

Spiritual Care and Culture Coordinator – Part Time

Who We Are

For over 100 years, The Elliott Community has had the privilege of providing care to citizens of Guelph and surrounding area. The Elliott offers resident-centered living choices for every stage of life, including independent living, retirement living and long term care. As a not for profit, charitable organization, we are dedicated to providing the highest quality of life for our residents in a caring and inclusive home-like community.

The Opportunity

The Spiritual Care and Culture Coordinator provides spiritual, emotional and existential care to residents, families and team members within The Elliott Community. Guided by a person-centred philosophy of care, this role supports individuals of diverse faiths, belief, cultures and backgrounds by offering spiritual guidance, worship services, grief and bereavement support as well as opportunities for meaningful connection. The Spiritual Care and Culture Coordinator collaborates with the interdisciplinary team to navigate life transitions, illness, loss, and end-of-life experiences. This posting is for an existing vacancy.

Responsibilities and Duties:

- Coordinate and deliver resident centered spiritual care services that honour resident's rights, dignity, choices, and diverse faith, cultural, and belief traditions, including the coordination of spiritual care volunteers and community faith partners.
- Offer compassionate one-to-one spiritual, emotional, and pastoral support to residents, families, and staff, through prayer, reflection, and conversation in accordance with individual preferences.
- Conduct spiritual assessments on admission and contribute to the development of individualized plans of care that reflect each resident's spiritual, emotional and cultural needs and preferences.
- Support residents and families through transition, grief, and life changes while maintaining confidentiality and respecting personal autonomy.
- Plan, lead and coordinate regular worship services, including Sunday services, and collaborate with community faith partners to support diverse spiritual faith practices (e.g., communion).
- Develop and facilitate inclusive, engaging spiritual programming (e.g., Bible studies, reflection groups, meditation) that promote meaning, purpose, connection and reflection for residents of all faiths and backgrounds.
- Plan, lead and organize special services, seasonal celebrations (e.g., Christmas, Easter), remembrance ceremonies and celebrations of life that provide opportunities for reflection, healing and community connection.
- Actively participate as a member of the interdisciplinary team and Palliative Care Committee, contributing to resident-focused care planning and service delivery.
- Facilitate group programming for residents.

- Build relationships with community faith groups in Guelph and area to enhance programming.
- Maintain and enhance professional knowledge and skills through ongoing education and professional development while remaining current with best practices, evidence informed spiritual care approaches and relevant professional standards.
- Provide spiritual and emotional support to residents and families during illness and end-of-life journeys, including facilitating bedside rituals and bereavement support.
- Maintain accurate and confidential documentation and contribute to quality improvement initiatives in accordance with the Fixing Long-Term Care Act and Home policies.

The Ideal Candidate:

- Must hold a Divinity degree.
- Demonstrated ability to work in an ecumenical setting respecting diverse faith traditions, beliefs, cultures and life experiences.
- Excellent communication, public speaking, facilitating and counselling skills with the ability to build meaningful relationships with residents, families, staff and community partners.
- Proven ability to work collaboratively as a member of an interdisciplinary team, exercise sound judgement and effectively identify and respond to sensitive, complex and crisis situations.
- A good understanding of gerontology, dementia care, grief and bereavement support and palliative care, with an understanding of the unique needs of older adults in a long term care setting.
- Willingness to work a variety of shifts, including evenings and weekends
- A vulnerable sector police check is required.

What We Offer:

- This is a permanent part time opportunity, 50 hours biweekly, including Sundays and holidays.
- A competitive compensation package including participation in the OMERS pension plan – an employer-matched, guaranteed stream of retirement income.
- Extended health and dental benefits for qualifying staff.
- An opportunity to collaborate with goal oriented professionals and make meaningful contributions in the lives of our residents.

The Elliott Community is an equal opportunity employer that values diversity in the workplace. We are committed to building a diverse and inclusive workforce that reflects the diversity of the community we serve. We welcome and celebrate the valuable differences among each of us and accept applications from all qualified persons.

We are happy to accommodate any individual needs in keeping with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you require an accommodation in order to participate in the hiring process, please contact us to make your needs known in advance (In compliance with AODA, 2006, Integrated Accessibility Standards 2011, Employment Standards). If you require assistance in completing a job application due to a



disability please contact Human Resources directly. Information collected during this process will be used for recruitment purposes only.