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Dec 2022



Happy Chanukah!

The special dinnerware comes out, decorations are hung, the menorah is lit as we get ready to celebrate around the table again. As with all of our celebrations, staff contribute to the fun by going the extra mile to make things happen and we'd like to thank them. We'd also like to thank our donors who contribute to such events with their generous gifts. All of us at Beth Tikvah hope you have a memorable time with loved ones this year.

Call out for New Board Members

If you believe our individuals are special, want to be a part of our organization, and feel that you have something to offer, why not apply to be on our Board?

We're looking for additional Board members.

To apply, visit our website:

<https://bethtikvahhamilton.org/board-and-management/>

Much to be Thankful For

Message from the Executive Director

By the time you are reading this newsletter, we would have celebrated Thanksgiving, Sukkot, and winter holidays are just around the corner. During my personal reflection on appreciation, I kept being reminded about this past year. Despite the challenges of the past 20 months, so much good has happened within Beth Tikvah - we have had access to adequate PPE supplies, we have experienced great collaborative work with our colleagues from the other Developmental Services agencies, have been well supported by Hamilton Public Health, ensured those clients who wanted to be vaccinated did so, welcomed some new people into service, and much more.

I am particularly thankful to our staff who adapted to the changing requirements brought on by the Covid-19 pandemic, who demonstrated an incredible sensitivity to the people they support to help each person manage the change in routine, the risk of isolation and boredom. The creativity, flexibility and commitment enabled everyone to thrive within these unprecedented times. Thank you to each of you.

The individuals we support - I am thankful to each of you too. You taught me about strength and resilience during difficult times. Our volunteers and donors also give me reason to be thankful. Their support to our foundation, in so many ways during the pandemic, assisted the agency vision to become reality.

So during this season of thanks, my heart is full of gratitude from all the good that is lived and shared throughout the foundation. We all appreciate that the Fall season is a time of transition. Much of our community is already transitioning back to normal life pre-Covid and to some degree so it our foundation. We look forward to the months ahead, getting back to a sense of normalcy. The foundation will continue down the path of expansion, inviting new individuals into our service while at the same time providing different living opportunities to those already in our service. The path ahead is most definitely bright and I look forward to the upcoming year.

Chris Barone, Executive Director



We'd like to thank our 2022 Donors:

Binkley Investments

Ian Binnie

Rosemary Binnie

Marvin Cohen

Mark Levine

Prisms Pharmasave

Stephan Wiseman

Thank you for your support!

Spotlight: Staff

Maxine is one of our full-time support workers at our Arkell location. She has been with Beth Tikvah since December of 2021. Maxine supports six individuals while being the primary case worker for three of the individuals at our Arkell location. Maxine also ensures the individual's safety by completing the monthly fire drills.

Some words of praise from Maxine's colleagues

"Maxine has been a great co-worker! She is always very supportive and fun to work with. She puts in a lot of effort to care for the residents and it really shows!"

"Maxine is a fantastic co-worker / primary case worker to work with. She knows the residents really well, has a good relationship with each of them and the workers as well. She has her routine in the morning where she strips the beds upstairs and such while I am with the residents in the living room. Prepares SS's thickener in advance so she is doing other tasks while it thickens - I.e. she is efficient in her use of time. She is excellent at communicating with day program staff to ensure residents will have fun during the day. She is always on time, and is a pleasure to work with."

"Maxine is amazing to work with, she is such a great communicator, Maxine is good working as a team, she handles things well, she is organized and an excellent co-worker."

"Maxine brings passion, commitment and empathy to her job. Her interest in the individuals reflects in how she cares, relates and advocates for them. I enjoy working with Maxine. She's a great resource to the team. Keep it up Maxine."



Transition from Children Services to Adult Services

By: Anna Fischer, Director of Services

A number of the individuals that Beth Tikvah supports came to us after exiting children's services. Individuals deemed eligible for support as children by Contact are automatically eligible for support as adults. Planning for their transition from children to adult services often occurs over a few years and is done at monthly meetings by the DSO (Developmental Supports Ontario) and community agencies (including Beth Tikvah). The ideal is that a plan and adult supports are in place by the individual's eighteenth birthday. Sometimes it happens right on their eighteenth birthday! Individuals coming into service from children's services have often been in service most of their lives, be it in foster homes or group homes. Often they have had several different placements. Occasionally an individual comes into service who has been with the same foster parents since they were very young. Often we see positive outcomes if foster parents stay involved after the individual transitions to adult services. For example, SS from 907. She visits her former foster mother every weekend and goes away to the cottage for a week in the summer with her.

Any individual coming from children's services to adult services undergoes a period of transition. We try to make it as smooth as possible by setting up meetings beforehand and/or visits to the new home. As one can imagine, it could be quite scary for the individual moving from one service to another. As well, there is an adjustment period because, in adult services, the individual has more independence. This may mean they can choose to manage their personal needs money or contact biological family who weren't involved in their lives before. This can lead to both positive outcomes and struggles/challenges. We also support the individuals set goals such as completing post secondary education, doing volunteer work or finding a job. A number of our individuals have attended the CICE program at Mohawk College. A number of our individuals work at grocery stores, restaurants and McMaster.

Beth Tikvah is committed to working with individuals who are transitioning from children to adult services. This has been a big part of our expansion over the last seven years. We plan to continue to be a part of this valuable process!

C.L. Tells Us About His Job



"I got this job through Community Living Hamilton and I am a food service assistant at McMaster University and I am a dishwasher as well and I have been working there from January 30th 2022 until now. My favourite part of this job is that I get a free meal on my lunch break and I have lots of coworkers that are my friends and taking the bus is great because it's fast and it makes me feel independent and it's one bus there and one bus back but overall this job is one of the best ones I've had since the pandemic started and I am thinking about retiring at this job and staying here for a long time Ok Thanks C.L."

A.A.'s Favourite Video Games

1. Fortnite,
2. Call of Duty,
3. Rainbow 6, and
4. Grand Theft Auto



B.R. and Her Daughter, G.G.:

BR has been with Beth Tikvah for the past seven years. During this time, she transitioned from Intensive Support to Supported Independent Living. BR is a mother to a five-year-old daughter, GG, who goes to the local elementary school. She also has several animals she cares for. BR is currently taking the Protection, Security, and Investigation program full-time at Mohawk College. In addition to this, BR works part-time at Shalom Village Long Term Care facility.



S.S. Makes Bracelets:

I have been apart of Beth Tikvah for almost 8 years.
One of my favourite things to do is make crafts - bracelet making in particular.
I have learned many methods and I enjoy seeing my creativity come to life.
I also love sharing my work with my staff and friends. Seeing them smile when I present them with a custom bracelet brings me great joy. This is something I can see myself doing for a long time.

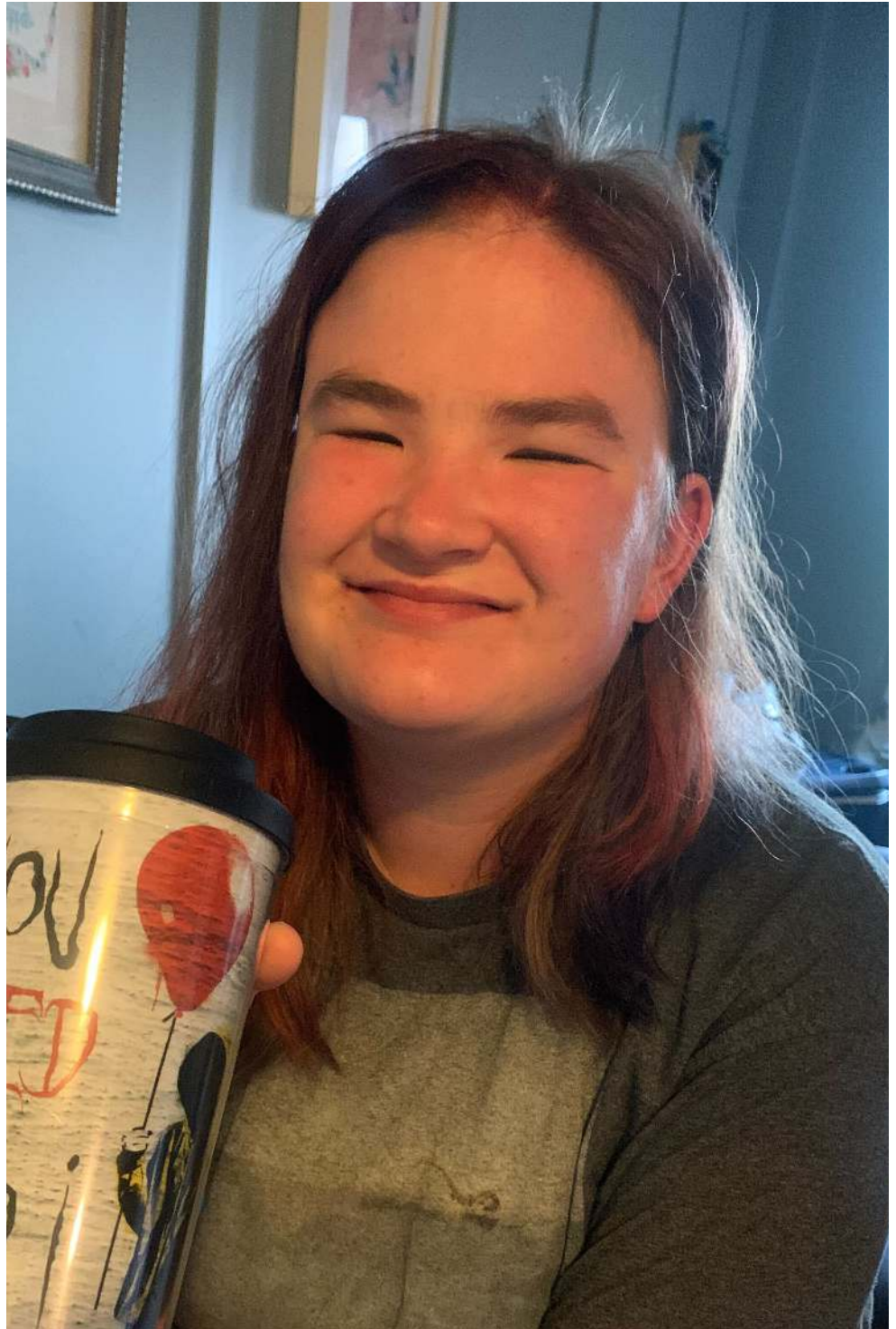
M.O.'s Bio:

M.O. is a resident of Beth Tikvah Foundation of Hamilton, residing in one of the Beth Tikvah apartments. M.O. is 23 years old, diagnosed with Fetal Alcohol Spectrum Disorder. She has been residing in Beth Tikvah ever since October 2017.

M.O. enjoys doing various activities, such as arts and crafts, drawing, dancing, and spending time with her friends. M.O. has been attending a weekly art program at The Gas Works, and has expressed that this is a positive experience.

Some recent programming, she has been involved in includes: going to Hamilton Comic Con with 902 resident, C.L. at the end of September (as seen on front cover), and she hosted her annual Halloween Party with 902 residents, C.L. and 605 resident, B.R.

M.O. will have other fun programming plans for November and December!



Some Photos From the Year



COVID-19 Corner

By Olthia Adili, Quality Assurance & Training Coordinator

COVID-19 Corner

COVID-19: Now a mainstay in our communities. Although there are increased vaccine rates and increased knowledge on viral management, today we continue to weather the effects of the pandemic since the spring of 2020. Beth Tikvah now faces new challenges as we press ahead to hopefully, less turbulent times. There has been an emergence of re-infection rates of COVID-19 among our staff and residents. As we approach the respiratory infection season, we need to remain vigilant with maintaining safety for all coworkers, residents, visitors and the greater community.

Employees

The thought of another season of increased cautious measures gives feelings of anxiety and caution about creating plans for the future. It is understandable when direct support staff, who daily sacrifice on the frontlines, are also weary & fatigued with the process, the unending changes each season and COVID mutation bring. Staff in the past year have been asked to work additional shifts to cover locations, offered to shift schedules, and many have repeatedly oriented new and third party agency staff. **Your efforts have not gone unnoticed! Thank you for your service!**

Management continue to adjust schedules, sometimes on an hourly basis, train staff, recruit and reschedule interviews for "No-show," candidates. All this while overseeing general operations to ensure smooth continuity of service. *(Thank you for your service!)* Management has also seen a shift in the expectation of potential applicants who intend to secure employment working remotely and minimize hands-on activities. The Developmental Sector cannot accommodate these expectations as our work is hands-on.

Preventative Strategies:

During the respiratory, flu & cold season, Beth Tikvah utilizes KN95 masks on a daily basis: utilizing additional PPE will be considered when increased rates are identified at the location or in the community. Staff continue to conduct rapid antigen testing (RAT) three times weekly. Public Health continues to monitor the community to detect increases in infection rates in the community. The community will be alerted to take precautions when there are high infection rates. If there is a display of symptoms, the People Supported can administer a RAT or when they are on an over-night/extended absence.

Return to Work:

The standard time to return to work is 10 days if you have tested positive for COVID19. The time to return to work may vary depending on each case. We will always follow the Public Health guide-

lines to ensure the right process is followed.

Staff Reminders:

Follow all COVID-19 protocols:

- **RAT:** Staff are to test 3x weekly (Monday, Thursday, Saturday by 4:30pm)
- **Hand Hygiene:** Ensure you perform hand hygiene often, during donning and doffing PPE, before entering the location, eating, cleaning, using the bathroom, between residents.
- **Wear PPE** for the duration of your shift. Use KN95 during increased infectious seasons. (Other mask options will be available as per management directives)
- **Vaccinations:** Remember vaccination boosters are available and to reduce the risk, get vaccinated early
- **Respiratory Etiquette:** Cover your mouth and nose when you sneeze - use the inside of the elbow. When you use a tissue, throw it out. Perform hand hygiene after a sneeze, cough or using a tissue. Disinfect any known surfaces after the sneeze or cough.
- **Physical Distancing:** This works! Remember to practice physical distancing with coworkers as well.
- **Cleaning:** Clean at the designated times on each shift. High touch surfaces should be disinfected regularly
- **Contact Time:** Each product has a required time the surface should be saturated with the cleaning agent/product. Read the back of the label & follow.

Staff: Answer all screening questions accurately. For staff with multiple employers, if one employer is in outbreak, staff must only work at **one (1)** congregate care setting.

With increased vaccination rates and the decline of COVID cases, Beth Tikvah is hoping for a future filled with less restrictions and an optimistic hope we can move forward with fewer interruptions in service and we can provide the best in-person service we can offer to the people in our services. We want to continue to build and strengthen staffing teams in person where everyone can thrive and meet best-practice standards. All of us, together, can move forward understanding we have a different communal responsibility that is committed to developing staff resiliency, team cohesion, health & safety, and a progressive strategy for a strong agency in the future.

2023 Holidays

Jan 3—Fast of Tevet 10

Feb 6—15 Shevat

Mar 6, 7—Purim

Apr 5-13—Passover

May 25-27—Shuvot

Sep 15-17—Rosh Hashanah

Sep 24-25—Yom Kippur

Sep 29-Oct 6—Sukkot

Oct 6-8—Shemini Atzeret & Simchat Torah

Dec 7-15—Chanukah