



Five Steps to Joining the Eden Registry

1) Education

Years of experience shared by Eden Registry Members have shown that there are key positions within any organization that best facilitate the transformation process. They include the top formal leader in the organization (e.g. Executive Director, Chief Executive Officer, or Administrator) and other formal leaders that are responsible for driving the mission and vision of the organization. Education of this core leadership team is crucial for the success of any culture change endeavor. As a prelude to applying for Registry membership, we ask that these leaders benefit from the experience and knowledge gained from the 3-day Certified Eden Associate Training or the 3-day Certified Eden at Home Associate Training (whatever best fits the needs of the organization):

- In long-term care settings: the administrator, director of nursing, social worker, and activity director
- In home and community based services: at least two key leaders, as described above
- In Eden LifeLong Living organizations: at least two key leaders, as described above

When more than one leader attends this training, they develop a shared knowledge base and build a foundational support system. They will also gain the tools and resources they need to inspire others. (*Path to Mastery Milestone 1, Step M1P2*) This three-day learning experience provides concepts and ideas that are applicable to changing the culture of all types of organizations.

After becoming Certified Eden Associates, or Certified Eden at Home Associates, key leaders must share what they have learned with others. They begin with other formal and informal leaders and expand from there. These individuals must be equipped with the knowledge, information, and resources needed to join in and help to lead the journey. Education is an ongoing commitment, beyond the formal three-day training, throughout the transformation process. (*Path to Mastery Milestone 1, Step M1P3*)

Following the prerequisite of Associate Training, organizations have an array of educational offerings to choose from to support their journey, depending on the nature of the care environment. Our Offerings Brochure, which is included in this packet, details our comprehensive educational options and tracks them according to the focus of different

organizations along the continuum of care. Explore the options and create an education plan. (*Path to Mastery, Milestone 1, Step M1P1*)

2) Commitment

Formal leaders responsible for the mission and vision of the organization must make a solid commitment to upholding the Eden Alternative Ten Principles and ongoing growth prior to pursuing next steps. The *Eden Alternative Handbook* details how the formal leaders can come together to build their relationships and vote on their commitment. Highlights of this process should be captured and included in the Eden Registry application. (*Path to Mastery Milestone 1, Step M1O3*)

Every organization on the Eden Alternative journey should identify a core team of leaders (formal and informal) who will be champions of change, monitor the progress of the journey, collect stories, engage the whole organization, and develop the implementation plans with input from everyone. This team may be different from the traditional management team that most organizations have in place. (*Path to Mastery Milestone 1, Step M1O5*)

3) Taking Action

Any organization implementing the Eden Alternative Philosophy needs a clear path forward to ensure they have laid a firm foundation for ongoing growth. The Eden Alternative provides this foundation through the *Path to Mastery™: The Art of Creating a Caring Community*.

The Path to Mastery contains four Milestones, each representing a different degree of mastery with the Eden Alternative Principles and practices. Each Milestone contains a series of accomplishments (steps) divided by their application to Personal, Organizational or Physical Transformation.

Through the Path to Mastery, Registry Members tap into a common language and a set of goals that serve as a thoughtfully-articulated roadmap for their culture change journey. Milestone 1 of the Path to Mastery lays out the *shared fundamental groundwork* for all organizations on the Eden Alternative journey, wherever they may fall along the continuum of care. During this phase of the journey, leadership is actively developing strong relationships and a shared set of powerful leadership skills that will form the foundation of their success. Prior to submitting their Registry application, potential applicants are asked to purchase a copy of the Milestone 1 Resource Guide from the Path to Mastery.

All organizations joining the Eden Registry need to have a level of mastery in each step within Milestone 1 before they officially join. Each Resource Guide contains all of the steps within the relevant Milestone, along with explanations and ideas of where to find information and resources to accomplish each step. The Resource Guide also contains matrices that link the various steps to the Eden Alternative Principles, the Eden Alternative Domains of Well-Being™, and books, materials and workshops from The Eden Alternative.

The Resource Guide also includes an Assessment Tool (Excel spreadsheet) for monitoring, tracking, and collecting the stories related to each of the steps within Milestone 1. We highly recommend that you also purchase the optional Milestone 1 Toolkit, which contains tools developed to deepen your experience of the steps in Milestone 1.

Path to Mastery materials can be purchased at the Eden Alternative website, www.edenalt.org. Purchasing the Milestone 1 Resource Guide involves the following:

1. Go to www.edenalt.org. Find the menu item “Store” and click on it.
2. Once in the store, choose the sub-menu item “The Path to Mastery.” There you will have the choice to purchase the Milestone 1 Resource Guide and the Milestone 1 Toolkit. The Resource Guide is what you need for the Registry application process.
3. Click on “Add to Cart.” A message appears that says, “Success: You have added Milestone 1: Resource Guide to your shopping cart.” Click on the phrase “shopping cart” to view your cart.
4. Proceed through the checkout process as directed. You will be asked to set-up an account when you are checking out. This only has to be done once. The next time you visit the site to order an item, you will be recognized.

Once all the materials are in hand, the formal leaders should review them and divide up the responsibilities for completing the application. The more people you have involved; the stronger the sense of ownership and commitment will be.

4) Tracking Progress

As your organization masters the steps in Milestone 1, your story of how each step was accomplished should be captured in the Assessment Tool. Include an explanation of how you accomplished the step, who was involved, and what you did to address any barriers or challenges that came up. Your completed electronic Milestone 1 Assessment Tool will be submitted along with the rest of the Registry application materials, as documentation of your first steps along the Eden Alternative journey.

Eden Alternative Warmth Surveys are useful tools that provide baseline measurements of organizational warmth from the perspective of all care partners (Elders or other individuals

accepting support, employees, and family members). Unlike typical satisfaction surveys, they measure organizational warmth in terms of optimism, trust, and generosity. The Eden Alternative recommends that these surveys be conducted when you begin the culture change journey and again on an annual basis, with the results being shared with all involved. (*Path to Mastery Milestone 1, steps M1O7, M1O8*)

It is often said that a picture is worth a thousand words. In addition to the Milestone 1 Assessment Tool, keep in mind that tracking your progress occurs through the **visual recording of events**, as well as the written word. Begin tracking your organization's progress through photos and other scrapbooking activities. This record of your Eden Alternative journey will serve as inspiration to all who are working to create a life worth living. Your visual and written record will also show the impact of your efforts, which serves as proof for others who seek evidence of success before considering Registry membership themselves. The Assessment Tool, and any other records collected, are a great reminder of the possibilities, when frosty times arise.

5) Join the Eden Alternative Registry

When your organization is ready to join the Eden Registry, contact the Eden Registry and Community Liaison at smolina@edenalt.org, 585-461-3951 Ext. 3053 or the Community Builder at registry@edenalt.org, 585-461-3951 Ext. 3052. Either can provide the application form and other documentation needed to join.

Elements of the application package include:

- Support letters from:
 - Governing Body
 - Individuals that your organization supports
 - Employees within your organization
 - Family members
- If your organization currently has pets, a copy of existing policies and procedures for the care of those animals.
- The completed Path to Mastery Milestone 1 Assessment Tool (e-mail to the Eden Registry and Community Liaison at smolina@edenalt.org)
- Stories and photos you would like to share about implementation of The Eden Alternative within your organization, as well as Eden at Home Care Partner Workshop experiences (if applicable)
- Summary of results of the Eden Alternative Warmth Surveys
- Baseline data worksheet

- Summary of your survey/certification history for the last two years (as applicable)
- Copy of the current state license for Eden LifeLong Living organizations (as applicable)
- Signed Registry Agreement
- Registry joining fee of \$995.00

Once the application package is complete, it should be sent to the address included in the application, along with the Registry joining fee of \$995. When received, the Eden Registry and Community Liaison will send an e-mail to the designated contact person in the organization to arrange a conference call. The conference call generally takes 60-90 minutes. The organization can invite Certified Eden Associates or Eden at Home Certified Trainers (as applicable), the organization's leaders (formal and informal), Elders or other individuals accepting support, family members, and/or Board members, to participate in the call. Engaging lots of people generates greater enthusiasm and excitement among those participating in the call. The questions focus on why you have chosen to join the Registry, sharing first steps in the journey, successes, challenges, and dreams. It is a time to celebrate accomplishments, build relationships, and identify opportunities for assistance from The Eden Alternative and Registry peers.

At the end of the initial conference call, a determination is made regarding acceptance into the Eden Registry. If the organization is accepted and the joining fee is paid, there will be two subsequent mailings. The first contains a welcome letter, certificate, and other support materials. The second will be the Eden Alternative Tree Plaque and a copy of the *Eden Alternative Animal Welfare Guidelines*. The password to the *Registry Members Only* pages on the Eden Alternative website will also be provided. This is where additional resources, tools, benefits, and the Path to Mastery materials are located.

Now, plan your celebration! Achieving Eden Registry status is a momentous event worthy of celebration for all care partners (Elders and other individuals accepting support, employees, and family members) and the greater community. Highlight the commitment you have made to The Eden Alternative and your plans for moving forward.

Throughout your ongoing Eden Alternative journey, the Community Builder and Eden Registry and Community Liaison will be available to help you find the resources and peer support you need to be successful. Annually the Registry fee of \$497.50, along some paperwork will be collected. At the end of the fiscal year, your organization will be submitting data to The Eden Alternative to help demonstrate how the organization's well-being is improving.

Questions?

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