



SIoux LOOKOUT
Meno Ya Win
HEALTH CENTRE

Meno Ya Win News

June 2009
Volume 7, Issue 6

Working Hand in Hand with our Communities to Build a Healthier Future.

“What soap is to the body, laughter is to the soul.”

~ Yiddish Proverb

“The moment they hear their own (native) language in the hospital, their healing begins.”

~ Patricia M. Ningewance-Nadeau

A SPECIAL GRADUATION—CONFEDERATION COLLEGE HELD ITS CONVOCATION CEREMONY ON JUNE 8TH, 2009



L to R—Dana Hoey, RN; Carine Gallagher, RN and Coordinator Community Based BScN Program; Karen Smith, RN

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A Special Graduation – Confederation College held its convocation ceremony June 8th, 2009 at St Andrews United Church. There were a number of people graduating who are part of Sioux Lookout Meno Ya Win Health Centre. Tina George from our DI department graduated from the Practical Nursing program and now is working in her chosen profession at the 5th Avenue site. Nicole Rosiak has joined our staff as well.

Two Registered Nurses, Dana Hoey and Karen Smith from Sioux Lookout, graduated from the Bachelor of Science in Nursing Program, the first ever Home Grow Your Own Collaborative BScN program. The program was delivered jointly by Lakehead University and Confederation College nursing departments in several communities in the Kenora Rainy River District. The nurses in the program received all their theoretical and clinical education in their home communities. SLMHC supported the

program here in Sioux Lookout with nursing instructors, placement settings and a financial contribution to the program. It was a day of pride and accomplishment for all who worked so hard to initiate and keep the program going. SLMHC is very pleased to have Dana and Karen along with their colleagues Brenda Wessell and Smilja Milanovic from the Dryden campus on staff.

If you are interested in becoming a registered nurse and staying in our community you can prepare for the BScN program by taking the prerequisite courses (if you don't already have them) from the Sioux Lookout Confederation College Campus beginning the fall of 2009. The program anticipates another intake for the program in the fall of 2010.

We are proud of the new graduates and would like to extend our congratulations to them and all the new graduates who have joined our staff.

~ Barb Linkewich, VP Health Services

Mentoring: For The Future Of Our Workforce

By R. Foster MN Facilitator OD

"All I want is a happy, productive team!" sighed one frustrated manager. "Yes," groaned another, who went on to explain that life on his unit was no fun either and turnover was high. Neither of them could attract staff to their unit and morale was low because there was not enough staff to do the work. People were getting burned out.

If this story sounds familiar, read on and together we will explore the concept of mentoring as a leadership tool to improve staff recruitment, staff retention, and boost morale in the workplace.

So What is Mentoring?

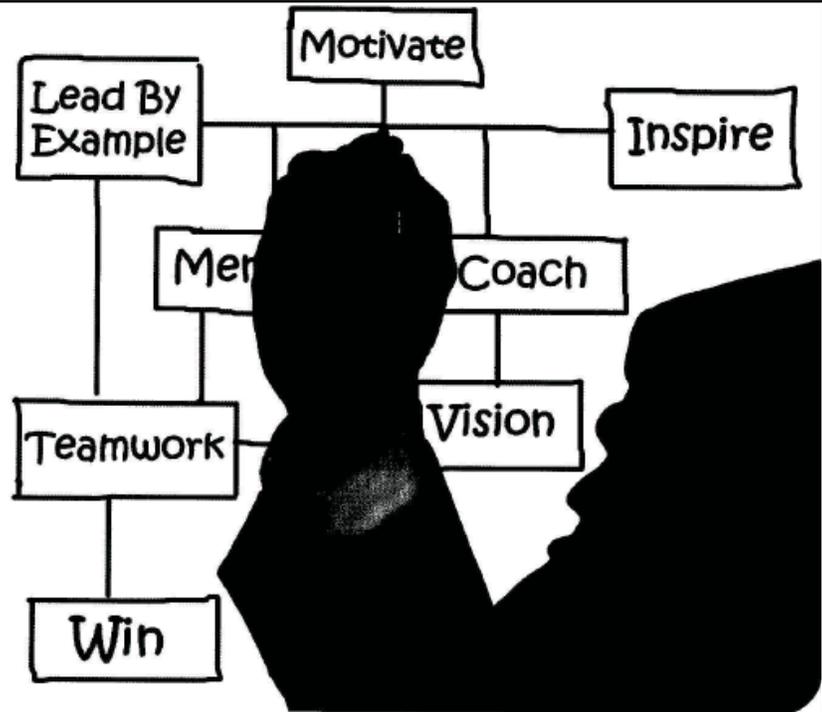
Mentoring can be considered as an intervention aimed at helping the new or novice staff member (mentee) feel comfortable in their new role as well as their new environment.

It is a formal or informal relationship between two or more individuals for the purpose of supporting workplace integration, career advancement, as well as providing a safe environment to address psychosocial issues.

In addition, the mentoring role is non-evaluative so that means that the mentor will not be part of the new staffs reporting structure, and will not be involved in performance evaluations.

The Mentoring Wheel

This model (facing page) is derived from personal practical experience of coordinating a mentoring program, as well as working with mentors and mentees, and integrates the work of Dr. Ray Carr, founder of Peer Resources in Vancouver. I believe the four central elements to mentoring are professional & personal knowledge, authenticity, trust,



and respect. A blend of these elements is shared through conversation and personal communications, thus building relationship and creating commitment to the process.

The outer circle represents the system in which we live and work and depicts the continuous interplay of personal and work-related experience, searching for meaning in the experience, offering opportunity for reflection on what was learned, and finally the formulation of a response or course of action.

Qualities of a Mentor

Take a few minutes and think about someone in your life who has been a mentor to you in your personal or professional life. What qualities did you experience in that relationship? Was there something special about that person?

Now consider yourself, what qualities would you bring to the table as a mentor? Perhaps you are already mentoring someone, so how do you do that effectively? What values do you feel are important in a

mentoring relationship? What are your natural gifts and talents that you share? Just take a few minutes to take stock of everything you bring, or could bring to the relationship.

Safety, non-judgement, compassion, understanding, and honesty are a few qualities that may be on your list, and have been noted by both new and novice staff as being very important to them.

The Mentoring Relationship

There are two ways to enter into a mentoring relationship, either formally where parties are assigned, or informally, where parties naturally gravitate to one another and develop an ongoing relationship.

In the ideal world, the latter is the preferable approach, however it is not always practical, so alternative options for matching can be utilized. Some programs have linked people via a webpage, others through a bulletin board, and others by assigning new staff to an assigned mentor.

Continued page 3...

Mentoring: For The Future Of Our Workforce

Continued from Page 2

By R. Foster MN Facilitator OD

Whichever way is chosen, a mentoring agreement must be developed that outlines what each party can and cannot, will and will not do, as well as clearly outlines the exit strategy with a no-fault termination clause.

Relationships fall apart at the best of times, so discussing and agreeing on the best way to end it, right at the outset, takes the pressure off having to worry about it should the need arise.

Reciprocity

It may seem that the mentoring relationship is completely one sided, however nothing could be further from the truth. In a healthy relationship, both parties bring gifts to the table.

The new staff person brings their energy, new knowledge, enthusiasm, and new ideas, and it has been my experience that those seasoned professionals in the mentoring role appreciate learning from these new staff.

Some seasoned professionals have commented that it really made them realize how much new information was given to new graduates, and how much they could learn from them. Others realized that they need to brush up on their knowledge and it motivated them to research new knowledge and developments in particular areas.

In other cases, seasoned staff noted that it gave them a new lease on professional life where they previously felt they had plateaued professionally.

Challenges

There can be no doubt that mentoring has many benefits both to the individuals participating in the relationship, as well as the programs and organizations supporting the strategy. However, it would be na-

ive to gloss over the challenges that often face those who are developing or running mentoring programs. I refer to these as the 3 'Rs': Role confusion, Resentment, and Responsibility.

Role confusion springs from a belief that a mentor and a preceptor are one and the same, when in fact one is skills based and involves an appraisal of the individual, while the other is seen as a soft approach to working with new staff and therefore not valued by those not involved in the process.

accept a mentoring role. In an ideal environment, protected time is created for mentors to do their work, however the reality is that this is a luxury that does not happen. Current staffing shortages, and increased workloads make protected time almost impossible, so mentors often carry the responsibility of mentoring in addition to their regular work assignments.

Creating a Culture of Mentoring

Having briefly outlined the qualities, benefits, and challenges of being a mentor, or being mentored, for the individual, program or organization, the question is how can we support mentoring as a recruitment and retention strategy?

I believe the best approach is through education strategies aimed at sharing information on mentoring and encouraging all staff to adopt a mentoring spirit. Building the foundation of mentoring through workshops, lunch and learns, and personal stories offers the opportunity to develop a culture of mentoring. New staff will feel supported and existing staff will feel valued and realize the benefits of reduced staff turnover.

As we engage all staff in the mentoring activities, creating a learning environment for new and seasoned staff alike, the effects will ripple through the organization. Meaning will be re-introduced into the professional lives of seasoned staff who have lost their sparkle, and the organizations reputation will filter into the community and attract new and experienced staff.

Rachel Foster was the Professional Practice Consultant (Mentoring) with Regional Nursing Affairs, AHS Capital Health and now is an Executive Coach and Organizational Development Facilitator, Covenant Health.

Submitted by Cynthia Dwyer, RPN



Resentment rears its ugly head in two ways. First, the new staff may feel singled out and in some cases have been known to question whether they were assigned to a mentor because they were deficient in some way! Second, existing staff that are not involved in the mentoring process, may see the time spent by mentors with the new staff as time taken away from regular duties and perceive it as impacting their workload.

Responsibility in this context refers to the additional responsibility that the mentors experience when they

SUMMER RESEARCH STUDENTS

A flurry of research activity at Meno Ya Win is planned for this summer as students are supporting various research initiatives. The three summer students are Lauren Payne, Natalie Hansen and Bryanne Minty. We are also joined by Lauren Minty who has a volunteer research position.

Lauren Payne is completing her Masters in Public Health at Simon Fraser University. Lauren is working on the Odotsemeg (Maternal Child Services in the Sioux Lookout region) initiative. She is working under Dr. Terry O'Driscoll and is interviewing people from four First Nations communities who have experience with child delivery. The results of the qualitative study will be used to restructure the current model of maternity care to help make First Nations women more comfortable giving birth in Sioux Lookout.

Natalie Hansen previously worked in Sioux Lookout as a research intern with the Northern Ontario School of Medicine. She returns to us after completing her first year of law school at the University of Windsor. She is working on a project led by Dr.

Sharen Madden which involves conducting qualitative interviews with First Nations women to help doctors and nurses better understand First Nations experiences of menopause. She is also working under Roger Walker, Helen Cromarty and Joan Cachegee on the Aboriginal Health Human Resources Initiative (AHHRI) which involves the evaluation of cross-cultural care at SLMHC.

Bryanne Minty has just completed her Bachelor of Kinesiology and will be starting Medical School at the University of Manitoba in the fall. She is working on the AHHRI project and also working under Dr. Eric Touzin on the Endoscopic Retrograde Cholangiopancreatography (ERCP) feasibility study.

Lauren Minty is conducting chart reviews under Dr. Yogi Sehgal and Dave VanderBurgh. They are investigating the predictive value of an increased threshold for exercise stress tests.

SLMHC is on a continuous process of investigation and evaluation in order to improve and enhance services. These research initiatives will contribute to this process and also contribute to a growing body of literature coming out of Sioux Lookout.

Submitted by Joan Cachagee, Manager of THMFS Program

Orientation Workshop—May 22, 25, 2009 Group 6



Front row—l to r: Smilza Milanouic, RN; Brenda Wessel, RN; Elizabeth Cupples, Nursing Clinical Placement; Laura Jackson, Nursing Clinical Placement; Kevin Chaval, RN. **Back row l—r:** Ramona Quequish, Administrative Assistant; Annie Evans, Housekeeping; Bonnie Findley, Dietary; Dave Kulchyski, Purchasing; Denise Wojciechowski, RN; Kristyn Jackson, Ward Clerk; Karen Smith, RN; Lory Centis, RN; Dana Hoey, RN; Pauline Linklater, RN; LeeAnn Tyler.

Welcome, to the 8 new Nursing Graduates!

Submitted by Sharon Yule, Project Manager

WORKPLACE HEALTH AND WELLNESS COMMITTEE

It has been three years since the Workplace Health and Wellness Committee was started at the Sioux Lookout Meno Ya Win Health Centre. The purpose of this committee is to:

- Establish and sustain the health, wellness, well – being and wholeness of employees at SLMHC and outside participating groups
- Explore opportunities to improve and increase awareness of existing wellness programs
- Design programs for all employees, regardless of their present level of health and wellness, considering physical and social environment, health practices and personal resources
- Serve as role models for our community

This committee is a sub-committee of the Joint Occupational Health and Safety Committee. These Committees are supported by the board and the senior management team for your benefit. Have you stopped to think about the work of these committees and the benefits that you, as an employee, have gained over the years?

Just a few programs that benefit you and your families are

- Employee assistance programs

- CPR and first aid training
- Smoking cessation programs and Weedless Wednesday Draws (January)
- Ergonomics assessments
- Flu shot clinics
- Fitness subsidy
- Health and safety programs and education such as back care
- 11 Steps to a Healthier You Program
- Birthday healthy snack program

Now that it's summer, we continue to encourage you to.....enjoy your vacations, go for a walk with a friend or partner, take your kids to the park and play on the equipment with them, bring your tennis equipment out of the basement, learn a new sport, dance and play loud rock and roll music when doing house chores, do some stretching exercises when standing at the photocopier, go outside and get fresh air during your coffee break, garden, plant flowers and keep up with the weeds, walk or bike to work, stand up while talking on the phone and march in place. The list goes on and on.

Get Active, Stay Active and Have fun!

Submitted by Sharon Yule, Projects Manager



Romeo Anderson

Welcome!

We're pleased to announce that Romeo Anderson has joined the Traditional Healing, Medicine, Foods & Support Program as a Casual Interpreter effective May 25, 2009.

Please join me in welcoming Romeo to Sioux Lookout Meno Ya Win Health Centre!

~Joan Cachagee, Manager, THMFS Program

The Sioux Lookout Material Girls Quilt Guild is raffling off its seventh quilt this year. Funds go to the Canadian Cancer Society and to the mammography unit planned for the new hospital. As always, the quilt is gorgeous. For a toonie, you have a chance to win a queen size quilt and support the purchase of much needed equipment for the hospital.

Tickets are available at the front desks at the Fifth and Seventh Avenue sites. Draw is August 7th.

Submitted by Rita Demetzer, Assistant to the CEO

Working Hand in Hand with Our Communities to Build a Healthier Future
 ΓΝΩΣΤΕ ΤΗΝ ΧΕΙΡΑ ΤΗΣ ΑΝΤΙΣΤΟΙΧΗΣ ΚΟΙΝΟΤΗΤΑΣ ΣΤΗΝ ΚΑΤΑΣΤΑΣΗ ΤΗΣ ΥΓΕΙΑΣ ΤΗΣ ΚΟΙΝΟΤΗΤΑΣ. ΔΙΑΔΡΑΣΤΙΚΑ ΣΥΜΜΕΤΟΧΕΥΣΑΤΕ.
Travailler main dans la main avec nos communautés pour construire un future plus sain.

GRAPHICS STANDARDS AT SIOUX LOOKOUT MENO YA WIN HEALTH CENTRE

A Strong Visual Identity is Pivotal



“A strong visual identity is pivotal to communicating the mission and vision of an organization and demonstrates professionalism and reliability. The mission of Sioux Lookout Meno Ya Win Health Centre is clear from our name, which in the Oji-Cree language means “health, wellness, well-being.” It refers to holistic healing and wellness, and the “whole self being in a state of complete wellness.” The visual identity of Sioux Lookout Meno Ya Win Health Centre inspires trust in our services and spreads awareness of our high standard of patient care and innovative approach to healing. It is important to maintain the integrity of the Sioux Lookout Meno Ya Win Health Centre logo by consistently reproducing it on all printed materials, signage, and other media applications. This creates an identity that is easily recognizable to the general public and other health care providers. The Sioux Lookout Meno Ya Win Health Centre logo will play an integral part in promoting our commitment to holistic medicine and excellent quality of care”.

Quote from: Visual Identity Guide for SLMHC, page 6.

Staff are reminded to check out the [Intranet](#) site for forms located under Resources, then click on Templates. Please make time to read the VIG, it is for use organization wide.

Thank you for your cooperation!.

~ Communications & Community Development



DID YOU KNOW?

Sioux Lookout Meno Ya Win has launched a corporate clothing line with **Signatures Signs and Stitchery** which includes a selection of clothing options for all staff with our Hospital logo. This is a great chance to place your orders for spring and summer. For a complete look at clothing options and for additional information to order see the intranet site under Resources → Useful Information or contact Sherree at Signatures directly phone # 807-737-2444 to place your order. A portion of all employee purchases will be graciously donated to the Hospital Foundation by Signatures.

Submitted by Michelle Beaulne, Manager, Material Management



Community Counselling
&
Addiction Services



Share for Hope Program Looking for Speakers

New Program

The “Share for Hope” program is a newly developed program designed to provide inspiration and hope to individuals residing at the Out of the Cold Shelter. November 17th, 2008 marked the commencement of the Share for Hope program, which was well received by Out of the Cold Shelter residents.

Community Member Sharing

Community members who have overcome their own life struggles similar to many of the issues the Out of the Cold residents are facing; e.g. homelessness, mental health and addiction issues, chaotic upbringings, isolation and abuse, are invited into the shelter Monday mornings to share their stories of hope, inspiration and recovery.

Inspirational Message

Invited speakers discuss what their life was like when they experienced little or no hope, their turning point, and their life now. Speakers are also encouraged to share the steps they took that led to changing their life, the types of supports they used and found helpful, and the lessons they learned. As part of the speaker’s inspirational message of hope, Out of the Cold Shelter residents are also encouraged to access the help they need.

The Goal

The goal of the Share for Hope program is to provide inspiration and hope to the Out of the Cold residents by hearing from individuals who have also experienced tough and difficult times in their life, but who have also managed to recover and regain their health, sense of self-worth and happiness.

Speakers Needed

If you are a community member who has an inspirational story to share about your own life, and would like to volunteer to speak to the residents at the Out of the Cold Shelter, please contact Trish Hancharuk at 737-7207.

Trish Hancharuk, Counsellor
Community Counselling & Addiction Services
Working in partnership with Out of the Cold Shelter

“WHEN YOU FEEL LIKE GIVING UP, REMEMBER WHY YOU HELD ON FOR SO LONG IN THE FIRST PLACE.”

~ Unknown

QUESTION OF THE MONTH...

WHAT DO YOU LIKE ABOUT WORKING AT SIOUX LOOKOUT MENO YA WIN HEALTH CENTRE?



Angie McCleary, Rehabilitation Clerk
I enjoy all of the friendly people and the "PERKS". I have won many prizes for entering contests and I enjoy them all!"



Andrew Bilz, Physiotherapist
"Learning Objibwe from the patients and interpreters and getting relationship counseling from the nurses."



Rachel Carter-Wilson, Physiotherapist
"The amazing variety of experiences and meeting and learning from all the people I have the honour to meet here."



Mary Spray, CCAS Data Clerk
"The people I work with are great, and the job and education opportunities are excellent."



Eva Kakepetum, Counselor
"The wisdom I have gained working here. The people I work with and the clients I have worked with have all contributed to my personal growth. A very professional atmosphere."



Barbara Friesen, Client Advocate
"I like the people that work here, patients and escorts."

From the Sioux Lookout Four Party Services Agreement, signed April 11, 1997

Principles

The following principles of service will be used in the new hospital:

- * high quality service which means that people will be:
 - ⇒ seen promptly or as soon as possible;
 - ⇒ told in a way that is understandable, what is the matter and what steps will be taken;

- ⇒ well looked after;
- ⇒ listened to; and
- ⇒ treated with respect, dignity and compassion.

- * fairness and respect for all patients, residents and staff, with a commitment to move towards employment equity.
- * respect for the individual's right to confidentiality with care taken to balance this with the collective needs of families and communities.
- * full and equal access to all insured hospital and related services for all people of the Sioux Lookout District.



Anishinaabemodaa

Lesson: There are 2 kinds of vowels in the Ojibway language: long and short vowels. It's important to recognize the difference between these 2 sets of vowel sounds so that you can follow the set grammar rules.

Short vowels: **i** as in pit (**abin**—sit)
 o as in book (**ozaam**—too much)
 a as in cup (**animoosh**—dog)

Long vowels: **e** as in bed (**miigwech**—thank you)
 ii as in peek (**niin**—me)
 oo as in between soup and soap (**boozhoo**)
 aa as in doctor's "say ah" (**omaa**—here)

Reference: Talking Gookom's Language, by Patricia M. Ningewance

Section 10: In the Bush (Camping, Fishing, Hunting)

Page 130, 131, "POCKET OJIBWE, "A Phrasebook for Nearly All Occasions" by Patricia M. Ningewance



WEATHER TERMINOLOGY:



CLOUD:

- There is a thunderstorm.....Binesiikaa, animikiikaa
[literally: there are thunderbirds around]
- There's going to be a thunderstorm.....Wii-binesiikaa, wii-animikiikaa.
- There might be a thunderstorm.Wii-binesiikaa ganabach.
- A thunderstorm is starting.....Maajii-binesiikaa/animikiikaa.
- A thunderstorm is heard coming.....Biidwewidamoog binesiwag.
[Lit. "one hears the thunderbirds coming"]
- The thunderstorm has arrived.....Bagamaashiwag binesiwag/animikig.
[Lit. "the thunderbirds have arrived in flight"]



"Always cover the mirrors in your house during a thunderstorm."

TOONIES FOR FRIDAY



SIoux LOOKOUT
MENO YA WIN HEALTH CENTRE

Foundation

**Building the future of Health Care in Sioux Lookout,
one toonie at a time...**

Funds raised to date: \$1,306.20

The *Meno Ya Win News* is prepared by:
Communications & Community Development
Located at 69 Front Street Site.

All departments are invited to submit news,
updates to:

Email: danderson@slmhc.on.ca
Phone: (807) 737-5132
Fax: (807) 737-5128



SIoux LOOKOUT
MENO YA WIN HEALTH CENTRE
Foundation

Pizza Fridays



MONEY RAISED TO DATE: **\$2,653.00**

This fundraising initiative is generously sponsored by:



*If you talk to a man in a
language he understands, that
goes to his head. If you talk to
him in his language, that goes
to his heart.*

~ Nelson Mandela

**SLMHC EMBARKS ON A JOURNEY
IN TRANSFORMATION OF CARE**
*Patient Centered,
Service Oriented &
Performance Focused*

Our Readers Comments

"I just have to send my comments as well. I really applaud you all at Meno Ya Win News. It is indeed a top-notch newsletter and so very readable. I look forward to receiving it and it has been wonderful to watch the new hospital take shape through the pictures.

Thanks so much for all your efforts and for continuing to send me the newsletter.

Congratulations and keep up the great work!!"

~ Marg Poling, RN, Palliative Pain and Symptom Management Consultant, North West Community Care Access Centre (Thunder Bay)



SIoux LOOKOUT
Meno Ya Win
HEALTH CENTRE

Slogan:

Working Hand in Hand with our communities to build a healthier future.

Mission:

We are more than a hospital!

We provide culturally-responsive acute, long term and ambulatory care, mental health and addiction services, and community-based and traditional healing services to the Sioux Lookout area and to the northern First Nations.

We are *Meno Ya Win*:

We stand for: *Health
Wellness
Well-being
Wholeness*

Vision:

We will be a *Center of Excellence* for health through

*Enhanced Services
Partnerships*

and Care that is

*Patient centered
Service oriented
Performance focused*

Values:

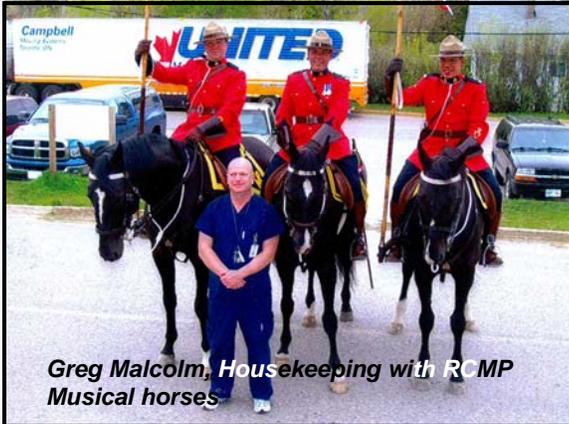
We value compassion, fairness, integrity and teamwork.

We celebrate diversity.

We recognize different pathways to health.

... We do care!

PHOTO GALLERY



Greg Malcolm, Housekeeping with RCMP Musical horses



Shannon Turtle with family at her graduation



L to R—Dana Hoey, RN; Barb Linkewich, VP Health Services; Karen Smith, RN.



Greg Malcolm, Housekeeping with RCMP Musical horses



Irene Shakakeesic making bannock for family, friends and passer's by at Relay for Life on June 5, 2009.



Shannon Kay leading Blueberry Bert around to watch RCMP musical ride with Zachary Lance—son of DeAnna & Brad Lance.

KNOW WHAT TO DO TO FIGHT THE H1N1 INFLUENZA VIRUS



- ▶ **FLU SYMPTOMS ARE:** cough *and* fever, runny nose, sore throat, body aches, fatigue and lack of appetite.

Protect yourself and others:

- ▶ Clean your hands often and thoroughly in warm, soapy water or use hand sanitizer.
- ▶ Cough and sneeze in your arm, not your hand.
- ▶ Keep common surfaces and items clean and disinfected.
- ▶ Stay home if you're sick. Contact a health care provider if your symptoms worsen.

KNOWLEDGE IS YOUR BEST DEFENCE

For more information see www.fightflu.ca