

Helping Hands

An Organizational Strategic Plan Project

For A Senior Daycare

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Abstract

Evidenced based research supports the claim that the elderly population in the United States is growing every year. Mecosta County is experiencing an increase in the elderly population at an even larger rate. While some of the elderly population may remain independent, others require assistance from family members or senior services. Helping Hands Senior Daycare Center was developed using a comprehensive plan to address the growing needs of the elderly population in Mecosta County. This plan includes the following areas: external / internal environmental assessment, goals / objectives based on a company mission and philosophy, job descriptions, staffing, promotion and budget. Helping Hands Senior Daycare offers a daytime respite for caregivers while promoting independence for our clientele in a structured, safe, and friendly environment.

Helping Hands, Adult Daycare Center

Helping Hands is an adult day care service that will provide services to the senior citizen population of Mecosta County. Our adult day care center is concentrated on the care of the elderly while offering social interaction with the fellowship of others as well as providing health related services. Helping Hands adult day care center focuses on enriching the participant's lives, building upon their skills, knowledge, and unique abilities. Helping Hands motto is "we promote independence".

Assessment of External and Internal Environment

Mecosta County has a larger percentage of senior citizens at 15.9% compared to the Michigan state population census of 13.4% (U.S. Census Bureau, November 4, 2010). Projections predict that 1 in 5 persons in the U.S. will be elderly by 2030 with the fastest growing segment being the "oldest old (>85 years)" (Hobbs, n.d.). The oldest-old segment of the population increased by 274% between the years 1960-1994 and is continuing to grow (Hobbs, n.d.). In the years 2000 to 2010, the population of people aged 85 to 89 in the U.S. rose 29.8% (U.S. Census Bureau, 2011, p.4). The need to provide supportive services for this growing population based on these facts is clear.

Helping Hands will provide an array of health services, social interaction and fellowship with other senior citizen participants along with assistance with activities of daily living and supervised care (Caring, Inc., 2008-2011). Senior citizens who attend Helping Hands will enjoy a warm, cheerful and safe environment for socialization. Some of the services provided would include the following: information and enrollment for programs to provide nutritional meals such as Meals on Wheels, snacks, free health screenings and computer technology workshops to promote a continuum of independence. In addition to socialization, the center will also benefit

the caregivers by providing respite services. Orem (1991), as referenced by Baker states, “individuals who are engrossed with fulfilling multiple role responsibilities and the therapeutic self-care demands of others may find it difficult to attend to their own self-care needs...In a caregiver situation, this self-care deficit is manifested as caregiver strain” (Baker, 1997). Often caregivers need time for themselves because of the demands and stress of providing round-the-clock care.

The external environment of an adult day care center focuses around the political and economic situation, social culture, and technological services, which will influence the way we communicate with the customer as well as promote the daycare center. Most adult day care centers rely heavily on funding from state legislatures and charities, which have been hit hard by the recession. For the last two years, there has been an economic decline, which has left us in a recession. This recession has affected many individuals, causing them to live on a limited income to take care of their basic needs. The State Street Global Advisors (2011) indicated due to the recession there has been a drop in stock markets, an increase in unemployment and a decline in the housing market (p. 1). In Mecosta County alone, the unemployment rate has jumped from 6.7% in 2003 to 13.7% in 2010 (USDA). According to the USDA Economic Research Service, in 2009 an estimated 20.9% of the population lived at or below poverty level (USDA Data Set).

Most people believe in a social culture where there is a need to provide valid services for their loved one to be able to socialize within their own community and know that they are in a safe environment close to family and friends. An internet search identifies two existing adult day cares in Mecosta County located at the Barryton Senior Center, Barryton, MI and the Mecosta County Commission on Aging, located in Mecosta, MI (Caring, Inc., 2008-2011). When

contacting the Mecosta County Commission on Aging for pricing, social worker, Linda Stricker, states the Caring, Inc. website is misleading and she knows of no full time senior daycares in the county. The Mecosta County Commission on Aging is only able to provide four hours weekly of respite care on a pre-arranged basis (L. Stricker, personal communication, July 14, 2011). Based on the growing population of elderly in this country and the above average percentage of elderly in Mecosta County, the need to expand services is evident. The services offered by adult day care facilities are very important for the following reasons: they provide a safe environment, nutritional services, and respite care for those who need time for themselves. We would promote informational workshops via pamphlets, flyers, and Yellow Pages advertisements in our local phone book.

When assessing the internal environments of adult day care centers, the strategies were similar. The strategy to promote and market the adult day care center would include the following: internet websites, pamphlets, flyers, and Yellow Pages advertisements in our local telephone directory and physician referrals. When selecting a location for Helping Hands, we must consider the location and the existing businesses in the area. Our facility will need to be handicap accessible with wheelchair ramps and a one-floor design. We will need adequate (at least two) bathroom facilities that are handicap accessible with safety rails installed. Mecosta County has a public transportation system that is in operation Monday through Friday from 5:30 a.m. to 6:00 p.m. and is used by primarily the elderly population (MOTA). This pre-arranged transportation system does not rely on bus stops so therefore could be utilized by our semi-independent seniors for transportation to and from activities at Helping Hands.

The experienced staff would include the following: an activity director, assistant activity director, a social worker, a registered nurse or licensed practical nurse, and a facility director.

We would also utilize volunteers to assist with workshops and activities. We would promote the need for volunteers through the student-nursing department at Ferris State University with flyers. Nursing students with the appropriate background check would be offered service-learning experience while helping the elderly population of Mecosta County. Flyers would be sent to local schools and businesses asking for donations of computer equipment no longer in service to supply our computer workshops. The costs and financial assistance for adult day care is generally around \$64.00 per hour (Robinson, Segal & White, 2010, p. 1). Some current services offer a sliding scale based on your income and ability to pay. Most services do accept Medicaid; however, the center has to be licensed, as an adult day care center primarily focused on low-income patients with Alzheimer's disease to qualify (Robinson, Segal & White, 2010, p. 1).

Other centers offer meal programs within the Mecosta County such as Meals on Wheels Program, Big Rapids Lunch Bunch, Mecosta County Senior Center, and the Barryton Meal Site (See Appendix A). The Meals on Wheels program was designed for homebound seniors over the age of 60, which provides them three to five meals per week usually delivered at noon. The Meals on Wheels program is funded by donations and federal grants allotted per county and state. The Meals on Wheels program has grown to a highly regarded institution serving millions of seniors each week across fifty states (Meals on Wheels Association of America, 2011). Clients are encouraged to contribute a minimal fee of \$1.50 per meal.

Mission Statement

Helping Hands adult daycare center is committed to providing effective structured activities and quality services to the geriatric population while promoting independence. Our experienced licensed staff focuses on caring for the whole client's mind, body and soul including support services for the primary caregiver.

Philosophy

The philosophy of Helping Hands adult daycare center is based on guiding senior citizens through their geriatric years while encouraging independence. Through the advancement of medical technology, we realize individuals are living longer and it is necessary to provide services for them accordingly. We realize that some senior citizens are very active and we support their autonomy. We provide technological workshops that are very beneficial since we are currently living in a computer era. We understand the importance of maintaining independence and living a quality life while recognizing some seniors need assistance with activities of daily living and supervised care. We encourage our clients to participate in social activities, board games, exercise classes, health fairs, technology classes and other services offered. Our licensed experienced staff is also there to provide emotional support to our clients and their caregivers. We are confident you will be satisfied with our services, which are rendered in a clean, safe, caring and inviting environment.

Goals and Objectives

- Goal: to provide safe supervised and medically skilled daycare to the aging population of Mecosta County who are unable to stay alone for periods of time.
 1. Objective: to provide a warm, safe environment for those seniors who need supervision throughout the day.
 2. Objective: to administer daily medications, dressing changes and other treatments beyond the scope of unskilled care.
- Goal: to assist with activities of daily living as needed to an aging population that is no longer able to do so while maintaining their dignity.

1. Objective: to keep seniors active and assist them in activities of daily living to encourage independence within their scope of abilities thereby preventing/delaying the need for institutionalization.
- Goal: to relieve caregiver strain through education and respite care.
 1. Objective: to assess needs and offer education on self-care and stress relief to primary caregivers upon enrollment.
 2. Objective: to offer a monthly support group meeting to provide peer support and sharing.
 3. Objective: to offer personal time to caregivers as needed during operation hours enabling them to
 - Retain a job outside of their home
 - Providing time away from care giver responsibilities to allow maintenance of personal relationships and social time
 - Obtain respite from 24 hour care needs (seniorresource.com., 2011)
 - Goal: to improve quality of life for our senior population through increased social interaction within their peer group with opportunities to gather, socialize and celebrate together thereby reducing extended periods of isolation.
 1. Objective: to host and promote weekly/daily gatherings for games, movies, crafts and music.

Job Descriptions

The following job descriptions will be necessary to staff the Helping Hands Senior Daycare and meet the above goals and objectives. An organizational chart of staffing is available in Appendix B.

Registered Nurse/Director

The responsibilities of the Nurse/Director would include:

- Overseeing all aspects of the daycare to insure all aspects of care are consistent with our mission and objectives.
- Promoting business
- Assessing clients
- Designing Plan of care
- Budgeting/financial responsibility
- Hiring/human resources
- Reviewing periodic Job Performance Analysis with staff
- Training and updates of staff education
- Locating and subcontracting food services and housekeeping

The requirements for this position would include

- Current licensure RN
- Education: BSN minimum
- Experience: nursing experience 2 years minimum, supervisor experience preferred.
- Technical/Computer skills: Familiarity with Microsoft Office or equivalent

Licensed Practical Nurse

The responsibilities of the Licensed Practical Nurse (LPN) would include

- Participating in planning, implementation and evaluation of nursing care
- Assisting in administering medications
- Administering treatments such as wound care
- Assisting with activities of daily living

Requirements for this position would include:

- Current licensure LPN
- NCLEX-PN (National Council of State Boards of Nursing, Inc., 2010).
- Experience: patient care as normally acquired during 2 years minimum direct patient care.
- Nursing home experience preferred

Certified Nursing Assistants

The responsibilities of the Certified Nursing Assistants would include:

- Working with the LPN to provide assistance with activities of daily living
- Promoting independence within clients abilities
- Working with activities director in assisting clients with planned activities
- Light housekeeping

Applicants for this position must have attained certification as a nursing assistant through a licensed Certified Nursing Assistant (CNA) program.

Social Worker

The responsibilities of the Social Worker would include:

- Working with RN director to provide social services for clients based on needs identified during initial assessment and ongoing needs assessment. Services are provided in accordance with the philosophy, mission, standards, policies and procedures of the home health service.
- Coordinating assistance as needed for financial and medical assistance.
- Organizing and coordinating respite services for senior adults with disabilities including developmental, cognitive, physical, emotional, behavioral and dually diagnosed.

Recruiting qualified potential respite care providers and matching the provider with respite care recipients. Developing and coordinating care plans that are strength-based and person-centered in collaboration with the team and the individuals being served (Respite Coordinator, Access services, 2011).

- Interviewing patients and families and coordinating and plans programs and activities to meet their social and emotional needs
- Providing crisis intervention and assisting families in understanding the implications and complexities of the medical situation and its impact on lifestyle.
- Coordinating services related to psychosocial needs.
- Planning and offering monthly respite support group meetings.

Applicants for this position must have a Master's Degree in Social Work and 2-4 years' experience in this field or a related area.

Activity Director

The responsibilities of the Activity Director would include:

- Working with the supervision of the RN director to coordinate daily activities to stimulate body and mind while promoting socialization
- Keeping an updated calendar for clientele and families
- Communicating available programs to clients and families and encouraging participation

It is preferred that applicants for this position have senior services experience. They are required to have a Bachelor's degree in one of the following fields:

- human services
- special education
- psychology

- social work

Financial director

The financial director would be responsible for working with the RN director on budget management and preparing taxes and other financial documentation. He or she would be required to have experience as a small business bookkeeper.

Spiritual Liaison

The Spiritual Liaison would be responsible for providing spiritual guidance and support to clientele on an as needed basis. He or she would work with the RN and social work to provide spiritual support and respite services to clients and their families. This position would be open to a local pastor or divinity student.

Volunteers

Volunteers to Helping Hands Senior Daycare would assist clients with activities and meals and perform some light housekeeping duties. The RN director would interview volunteers for this position.

All employees and volunteers must be willing to submit to a background check.

Advertisement

To advertise for the above positions, the Helping Hands group designed a flyer and researched placing advertisements in a local newspaper, in a national journal and on the internet. An example of this is the advertisement created for an activity director for Helping Hands Adult Daycare (See Appendix E). The plan was to have this viewed in the following media: locally via The Pioneer newspaper, nationally via Geriatric Nursing Journal and internet via Craig's list (a free website in Michigan).

Local

In an effort to support the local economy, the most logical place to start advertising for an activities director would be in the local newspaper. The Pioneer is a six day per week newspaper published by the Pioneer Group headquartered in Big Rapids, MI. This newspaper has dedicated ties to the local community and features a strong local classified section (The Pioneer Group, 2011). To submit an advertisement:

Pioneer - Employment

3-Day minimum for employment ads. (Daily: Monday-Saturday) Deadline: Tuesday-Friday; 11am, 1 Business day prior to publication date; Saturday & Monday 11am on Friday. Rates for 15 words or less: 3 Days \$26.70, 4 Days \$35.60, 5 Days \$44.00, 6 Days \$52.80, 7 Days \$61.60. There is an 25 Cents additional charge per word, per day, after 15 words. Please verify your publication selection prior to submitting your online ad. Your ad will be published as requested. (The Pioneer Group, n.d.)

Additionally, a logo and picture may be added for \$5.00 each. These will be printed in black and white and are limited to a file size of 4000 KB and an image type of gif,jpg. The very minimum advertisement would have a three day run with the title Activities Director, Helping Hands Senior Daycare and a web address for resumes. This would cost \$26.70 and price would increase with more wording and pictures.

National

To advertise in a professional journal is a great deal more expensive with a significant larger exposure. Geriatric Nursing has a circulation of 5,135 and has a target audience of “gerontological nurses and nurse practitioners, nursing administrators, directors of nursing, and educators involved in the management, education, research, and clinical care of elderly patients

in nursing homes, hospitals, and home care settings” (Elsevier, Inc.,2011). Geriatric Nursing is printed six times yearly and seems like an appropriate audience to advertise for an experienced Activities Director for a senior adult daycare. (See Appendix C for pricing.)

Based on our flyer (Appendix E) the costs would be:

Full Page Ad (4color with bleed). A “bleed” is necessary on a full-page ad to allow printer to fit the ad to the page without white edges.

1 Month - \$4005/month

3 Months- \$3925/month

Half Page Ad (4 colors/ no bleed necessary)

1 Month - \$3105/month

3 Months- \$3075/month

Quarter Page Ad (4 color/no bleed necessary)

1 Month- \$2550/month

3 Months - \$2510/month

(K. Kraemer, personal communication, July 5, 2011) (See Appendix C)

Internet

Many internet sites post job positions available. In 2001, with the recession, internet visits to job sites skyrocketed (Mand, 2001). An estimated 2,095,006,005 people use the internet as of March 31, 2011. Combined with the information that job listings on craigslist in most areas including all of Michigan are free, this seems like an excellent place to maximize exposure for a job position advertisement (2011).

Budget

Salaries for positions needed for Helping Hands Senior Day Care were taken from Indeed .com which offers an average of salaries nationwide (See Appendix D). Salaries in the Big Rapids, Mi area are 25% lower than national average (Indeed.com, 2011). Recent statistics released June 8, 2011 estimate the cost of benefits to private companies beyond salaries to be 30.4% (U.S. Bureau of Labor Statistics, 2011). This amount includes legally required benefits such as worker compensation insurance, unemployment insurance and social security tax (U.S. Bureau of Labor Statistics, 2011). Additional expenses for a private company to subcontract finance expenses for a business of this size are \$500 a month for bookkeeping and payroll, then \$750 to \$1,000 for yearend taxes (S. Cicerone, personal communication, July 15, 2011) (See Appendix D). The daycare operating costs of \$90.92 per hour are based on expenses seen in Appendix D and on being open sixty hours per week. It will be necessary to average ten clients per hour at a cost to them of \$10.00 per hour to meet the expenses. Currently, this will need to be private pay as there are very few private third party payers reimbursing for senior daycare. “State Medicaid programs may pay for health care that is provided in State licensed facilities, including therapy services, mental health services, administration of medications, psychological evaluations, dressing of wounds, and assistance with feeding. Private long-term care insurance may also pay some of these costs, but Medicare will not” (Department of Health and Human Services, 2009). Meeting state requirements for reimbursement will be evaluated on an individual basis. A fee of \$10.00 per hour for the average of ten clients will give Helping Hands a profit of \$9.08 per hour or \$28,329.60 annually for unexpected expenses and future capital equipment purchases. Mecosta Osceola Transportation Authority will be available to provide transportation as needed for a senior citizen cost of \$2.00 per person one-way and \$1.00 per

person within Big Rapids one-way (Mecosta Osceola Transportation Authority, 2011). This may be a valuable service for transportation to special events planned by the Activity Director.

Helping Hands building expenses will be covered by a federal Capital Support grant. “These are funds which are provided for major expenditures, typically long term assets such as buildings or major equipment” (Go For Free Government Money.com, September 9, 2010). This grant will allow an improvement in senior services in Mecosta County in addition to providing jobs locally.

Summary

In conclusion, evidence based research supports the need for senior services related to the growing geriatric population. The 2010 U.S. census shows the largest growing segment of the population is the 54-64 age brackets at a rate to 31.5% between the years of 2000-2010 (U.S. Census Bureau, 2011, p.2). Due to the rising numbers of the geriatric population, increased allocation of local and federal funding will be necessary to provide these type services. Nurses have an integral role in this process, working collaboratively with both local and federal governments to plan for care for this growing population. Helping Hands Adult Daycare service will be integral in the care of the senior residents of Mecosta County. Financially, Helping Hands will support the local economy by adding jobs to the area, purchasing supplies and advertising locally. Our cost of \$10.00 per hour is much lower than the predicted cost of \$64.00 per hour based on the initial assessment obtained from an internet search (Robinson, Segal & White, 2010, p. 1). This cost is dependent on receiving a federal Capital Support grant to cover building expenses (Go For Free Government Money.com, September 9, 2010). The increasing number of aging baby boomers will make it necessary to maintain facilities such as Helping Hands Adult Daycare Center.

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Appendix A

BIG RAPIDS

SENIOR CENTER

Parkview Village HiRise Bld.
 9 Adams St., Big Rapids
 (231) 796-8689 Ext 113
 Lila Wallace Jones – Manager

OPEN:

Monday & Tuesdays
 10:00 AM to 1:00 PM
 Meal served at 11:30 AM
 General Public Welcome

COST:

Diners age 60+ or handicapped
 \$3.00 Full Meal donation
 \$2.00 Salad Bar Meal donation
 Diners under age 60 there's a fee
 \$4.75 full meal or salad bar meal

ACTIVITIES:

Regular activities include but
 are not limited to: bingo, cards,
 games, arts & crafts, health
 clinics, educational programs
 And various topics of interest,
 And special programs

RESERVATIONS:

Call 231-972-2884 by
 10:00 AM the attending day.

MECOSTA COUNTY

LUNCH BUNCH

Commission on Aging
 12954 80th Ave., Mecosta
 (231) 972-2884
 Shawn Sredersas, Coordinator

OPEN:

Monday - Friday
 8:30 AM to 5:00 PM
 Meal served at 12:00pm
 General Public Welcome

COST:

Diners age 60+
 \$3.00 Full Meal donation
 \$2.00 Salad Bar Meal donation
 Diners under age 60 there's a fee
 \$4.75 full meal or salad bar meal

ACTIVITIES:

Regular activities include but
 aren't limited to: fitness classes,
 line dancing, bingo, cards,
 games, health clinics, art classes
 card recycle, Readers Theater,
 computer education, and special events/programs.

RESERVATIONS:

Call 231-972-2884 by
 10:00 AM the attending day.

BARRYTON

MEAL SITE

Senior Building
 71 Northern Ave., Barryton
 (98) 382-7244
 Glenda Jamison - Manager

OPEN:

Tuesdays
 11:00 AM to 1:00 PM
 Meal served at 11:30 AM
 General Public Welcome

COST:

Diners age 60+ or handicapped

\$2.00 Meal donation

Dinners under age 60 there's a fee

\$4.75 full meal

ACTIVITIES:

Regular activities include but are not limited to: bingo, and other special programs.

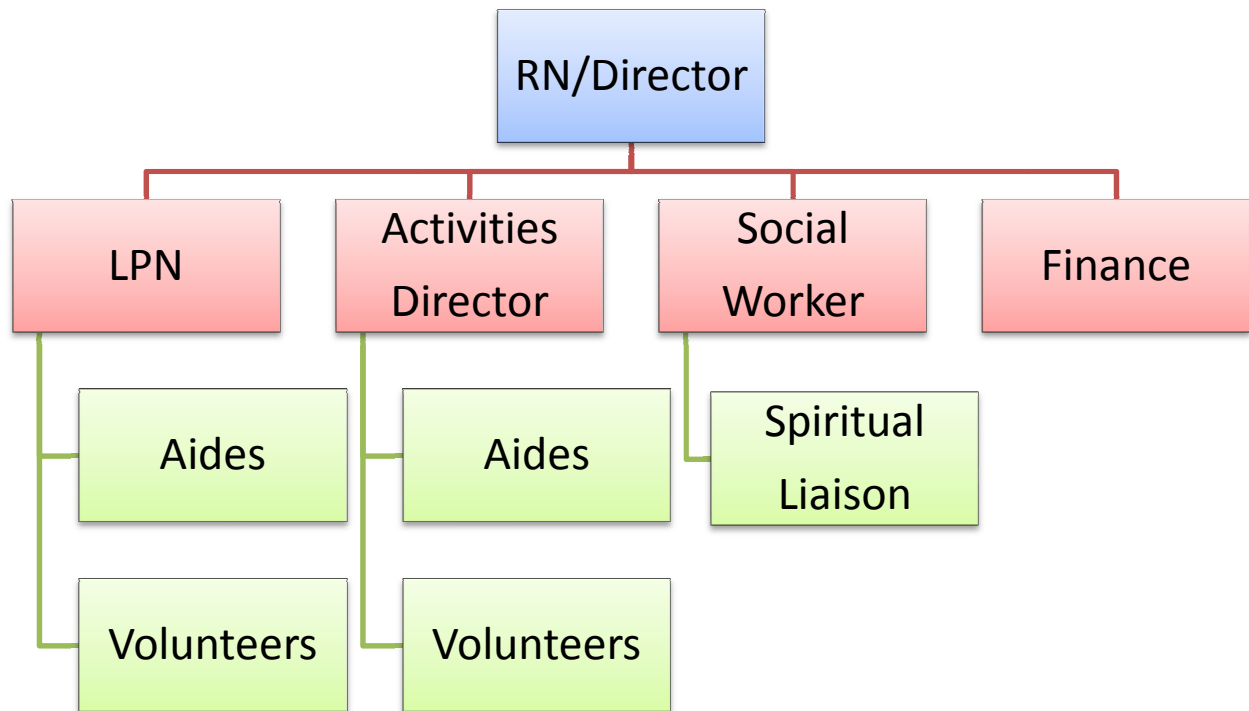
RESERVATIONS:

Call 231-972-2884 the day before desired attendance.

(Meal Sites, Mecosta County, Michigan, 2003).

Appendix B

Helping Hands Organizational Chart



Appendix C

Recruitment/Classified Advertising Rate Card

Geriatric Nursing • 2011

1x	3x	6x	12x
Full page	\$2,650	\$2,570	\$2,510
1/2 Page	1,750	1,720	1,670
1/4 Page	1,195	1,155	1,090

CONFIDENTIAL BOX NUMBERS \$40

AGENCY DISCOUNT

15% - All rates noted on this card are GROSS for 1/4 page or larger size ads.

COMPOSITION

• Black/White only: Full page: \$150 • Half page: \$125

Quarter page: \$95

• All production charges are net and non-commissionable

JOURNAL WEB SITE ADVERTISING

Contact your sales representative for rates and online opportunities.

COLOR

• Standard color (2C or 3C. Colors available are Black, Cyan, Magenta or Yellow): \$525 per page or fraction.

• Matched color (PMS specific number): \$585 per page or fraction.

• Metallic color (PMS specific metallic number): \$865 per page or fraction.

• 4-color: \$1,355 per page or fraction.

• Metallic and Matched (PMS) colors can be combined with the Black and White rate, or they can be added to the Standard or 4 Color charge.

• Color charges are in addition to earned black and white rates.

• Bleed: No charge.

CANCELLATIONS

Must be received in writing on or before the announced closing date.

MECHANICAL SPECIFICATIONS

Keep live matter 1/4" from trim edges.

BINDING

Perfect; jogs to head

PRINTING PROCESS

Web text; sheetfed covers

HALFTONE SCREEN

150 line screen

DISPOSITION OF REPRODUCTION MATERIAL

All digital ad files will be held for twelve months only unless otherwise notified, furnished files will be destroyed.

<u>Page Sizes</u>	<u>Non Bleed</u>	<u>Bleed</u>
Trim		8 ¹ / ₈ " x 10 ⁷ / ₈ "
Full Page	7" x 10"	8 ³ / ₈ " x 11 ¹ / ₈ "
1/2 Page Horizontal		7" x 4 ³ / ₄ "
1/2 Page Vertical		3 ¹ / ₄ " x 10"
1/4 Page		3 ¹ / ₄ " x 4 ³ / ₄ "

Appendix D

Helping Hands Expense Sheet					
Position	Annual	Monthly	Weekly	Benefits	
RN	\$53,000.00	\$4,416.66	\$1,019.23	\$17,666.66	
Social Worker. Half time	\$20,500.00	\$1,708.33	\$394.23	\$6,833.33	
Activity Director	\$46,000.00	\$3,833.33	\$884.62	\$15,333.33	
Licensed Practical Nurse	\$34,000.00	\$2,833.33	\$653.85	\$11,333.33	
Aide	\$23,000.00	\$1,916.66	\$442.31	\$7,666.66	
Book keeper	\$6,000.00	\$500.00	\$134.62	\$0.00	
Tax services	\$1,000.00	\$83.33	\$19.23	\$0.00	
crafts& supplies	\$2,400.00	\$200.00	\$46.15		
office supplies	\$3,600.00	\$300.00	\$69.23		
phone/TV/Internet	\$1,439.88	\$119.99	\$27.69		
linens	\$0.00	\$0.00	\$0.00		
laundry	\$0.00	\$0.00	\$0.00		
Breakfast/10@3.50	\$9,100.00		\$175.00		
lunch/10@5.00	\$13,000.00		\$250.00		
snack/10@3.00	\$7,800.00		\$150.00		
<u>Start up expenses</u>	\$4,000.00		\$76.92		
<u>fixed expenses</u>	\$0.00				
Total	\$224,839.88		\$4,343.08	\$58,833.31	
sum of annual expenses + Benefits					\$283,673.19
divided weekly					\$5,455.25
hourly for 60 hours/wk					\$90.92
10 patients/hr@\$10/hr					\$100.00
				Profit Per Hour:	\$9.08
				Annual Profit:	\$28,329.60

Appendix E

Helping Hands
 Adult Daycare Center
 Seeking an Activity Director

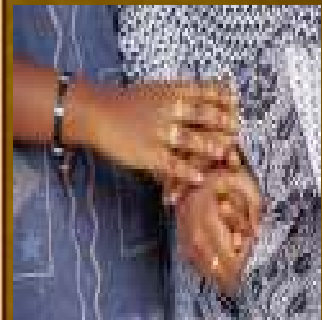


We are seeking an energetic, enthusiastic, and experienced individual to coordinate activities for our senior clientele. Responsibilities include the following: plan, and facilitate group activities while providing social, emotional, and spiritual needs to our elite clientele. The Activity Director will be directly supervised by the Registered Nurse.

Bachelor’s Degree in human services, special education, psychology, social work or other related field. Requirements include the following: minimal two years experience in the areas of social services, psychology or developmental disabilities. There will be preference given to applicants with senior services experience

We offer a competitive salary with excellent benefits including paid time off and health insurance effective immediately.

**Qualified Applicants only please:
 Helping Hands Human Resource Office
 5555 Bridge Street, Mecosta County
 No Phone Inquires please
 or apply on line
 Attention: Mrs. Smith RN, Director
 www.helpinghands.com**



Mission Statement

“Helping Hands adult daycare center is committed to providing effective structured activities and quality services to the geriatric population while promoting independence. Our experienced licensed staff focuses on caring for the whole client's mind, body and soul including support services for the primary caregiver”.