

# CHANGES

48th Annual Conference | Victoria Conference Centre

## Bright Ideas: Our Caring Culture



#BCCPA2025







# BRIGHT IDEA: TEAM SPIRIT

**BUILDING A CULTURE THAT CONNECTS AND INSPIRES**

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# OUR TEAM

At Sidney All Care Residence, our commitment to excellence in senior care is deeply rooted in our vision to create a compassionate, person-centered environment where residents receive the highest quality of care and lifestyle.

Guided by our mission to provide exceptional care with dignity and respect, and anchored in our core values of empathy, integrity, collaboration, and innovation, we recognize that the strength of our team is the heart of everything we do.

"All Care, We Care, I Care"





# ABOUT US AND OUR TEAM

## Sidney All Care Residence – Our Journey Together

- Established in 2013 in the heart of beautiful Sidney, on picturesque Vancouver Island
- We first opened with 1 resident for the first 6 weeks – now a thriving private, Long Term Care Community with 86 residents with a waitlist and only private pay suites
- We have grown into a vibrant, engaged home for residents and their families over the past 12 years
- Supported by a dedicated team of 130+ team members, many have been with us for many years.
- Our team works in collaboration with our leadership team and ownership.

*Together, we've built more than a residence – we've built a community.*











# BUILDING TEAM ENGAGEMENT

Our Team: Our Greatest Strength

- At Sidney All Care Residence, our team is our #1 resource
- Just as we strive to provide the best possible home for our residents, we are equally committed to supporting and uplifting our team
- We recognize the immeasurable role our team plays in enriching the lives of residents and their families
- Our goal: to foster a workplace where care, connection, and respect extend to every team member





# TEAM RETENTION AND CULTURE

A positive workplace culture isn't what we say --- it's what we do!

- Our average team member has worked with us 4.25 years
- 13.5 % of our team have worked with us more than 10 years
- 34.5% of our team have worked with us more than 5 years

We have supported many of our team members in becoming Nurses and Health Care Aids, many of our founding team members are still with us today, celebrating 12 years of care and compassion!





# ALL CARE CASH

(currency for our team members).



- A custom-built program to promote engagement and recognition
- Rewards employees for going above and beyond
- Encourages a culture of appreciation, teamwork, and positivity
- When we invest in our team, everyone wins — especially our residents.
- Team members can earn All Care Cash from our Leadership team for small acts of kindness, teamwork and engagement in activities and events.
- All Care Cash is redeemable at Christmas time for exciting and rewarding prizes.





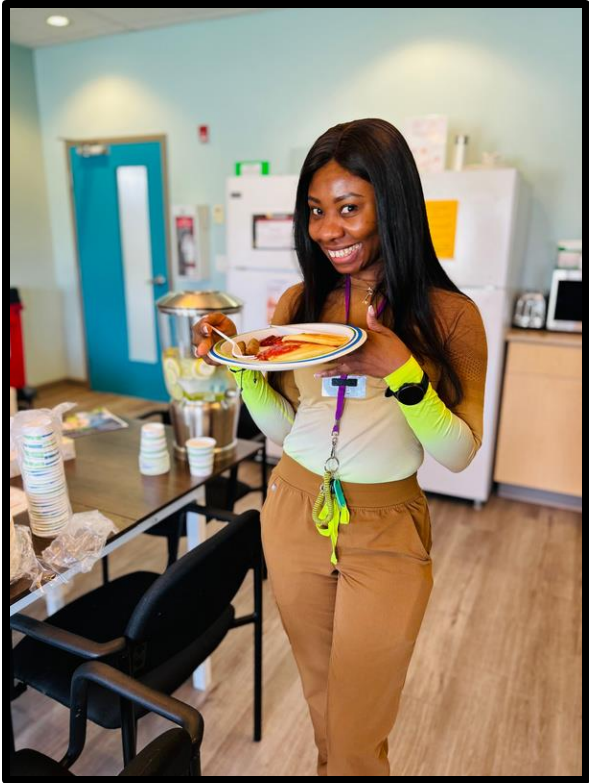
# OUR MONTHLY ENGAGEMENT CALENDAR





MAY 2025

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				 <div>Who's That Baby? Bring in your baby photo</div>	2	3
4	 <div>TRIVIA CINCO DE MAYO</div>	 <div>Canadian Mental Health Week 5- 11th</div>	 <div>Mindfulness Wednesday with Sharon RN 9:30 and 1:30</div>	 <div>TEA AND TALK Community Room 9:30 and 1:30 Conversations that connect us all</div>	9	10
 <div>Happy Mother's Day</div>	11	 <div>Thank You Happy National Nursing Week</div>	 <div>BUILD YOUR OWN BURRITO BAR!</div>	 <div>PAJAMA DAY</div>	16	17
18	19	20	21	 <div>PAJAMA DAY</div>	23	24
25	26	27	 <div>Who's That Baby Deadline for guessing</div>	29	30	31



- Each month our leadership team works together to host various activities and events throughout the month
- On average we host 8-10 Activities and events each month
- Inclusive events that celebrate diversity
- Each month we do a ‘team meal’ where we gather our team and we enjoy a meal or snack together.
- Each activity is tailored to support the interests from all our team members to promote inclusivity throughout our roles



# HEALTH AND WELLNESS

We believe our team members health is essential to their success — both personally and professionally. That's why we offer a robust wellness program, including:

- **24/7 Access to a Full onsite Gym** – Stay active on your schedule
- **Daily Chef-Prepared Salad Program** – Nutritious lunch or dinner salads
- **Up to \$1,000 Annual Wellness Spending Account** – Use it on the health-related products or services that matter to you.
- **Comprehensive Counselling Benefits** – Prioritize your mental health with full access to professional support.
- **Positive Work Environment**- Promoting a safe and open community
- **Mindfulness Wednesdays** - Our monthly check-in and mindfulness meeting



*\*\*Please note: These are not alcoholic beverages. We were making protein shakes*







## ✓ **Effective Leadership**

Leadership that is transparent, supportive, and inspiring plays a crucial role in our team engagement.

## ✓ **Opportunities for Career Growth**

We have promoted many of our team members from within, supporting training programs and advancement from within our community

## ✓ **Recognition and Rewards**

Acknowledging and rewarding team members for their contributions and achievements is essential for fostering engagement. We honour our team members anniversaries with our community and celebrate their success.

## ✓ **Training and Development**

Peer-led training opportunities to develop our team members to enhance our skills and education in caring for our residents, promoting our mission, vision and values and code of ethics



# THE ROLE OF LEADERSHIP

The role of leadership is crucial in guiding teams toward achieving their goals, fostering a positive work environment, and inspiring employees to reach their full potential through effective communication and support.

We found that having full leadership buy in was the best motivation for our team to participate in the activities and programs





# CONTACT US

For more information, please contact us below:



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