



Family
Councils
Ontario

Family Councils Ontario

*INNOVATIVE APPROACHES TO RECRUITMENT:
WHY JUST PUTTING UP A POSTER DOESN'T
WORK.*

Context: Residents

- Long-Term Care Homes have traditionally served residents who have a range of needs for support and health care
- There has been a sharp increase in the proportion of residents with higher needs in recent years & changes in admission criteria have resulted in residents with more complex care needs



Context: Residents

- Average length of stay is shorter
- 97% need help with daily activities
- 97% have two or more chronic conditions
- 90% have some form of cognitive impairment
- 38% need monitoring for an acute medical condition

<http://www.oltca.com/OLTCA/Documents/Reports/TILTC2016.pdf>



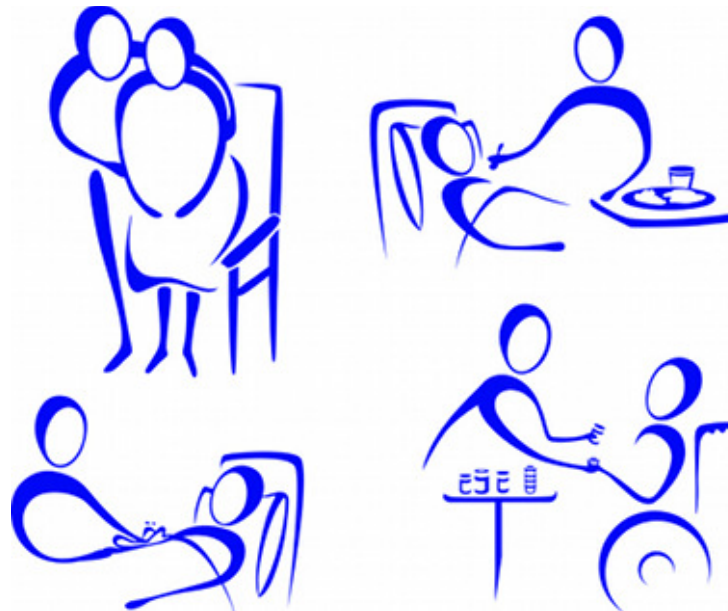
Context: Caregivers

- 8 million informal caregivers in Canada, representing 25% of all Canadians
- 2 million informal caregivers provide heavy care (20+ hours/week)
- 6 million of these provide care to a senior (75% of all informal caregivers)



Context: Caregivers

Caregiving is taxing physically, emotionally, mentally, and financially.



Answering Your Questions.

WHY CAREGIVERS SAY “NO”



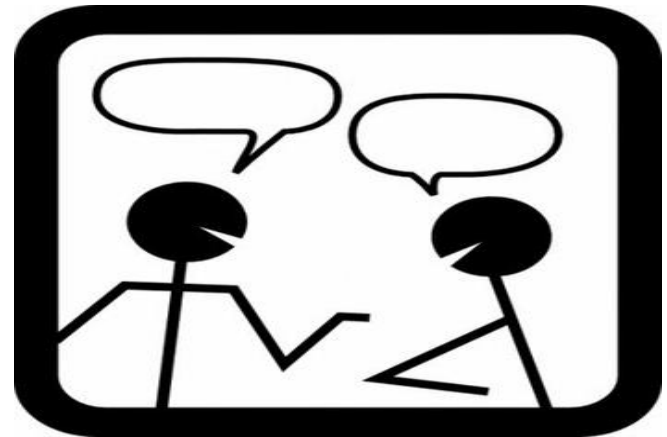
Time Commitment

“I don’t have the time to come to meetings”



Time Commitment: Response

Family Councils are built to support a diverse range of both formal and informal meetings. Each council can work to agree on schedules and times that work best for them. Meetings are an effective way to collaborate, problem solve and communicate with small and large groups. They allow individuals to come together and establish a collective body.



Meeting Structures & Purposes

1. General/Regular Monthly Meetings
2. Action Oriented Meetings
3. Brainstorming or Creative Meetings
4. Short Term Planning Meetings



How To Run a Meeting Effectively

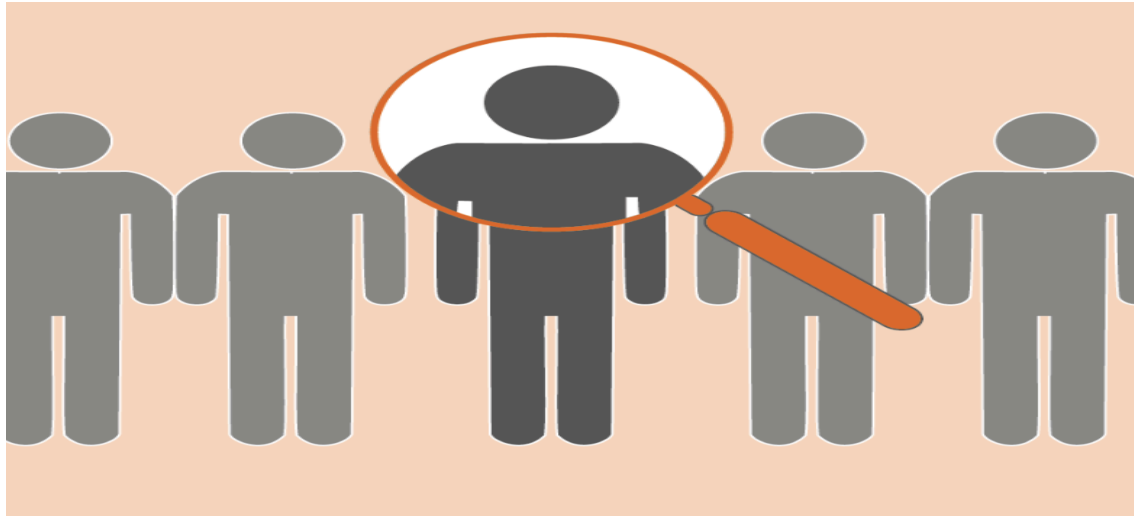
- Avoid the “Complaint Trap”
- Set & stick to an agenda
- Balance support vs. getting work done
- Don’t ignore issues
- Focus on your mission/ purpose
- Consider what you want to do outside the meeting

Please refer to your “Running a Meeting” Handout for more information



What's In It For Me?

"I won't benefit from a Family Council"



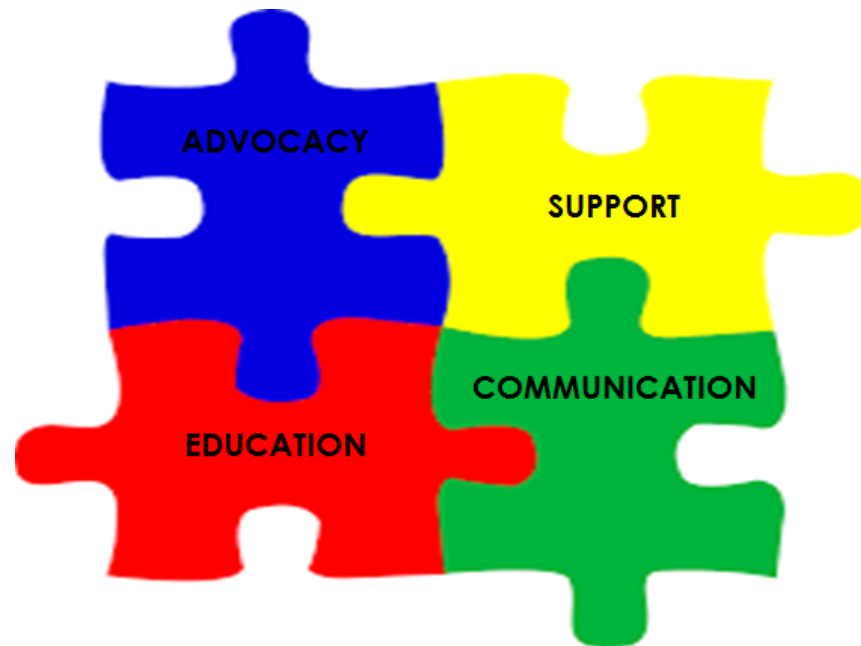
What's In It For Me: Response

There are four legs to the Family Council Table peer support, small A Advocacy, facilitate communication and promote partnerships, education. Each of these legs represent an integral piece in supporting your loved one in Long Term Care.



4 Characteristics of a Family Council

- Support
- Communication
- Advocacy
- Education



Benefits of A Group

Individuals need others to thrive, and that group members will naturally reach out to others. Groups offer a platform for individuals under going the same experience to gain support from one another, share experiences and work towards a common goal.



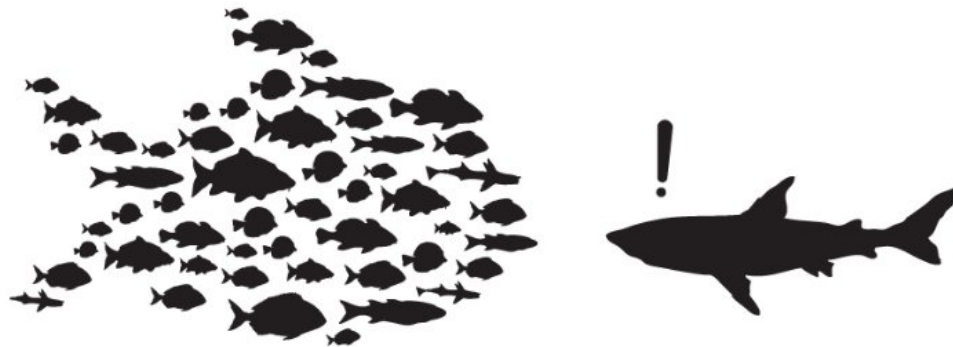
Too Much Work!

“This is too much work/ I don't have the skills”



Too Much Work: Response

All members should feel comfortable to take on tasks and work they feel comfortable with. Family Councils are a collective; they share workloads to ensure that nobody gets burnt out.



TEAMWORK



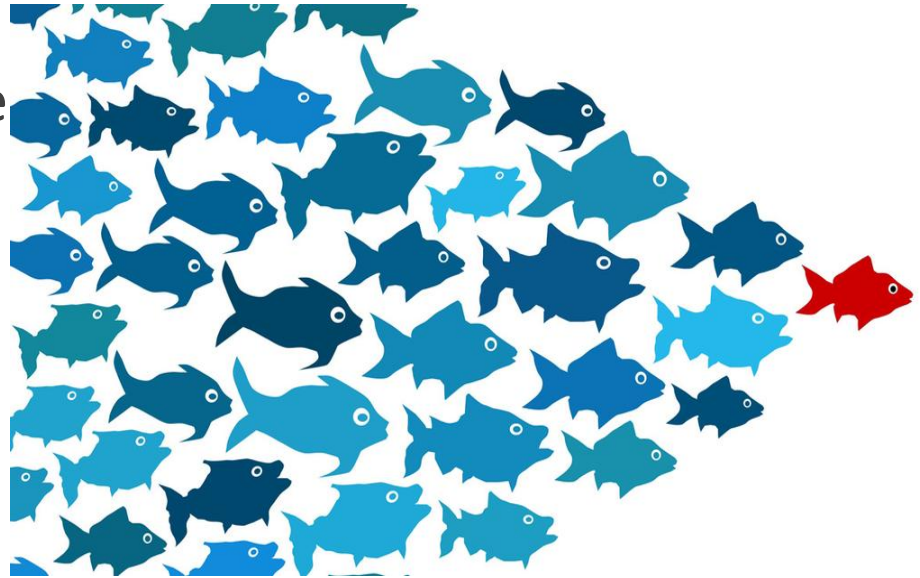
Teamwork

In order to work effectively to achieve your goals, your Council needs to come together as a group and work together as a team.



Leadership Models

- Volunteers
- Shared Office
- Leadership by Committee
- Traditional Officer Positions
 - **Chairperson/President**
 - **Vice-chairperson**
 - **Secretary**



Misconceptions

“All they do is complain”



Misconceptions: Response

The main purpose of a family councils is to improve the quality of life of Long Term Care residents and to give families and friends a forum for sharing their experiences, learning and exchanging information.



Back to Basics

- Family Councils contribute to the Home and quality of living for residents in a variety of ways. Council members engage in peer support to support fellow members.
- Councils operate as a communications link between the Home and families, helping to support information flow.



Back to Basics

- Councils plan and execute projects hold events with guest speakers to educate residents, families, and staff
- Councils serve an important function in processing concerns that affect all residents and working with the Home to resolve issues and engage in quality improvement



The Caregiver Experience

“I’m already too stressed”



Response: Peer Support

- Family Councils not only provide an opportunity to work towards positive change in the Home, but they provide a chance for family members to connect to others who share their experiences and can provide emotional, practical, informational and affirmative support.

At its core, a Family Council is a peer support group



Peer Support

The definition of peer support for Family Councils must remain flexible but the following principles apply to both Family Councils and peer support groups:

- Respect
- Confidentiality
- By members for members. For a Family Council, our saying is 'by families for families.'



Peer Support

- Discussing problems and exploring solutions
- Building a culture of positive mutual support
- Advocacy on shared issues
- Education



Misconceptions

“Nothing Gets Done”



Misconception: Response

Family Councils are responsible for enhancing LTC and improving quality of life for residents



The Power of A Family Council

It's essential to understand the Powers given to Family Councils by law so you have a solid understanding of what you can do in the Home.



The Long Term Care Homes Act

The Long-Term Care Homes Act lists specific powers of a Family Council



Everything is Great

“I don’t see the point, everything is fine!”



Everything is Great: Response

It's always important to have an established collective to address problems, advocate, support and educate. It ensures accountability and a place for caregivers to go if they need resources or support.



Family Councils Are More!

- A Family Council is so much more than just a venue for addressing concerns!
- While advocating on collective concerns and recommendations is an important aspect of a Family Council- and is one given to the Council by the Long-Term Care Homes Act- there is more to a Family Council.

Family Councils build and strengthen communities.



Family Councils of Ontario

Phone: 647-427-5551

Toll-free: 877-622-9968

Website: www.fco.ngo



www.facebook.com/FamilyCouncilsOntario



www.twitter.com/FamCouncils_ONT

Director, Communications & Education: Samantha
Peck

speck@fco.ngo

Executive Director: Lorraine Purdon

lpurdon@fco.ngo

