

CHRISTIAN SENIOR CITIZENS HOMES SOCIETY OF NORTHERN ALBERTA

Minutes of Board Meeting held via Zoom, May 27, 2020

Roll Call: Present: Allan Brennan, Hilda VanVeen-Gritter, Anko Buwalda, Evert Vroon, Mary Velthuisen, Kelvin VanDasselaar, Marjean Verseveldt, Darren Sinke, Laura Pothoven. Regrets: none.

1. *Opening:* Kelvin opened with reading from, On your way to rejoicing, welcomed everyone, and opened in prayer.

2. *Additions to the Agenda:*
a. none

3. *Minutes of April 29, 2020 Board Meeting* were reviewed as circulated. **Motion carried:** to accept the minutes of the April 29, 2020 meeting.

4. *Business Arising from Previous meetings/Unfinished Business:*
a. Meeting with Brad Kotowich – postponed until Fall
b. Board Retreat – postponed until Fall

5. *Executive Director's Report:* The Board discussed at length the following.

1. COVID-19 discussion - Question

a. What level of risk are we willing to take on as an organization?

Orders are restrictive and focused on DSL and higher levels of care. Residents, Families, and Staff are tired of the 'policing' state. We have been hearing an increase in accusations and blaming came up last week from residents and families on how strict the staff are in enforcing them but also questioning why other residents are not following it and nothing happens to them.

This seems to be a result of the shift from the first 6-8 weeks hysteria of what are we dealing with, to it now being old news. Do we trust that everyone is independent, trustworthy and have their own responsibility?

b. Our private residents are included in the restrictions because they live in a DSL site.

We are lawfully bound to enforcing the stricter DSL rules to the independent, strong willed and very active community. This is tiring and we honestly, we cannot handcuff them.

c. We are juggling the balance of precaution/safety vs. independence/autonomy.

Residents and Families are growing frustrated with the rules and stating to ask (read: demand) that we show some common sense here.

d. Public Health Orders have changed

It was noted that the new guidelines recently set out shifted from the strong language of you cannot to the language of we do not recommend. If the resident does choose to go out to non-essential outings than we provide a mask for them.

The Board discussed at length the liability concerns surrounding the guidelines adherence, enforcement, responsibility, and risks. Insurance company is aware of the practises and procedures in place for the Covid-19 situation, but there has been no conversation with them. Discussion was held surrounding the implementation and use of a waiver, it was decided not to pursue this route at this time.

It was decided that the Board would send a letter/statement to the residents and their family members, drafted by Darren Sinke. The statement would re-iterate Dr. Hinshaw's letter, provide support, and encourage that we all have a responsibility here in keeping Emmanuel Home safe.

2. Staff

- a. Mary-Ann Halisky (Kitchen-Aide) was let go in early May for poor behaviour and conduct in the kitchen.
- b. Darren provided an update on the meeting held last Thursday with four staff members who have had a role in behaviours, discussions, and/or gossip. Mary Velthuisen sat in as an observer in the meeting. The meeting was overall not that receptive, with all of them denying any involvement. They passively apologized but still were not aware they did any wrong,

3. Move-ins

- a. Move-ins continue in the North Wing.
- b. We have begun the process for filling empty suites in other wings, and they will be rolled out slowly in a controlled manner. Public Health Orders are allowed under a very controlled procedure. Maintenance will monitor and Housekeeping will clean afterwards the high touch areas. No final date set for the NW residents, thinking in the next couple months. 14-day isolation is in place, safety and precaution, and optics of risk.

4. DSL PROGRAM

- a. An 8-month extension is offered to Emmanuel for the DSL beds, which would continue the contract to the end of AHS fiscal year. The DSL program adds a lot of restrictions but also adds revenue to our homecare team and most significantly in the funding the Night-time LPN. We are not interested in implementing any DSL beds at the West end site. That site would be a homecare contract and will not impact the residents here. The discontinuation of the DSL beds with subsequent funding affects the cost and growth of the Homecare. We should always have nighttime support, but how that is funded and looks like will have to be done differently and innovatively. For example, we could use a housekeeper vs. an LPN for overnight staff. The higher level of care needed overnight, is a result of the residents needing more help, this dictates the type of funding model we may dive into. We know that the community supports the aging in place. This may be an opportunity to educate the community on how much value they are getting for the dollars. Options could be to increase the rent, introduce a healthcare fee, increase and run a fundraising campaigns. Removing the DSL program will short ½ million dollars needed to fulfill the tasks (which include but not limited to; med reminder, shower assist, etc.) that we provide for comprehensive care here. It will however give opportunity to provide more flexibility in our dining and meal service, reflect the feel of nursing home vs. independent senior's home, impact housekeeping, type and amount of audits, Recreation events and general feel of the Home. Removing the DSL contracts will free us from the impacts and regulations that are enforced on the entire home due to having 15 DSL beds. The Covid-19 orders is a recent example of the strict regulations we are required to enforce due to being lumped into supportive living, because of the 15 DSL beds we are noted as a heavy care group. If the contract were gone, we would be labelled as an Independent lodge, and we would therefore see and feel a significant difference.

The best-case scenario would be that we continue our homecare, and with that and heaviness on our hearts, remove the higher level of care residents. If we only do homecare, it's not that residents can't age in place, some can, but it is a danger to lose those residents needing higher level of care. We will have to look into how we can fund to offer that higher level of care

service. We currently have approximately 20 residents that should technically be in higher level of care already. That is the big question, but we think we can get there, and these discussions will be continued with the Strategic Growth and Development committee.

5. *Treasurer's Report: Revised Budget – 2020 – COVID.* New recommended budget presented with a projected deficit of \$600,000. This is primarily due to Covid and not being able to fill the suites. This Budget represents a very worse case scenario, and Henry our Director of Finances is managing our expectations with this revised budget. This should improve with filling the empty suites. The government is promising extra money and that should soften the blow. We must report on all the expenses due to Covid and Henry has been tracking these expenses. Discussion was held regarding some of the adjustments, feedback provided on the document. The question was raised if we should be concerned with the 400,000 deficit? Does that affect us in Emmanuel Home? Anything else? Any Projects? The answer is that its not that bad but will still be a negative. We trust in the Lords hand in leading this, and the bigger picture approach is better taken. We originally projected a strong surplus this year unique to timing of the NW, the impact of that has changed now and our healthy cash flow will also be affected. It was noted that it should not impact or affect the West End Project. It is a concern, but not something that we cannot manage or that we can foresee not to manage.

6. Strategic Growth and Development Committee: have not yet held a meeting.

- a. Building Committee Update: No Update.
- b. Westend Update: Update to come next week for where phase one is at, stay tuned.
- c. Neerlandia Update: No update.

7. *New Business:* none.

8. *Correspondence:*

- a. Letter received from William Siedel. Darren emailed a letter from William Siedel to Kelvin and Anko. William Siedel has sent multiple letters to multiple staff, and he is hoping that if the Board sees this letter, that he will have their support. The Board will send a letter that it is to be left in the hands of operations and Darren. The issue is regarding his stove being turned off, this decision was based on the complaints from neighbours repeatedly, this is not the first time this has happened and that we had to deal with it. Anko Buwalda to respond via letter to William Siedel soon.

9. *Round Table:* Darren and his family are vacationing to Frontier Bible Camp, renting a cabin from June 11-16th for an extended long weekend. Kelvin has a new granddaughter, this will be number II for them, Anko will be reat grandparents as well as Hilda has another grandchild, another baby boy. Darren mentioned that he and Meagan are also expecting again! Everts sister in law, Willy who is 87, was in the hospital for 7 days but has since returned, her legs are still swollen but she is in good spirits and glad to be home again.

10. *Closing:* Marjean Verseveldt closed in prayer and the meeting was adjourned.

11. In Camera

NEXT MEETING: WEDNESDAY, June 24, 2020 AT 7:30 PM

