



NOVEMBER 2018

Snider Schmooze

A MESSAGE FROM DR. DAVID KESELMAN, CEO

Hello and welcome to this edition of the Snider Schmooze.

It seems that the hype of the Jewish holidays has somewhat subsided, although the energy and our commitment to quality and care continues to be stronger than ever. It is hard to believe that Chanukah and Christmas are just around the corner, even though we (or at least some of us) were just wearing shorts and sun bathing in the sun. In the weeks post Accreditation, I have been, on several occasions, approached by individuals asking me what is next...? One would think that with such an accomplishment, we can take a break and rest, but of course, rest is not an option, not when the bar has been raised so high.

The team has been hard at work and over the last few weeks post Accreditation a range of activities have taken place. The post Accreditation excitement has raised lots of interest in the work that is being done at the campus. We have initiated meaningful discussions with the University of British Columbia, School of Nursing about future collaboration to include, but not limited to, placement of graduate students in the organization, and conducting Nursing led research on elder care, quality and risk. We have recently also started to implement and roll out LEAN Health Care principles across the organization. The LEAN methodology is NOT aimed at reducing or leaning out the organization, but rather reducing and leaning out non value added activities, in order to allow health care providers to spend more quality time with the residents and their families.

Lastly, as you may have already read and heard, we have had to take some drastic measures to manage our financial situation. With limited resources, increasing resident needs, and the cost of delivering health care services, many organizations find themselves in a tight predicament required to make tough decisions. We recently decided to let some members of the Louis Brier team go. While the decision was very hard, I would like to reassure everyone that it was made with full consideration to limit the impact on resident care.

I know that together we can and will continue to deliver the best care possible to our residents and their families, and significant others, and feel proud to be part of an amazing organization that strives to be a place of excellence.



Dr. David Keselman
CEO



RESIDENT AND STAFF ARTISTS WORKING WITH RECYCLED MATERIALS



CHANDELIER BY CHARLOTTE SPAFFORD

Unbeknownst to one another, resident Sally Druker and Program Coordinator Charlotte Spafford have been creating beautiful art with found/recycled materials. Sally created this fantasy garden in her room, and Charlotte created this chandelier that was displayed at an Abbotsford art market. Innovation abounds!



FANTASY GARDEN BY SALLY DRUKER

VETERAN PHOTOS WALL

As part of honouring our veterans and those who served in the war (as soldier, in the resistance, or in other ways), we have started to post photographs on the 2nd floor lounge (beside the balcony, east side).

If you or a resident you know would like to have a photo posted, we would be honoured to facilitate this. We are looking for photos ideally which are historical, to give added context.

Please contact:

Ginger Lerner,
Recreation Therapist
glerner@louisbrier.com, x 4735



LITTLE FREE LIBRARY

We are pleased to announce that Louis Brier will soon sport its own **Little Free Library**.

Little Free Libraries are small, free standing structures that house books which are exchanged organically by the community. They promote low-barrier literacy materials, and foster a sense of curiosity, creativity and sharing. The Library will be beside the mailbox in the front of the Home, and all are encouraged to enjoy! (As you may know, we have libraries which are for resident and family use on the 1st and 2nd floors within Louis Brier).

If you have books which you would like to donate to the 'opening' of the library, please contact the library stewards: Ginger at x4735 (glerner@louisbrier.com) or Charlotte x4270 (cvogt@louisbrier.com). We can house about 20 books at a time. We are particularly looking for books on Financial Literacy, for children, and with Jewish content.

For more information about the 'Little Free Library' movement, which is an international and well established project, see: <https://littlefreelibrary.org/>



Ginger Lerner, Samantha Beaulieu & Teresa Perri

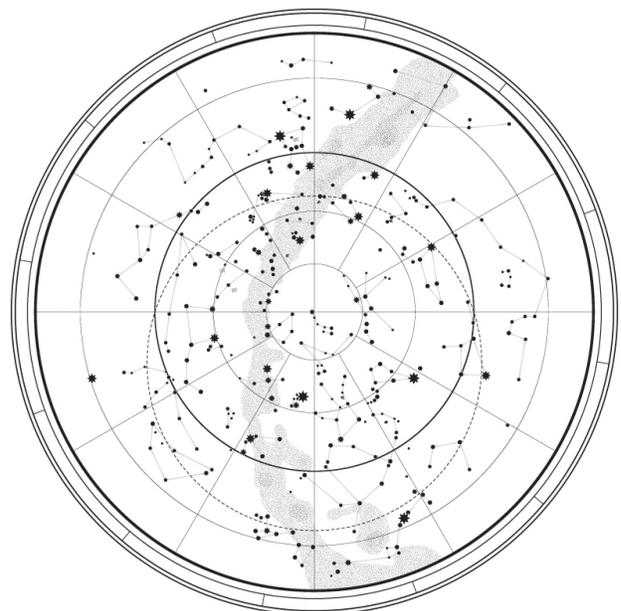
STAR GAZING

On October 3, a packed room of residents were fascinated and delighted by an excellent presentation on Astrology by resident **Teri Bendon** and her **daughter Ena**.

Teri is a professional Astrologer with university training. Ena gave an accessible history of Astrology and its relationship to science, and then together the two experts read some resident and staff Astrological charts, providing a perfect balance between the informative aspect and the intimate insights Astrology can offer to those who wish to pursue it. It is always amazing to learn about the depths and variations of knowledge and interest experiences and activated by people living here at our Home.

Thank you to Teri and Ena and to all the very active participants who attended!

Ginger Lerner
Recreation Therapist



FOOD SERVICES

This month in food services we're showcasing our in-house made products. Did you know that we make all of the food right here in our very own kitchens fresh daily?

From scratch, we make soup (including the broth), stews, entrees, sides, snacks and desserts. Our skilled cooks get up early to start cooking at 4:30am to ensure the residents get their meals on time. Our recipes have been carefully selected by our managers and dietitian to ensure that our residents get the nutrition they need and the flavours they crave.



We include many traditional recipes like lokshen mit kaese, kugels, and kasha not to mention many contemporary recipes and comfort classics. We offer a six week menu rotation with 2 seasonal changes. All the ingredients we use are of the highest quality Kosher and Pareve products.

We have regular meetings with residents and a committee representing the residents to ensure our residents voices are heard and are constantly making improvements based on feedback. The food service team is proud to serve our residents and we look forward to continuing to do so.

The Food Service Team

RESIDENT MEMORIAL SERVICE

The Resident Memorial Service is scheduled for **Thursday, November 15, 2018 at 10am** in the Louis Brier Synagogue. The Memorial Service honours the memory of Louis Brier and Weinberg residents who have passed away and the November service will honour residents who have passed way from May 2018 – October 15, 2018.

During the service there will be poetry, music, readings and prayers and the names of the residents will be recited and remembered. Family members, friends and staff will be invited to light a candle when the name of the resident whom they have come to honour is recited. At the completion of the service (approximately 10:30am) there will be a reception in the Homeside Lounge which will offer an opportunity to visit with families, residents, staff and friends of the Louis Brier and the Weinberg Residence.

We hope that you will be able to join us.

Edy Govorchin

Manager Recreation, Culture, Music Therapy and Volunteers



WEINBERG RESIDENCE

Did you know, The Vancouver Jewish Film Festival will take place this month, and will be running from November 7th to the 14th? The Weinberg Residence is thrilled to announce, that once again, it will be one of the Community Sponsors for the Festival. Our sponsored film, **“Humor Me”**, will be screened at the Fifth Avenue Cinema on Wednesday, November 14th at 1:00pm.

“Humor Me” will humour you — and then some! This comedy tells the story of a floundering adult who gets back on track with the help from a senior-age parent. It was recently rated as one of the best films of its kind. The movie won a Festival Award as the Best Feature Film Comedy at the 2018 Sedona International Film Festival, and was a nominee as the Best American Independent Feature Film at the 2018 Cleveland International Film Festival. We are excited to partake in this year’s festival, and look forward to bringing our residents to view our sponsored film.

The Weinberg Residence is a private boutique residence for seniors who wish to remain connected to their community, surrounded by caring people who share their culture and respect their individuality. It is a part of the Dr. Irving & Phyllis Snider Campus, located in the heart of Vancouver’s Oakridge community. The Weinberg Residence contains 40 Assisted Living Suites and 20 Multi-Level Care Rooms and a variety of amenities, programs and resources.

For further information or to make a reservation contact:
Regina Lvovski, Sales & Marketing Coordinator at 604-267-4756
or **Vanessa Trester**, Manager at 604.267.4722

www.weinbergresidence.com

 Check us out on Facebook at
<https://www.facebook.com/weinbergresidence/>



FAMILY COUNCIL

Welcome to Louis Brier,

On behalf of the Family Council, we would like to extend and offer support and help with making the transition to Louis Brier as positive and smooth as possible.

The family Council is a voluntary body comprised of family members whose primary focus is to advocate for the delivery of safe and quality care. The council meets regularly on a monthly basis and in collaboration with the Louis Brier’s leadership, reviews and discusses relevant opportunities to enhance the residents’ experience.

We welcome all families to join the council and hope that you will make the choice to get involved. If you are interested in joining the family council and/or have additional questions please email us at lb.familycouncil@gmail.com.

Family Council

THE CHANGING LANDSCAPE: PATHWAYS AHEAD



November 27, 2018

5:30pm - 6pm: **Registration and refreshments**

6pm - 9pm: **Beth Israel Conference Centre**

This forum will focus on the growing population of older adults in the Jewish community and the new and emerging programming and service requirements. Three areas will be addressed: Aging in Places, Caregiver Support, and Social Connections, with a specific focus on best practices and new opportunities for our community. To help us explore these issues, we have invited a number of guests:

Keynote Speaker: Isobel Mackenzie, Seniors Advocate, Province of BC

Closing Speaker: Rosalyn Kaplan, Director, Seniors Programming, SFU

Participants will attend two workshops over the course of the evening. Workshop topics:

- Aging in Places: Terry Robertson, Parkdale Manor
- Caregiver support: Dr. Beverly Pittman, Planner, United Way of Lower Mainland
- Social Connections: Gyda Chud (Peretz Centre) Ken Levitt (Jewish Seniors Alliance) Toby Rubin (Kehila Society of Richmond) and Lisa Cohen Quay (Jewish Community Centre)

There is no charge for the forum. To help us plan for refreshments, please RSVP to sberger@jewishvancouver.com

Planning Committee: Jewish Community Centre, Jewish Family Services, Jewish Federation, Jewish Seniors Alliance, Kehila Society of Richmond, L'Chaim Adult Day Care, Louis Brier Home and Hospital

Kristina Zoë
Social Worker

Marijuana at Work

What Louis Brier Home and Hospital Employees Need to Know!

The Government of Canada has announced the legalization of recreational use of marijuana, effective on October 17, 2018. The rapid and significant changes to the legal status of marijuana raise new questions and challenges for Canadian employers and employees. Here are the most important things you should know about marijuana in the workplace:



DOES LEGALIZATION OF MARIJUANA MEAN EMPLOYEES CAN BE IMPAIRED AT WORK?

No. Louis Brier Home and Hospital prohibits the use of marijuana at work or during working hours and also prohibit employees from attending work while impaired. Storage, possession or consumption by employees of impairing substances on the premises is prohibited. Use of marijuana at work is enforced through the progressive discipline policy and may lead to termination.

DOES THE DUTY TO ACCOMMODATE EXTEND TO MEDICAL MARIJUANA?

Yes. The duty to accommodate, as required by provincial and federal human rights legislation, extends to disabled employees who use medical marijuana. These employees are to be accommodated in the same way as an employer accommodates any other disabled employee who has been prescribed medication. However, the duty to accommodate is not without limits. Employees are required to self-disclose should they need accommodation.

WHAT DOES THIS MEAN IN TERMS OF MEDICAL MARIJUANA AT WORK?

- A prescription for medical marijuana does not entitle an employee to be impaired at work;
- A prescription for medical marijuana does not entitle an employee to compromise his or her safety, or the safety of others;
- A prescription for medical marijuana does not entitle an employee to smoke in the workplace;
- A prescription for medical marijuana does not entitle an employee to unexcused absences or late arrivals;

Louis Brier Home and Hospital revised the **AL0400 - Drugs and Alcohol - Employee Use Of Policy** to address the implication of the legalization of recreational use of marijuana. Please review this policy and if you have any questions contact your supervisor or Human Resources.

Loren Tisdelle

Director, Human Resources

Adapted from "go2HR"

DEMENTIA CARE INITIATIVE

Many people living in Residential Care Homes have a diagnosis of Dementia.

Up to 90% of these people will experience behavioral and/or psychological symptoms related to dementia at some point in their journey. Caring for people who live with dementia can pose a significant challenge to the skills and coping resources of both families and residential care home care staff. In order for care staff to feel safe, confident, and satisfied with the care they provide, they need access to education, training and supports that are effective in enhancing their skills and strengths to address the unique, individual needs of the person with dementia and their families.

Vancouver Coastal Health has identified Dementia Care as one of the key priorities in Residential Care and as a result, has endorsed the integration of relooking at environments, spaces, activities, specific resident needs through a person centred care focus using the 3 Q P.I.E.C.E.S. framework and Gentle Persuasive Approach (GPA) education so that people living Residential care can live the best life possible. Dementia Care Team has partnered with 30 care homes to change/shift/integrate practices for dementia care through these approaches and education.

For this 2018 Intake year, Louis Brier Home and Hospital was one of three selected to participate and partner with VCH Dementia Care Team in enhancing dementia care.

The Dementia CARE Enhancement Initiative is a regional project that will involve 56 Homes in Vancouver Coastal Health (VCH), including Providence Health Care (PHC). The VCH Dementia CARE Team consists of 1 Team Lead (Jas Gill), 1 Resource Nurse and 3 PEER RCAs who carry experience and skill in dementia care, including specialized knowledge and practice of PIECES and GPA. The focus of the Initiative is to imbed current, leading dementia care practices, provided through PIECES and Gentle Persuasive Approaches (GPA) education, into the care provided.

In a time frame specifically agreed upon in collaboration with the VCH Dementia CARE Team and Louis Brier Home and Hospital, and community care partners, we all will work together to implement care processes and practices that enhance the quality of life of people living with dementia and support a safe, meaningful work life for care staff.

RCI Innovation Grant

Louis Brier Home and Hospital was awarded an innovation grant from the Vancouver Division of Family Practice (VDoFP) Residential Care Initiative to support the Dementia Care Initiative. The VDoFP RCI Innovation Grant is designed to facilitate residential care quality improvement projects that support the RCI Best Practice Expectations and System Level Outcomes. The grant provides one-time financial support of up to \$15,000.

Thank you,
Resident Care Team

Reference: VCH Dementia Care Charter

FALL PREVENTION

Falls are the main reason older adults lose their independence and account for **85 percent** of injuries leading to hospitalizations.



Here are some things you can do to reduce your risk of falling:



STAY ACTIVE

Physical activity reduces the risk of falls by improving strength, balance, coordination and flexibility. Look for an activity you enjoy like water workouts or Tai Chi. It could also be as simple as walking or gardening!



Always check with your doctor before starting a physical activity program.

WEAR COMFORTABLE SHOES

Proper fitting shoes with good foot support and non-skid soles can help with fall-prevention



EAT A BALANCED DIET AND STAY HYDRATED

Ensure your meals contain a variety of vegetables, fruits, whole grains and a source of calcium and vitamin D to maintain healthy bones. Drink fluids often during the day – water is your best drink!



REVIEW YOUR MEDICATIONS WITH YOUR PHARMACIST

Some medications may increase your risk of falls (e.g. sleeping pills, blood pressure medications, Pain killers, anti-allergy and cough medications). Your pharmacist may make recommendations to your doctor to address side effects and the risk for falls.



KEEP YOUR HOME SAFE

Remove tripping hazards like rugs, mats and clutter from places where you normally walk. Using proper lighting, grab bars and non-slip mats in the shower can also help reduce the tripping hazard at home.



GET YOUR EYES AND EARS CHECKED REGULARLY

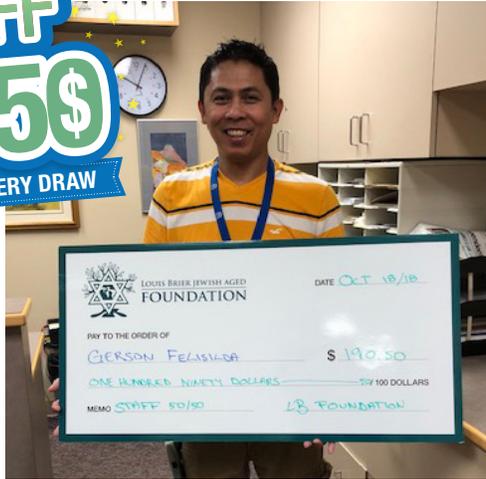
Age-related vision and hearing changes can affect your balance and the risk of falling. It's important to have a complete physical examination at least once a year.

Nicole Encarnacion

Clinical Care Coordinator & Educator

LOUIS BRIER JEWISH AGED FOUNDATION

STAFF
50/50
PAY DAY LOTTERY DRAW



THE WINNER IS...

Gerson Felisilda
\$190.50

Staff 50/50
Pay Day Lottery Draw Winner
October 18, 2018



On September 20, the Foundation held the first 50/50 draw for the Staff Lottery.

This draw is a new initiative, and everyone is really hopeful they will be the lucky winners. The 50/50 is open to all staff of the Louis Brier and Weinberg. Tickets are \$3 each, and only available via payroll deduction. Please come see Kim in the Foundation office to register. Last week's winner was **Gerson Felisilda**. He takes home \$190.50. Congratulations Gerson!

Kim Jamplole

Louis Brier Jewish Aged Foundation
www.thelouisbrierfoundation.com

READING REVERIES

We are beginning a new program on the 2nd floor for Thursday afternoons (2-3 x a month) 3-3:45pm. It is closely inspired by Writer's Club, and we are very pleased that it will feature two of the same guest speakers – Pat Johnson and John Silver, as well as two new ones – our own Seemah Berson, and Helen Pinsky of the JCC Waldman Library. We are incredibly grateful for these guests. The program is designed for anyone with a love of the spoken word.

Reading Reveries kicked off in October with a resident led program: Ruth Raziel shared an impassioned reading of Ecclesiastes 3 (a Time for Everything). A wonderful and intimate discussion ensued, which was enriching for all, and of course included a musical version (this one by Judy Collins). Thank you to Ruth and all who contributed! Hope to see you at our next event!

For more information please contact:

Ginger Lerner

Recreation Therapist
glerner@louisbrier.com, x 4735

NATIONAL FIRE PREVENTION WEEK

Look. Listen. Learn. Be Aware. Fire can Happen Anywhere.

As a part of Louis Brier Home and Hospital's continued commitment and support to its staff and residents, National Fire Prevention week was observed at the facilities through display of information on boards and TV screens, multiple fire drills and fire extinguisher workshops. To further reduce and/or eliminate the risks of potentials fire hazards, all smoke alarms, fire



extinguishers, fire panels and exits were checked, along with updating fire safety plans and plaques for the facilities. Fire prevention also identifies disposal of smoking materials to be another factor in reducing the number of fires. This year's campaign, the Building Services Department hoped to educate the staff and residents on the necessity of responding to every fire alarm as if there was an actual fire, and not assume it to be "just a drill." Likewise functioning smoke alarms and the importance of finding the closest exit, was discussed through workshops and physical walkthroughs with residents.

As Louis Brier Home and Hospital continues to raise awareness about the dangers of fire, and the expectation of the strategies and response from our staff and residents, Building Services team is dedicated in informing through theoretical and practical training workshops on how to prevent fire and keep yourselves and your loved one's safe, by having and practising an escape plan.

LOOK – Look for places fire could start. Take a good look around your areas and rooms and identify potential fire hazards, to remove them. Proactive is better than reactive.

LISTEN – Listen for the sound of the alarm and the instructions from the Paging devices. You could only have minutes to escape safely, before the smoke builds up and alter your vision. Go the meeting areas and wait for further instructions from your dedicated nursing staff. You may have to evacuate the facility, upon instructions from the nurse.

LEARN – Learn two ways out of every room and make sure all doors and windows leading outside open easily and are free of clutter.

Always be aware of your surroundings and your pre-discussed escape plan. Ask questions and attend all fire drills. This is your right to know and your safety; Safety is everyone's responsibility.

Rizwan Shawl
Building Services Manager

RIDING FOR DEMENTIA AWARENESS IN THE RBC GRANFONDO WHISTLER



Saturday, September 8, Kelly Newton participated in the RBC GranFondo Whistler – a 122-kilometre bike race along the Sea-to-Sky corridor – in honour of her father, Chris, who is living with dementia. Kelly and her two sisters called their dad “Superman” while they were growing up, and, like a superhero, he inspired them: *“My dad taught us that we can do anything, take on any challenge and always try our best,”* Kelly says.

Chris was diagnosed with frontotemporal dementia at the age of 57, and now at 62, is living in a full-time assisted living facility. Kelly, 28, hopes that her ride can bring attention to young onset dementia, and show other younger British Columbians affected that they aren’t alone.

“Having a parent diagnosed so early is especially hard at the beginning because you’re not expecting dementia, and working out a diagnosis can be challenging” Kelly says. Her advice for people in a similar position is to not be afraid to talk about what is going on, ask for help, and to ensure others around you do the same. Kelly recounts: *“I saw my mom get exhausted because she was trying to do everything herself, but could only do so much. It can be difficult to ask for help, and to talk about what is going on because you can feel embarrassed, but once we let ourselves rely on friends, family, and eventually hired help, things got easier.”*

An avid cyclist, Kelly was already planning on participating in the GranFondo and was on a training ride when it occurred to her to turn the ride into a fundraiser to honour her father. *“My dad was always a big mentor for me in so many ways, but was particularly a huge supporter of me when it came to athletics. He coached my soccer and softball teams when I was growing up, and he played a big part in me earning a scholarship to play field hockey at university in Maine.”*

Kelly set up a fundraising page through the Society’s Anything for Alzheimer’s fundraising initiative and was blown away by the support she received. *“I was nervous at first about sharing my family’s story, but was surprised by the vast amount of people who wanted to help,”* she says. Kelly soon raised over \$10,000 – more than doubling her initial goal. A friend of hers, Carson, even joined her team to fundraise in honour of his grandfather who recently passed away from dementia, and helped raise an additional \$6,000. Her sisters, close friends and boyfriend also played a large role in spreading the word about her fundraiser, sharing information with others as to how to get involved. She says, *“It really showed me that the disease affects your wider circle, as I had friends who I hadn’t spoken to in years reach out with similar stories and experiences.”*

Kelly finished the race in five hours and 24 minutes – a personal best for her. *“I thought of my dad quite often during the race, and it really helped me push through the tough parts,”* she says.

Another person pushing Kelly through is her mom. *“After my dad’s diagnosis, my mom stepped up as the strong leader of our family,”* Kelly says, *“She’s so tough. The experience has been so hard for her, and of*

RIDING FOR DEMENTIA AWARENESS IN THE RBC GRANFONDO WHISTLER – continued

course she's had her emotional days, but I'm just so proud of the way she has handled things."

And what was her dad's biggest superpower? *"He was such a loving and supportive dad and set the best example of what a good husband and a partner can be,"* Kelly says. *"He was always there for my mom and his daughters, always putting family first. It's such a huge gift growing up seeing that and I wish more than anything that I could tell him how much that means to me."*

You can show Kelly your support by making a donation to her page and if you are inspired by Kelly's story, you can register your own fundraising activity or event at Anything for Alzheimer's.

<http://alzheimer.ca/en/riding-dementia-awareness-rbc-granfondo-whistler>

Submitted by

Barb, Chris (Hospital East Resident) & Kelly Newton

PLANNING FOR LIVING WELL PROJECT

Louis Brier Home and Hospital hosted the Vancouver Coastal Health "Living Well Champion" workshop last October 24, 2018 at the Weinberg Classroom led by Jane Webley, Regional Program Lead-End of Life. Residential Care Facilities across the Lower Mainland participated in the workshop.

The Peer Champions were taught how to understand the role and attributes of a champion, initiating and sustaining change, communication and ways to engage and motivate the team.



YOUR CHANCE TO WIN!

STAFF 50\$/50\$ PAY DAY LOTTERY DRAW

HOW TO PLAY

Submit a **Staff Payroll Deduction Lottery Form** to the Louis Brier Jewish Aged Foundation office.
– JOIN ANYTIME!

TICKET SALES

Start Wednesday, August 8

FIRST DRAW

Thursday, September 20

DRAW DATES

Thursday AFTER Pay Day



Actual odds depend on number of staff participating.
BC Gaming Event Licence #107682.

Know your limit, play within it.
Problem Gambling Help Line 1-888-795-6111
www.bcresponsiblegambling.ca 19+



LOUIS BRIER JEWISH AGED
FOUNDATION



Louis Brier Home and Hospital Preferred JCC Member Rates

Rates effective September 2018 to August 31, 2019

# of Participants	Initiation Fee (New Members)	Individual (age 30 to 64)	Young Family/Young Couple*	Couple*/Family	Spa Upgrade
1 - 15	\$54.00	\$51.75/mo	\$80.25/mo	\$87.75/mo	25% off
16 to 30	\$54.00	\$48.00/mo	\$75.00/mo	\$82.00/mo	25% off
31 - 45	\$54.00	\$45.00/mo	\$70.00/mo	\$76.00/mo	50% off
46 +	\$54.00	\$34.50/mo	\$53.50/mo	\$58.50/mo	50% off

Membership includes:

- Full access to our fitness centre and swimming pool
- Access to our Gymnasium based on open gym availability
- Discounts on all registered programs
- 6 guest passes
- 2 spa upgrades
- Parking is included for members for the time they are in the building

* Young couple and Couple category includes 1 complimentary month of spa upgrade

* One year commitment required on all memberships

* Capital Reserve Fund will be applied upon renewal and is based on 10% of the annual fee (maximum of \$100). A tax receipt will be issued for this fund.

* Must be a permanent employee of Louis Brier Home and Hospital (20 hours or more)

For more information please contact:

Alexis Doctor
Membership Director
alexis@jccqv.bc.ca
604-257-5163

Judeo-Christian ethics/values on tithing/Charity/Tzdakah (Justice)

Judeo-Christian ethics/values on tithing are similar like so many other things are in their doctrines with the differences mostly in the reasonings and who they are serving.. It is the “reasoning” that actually creates the reality, it is not the righteousness of the actions. As we read I trust this may clarify some other general issues as well with some underlining revealed basic concepts that have been temporarily lost to some and to some of our leadership.

The Tithing percent is of our net income, yes, after taxes and expenses, unlike some who say otherwise is between 10% to 20% and no more. WHY? Giving too much has the same effect as not giving at all. Back to the Reasoning, if we give too much, we may do it out of guilt and then falsely believe that by giving the extra balances the injustice we are constantly doing. It does not. Our goal in life is always and will always be not to acquire in the physical world but to always be transforming our nature to be better to our fellow person. Agendas and the consciousness behind them are the issues. Being in politics, on humanitarian boards, social services known to be established to help our fellow person most often fall prey to the selfish agendas of the organization and not to mankind on the whole This is a serious impediment to the entire system. Our big picture agenda should always be towards kindness to our fellow person and not to the agenda and or protocols of who pays the bill. The Judaic view is always that the means does not justify the end.

We are all ONE, descendants of ADAM/NOAH/ABRAHAM, theological /biologically/atomically. We are all ONE Soul. When we give, who are we giving to? When we receive, who are we receiving from? When we take without giving, who are we depriving? Are we hurting G-D? Who is G-D if not the collective consciousness of all of us. The Creator, does not micro manage the world otherwise we have a legitimate complaint with the concept of freedom of choice. Can the Creator micro manage and does he on occasion? Yes, but for the most part, the World is set up mechanical and metaphysically with the principles of a cause and effect process and operates according. The Creator does not punish or reward. We, the collective consciousness of the process self determined by our thoughts and actions are responsible.

One of the most powerful TOOLS is tithing, giving whether in kind, time, currency or good deed. Whether applicable in this life time or previous life times. Charity in Judaism does not mean being a nice person by giving to a needy person, a people, an organization money/ies because there is an identified need. The Hebrew word for charity is tzdakah and it means justice. There is a system in this world of justice so when an opportunity is presented to us there is a reason, a responsibility, individually and collectively for us to do justice.

True assistance or help should never be given with expectation of reward, notwithstanding Maimonides' Eight Levels of Charity. The reward is in the act of giving or sharing and a person never knows what they did to the other person in a previous lifetime, so it is actually possible they owe the person they are giving to. This is justice not charity. Just tell the entire truth to people and help will come from the most unexpected places, a rule of the Universe, just believe it, it will come true.

GENEROSITY CAN SAVE YOUR LIFE – *continued*

A poor person does not come back to get punished, they come back equally important in the process as the means to do justice, to return the balance in a particular short circuit, or misdeed. It is actually a beautiful process, an obligation to oneself. It is not a burden. It only becomes a burden if we deem/view ourselves separate, better, luckier, smarter, more deserved etc. By not sharing the entity creates its own demise and much more is taken away from them and there is no control on what gets taken back. It is not necessarily money. It is what is most important to them, (measure for measure) whether it is within family like ungrateful children, health issues physical or emotional, early demise, a bad name etc.

We can now understand that suffering is mostly self inflicted although it is understandable and easier to blame others or G-D? So let go of the EGO, the personal agendas and start thinking of others and not just yourself. It is not rocket science to create the harmony within so it translates out.

If we do not truly give for the right reasons we may cause the opposite effect to the entire organic system. The adage of being the problem if we are not the solution is in affect. There is no neutral, the same issue will keep coming up in all our lives and the universe.

We determine who we are by what we think and then do so no more victim mentality. Lets' top complaining. Lets' start taking responsibility and do as the Creator and think unification in all that we think and do.

In another language, kabbalisticly and or metaphorically speaking, giving Tzedakah helps open the gate to allow us to understand and access a level of consciousness where no immediate cause and effect exists. Giving Tzedakah enables us to make sense of the infinite depth of the metaphysical universe without being overwhelmed. To clarify, where once we viewed Tzedakah as simply charity and "being nice" and often gave out of "obligation", we can now truly UNDERSTAND the mitzvah/good deed/connection and realize that the giving is really for ourselves, to help ourselves become liberated from the world of justice/cause and effect to a world of unconditional compassion beyond cause and effect. It is a free pass, get out of jail card. Better to do it voluntarily.

A simple affirmation is to state I give this tzedakah to equip myself with the ability to hear my divine inner understanding of the Universe without being overwhelmed." The problem is that we have been preconditioned for centuries to expect "justice", to fight or kill for justice, so it has become more and more difficult to live in a world where the consciousness is that of infinite compassion, but that is the consciousness from which we came, the infinite source with which we are all seeking, an intimate connection and a place we will all return to. It is our true inheritance in the TREE of LIFE not the Tree or Good and Evil, which by the way, is the illusion.

Generosity Does Save Your Life.

Neil Simces
neil2@telus.net

DISCLAIMER: The views expressed by Neil Simces are neither endorsed nor represents the views of the Louis Brier Home and Hospital.

FAMILY COUNCIL – AWARENESS INITIATIVE

Family Council would like to share it's awareness initiative.

Our plan is to have a table set up in the lobby, once a month, in order to connect with friends and family of residents.

Our first effort was last Sunday, October 21. We met many individuals, handed out many information sheets (see insert) and had 5 people want to get involved.

Just as importantly, we took questions and listened to stories of friends and family.

Lisa Dawson
Interim Co-Chair
Family Council



INFECTION CONTROL

Prevent Influenza!

Reduce the risk of getting influenza or spreading it to others by following these guidelines:

- ✓ Get an influenza vaccine
- ✓ Wash your hands regularly
- ✓ Promptly dispose of used tissues in the waste basket or garbage
- ✓ Cough and sneeze into your shirt sleeve rather than your hands
- ✓ Stay home when you are ill



SPECIAL ANNOUNCEMENTS

GIFT SHOP HOURS

SUNDAYS	12-4pm
MONDAYS	12-5pm
TUESDAYS	12-4pm
WEDNESDAYS	12-5pm
THURSDAYS	12-4pm
FRIDAYS	12-4pm
SATURDAYS	Gift Shop is closed (Shabbat/Sabbath)



Marie Robertson RN (re-hire)

Debbie Myles Food Service Worker

Darlene Pawar Staffing Clerk

Lyle Manzano LPN

Genevieve Colas Camit Care Aide

PHOTO GALLERY



PETER FISHER
Violinist, Soloist, Chamber
Musician & Orchestra Director



Health Care Assistant Day



Breast Cancer Awareness – THINK PINK!

Compliments and Feedback

If you have any compliments or feedback, share them with us by visiting our website:

<http://louisbrier.com/compliments-feedback/>

Want to contribute to the newsletter?

Email our Communications Coordinator for details. Michael at mgalope@louisbrier.com

FAMILY COUNCIL

EIGHT GOOD REASONS FOR GETTING INVOLVED

- 1) Keeps you informed of what is going on at Louis Brier Home and Hospital (LBHH).
- 2) Gives you input into decisions and changes in LBHH that may affect your family member.
- 3) Enables you to identify residents' needs that can be met through organized effort.
- 4) Gives you an opportunity to voice your concerns and become a more informed and effective advocate.
- 5) Gives you an opportunity to meet other families.
- 6) Gives you support and understanding through shared experiences with other families.
- 7) Provides education through guest speakers and meetings, the opportunity to learn more about the LBHH care environment.
- 8) Gives you an opportunity to use your experience, skills, interests and talents to benefit all residents.



HOW MUCH TIME WOULD I HAVE TO COMMIT?

A family council usually meets once a month for 1 – 2 hours. Most of what a family council does is accomplished during the regular meetings through discussions and planning.

Individual members may take on added tasks that interest them or are a part of a special project.

Membership in the family council fluctuates and changes, as would be expected, which means that there is always a need for participation from new families.

Connect with us: lb.familycouncil@gmail.com



THE LOUIS BRIER INTRANET

PAYSTUBS • T4's • SICK LEAVE
CAREERS • VACATION REQUESTS
POLICY & PROCEDURES • EVENTS
MISSION • VISION • VALUES
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ORIENTATION • TEAM MEMBERS
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<http://intranet.louisbrier.com>

Follow these steps to access your paystub on the Intranet:

1 LOGIN

Enter your **username** and **password** (first initial and lastname)

ie. Username: **jsmith** Password: **jsmith**

2 CLICK ON *PAYSTUBS & T4*

In the menu, navigate to: **Department / Finance / Pay Stubs & T4**

3 ENTER YOUR EMPLOYEE CODE & PASSWORD

ie. Username: **Employee ID # (4 digits)** Password: **Last 4 digits of SIN**



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