



Steps to Joining the Eden Registry

STEP 1: Education

Years of experience shared by Eden Registry Members reveal 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;
- Before applying for Registry Membership, these leaders need to attend the 3-day *Certified Eden Associate Training* (or 11-week online version) 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
- This learning experience provides concepts, ideas, tools and resources that are applicable to changing the culture of all types of organizations; and
- When more than one leader attends this training, they develop a shared knowledge base and build an internal support system. (*Path to Mastery Milestone 1, Step M1P2*)

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, equipping them with the knowledge, information, and resources needed to join in and help to lead the journey.

Education is an ongoing commitment throughout the transformation process as a vital part of sustaining what you've put in place. (*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 living/care environment;
- To learn about our educational offerings, go to www.edenalt.org; and
- Explore the options and create an education plan. (*Path to Mastery, Milestone 1, Step M1P1*)

STEP 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 relationships and vote on their commitment. Highlights of this process should be captured and included in the Path to Mastery Milestone 1 (*Step M1O3*); and,
- Every organization on the Eden Alternative journey should identify a core team of leaders (formal and informal) who will be champions and role models of change, monitor the progress of the journey, collect stories, engage the whole organization, and develop the implementation plans with input from everyone (*Path to Mastery Milestone 1, Step M1O5*).

STEP 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*.

- As a part of the Registry application, applicants must purchase and complete the Milestone 1 Assessment Tool (part of the Milestone Resource Guide) from the Path to Mastery;
- 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; and
- After joining the Eden Registry, you will have access to the full Path to Mastery which currently contains three more Milestones, each representing a different degree of mastery with the Eden Alternative Principles and practices.

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 contains matrices that link the various steps to the Eden Alternative Principles, the Eden Alternative Domains of Well-Being™, and books, materials and training from The Eden Alternative;
- The Resource Guide includes an Assessment Tool (Excel spreadsheet) for monitoring, tracking, and collecting the stories related to each of the steps within Milestone 1; and
- We highly recommend that you purchase the optional Milestone 1 Toolkit, which contains tools developed to aid in mastery of the steps in Milestone 1.

To purchase the Milestone 1 Resource Guide, go to www.edenalt.org and choose the STORE menu item.

- The Resource Guide is what you will need for the Registry application process;
- Core team members (formal and informal leaders) should review the materials and divide responsibilities for completing the assessment tool; and
- The more people you have involved, the stronger the sense of ownership and commitment to the journey.



STEP 4: Tracking Progress

As your organization masters the steps in Milestone 1, your story of how each step is 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; and
- Your completed electronic Milestone 1 Assessment Tool is 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; and
- The Eden Alternative recommends that these surveys are 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's been 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; and
- The Assessment Tool, and any other records collected, are a great reminder of the possibilities, when frosty times arise.

STEP 5: Join the Journey

When your organization is ready to join the Eden Registry, contact the Eden Registry Liaison, Kris Angevine, at kangevine@edenalt.org, 585-461-3951 x 3053 or the Community Builder, Denise Hyde, at dhyde@edenalt.org, 585-461-3951 x 3052. Either can provide the application form and other documentation needed to join.

Elements of the application package include:

- Support letters from:
 - The 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 Liaison at kangevine@edenalt.org)
- Stories and photos you would like to share about implementing The Eden Alternative



- 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)
- Registry joining fee of \$1995.00 (includes materials for all future Milestones)

Once the application package is complete:

- Email the completed Registry application package to the Eden Registry Liaison at kangevine@edenalt.org
- The Registry joining fee of \$1995 can be sent by check or paid by credit card:
 - The Eden Alternative, Attn: Sue Gerould, PO Box 18369, Rochester, NY 14618
 - Call Sue at 585-461-3951 x 3060 for credit card payment
- When received, the Eden Registry Liaison will send an e-mail to the designated contact person in the organization to arrange a 90-minute conference call.
- The call is a time to celebrate accomplishments, build relationships, and identify opportunities for assistance from The Eden Alternative and Registry peers.
- The organization can invite Certified Eden Associates or Certified Eden at Home Associates (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 many people generates greater enthusiasm and excitement among those participating in the call.
- Questions focus on why you have chosen to join the Registry, sharing first steps in the journey, successes, challenges, and dreams.

At the end of the initial conference call:

- Acceptance into the Eden Registry is determined.
- 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*.
- Your organization will also receive a password to the *Registry Members Only* pages on the Eden Alternative website. 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 (the Elders themselves 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 Liaison will be available to help you find the resources and peer support you need to be successful. The Registry fee of \$795.50 is collected annually, along with some paperwork. At the end of each fiscal year, your organization will submit data to The Eden Alternative to help demonstrate how the organization's well-being is improving.

