

From Our Offices

We've said it many times: Our People Make the Difference. Since Behavioral Technicians and In-Home Aides really are the heart of HEMOCARE, we remain committed to hiring the best technicians available, paying them well, and providing them with the supervision and tools to provide high quality services. Our referrals continue to increase, thanks to the good work done by you and other employees, and as a result we are always looking for dedicated new employees. We are also committed to finding employees in an ethical manner, and it is contrary to our Code of Ethics to make initial contact with employees of another agency to solicit their coming to HEMOCARE.

Current HEMOCARE employees are often the best source of new employees. You know the job and our standards, and you refer your friends who will make good employees to us. To recognize and encourage these referrals, HEMOCARE offers a referral bonus of \$200 to active employees who refer others. There are no limits to the number of individuals an employee may refer, but referral bonuses will only be paid when the individual meets the qualifications to be a Behavioral Technician, is hired, and works for HEMOCARE for the specified period. To qualify for this bonus the following conditions must be met:

- The individual making the referral must be an active employee at the time the referral is made and at the time the individual referred becomes eligible for the new employee bonus.
- The individual referred must list the current employee as the single referral source on his or her application.
- The individual referred must qualify for the new employee bonus.

This referral bonus policy will be in effect for referrals received from Sept 1, 2007 until Aug. 31, 2008.

As further evidence of our commitment to hire the best qualified workers, we are also instituting a new employee bonus. HEMOCARE recognizes that participating in the group interview and orientation process and obtaining the training required by the state for employment as a Behavioral Technician is a substantial investment of time and energy for applicants. This is in addition to HEMOCARE's investment in training, which is free of charge to the applicant. To compensate for the time spent in learning the skills necessary to serve our clients, if the applicant is hired and works for a total of 300 hours or completes 3 months of regular work as a Behavioral Technician, HEMOCARE will provide the employee with a \$200 bonus. This policy will be in effect for employees whose first day of work falls between September 1, 2007 and Nov. 15, 2008 as long as the application was received

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Management Corporation

News from the Mental Health Division

Employee Spotlight

This month's employee spotlight is on **Jim Johnson**, one of the most dependable Behavioral Technicians in the Lenoir office. He joined HEMOCARE in June of 2004, back when CBS stood for more than a TV network. According to his supervisor, **Linda Long**, "When CBS crossed over to what is now Community Support, Jim never slowed down. In fact, he has been working with the same young man since November 2005, providing support and education to him and his family." The family has embraced Jim, stating, "they have never



felt uncomfortable with him in their home because of his professionalism and kindness." The mother commented, "He always gives 500% and is able to keep a level head when she is tired and stressed." Another comment from the mother is that Corey's previous teachers also have been very impressed with Jim's natural ability to engage Corey and to fit into the classroom without disrupting the other students.

Jim's life outside CS includes responsibilities as an ordained minister, serving as Chaplain to the Boy Scouts of Western North Carolina and Coordinator of Prison Ministries for W.N.C. as well. He has adopted and raised a son and daughter and then raised two grandsons who are both currently serving in the U.S. Army and U.S. Air Force. "I am blessed in my life, and I love providing Community Support Services," Jim said.

Client Spotlight

Devin is a 9-year-old who attends Princeville Montessori School in Edgecombe County. Devin has been a HEMOCARE client since April of 2004. He has received numerous services over the last three years, always with the same Behavioral Technician, **Tasha Pettaway**. Devin enjoys watching "Emeril Live" and "That's So Raven" on TV. Anyone who has met Devin agrees that he is a lover of life and a very stylish dresser. He enjoys attending school and is a UNC Tarheel fan. Devin participates in numerous community activities each year, including Special Olympics. With Tasha's assistance and the support of family, Devin has continued to thrive and made significant progress toward his goals. Devin is a joy to be around and is always smiling at others. Even though Devin can not talk or walk, he has devised his own ingenious ways to communicate with people. Both his Behavioral Tech and his mother agree that "he can let you know exactly what he wants when he wants it." HEMOCARE supervisor **Stephanie Brown** credits Devin's success to the constant support of those around him and his positive outlook on life. HEMOCARE is proud to be a part of the team that supports his hard work as he continues to strive in meeting his goals.



LIVE with chronic mental illness

Chronic illnesses such as diabetes and arthritis are life long, but there are ways to adapt our lives to LIVE with them and continue to be happy and healthy. Medical research has found that most chronic illnesses are attributed to both genetic and lifestyle factors. Knowing our predisposition to develop a disease or illness can affect choices we make in taking care of ourselves to keep that disease from developing. In others, the genetic/inherited factor cannot be avoided, but knowing that it is not something that we did to “get” a particular disease can help tremendously in the mental motivation to do something about our health and learn to LIVE with the disease. Somehow though, it is less embarrassing to seek rehab, medication, and support for chronic physical illness than to seek the same for chronic mental illness. Yet if you have sought medical help for physical illness, the doctor probably included four main things in his or her recommendations : 1) make dietary changes, 2) become more active, 3) lose weight, and 4) take medication daily. Look familiar? Many of the treatments for medical illness are recommended for mental illness. Chronic mental illness has been found to be a combination of inherited, biological factors and things that happen in our lives that trigger problems in our mental and emotional health. For all chronic illness (medical and mental) the biggest recommendation is to Adopt Healthy Behaviors.

Make changes in your daily activity — find ways to learn about nutrition and how changes in your diet can help change the way your body works. Become more active physically and begin walking even in small doses. Not only will it improve your metabolism, weight, and other body functions but it will stimulate hormones to regulate your mood and feelings! Educate yourself on your illness: the causes, factors, treatment, medications, etc. The more you know, the more you can do to LIVE with it. Physical therapy and rehabilitation is recommended for chronic medical illness in order to rebuild strength and decrease pain. The equivalent in the treatment of mental illness, therapy and rehabilitation services, serve the same purpose — to rebuild strength and decrease symptoms. Being able to identify personal signs, symptoms and triggers and learn and practice coping skills is one of the most important ways to deal with mental illness.

As with all chronic medical illness, medication compliance is imperative. Stopping medication when you feel better will only result in your feeling much worse very soon. Oftentimes, following the other recommendations of making changes in your weight, nutrition and coping skills can help reduce the need for medication — but in most cases some level of medication is necessary because the bio-chemical imbalance within the body needs a little extra help to remain stable. Just as regular medication is recommended for diabetes, arthritis, fibromyalgia, high blood pressure, and thyroid disorders, the same is recommended for mental illnesses such as major depression, bipolar, schizophrenia and anxiety disorders. Chronic illness, both medical and mental, does not need to stop you from living a happy and healthy life. Asking for help is the best thing you can do for yourself and your family in order to LIVE with and through it.

Opportunities For Learning

- **Coping With Anxiety Through Creative Express**, Allegheny, The Pines, Oct. 2, 3:30 p.m.-5:30 p.m.
- **Stress Management**, Tarboro, Oct. 4, 4 p.m.-5 p.m.
- **Traumatic Brain Injury**, Charlotte, Oct. 17, 10 a.m.-12 p.m.
- **It's Your Life (How to Deal With a Challenging Life)**, Wilmington, Oct. 18, 6 p.m.-8 p.m.
- **Review of Childhood Disorders**, Forest City, Oct. 19, 10 a.m.-2 p.m.

Please contact your supervisor for more information on these valuable training sessions and additional opportunities for you to obtain required CS training as well as for required re-certification trainings.

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prior to Aug. 31, 2008.

While the possibility of helping HOMECARE and your friends is exciting, it is essential that you remember that it is unethical to solicit employees of other mental health and developmental disabilities agencies. However, if someone has experience but is not currently working or is working but seeking more hours than their current employer can give them, you can tell them that HOMECARE is always looking for good technicians and that they can apply for a job, including work to supplement their hours with their current employer. Remember, you have signed our Code of Ethics, which includes the statement that you will, “refuse to make initial contact with employees of other agencies to induce them to work FOR HOMECARE.” If you break this code and solicit employees, you will not only disqualify yourself from obtaining a bonus, but you will be subject to other disciplinary action, up to termination of your employment.

Anniversaries

In our May newsletter we featured a picture with **Grace Wilkins** accepting a certificate on behalf of her husband Tom for his 10 years of outstanding service in our Boone office. This month it is time to congratulate Grace, who has now reached her own decade mark with HOMECARE. It is dedicated people such as this couple who make HOMECARE what it is, and we truly appreciate them and the example they set. We also appreciate the hard work of the many other employees who have demonstrated their loyalty to our consumers and to the organization. This month the Boone office has quite a number celebrating significant anniversaries: **Peggy Hines, 9 years; Lola Davis, 8 years; and Irene Jones, 7 years.** Also celebrating their 7th anniversary are **Darlene Pait** and **Tatinas Cokley** of Whiteville and **Jim Weakland** and **Peggy Spicer** of Statesville. **Latarser McKoy** of Whiteville and **Lori Campbell** of Statesville have been with us for 6 years; **Kena McMillian** of Whiteville, **Beth Wegert** of Wilmington and **Sarah Holloway** of Lenoir, 5; and **Grace Savage** and **Alysia Graham** of Tarboro and **Keyara Kimbrough** and **Tammy Moree** of Statesville, 4. On behalf of our consumers as well as your fellow employees, thanks for a job well done.

PaySchedule

Services Delivered

Checks Mailed

Sept. 1-15

Oct. 4

Sept. 16-30

Oct. 19

Community Support (CS) documentation must be postmarked or delivered the 9th for services delivered the 1st through the 8th, the 16th for the 9th through the 15th, the 24th for the 16th through the 23rd, and the 1st for the 24th through the end of the month. **CAP/MR-DD, CAP/DA, and Personal Care documentation must be postmarked or delivered** the 16th for services delivered the 1st through the 15th and the 1st for the 16th through the end of the month.