

North Renfrew  
Family Health Team

# THE ZINGER

Newsletter for the Deep River & District Hospital  
Four Seasons Lodge Long-Term Care Home and North Renfrew Family Health Team

January 2023



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MANDATORY EDUCATION—February

Please see the assigned education for the month of February. This is due to be completed by February 27, 2023. Please contact Mary Goodchild if you are having any issues accessing the education.

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**All Staff**

- Training for Employees on Violence and Harassment in the Workplace
- Mission Statement, Standards of Behaviour & Respectful Workplace
- Abuse & Neglect – Zero Tolerance Policy, Mandatory Reporting
- Whistleblower Protection
- Dementia Care and Responsive Behaviours: A Module for all Care Staff and Volunteers

**RN/RPN/PSW/Dietary/Recreation Worker/Housekeeping**

- LifeVac Training Video

**RN/RPN**

- EKG Like a Boss – Part 3

**Housekeeping**

- RICN Environmental Cleaning Best Practice – Routine Practices



**Dementia and Responsive Behaviours**

A module for all care staff and volunteers

A Module By Surge Learning

Surge Learning Quality Policy

## Human Resources Growth Plans—2023 and Beyond

Over the next few years our organization will be seeing significant growth in both our buildings and also our team. With both the Family Health Team Development and the Long-Term Care Development scheduled to break ground this fall, our organization will continue our progress tripling the square footage to care for our community. At the completion of the LTC Development (scheduled for 2025), we estimate we will have added almost 200 new employees to our organization, more than doubling our current workforce.

2023 will be busy continuing work to design our buildings, and will start to shift our focus on how we grow our team. Recognizing that significant work is needed to for us to continue to provide excellent services day-to-day as well as the additional work to make both of these projects successful over the next three years, our team will need to start growing and adjusting now to be successful. Over the coming weeks, there will be several new positions created that will support our organization as it grows and continually improve. These jobs will support functions such as clinical informatics, decision-making and Epic support, human resources, administrative support, scheduling and procurement, and leadership. With added positions and people working and growing as the organization does, will we be able to continue to drive our organization forward into the future.

Starting the shift in our team to what we will be in three years, the organization will be realigning its Executive Team in 2023. To build redundancy in executive leadership and recognizing the significant shift in responsibilities as a result of our growth and capital development, William Willard, will be assuming the new role of Executive Vice-President and Chief Financial Officer, effective January 30, 2023.

Since William joined our organization in 2017, he has been instrumental in the success of multiple projects, as well as the current growth and direction of the organization. William's role will continue to focus on financial management and oversight, and formally now recognizes his responsibilities in business and capital development. To ensure continuity of leadership and business operations, if I am away for extended periods of time, the Executive Vice President will assume responsibilities as CEO.

Please watch for more opportunities over the coming weeks, and feel free to reach out with any questions about upcoming or future opportunities as we grow. Thank you to everyone for their excitement and participation in our journey.

Janna Hotson  
President and Chief Executive Officer



## NEW LONG-TERM CARE HOME TO BREAK GROUND IN 2023

Excitement surrounding the Deep River and District Hospital's (DRDH) Long-Term Care Development Project is building, as the DRDH Project Team continues to make progress towards bringing the new home to life.

The Long-Term Care Development Project will break ground in the summer of 2023, and will see a new 70,000 square foot, 2-story, 96-bed Long-Term Care Home built on the existing DRDH health campus property.

Construction on the new home is one step closer to beginning, thanks to the recent announcement of a time-limited construction funding subsidy for eligible projects by the Ministry of Long-Term Care.

The Ministry of Long-Term Care highlighted cost escalations in construction markets and increasing interest rates as having an impact on the viability of projects across the province. In response, this new funding will allow eligible projects to offset part of their projected cost escalations and deliver on much needed long-term care capacity in a timely manner.

The Ministry of Long-Term Care will provide additional funds through a time-limited subsidy increase to new and upgraded long-term care projects across the province who begin construction by August 31, 2023. This additional construction subsidy will see eligible projects receive an increase of up to \$35 per bed, per day, for 25 years.

Since DRDH's project plan was developed in 2018, significant cost escalations have occurred across the construction market. Given these escalations, recent cost estimates have come in nearly 33% over the initially developed budget for project construction.

"The new funding from the Ministry of Long-Term Care is welcomed news for our project here at DRDH," stated William Willard, Chief Financial Officer and Vice-President of Operations, who is leading the project for DRDH. "The economic conditions today are much different than they were when project planning started, which is evident by the large increases in construction costs and borrowing rates. The new funding from the Ministry of Long-Term Care acknowledges these increases and allows our project to continue toward breaking ground before August 31, 2023 on this important and much needed home for our community."

"I am very pleased that our government recognized the escalation of construction costs could put many of our long-term care projects in jeopardy. By providing additional construction subsidies, the Deep River and District Hospital can now proceed with confidence, in the knowledge that our Ministry of Long-Term Care is providing the necessary funding to bridge the gap created by escalating construction costs," said MPP John Yakabuski. "It has been an excellent experience to work with the Project Team at the Deep River and District Hospital, and I look forward to continuing to work together as this project progresses."

Despite rising costs of the project, the Closer to Home campaign will not be increasing its fundraising target. Due to the construction funding subsidy increase, the Closer to Home goal of raising \$2.5 million in support of the new home will remain unchanged. Thanks to the generosity of members of our community, over 14% of the \$2.5 M goal has already been reached.

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The DRDH Project Team has informed the Ministry of Long-Term Care that the project will meet the eligibility criteria outlined for the funding, including having construction begin by August 31, 2023. Minor site preparation will begin shortly, with official ground breaking in August 2023. Construction for the new home is planned to take 2 years, with residents moving in as early as 2025.

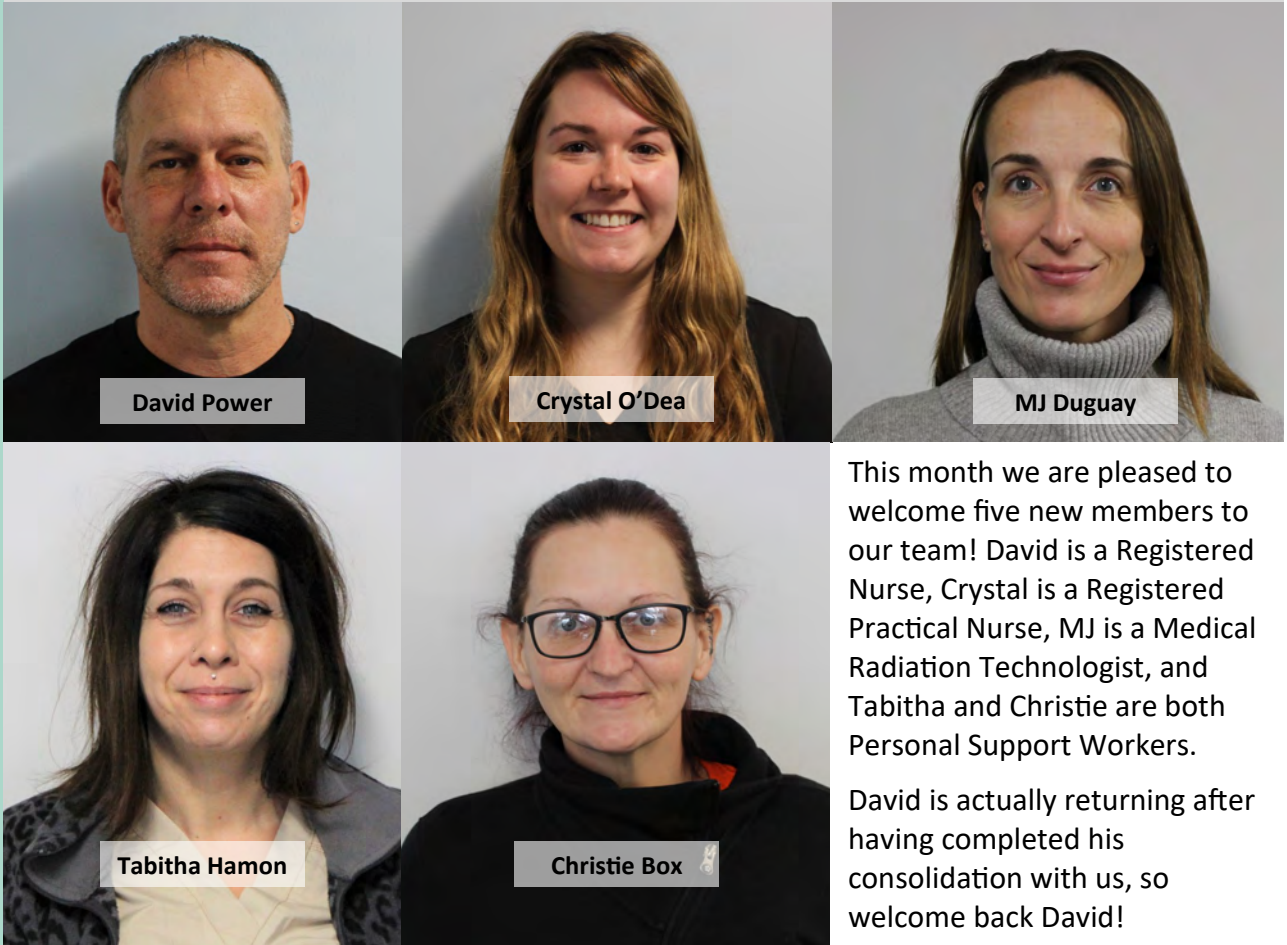
For more information on the project, including how to donate to the *Closer to Home* campaign and view design renderings for the Long-Term Care Development Project, please visit [drdh.org/ClosetoHomeCampaign](https://drdh.org/ClosetoHomeCampaign).



*DRDH Team Members from across the organization are pictured here, along with HDR Architects, during design meetings for the new Long-Term Care Home in late December.*

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NEW HIRES



This month we are pleased to welcome five new members to our team! David is a Registered Nurse, Crystal is a Registered Practical Nurse, MJ is a Medical Radiation Technologist, and Tabitha and Christie are both Personal Support Workers.

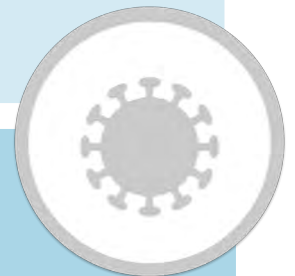
David is actually returning after having completed his consolidation with us, so welcome back David!

*Outbreaks Declared Over*

The COVID-19 outbreaks on the Inpatient Unit and in the Four Seasons Lodge have both been cleared over by Public Health. The outbreak in the Four Seasons Lodge was our first throughout the pandemic, and was very well managed to minimize impact and spread. Stay tuned next month for some lessons learned from our debrief process!

*EOC Stood Down*

The organization's Respiratory Surge Emergency Operations Center (EOC) that was enacted in November to coordinate response to the sustained surge in respiratory viruses and pressure on acute care has been stood down. While there remains high volumes of respiratory viruses circulating in the general population, the number of children impacted and in need of hospital care continue to decline. Ontario Health East has reversed direction previously issued for all hospitals to accept patients aged 16 and over, however direction remains for all acute care hospitals to create surge space up to 120%. The medical inpatient unit has added capacity to address local and system surge, and will retain this as long as the provincial direction remains in effect.



## STAFF OUTDOOR ADVENTURE FRIDAYS!



Join us each week for a Staff Outdoor Adventure  
from 12:00 pm – 12:30 pm every Friday!

Meet at the front entrance for a short hike in the Four Seasons Conservancy.

You're welcome to bring a lunch on the go if you're short on time.

We will walk on the snowshoe trails, but snowshoes aren't necessary (the trail is compacted).

If you're interested but this time doesn't work for you, please email [James.Thompson@drdh.org](mailto:James.Thompson@drdh.org) and alternative adventures may be scheduled.

Let James know if you'd like a calendar invite to help block off some nature time for yourself.

*REFRESH, RECHARGE, REJUVENATE*



FAMILY HEALTH TEAM NEWS



The Family Health Team Development Project continues to progress forward, and designs for the new building are underway! Members of our Family Health Team spent the day on Friday, January 27 working together to review room designs including exam rooms, reception areas, and office spaces. Input from our team members is now being incorporated into the designs, and we look forward to sharing all the exciting developments soon—stay tuned! Pictured here, from left to right, is Tabitha Kearney, Janna Hotson, Madison O’Neil, Sarah-Lynn Parker, William Willard, and Michelle Govereau.





## Movement for Mental Well-Being

It has long been known that moving the body is beneficial for heart health, optimal bone strength, maintenance of lean muscle mass, and weight loss. However, research in more recent times has focused on another significant payoff to physical movement: mental well-being. Here are a different types of movement can promote mental well-being.



### AEROBIC MOVEMENT

Aerobic exercise, more commonly known as ‘cardio’, increases your heart rate and breathing, fueling your body (in particular your muscles) with oxygen-rich blood. This type of exercise has long been known to strengthen the heart, increase circulation throughout the body, and improve lung function. While any activity which increases oxygenation within the body is considered aerobic exercise, the most common forms of aerobic activity include jogging, running, cycling, swimming, and rowing. You’ll note that most of these forms of exercise involve us covering distance, and interestingly this physical movement forward can instill within us a sense of moving forward in life, which is vitally beneficial when we feel stuck mentally.

### STRENGTH-BASED MOVEMENT

Working out using bodyweight, free weights, and resistance machines not only improves your physique, protects you from injury and increases your metabolism, but it also makes you physically and mentally stronger. When you push through that last set of deadlifts or complete that last rep as you feel the burn of the triceps dip, you begin to appreciate that you have what it takes to mentally do what you set out to do. Strength training has been shown to increase self-efficacy, the belief that you’re able to succeed at or perform a task, which in turn can fuel your productivity at work or supercharge your confidence in meeting your personal and professional goals.

### MINDFUL MOVEMENT

A core principle of mindfulness is awareness and bringing a full embodied presence to any form of physical activity can be considered mindful movement. There are, however, some forms of exercise that lend themselves well to mindfulness in action. These include yoga, Qigong, tai chi, and mindful walking. With mindful movement, you begin to notice your body’s balance, its position in space and the depth and flow of each breath you take. Mindful movement exercises not only encourage stretching and moving of the body, but they also train the skill of focused attention which is invaluable in today’s distraction-filled world.

### CREATIVE MOVEMENT

While you can instill creativity into any type of movement, dance is the most commonly practiced form of creative movement. Dancing is a form of non-verbal communication and self-expression. For people who struggle with their mental health, suppressed thoughts and emotions can be an obstacle to optimal well-being, however, when people feel free to move their bodies without judgement, you often see an expression of their innermost thoughts and feelings, and dancing can feel like a positive outlet. Dance is also commonly performed in conjunction with others, you might be dancing with a partner or in a group, and this can help to alleviate or reduce feelings of loneliness or social disconnection which in turn is beneficial to your mental and emotional health.

Click here to read the full article from LifeSpeak:

<https://wellness.lifespeak.com/expertblog/movement-for-mental-well-being--5723>

**PSP PLAN MEMBERSHIP—DON'T MISS OUR ON THESE DISCOUNTS**

Did you know that all DRDH staff members can get a PSP Plan membership at a discounted rate? Membership gives you access to Garrison Petawawa’s recreation and fitness facilities including:

- Dundonald Hall
- Recreation Complex
- South Side Community Centre
- Youth 1st Centre
- FREE recreational fitness classes
- FREE public skating at Silver Dart Arena
- FREE public swimming at Dundonald Hall Pool
- FREE kayaks and stand up paddle boards at Black Bear Beach
- FREE cross country skiing and snow shoeing at Jubilee Lodge
- Access to Garrison Petawawa Recreation Clubs (single club memberships available)
- Discount rates offered on recreational activities and programs (minimum 6 month membership required)



**Discounted rates for our staff are as follows:**

**Family Membership**

1 month	\$85
6 months	\$340
1 year	\$500



**Single Membership**

1 month	\$50
6 months	\$250
1 year	\$385

*\*these are around \$50 less than the regular rates.*



Contact the Recreation Complex to get a membership today!

613-687-2932

recplex@forces.gc.ca

30 Festubert Blvd

Petawawa, Ont



FOUNDATION NEWS



SENATORS RAFFLE WINNER

Congratulations to Whitney Green on being the lucky winner of the latest staff Senators ticket raffle!

Thanks to Terry Firlotte who pulled the winning ticket from a well-sorted pile with gusto. Rebekah Thompson, Megan Durant, and Debbie Avery Crain were witnesses; nothing unusual was reported—you can even double-check with them!

Thanks to all who participated, with \$150 raised for Closer To Home.

JOIN US FOR A BONSPIEL

2023 DRDHF Bonspiel team spots are still available by donation— no minimum amount required! All skills levels are invited. The goal is to have fun and do something good for the community. WCCT will donate \$75 per player, so go ahead and sign up today.

To register:

<https://drdhfoundation.com/events/2023-drdhf-bonspiel>

Spread the word, invite your friends, form a team!

James can help pair you with teammates if you'd like to register alone.



DEEP 50/50 LOTTERY NEWS

Congratulations to Dr. Bushby who was the lucky winner of the \$1,000 Early Bird Prize for the New Year Deep 50/50! We are glad that this prize could go to someone who works so hard to keep our community healthy.

Also, congratulations to Judi Lambert, our very first Double Deep 50/50 winner (she won the Early Bird Prize in October too). Judi took home the grand prize of \$6,522.50.

The Deep 50/50 website is currently undergoing some exciting updates, and ticket sales for the February draw will be live soon!



## FOUNDATION NEWS—"WHY I GIVE" TESTIMONIALS

*#GivingTuesday* took place back in November, and the DRDH Foundation celebrated by sharing "Why I Give" stories from members of the community! Donors, volunteers, and supporters were asked: "Why do you support DRDH?" and the replies we received were inspiring and motivating. Here's just a few of the stories that were shared:



*"I donate to causes that build resilient and sustainable communities (locally the Deep River Hospital Foundation and the Deep River District Community Foundation). My purpose in life is 'to live life to the fullest; give back as much as I can and enjoy the experience of living'. That's why I give."*

— **Bob French**



*"Steve and I moved to Deep River in 1986 and purchased our first home on Sumac Street a few years later, not far from the hospital. In 1989 our first daughter was born at the DRDH which still had a maternity ward at the time. In 1991, our then two year old, reached up and grabbed a travel mug off the kitchen counter (it was plastic and looked a bit like a "sippy cup"). Unfortunately, the mug was full of piping hot coffee and she spilled it down her front. My husband doused her in cold water in the kitchen sink and then with a screaming child but no car, swooped up our daughter, ran out the back door down the forest path alongside McElligot Drive to the Emergency Department. They quickly assessed her and got her stabilized and into an ambulance to the burn unit at CHEO where she was treated. Fortunately, because of the quick attention she received, she has no lasting scars despite some fairly serious burns. Since those days over 30 years ago, our family has relied upon the expert and caring staff at the Deep River Health Campus on numerous occasions. Did I mention my husband plays hockey? We have always received excellent and compassionate care. The presence of such a fine local medical facility with a 24 hour emergency room is as important to us today as it was to our original decision to live in Deep River... particularly since my husband continues to play hockey!"*

— **Sue D'Eon, Mayor of Deep River**

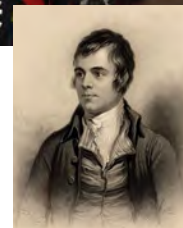


*"My family and I have lived in Deep River for the last 25 years. During that time, we have needed to use the services of the Deep River Hospital for both minor and major issues. Notably, this includes my having been unfortunate enough to have suffered heart attacks in 2002 and 2020. Living outside of a major urban center carries a certain risk with respect to timely access to medical services such as the Heart Institute in Ottawa. As such, access to a quality medical facility such as the DR Hospital for treatment prior to transportation can mean the difference between life and death - as it did for me! As a resident of Deep River I have always considered it inherently obvious that I should support DRDH. I would have been happier to say that I did so without a dire need for their services, but that was not the hand I was dealt. I am extremely grateful to the doctors and nursing staff of the Deep River Hospital and hope that my contributions have, and will continue, to aid them in their essential support of our community."*

— **Steve Liblong**

Keep an eye out for even more "Why I Give" stories in next month's Zinger!

## FOUNDATION NEWS—7th Annual Robbie Burns Supper Supports Closer to Home



On January 21, attendees were treated to an unforgettable evening at the 7th Annual Robbie Burns Supper at the Chalk River & Area Lions Club. The event was a celebration of Scottish heritage and community spirit, featuring traditional piping, a haggis ceremony, and an outpouring of support for the Deep River & District Hospital's (DRDH) Closer to Home Campaign.

Thanks to the efforts of the Chalk River & Area Lions Club, a team of dedicated volunteers, and expert event organizers, the event raised \$1,000 for the upcoming 96-bed long-term care home and built community with a record 70 people in attendance. The DRDH Foundation would like to extend its heartfelt gratitude to the Chalk River & Area Lions Club and the volunteer team for their dedication and for inviting Hospital team members to participate in the Immortal Memory program with toasts and poetry readings.

Pictured here, from left to right, is James Thompson, Janna Hotson, event organizers Jeanie Tilson and Doug Tennant, Tabitha Kearney and William Willard.

## FOUNDATION NEWS—Royal Canadian Legion Branch 517 Supports DRDH



Left: Helene Hahn, Branch 517 Public Relations Officer

Centre: James Thompson, Community Engagement and Fundraising Coordinator, DRDH

Right: Ralph Kendrick, Branch 517 President

*thank you*

We were pleased to receive a \$10,446 donation from the Royal Canadian Legion (Branch 517) in Petawawa. This donation will allow Deep River & District Hospital to purchase TWO brand new Stryker Stretchers with accompanying Specialty Mattresses for use throughout the Hospital. These are designed to enhance patient comfort during transportation, and beds like these are integral to an efficient modern healthcare campus. We are very appreciative of this gift. Thank you RCL Branch 517!

## FOUNDATION NEWS—Congratulations Dr. Ceponis!



Congratulations to Dr. Pete Ceponis, who was recognized as a Healthcare Hero recently! Dr. Ceponis joined our wonderful group of physicians here in Deep River in 2021, but he has actually been a part of the DRDH team, providing compassionate care for patients in the Emergency Department, since 2012.

The donor who recognized Dr. Ceponis wanted to share the following message of thanks:

*"I have made this donation in recognition of the devoted and compassionate service that I received from Dr. Ceponis and Hospital Nursing Staff during my stay at DRDH in 2022. I am deeply indebted, alive and well, due to this care."*

What a wonderful way to start off the new year with gratitude! Is there someone you would like to recognize as a Healthcare Hero? Making a donation in their honour is the perfect way to say thank you. Visit <https://drdhfoundation.com/give> and select "Healthcare Heroes" under the dedication option to recognize your Hero today.

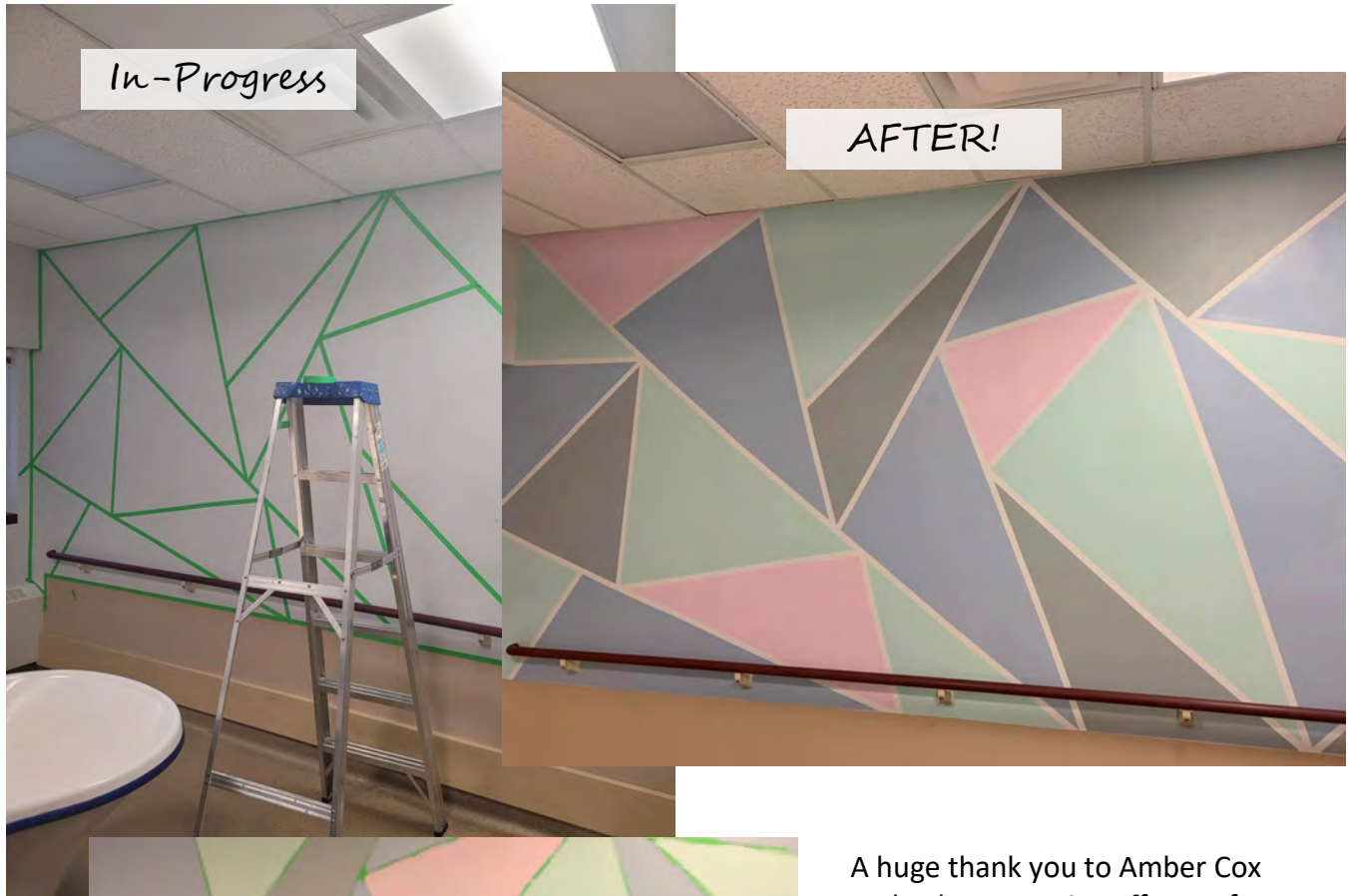
## FOUNDATION NEWS—Thank You Donors



The DRDH Foundation hosted a lunch on January 13 to say thank you to a number of our community members who have shown incredible support for the *Closer to Home* Campaign since its launch this past summer. The delicious lunch was generously sponsored by James J. Realty and was provided by Maven Catering.

## Residents' Council Corner

The Four Seasons Lodge's Residents' and Family Council continues to meet on the third Thursday of each month. In January, residents and families participated in an outbreak debrief, reviewed the Ministry of Long-Term Care's Inspection Report from December, and provided input into next year's Quality Improvement Plan. In addition, the Council also reviewed the recent tub room renovations, which are pictured below, and worked on their colour selections for upcoming painting in the Chapel.



A huge thank you to Amber Cox and volunteer Britt Jefferson for spending their weekend creating this beautiful accent wall in the Four Seasons Lodge tub room!





Designs for the interior of the new Four Seasons Lodge Long-Term Care Home are well underway – but we need your help!

We are seeking feedback on themes for the names of the three 'Resident Home Areas' within the new Four Seasons Lodge. Once a general theme is selected, it will be narrowed down to specific options and additional feedback will be sought. The names for the Resident Home Areas will help inform other aspects of the design, such as accent colours, that will make the new building truly a home for our residents for many years to come.

Thank you in advance for providing your input on this exciting step of designing the new home.

Click on the link below to take the survey, which will be open until February 17, 2023.

**CLICK HERE TO TAKE THE SURVEY:**

**<https://www.surveymonkey.com/r/MXYL65V>**



2022 FOOD BANK ANNUAL REPORT

Below is a summary of the accomplishments of our amazing partners at the Deep River and Area Food Bank this past year:



DEEP RIVER AND AREA FOOD BANK INC.  
ANNUAL REPORT FOR 2022

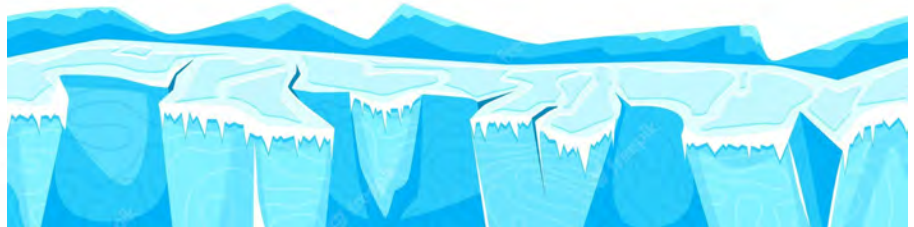
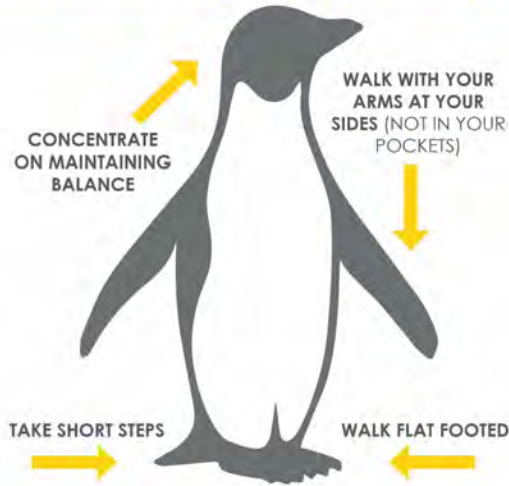
DRAFB Chair: Patrick Wilson. Phone: 613-584-3333 ext. 7910  
P.O. Box 1015, Deep River, ON K0J 1P0

CLIENTS AND USAGE	2021	2022	NOTES
<ul style="list-style-type: none"> <li>○ Clients on file*</li> <li>○ Number of client-visits</li> <li>○ Clients with children</li> <li>○ Number of children helped</li> <li>○ Number of adults helped</li> <li>○ Average visits per client</li> <li>○ % of clients with 1-4, 5-8 and 9+ visits</li> </ul> <p>* "Client" represents a single person or family with children</p>	<p>175</p> <p>982</p> <p>51 (24%)</p> <p>144</p> <p>233</p> <p>5.6</p> <p>49% / 29% / 22%</p>	<p>269</p> <p>1,138</p> <p>57 (21%)</p> <p>126</p> <p>338</p> <p>5.6</p> <p>50%/24%/26%</p>	<div style="border: 1px solid black; padding: 5px;"> <p style="text-align: center;"><b>Total client-visits each year</b></p> <p style="text-align: center;">2019    2020    2021    2022</p> </div> <p>2022 saw a big increase in registered clients as CERB was phased out. Food prices significantly increased. Data include 26 emergency requests for food.</p>
<ul style="list-style-type: none"> <li>○ Clients from Deep River</li> <li>○ East of Deep River</li> <li>○ West of Deep River</li> </ul>	<p>60%</p> <p>19%</p> <p>21%</p>	<p>60%</p> <p>20%</p> <p>20%</p>	<div style="border: 1px solid black; padding: 5px;"> <ul style="list-style-type: none"> <li>■ Deep River</li> <li>■ East</li> <li>■ West</li> </ul> </div>
<b>FOOD DISTRIBUTIONS</b>			
<p>Boxes of food provided:</p> <ul style="list-style-type: none"> <li>○ Grocery reclamations</li> <li>○ Donated food</li> <li>○ Purchases with cash</li> </ul>	<p>2,946</p> <p>711 (24%)</p> <p>916 (31%)</p> <p>1,319 (45%)</p>	<p>3,362</p> <p>765 (23%)</p> <p>893 (27%)</p> <p>1,704 (51%)</p>	<p>Food donations from all sources remain strong. Cash purchases of food increased by 30% but thanks to our generous donors we had the reserves to cover this!</p>
<b>FINANCIALS</b>			
<p>OPERATING INCOME</p> <ul style="list-style-type: none"> <li>○ Individuals</li> <li>○ Churches</li> <li>○ Organizations &amp; clubs</li> <li>○ Businesses</li> <li>○ Bank interest</li> </ul>	<p>\$104,429</p> <p>\$67,110</p> <p>\$4,561</p> <p>\$13,637</p> <p>\$18,711</p> <p>\$410</p>	<p>\$112,914</p> <p>\$74,894</p> <p>\$4,626</p> <p>\$24,103</p> <p>\$8,082</p> <p>\$1,209</p>	<p>Donations to our food bank matched/exceeded inflation during 2022. Our bank balance remains in good shape.</p> <p style="text-align: center; font-weight: bold;">THANK YOU TO ALL OF OUR SUPPORTERS!</p>
<p>OPERATING EXPENSES</p> <ul style="list-style-type: none"> <li>○ Food purchases</li> <li>○ Hygiene purchases - COVID</li> <li>○ Facility/Rent</li> <li>○ Administration/insurance</li> <li>○ Extra support services**</li> <li>○ Cash spent per client-visit</li> </ul> <p>**Emergency food and delivery</p>	<p>\$73,184</p> <p>\$58,562</p> <p>\$3,871</p> <p>\$2,000</p> <p>\$5,201</p> <p>\$3,550</p> <p>\$74.53</p>	<p>\$100,336</p> <p>\$88,466</p> <p>\$2,268</p> <p>\$3,745</p> <p>\$2,457</p> <p>\$3,400</p> <p>\$88.17</p>	<div style="border: 1px solid black; padding: 5px;"> <ul style="list-style-type: none"> <li>■ Food</li> <li>■ Hygiene</li> <li>■ Facilities</li> <li>■ Admin/Ins</li> <li>■ Support Services</li> </ul> </div> <p>Higher expenses reflect increased demand and a jump in food prices.</p>
<b>VOLUNTEERS</b>			
<ul style="list-style-type: none"> <li>○ Number of volunteers</li> <li>○ Estimated hours</li> </ul> <p>100% Volunteers/No Payroll</p>	<p>16</p> <p>2,200</p>	<p>18</p> <p>2,400</p>	<p>We are very blessed to have a group of volunteers who work hard, enjoy each other, and take responsibility to make sure that we do what is needed for our community.</p>

WALK LIKE A PENGUIN—STAY SAFE

# WALK LIKE A PENGUIN

## WINTER WALKING SAFETY TIPS



Please be careful walking in the parking lot.

Even though our parking lot is plowed and sanded regularly, it can still get slippery out there.

Check out the graphic here for some fun and helpful winter walking safety tips.

**Let's all walk like penguins!**

Also, a huge shout out to our awesome Maintenance Team who do a great job keeping our walkways clear—thank you!

## WATCH OUT FOR E-MAIL SCAMS

Please be cautious of phishing attempts received through email, like the one below. This phishing scam will try and exploit you into clicking the link, which could lead to malicious software designed to encrypt and/or destroy our internal systems. Your awareness of this risk is our principal tool in preventing a breach through phishing emails. We appreciate your dedication and focus towards email safety and the broader IT security of the organization.

Reply Reply All Forward IM  
Wed 2023-01-04 12:01 PM

Drdh | Enterprise Server <Cathy.Roof@graydi.org> ← Not a domain associated with DRDH or TOH  
Access Renewal Update: YOUR NAME @drdh.org Notification

**YOUR NAME**

**!** This message was sent with High importance.  
If there are problems with how this message is displayed, click here to view it in a web browser.  
Click here to download pictures. To help protect your privacy, Outlook prevented automatic download of some pictures in this message.

**CAUTION: External Mail.** Do not click on links or open attachments you do not trust.  
**ATTENTION: Courriel externe.** Ne cliquez pas sur des liens et n'ouvrez pas de pièces jointes auxquelles vous ne faites pas confiance.

← A valid banner imposed by our email system indicating that this email originated from an external source. This is a legitimate indication that you should be cautious with this email.

Microsoft Outlook

**YOUR NAME @drdh.org** password is set to expire today.

Please use the button to retain current password

[Keep My Password](#) ← Link to a malicious web server which may attempt credential logging or downloading malicious software.

**Important:** Action required to avoid login issues

Thank you,  
**The Drdh Team** ← Uncapitalized "rdh" is an unlikely formatting which you would not see used internally

*Is there something you would like to see appear in the next issue of the Zinger? Please submit photos and information to [amy.joyce@drdh.org](mailto:amy.joyce@drdh.org).*

*The Deep River and District Hospital receives funding from Ontario Health. The opinions expressed in this publication do not necessarily represent the views of Ontario Health.*