



Thank you for considering employment with our organization. Before you complete the application, please review the following basic conditions of employment. If after reading these conditions, you believe you can fulfill your obligation then acknowledge below and complete the employment application. If you are no longer interested in obtaining a position within our organization, please do not proceed to the electronic application.

First, these are our Elders' home and therefore the same respect, privacy and independence that you desire in your own home is required here as well. The work that you will carry out should reflect the same care and attention that you would desire for your parent or grandparent. Our Elders come first and you should place their needs before your own.

Everyone in our homes is treated as equals and works as a team. You are encouraged to take the initiative to improve the lives of residents, visitors and staff. We have found the greatest threat to the welfare of those who live here are **Loneliness, Helplessness** and **Boredom**. *Loneliness* is the pain we feel when we want but cannot have companionship. *Helplessness* is the pain we feel when we always receive care and never give care. *Boredom* is the pain we feel when our lives lack spontaneity. The cures for these plagues are not pills but companionship, providing opportunities to give care, and a life filled with variety and spontaneity.

Our homes are unique in their desire to revolutionize elder care. We are committed to change the institutional medical model of living in a nursing home and we are creating home. This is a journey of Culture Change that will never end. We involve all staff members as caregivers. Regardless of your certification or licensure your job will include performing any number of chores from housekeeping, to making beds, taking food orders and assisting our Elders in dining - similar to the chores you must complete in your own home.

Recognize that our days never end - we are open 24 hours a day, 7 days a week, and 365 days a year. We empower you to work with the other members of your team to create a work schedule that reflects not only the Elders needs but also yours. Therefore, once you have committed to your schedule, you must arrive on time and ready to work.

We have zero tolerance for gossipmongers, pot stirrers, illegal drug users, the perpetually unhappy or the uncommitted. Our team members work hard so that our Elders can enjoy the quality of life they deserve. Our Elders warrant caring, compassionate and committed people who love what they do and believe in our culture. If you desire to help in the journey to make our homes into human habitats rather than medical model institutions, acknowledge below and complete the employment application.

Congratulations, you meet the first standard in becoming a member of our outstanding team of caregivers!