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# SEPTEMBER 2025



### **CLOSER TO HOME CAMPAIGN REACHES \$2.5 MILLION**

The Deep River and District Health Foundation is thrilled to announce that our community has successfully met its ambitious fundraising goal of \$2.5 million in support of the new 96-bed Four Seasons Lodge Long-Term Care Home.

*See page 18 for more information.*



### **NATIONAL DAY FOR TRUTH AND RECONCILIATION**

Members our DRDH team joined the community walk marking the National Day for Truth and Reconciliation on September 30, 2025.

*See page 20 for more information.*

# CEO'S CORNER

## CONNECTING WITH OUR DRDH TEAM AND COMMUNITY



September has been a month of incredible milestones and moments of reflection for Deep River and District Health.

Early this month, we welcomed patients into our brand-new Primary Care Building. Seeing the bright, modern spaces filled with activity and care has been deeply rewarding. This purpose-built facility has already begun to make a difference - bringing community physicians, the North Renfrew Family Health Team, and outpatient services together under one roof to better serve our community. My heartfelt thanks go to every team member who helped us get here. From the earliest planning stages to move-in day, your efforts have created a space that will support patients and staff for decades to come.

Another extraordinary milestone was achieved this September through the generosity of our community.

The DRDH Foundation announced that we have met our \$2.5 million fundraising goal for the new Four Seasons Lodge Long-Term Care Home - well ahead of schedule. This achievement is not just about dollars raised; it is a reflection of the compassion, commitment, and determination of our entire region to ensure that future residents have the home they deserve. My deepest gratitude goes to everyone who contributed, volunteered, or lent their voice and efforts to the Closer to Home Campaign.

Construction progress on the new Long-Term Care Home is now also highly visible, with steel framing nearly complete and roofing underway. It is exciting to watch this project take shape literally before our eyes.

September also gave us time for meaningful reflection. On September 30, members of our team joined the community walk marking the National Day for Truth and Reconciliation. This was an important reminder of the work still ahead of us in fostering understanding, respect, and reconciliation in all that we do.

As we look ahead, October marks the 50th anniversary of our hospital building. This milestone offers a chance to pause and celebrate the people, stories, and moments that have defined DRDH over the past five decades, even as we look to the future with hope and ambition. I invite you to join us at the “*Care to Remember*” opening reception on October 8 at the Deep River Public Library, and to take in the display throughout the month.

Thank you to every team member, volunteer, partner, and community supporter who continues to make DRDH a place of compassion, innovation, and excellence. Together, we are building a legacy of care that will carry us well into the future.

Sincerely,

Janna Hotson  
 President and Chief Executive Officer  
 Deep River and District Health

### BOARD HIGHLIGHTS

Click [here](#) to read the latest edition of our Board Meeting Highlights.



# 50th ANNIVERSARY HISTORICAL DISPLAY



## CARE TO REMEMBER

Deep River & District Health  
Historical Display Celebrating 50 Years of Care



OCTOBER 1 - 20, 2025

DEEP RIVER LIBRARY PROGRAM ROOM

Explore photos, articles, and memories that showcase five decades of care — from the “old” hospital to the opening of our current building 50 years ago, and the journey that continues today. Come celebrate our history, our people, and the care that has shaped our community.

Supported by the Deep River Library Arts Committee | [drlac.ca](http://drlac.ca)



DEEP RIVER &  
DISTRICT HEALTH

### ▶ OPENING RECEPTION

October 8, 2025 from 6:00 pm - 8:00 pm  
Free Entry | All are Welcome

This October marks an important milestone — **50 years since we opened the doors to our current hospital building**. To celebrate, we are excited to invite you to “Care to Remember”, a special historical display honouring the people, places, and moments that have shaped DRDH over the last five decades.

The display will feature a wide variety of photos, articles, and memories from the days of the “old” hospital to the incredible journey of care that continues on our growing campus today.

#### Join us for the Opening Reception!

**Date:** October 8, 2025

**Time:** 6:00 pm – 8:00 pm

**Location:** Deep River Public Library

We hope to see you there as we take a trip down memory lane and reflect on the legacy that has brought us to where we are now.

The display will be up from **October 1 – 20, 2025** so be sure to stop in and check it out anytime during library hours!

# LONG-TERM CARE BUILDING PROGRESS



Work continues to move forward at the site of our new Four Seasons Lodge Long-Term Care Home, with steel framing nearing completion! The full shape of the home is now clearly visible from above.

Roofing on the fully framed sections of the home is underway, with the construction team also working diligently to close in the home before the arrival of winter weather.

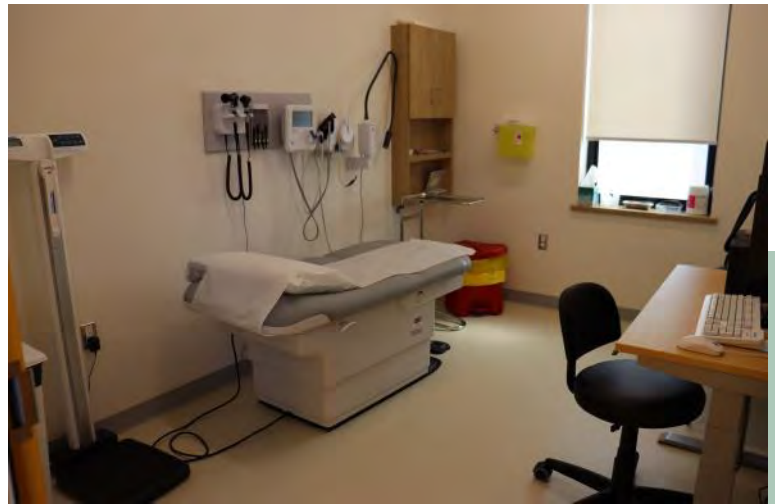
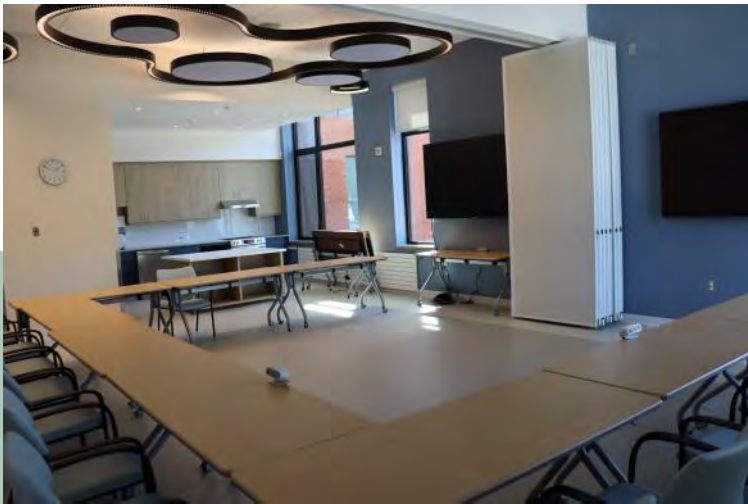
Stay tuned for more updates as construction progresses!



# PRIMARY CARE BUILDING—NOW COMPLETE!

## Our New Primary Care Building is Now Open!

We're excited to share a look inside our new Primary Care Building, which officially opened its doors earlier this month. Patients are now being welcomed into bright, modern spaces designed to support the delivery of excellent, compassionate, primary and preventative care!



## GET PREPARED AGAINST CYBER THREATS THIS FALL

Understanding cybersecurity plays a critical role when ensuring the safety of yourself, patients and personal health information at DRDH – and we want to ensure that you feel prepared. It's important for staff to be educated in cybersecurity; staff education is a vital line of defense when it comes to potential cybersecurity threats for our organization, like email-based phishing, mobile security or ransomware.

Cybersecurity training will be available starting September 29, and has been delivered to all our team members' inboxes.

Staff will have **60 days** to finish the course, which will take only **15 minutes** to complete.

The course will cover:

- *An introduction to cybersecurity threats and protecting yourself*
- *Mobile security strategies and tips*
- *Identifying ransomware and preventative measures*

This ensures DRDH meets the requirements set by Ontario Health to increase training and awareness for staff in the health care sector, supported by the East of the East Local Delivery Group (LDG), who is providing cybersecurity training.



Between **September 26 and October 10, 2025**, Deep River & District Health will be conducting our 2025 Employee Engagement Survey.



This survey is being shared with all team members to gather feedback that will support decision-making and planning. Our goal is to better understand employee engagement, work-life balance, and overall work experience to help shape both current and future needs.

The 2025 Employee Engagement Survey has been designed to measure employee experience across six key areas: **Your Role, Training and Development, Your Team, Management, Health and Safety, Your Overall Experience, and Your Future with DRDH.**

Survey results will be used for three main purposes:

1. To identify priority areas for action that can improve employee experience and alignment both now and in the future.
2. To highlight supports that can help team members achieve a healthy work-life balance and overall wellness.
3. To identify opportunities that can strengthen engagement and, in turn, support organizational growth, stability, and achievement of strategic outcomes.

This survey will be conducted via Survey Monkey, and all responses will remain strictly anonymous. If you would like to share additional ideas or discuss the survey further, you may reach out to your manager or choose to include your name when prompted. In that case, someone will connect with you once the survey closes.

Results will be shared with all team members and the Board of Directors. In the months that follow, leadership will work closely with departments to review the findings, prioritize actions, and build on the feedback provided. The results will be key in guiding our actions and priorities in the future.

The survey should take about 10 minutes to complete and must be done in one sitting. We strongly encourage **100% participation** to ensure every voice is heard and that we have the clearest possible understanding of team member needs and perspectives.

*[See Darren's email from September 26 for the link!]*

## 2SLGBTQ+ FUNDAMENTALS COURSE & PRIDE T-SHIRT GIVEAWAY

This month, we were pleased to officially launch our next step in building a more inclusive, informed, and welcoming environment at DRDH - for everyone who comes through our doors to live, work, visit, or receive care.

As part of our multi-year *Equity, Diversity, Inclusion, and Anti-Racism (EDIAR) Plan*, we are providing all staff and board members access to complete the 2SLGBTQ+ Fundamentals Course developed by Rainbow Health Ontario (RHO).

This course is designed to help us better understand and support 2SLGBTQ+ individuals, creating safer, more culturally competent spaces for our patients, residents, families, and colleagues.

As it is priority for DRDH is to create welcoming and inclusive environments for every person we care for and work with, this training is mandatory for all staff members and **must be completed by November 30th, 2025**.

**As a thank you for completing this important learning, every staff member and board member who completes the course will receive a DRDH-branded Pride T-shirt!**

Creating a welcoming, safe and affirming environment for every person who walks through our doors is essential to our mission of person-centered care. This training is one of the ways we strengthen our collective ability to support each other and those we serve, with respect and compassion.

Thank you in advance for your commitment to learning and to our shared values of inclusion, safety, and respect for all.

*[see Janna's email from September 17 for details on how to access the course]*

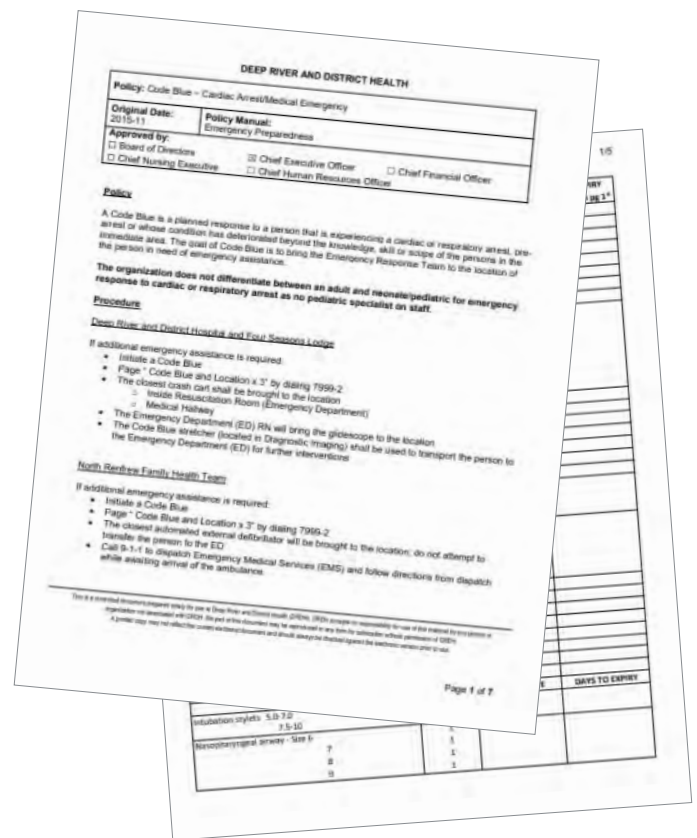


# MANDATORY EDUCATION

## OCTOBER 2025

Please see the assigned education for the month of October on Surge Learning. This is due to be completed by **October 29, 2025**. Please contact Rebekah if you are having any issues accessing the education.

Topic	Target Staff
Infection Prevention and Control (2016) - Chapter 4 Additional Precautions Transcription	All
Hand Hygiene - PHO Just Clean Your Hands	All
Code Blue	All
Vulnerable Sector Screening Declaration	All
Bed Safety Management	Maintenance, PSW, RPN, Rec therapy, Housekeeping
IMS, EOC Policy Reviews	RN, AOC
Bloody Easy Lite 2	RN, RPN
Mechanical Lifts and Client Handling - Part 1	RN, RPN, DI, NP, PSW, Rec, Physiotherapy
Continance care and bowel management	RN, RPN, PSW
Palliative Care and End of Life - Part 3 Transition in Care and the Dying Process	RN, RPN, PSW, Rec
DRDH Documentation of Care – Nursing and Allied Health policy	RN/RPN
CNO Documentation Learning Module Chapter 1: An Overview	RN/RPN



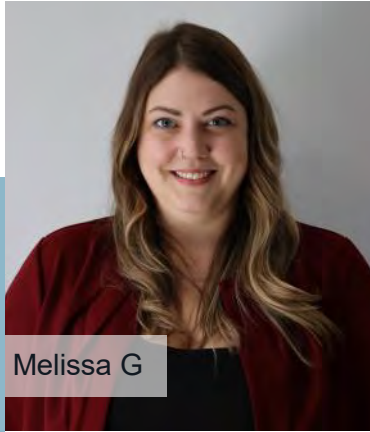
Please contact Rebekah ([rebekah.thompson@drdh.org](mailto:rebekah.thompson@drdh.org)) if you are having any issues accessing the education.





# STAFF HAPPENINGS

## NEW HIRES



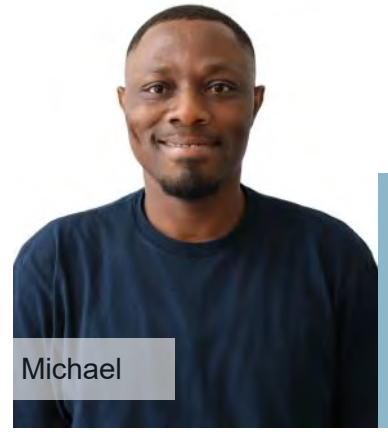
Melissa G



Melissa L



Caitlin



Michael



Jahsmine



Cayley



Lindsay



Nikki

We are pleased to welcome eight new members to our team this month. **Melissa G** and **Melissa L** are both joining us as Administrative Assistants, **Caitlin** is Dietary Aide, **Michael**, **Jahsmine**, and **Cayley** are Personal Support Workers, and **Lindsay** and **Nikki** are Registered Practical Nurses. Please join us in giving all our new team members a warm DRDH welcome!

## CAREER CONNECTIONS

Human Resources team members Darren and Rebekah were eager to chat with job seekers at the *Career Connections* job fair in Petawawa on September 10, 2025.

The event provided us a great opportunity to share information about the multitude of career options here at Deep River and District Health. Thanks to anyone who stopped by!



## WELCOME MEDICAL STUDENTS



We are extending a warm welcome (& welcome back) to third year Queen's University medical students Dhruv and Aghia this week. We are thrilled to have Dhruv and Aghia with us over the next few months working and learning alongside physicians here at Deep River and District Health. You may see these medical students if you have any upcoming appointment, are visiting the hospital, or around our beautiful community - so be sure to say hello and welcome them to Deep River!

### Welcome to DRDH!

## FAREWELL MEDICAL STUDENTS & LOCUM PHYSICIAN

We said farewell, for now, to medical students Jasmine and Lea on September 5, 2025. Jasmine and Lea are both from Queen's University, and they have been here at DRDH for the last 3 months gaining experience to rural healthcare in both primary and acute care settings. We hope to welcome them back to Deep River in the future!



Dr. Kevin Chi, a former Deep River resident, returned to our community to locum over the last three months. During his time back in Deep River you may have seen him in the Emergency Department, on the Medical Inpatient Unit, at an appointment in clinic or maybe even on the tennis court when he took a break to enjoy his time back home.

We are so grateful to have had Dr. Chi's support throughout this time and look forward to welcoming him back again in the future.

## HAPPY ENVIRONMENTAL SERVICES WEEK!



This month, we celebrated the dedication of our housekeeping, laundry, and maintenance teams, who work tirelessly behind the scenes to keep our entire organization clean, safe, and welcoming. Their efforts are essential to providing excellent care for our patients, residents, and community every day.

Please join us in thanking our incredible Environmental Services team members for everything they do to support our community's health and well-being.

Pictured here are Braydon and Terry, representing the outstanding work of our housekeeping, laundry, and maintenance teams.



## FIRE EXTINGUISHER TRAINING

**A FIRE PREVENTION WEEK EVENT**

# FIRE EXTINGUISHER TRAINING!

Deep River and District Health  
117 Banting Drive, Deep River

OCT 10, 2025  
2:00 - 3:00 PM

FREE REGISTRATION OPEN TO ALL,  
BUT SPACES ARE LIMITED

**REGISTER NOW**

DEEP RIVER & DISTRICT HEALTH





Join us for an evening of fun & creativity as you paint your own ceramic piece!

**Friday, October 17, 2025  
7:00 - 9:00 PM  
Deep River Legion**

Choose from any of the ceramic selections (photos 1-9) to turn into your next masterpiece!  
For a small additional fee, if you are up for completing two pieces, select a mug, plate or bowl (photo 10) to customize.  
Paint, stencils & supplies provided. Cash bar available.



*Pieces are painted that evening then Artsy Phartsy takes care of the glazing, firing & returning these for pick up here in Deep River in approximately 7 days.*



**Spots are limited so sign up today!**  
Contact Amber Cox, by email: [amber.cox@drdh.org](mailto:amber.cox@drdh.org), or by phone: **613-584-3333 X 7114**



The DRDH Social Committee invites you to join us Friday, October 17, 2025, at 7:00 pm at the Deep River Legion for an evening of creativity & great times! All are welcome, including coworkers, friends or family!

Should you have any questions about the details or wish to RSVP, please reach out to Amber.

**Payment for DRDH team members can be arranged through payroll deduction if preferable!**

*The deadline to register is Monday, October 6, 2025. Hope to see you there!*



Living with agoraphobia can feel like you're constantly facing an uphill battle, with an ever-present fear of situations where escape might be difficult or help unavailable. Up to 2% of the population might experience agoraphobia each year, though some researchers believe it is underdiagnosed and undertreated, so the actual numbers may be higher. It's a condition that can restrict daily life, limiting activities and personal freedom. Women and individuals assigned female at birth are more likely to be diagnosed with agoraphobia than men or individuals assigned male at birth. Understanding what agoraphobia is, its psychological toll, its triggers, and the coping strategies available can open the door to healing and hope. This article aims to shed light on agoraphobia and offer practical steps toward recovery.



### Understanding Anxiety and Panic

Before learning about agoraphobia, it helps to understand the difference between anxiety and panic and how these mental health concerns can lead to agoraphobia over time. Although people often use the terms interchangeably, they describe different experiences. Anxiety is our natural response to stress. It builds gradually and can last for a long time. While some anxiety can be helpful, too much can interfere with daily life. Panic, on the other hand, is a sudden surge of intense fear or discomfort. It comes on quickly and may peak within minutes. Panic often feels overwhelming, causing symptoms like a racing heart, chest pain, shortness of breath, dizziness, and a sense of losing control. A panic attack may seem to come out of nowhere, even when there's no real danger. The experience is distressing and can leave people fearing future attacks, creating a cycle of anxiety and avoidance.

### What is Agoraphobia?

Agoraphobia is a type of anxiety disorder marked by the intense fear of being in places or situations where escape might be hard or help might not be available during a moment of distress. It often develops from a mix of personal experiences, emotional sensitivity, and environmental factors. A history of panic attacks, a strong reaction to anxiety, or existing phobias (an irrational, lasting fear of a situation, object, or activity) can all increase vulnerability. Stressful life events, such as the death of a loved one or experiencing trauma, especially during childhood, can also be contributing factors. Research suggests that people with a family member who has agoraphobia may be at a higher risk of developing the condition themselves.



While many people may feel some discomfort in unfamiliar or crowded places, agoraphobia amplifies this fear to the point where it can severely impact daily life. Over time, individuals may begin to avoid those settings entirely to prevent another panic episode. Recognizing what tends to trigger anxiety is an important part of managing it.

[Click here to read the full article by Homewood Health.](#)



# FOUR SEASONS LODGE NEWS

## Annual Code Green Evacuation Drill



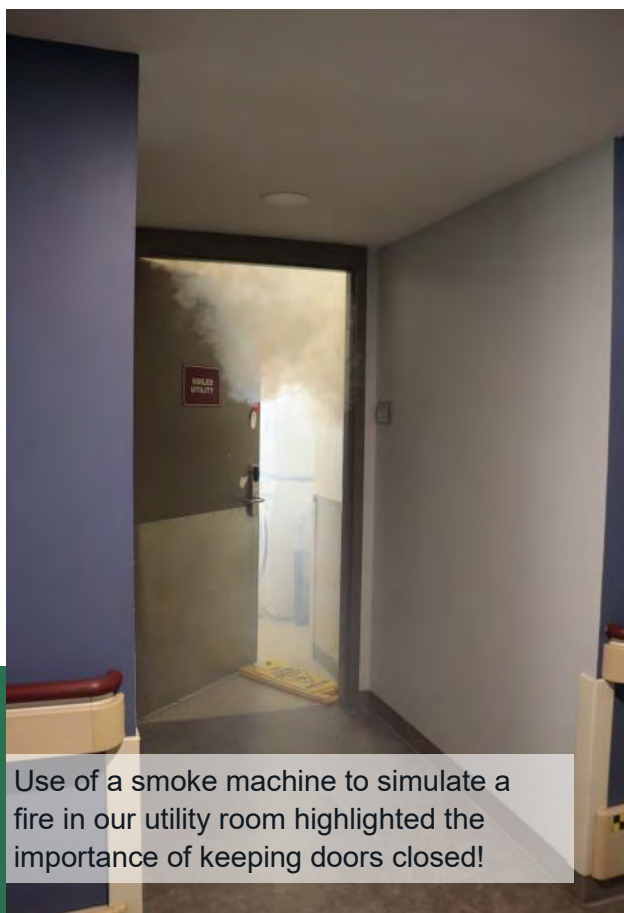
Our annual Code Green evacuation drill in the Four Seasons Lodge took place on September 10, 2025. The drill began as a mock Code Red, which is a planned response to a fire. The response to the fire resulted in the need for a Code Green, which is an evacuation. The mock Code Green evacuation was completed with a mix of residents and volunteers, with our team working quickly to safely evacuate everyone from the home—including Cesar of course!

The drill was observed by our partners at the Deep River Fire Department to help identify improvements in our emergency response.

Our team worked very quickly and was able to safely evacuate all residents and complete all actions within the required time-frame.

**The total evacuation time was only 19 minutes — congratulations!**

Following the drill, a debriefing took place while we enjoyed a delicious BBQ lunch together outside on the patio.

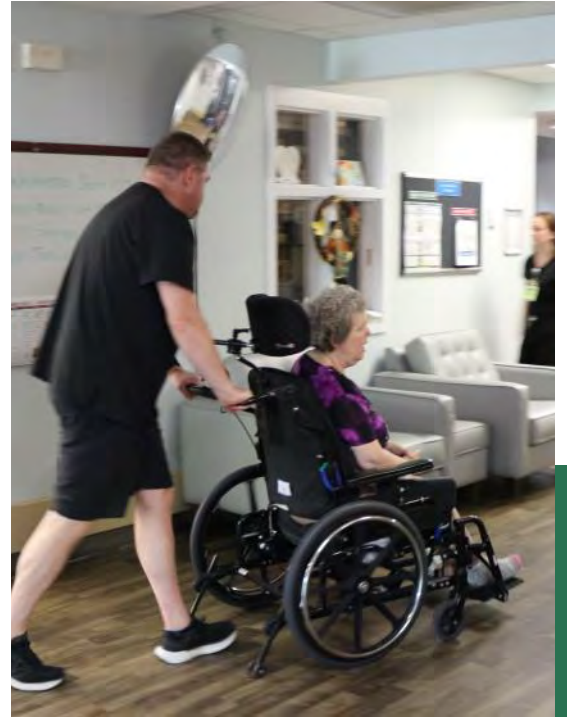


Use of a smoke machine to simulate a fire in our utility room highlighted the importance of keeping doors closed!



# FOUR SEASONS LODGE NEWS

Annual Code Green Evacuation Drill



# FOUR SEASONS LODGE NEWS

## Residents' Council Week



We are proud to celebrate Residents' Council Week at the Four Seasons Lodge!

Our Residents' Council is a self-led, democratic group that empowers residents to have a voice in shaping their home. By advocating for residents' rights, fostering collaboration, and guiding quality improvements, the council ensures that residents are at the heart of decision-making and community life.

A special thank you goes to Sybil, our Residents' Council President, for her leadership and dedication in helping to make the Four Seasons Lodge a home built on respect, dignity, and partnership.

Residents marked the week with cake at their monthly meeting on September 18, 2025 - a wonderful way to celebrate their voices, leadership, and contributions.

## FOOD AND RECREATION COMMITTEE



The Food and Recreation Committee gathered this month to reflect on recent activities and plan for the season ahead. Residents shared how much they enjoyed the corn roast and BBQ ribs that capped off the end of August, and are looking forward to more delicious meals this fall.

Bingo continues to be a favourite, along with exercise classes and time outdoors while the warm weather lasts. Looking to October, the group suggested several *Taste of Home* recipes including pumpkin pie, lemon meringue pie, pumpkin donuts, and apple pie. For Thanksgiving, the group decided on a traditional turkey dinner complete with roast turkey, mashed potatoes, gravy, corn, fresh buns, and a choice of pumpkin pie with whipped cream or lemon meringue pie for dessert.

On the recreation side, residents suggested bringing back the knitting group ahead of the holidays as well as

incorporating more crafting activities. They are also looking forward to welcoming back the Cub Scouts for a fall-themed craft and treat, and later in the month, enjoying a lively jam session with the Monday Niters.

Life at the Lodge continues to be full of great food, fun activities, and plenty of community connections!





## + RESIDENTS' COUNCIL CORNER

The Residents' Council met this month and enjoyed celebrating Residents' Council Week (September 15–21) with cake following their September 18 meeting.

Residents were introduced to Robin, our new Recreation Worker, who will also serve as the Resident Council Support Person moving forward. The structure of future meetings was reviewed to support this transition.

The Council reviewed the results of the annual Resident Satisfaction Survey and discussed the recent mock code green evacuation drill, offering feedback on how the exercise went. Planning is also underway for this year's Candlelight Memorial Service, with invitations to be shared following Thanksgiving.

As part of the monthly review of the Residents' Bill of Rights, the Council reflected on:

**Right #14 – Every resident has the right to manage their own financial affairs unless they lack the legal capacity to do so, and Right #15 – Every resident has the right to exercise the rights of a citizen.**

The Council continues to be an active voice in ensuring life at the Lodge is safe, supportive, and reflective of residents' needs and rights.



## + FOUNDATION NEWS

### DEEP RIVER LEGION DONATES \$4K FROM POPPY FUND

Members from the Deep River Legion presented the Foundation with a \$4,000 cheque from their Poppy Fund donated for the purchase of a new IV pump.

We are grateful for the continued support from the Legion (Branch 436) in Deep River and the vital work they do. Thank you for choosing Deep River & District Health as a recipient this year.



CLOSER TO HOME CAMPAIGN REACHES \$2.5 M



The Deep River & District Health Foundation is thrilled to announce that our community has successfully met its ambitious fundraising goal of \$2.5 million in support of the new 96-bed Four Seasons Lodge Long-Term Care Home currently under construction at Deep River & District Health. Thanks to the generous donations, continued pledges, and funds raised through events, we are proud to share that we have reached our goal ahead of schedule!

This incredible achievement is a testament to the overwhelming generosity of our donors, partners, and community members, whose support will bring this much-needed home to life. The funds raised will ensure that this new home opens its doors fully furnished and equipped for the highest standard of care, comfort, and dignity. From essential medical equipment and furnishings to resident-centered amenities, every dollar is helping to create a warm, welcoming, and well-prepared home for future residents.

"We are deeply grateful to our community for rallying behind this project in such an extraordinary way," said Janna Hotson, DRDH President and CEO. "Meeting our fundraising goal is not just a financial milestone — it's a reflection of the compassion and commitment our community has for ensuring residents have access to the care, comfort, and services they deserve."

To mark this milestone, the DRDH Foundation will be hosting a Celebration Gala on Saturday, October 4th, 2025 at the Hexagon. Guests will enjoy cocktails, a meal by Maven Catering, and live entertainment by local band The Absolute Zeroes. This is a ticketed event and seating is limited so get your tickets now.

While this goal has been met, the Closer To Home Campaign remains active throughout the construction phase. Continued support will help address enhancements, unforeseen costs, and opportunities to further enrich the quality of life for residents and care teams alike.

Construction of the new Four Seasons Lodge Long-Term Care home remains on schedule for completion in 2027, and we look forward to sharing the progress with you.

**GALA CELEBRATION**

Join us for an evening of dinner and dancing on October 4, 2025 as we celebrate the success of the Closer To Home campaign!



# Gala Celebration

*Join us for an evening of dinner and dancing as we celebrate the success of the Closer to Home campaign.*

*Saturday, October 4<sup>th</sup>, 2025*

*5:00 PM - 12:00 AM*

*Wine included with dinner*

*The Hexagon - 34 Pier Rd, Deep River*

*Tickets: \$55 or \$300/table of 6*

*Tickets available @  
[drdhfoundation.com/gala](http://drdhfoundation.com/gala)*

*or*

*613-584-3333 x7140*

*Please book by September 26<sup>th</sup>*

*Black Tie Event*

*Cash Bar*

*Let's be thankful together!*

We will open up the party to anyone (*no tickets needed*) at 8:00 pm, so come and dance the night away with Deep River's own -

## **THE ABSOLUTE ZEROES**

Doors for the dance will open at 8:00 pm

Entrance is by donation with all proceeds going to the Deep River & District Health Foundation!

**Celebrate with us  
&  
DANCE the night away!**



**Enjoy the music of  
The Absolute Zeroes**

Saturday, October 4th at the Hexagon  
Doors Open @ 8pm  
Entry by Donation  
Proceeds will go to the Deep River & District Health Foundation



## SHOUT-OUT!



Huge shout-out to our friends at the Town of Deep River and Deep River Home Hardware Building Centre for swooping in to our rescue on September 19 when a 1,000 lb tub delivery needed some extra muscle ...they were both here faster than you can say "bubble bath!"



## TRUTH AND RECONCILIATION



On September 30, members our DRDH team joined the community walk marking the National Day for Truth and Reconciliation. This day calls us to reflect on the legacy of residential schools, the ongoing impacts felt across generations, and the importance of listening to and learning from Indigenous voices.

At DRDH, we are committed to fostering understanding, respect, and meaningful reconciliation within our organization and community.

## CALL FOR CONTENT

Is there something you would like to see appear in the next issue of The Zinger newsletter? Please submit your photos and information to Amy at [amcdiarmid@drdh.org](mailto:amcdiarmid@drdh.org).

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