



REIMAGINING CARE:
CREATING COMMUNITIES FOR
LIVING WHERE INSTITUTIONS
ONCE STOOD

Alberta Next Practices Forum

Suellen Beatty
CEO Emeritus Sherbrooke
CEO Eden Health Solutions Ltd.
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WHAT THE STATS SAY

- Dr. Samir Sinha found that **85%** of all Canadians — and **96%** of Canadians aged 65+ — report they will **do everything they can to avoid moving into a long-term-care home.** [Newswire+1](#)
- In his report “Enabling the Future Provision of Long-Term Care in Canada”, Dr. Sinha notes that Canada spends **87%** of its long-term-care dollars on institutional (nursing-home / designated buildings) care, versus about **13%** on home and community-based care
- Mcknight Senior Living reports 61% of Americans say they would rather die first than move into a nursing home. (Dec 9, 2020)



WHAT PEOPLE WANT

To stay home and be in control
of their own life as much as
possible.



SUPPORTING AGING AT HOME

- Home care & community health teams
- Day programs & respite, nursing homes without walls....
- Transportation & tech supports
- Keeping community connection central with current community services

WHY PEOPLE FEAR LONG-TERM CARE

- Fear of loss of autonomy (control over their daily life)
- Loss of independence and identity
- Lack of privacy
- Institutional hospital like environments
- Staff turnover & lack of continuity
- Emptiness

IF THEY MUST MOVE TO A CARE HOME, THEY WANT:

- To have familiar routines (their own) & meaningful activity
- To have dignity, autonomy, identity, flexibility, and to feel safe
- To maintain their connections to what is important to them
- To continue to grow and learn
- Small household settings where food is cooked and the number of people is manageable
- Relationships with consistent and loving caregivers

THE CULTURE PROBLEM

- We have a system built around control & efficiency, not meaning & connection. “Efficient Care of the Masses!”
- The institution is task-focused instead of relationship focused
- We focus on weaknesses and our “work” instead of adopting a strength-based approach
- The physical environment is more hospital like instead of homelike
- Staff are in charge of resident's lives instead of the residents directing their own lives
- Residents are required to change to fit the schedule instead of the schedule changing to serve the resident
- Maintenance instead of growth & purpose oriented

WHAT IS CULTURE?

- It is the shared habits, attitudes, behaviors and expectations of the people.
- Its how we do things around here
- The purpose of culture is to perpetuate itself, to not change, to maintain the status quo
- It is hard to change and requires specific culture change strategies
- It requires staff investment and education
- It requires strong leadership that develops the leaders around them



THE ANSWER?

- Culture Change from the Institution to Communities for Living

THE EDEN ALTERNATIVE®

- Requires a paradigm shift from Institution to Community
- An approach to care for the human spirit as well as the human body
- Efforts to eliminate loneliness, helplessness & boredom
- Supports people to direct their own lives as much as possible
- Focus on relationships, autonomy, purpose, home, and growth
- The goal is a healthy community where people (residents, families and staff) experience well-being

KEY EDEN PRINCIPLES

- - Home over institution
- - Resident choice in daily life
- - Relationship based
- - Empowered care partners
- - Purpose and contribution
- - Shared leadership
- - Growth at every stage of life
- Opportunities for autonomy, identity, connectedness, security, growth, meaning and joy!



IT CAN BE DIFFERENT!

A BIT ABOUT SHERBROOKE

- Home to 323 people, 600 staff, 250 volunteers
- 2 homes, Sherbrooke (263 people) and Central Haven (60)
- Sherbrooke is home to the Kinsmen and Veterans Villages, and the Marleau/Wyant Residence (1999)
- Inspiration for Dr. Bill Thomas's "GreenHouse Model"
- Home to Oak Trees and Acorns Childcare Centre (2000)
- Home School for iGen (grade 6 class), (2014)
- Registered Home with the Eden Alternative® (1999)
- High Staff Retention (mid 90's)
- Highly engaged staff







Bank Machine
Minimum Purchase
\$500

MEH

Again Furniture
Sukkotown Veterans Home

THE OPEN ART STUDIO!





Going out!



Intergenerational Classroom (iGen) 2014







Oak Trees and Acorns Child Care Centre
(opened in 2000)





PROFESSOR
Reed
of Special Education
LIBRARY 4000
reed@unh.edu

Two small posters or notices on the wall.

A wooden plaque or sign on the wall.



COMMUNITY GARDEN!

Gardening on the Prairies











A typical
Kitchen, living room
and bedroom



MEASURING WHAT MATTERS

- Resident, family & staff experience
- Relationship continuity
- Opportunities to create well being
- Partnerships and community engagement
- Elements of home and institutional trappings
- Reduced antipsychotic use, infections, ulcers and skin tears
- Staff engagement, retention, recruitment, and attendance
- Eden Whitepaper on ROI (www.edenalt.org)

CALL TO ACTION

- “Leaders must face the truth: if people don’t want to live in the homes we’ve built, it’s not the people who need to change—it’s the culture of care.”
- “We have created places for people to live and then we medicate them to keep them there.” Nancy Fox.
- Culture change is how we move out of the institutional model into one that can be home
- It all rises and falls on leadership




Be the Change! Lead the Culture Shift from Institution to Community

“Leadership is about making the impossible possible — by helping others see what home could be.”

— Inspired by the Eden Alternative Philosophy

“Never doubt that a small group of thoughtful, committed people can change the world; indeed, it's the only thing that ever has.”

— Margaret Mead



When we build places that feel
like home for everyone, we
don't just fix the system — we
heal it.

QUESTIONS?

- Suellen.beatty@outlook.com
- www.edenhealthsolutions.com
- www.sherbrookecommunitycentre.ca
- www.edenalt.org