



# Together in Transition

Opening the door for seniors in transition



Issue No. 6, Volume 1

November 9, 2010

## Together in Transition Today



Dear Catherine,  
We've survived 'Election 2010' and thankfully have some respite from the constant barrage of political messages, the majority of which are negative and nasty in my opinion. I'm sure that we have more changes ahead with the recent election results, and time will tell if and how it'll affect health care reform, tax legislation and other critical issues facing us as Boomer's, as well as our parents, siblings, employers, etc.

Together in Transition is committed to staying informed and sharing information and resources with you as we learn of them. In uncertain times like this, I feel my company's name is more

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## Quotes for the Sage Aged

"Old age, believe me, is a

applicable than ever: we truly are 'together in transition', and by supporting each other and practicing some compassion and understanding, we'll get through this too.

Sincerely,



Catherine Fritz  
Senior Residential Transition Specialist

## Feature Article

### 7 Most Important Things to Consider When Choosing a Senior Community

The 7 factors to consider are:

1. Agreement about moving into a senior community
2. Level of mobility and cognitive awareness
3. Financial considerations
4. Location
5. Long-term requirements
6. Management and staff experience
7. Reality check on senior community

In the final issue in this series, we'll be highlighting in detail the seventh critical factor to be aware of when making a choice in a senior community.

For this edition in November, we'll discuss issue #6:

#### Management and Staff Experience

good and pleasant thing. It is true you are gently shouldered off the stage, but then you are given such a comfortable front stall as spectator."

--- Confucious, Chinese philosopher

## Together in Transition Today News

### Advisory Packages

One of the newest services offered by Together in Transition are Advisory/Consulting packages to Boomers and caregivers all over the U.S. If you or other friends/ family are struggling with the decision around a loved one's transition into a senior community, Together in Transition can help! We currently offer individual



One of the most important decisions is whether the location being chosen has quality management and experienced staff? Facts are facts and unfortunately, many of the hourly staff in senior care are among the lowest paid service providers in our workforce. Naturally they change jobs frequently in search of better paying employers.

My experience in visiting numerous residential communities shows that when a facility has a predominance of long-term management and staff, there's a good chance their staff are better paid, offered more benefits and have greater job satisfaction, resulting in better care for their residents. Communities that retain their staff consistently have higher levels of care, communication and quality of service between the residents and its employees.

However, it's important not just to make inquiries how long the Director, supervisor and resident assistants have been at a facility; in many cases, a relatively short employment at the community you're visiting of one individual staff member, may be preceded by valuable years of experience at another community.

Perhaps what becomes most important is to trust your own observations of the verbal and non-verbal interaction going on between management, staff and residents. Some thoughts you might want to consider include: How are the staff behaving in their interaction with residents? Are they engaging, patient, compassionate and genuinely interested in the residents? Are there residents that appear 'alone' and isolated from others? Does management have a positive

packages on Residential Transition Planning for Mom and Dad, or other elderly loved ones. You can live anywhere in the U.S. and we will counsel and advise you through the process of completing your own or a loved one's residential transition into a great senior community. To see description, benefits and costs of our individual advisory packages, please click on: [Together In Transition Today](#) to access our package information.



Also, [click this link](#) to register for a free subscription to our electronic newsletter Together in Transition Today. You'll receive free bonus information, including a Worry-Free

relationship with the staff? Does management know individual names of residents? How do they staff the facility at different times of the day?

Be aware of how you feel upon leaving the facility. If your parent that is considering the community is visiting it with you, ask open-ended questions about their thoughts about the community after the visit. A final suggestion is to also visit the community during alternate periods of the day and/or week. Do you see the same level of care and concern when you visit in the evening or on the weekend, when administrative staff may not have a constant presence?

As always, I'll emphasize that open discussion and planning in advance of long-term residential care needs is the ideal. If your parents are still alert and able to make decisions, involve them directly in this process. Their input is critical for the best choice to be possible and to ensure their cooperation and enthusiasm.

## Resources for Caregivers and Seniors

Are you aware of the Family Caregiver Support groups in your community? Are you familiar with 'respite care' and how that might help with your family's situation? In major metropolitan areas, both city and county agencies generally offer staffed caregiver support groups. These are typically held 1-2 times monthly and offer caregivers an opportunity to participate in a small group of usually no more than twelve people who provide ongoing care for a loved one. Members have a forum through the group to vent their frustration, learn helpful hints from each other, as well as advice on communication with your loved one from the facilitator, who is typically a licensed credentialed social worker.

In addition, many of the non-profit organizations specializing in senior and healthy aging issues offer

**Report: "What Every Baby Boomer Needs to Know About The Six Major Types of Senior Residential Communities" and a Free Audio Interview: "Navigating the Confusing Differences Between Senior Residential Communities."**

## Next Issue

### FEATURE ARTICLE

**7 Most Important Things in Choosing a Senior Community:  
Issue # 7 - Reality Check on the Senior Community**



similar caregiver support groups, as well as respite care. Respite relates to time that a caregiver, especially those that are in that role 24/7, takes as a break from their responsibilities for their loved ones. Some non-profits offer respite support for their caregivers through on-site centers to leave a loved one for a period of time in order for the caregiver to attend a support group, do shopping or whatever 'respite' looks like for them.

Caregivers typically are always putting the needs of their loved ones ahead of their own, and sadly this is resulting in many caregivers either 'burning out' or becoming seriously ill themselves due to their lack of self-care. Remember: you **MUST** take good care of yourself, in order to offer the best care for your loved one.

Contact your local Area Agency on Aging, as well as non-profit organizations in your community and learn what support might help you. Some of the organizations you can contact in the metropolitan Los Angeles area include:

City of Los Angeles Dept. of Aging:

<http://aging.lacity.org/caregivers/family.cfm>

LA Caregiver Resource Center:

<http://lacrc.usc.edu/ShowPage.php?PageID=6>

WISE and Healthy Aging:

<http://www.wiseandhealthyaging.org/cms/1185.html>

Leeza's Place:

<http://www.leezasplace.org/locOL.html>



About Us

Catherine Fritz, owner and founder of [Together in Transition](#), is a Certified Senior Advisor and expert in senior residential transition issues. She is experienced in resourcing new residences for seniors moving from their long-time homes into senior communities, in downsizing their household, in supervising the move and in creating a home-like setting in the new residence.

While observing her parents serve as caregivers for

## CAREGIVER AND SENIOR RESOURCES

### Multipurpose Senior Centers

### COMING SOON!

- Project CARE - donate \$\$s and/or gifts to Los Angeles low-income seniors (donations made through the City of LA Dept. of Aging)
- Launch of Together in Transition Today's *blog*, which will feature my thoughts and experiences working with caregivers and seniors
- Local Residential Transition Packages in Los Angeles, CA



different elderly family members, Catherine became aware of the growing needs of our current and future senior population, and the challenges that they face during different transitional stages, and so Together in Transition was born.

Her skills and experience in leadership and communication, effective project management, and attention to detail, combined with a compassionate kind nature, results in someone with unique abilities to opening doors for seniors in transition.

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