The journey of transformation continues at Saint Joseph Villa through the Renewal and Revitalization Project. The Culture Change movement in retirement and nursing home living reduces the institutional look and feel of a facility, places focus on the residents’ needs and preferences and creates the look and feel of home.

Why This Project?

The Sisters of Saint Joseph Strategic Planning process of 2006 directed the Congregation to conduct an assessment of sponsored works. An assessment of the Villa by Plante Moran, PLLC, demonstrated that the Villa, which was constructed in 1965, based on a hospital model of health care, needed to make substantial changes in order to meet the current and future needs of our residents. The age of the building required significant physical upgrades. It also confirmed that an increasing number of sisters would need the services of the Villa over the next two decades. At the same time, Villa administration was acutely conscious of the new culture change movement in nursing home care, shifting from a medical model to a home and community model.

While state-of-the-art at the time of its construction, the facility has a hospital look and atmosphere. Like traditional hospitals, it features long corridors and centralized nurses stations. The Villa offers levels of care from independent living with services to certified nursing and skilled care. Despite the distinction in the levels of care needed, each floor virtually looks and operates in the same way.

The Project will transform more than the building. It will help to create a culture of person-directed care and service. Sustaining a healthy community will improve not only the physical well-being of our sisters, but will create a wellness model of healthcare that fosters independence and healthy, meaningful living for the 300 residents who call the Villa home.
The Transformation Process

Sister Dorothy Apprich SSJ, Executive Director of the Villa, says, “To accomplish this change, the Villa is undertaking a transformation process guided by the Three Rs of culture change, which include Renewing the Spirit, Reframing the Organization and Renovating into Home. Renewal of Spirit, the foundation of the transformation, allows for Villa staff to experience a personal transformation of mind and heart and place a greater focus on building relationships with residents. Reframing the Organization moves away from the top-down hierarchy common in healthcare to a more collaborative organization which puts the resident in the center or at the top of the organizational chart. Renovating into Home changes the look and feel of the Villa from an institutional setting to a home setting.”

Renovating into Home

Project Details

Highlights of the physical changes include: Core Areas, First Floor Community Room, Cafe and Beauty Salon, and lower level Physical Therapy facility.
Core Areas

The Core Areas are where the residents spend most of their time. The sections that currently make up the core include: the nurses’ station, shower room, laundry room, a solarium/dining area and a kitchenette.

“The nurses’ station is a large space at the center of each floor,” says Sister Dorothy. “Residents are often gathered there for ease of observation, but it doesn’t always seem respectful. The two large group shower rooms on each floor are often frightening to residents because there is little privacy. To reach them, the resident must be taken by way of public hallways. There is a large institutional laundry room with much wasted space. The solarium often doubles for a dining area and a second dining area features a kitchenette without appliances. These features, as well as several staff offices located in the same area, create an institutional look and feel—not unlike a hospital.

In the renovated space, two separate communities will live on each floor with a front door marking the entrance to each. As you get off the elevator you will see the two front doors of the communities—residents’ homes. Upon entering, you will see the living room, dining room and full kitchen. An open floor plan allows for the melding of spaces. This is where “life” will happen—where residents and staff will gather. Each community will have a laundry room. In place of the group shower room, residents will have a shower in their bathroom. Each floor will have a special whirlpool bathtub. The workroom areas for staff will be smaller and less prominent.”

Creating community space on each floor will be achieved by renovating “core areas” to provide country kitchens, dining areas and living room or community room spaces that foster a sense of belonging and socialization.
First Floor Public Spaces

Today, the first floor is comprised of the auditorium, reception area, administration offices, chapel, dining room, kitchen and gift shop.

A major change is the creation of an All-Purpose Room with a Cafe (Cafe illustrated above on the far right—shown with hardwood floor). This space will be ideal for small group gatherings, as a place for individual residents to meet with visitors or as a place to relax. The extra-large windows allow residents and visitors to enjoy the beautiful grounds from the comfort of indoors. Doors to the outside on both sides of the room will enable easy access to the garden and to the patio.

A Gift Shop and Beauty Salon will be relocated to new spaces. A new heating, ventilation and air conditioning (HVAC) system in the kitchen was completed in June 2014.

Additional improvements to the first floor include: the enhancement of the front lobby; the reconfiguration of the main dining room to create a more pleasant experience and to encourage social interaction.
Ground Level
Physical Therapy Room and Wellness Center

The Physical Therapy Room will be enlarged to provide an improved layout for exercise and consultation to accommodate the needs of those persons coming to the Villa for short term stays. It includes an activities of daily living (ADL) suite, which provides Occupational Therapy to help residents transition back to home by helping them navigate the kitchen and the bathroom/bathing room.

A Wellness Center will be created for those residents, not receiving physical therapy, who want to keep healthy and fit through exercise. The area will include a new spa/hot tub for residents to provide relief from stress and joint pain as well as state of the art exercise equipment and group exercise space.