate activity for our residents.

At Baptist Homes, our focus has always been on independence, rather than dependence, and on ability, rather than disability. Through this wonderful foundation support, we can now give individuals access to the means to become the best they can be...whatever their age! We'll keep you posted on our plans as they develop, and welcome your thoughts and comments about this new programming addition to our 95-year ministry!

Baptist
HOMES

President's Perspective

Leadership Excellence

Baptist Homes has long been committed to quality, and we believe quality first can be created by encouraging a culture of leadership excellence. Recently several of us attended a meeting exploring the role of leadership in both our communities and the organizations in which we serve. As we studied how we relate to those whose lives we touch, a number of key principles emerged:



Todd F. Swartzel

- ❖ Quality leadership embraces the values of accountability and responsibility to our communities, those we serve, and to our organization's mission and values
- ❖ Quality leadership demonstrates corporate social accountability
- ❖ Quality leadership is actively engaged and uses performance improvement tools
- ❖ Quality leadership is clear on roles and responsibilities and can demonstrate accomplishments.

We felt so strongly about the value these principles would add to Baptist Homes that we committed to leadership training for our entire management team and supervisors. These individuals recently completed a series of ten Leadership Excellence workshops conducted in partnership with the Faith Based Network and Developmental Dimensions International. The sessions focused on areas critical to leadership in long term care, and provided learning tools for creating a culture of quality within the organization. Topics included: consensus building, conflict resolution, communicating and listening, coaching and teamwork, delegating for productivity and growth, and other essential skills for senior living managers.

The sessions reinforced our conviction that a quality workplace is necessary in order to create quality of life for the resident. We learned that a leader, through actions and words, sets the tone, mentors staff, nurtures individuals, encourages teamwork and creates a positive work environment. The impact of the Leadership Excellence program will be organization-wide, and benefit our skilled and devoted caregivers, provide supportive leadership systems and tools, and promote our continuing efforts to improve organizational systems. The end result? An environment in which our residents will thrive.

We continue to be passionate about and believe in what we do! At Baptist Homes we try to make life all it can be for those whose path we are fortunate to cross. Thank you for the commitment you bring to our community and to Baptist Homes.



Baptist Homes is one of 2,500 organizations across the nation who have signed the American Association of Homes and Services for the Aging (AAHSA) Quality First membership covenant. We are committed to achieving excellence in the quality of care and services provided to consumers, and to earning the public's trust.



We loved the Halloween visit from these adorable unicorns!



The Red Hat Society has arrived at Baptist Homes. This group, 49 women strong, encourages fun and friendship after 50, and will meet every other month. Pictured (left to right) are Betty Chesnos, Betty Hamilton, and Helen Isaac.



Stop by our ground floor display case and enjoy two wonderful doll collections left to the Baptist Homes by former residents LuCinda Smith and Nada Bozic.

Person-Centered Care

By Jean Morelli, Assistant Administrator

One of the goals set this year by our Nursing Department is to make Person-Centered Care the operational objective for the care of our residents. To meet this goal, we received a grant through the Faith Based Network to develop staff as trainers for a program that establishes the person-centered approach within the framework of care that is provided at the Baptist Homes.

Dina Miller, Assistant Director of Nursing for staff development, and I completed the three day training course which enabled us to present the Person-Centered program to all of our RNs, LPNs, and Nurse Aide Mentors.

Person-Centered care is defining a new culture for Baptist Homes. The nursing leaders focus on challenging our current care practices, inspiring the vision of Person-Centered Care, and encouraging the entire nursing team to model the Person-Centered objectives. This care approach helps us to:

- ❖ see the person as a unique individual
- ❖ respect the individual's remaining skills and abilities
- ❖ support the person so they can be successful and maintain independence
- ❖ meet the individual's needs for attachment, inclusion, identity, occupation, and comfort, and
- ❖ support the person as a member of the community.

Person-Centered Care also allows our staff to value the work they do and encourages them to have input into the work process. It recognizes each person's talents, supports their individual growth, and nurtures new staff as members of a care team.

Our continuing goal is to provide an environment at Baptist Homes that is life-affirming, satisfying, dignified, and meaningful. We welcome your thoughts and hope you'll let us know how we are doing! You may reach me at 412-572-8212 or Rosi Minniti, DON, at 412-572-8239.

Two Women

By Kathleen Zilaitis

As part of an interview assignment for a Cultural Diversity class at UPMC Shadyside School of Nursing, I chose to examine the life of a resident and a caregiver in an Assisted Living Residence. Both were strangers to me. After talking with them, I discovered a tale of two strong, independent and dedicated women whose lives would not likely have crossed outside the facility, but who have made a difference to each other.

Marie Bluestone is 83, and her path to Baptist Homes weaves through a fascinating and independent life. Marie grew up in Meyersdale, PA, and speaks fondly of the annual Maplefest, where people from all over the country would come to sample and purchase the area's famous maple syrup. Traditionally, young ladies of Marie's generation were encouraged to marry young and raise a family. Marie's was a close knit family of two sisters and a brother. Her parents encouraged her to continue her education, but the financial reality of living in the middle of World War II made college unfeasible. Instead, Marie took the Civil Service Exam, and at age 19, began a career at the Pentagon in Washington, DC.

For nine years Marie worked in the Small Arms and Development Research Department, which developed the modification of the grenade launcher and the Bazooka, both very confidential projects. As secretary to the full colonel in charge, Marie traveled to many major US cities.

After the war, Marie moved back to Pittsburgh and worked at Eye and Ear Hospital, and as office manager for a noted Ear, Nose and Throat Specialist. She later moved on to serve as hostess of Heinz Chapel, where she coordinated over 4,000 ceremonies as wedding coordinator. During this time, the surgeon she had previously worked for introduced her to his son, and at 49, Marie married the love of her life.

Unfortunately, Marie's husband passed away after only six years of marriage, and Marie worked until 1991, when health considerations required that she move into an assisted living facility. If you visit her room, you'll find it packed with photos and letters which trace her very full life. She is happy and content, in large part because of her resident assistant, Kathy Walsh.

Kathy is a certified nurse aide who has worked with seniors for over 24 years. Kathy is representative of the staff at Baptist Homes who have made a career of serving older adults. She is dedicated to the residents, and advocates for them daily. Healthcare staff must often serve as the voice of the resident, and Kathy's is a strong one! She knows each and every resident as an individual, and is attuned to their likes, dislikes, habits, and personalities. More importantly, she honors that individuality, and allows residents to continue to live as they choose, within the framework of our organization. Kathy loves her job.

Marie's life in Assisted Living is a hallmark to her years of independence, and she establishes her routine to meet her needs and her priorities. Kathy enables and encourages that independence. I will draw upon the insight and qualities of both of these individuals as I move forward in my career as a healthcare professional and advocate for my patients.



Marie Bluestone and Kathy Walsh

Life Connections

By Carol Fierst, Director of Independent Living

When you see the word connection, what comes to mind? Making your connection at the airport? Wishing you had a high speed internet connection to surf the web faster? Or maybe it is something far more important, like the connections we have with one another? Since Baptist Manor opened in 1979, our residents have



Manor residents enjoying the annual Christmas party.

formed strong bonds of friendship which have grown into a spirit of family. And it is a family comprised of individuals from many diversified backgrounds and talents. We live among artists, authors, nurses, teachers, veterans, homemakers and grandparents.

Eight of our current residents were among the first residents to call Baptist Manor home. They came from a variety of geographic locations to build the community where they have lived for over 25 years. And it is always amazing to learn how the paths of those lives interconnect and intersect!

I remember one particular resident who looked vaguely familiar to me, but I could not quite place how I knew her. In the course of our conversations I learned she had been the secretary at Dormont High School, my alma mater. I brought in my yearbooks and we both enjoyed a walk down memory lane. On another day I overheard one resident remark to a new resident that she looked like someone she had known many years ago. Amazingly, the two ladies had been childhood friends, and had not seen each other for over 70 years.

Our application contains the question “How did you hear about the Baptist Manor?” The answer is almost always the same - “Friend/Family” or “Current Resident”. This speaks volumes about our organization. As you trace our residents through the years, you will find mothers and daughters, husbands and wives, sisters, cousins, previous neighbors, relatives of staff members, former employees and church friends. And you will also find individuals who have connected with each other in new ways. The stories of their lives and memories they share help define the community that is Baptist Manor.

Thank you to all of the families, friends, and staff members who supported this year's Angel Tree Project. Residents from our Nursing Center and Assisted Living Residence stated that “Santa” seemed to know exactly what each person either wanted or needed!

Baptist Homes for the Holidays featured Phil Aley and the bell choir from the Mt. Lebanon United Presbyterian Church, followed by a tempting Christmas cookie reception.

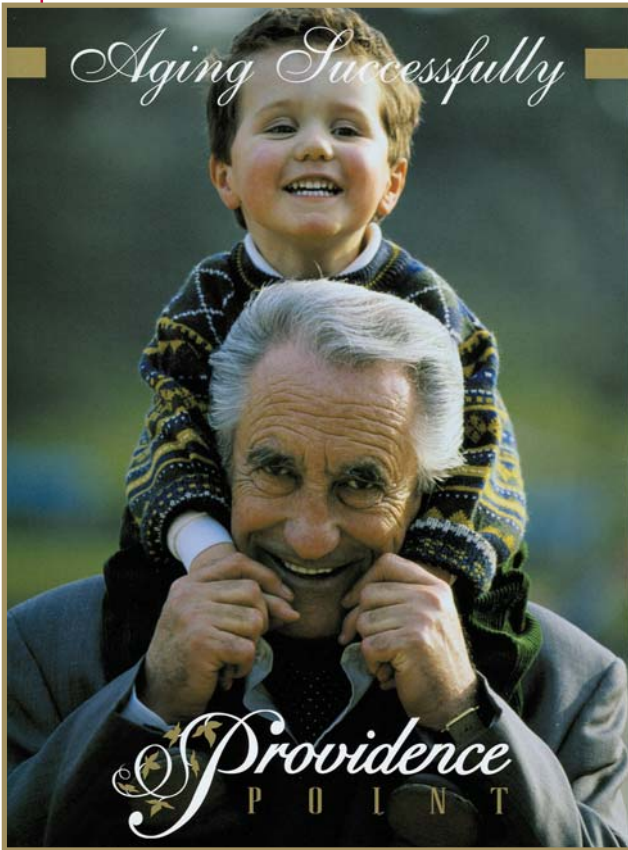


Have you noticed the new buzz word? It is wellness, and everyone seems to be talking about it. Wellness is a broad concept, and conveys the fact that all aspects of human health are functioning at the level most achievable for an individual's personal situation.

In the last issue of this newsletter, you read about the generous grants Baptist Homes received to create a new wellness center for residents and staff. Work has already begun on that project, and the center will be welcome new addition to the campus this summer.

Providence Point will also have a comprehensive Wellness Center for residents of that new community. Our master plan calls for a warm water swimming pool, exercise equipment, a day spa with its massage therapies, manicure, pedicure, and beauty salon. However, wellness goes beyond just physical activities, and at Providence Point, there will be many opportunities to enhance spiritual, mental and social aspects of wellness. We will offer a totally holistic approach.

Why the wellness buzz? Studies have shown that increased physical activity helps decrease the chance of developing diseases, increases mental acuity, sustains emotional stability, and keeps everything working and humming the way it should!



Today's seniors are active, more engaged, and very attuned to staying well. They want to have access to wellness centers in order to stay at their optimum levels. This is one of the reasons motivating individuals to reserve their home at Providence Point. The type of wellness programming we will offer is not available at other independent living communities in the community.

Wellness is further validated this summer in Pittsburgh, as the city hosts the Senior Olympics. Older adults from across the country will be competing in a number of venues and their stories inspire and encourage all of us. Providence Point and Baptist Homes are proud sponsors of this event through the Faith Based Network, and we recently "passed the Olympic Torch" in celebration of this significant event. Perhaps the wellness focus in our communities will encourage resident representation at the next Senior Olympics!

The buzz is about wellness. Make it part of your life. The payoff is a healthier, happier you!



Reflections

By Rev. Carol Ross Irwin

It is a little strange to be writing a “final” *Reflections* column. I first wrote this article for the Hillside Chatter when I began my chaplaincy in 1989. *Reflections* continued to be published in *Diamonds*, and now in our newly renamed newsletter *Along the Journey*, and has given me the opportunity to share the story of Baptist Homes with you for 15 years. It is now time to say farewell to the Baptist Homes family as God called me to a different ministry to pastor Franklin Park Baptist Church in Sewickley.

While I was cleaning out my office, I came across many of my past articles and enjoyed remembering the events that prompted the columns. One of the frequent themes was dealing with change. Things are changing at Baptist Homes — but that is not new.

It is interesting to compare what this organization was fifteen years ago and what it is today. The residents are both different and the same. Our residents are older and more medically fragile than they were in the 80’s, and our medical supports are more sophisticated. Yet our residents still need to be a part of a community, to be cared for, and to be reminded of God’s presence in their lives.

The climate has definitely changed in the years I have been serving here. There is more emphasis on documentation and oversight from outside agencies, and that has been both positive and negative. It has resulted in improved care at facilities everywhere – the elimination of physical restraints, earlier intervention in weight loss, and greater focus on the residents’ right to make their own choices. But this emphasis also often takes staff time away from residents and focuses it more upon paper compliance issues.

But what has not changed at Baptist Homes is the commitment to caring for older adults and individuals in need. While the financial realities continue to challenge us, the organization keeps trying to adapt, and remains determined to provide the highest quality, caring environment for those who are a part of our community.

Although I am really enjoying the new ministry to which God has called me, I miss the residents and staff of Baptist Homes. They will always maintain a special place in my heart.

Note: Rev. Carol Ross Irwin’s last day at Baptist Homes was April 5. We welcome Shirley Farino as our new Chaplain. Shirley is a licensed American Baptist lay pastor, and will minister to residents of all three program areas, as well as family members and staff. Shirley has been a member of the Baptist Homes family for over thirty years, previously serving as Director of Assisted Living and Director of Marketing. She is also the pastor of the First Baptist Church in Mt. Pleasant PA.

A copy of the official registration and financial information of Baptist Homes Foundation may be obtained from Pennsylvania Department of State by calling toll-free, within Pennsylvania, 1-800-732-0999. Registration does not imply endorsement.



MEMORIAL AND IN HONOR GIFTS

August 1, 2004 ~ January 7, 2005

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Duquesne First Baptist Church

Melvin Watkins

Duquesne First Baptist Church

Myrtle Jane Webster

Dr. & Mrs. Don G. Garver

Aura Mae Wendel

Mrs. Audrey Evans

Carmella A. Wengryn

Anonymous
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Ms. Janet F. Feldmeier

Mrs. Dorothy J. Fetsko
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In celebration of the lives of our residents who have passed away:

Julius C. Aloe	Henry R. Dennis	Mathilde J. Hasley	Stephen Pudlick
Henry C. Barron	Rose Douglas	Helen M. Henkel	LuCinda A. Smith
Dorothy L. Bedford	Nancy A. Duffy	Shuang T. Juang	Josephine Sveizkas
Andrew D. Bogard	Paul Dunn	Caroline T. Kuba	Ethel M. Thompson
Edna M. Brandstetter	Gene H. Durkin	Raymond J. Laux, Sr.	Catherine Timura
Victoria Brizek	Glesna G. Ekholm	Lillian S. Lawrence	Janet A. Zanardelli
Walter L. Caldwell, Sr.	Ottilia A. Freund	Ann L. Linnert	
Edmund A. Coury	Florence R. Guzik	Gladys B. Peach	

Points Along the Journey

In honor of Jim Cardamone on his 91st birthday

Kathleen S. Anderson

In memory of Alice Chakmak on her November 11 birthday

Albert Chakmak
Arline C. Heath

In memory of Miriam M. Wineberg on her 100th birthday

Mr. & Mrs. Ralph M. Gault
Mrs. Miriam R. Holden

In honor of the staff who provide such excellent care to Florence Barger

Susan Barger

In memory of Catherine Fillippa on her December 30 birthday

Mrs. Mary Ellen Sekely & Family

In honor of Mary Jane & Ralph Gault's 54th wedding anniversary

Miriam R. Holden

In honor and memory of our beloved pastoral volunteer (and Santa), Joe Overend, for his decades of loving service and prayer to all of our residents. His kindness will always be remembered with sincere gratitude

Baptist Homes Friends of Joe & Betty

Remembering our loved ones who cannot be with us during the holidays

Mr. & Mrs. Stephen J. Gray

NEWSLETTER BY E-MAIL

To receive a copy of this newsletter electronically, please contact us at development@baptisthomes.org. Include your name, mailing address, and e-mail address. We'll make the switch from direct mail to e-mail in 2005.



Along the Journey is published three times a year for friends of Baptist Homes.

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Karen L. McQuiston *Layout & Design*

Join us for our

12th Annual Charity Golf Outing

Monday, May 9, 2005

St. Clair Country Club

Non-golfers can support us this year by purchasing tickets for our Charity Raffle.

First Prize

Toshiba 51" HDTV-compatible TV and Yamaha 5.1 Channel Home Theater System, includes delivery & setup by Audio Junction (approximate value \$2600)

Second Prize

\$500 cash

Third Prize

A Dinner a Month
(12 restaurant certificates,
approximate value \$350)

Donation \$5 each, or 3 for \$10

For golf or ticket information, call 412-572-8266 or email development@baptisthomes.org

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