

From Our Offices

In January, we celebrated our 14th anniversary. Rankin Whittington founded the company in 1994 in Lenoir. When the doors first opened for business, the only service offered was CAP/DA (Community Alternatives for Disabled Adults). Since that time, we have grown from one office and one service to eight offices and a wide array of services.

HEMOCARE's reputation for providing high quality one-on-one services to the physically disabled soon led Foothills Area Program to approach Rankin to provide a new one-on-one mental health service. This was HRI, or High-Risk intervention, the predecessor to what we now know as Community Support. Community Support is our core Mental Health Service, but we offer other services, including therapy, in some offices. All of our offices also provide a variety of services to those with Developmental Disabilities: CAP/MR-DD services include Home and Community Support, Personal Care, Respite, Supported Employment, Family Training, and Specialized Consultation services, and we also provide Developmental Therapy.

Other services are provided based upon the needs of the particular catchment area. In Whiteville and Forest City we offer a variety of Substance Abuse services, and we provide therapy out of those two offices and Charlotte. Community Based Rehabilitative Service (CBRS) are an important Early Intervention service; the Boone, Wilmington, Whiteville, and Statesville offices are active in this arena. Vocational Rehabilitation is being provided by the Wilmington and Whiteville offices now, but we are currently expanding in this area and will be offering these services from other locations as well. As you might expect, we have also built upon our original CAP/DA focus and now offer CAP/C (Community Alternatives for Children) and straight Personal Care funded by Medicaid or private pay.

There have been many changes over the past 14 years, with change being particularly rapid this past year. However, thanks to the hard work of many great people, we are not only surviving but are thriving.

Anniversaries

HEMOCARE Management's anniversary may be in January, but February is a big anniversary month for employees. **Lisa Bryan** of the Boone office has been with us for 11 years this month! **Bess Clancy-Becker** of Wilmington has provided excellent services for 9 years, while **Christie Collins** of Boone has done so for 8 years. **Marcella Lates** of Statesville and **Ruthie Foreman** of Whiteville are celebrating their seventh HEMOCARE anniversary. **Angela Basemore** of Tarboro and **Karen Blair** and **Scott Burchette** of the Statesville office have

(Continued on page 2)

Management Corporation

News from the Mental Health Division

Employee Spotlight

LaDawna Dula comes to HEMOCARE Management Corporation with 11 years of experience in the field. She has two sons, Martin, a senior in high school, and Christian, who is in the 3rd grade. LaDawna states that she is a people person. She loves helping others in whatever capacity she is needed. LaDawna states, "I believe that individuals have a right to be treated with dignity and respect, regardless of race, age, sex religion, political belief, nationality or diagnosed challenges. It is our duty as a society to ensure that all people live life to the fullest of their abilities." LaDawna was first employed with HEMOCARE Management from 1993-1998. In October of 1998 her younger son Christian was diagnosed with a congenital heart defect after he suffered two heart attacks at the age of 6 weeks. It was during his recovery stage that LaDawna became interested in the early intervention process.

In August 2003, after the premature death of her husband, LaDawna enrolled as a full-time student at Appalachian State University. She pursued a bachelors degree in child development with a concentration in family and consumer science. She graduated cum laude in August 2007. She resumed her employment with HEMOCARE in October 2007 in the Lenoir office serving as a Community Support Technician. She also works out of the Boone office in Early Intervention Services. LaDawna. She is engaged to be married to Ronald Bradshaw in November of this year, and she enjoys singing, reading, and directing the Joyful Sound Youth Choir at her church. She looks forward to continuing her service to others through HEMOCARE Management Corporation. She said she believes in the company's philosophy and our genuine concern for both clients and employees.



Client Spotlight

Five-year-old **Nicholas Peeler** first walked through the doors of HEMOCARE Management Corporation in search of service assistance in August 2007. Nicholas lives in Ellenboro with his doting guardians **Brenda and Roy Peeler**. Listening to stories, drawing, playing outside and using electronic devices are among his most preferred free time activities.

Having endured many extraordinarily difficult life experiences as an infant and toddler, positively investing himself in relationships has been a challenge for Nicholas. So far, though, he has really hit it off with his HEMOCARE helpers. When Nicholas first began treatment with HEMOCARE he received assistance at his home from behavioral technician **Debbie McGinnis**. Most recently Nicholas has gained help at school from behavioral technician **Regina Kegley**. According to his guardian, Brenda Peeler, the solid bonds established between Nicholas and the HEMOCARE behavioral technicians aiding him have been readily visible. "He's really



(Continued on page 2)

Recognizing drug use in your teen

Drug use among adolescents is a major concern. Teens are beginning to use drugs and alcohol at younger ages, but parents can learn to recognize and respond to substance use and abuse. Keys are to know the signs of use and abuse, to discuss substance use with teens, and to get appropriate treatment if the teen begins abusing drugs and alcohol.

There are three stages of chemical abuse:

1. **Experimentation:** Most teens try alcohol, cigarettes, inhalants and other drugs at least once. Many do not have any problems as a result and never go further with their use.
2. **Use and Abuse:** Experimenting can lead to frequent use or abuse. Abuse may cause problems at home, school, or with law enforcement.
3. **Dependence or addiction :** Using takes up most of the teen's daily activities despite causing harm to family relationships, the loss of friends, decline in grades, and poor physical and emotional health.

If parents feel the teen has begun to experiment with chemicals, there are several things they can do:

- **Ask about use:** Ask what the teen has experimented with and if they enjoyed the way it made them feel; find out where they obtained the drug.
- **Share your concerns:** Talk not only about the use, but also the problems that further use will cause.
- **Review your expectations:** Make clear what is acceptable and what is not. Be clear about consequences of continuing to use chemicals. There should be no doubt in the teen's mind where the parents stand.
- **Ask them to stop:** Simply ask them to stop, especially if there is a family history of chemical dependence.
- **Provide education:** Provide as much information as possible on the effects of drugs and alcohol on the body.

There are signs that a teen may have gone beyond normal experimentation and is abusing drugs. The teen may pay less attention to hygiene and appearance. There may be an abrupt change in peer group, and the teen may quit asking friends to the home and become more secretive about who he or she is with and what they are doing. The teen may become more aggressive and manipulative, or may begin stealing from parents and others. Sleeping and eating patterns will change, and they may begin wearing excessive cologne or perfume or using mouth wash and breath mints. School problems often occur, and parents may find drug paraphernalia.

Help is available. Parents should talk with the child's physician about treatment options. A HOMECARE Supervisor or Counselor can also provide or make a referral for an assessment to determine appropriateness for treatment. It may be that the youth would benefit from outpatient services, or residential treatment might be needed. It is important that any residential program be devoted to helping teens, as adult programs tend to focus on things that are not relevant to them. Parental involvement is also important, so family therapy should be a part of treatment.

Source: www.webmd.com/mental-health/responding-to-teen-substance-use; Authors: Sabra L. Kate-Wise and Ralph Poore 09/13/2006

Opportunities For Learning

- **Working with Families Impacted by Substance Abuse**, Forest City (Main St. location), Feb. 28, 6-8 p.m.
- **Decrease Anxiety through Creative Expression**, The Pines (Sparta), March 11, 3-5 p.m.
- **Alzheimer's and Dementia for Nursing Employees**, Tarboro, March 19, 3-4 p.m.
- **Dual Diagnosis**, Charlotte, March 20, 10 am-12 p.m.
- **Stress Relievers**, Lenoir, March 26, 1-3 pm
- **Let's Talk about Staph with the Staff**, Statesville, March 27, 10-11:30 am or 1-2:30 pm

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.

From Our Offices (Continued from page 1)

passed the 6-year mark, while **Amanda Potter** of Boone and **Timothy Slater** of Whiteville have been with us for 5 years. To top it off, six employees are celebrating completion of their 4th year working to improve the lives of others: **Emily Byrd, Deborah Engle, Teresa Jenkins, Johnny Jones, Sheka Rankin, and Tonya Smith**. HOMECARE strives hard to be a good place to work, and the fact that so many of you remain with us for so long is proof that we have a lot of good people doing things right. We're proud of every one of you!

Client Spotlight (Continued from page 1)

taken a liking to them," Brenda Peeler said. The good rapport between Nicholas and the HOMECARE behavioral technicians who've been assisting him has made possible the achievement of much treatment progress by Nicholas in the area of impulse control. "Now Nicholas is able to sit and listen to his teacher most of the time like the rest of the kids in his school class," Regina Kegley said. "He couldn't do that when we first began working together."

Nicholas also has made many positive treatment strides with regard to age-appropriate communication. **Christie Cole**, Nicholas's kindergarten teacher at Sunshine Elementary School in Ellenboro, observes, "Nicholas is talking to us more now and asking for help. I can't stress enough how great the assistance from HOMECARE has been for him. He's really made progress and he's so proud."

PaySchedule

Services Delivered

Feb. 1-15
Feb. 16-29
March 1-15

Checks Mailed

Feb. 22
March 6
March 20

Documentation

Documentation for ALL services except Nursing-based PCS, CAP/DA and CAP/C is due the day after you have finished providing services for the week (Sunday-Saturday), and in no case later than the following Monday. CAP/DA, CAP/C and Personal Care 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.