



# THE COMMUNICATOR

KENNETH E. SPENCER MEMORIAL HOME

April, May 2012



*From the Desk of  
Barbara Tremble Cook  
Executive Director*

Spring has arrived and we are planning our Volunteer Banquet for April 18<sup>th</sup>. This is a great evening of celebration for those who share their love and compassion for others.

*Riches take wings, comforts vanish, and hope withers away,  
but love stays with us.*

*Lew Wallace*

Please remember to thank the volunteers when you see them!

Accreditation Canada survey is just around the corner. Please be advised that surveyors will be here at Spencer Home on May 7<sup>th</sup> and 10<sup>th</sup>. Surveyors use direct observation, staff and client interaction, and document review (client records) to validate compliance with standards. This means staff and clients may be approached by a surveyor seeking clarification or guidance with everyday work processes.

We embarked on a plumbing contract in November 2011 funded under the provincial Capital Renewal and Replacement Plan for nursing homes. We can report that the project is going well. Section one is almost complete with only the demolition of the old system to complete. Moncton Plumbing replaced the hot water tank (2,000 lbs) in the basement last week. The tank JUST made it out through the doors! Work is being done throughout the building and Section 2 is next to complete. Staff employed by Edgeline Construction Limited and Moncton Plumbing report their appreciation for the cooperation of Spencer Home staff throughout this project! Thank you to everyone for the accommodation to get this improvement in place.

The Spencer Home Foundation is organizing a banquet May 3 to raise money for a new bus for resident's outings. We appreciate the effort of this community board and their interest in supporting the life of our residents. Donations made to the Spencer Home Foundation provide items not funded in our budget and add comfort and enjoyment.

Easter Blessing to you and yours!

*Together We Care!  
Barbara*



## The Privilege of Sharing

A quick glance at the calendar for the next few weeks reminds me of a couple of special events to remember. The Easter season is upon us and that will be followed by Mother's Day and Victoria Day in May. And no doubt there will be a birthday or two and a couple of special anniversaries to remember.

As I ponder the approach of special dates on the calendar, it causes me to realize something that I already know – for our residents, for many different reasons, special events really take on a significance that many people in the community just don't understand. And the reason for this is really quite elementary, we are on the go and busy in our families and in the community, and our residents, for the most part, are not. In fact, for our residents, the home is their community, and to some it is the only family they have! So, with each special date on a calendar that we take for granted and wait for, our residents look forward to with a certain amount of impatience.

If there is a time, for me, as Director of Pastoral Care, that causes me to pause and reflect with some sadness, it is when I am personally planning for another special date on a calendar, and I find myself wondering how one resident or another is going to mark the day, if at all, and who they will observe it with, if anyone.

Each time that this catches me in a quiet, pensive mood, I am reminded yet once again that with the passing of each day one of the greatest gifts that we can offer anyone, whether family or friend, or a person down the road, or on one of the wings here at Spencer Home is time; the time to set aside the time to help a resident celebrate or remember a special date on their calendar.

I realize that the one thing that I don't have enough of is time, and that in itself is reminder enough that I am the only one who can make the time to make a difference in the life of another! Think about it – let it sink in – and ask yourself, how do you like to celebrate special occasions? I'm guessing that you prefer the company of family and friends!

As I write this, one of our oldest residents is celebrating her 97<sup>th</sup> Birthday – and she did so with a party of family and friends. And what were her thoughts to me after the fact? "I thoroughly enjoyed myself, for one who doesn't even like parties!"

Oh the privilege and pleasure of marking special events with the people in our lives!

*Pastor Scott Ryder  
Director, Pastoral Care*

# My, How Times Have Changed

## The History of 'APRONS'



I don't think our kids know what an apron is. The principal use of Grandma's apron was to protect the dress underneath, because she only had a few, it was easier to wash aprons than dresses and they used less material, but along with that, it served as a potholder for removing hot pans from the oven.

It was wonderful for drying children's tears, and on occasion was even used for cleaning out dirty ears.

From the chicken coop, the apron was used for carrying eggs, fussy chicks, and sometimes half-hatched eggs to be finished in the warming oven. When company came, those aprons were ideal hiding places for shy kids. And when the weather was cold grandma wrapped it around her arms.

Those big old aprons wiped many a perspiring brow, bent over the hot wood stove. Chips and kindling wood were brought into the kitchen in that apron.

From the garden, it carried all sorts of vegeta-

bles. After the peas had been shelled, it carried out the hulls. In the fall, the apron was used to bring in apples that had fallen from the trees.

When unexpected company drove up the road, it was surprising how much furniture that old apron could dust in a matter of seconds.

When dinner was ready, Grandma walked out onto the porch, waved her apron, and the men folks knew it was time to come in to dinner.

It will be a long time before someone invents something that will replace that 'old-time apron' that served so many purposes.



## From our Rehab Team

### Skin Protection and Cushion Covers



When a manufacturer designs a wheelchair cushion, the cover is integral to the design of the overall cushion. The design and materials used in the cushion cover work in conjunction with the design and materials of the cushion to help achieve seating goals. That is why a cushion cover should not be "swapped" for a cover from a different cushion when one cover is being laundered. It is also the reason why clients should not sit on a cushion base without any cover.

In addition to helping keep the cushion underneath clean, the cushion cover can have an impact on skin protection for a person by affecting the amount of **air exchange** that occurs at the seated surface. As well, the cushion cover can affect the **temperature** and the amount of moisture at the seated surface. Recall that heat and **moisture** are two extrinsic factors associated with pressure sores. In addition, the cushion cover can affect the **pressure distribution** at the seated interface if the cover does not allow for sufficient immersion to occur due to a potential hammock effect.

Cushion covers are an integral part of the product design of a wheelchair cushion. Cushion covers can have an effect on skin protection through their ability to allow air exchange, heat and moisture dissipation, immersion and envelopment, and to minimize shear forces. In roho cushions, the cover also serves to protect the "bubbles" from damage from things like getting caught up in other wheelchair parts.

# *Celebrate Life*

*With*



## – Kenneth Russell Smith

Kenneth Russell Smith was born June 14, 1939 in Moncton, New Brunswick. He was born in the Moncton Hospital a healthy, 7 pound baby. You may know him by one of his many nicknames such as Kenny, Russell, or Ken. Kenny's mothers name was Meryl and his father's name was George. He had five brothers and four sisters.

He went to Pine Glen School which had six grades. He grew up in an old house in Pine Glen, Riverview. His favorite subject was arithmetic. One of the teachers that stood out in his mind is Winnie. She was friends with his mother and she used to help him with his lessons outside of school. His Uncle, Jim Bannister, who lives at Spencer Home on Gardengrove wing, described him as a stubborn child. .Kenny spent his summer days in Great Village, Nova Scotia. He played many games as a kid such as darts, baseball, and hockey ( even though he wasn't that good ). He also enjoyed playing card

games such as Two Hundred. He says for fun, he chased women. He wasn't much of a trouble maker, and doesn't remember doing anything mischievous. Growing up, Kenny wanted to be a truck driver. Because it would allow him to see a lot of the country. Kenny's favorite time of year is summer.

As a teenager he was a good kid. Kenny says "If we weren't good, mother would've kicked our butts". As a teenager, for fun he would hang out with his friends Nelson and John, and sometimes listening to the radio. He went to dances once he got his own car. His best friends were Aunt Dorothy and Uncle Jim which lasted into adulthood and he is still friends with his Uncle Jim. When Kenny drove his first car he was 19. He wasn't sure of the type of car but he remembers that it was a small car. He earned money by doing odd jobs such as working at Carters, Modern, Byron Dobson, Hub Meat Packers, and working in the woods.

When he met his spouse, Margery, he was 18 or 19 years old. Their honeymoon was in Downtown Moncton in a hotel. They stayed in the hotel for a week. He enjoyed his married life.

He wasn't sure of when he left home for the first time but he says his mother kicked him out. He moved into his first house in Pine Glen, two weeks after he got married. Kenny likes July the most because it is the warmest month. Ken's favorite time of the day is the afternoon. He is neither a morning person nor a night person, he is a midday person.

One of his favorite inventions is the television His family celebrated holidays by having family gatherings at his house. The best gift Kenny has ever received was his son, Danny, who was born on the same day as he was. His favorite meal is a tie between deer meat and moose meat.

### K. E. SPENCER MEMORIAL HOME

**MISSION STATEMENT:** The mission of the Kenneth E. Spencer Memorial Home Inc is to ensure the quality of life of persons requiring long term care in southeastern NB.

**VALUES STATEMENT:** All our decisions, actions and behaviors are based on:  
*CARING, RESPECT, INTEGRITY, EXCELLENCE, SAFETY.*

**VISION STATEMENT:** Our Vision is a Nursing Home where residents experience life to its full potential.

## NEW EMPLOYEES February, March 2012

Wendy Dunn, Housekeeping  
Matthew Van Snick, Dietary  
Yvonne LeBlanc, Dietary



# LifeTimes

ENTHUSIASM is expressed in showing excitement in completing chores and tackling work with a vision of how it will benefit others. It is about lessons learned through life struggles and showing a positive attitude even though your task may benefit others more than you.

Think of someone you work with or communicate with often and evaluate how their enthusiasm (or lack of) in their daily lives leaves an impression on you.

What impression do you leave with others in your day to day life?

***Nothing great was ever achieved without enthusiasm.***  
(Ralph Waldo Emerson)

## NEWS FROM OUR DINING ROOM

### SPECIALS PLANNED FOR THE UPCOMING MONTHS ARE:



**April - Fish and Chip Platter**

**May - Greek Salad**

June - BBQ

July/August -None

September- Pizza special

October – Harvest Special

November –Chicken Finger Platter

December— Beef on a Bun & Fries



***Tickets must be purchased in advance and are available for these special meals from the dietary dept. This allows us to know how much to prepare and avoid wastage.***

Each Wednesday French Fries will be available in our dining room and on the last Wednesday of each month a special meal will be available as well. If French Fries would not compliment this special meal, they will not be served on that day.



### **Recent Changes in Spencer Home Staffing.**

Jennifer Steylen, RN (left) has accepted the position of Nurse Manager/Admissions Coordinator for Section I and Angela LeBlanc, (right) is settling into her modified role as Nurse Manager/Admissions Coordinator for section II.

### **A note from Julie Jollimore, RN**

Three months ago I embarked on a new and exciting journey working in infection control. My job consisted mostly of revising and implementing policies/procedures and delivering education to staff to support infection precaution and control best practices. Everyone has been working very hard with making all the necessary changes throughout the home since the outbreak last fall. You all deserve a pat on the back....**GREAT JOB!**

Although my position was just temporary and is coming to an end, I know everyone will continue to implement all the new changes required.

Thank you to all the staff for your wonderful assistance and smiling faces throughout.

See you all back on the floor!

Thank You  
Julie Jollimore, RN  
Infection Control Nurse.

# AROUND OUR HOME



**Nutrition Week** was celebrated at Spencer Home March 12-16th with lots of free information and samples of nutritious foods including a coffee break, soup samples and delicious orange shakes. Pictured at left are Dr. Anand and Tracey Crossman, Dietary Supervisor. Dr. Anand is enjoying an orange shake and “breakfast cookies” offered as samples.



NBCC LPN STUDENTS—Front row—Ashleigh Wilson, Lisa Rice, Second Row: Vanessa Cormier, Caitlan Shea, Alveera Banyiyezaka, Mrs. C. Cunningham (instructor), Glen Pepperdene; Third Row: Julie Doucette, Wendy Wilson, Lisa Wasson, Maggie Burns, Ron Surret, Mrs. K. Wilson (instructor). Missing Adam Walton & Blanch Cormier.



*Thank You  
to all students who  
work with us here at  
Spencer Home. We  
appreciate all you do.*

# AROUND OUR HOME



Students from  
Eastern College  
Front row l-r: Nick Freeman, Jessica Carde, Ashley Shaw, Lois Lynn, Instructor, Cathy Fairbanks, Megan MacKenzie, Mandy Legacy  
Back row, l-r: Andrea Lundy, Natasha Maxfield, Amanda Gauvin, Sandra Gossells, Annick LeBlanc, Cynthia Levigne.

*Thank You*  
*We appreciate*  
*having you work with us !*

## Comments from Students who shared their time with us:

- ◆ Thank you staff & residents of Cedargrove for an educational and enjoyable three weeks of work placement—Megan MacKenzie
- ◆ Cedargrove was a great learning experience, the staff were warm & welcoming, many hands make light work a wise one told me! - Cathie Fairbanks
- ◆ Wonderful working experience, thanks for everything—Amanda
- ◆ Thanks for the great experience, and thank you to the staff for being great sports with us—Andrea
- ◆ I enjoyed my time on Evergreen, the staff & residents are great to work with. Thank you for the experience!! - Mandy Legacy
- ◆ Enjoyed my placement at Spencer memorial Home. Thanks to all the staff & residents on Evergreen for making it a great experience!! - Ashley Shaw.
- ◆ Thanks to all the staff & residents for a great three weeks—Natasha
- ◆ Thanks so much to all the staff & residents of Spencer's. You've all been most helpful. I learned more in three weeks with you all. Hope to be back—Nick Freeman
- ◆ Thanks for the experience and memories I'll have forever. The staff and residents were absolutely amazing. This is a great facility and everyone who is here is wonderful - Jessica.
- ◆ The staff & residents at Gardengrove were amazing. Thank you all for the great times & memories you have left me with—Cynthia Lavigne.
- ◆ Thank you Spencer's for the wonderful experience, I had a fabulous time with all the staff and residents. See you around—Sandra C.
- ◆ Thank you to all staff for taking time to help us learn to be great PSWs and for having patience to teach us. It is great when you get to be a part of something that makes a difference in other people's lives. That is what you all do every day. I am happy I had this opportunity. Thank You! Annick L.
- ◆ Thank you to all residents & staff for providing a very LEARNING EXPERIENCE for my PSW students. Greatly Appreciated - Lois Lynn, Instructor, Eastern College.



Many of our staff dropped in to the Healthy Heart Clinic Feb 17th where they had blood cholesterol, blood pressure and blood glucose checked.. Star from Lawton's also offered therapeutic hand treatments.

## What are Diversional Activities Why are they helpful?

Diversional Activities are a form of recreation which helps family members or residents by turning their attention away from their illness or behavior and refocuses on some other interest. Anyone in long term care can benefit from diversional activities but they are primarily focused on reducing a behavior such as physical and verbal aggression, problematic wandering and depression.

### Diversional activities focus on:

- ◆ Allowing freedom of choice.
- ◆ Creative activities with a worthwhile outcome.
- ◆ Allowing clients to work within their own capabilities.
- ◆ Giving purpose and meaning to life through activity and involvement.
- ◆ Encourage Communication, Expression, Socialization and to Reminiscence.
- ◆ Strategies that help with memory, orientation and mood swings.

### Examples of diversional activities include:

- ◆ Folding laundry
- ◆ puzzles
- ◆ games
- ◆ peg boards
- ◆ magazines
- ◆ small snacks
- ◆ winding yarn
- ◆ sorting items

Each activity is tailored to the particular needs of each individual or group in order to achieve the maximum individual enjoyment and fulfillment.



# Donations make a Difference



**\$90,000**

80,000  
70,000  
60,000  
50,000  
40,000  
30,000  
20,000  
10,000



Spencer Home Foundation is pleased to sponsor fundraising for the purchase of a new bus to be used by the residents of K. E. Spencer Memorial Home.

**CHARITY RECEIPTS (TAX DEDUCTIBLE) WILL BE ISSUED FOR ALL DONATIONS  
FAMILIES, INDIVIDUALS AND CORPORATIONS ARE ENCOURAGED TO CONTRIBUTE  
AS A BIRTHDAY, ANNIVERSARY, OR CHRISTMAS GIFT, A THANK YOU OR AS A MEMORIAL**

## **BENEFITS OF WARM UP AND STRETCHING**

Everyone can learn to stretch, regardless of age or flexibility. Muscles tendons, and ligaments are unprepared to meet the physical demands of lifting and transferring when they are not properly “warmed-up”. Under cold conditions, they are more likely to pull, tear, or cramp. This can lead to more serious and permanent injury when work is continued. A human body is like the engine of a car. A car engine works better when it is properly maintained and warmed-up. The same is true of the human machine; maintenance and warm-up will lead to better “performance”. All physical activities, work or recreation-related, should begin with five minutes of general muscle warm-up activities (dynamic stretches), to be followed by five minutes of tension breaker stretches. Two types of stretches are “dynamic stretches (general muscle warm-up activities) and tension-breaker stretches. Each is important but serves a different purpose.

**DYNAMIC STRETCHES** A gentle warm-up activity prior to stretching will help promote blood flow, increase the temperature of the tissues and help to increase body awareness that will foster an understanding of the body mechanics required for lifting. A gentle warm-up will increase the muscle’s ability to do work, and make it less susceptible to injury. A warm-up also provides the best possible conditions under which tension-breaker stretches can be performed when preparing the muscles for activity. Examples of warm-up activities include: light jogging, brisk walking, or the exercises depicted on the ‘BACK IN FORM WARM UP AND STRETCH HANDOUT AND LET’S S-T-R-E-T-C-H POSTER.

**TENSION-BREAKER STRETCH** is used to reduce a feeling of tightness in the muscle, and to prepare the muscles for activity. Begin the stretch at a point where mild tension is felt, relax and hold the stretch without bouncing for approximately 8-10 seconds. Tension-breaker stretches can be performed directly following the general warm-up to prepare the muscles for physical activity.

## **INFECTION CONTROL**

### **HAND HYGIENE AUDITS**

As part of our proactive approach to infection control and resident safety, we have implemented hand hygiene audits. These are done on a monthly basis and include all departments: Nursing, Housekeeping, Dietary, Maintenance and Recreation. It is an opportunity to observe that proper hand washing is being performed and also a valuable educational opportunity to improve infection control. Hand washing is the number one defense against the spread of infection and we are pleased that we have had 100% compliance with our audits since January 2012. **WELL DONE!!!**

We will post the results quarterly on the infection control board.



## RESPECTFUL WORKPLACE

### Bullying/ Personal Harassment in the Workplace

The following statistics demonstrate that there is a cost to both the employee and the employer when there is bullying/ personal harassment or respectful behaviour:

75% of workplace bullying victims leave their jobs  
(Canada Safety Council)

53% lost work time while at work worrying

46% contemplated changing jobs

12% changed jobs

Bullying is four times more common than sexual harassment or workplace discrimination.

Over 50% of employees experienced or witnessed bullying or harassment in the workplace.  
(Civil Service, WCB and Capital Health, all Nova Scotia employers)

Cost of replacing an employee is two to three times that person's salary according to Human Resource experts

What has Kenneth E. Spencer Memorial Home done to provide a respectful workplace for all staff? We have updated the harassment policy and a confidential respectful workplace incident reporting form, developed employee risk assessment and are you being bullied tools. We have also provided staff, management and board members with respectful workplace education. The purpose of the education is to provide an understanding and awareness of bullying/ personal harassment and respectful behaviour, what **is** & **is not**.

What can an individual do if they suspect they are the target of bullying/ personal harassment?

1. Increase their understanding and awareness of personal harassment/bullying.
2. If you think you are being bullied, talk to someone you trust, Registered Nurse, Nurse Manager, Director of Care Services or your union steward.
3. Document what is happening to you, what happened and how you felt.
4. If more than one person is being bullied, make a collective complaint. A group complaint is more difficult to dismiss as untrue.
5. If you are going to confront the bully, focus on the unacceptable behavior rather than attacking the person. Help them understand the situations in which the behaviour occurs and the impact on you and/or others.
6. If someone tells you about being bullied, take their complaints seriously.

# Reflections

We don't receive wisdom; we must discover it for ourselves after a journey that no one can take for us or spare us.

Marcel Proust.

## SPRING

Spring brings flowers, sunshine, laughter,

Pussy Willows, daffodils and baby animals on the farm,

Rhubarb sprouting from the ground with birds singing all around,

Ice melting in the brook,

Nest building and laying eggs,

Geese honking as they fly overhead looking for a bed.

Mary Smith  
Marjorie Steeves  
Agnes Crossman  
Freda Carten



### Mark your calendars - Sneak It In Week coming April 9-13

Get ready to lose the loafers. Give the heels a break. Next month, ParticipACTION will ask Canadians at work to celebrate Sneak It In Week from April 9-13. We'll be asking you to wear your sneakers to work so you can see how easy it can be to fit in more activity. Walk to lunch. Park a few blocks away. Hit the pavement on your coffee break. As long as your heart beats faster for 10 minutes, it really counts! So get ready to get active and sneak it in. You'll be rewarded with a longer, happier, more fulfilling life.



### Our World Through the Eyes of Others

**Have you taken an interesting trip? Would you be interested in sharing your photographs and experiences?**

Our Recreation Department is developing a new program - Travelers' Club. Guest speakers are invited to show their vacation pictures and talk about their travels. If you would be interested in contributing to this program and entertaining a group of our residents please see Mary Bourgeois in recreation or call her at 858-7870 ext 115.



## **Johnny's Coupons**

**Saving You Money Everyday**

**SAVE THOUSANDS OF DOLLARS**

**Only a few left - Selling at \$35.00**

**Coupons in the new book are effective from August 2011 to the end of October 2012.**

### **Books are available from:**

Wanda in the Business Office (Ext 102),  
Cheryl Berry (Ext 118)  
Mert Garland (Ext 106).

# **Reflections**

## **Around The Corner**

Around the corner I have a friend,  
In this great city that has no end,  
Yet the days go by and weeks rush on,  
And before I know it, a year is gone.

And I never see my old friends face,  
For life is a swift and terrible race,  
He knows I like him just as well,  
As in the days when I rang his bell.

And he rang mine but we were younger then,  
And now we are busy, tired men.  
Tired of playing a foolish game,  
Tired of trying to make a name.

"Tomorrow" I say! "I will call on Jim  
Just to show that I'm thinking of him",  
But tomorrow comes and tomorrow goes,  
And distance between us grows and grows.

Around the corner, yet miles away,  
"Here's a telegram sir," "Jim died today."  
And that's what we get and deserve in the end.  
Around the corner, a vanished friend.

*By Charles Hanson Towne*

## **Adult Day Program**

Are you an older adult looking for a day out or a family member looking for opportunities for your loved one? Consider visiting the **Adult Day Program** at the Kenneth E. Spencer Memorial Home located on the Salisbury Road.

Our Day Program provides programming Monday to Thursday from 9:00 am to 3:00pm.

Participants enjoy a wide variety of recreation activities including chapel service, outings, puzzles and trivia, crafts, exercises, musical entertainment and much more. Activities are individualized to meet your loved ones needs. We also provide access to onsite services such as Dietician, hairdresser and foot care. You can enjoy a homemade meal and two healthy snacks during your visits. Therapeutic diets are available.

If you or someone you know is interested in the **Adult Day Program** call **Mary Bourgeois** CTRS at **858-7870 ext 115** for more information. We have openings available at this time.



# COMMUNICATION TIPS:

THE WORDS YOU CHOOSE TO SAY ARE ONLY AS GOOD AS THE DELIVERY

- ◆ Smile
- ◆ Have a positive Attitude
- ◆ See eye to eye
- ◆ Use open body language
- ◆ Greet and introduce
- ◆ Match pace
- ◆ Adjust voice volume and articulate
- ◆ Listen
- ◆ Try to avoid arguments. Agree as much as is reasonable, then try to distract, and/or use humor, or provide friendly help. Avoid directly disagreeing with a false idea.
- ◆ Stay engaged
- ◆ Respect Feelings
- ◆ Minimize Distractions
- ◆ Use Humor
- ◆ Detect their Interests
- ◆ Use a prop
- ◆ Carefully place questions
- ◆ Empower others to help you
- ◆ Try to use encouragement, praise and affection (keep it sincere), rather than criticism, anger or frustration.
- ◆ Allow time to absorb and respond to what you say
- ◆ Give step by step instructions, one step at a time
- ◆ Use repetition—frequent clear reminders are needed to reassure
- ◆ Avoid being sarcastic or condescending
- ◆ Don't talk about the person in her presence
- ◆ Try not to take things personally
- ◆ Try not to hurry the person

## Working Together...

Surveyors will be using direct observation, staff and client interaction, and document review (client records) to validate compliance with the standards. This means that staff and clients may be approached by a surveyor seeking clarification or guidance with everyday work processes.



**Accreditation Surveyors will be at Spencer Home on Monday, May 7th and Thursday, May 10th.**



ACCREDITATION CANADA  
AGRÉMENT CANADA

*Driving Quality Health Services  
Force motrice de la qualité des services de santé*

This story overheard - two of our senior gentlemen talking after a gathering in the chapel.

One gentlemen leaned over to the other and said, "Do you know this Kenneth Spencer fellow? His name is on the back of my underwear. You better check yours!"

Hope you enjoy this little chuckle of the day! We certainly did!

Janet

## EMPLOYEE ASSISTANCE PROGRAM

Effective March 1, 2010 our Employee Assistance Program is through Ceridian – Lifeworks. This provides professional counseling and support for all of our employees 24 hours a day, seven days a week. Spencer Home has two employees who champion this:



Debbie Ogilvie & Laura Small.

To contact Lifeworks call:

1-877-207-8833 (English)

1-877-307-1080 (French)

OR

Visit the Lifeworks website: [www.lifeworks.com](http://www.lifeworks.com) and enter our user ID and Password

User ID: NBANH

Password:  
WELLNESS

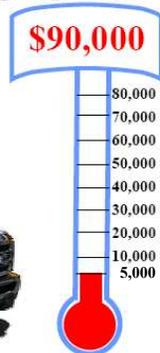
LifeWorks



Please take care when moving throughout the home while we are under construction.



## Donations make a Difference



Spencer Home  
FOUNDATION

Watch this corner to see how your donations make a difference. Each month we will let you know where we are in our fundraising goal of \$90,000 for the purchase of our new wheelchair accessible bus.



## Recipe Corner

### Black Bean Dip

- 1 can black beans rinsed & drained
  - 1 tbsp. chopped onions
  - 2 chopped cloves garlic
  - ¼ cup olive oil
  - 2 tsp. apple cider vinegar, Omega Nutrition brand
  - 1 jalapeno pepper, remove seeds and slice
  - 1 tsp. salt (I use ½ tsp)
  - 1 tsp. Sugar
  - ½ tsp red pepper flakes
- Place all ingredients in food processor and chop.

Submitted by Janet MacKenzie, DOC

## Brain Health

The human brain, sometimes called the "3-pound universe within," is one of your most vital organs. It plays a role in every action and every thought, and just like the rest of your body, it needs to be looked after. By making healthy lifestyle choices now, you may be able to reduce your risk of developing Alzheimer's disease and improve your brain's ability to sustain long-term health.

There are no guarantees, but healthy lifestyle choices will help keep your brain as healthy as possible as you age. And since a healthier brain can withstand illness better, it's important to take action on the things you can control -- lifestyle choices.

- Reduce your risk
- Challenge yourself
- Be socially active
- Make healthy food choices
- Be physically active
- Reduce stress
- Protect your head
- Choose wisely

For information on these topics, please visit the Alzheimer web site. Web site address: [www.alzheimer.ca](http://www.alzheimer.ca)