

# News From the Pond



## A Word from Brad

Congratulations to everyone who has made our Casey's Pond community a "Great Place to Work"! All great workplaces are defined by employees' levels of trust, pride and camaraderie. The best workplaces are characterized by additional factors that are essential in unlocking the full power of their organizations' cultures. Research has identified these factors as:



- Consistency in Experience For All - A great workplace for everyone regardless of who you are or what you do in your company.
- Executive Team Effectiveness - A high-functioning executive leadership team that inspires followership and strategic cohesion at every level of the business.
- Innovation Experience - A culture that enables a company to continuously improve, adapt quickly, and generate game-changing opportunities.
- Complexity - The success and impact to create a great workplace for higher numbers of employees across all roles.
- Financial Sustainability - To be sustainable, a company has over 3 years of financial viability, a long-term focus, and an effective leadership team.

The Great Place to Work organization is the certifying body which elects winners primarily based on employees' responses to a Trust Index© Survey. Results from the survey are highly reliable, having a 95% confidence level and a margin of error of 5% or less. In addition to the independent employee survey they also factor in a "Culture Brief" and "Culture Audit," which includes a review of employee programs and support systems, statistics on retention and satisfaction, and much more to ensure the company is committed to a Great Place to Work culture. A complete list of certified companies will be released on September 27th. Also, you may recognize this organization from the Fortune Magazine's 100 Best Companies to Work For, which they produce annually.

I couldn't be prouder to be a part of Casey's Pond. Thank you to the residents and associates which make this more than a place to work, we're a true community.

# CASEY'S POND IS AN EDEN ALTERNATIVE COMMUNITY

## Eden Principle #7

Medical treatment should be the servant of genuine human caring, never its master.

## Principle 7 Learning Points

- If life was a stage production, under the medical model the doctors and nurses and medical treatment would be the stars. With Eden, they might still be part of the production (lights, curtains, props) but the Elders are the stars in the spotlight.
- The key is to look beyond medication and determine if the root of the problem is loneliness/ helplessness/ boredom. If it is, then the answer is one of the Eden antidotes, not treatment
- When you define care as treatment, people want more and more treatment; more treatment is interpreted as more care.
- Elders are, in general, way over-medicated.
- Therapies cannot treat the human spirit.
- We can kill others with our good intentions.
- We often think we know what it is that our Elders need, and we do not listen to what it is they are telling us they need.

### Definitions and Language

- Genuine human caring – helping another to grow. Institutions control; Habitats care.
- Treatment – support for care, or something we provide to those who are ill

## August Eden Acts of Kindness Award Winners

### ANDY LAHAY - MAINTENANCE

AT THE EDEN EDUCATOR TRAINING IN JULY, NUMEROUS OF MY FELLOW CLASSMATES CAME UP ONE MORNING TALKING ABOUT HOW THEY HAD MET ANDY AND WERE SO IMPRESSED BY HIS GRATITUDE AND PASSION FOR SERVING OUR RESIDENTS. ANDY HAS A CONTAGIOUS POSITIVITY.

### BRYAN WILSON - CULINARY

IF YOU'RE HAVING A BAD DAY AND NEED CHEERING UP, TALK TO BRYAN. EVERYWHERE HE GOES, HE REMINDS US THAT HAPPINESS AND POSITIVITY ARE THE BETTER OPTIONS. NOT ONLY DOES HE GIVE THIS GIFT TO EMPLOYEES, BUT HE SHARES IT WITH EACH AND EVERY RESIDENT. HE IS IN TUNE TO THEIR NEEDS AND WANTS, ALWAYS GIVING THEM HIS UNDIVIDED ATTENTION AND CARE. THANK YOU BRYAN FOR EVERYTHING YOU DO! IT TRULY MAKES A DIFFERENCE.

## Culture Change and Well-Being

“Culture change” is the common name for a global initiative focused on transforming care, as we know it, for Elders and individuals living with different physical, developmental, intellectual, and psychological abilities. It advocates for a shift from institutional models of care to person-directed values and practices that put the person first. Person-directed care is structured around the unique needs, preferences, and desires of the individual in question. Through this approach, decisions and actions around care honor the voices and choices of care recipients and those working most closely with them.

The ultimate goal of culture change is well-being for all — all care partners (the Elder or individual accepting support, employees, family members, and volunteers), the organization, and ultimately the community. The Eden Alternative promotes the concept of care partnership, which affirms that care is a two-way street, focused on ensuring the growth and well-being of everyone involved in the care relationship. It acknowledges that the quality of our relationships is the key to our success, and that care and well-being is for everyone, not just the individuals receiving treatment or services.

From: Eden Alternative Domains of Well-being White Paper



# GOOD TIMES AT THE POND



Family BBQ, 9/4/18



## BLUE ZONES BUZZ

The Longevity Project: How to live a longer, happier, healthier life

Casey's Pond and the Steamboat Pilot & Today are partnering together on The Longevity Project to debunk common myths and learn a science-backed blueprint to live longer.

If you haven't seen the various newspaper articles on The Longevity Project, check out our Facebook page - [www.facebook.com/CaseysPond](http://www.facebook.com/CaseysPond). Resident Helen Iacovetto was recently highlighted as one of our community's Super Seniors. The article is posted on the back page of this newsletter.

Open House with Tony Buettner  
Friday, September 21, 2 - 4 PM, Great Room  
Staff and residents are encouraged to attend (and invite family and friends to attend!) this special event. Tony Buettner, Senior Vice President of the Blue Zones, will be at Casey's Pond to interact and answer questions. Blue Zone inspired foods will be served.

POWER 9

# POND HIGHLIGHTS



## Associate Art Needed

Last year, we did our first Associate Art Show and it was wonderful! Please let Cathy Reese know by 10/1 if you would like to participate. The opening reception will take place on October 16 at 3 pm. Everyone is invited to attend.



## Eden Registry Call – A Conversation with Jill Vitale-Aussem

Wednesday, September 26, 12:00 PM, CLR  
Jill Vitale-Aussem, previous Vice President of Consulting Services at CLS, is now the CEO of Eden Alternative and she is hosting a call on the topic of Reimagining Our Roles as Leaders, Community Builders, and Social Architects. Please join us for some Blue Zones refreshments and an enjoyable call with Jill.

## Resident-Staff Sun Social

Friday, October 14, 2:15 PM, Fire Pit  
Join us for a fun Friday afternoon Sun Social! Enjoy a healthy snack, friendly conversation and some Vitamin D.

## Super Seniors: Helen Iacovetto, Age 95

From: <https://www.steamboatpilot.com/news/super-seniors-helen-iacovetto/>, September 13

“Super powers: Helen Iacovetto moved to Routt County at age 10. She and her husband, Angelo, were very active in the community. Helen served as president, secretary and treasurer of the American Legion Auxiliary in the 1960s. Helen and Angelo also had the honor of serving as grand marshals for the Fourth of July parades in Steamboat, Hayden and Hahns Peak. They spent 22 years at Dream Island, remodeling what started out as six rundown cabins. They are known for the garlic they raise at their home on Pearl Lake. For her 95th birthday, Helen wanted to ride a horse and she did.

What are your secrets for living a long and healthy life?

“The best thing to do is eat good, healthy food and stay active — good food, a lot of garlic and a lot of activity. My husband was a champion garlic raiser for 14 years. Garlic is the poor man’s medicine. It’s good for everything. People get to a certain age and give up. That’s not good. You’ve got to keep active.’ As to what keeps Helen going, ‘My family,’ she said. ‘And there’s nothing like good friendships.’”

