

Staff Directory

Receptionist (Janet) | 612-869-6584
Located on 1st Floor

Campus Administrator (Denyse) | 612-274-7636
Located on 1st Floor

Housing Counselor (Chase) | 612-274-7642
Located on 1st Floor

Culinary (TBD) | 612-869-0437
Located on 1st Floor

IL Life Enrichment (Haley) | 612-274-7640
Located on 1st Floor

Environmental Services Director (Jeff)
612-274-7644
Located on 1st Floor

AL/MC Life Enrichment (TBD) | 612-767-9864
Located on 4th Floor

Campus Pastor (Lane) | 952-715-2405

Human Resources & Billing (Stacy) | 612-274-7635

Keykeeper | 612-799-4499
For maintenance emergencies after 5pm or on the weekends



Follow us on Social Media -
Facebook: [@MainstreetVillageLiving](#)
TikTok: [@AvinitySeniorLiving](#)
Instagram: [@Avinitysl](#)

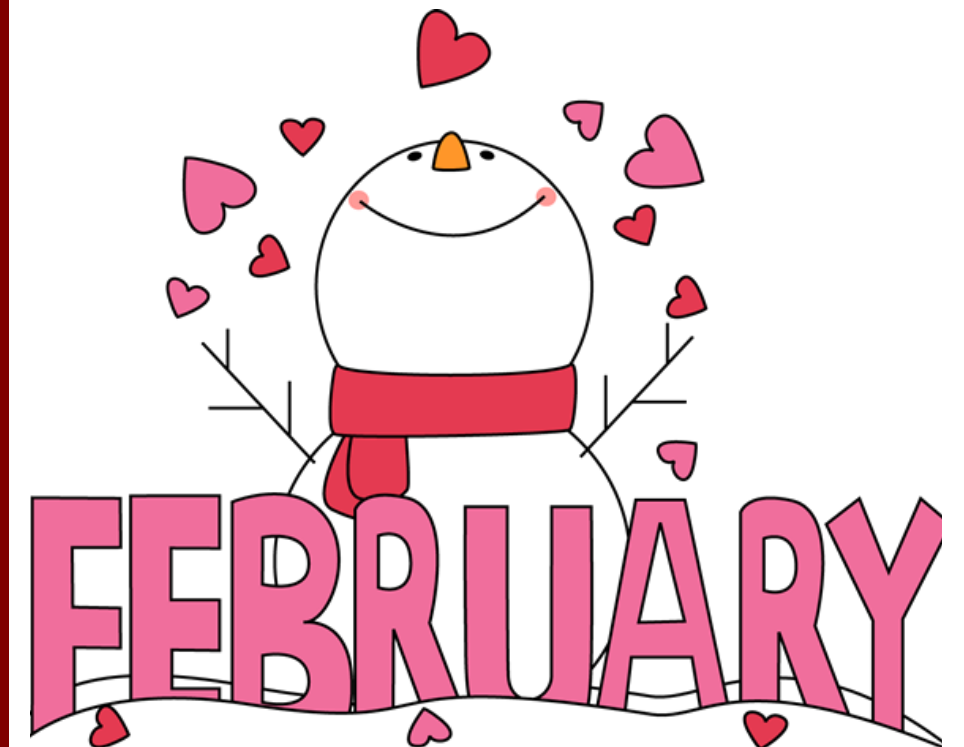


The Village Press February 2024

Mission Statement:
Inspired by God's love, *Avinity* creates Communities for older adults that nurture body, soul and spirit.

Inside this Issue:

| | |
|--------------------------------|-----|
| Life Enrichment | 2 |
| Quotes & Campus Administrator | 3 |
| Chaplain's Corner | 4 |
| Featured Game | 5 |
| Resident Birthdays & Marketing | 6 |
| Featured Article | 7-9 |
| Staff Directory | 10 |





February Holidays

All—Black History Month

10—International Cribbage Day

11—International Day of Women

14 – Valentine’s Day/Ash Wednesday

20 – Presidents’ Day & World Day of Social Justice

Life Enrichment

Hi All,

February already!?!

As always, this month we will be trying some new events here at Mainstreet! Some notable events to look for: the Richfield Historical Society, International Cribbage Day, a Superbowl Party, Valentine's Day Crafts, a new Mainstreet Scholars program, and the Minnesota Zoomobile will be back!

Make sure you check your mailbox for the weekly newsletters for more information about these new events coming up!

Chao, Haley

There can be significant emotional impact of bullying behaviors on older adults. Those who are the targets of bullying are significantly affected by their peers’ negative behaviors. One assisted living resident described how he would be kept up at night by two residents yelling at each other. The noise disruption was annoying, but the fear of potential escalating violence brought him considerable anxiety. Here are a few of the common consequences to bullying behaviors that we found through our research:

- reduced self-esteem
- fear
- anxiety
- worry
- self-isolation
- anger
- feelings of rejection
- depression
- changes in eating and sleeping
- increased physical complaints
- thoughts of suicide
- lowered sense of emotional connection with peers
- less integration into the community

There are several people involved in a bullying event: the bully, the person, the bystander and the staff. Findings suggest the need for Interventions to minimize bullying and other harmful behaviors between

older adults. One important strategy is to educate everyone on “bystander intervention.” This is when anyone who perceives bullying toward another person understands how (the process) and whom to alert about this behavior (management/ supervisor). It also includes learning how to recognize bullying behavior and how to distract the bully, so the person being bullied can feel safe. Another important strategy is to teach the skills to stand up for oneself and to deflect this abuse. Helping one understand that reporting this bullying to a staff member will not lead to reprisals and that retaliation will not be tolerated is essential to the well-being of the bullied. It is worth noting that some people have a less assertive personality and may not be able to stand up for themselves as easily as others can; for those people, strategies to feel safe may be key, such as avoiding the bully or being part of a group. Alerting staff to the bullying behavior is always the first and best route to take.

Strategies to prevent and manage bullying

Explain: The first step to preventing and managing bullying is to define what it is, so that everyone is informed. Defining and explaining bullying will help set expectations for addressing and preventing this harmful behavior across your organization.

Recognize and report: Be an advocate for prevention and change. Recognize bullying behavior and be aware of this behavior by staff as well as residents. If you see someone being bullied or someone engaging in bullying behavior (or if you are being bullied), follow your policies and procedures to stop bullying from harming staff or residents. Policies are only as good as the ability to enforce them. Make sure bullies are accountable for their behavior and educated in order to prevent

these aggressive actions in the future. Report bullying and look for ongoing patterns, so you can prevent them.

Empower: Empower the target of bullies, so that they may respond in a healthy and effective way to the bully. This may help prevent them from being a future target of this aggressive behavior.

Policies: Put policies in place that define bullying; include expectations, procedures and protocols to follow; and offer resources and assistance with bullying behavior. Be sure to educate staff and residents on what bullying is and the organization’s policies to follow.

Adapted from Crisis Prevention Institute. (2016). “CPI’s 4 Quick Tips for Managing Workplace Bullying.”

Currently, there is no agreed upon definition of bullying. The Violence Prevention Works! website, home of Hazelden Publishing's bullying prevention program, states, "Bullying is aggressive behavior that is intentional and that involves an imbalance of power. Most often, it is repeated over time."³ Bullying is repeated aggression by an individual or group that is verbal, psychological and/or physical. It is deliberate, aggressive behavior intended to cause physical and/or psychological distress to others.⁴ Bullying is persistent and ongoing acts of incivility toward an individual or group.⁵ Alex Gadd, author of *Adult Bullies: A Guide to Dealing with Grown-up Bullying*, defines bullies as "anyone who leaves you feeling worse off on an overall basis, whether by active means such as belittling you, intimidating you (both physically or verbally), or by passive means such as either repeatedly ignoring or dismissing you, giving you more work than most with least praise, etc."⁶ Bullies intend to cause harm and expect that their behavior will cause harm to their target.

In one study we did, the most common bullying behaviors from older adults to older adults were:²

- being purposefully ignored (68.2 %)
- being the subject of gossip (52.3 %)
- being shunned (36.6%)
- being purposefully avoided (31.8%)
- being teased in a hurtful way (29.5%)

Warning signs that a person is being bullied

- Person avoids specific areas of the community.
- Person avoids specific activities despite showing interest in the topic.
- Person takes an unnecessarily long route to get to and from dining areas or other communal areas.
- Person shares comments like "They don't like me" or "They won't let me."
- A new participant or resident reports feeling unwelcomed or finding it difficult to make friends despite his/her ongoing efforts.
- Staff members express discomfort interacting with a specific resident or participant.

Adapted from Bonifas, R. (2016). Bullying Among Older Adults: How to Recognize and Address an Unseen Epidemic.¹

**"I refuse to accept the view that mankind is so tragically bound to the starless midnight of racism and war that the bright daybreak of peace and brotherhood can never become a reality.... I believe that unarmed truth and unconditional love will have the final word."
—Martin Luther King, Jr.**

"For to be free is not merely to cast off one's chains, but to live in a way that respects and enhances the freedom of others." —Nelson Mandela

Campus Administrator

February...

Where did January go?? Where did our winter go? Was it even here?

February is the last half of winter, the month of love (Valentine's Day), Ground Hog's Day ... by the way, he didn't see his shadow! Early Spring, even though it already feels like spring. I am excited for the sunshine and the newness of Spring.

Regarding the safety update, we are working on a better system to communicate important or urgent messages to you all. We want to be able to provide more information and not scare you. As far as the issue that prompted the emergency lock down, that threat is no longer.

Thank you all for your patience and trust in staff to do what was needed to keep you safe through the lengthy process.

Cheers!

Denyse Ethridge, LALDIR

GOD'S MEASURELESS LOVE

Do you understand it? I admit it is beyond understanding—God's love for us—for me and for you!

'Gods' of wood and stone don't love their worshipers let alone know who they are. But our Creator God values relationship with us and is vitally interested in each of us to the point He knows our names and the number of hairs on each head!

Approximately 100 years ago, Frederick M. Lehman heard a sermon about the love of God that so moved him, he wrote down the words of a poem quoted at the sermon's conclusion. The words were laid aside and forgotten for some time. Then Mr. Lehman, a businessman, suffered financial reversals and was forced to do hard manual labor packing crates of produce.

During that time, he began writing about God's great unexplained love for mankind and he remembered that poem he had scribbled long ago. He found it and inserted the words of that poem after the two verses he had already written. The meter fit perfectly, as if God had planned it. His song was complete. Later, he learned the poem was written nearly a thousand years earlier by a Jewish songwriter writing about God's expansive love.

Now the rest of the story—this poem, included as the third verse of *The Love of God*, was actually found written on a cell wall. Why the prisoner was incarcerated we do not know, but after he passed the cell was being repainted and the painters discovered these words on the wall, so they jotted them down for posterity!

Refrain: O love of God, how rich and pure! How measureless and strong!
It shall forevermore endure the saints' and angels' song!

God's love surpasses our ability to describe it or understand it. His love remains sufficient to encourage the prisoner, sustain the laborer, and draw every nationality of people to Him. Ponder it and, yes, accept it.



"See what great love the Father has lavished on us, that we should be called children of God! And that is what we are!" (1 John 3:1)

+ Campus Pastor Sherree Lane

Featured Article of The Month

Bullying among older adults

by Kathie C. Garbe, PhD, MCHES

An associate professor in the University of Arizona's School of Social Work and the vice-president of the Association of Gerontology Education in Social Work, Robin Bonifas has been studying resident-to-resident aggression among older adults, specifically bullying behavior, for a number of years.

In her research, Bonifas estimates that about one in five older people have experienced some type of resident-to-resident bullying while living in an assisted living community, and one in two in an independent-living retirement community have reported some form of bullying.

Results from another Bonifas study of older adults living in independent, low-income housing found that 86.4% of these individuals experienced some type of hostile behavior within the past year that would be considered bullying.

Bonifas sees bullying behavior as a consequence of some concerns people have about getting older as well as some issues characteristic of living in communal settings. Many older adults see their independence and sense of control disappear when they retire or move and, for some, they feel they can reclaim some of that lost power by bullying others.

"[Moving into a community] makes them feel very out of control," Bonifas says, "and the way they sort of get on top of things and make their name in this new world is intimidating people, picking on people, gossiping."

Is it bullying?

Elder abuse: Mickey Rooney, a famous actor, reported to the authorities that he felt powerless when his stepson took and misused his money and withheld food and medicine from him.

she could buy something from the vending machine. She didn't pressure them. Although her tablemates felt irritated by her requests, they didn't feel threatened or unable to say no.

Bullying: Edward, an assisted-living resident, felt reluctant to leave his room to attend activities in which he was interested because of another resident, Craig, who continually pressured him for money and threatened to knock him down if he refused to lend him any.

Challenging behaviors: Betty, an attendee at a congregate meal site, loudly sang *The Lord's Prayer* throughout meals, disrupting the ability of others to enjoy their lunch. She did not threaten them in any way, however.

Nonbullying behaviors: Esther, an assisted-living resident, often asked her tablemates for spare change so

Adapted from Bonifas, R. (2016). Bullying Among Older Adults: How to Recognize and Address an Unseen Epidemic.¹

Marketing

Hello everyone!

February comes to us commonly as a month of transition between a frosty winter and the tentative emergence of spring. In Minnesota, we never truly know the course that the month will take us on — varying from bitterly cold to warmth and promised renewal of green shining through.

We're continuing to hold fairly strong with inquiries throughout the warm winter months that we have had. I'm hoping that this trend will continue into the spring – keep in mind that Mainstreet Village loves resident referrals, and you should, too, because you can receive \$500 off one month's rent! Over the course of the next few months MSV will be holding some social events with the idea of bringing in potential residents. Your support and participation would be a delight! Be sure to contact Chase with any questions or if you need more details.

Sláinte,

~ Chase

```

L E T A L O C O H C I F E W
W I P R E S I D E N T S T O
H N G R O U N D H O G O U R
T O L O V P A L L I D E I R
S T L N L O C N I L I L F A
E G K D E L A T R E C O L E
N N W I I C L S T H H V O Y
I I O H A P G A I U T E W B
T H M R E N U L B L O O E D
N S D O I A L C S T N S R N
E A O D O Y R S M S O S S E
L W I O R N S T F R U O I I
A T T R W I N T E R E D F R
V X C P K R R T F R R V V F

```

Find the words in the grid. When you are done, the unused letters in the grid will spell out a hidden message. Pick them out from left to right, top line to bottom line. Words can go horizontally, vertically and diagonally in all eight directions.

Welcome to:

Joan B.

In Remembrance:

Grace S.

Shamima K.

Eileen B.

Birthdays:

Feb. 1 - Annie W.

Feb. 2 - Mary G. & Kathryn B.

Feb. 4 - Millie N.

Jan. 8 - Marilyn R.

Feb. 11 - Howard S.

Feb. 11 - Judy B.

Feb. 14 - Philip L.

Feb. 15 - Betty H.

Feb. 17 - Cathy M. & Evonne M.

Feb. 18 - Wes W.

Feb. 28 - Patricia H.