

# Quarterly NEWSLETTER

## FRED DOUGLAS SOCIETY

The Scoop from *July, August & September!*



### *Truth & Reconciliation day*

The Fred Douglas Society will observe the National Day for Truth and Reconciliation on September 30th.

- The Recreation Department has invited an elder to speak, and there will be a drumming performance.
- Residents will create drums in the craft club to actively participate in the event.
- Additionally, the Recreation Department has already prepared Bannock with residents this September, which was greatly appreciated.



### *Fred Douglas Lodge Meals*

The Fred Douglas Lodge dietary department along with the dietician has worked hard to design the menu based on feedback from Residents. We now offer fresh salads with a choice of three different dressings. Additionally, a variety of desserts, including fresh baking, and an assortment of sandwiches are available. Furthermore, as requested residents are receiving cottage cheese with fresh fruit for breakfast. Improvements will continue to be made with each menu rendition. We will continually refine and enhance the menu to ensure it meets residents' nutritional needs while also improving the appearance and taste of the meals.



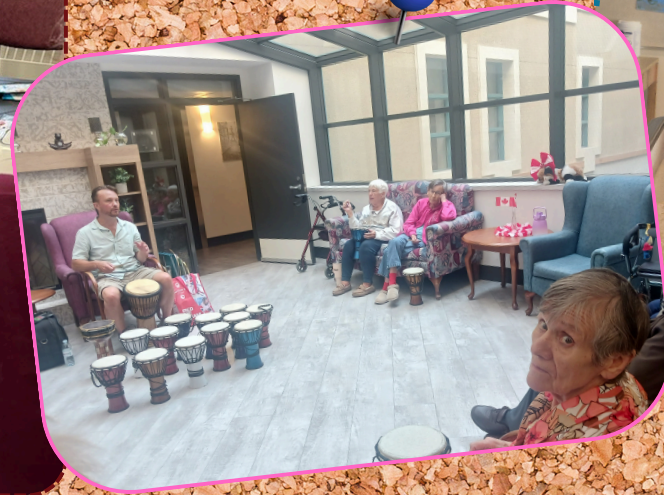
FRED DOUGLAS  
SOCIETY

Uniting Health, Heart and Home

If you have any content suggestions for upcoming newsletters, please reach out to Chantelle at [ccalder@freddouglas.ca](mailto:ccalder@freddouglas.ca)



# RESIDENTS



A busy few months of activities including, Bowling, Shuffle board and Hawaiian Luau at Fred Douglas Lodge . A Spa day, Pet visit and Wellness Drumming at Heritage House.



FRED DOUGLAS  
SOCIETY

Uniting Health, Heart and Home



# EMPLOYEES

## Employee Highlights

### CARMELA - NURSE

Carmela has been part of the Fred Douglas Lodge family for 4 years now!

When she first started her nursing journey, it was the job security that motivated her-but over time, she found her true passion in caring for the elderly.

After passing her licensure exam, Carmela sadly lost her mom suddenly at just 60 years old. She never had the chance to care for her, so now she honors her mother's memory by caring for seniors with the love, respect, and compassion they deserve.

Her favorite part of the job? The little moments-when a resident gives her a hug, a kiss on the hand, a sweet smile, or a simple but genuine "thank you" or "I love you." Those small gestures mean everything. "They love you like family, they pray for you, and they miss you when you're away," Carmela shares.

Working with the elderly can be challenging, but for Carmela, it's also one of the most rewarding experiences. We're so grateful to have her caring heart on our team!

### BETTY KOSMAN - TENANT COMPANION

We're celebrating Betty Kosman, who recently retired after an incredible 22 years as a Tenant Companion at Heritage House! Betty spent her evenings with us-first part-time, then full-time-bringing joy, laughter, and companionship to our tenants.

For Betty, the best part of the job was always the people: sharing the same interests, joking around, playing bingo, and enjoying those little moments of fun. "That's the highlight of my job," she says.

Before joining FDL, Betty worked 20 years in palliative care at St. Boniface, where her compassion and commitment to making life better for others truly shone through. Inspired by her mom, who was also a health care aide, Betty has carried forward that legacy of care with warmth and heart.

From all the thank-yous, the laughs, and the memories-Betty, you've left a mark on so many lives. We wish you all the best in this next chapter of well-deserved retirement!



FRED DOUGLAS  
SOCIETY

Uniting Health, Heart and Home

# HCA WEEK

OCTOBER 14TH TO 18<sup>TH</sup>

We warmly recognize our Health Care Aides for the care and support they provide each day. HCAs play an essential role in making our residents feel comfortable and care for, while also offering reassurance to families.

We truly appreciate the patience, kindness, and dedication you bring to our community. Thank you for the difference you make every day.

*We appreciate  
all that you do*

## You're Invited!

### Celebrate Health Care Aide Week With Us!

Dear Residents, Families, and Staff,

We're thrilled to invite you to join us in celebrating Health Care Aide (HCA) Week — a special time to recognize the heart and soul of our care team. Our HCAs go above and beyond every day, and this week is our chance to show them how much they're appreciated! Let's make it a week to remember with daily themes, color spirit days, delicious treats, and joyful activities for everyone to enjoy!

### Event Details

Date: October 14–18, 2025

### Theme Days – Show Your Spirit!

- **Monday – Wear Red** Kick off the week with energy and love!
- **Tuesday – Wear Blue** Celebrate calm, care, and compassion.
- **Wednesday – Wear Purple** A color of strength and dignity –
- **Thursday – Wear Green** Symbolizing growth, healing, and support.
- **Friday – Character Shirt Day** Wear your favorite character shirt or top – bring out your inner hero!

**Treats: Pizza Day!**

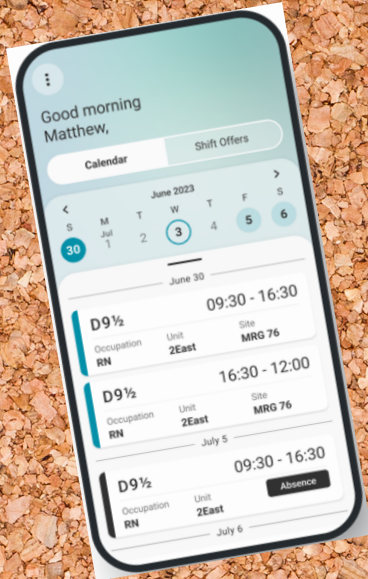


FRED DOUGLAS  
SOCIETY

Uniting Health, Heart and Home



# STAFF



## LGI roll out

The new payroll scheduling software was launched on August 25<sup>th</sup>, 2025. This replaces the use of UKG and any paper forms. Training occurred for all staff groups.



It was a busy July to September for the Rehab Team as we had a Rehab Aide Student from Manitoba Institute of Trades and Technology and two Master's in Occupational Therapy students from the University of Manitoba. From left to right Justin (OT/Educator), Madi (OT Student), Noah (Rehab Aide Student), Anna (OT Student). All students were at their final practicum placements, and were in the final stages of completing their schooling. The team has been working hard with and learning from the residents and the whole FDL team.



FRED DOUGLAS  
SOCIETY

Uniting Health, Heart and Home