



Scandinavian Home Skilled Nursing Facility Downsizing Q&A March 2024

1) Why is Scandinavian Home downsizing its skilled nursing facility?

Scandinavian Communities will be downsizing its nursing home facility due largely to the financial challenges of operating in the current healthcare landscape. **It's important to note that Scandinavian Communities will maintain its focus on assisted living and rehabilitative services.** These services have been at the core of our mission for over 90 years and **will not be affected by the change.** The decision to downsize will ensure the long-term viability of our assisted living facility.

2) What is the timeline for nursing home residents to transition to a new facility? How will this process be communicated?

The process of downsizing the Scandinavian Home's Nursing Home Facility will begin immediately. Residents will receive at least 30 days prior notice before being relocated to another facility, but they may move sooner if they prefer. We expect the relocation process will take approximately 45 days to complete. Ensuring a smooth transition for our patients, their families and our valued employees is a top priority for us, and we will take the steps necessary to make the change as seamless as possible.

3) What will happen to the skilled nursing facility? Will it be repurposed?

The Board of Directors is already working with an architect to evaluate how best to redesign the property so that we may continue to provide excellent, compassionate and innovative care that will allow the people we serve to achieve optimal wellness and quality of life. It is likely that a portion of the skilled nursing facility will be converted to memory care assisted living units, but further study is required. It's important to note that while the Nursing Home is downsizing it is not closing entirely, and that the Scandinavian Communities remains committed to maintaining the property in the best possible condition.



4) Why will the Scandinavian Home assisted living facility remain open?

Scandinavian Home Rehabilitation and Skilled Nursing Facility is licensed, regulated and operating independently of the assisted living facility. The assisted living facility is not subject to the same financial pressures as the skilled nursing facility and will continue to operate as before.

5) How will you ensure the appropriate handling of medical records and personal information of patients in a way that protects their privacy?

All records will continue to be maintained in a way that strictly protects privacy. For discharged residents we will ensure the smooth transfer of medical records to their new facility. We will also continue to maintain possession of the medical records of all discharged residents for at least five years in order to ensure continuity.

6) Where can I find more information about the transition process?

Additional information about the downsizing can be found at [ScandinavianCommunities.org](https://www.ScandinavianCommunities.org).

7) How will you communicate with skilled nursing facility residents?

We understand the impact this change may have on residents and their families. With that in mind, we will work to ensure that everyone affected receives essential information as soon as it is available. We will also provide any necessary support throughout the process. Residents will be notified verbally and in writing regarding the facility's intent to downsize on March 12, 2024 by the Scandinavian Communities team, 30 days in advance of the earliest date when any resident will be required to move. The downsizing will not impact short term rehabilitation residents and some current residents will be offered the option of remaining in the facility based upon objective standards that will be communicated widely.



8) How will families be informed about the downsizing?

Immediately after notifying residents, Scandinavian Home will notify residents' families or next of kin of the downsizing, both verbally and in writing.

9) What will happen to current Scandinavian Home skilled nursing facility residents?

In collaboration with stakeholders and representatives from key state and community agencies, Scandinavian Home Rehabilitation and Skilled Nursing Facility will ensure the safe, orderly, and clinically appropriate transfer and relocation of every impacted resident. Staff will be available to assist families in order to ensure the smoothest possible transition during the process, as needed.

10) What is the plan for the transfer or continuation of care for skilled nursing facility residents?

Scandinavian Home Rehabilitation and Skilled Nursing Facility will maintain its high quality of care throughout the process, maintaining the State mandated staffing ratios as the number of residents declines. Facility management staff, including the facility social worker and admissions director, will discuss the details of the transition with each resident and their family. They will then assist in responding to residents' needs and any issues that may arise due to the relocation. They will be working together with the Long Term Care Ombudsman. The Ombudsman staff will speak to each resident individually or responsible party to find out what their preferences are for placement.

11) What support will be provided to residents during the transition?

A smooth, successful transition for every resident is our primary goal. Scandinavian Home management staff, including the facility social worker and admissions director, will hold group sessions with residents and their families to discuss critical information and address any questions or issues that may arise. In addition, the Long Term Care Ombudsman staff will speak to each resident individually or responsible party to find out what their preferences are for placement.



12) Will there be any changes for residents of the Scandinavian Home assisted living facility?

Assisted Living Facility residents will not be affected by the changes at the Scandinavian Skilled Nursing Facility.

13) Is there a plan to increase the number of residents at the assisted living facility?

The Scandinavian Assisted Living Facility has vacancies and is currently accepting new residents. If a future decision is made to offer memory care assisted living, and licensing for that change is approved, those services will be provided in space previously occupied by the skilled nursing facility. However, this will not impact the operation of the current assisted living facility.

14) Do Medicaid residents need to reapply for Medicaid because of the changes at the nursing home?

No, residents do not need to reapply for Medicaid. Residents in the process of renewing their status, which is known as 'redetermination', will continue to work with our staff to complete their redetermination, ensuring continuity of care.

15) How will you communicate the impacts of downsizing with staff?

Scandinavian Home management staff will be notified in person and in writing of the downsizing on March 12, 2024. General staff will be notified in person and in writing immediately thereafter.

16) What will happen to staff at the skilled nursing facility? Will there be layoffs?

Scandinavian Communities intends to retain a majority of our employees at the skilled nursing facility, so while there will be some layoffs as part of the necessary changes, we anticipate that there will be fewer than might be expected. Further, we will operate the downsized facility without relying on staff provided by an outside agency.



17) What will happen to staff at the assisted living facility? Will there be layoffs?

No layoffs are expected at the Scandinavian Assisted Living Facility.

18) Can staff transition to the assisted living facility? If yes, how?

Staff from the skilled nursing facility will be offered available positions at the assisted living facility to the greatest extent possible.

19) How will the home communicate with donors about these changes?

Donors will receive a written communication from the Executive Director after the downsizing is announced to residents, families, and staff. The Executive Director, or her designee, will notify major donors of the downsize in writing.