

The IADA News

Newsletter of the Indiana Activity Directors Association
Fall Quarter 2013



Johnny Rowlette (far left), IADA Life Member, past president, AD trainer, and all-around good guy inducts our IADA state officers (continuing from left): Dietlind Woods, co-treasurer; Sheila Daws, co-treasurer; Erica Thomas, first vice president (membership); Terri Dickus, second vice president (education), Judy Zahn, secretary; Barb Eckert, president

2014 To Present Challenges, Benefits for IADA Membership

Edited from President Barb Eckert's Report by Brian Daniels (IADA News editor)

“2013 has been a challenging year. I believe it has been the year of change,” says Barb Eckert, IADA President. The IADA Board and Membership took steps to address those challenges and changes at the Fall IADA Conference, Oct. 2-4 at the Seasons Lodge Conference Center, Nashville, Ind.

What are the challenges facing the Association? There are several, according to Eckert. Three of our eight districts are struggling with membership and are no longer meeting. Statewide, membership dipped below 160 in January. Improved communication from the IADA Board to the membership has identified as a need. Difficult issues relating to Spring and Fall Conferences have arisen. Website problems have vexed us.

In what are ways these challenges are being addressed?

- *Districts with struggling memberships are being helped by districts that border them.* “This is definite TEAM effort” says Eckert. Invitations to facilities in those districts will be sent, offering continuing education opportunities for districts not currently meeting.
- *More attention is being paid to membership.* Each month district presidents and first vice-presidents receive a list of current members. Improvements in communication are being implemented by the IADA Board.
- *Reduced rates* for retired members was approved and will be explored.
- Multiple memberships in the same facility may also receive a *multiple membership rate* break (for facility memberships).
- Communication improvements will come through *improved website and Board services*. The IADA News remains a quarterly communication from IADA, but other communications will be forthcoming.
- You are now use *credit cards for IADA payments*.
- *Spring Conference will now be a single-day event.* With hopes that quality of continuing education won't be compromised, a single-day event will be offered at the Drury Inn, Indianapolis. Attending a one-day event may permit Activity Directors to attend who may not have been able to attend an over-night event due to costs.
- The IADA website www.indianaactivitydirectors.org has a new look and it worth taking a look at. There are links to websites important to AD's and news and information about coming events and dates.

- We have rolled out a new program for 2014. This program will *expand the opportunities as musicians, entertainers, etc. have the opportunity to put a link on our website.* This was given to our current vendors first and then promoted to other vendors. The current program for 2014 is listed on the website.
- Conference finances have forced the Board to adopt a no-refunds policy after a set due-date. This is because IADA still pays for services and meals for members who don't attend. Efforts to keep conference fees level are a priority to the Board.

Activity Directors have an invaluable resource in the IADA, unlike most disciplines in long-term care. What other professional your facility has regular meetings for continuing education? Probably none. Often nurses, social workers, and even administrators get continuing education through IHCA or Leading Age Indiana or the corporation, but not through a group of like-minded, experienced, and dedicated professionals, like IADA. At IADA meetings and training you are with people in your field, who know and share your concerns.

Other notes from Barb Eckert, IADA President:

Thank you to each and every member that stayed for the annual business meeting on October 4. We thank each and every one that voted either absentee or in person as each vote does count and make a difference. Thank you to John Rowlett for leading the installation ceremony following the elections.

The membership has decided to continue with the \$5.00 vendor coupons at 2014 fall conference.

IADA lapel pins are available for \$2.00. Your district president would be able to pick up some at one of the board meetings. Each district has been provided with 10 bags and pens for their members.

Did you know that when you call the IADA you get to talk to Barb Eckert herself? The IADA phone receives all emails sent to Barb's email: abca@embarqmail.com Barb does not carry the phone through the day but she checks it during her breaks. *Please leave a message and Barb will return your call.*

Some have asked about the MEPAP Part 2 Course (formerly the 90 hour advanced management course): We do not offer this course at this time, but it is something that IADA wants to be involved in.

Just want to remind you that 2014 is IADA 40th year and we are looking for people to serve on a celebration committee. Please contact Barb Eckert at (219)567-2992 (direct line) or abca@embarqmail.com



Darlene Swing Wilson leads a science experiment during one of the workshops at Fall Conference in Nashville, Indiana.

From the Education Desk

Terri Dickus, IADA Second Vice President (Education)

If you missed the Fall Conference in Brown County you missed something spectacular. Our speakers were awesome and there were new exhibitors and some we haven't seen for a while.

IADA's resident mad scientist, Amanda Benson, blew the lid off pop bottles (LOL) among other great experiments. She left all of us wanting to rush back to our facilities and try some of the things we learned from her. Thanks, Amanda!

We made a new friend in John Collins. I think most of us took a lot of great information back to our facilities. I am putting a tablet on my wish list.

Our next conference will be held on March 14, 2014, at Drury Inn in Indianapolis. It will be a one day seminar. Natalie Davis will return to be our speaker. The 2014 Fall Conference will once again be held at The Seasons Lodge & Conference Center in Brown County. It will be our 40th anniversary celebration. Please put these dates on your calendar and plan to attend.

Don't forget, if your accreditation is up for renewal you must send in your hours before the end of the year.

Here are accreditation due dates for the following AD's:

2012	2013	2014	2015
Cloudy, Darnice	Bateman, Diana	Anderson, Nancy	Allen, Christia
Cooper, Leigh Ann	Bradley, Janice	Bilskie, Nancy	Benson, Amanda
Criswell, Trina	Dager, April	Burcham, Glenda	Carter, Pam
Hahn, Judy	Daniels, Brian	Castor, Lynn	Davenport, B. Nadine
Keen, Tina	Henderson, Madison	Colpitts, Cindy	Daws-Study, Sheila
Kornbroke, Doris	Hladek, Janet	Cullison, Janis	Dearth, Glenda
Ley, Kim	Holme, Tonya	Daniel, Gail	Dozier, Julie
Lies, Mary Beth	Lindzy, Jim	Dickus, Terri	Fawley, Kayla
Lind, Nancy	Shenefield, Marianne	Eckert, Barb	Fox, Rachel
Myers, Sandy	Zahrn, Judy	Hartwell, Sharon	Goins, Mary
Slusser, Marshia		Murphy, Sherrie	Graves, Natasha
Smith, Charlene		Musser, Vi	Hammons, Lori
Suba, Linda		Nash, Jennifer	Harlan, LaRinda
Winstrom, Susie		Owens, Tomme	Horvath, Jan
Wintrode, Carla		Radke, Judy	Jacobsma, Toni
		Scheurich, Sarah	McClain, Tara
		Smith, Mary	O'Connell, Mary Kay
		Smith, Susan	Rowe, Glenda
		Swing-Wilson, Darlene	Smith, Cheryl
		Thomas, Erica	Smith, Schnita
		Turner, Erica L.	Sorg, Valerie
		Wardlow, Susan	Terrell, Tonika R.
		Weinzapfel, Sr. Agnes	Walther, Martha
			Waltman, Shari
			Woods, Dietlind

District Reports:

District I – No report.

District II – Vi Musser, ADC, reporting

District II Moves Up and Up

It was great at the **Fall Conference to have 14 members of District II present.** Two great speakers, Amanda Benson and John Collins shared with us some interesting and educational ideas that we can utilize in our facilities. (We can't wait to try some of the Mad Scientist experiments in our building.)

A reminder that IADA celebrates next year its **40th Anniversary.** Our district will need some goody bags items as well as volunteers to help be on decorating committee.

District II meeting is scheduled for November 19th at Covington Commons, starting at 9:30a.m. You can earn two clock hours for attending this meeting. We will have a speaker, a gas card raffle, a free lunch with a special time to network. **At this meeting we will for 2014 set dates, places and speakers and support our new officers.** District II Officers for 2014 are:

President: Chris Buckland
1st V.P.: Erica Turner
2nd V.P.: Glenda Rowe
Secretary: Lisa Moore
Treasurer: Rachel Fox

Do you have a topic that you need more information about or know of a good speaker? Feel free to e-mail vmusser@kingstonhealthcare.com

To our state officers, District II says **thank you** for doing such a wonderful job on the two seminars (spring /fall), IADA website, IADA newsletters, go green and the credit card system. Our HATS off to of you!

Out-going District II president Vi Musser gets her Mountain Dew the old-fashioned way: by pulling a string and letting it spew out the top of the bottle, after which she drinks the Dr. Pepper.

District III – No report.

District IV – No report.

District V – No report.

District VI - No report.

District VII – No report.

District VII – No report.



District II Attendees at Fall Conference 2013





Sugar Grove Senior Living (Plainfield) residents get big winnings in their annual euchre tournament. AD Pam Carter shares: "I take donations of books not only for our library but for funds for Euchre Tournament prizes. I save books that are duplicates or paperback, as well as puzzles to sell at Half Price Books. I use the money I get from the sale of these items to buy nice champion and co-champion prizes. I have given Bath and Body Works, Kroger gift cards and Walmart gift cards."

Thanks for sharing this great idea, Pam!



New Activity Course graduates! Pictured here are (left to right): Rhiannon Flynn, Glenda Dearth (instructor), Margaret Burlingame, Martika Grissom, Regina Turner and Chelsea Taylor. Seated in front is Nicholas Montgomery.

Activity Director Course Trains New AD's

Glenda Dearth, IADA Activity Director Course instructor, reports that the following students completed their course this Spring:

Gretchen Canter, Mooresville	Schellie Clemons, Indianapolis
Crystala Evans, Shelbyvill	Penny Grube, Rochester
Penny Howard, Rochester	Jessica O'Reilly, Markle
Teresa Vapor, Plainfield	Colleen Wyrick, Indianapolis.

The following students completed their course October 20, 2013:

Margaret Burlingame, Indianapolis	Rhiannon Flynn, Bloomington
Martika Grissom, Lafayette	Nicholas Montgomery, Valparaiso
Chelsea Taylor, Muncie	Regina Turner, Shelbyville

Congratulations to these new Activity Professionals! We wish you well!

The dates for Spring Class of 2014 are: February 1-2, 15-16; March 1-2, 15-16, 29-30 and April 12-13

The dates for Fall Class of 2014 are: August 9-10, 23-24; September 6-7, 20-21, October 4-5, 18-19

DATES MAY BE SUBJECT TO CHANGE

IADA Activity Director Classes are conducted at Morning Side of College Park, 8810 Colby Blvd., Indianapolis, IN 46268; (317)872-4567. Cost: \$450.00 is for non-members (includes textbook and 1 year membership in IADA). Contact Glenda Dearth at (765)618-6426 if you have questions regarding the class.



Orchard House (the memory care unit of Sugar Grove in Plainfield) residents enjoyed a nice day in a horse and buggy ride, downtown Indianapolis, according to AD Pam Carter.



Timbercrest (North Manchester) residents enjoy the outdoors at Wildwood, part of ACRES Land Trust, near North Manchester. Monthly treks include bird watching, cook outs, and entertainment by dulcimer player Ethel McClelland.



Activity Directors in District II learned about making paper quilt squares and "Conductorsize" at their recent meeting in Fort Wayne.

District meetings are a good way to swap ideas with other activity professionals and to try things out before bringing them to the facility.

Attend your district meetings often!

When Residents Don't Get Along

By Brian Daniels, editor, The IADA News

Perhaps you know the situation all too well: someone just knows that the woman across the room is cheating at UNO; or, “she always picks that song” during worship services; or, “I didn’t like her in high school and now I have to live across the hall from her.” Whatever the situation, **we have to come to grips with a quiet truth of long-term care: *not everyone gets along with each other all the time.***

This can impact participation on every level. Some don’t come to an activity because they know another they don’t like will be there. Sometimes, sitting people who don’t get along next to each other can lead to behavior issues. There are event times when a disruption can occur that impacts negatively an entire group.

So what can be done when residents don’t get along?

The first: **Begin at a place of understanding.** You must put yourself in their place first. Imagine that you have had to move against your will from the home you’ve lived in for over 30 years. You’ve had to give up 99% of your possessions. You can’t see like you used to, you can’t hear like you used to, and, maybe, you’re not able to get around like you used to. Most of your friends are gone and the ones still alive can’t see you because their worse off than you:

How would you feel? Grumpy? Upset? Depressed? Unloved and unloveable?

Understanding each resident by staff, especially the activity director, is the basis for understanding how to help them live together peacefully. That’s the real goal anyhow.

To begin in a place of understanding is key to reducing incidents of disagreement.

Second, remember: **all behavior is communication.** All of it. Someone may be grabbing for too much cake at the birthday party because they didn’t eat well at lunch and now they’re hungry. Someone may reach out to strike a staff member because they can’t tell who or what they are, not out of malice. All behavior is communication and we must be ready to listen on many different levels in a resident disagreement.

I was in a situation where a woman with Alzheimer’s disease ceaselessly sang reveille every morning until her breakfast was served. It drove people crazy and made her the butt of staff jokes. But she was oblivious. People didn’t want to do things with her because of it.

There was no “reasoning” with her in the usual sense of the word due to her disease. We had to ask, **“What is her behavior communicating?”** The obvious thing was that she was ready for breakfast. But what about deeper? This woman was over 100 years older, still fully ambulating, and was deceptively cognizant, especially with strangers. But she was alone. Childless, friendless, without a husband (she outlived two of them), her morning reveille may have been a way of making sure that others knew that she, too, had a place in this lonely world.

How did we resolve the conflict? In the mornings, her aide brought her coffee and a light snack to her while she was still in her room to take the edge off her breakfast hunger. Whenever possible, we made sure that a staff member walked with her, especially into the dining room, so others wouldn’t be disturbed, and so she would have someone to talk to. We also made sure that she got breakfast right away.

All behavior communicates something and we can understand this better when we understand the residents’ condition.

Third: **Staff should find ways of creating ‘reconciliation groups’** – opportunities for people in conflict to talk to one another. This may involve a chaplain or a pastor, a medical director or someone trained in conflict resolution. A group may only be two people who disagree and a third party to mediate. Sometimes people who are in conflict only need an opportunity to be heard without feeling that others are ‘taking sides’.

An Indiana-based reconciliation group is called Education for Conflict Resolution. They specialize in helping people breaking down barriers. Based in North Manchester, ECR provides services for schools, companies, families and other situations. You can contact them on their website: www.workitout.org ECR is unique and extremely helpful, even on a consultative basis.