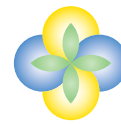


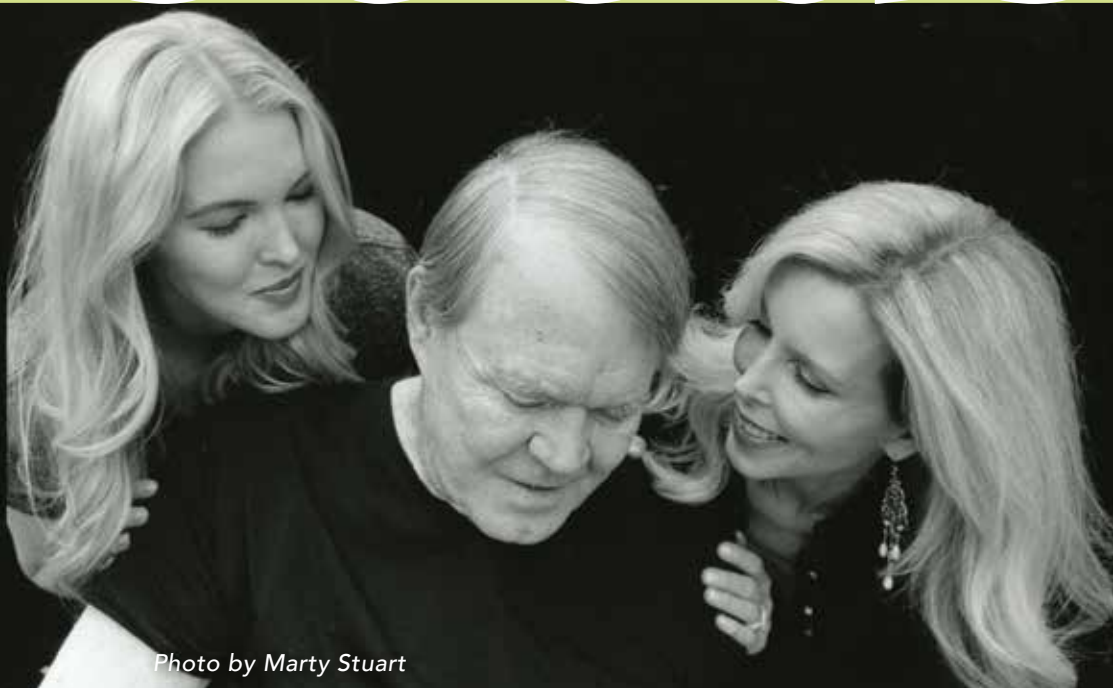
*Transforming the care of individuals with  
Alzheimer's disease and related dementias*



**Abe's Garden**™  
Alzheimer's and Memory Care Center of Excellence



# seeds



*Photo by Marty Stuart*

*Glen Campbell with wife Kim (r.) and daughter Ashley*

## KIM CAMPBELL: Why I Chose Abe's Garden

by Walker Duncan

**G**len needed a special environment," says Kim Campbell, who, like so many other spouses of someone with dementia, struggled to provide care at home. Her husband, legendary musician Glen Campbell, who was diagnosed with Alzheimer's in 2011, eventually became one of Abe's Garden's first residents in 2015. *Continued on Page 2*

### CAREGIVER TIP:

"I recommend families consider options, and visit communities, years before a loved one needs to leave their home. This provides the opportunity to identify preferences in an alternate living situation. Get on wait lists at preferred communities. Then, if the need for a transition arises suddenly, the family will have options."

—Judy Given, Director of Campus Development

### WHAT WE DO

Abe's Garden is establishing a model of residential, day, and community-based programs for those with Alzheimer's disease. The goal is to transform care for those with Alzheimer's and related dementias throughout the United States by providing an unprecedented level of care for individuals diagnosed with these disorders. Equally important, it is a site of research and teaching, setting a new standard for other programs and residential communities devoted to caring for our nation's rapidly expanding senior population.



*"I drove home every night knowing that he was safe; sleeping in his bed being watched over by people who knew how to care for him."*

Kim Campbell

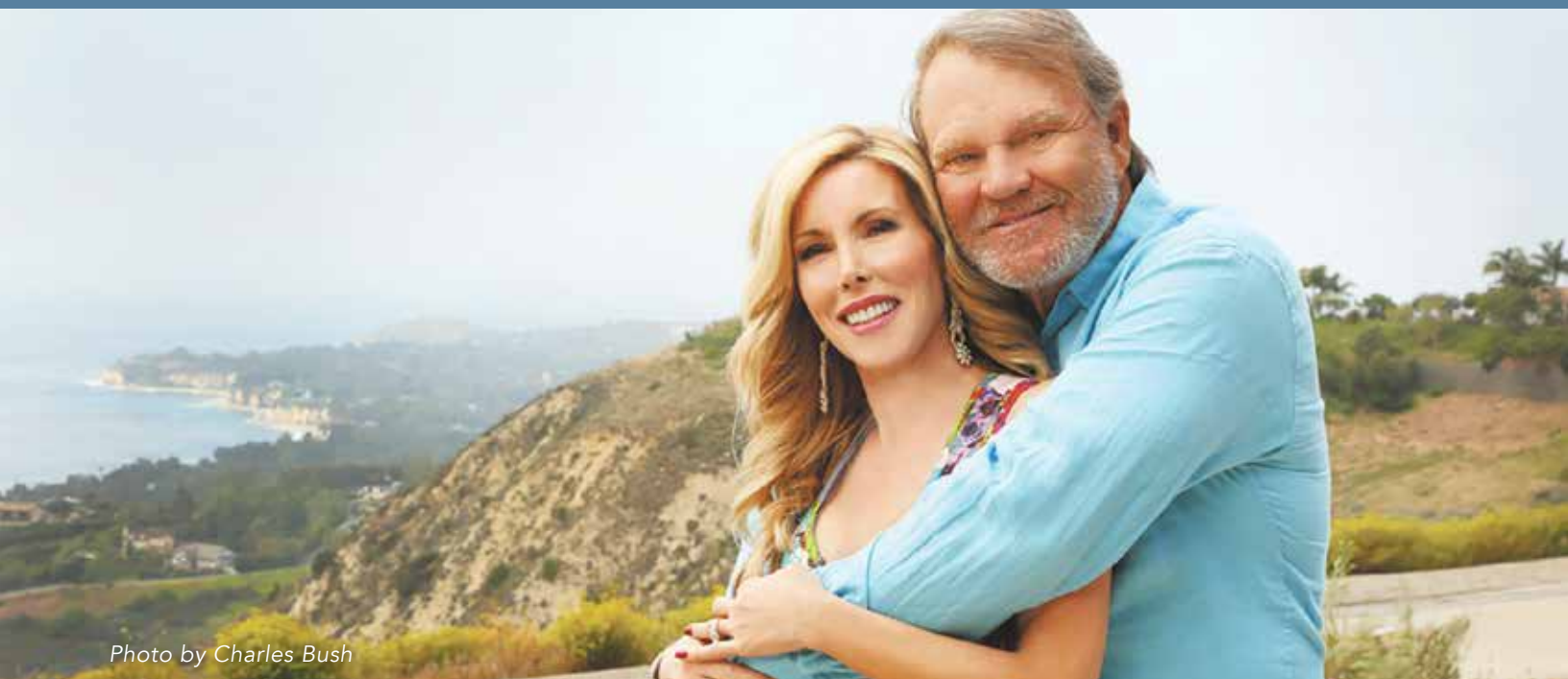


Photo by Charles Bush

## KIM CAMPBELL: Why I Chose Abe's Garden *Continued from cover*

**A**t Abe's Garden, our family joined a memory care community. That's the way I think of it and that's the way it felt," says Kim. She served on the Abe's Garden board of directors, helped start a spouse support group, and is the founder of [CareLiving.org](https://www.careliving.org), a website that provides information, inspiration and positivity to caregivers.

Even after years of caring for Glen — whose early struggles with the disease were poignantly chronicled in the highly-acclaimed and impactful documentary "I'll Be Me," Kim admits that his progression into the later stages held far greater challenges than she had ever imagined.

The couple had moved to Nashville to be closer to family, and initially sought to create a safe environment that would allow Glen to remain at home. Kim selected carefully a team of caregivers, including two of their children, a nephew, and a few friends to take turns, in teams of two, to care for Glen round-the-clock. As the disease progressed and Glen lost the ability to understand or use language, his constant profound anxiety, and chronic lack of sleep and wandering occasionally led to dangerous physical outbursts.

At a regularly scheduled doctor's appointment, the physician was stunned. "He couldn't believe I was still trying to care for Glen at home," she says, admitting that she had been reluctant to consider long-term care based on stereotyped views of "depressing nursing homes" she, like so many others, held.

At the doctor's suggestion, Kim toured a number of local memory care communities, as well as Park Manor, where Kim learned about the Abe's Garden approach. Shortly after construction was completed in 2015, Glen moved into Abe's Garden.

"Even though, at that point, he was too advanced to actively participate in much of the programming, the team still encouraged us to be a part of the community," says Kim. "And after I kissed him goodnight, I drove home every night knowing that he was safe; sleeping in his bed being watched over by people who knew how to care for him."

Kim is encouraged by the many spouses caring for those with Alzheimer's who are coming out of the shadows to admit they need help. She knows what a memory care community like Abe's Garden can provide to those families and their loved ones, and she considers it a tremendous blessing.

# KIM CAMPBELL: From Visitor to Family



**FEBRUARY 2014**

Kim visits Park Manor with a family friend and inquires about Abe's Garden

**OCTOBER 2014**

Glen Campbell's documentary "I'll Be Me" premieres in Nashville with Abe's Garden sponsorship support

**SEPTEMBER 2015**

Glen and Kim's children, Ashley and Shannon Campbell, perform "Remembering" and Kim speaks candidly to attendees at Abe's Garden Grand Opening event



Photo by Clark Thomas

**SEPTEMBER 2015**

The Campbells join the Abe's Garden community, Glen moves into the Music and Movement household

**OCTOBER 2015**

Kim begins serving on Abe's Garden's Board of Directors



Photo by Matt Chait

**MAY 2017 TO PRESENT**

Kim is featured in five of Abe's Garden's free caregiving videos



## Innovating With a 45-Hour Work Week

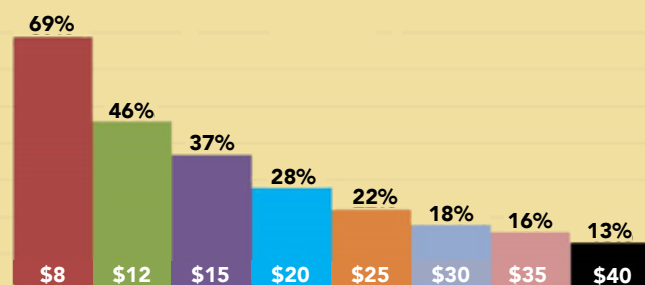
Numerous best practices demonstrated on the Abe's Garden campus emerge from industries other than residential memory care. Based on his experience in sectors ranging from transportation to food production, the organization's founder, Michael D. Shmerling developed "A New Model Utilizing Intentionally Scheduled Overtime". The model is resulting in more committed employees and is receiving national recognition from post-acute care and home health executives throughout the nation.

The innovation increases the number of hours each employee works from 40 to 45 hours per week. This limited, intentionally scheduled overtime translates to fewer total employees, each with slightly more hours. "The premise is compelling because dollars diverted from benefits, uniforms, and other fringe items are repurposed into employee pay," Shmerling says. "Given the well-established challenges in recruiting employees for demanding entry level healthcare positions, the opportunity for increasing hourly compensation, without increasing total expenses, has natural appeal." The increased compensation improves morale and helps attract and retain talent. Having to complete 40 hours of work at the base rate prior to earning five hours of pay at the overtime rate also reduces absenteeism.

Another benefit of the approach is that it fosters a deeper relationship between the residents and their care team. These connections invoke stronger employee commitment and motivation to meet residents' needs. "By interacting with familiar faces more regularly, residents feel more comfortable and employees are more in tune with residents' personalities and needs."

The 45-hour work week has proven to be a valuable innovation in the organization's approach to maintaining a trained and supported workforce. It has garnered the attention of Health System 100 and Home Care 100, organizations which help CEO's identify effective strategies for innovation.

### BENEFITS AS A PERCENTAGE OF TOTAL COMPENSATION FOR VARIOUS HOURLY PAY RATES



Benefits as a total compensation





Photo by Dan Heller

## Elevating On-Site Medical Care: Another Best Practice Realized

*Nurse practitioner Mattie Godfrey checks to see if a resident's cold symptoms have improved.*



**Dr. Legner**

**V**ictor J. Legner, M.D., and nurse practitioner Mattie Godfrey joined the Abe's Garden team to provide on-site physician care for residents. In their new roles, the duo, who are both affiliated with Vanderbilt Medical Center, will offer geriatric primary care services.

Legner is a geriatric medicine physician who specializes in taking care of frail, older adults with cognitive decline and dementia. He earned his Master's degree in Epidemiology from the University of Washington, and his M.D. from Rush University. His passion for geriatrics emerged while caring for his grandmother.

Godfrey pursued geriatric medicine after participating in several mission trips benefitting skilled nursing facilities. She obtained her Bachelor's degree in nursing from Appalachian State University and earned her

Master's degree in Nursing from Vanderbilt's School of Nursing.

"We are delighted to have Dr. Legner and Ms. Godfrey join our team," says Abe's Garden CEO Andrew B. Sandler, Ph.D. "With their notable expertise and weekly involvement, residents are receiving a higher level of care reminiscent of the time when house calls were a part of daily life. During their visits, Dr. Legner and Ms. Godfrey adapt to the residents' needs, rather than expecting individuals with advanced dementia to adapt to an unfamiliar medical office environment."

By offering care on-site, residents and their families will no longer have to experience the challenges of traveling to and from doctors' appointments, where frequently assisting a loved one getting in and out of a car is difficult to navigate. Legner and Godfrey also are collaborating with residents' family members and the Abe's Garden nursing and leadership team to provide a holistic approach to care. "Abe's Garden is an amazing place with an outstanding reputation, which offers a unique model for aging seniors," says Legner. "We hope the on-site care Mattie and I are providing will add to the comfort and familiarity these residents need to age peacefully."

Legner and Godfrey are on-site at Abe's Garden every Tuesday and Friday and on-call 24/7 to address family members' and nursing staff's medical concerns.

# Abe's Garden Offers Coaching to Industry Professionals and Care Communities

By Lori Latusek

As part of Abe's Garden's mission to elevate Alzheimer's care by disseminating its adopted best practices, the organization is offering campus tours and customized immersion programs, as well as embedded leadership coaching.

Each month, a limited number of hour-long Abe's Garden overview sessions and campus tours are provided to industry professionals. During this program, participants learn about the history of the organization, elements of its care model, and the most critical aspects of evidence-based interior, architectural, and landscape design.

Through the campus immersion program, participants receive one-on-one consulting with up to four members of the Abe's Garden leadership team. Topics which may be studied include: assessment and admissions, dining and nutrition, intentional engagement, research and quality improvement, residential start-up, and a trained and supported workforce.

In addition, the organization is offering customized embedded leadership coaching. This service allows experienced staff members to spend full days consulting on campuses that would like to integrate Abe's Garden approaches. The customized on-site coaching is based on an assessment of priority improvement needs, and includes implementation tools.

Fees for these services offset the costs of products and services which Abe's Garden develops and shares free to the public and senior care providers.

**For more details and scheduling, contact Beth Zeitlin at [bzeitlin@abesgarden.org](mailto:bzeitlin@abesgarden.org) or 615.345.9575.**



*Photo by Dan Heller*



*Photo by Theo Miesner*

## ACCESS CAREGIVER RESOURCES

Abe's Garden's series of free, short, informational videos continues to grow. In addition to covering communication, one-on-one engagement, using music to engage, bathing and dressing assistance, mouth care, dealing with reactive behaviors, exercise, and talking to children about Alzheimer's, the organization recently completed a video addressing early-stage dementia. Each video provides tips and strategies to help caregivers provide more effective care for those living with dementia.

These videos may be viewed at [www.abesgarden.org/care-videos](http://www.abesgarden.org/care-videos) or via Abe's Garden's [channel](#) on YouTube.



# Alzheimer's In the News

Written by Lori Latusek

## African-Americans at Increased Risk for Alzheimer's

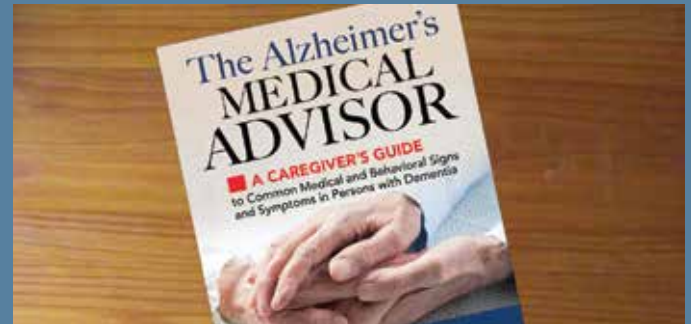
According to the Alzheimer's Association, older African-Americans develop Alzheimer's at a higher rate than any other group of older Americans. They are approximately **twice as likely** as non-Hispanic whites to develop the disease or other forms of dementia. Researchers are studying why incidence varies between ethnic groups, but the underrepresentation of Hispanic and African-American individuals in clinical trials makes it difficult.

At the recent Alzheimer's Association International Conference in London, several teams presented evidence that poverty, disadvantage and stressful life events are strongly associated with cognitive decline in middle age and dementia later in life among African-Americans. The research suggests genetic factors are not a major contributor.

However, other researchers believe health factors and chronic medical issues, such as obesity, hypertension and high cholesterol, play a role. Finally, it has been noted that the ABCA7 gene is a higher-risk indicator for Alzheimer's in African-Americans than in non-Hispanic whites.



Older African-Americans are approximately **TWICE AS LIKELY** to have Alzheimer's disease or other dementias as older white Americans. And Hispanics are approximately **ONE AND ONE-HALF TIMES** as likely to have Alzheimer's or other dementias as older white Americans.



**Caregiver Resource** *The Alzheimer's Medical Advisor: A Caregiver's Guide to Common Medical and Behavioral Signs and Symptoms in Persons with Dementia* (Sunrise River Press 2017) by Dr. Phillip D. Sloane is a great new resource for caregivers of people with dementia. It contains information on more than 50 medical and behavioral conditions that these caregivers often need to address. The guide includes easy-to-follow, two-page sections on basic facts; signs that indicate a possible emergency; practical guidance when speaking with health care professionals; and tips on providing relief at home. Other chapters address medication management and how to best manage visits to medical offices, emergency departments, hospitals, nursing homes, and assisted living residences. Additionally, Sloane dedicates a chapter to how caregivers can take care of their own health and safety while helping someone with Alzheimer's disease or a related dementia.

**Go to Abe's Garden's YouTube channel** for valuable tips on monitoring feeding assistance from Vanderbilt Center for Quality Aging's (VCQA) Sandra F. Simmons, PhD. Simmons recently co-authored the paper discussed in the **video** "A Quality Improvement System to Manage Feeding Assistance Care in Assisted Living" with VCQA's John Schnelle, PhD and Abe's Garden's Andrew Sandler, PhD and Chris Coelho. The paper is available for review at [www.jamda.com](http://www.jamda.com).



Photo by Lori Latusek

Residents Mary Ann Crow (l.) and Donna Gandy (r.) showed off their dancing skills with Life Engagement Coordinator (LEC) Imani Donald during Abe's Garden's first talent show.



Photo by Lori Latusek

Resident Edith Hudson sang "You Are My Sunshine" while LEC Mallore Grimes played the ukulele.

# abe's garden happenings



Photo by Mallore Grimes

Residents Donna Gandy, Ann Robertson, and Edith Hudson (l. to r.) made pillows as gifts for homeless Middle Tennesseans.

The spring garden is flourishing.



Photo by Buzz Evans



Photo by Connie Tomlin

Abe's Garden Community Group participants were thrilled to see their personally significant gifts reminiscent of their younger lives.



Photo by Buzz Evans





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615.997.3030

## volunteer spotlight

JENNIFER YUGO, PhD



Memory Care communities require a special kind of caregiver; ones who boast a diverse array of technical skills as well as personality traits that can be extremely difficult to discover (or convey) on a job application. So, when Abe's Garden was first approached by talent management provider, Corvitus, two years ago, the leadership team was thrilled to explore a potential partnership.

"Abe's Garden, and its needs, are novel," says Jennifer Yugo, PhD, Chief Scientist at Corvitus. "They have to screen applicants not only for skillset but also a mindset that can thrive in this particular, unique environment."

During the last 18 months of collaboration with the cutting-edge, Colorado-based company, Abe's Garden has taken a comprehensive look at its needs and team; exploring strengths, as well as areas with potential for improvement. On the heels of this process, the organization implemented an innovative new hiring process—with features including an online application, customized pre-screening assessment, and applicant tracker.

"The customized assessment we developed with the help of the Abe's Garden team tests applicants for their expertise, as well as traits such as duty, passion, resilience and dependability" says Yugo. "To thrive at Abe's Garden, you have to be motivated by more than a paycheck."

Through this ongoing partnership and the proprietary Corvitus approach, Abe's Garden is hiring increasingly dedicated team members and reducing turnover. In the last six months, turnover was reduced 14.2%—clearly a component to achieving excellence in caregiving.

[www.abesgarden.org](http://www.abesgarden.org)