

**THE MICHAEL DUNN CENTER
STAFF BULLETIN**

NOW YOU KNOW

Volume 2 Issue 3
Summer/Fall (Late Edition)

edited by Roger Richmond

**FROM THE DIRECTOR'S
DESK...**

Anita Richmond

The Kids are Alright!

Many of you are too young to even recognize the above song title by "The Who". Even if you are you're probably wondering what that song could possibly have to do with the Michael Dunn Center. Well... I'll tell you. After every day to day crisis that we have encountered since Kyle left and as more time passes I can't help but think that " The Kids Are

(indeed) Alright". I recently sent Kyle an e-mail titled "The Kids Are Alright" in which I included some complaints about changes/policies mandated by the state and he replied with "All in all, it's just another brick in the wall" by Pink Floyd. I felt like replying to him with "We Won't Get Fooled Again" by the Who. You know, we could communicate like this for months or years if we don't run



out of old song lyrics/titles. Anyway, I digress.

What I'm really trying to say is that I think we are surviving and continuing to evolve into a better agency thanks to

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TRAINER'S MOMENT

Roger Richmond

Someone is Watching You.

Many of us have long known that "the walls have ears" at Michael Dunn Center. Similarly, the world has eyes and

ears. Someone is always watching us. Whether we are doing good or not, other people are observing us. We should always be mindful of this and maintain professional

conduct at all times. Of course, we should be alert and doing the right thing, even if *no one* is watching.

Occasionally, we do

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The Division of Mental Retardation Services considers all substantiated investigations of abuse, neglect, and exploitation against the people it supports as serious offenses.

Persons with serious substantiated offenses are eliminated from consideration for employment with the DMRS and its contracted agencies.

JASON ATKINS DELIVERS!

reprinted

The following article is reprinted from "Personally Speaking", the DMRS Newsletter. Unfortunately, as this issue of NYK went to press, as a result of company restructuring, the job ended for Jason. However, the success which Jason enjoyed on the job remains and the ongoing efforts of the MDC staff deserve continued praise and support. With their efforts, Jason should return to the ranks of employment before long!

Jason Atkins has a cognitive disability. It was always assumed he wouldn't be able to work at a regular job. Jason is making an emphatic statement that those assumptions are wrong, and debunking the myth that person's with a develop-



mental disability are unemployable.

Jason is supported by the Michael Dunn Center in Kingston. Dunn Diversified Industries (DDI), a non-profit corporation that provides employment opportunities for people with and without disabilities, arranged for a job for Jason, which has turned into a major success for everyone involved. Jason works with Capstan Tennessee, Inc., a

company that manufactures precision metal parts for heavy equipment. His job is to deliver and unload for the company.



Jason doesn't speak, but is very happy in his job. The DDI staff has been amazed at his focus, and the work has tempered an excitable personality.

"Jason is a different person", said DDI General Manager Melanie Harmon. "The job has given him a sense of purpose and provided a daily structure. He has tremendous drive and works extremely hard. Everyone at DDI is very proud of him".

Jason's performance hasn't gone unnoticed by his co-workers. Capstan employee Stephanie Spears says she represents the entire company when she talks about Jason. "Jason was quick to catch on with the way we do things," said Spears. "We gave him a directions a couple of times and then he was off and run-

ning. He's very independent and doesn't make mistakes".

Success and Pride

Supporting persons in employment is a powerful way to create a sense of worth and community belonging for people with disabilities. The Michael Dunn Center has a long history of helping people with disabilities explore and develop employment opportunities. The agency has one of the highest rates in the state of finding adults, funded by the Division of Mental Retardation Services (DMRS), employment in the community.

"The Michael Dunn Center has done a wonderful job in providing employment opportunities for persons with disabilities", said DMRS Director of Day Services Carmel



Johnson. "Thanks to the Michael Dunn Center and DDI, Jason's is one of many examples of what can happen when individuals are offered choices and opportunity. They become part of the community and improve on all facets of life.

Kids are Alright, continued

(Continued from page 1)

all the support that has been generously given by all of you. I confess that I had some real stress when I first realized that I really had taken on this tremendous responsibility (even temporarily).

I have come to really appreciate the job that Kyle did during his 14 years with the Michael Dunn Center. The open door policy that Kyle always maintained (and I wouldn't think of stopping) means that you work long hours to get the paper work done after everyone else has gone home or you take work home with you, or both. It means that you must be avail-

able to every employee as well as to family members and service recipients throughout each day and night. It means that you must maintain the relationships and contacts with numerous community leaders who have been strong supporters of the Michael Dunn Center over the years. It means that you must maintain a positive relationship with state leaders and employees in spite of the negative feelings that we all have from time to time. It means these things and so much more.

Kyle has a way of making these tasks look easy but I can assure you from experience that it is not easy. I have always loved

my job at MDC and especially the individuals that we work with every day. I even find enjoyment in the extra duties that I currently have. I hope you will join me in prayer for the members of our search committee. I pray that they will make the right decision in choosing a new leader for our wonderful agency. We truly are one of the "shining stars" of East Tennessee and Roane County and we deserve the very best leadership to continue to carry us into the future.

Thank you all so much for the support and positive feedback that you have given me during this transition period.

Someone is watching, continued

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things we know better than to do, usually without thinking, often out of habit. Your ever-so-humble editor was observed recently not "walking the walk" he talks. Without thinking, a quick phone call was placed while driving an MDC car. Although no passengers were in the vehicle, using a cell phone while driving is an unsafe activity and certainly a bad habit. For someone who seldom uses an agency vehicle, a quick trip and a bad habit could result in potentially hazardous situation. Each of us should remind ourselves to not drive and talk on the phone in our personal vehicles, and to *never* do so in agency cars or vans. Unfortunately, bad habits can be hard to break! *Someone*

was watching! Kudos to the sharp-eyed individual who made the observation. Keep those eyes open!

If not us, *who* will send this message to the community?

We need to remember that others are always watching us closely- members of our community, other staff, and often, family members. Staff are watching each of us- certainly new staff are observing and following the example of our actions. Parents might see us in the community with their sons

and daughters and will develop an opinion of our care. Are we being attentive to the person's needs? *Are we truly treating them as valued members of our community?* If not us, then *who* will send this message to the community? Are we always setting a good example?

You may have heard the phrase, "Perception is everything". Sometimes the good things we do are overshadowed by the way people *see* us and the impression we make, rather than what we actually say and do. What kind of impression do we make on parents, friends, relatives, and the community? Do other people see us in a positive way, or do they de-

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ROLES AND RESPONSIBILITIES OF DSPS

Roles of Direct Support Staff

Staff performance will make the difference in whether or not Community Based Services enable a person to become a part of his/her community, play a valued role, get a job, make friends, etc., versus the person being a tag along, an ignored adult, or experiencing lost opportunities.

Staff can make a difference by...

- Using every opportunity as a learning opportunity.
- Encouraging the individual to make decisions and discuss the consequences so he/she learns!
- Encouraging friendships of all types and ages.

- Encouraging the public to interact with the individual, and then trying to fade into the background when you can.
- Exploring the community as often as possible, in line with the individual's ISP, to look for opportunities.
- Being creative! Looking for new ideas and different things to do.
- Trying different ways of doing things. If something is not working, *try another way*.
- Participating *along with the person...* but remembering, he is in the lead.
- Being courteous and respectful.
- Projecting a positive image of yourself and the person whom you support in the community.

Responsibilities of Direct Support Staff

- Be sure the person is safe.
- Be as invisible as possible when supporting – don't do everything for the person.
- Enable the person to participate in what he/she likes, regardless of the personal interests of the staff.
- Discover more about what the person likes.
- Encourage and seek out work opportunities.
- Participate in activities in the person's community.
- Encourage the person to make his/her own choices.
- Encourage friendships of all types and ages.



A VERY SPECIAL EVENING

Roger Richmond

A very special, yet bitter-sweet, evening was held at the Whitestone Country Inn on June 30, 2005. Originally planned as a recognition and appreciation dinner for MDC Administrative and Program Support staff members, the event also became a farewell for Kyle Hauth, on his final day as Executive Director for Michael Dunn Center. After fourteen years of devoted service, Kyle was leaving the agency to take the place of Mike Cook, retiring Executive Director for the Orange Grove Center, in Chattanooga.

Although there was an air of sadness as goodbyes were said to Kyle, the evening was festive and the food prepared by White-

stone Inn was excellent! With over 100 MDC Staff, Board Members, friends, and former



Kyle Hauth admires his new "Reserved for the Chevette" parking sign, which he can proudly place in his spot at Orange Grove

employees in attendance, the turnout was excellent and the

room full. Kyle began the evening by recognizing staff of various Departments, including Social Services, Maintenance, Supported Living, Administrative and the Business Office, expressing his sincere appreciation for everyone's hard work and devotion. Gary Heidle took the microphone to welcome Matt Helton, who had recently transferred from Supported Living to the Maintenance Department, and suddenly became "The Red-neck Comic", briefly stealing the show from Kyle.

Kyle was particularly touching in his presentation of "The Time Clock Award" to Joni Helton, "For an unyielding devotion to

(Continued on page 11)

PROPER DENTAL CARE

reprinted

The following article is reprinted from National Institute of Dental and Craniofacial Research (NIDCR) <http://www.nidcr.nih.gov/>

Taking care of someone with a developmental disability requires patience and skill. As a caregiver, you know this as well as anyone does. You also know how challenging it is to help that person with dental care. It takes planning, time, and the ability to manage physical, mental, and behavioral problems. Dental care isn't always easy, but you can make it work for you and the person you help.

Everyone needs dental care every day. Brushing and flossing are crucial activities that affect our health. In fact, dental care is just as important to your individual's health and daily routine as taking medications and getting physical exercise. A healthy mouth helps people eat well, avoid pain and tooth loss, and feel good about themselves.

Location. The bathroom isn't the only place to brush someone's teeth. For example, the kitchen or dining room may be more comfortable. Instead of standing next to a bathroom sink, allow the person to sit at a table. Place the toothbrush, toothpaste, floss, and a bowl and glass of water on the table within easy reach.

No matter what location you choose, make sure you have good light. You can't help someone brush unless you can see

inside that person's mouth. Positioning your body lists ideas on how to sit or stand when you help someone brush and floss.

Behavior. Problem behavior can make dental care difficult. Try these ideas and see what works for you.

A healthy mouth helps people eat well, avoid pain and tooth loss, and feel good about themselves.

* At first, dental care can be frightening to some people. Try the "tell-show-do" approach to deal with this natural reaction. Tell the person about each step before you do it. For example, explain how you'll help him or her brush and what it feels like. Show how you're going to do each step before you do it. Also, it might help to let the individual hold and feel the toothbrush and floss. Do the steps in the same way that you've explained them.

* Give the person time to adjust to dental care. Be patient as that person learns to trust you working in and around his or her mouth.

* Use your voice and body to communicate that you care. Give positive feedback often to reinforce good behavior.

* Have a routine for dental care. Use the same technique at the same time and place every day. Many people with developmental disabilities accept dental care when it's familiar. A routine might soothe fears or help elimi-

nate problem behavior.

* Be creative. Some caregivers allow the individual to hold a favorite item for comfort. Others make dental care a game or play a person's favorite music. If none of these ideas helps, ask your client's dentist or dental hygienist for advice.

Three Steps to a Healthy Mouth

Like everyone else, people with developmental disabilities can have a healthy mouth if these three steps are followed:

1. Brush every day.
2. Floss every day.
3. Visit a dentist regularly.

Step 1. Brush Every Day

If the person you care for is unable to brush, these suggestions might be helpful:

* First, wash your hands and put on disposable gloves. Sit or stand where you can see all of the surfaces of the teeth.

* Be sure to use a regular or power toothbrush with soft bristles.

* Use a pea-size amount of toothpaste with fluoride, or none at all. Toothpaste bothers people who have swallowing problems. If this is the case for the person you care for, brush with water instead.

* Brush the front, back, and top of each tooth. Gently brush back and forth in short strokes.

* Gently brush the tongue after you brush the teeth.

* Help the person rinse with plain water. Give people who can't rinse a drink of water or

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DSPAT NEWS

Direct Support Professionals of Tennessee (DPSAT)

Who are we?

We are direct support professionals from all of the many statewide supported and assisted living agencies, day service and job training programs. We work closely assisting individuals with developmental disabilities providing them with direct support, training, community inclusion, friendship and most of all, care.

What are we?

We are simply a pro-active, not-for-profit professional association working toward improved employment standards to better serve the direct support workforce, which will in turn help us to better serve individuals with disabilities living in the state of Tennessee. DSPAT is not affiliated with any direct support un-

ions, or any other union, nor are there any plans to at any time in our future.

Our plans are to connect and provide educational opportunities to the direct support workforce in Tennessee with the ultimate goal of making us the best direct support workforce in this nation

**THE MEMBERS OF DSPAT
INVITE YOU TO JOIN US!!!
<http://www.dspat.org/>**

Editor's Note: John Clayton coordinates and represents DSPAT for Michael Dunn Center. MDC supports his efforts and encourages staff to become members of DSPAT.

DSPAT Picnic September 17

Join John Clayton and Earl Fox, DSPAT Director, at Clark Park from 1:00 PM until 6:00 PM. Have some fun, talk a little, change your future. Bring the individuals you support, bring the kids (if you're not on duty), bring a covered dish, and plan on a fun day. DSPAT will provide plates, cups, napkins, plastic utensils, charcoal, and soft drinks. Get to know more about DSPAT and have a good time. Keith O'Brien will be providing live entertainment. All Direct Support Staff are invited, whether members of DSPAT, or not.

Directions: From Oak Ridge Mall, turn left onto Illinois Ave. Turn right at Scarboro Rd (near Ford dealership) and continue to Clark Center Park.

A PAT ON THE BACK (AND CASH, TOO!)

John Clayton

All DSP's: Announcing the Bullseye Award (*see page 9*), that DSPAT has been working so hard to set up. It is time that we DSP's are recognized with *CASH!* Take time to fill out a nomination form for the outstanding DSP that you feel deserves recognition. This is a three-tier award system recognizing three DSP's in each region of the state.

Every month three DSP's in each region will be chosen from the nominations received to receive a ONE HUNDRED DOLLAR CASH award. The agency that employs the winning DSP will also receive

one hundred dollars to throw that DSP a party.

Every quarter, three DSP's in each region will be chosen, from all of the nominations received, to receive a SEVEN-HUNDRED AND FIFTY DOLLAR CASH award. The DSP's agency will also receive one hundred dollars to throw that DSP a party.

Once a year three DSP's in each region will be chosen from all of the nominations received to receive a FIFTEEN-HUNDRED DOLLAR CASH award. These DSP's will also be given a full expense paid trip to Nashville to

the Tennessee Disability Mega Conference where they will be recognized at our DSPAT party in one of the grand ballrooms!

Nominate your most deserving Direct Support Professionals

Good Luck!!

P.S. Remember, our DSPAT membership here in the east is concentrated in just a handful of centers. I would love to see our DSP's here at Michael Dunn Center receive several of these awards over the next year. You deserve it! Keep up the good work!!!

A DAY ON THE WATER WITH RANDALL

Ronnie Taylor

Randall is a long time residence of the Michael Dunn Center. He currently lives at the Simmons home in Kingston. Randall works at Chase Scientific Glass, where he is a valued employee; he has worked at Chase for approx 10 months. Anyone who knows Randall knows he is a man of few words, a lesson we could all learn from. When Randall does speak his words are usually profound and thoughtful, as I learned first hand one hot August day at Watts Bar Dam. Randall had rented a charter to take him fishing for Rockfish, a fish that can reach weights of 70+ pounds.

As we loaded the boat with our supplies Randall realized that he had not brought his fishing poles. The guide (Ronnie Rowland) quickly chimed in that he had brought one just for the occasion. As we powered toward the dam in the 25ft boat the excitement on Randall's face was obvious. The water was rough and the fish were thick, hundreds of catfish swam along the top of the water and Randall had to get his lure down quick to avoid these 5-pounders from grabbing it.

Randall grabbed the 5 inch shad minnows out of the net and said this was the size of fish he usually catches, the guide told him that would be the bait. Randall eyes got huge as he grinned from ear to ear. The water was very rough and Randall chuckled

as we held him in his seat. The first hit was vicious, as the rod was nearly jerked out of Randall's hands. He was a little slow on the hook set and the fish got away. MDC staff member Bosk Murphy caught the first fish of the day as one of the catfish grabbed his lure, a small catfish. Randall had several other big bites in the next few minutes,



Caption describing picture or graphic.

but none produced a fish. We tied on a large Rapala and threw it against the dam. The action was fast and the fish peeled off a quick 40 yards before Randall was able to sit up straight and set the hook. The fight lasted for about 5 minutes as he pulled in the 10-pounder. Randall laughed out loud as the fish was pulled into the boat. As he posed for the picture the fish began to shake and jumped

from his grip. The boat exploded with laughter and high fives with Randall. The rest of the day was slow and he only had a few more bites, as the clouds gave way to the bright sun. As darkness fell and fog began to cover the banks, a look of complete joy sat on Randall face. Ronnie Rowland asked Randall what he was thinking, Randall's reply.... "I think this is fishing"

Someone is watching, continued

(Continued from page 3)

velop a negative opinion of us based upon their *perception* of our actions? We might not be doing anything wrong, but our actions might be sending a less than positive message.

Conversely, our words and actions can send very positive messages. Over the summer, during a conversation with a teacher who attended the 2005 Future Teacher's Conference, the following story was related. Lana Seivers, Commissioner of the Tennessee Department of Education, opened the conference as Keynote Speaker. During her presentation, Seivers spoke of her experience as the parent of a child with a disability. In speaking of qualities a teacher should have, she stated that one of the most important things is to truly have a love for *all* children. Throughout the years, whenever her son, Mat-

thew, started in a new school, Seivers could always tell how things would work out upon her initial meeting with the teachers. During M-Teams, teachers would often start by saying, "This will be hard", or "I don't know how we'll make this work out". Seivers said she knew right away that the placement would

"The most important thing (for a teacher) is to truly have a love for all children"

not be successful. She encountered such negative responses time after time. She then told of her initial M-Team at Michael Dunn Center. The first thing that was said to her during the M-Team was, "The thing I love about Matthew is....". Seivers said "The teacher called my son by name" and had taken time to get to know him. This teacher

had looked for her son's *good* characteristics, rather than immediately forming a negative opinion, as had so often happened in the past. She knew at that moment the placement would be a success, and felt that things have been good ever since. (editor's note: the MDC teacher was Teresa Hockman. Big round of applause for her!)

The teacher who related this story said she and other teachers who had attended the conference still talk about this story often and frequently use it as a source of inspiration. Because of this, they all have very good things to say about Michael Dunn Center. Good impressions made by a teacher taking time getting to know a child as an *individual*. Personal care. Positive perceptions.

Eyes are upon us. Are you making a good impression?

GOOD DEEDS DAY

On September 9, as part of this years' Day of Caring, employees of Roane State Community College, including MDC Board Chairman Russ Schubert and Board Member Jeannie Bran-

num, undertook a beautification project along the front of the School Program Edgewood Building.

In preparation for the project, MDC Maintenance personnel removed existing shrubbery along the parking lot sides of the building. Volunteers roto-tilled the beds and spread weed barrier and mulch.

An assortment of shrubs and grasses were then carefully placed into position and readied for planting. Maintenance per-

Roger Richmond

sonnel finished up the project, renting an auger to dig holes and plant the greenery.

New benches, stepping stones, and bird-feeders were set in place to finish the beautiful new quiet place, which will be a non smoking area.



SPOTLIGHT SHINES ON YOU! STATE DSP RECOGNITION PROGRAM

Ever feel like you work hard, are dedicated and go the extra mile, but no one appreciates it? Probably more often than not! Now, the Direct Support Professional Association of Tennessee (DSPAT) and the Division of Mental Retardation Services (DMRS) are putting together the Direct Support Professional Recognition Program, which will hand out a healthy dose of "thanks" and "pats on the back."

"What this program will do is show DSPs that they're appreciated and aren't overlooked," said DSPAT Director Earl Foxx. "This is a chance to point out jobs well done. Everyone needs a 'way to go' sometimes, so this should boost spirits and foster pride. This is going to be a major positive for our profession."

The DSP Recognition Program will have four levels, making for frequent and consistent "good jobs!"

Here's the Hardware!

- *** **Monthly Awards.** 3 winners from each region (West, Middle and East)
- *** **Quarterly Awards.** 1 winner from each region selected from the monthly winners
- *** **Above and Beyond Awards.** 9 awards per year covering all regions
- *** **Pat on the Back Awards.** 75 awards per year covering all regions

Anyone can recommend a DSP for an award – employers, families, a DMRS employee; anyone who sees that the DSP is doing a "great job." However, that "great job" has some meanings. For a DSP to be nominated for an award the following requirements have to be met:

You've Got to be One of the Best!

- Excellent attendance record
- Volunteers for overtime when needed
- Takes extra training to improve skills
- Exceptional relationship with the person(s) they support
- Supports the person(s) in special activities
- Helps build relationships between the person(s) they support and family, friends, church members, etc.
- Has a good relationship with co-workers
- No proven abuse, neglect, exploitation incidents within 12 months
- No more than three accusations of abuse, neglect, exploitation incidents within six months

If the nominated DSP meets the requirements, the DSP is passed along to a selection committee.
All information that might identify the DSP is removed.

What does all this do?

If DSPs are meeting these requirements then you have a workforce that is about the individuals served and one that is truly focused on building the best life possible for those individuals. Actually, that's what being a DSP all is about!

Please send completed forms to the attention of:
 Karen O'Brien- DSPAT Business Coord. at:
 kobrien@dspat.org,
 DSPAT, 44 Vantage Way, Suite 550,
 Nashville, TN 37228, or
 Fax: 615-248-5879

Direct Support Professionals
 Association of Tennessee (D-SPAT)
An affiliate of the National Alliance for Direct Support Professionals
"Many Caring People, One Strong Voice"

"Bulls-eye"
 Nomination Form for an
Outstanding Tennessee DSP

Do you know a DSP that should be recognized for their hard work and dedication? Please take a moment to nominate this outstanding Direct Support Professional.

Name of Direct Support Professional: _____

Agency (if applicable): _____

Position/Title: _____

Phone Number: __ (____) _____

Tell us about this person and what great things they are doing that qualifies them for recognition.

Your Name: _____

Your relationship to the nominee: _____

Your phone number: __ (____) _____

Dental Care, continued

(Continued from page 5)

consider sweeping the mouth with a finger wrapped in gauze. Get a new toothbrush with soft bristles every 3 months, after a contagious illness, or when the bristles are worn.

Step 2. Floss Every Day

Flossing cleans between the teeth where a toothbrush can't reach. Many people with disabilities need a caregiver to help them floss. Flossing is a tough job that takes a lot of practice. Waxed, unwaxed, flavored, or plain floss all do the same thing. The person you care for might like one more than another, or a certain type might be easier to use.

* Use a string of floss 18 inches long. Wrap that piece around the middle finger of each hand.

* Grip the floss between the thumb and index finger of each hand.

* Start with the lower front teeth, then floss the upper front teeth. Next, work your way

around to all the other teeth.

* Work the floss gently between the teeth until it reaches the gumline. Curve the floss around each tooth and slip it under the gum. Slide the floss up and down. Do this for both sides of every tooth, one side at a time.

* Adjust the floss a little as you move from tooth to tooth so the floss is clean for each one.

* If you have trouble flossing, try using a floss holder instead of holding the floss with your fingers.

Positioning Your Body: Where To Sit or Stand

Keeping people safe when you clean their mouth is important. Experts in providing dental care for people with developmental disabilities recommend the following positions for caregivers. If you work in a group home or related facility, get permission from your supervisor before trying any of these positions.

If the person you're helping is in a wheelchair, sit behind it. Lock

the wheels, then tilt the chair into your lap.

Stand behind the person or lean against a wall for additional support. Use your arm to hold the person's head gently against your body.

Step 3. Visit a Dentist Regularly

Every service recipient should have regular dental appointments. Professional cleanings are just as important as brushing and flossing every day. Regular examinations can identify problems before they cause unnecessary pain.

As is the case with dental care at home, it may take time for the person you care for to become comfortable at the dental office. A "get acquainted" visit with no treatment provided might help: The person can meet the dental team, sit in the dental chair if he or she wishes, and receive instructions on how to brush and floss. Such a visit can go a long way toward making dental appointments easier.

Special Evening, continued

(Continued from page 4)

all we serve and an inspiring lifestyle". As Kyle said, Joni always puts her own personal needs and difficulties secondary to those of other people. She consistently devotes herself, typically with a smile on her face, to the needs of the people around her. In the way she conducts herself, Joni is an inspira-

tion to those fortunate enough to work with her. Others could benefit from following her example!

The evening then turned to recognition for Kyle. On behalf of the MDC Board of Directors, Russ Schubert, MDC Board Chairman, presented Kyle with a new table saw. Being an avid

handyman, Kyle was delighted with his new toy. A long standing source of humor among agency staff has been Kyle's unwavering insistence upon continuing to drive the agency's old Chevette, which no other staff are willing to drive. "It's always available", according to Kyle. As a "token of appreciation" Kyle

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Phone Numbers:

Poison Control.....1-800-222-1222
Executive Director pager.....602-9611
Abuse Investigator.....1-800-579-0023

Our Mission:

Empowering individuals with disabilities to pursue their choice of livelihood by providing them with opportunities to increase their contribution to the community in which they live.

Have you reviewed the new Division of Mental Retardation Provider Manual? ALL STAFF are required to review the areas of this manual which pertain to their jobs. Chapter summaries can be found in the previous "Now You Know" and a summary can be obtained from the Human Resources office. The full Provider Manual can be accessed at the DMH/MR website <http://www.state.tn.us/dmrs/> (click on "Provider Manual").

Special Evening, continued

(Continued from page 11)

was presented a framed set of keys to the car, on a Chevette key fob, with matting signed by each MDC Administrative staff member. Further adding to his surprise, although regulations prevented his being given the car personally, the Board had the title to the Chevette transferred to the Orange Grove Center, who were undoubtedly thrilled with their new acquisition (even though they have yet to claim their prize)!

During another very touching part of the evening, Russ Schu-

bert informed Kyle that an agency home, formerly known as Quest House, had been renamed "The Kyle Hauth House". Kyle was presented with a framed documentation recognizing the new name. Staff who have known Kyle understood the significance when he said, "For the first time, I'm speechless", with a tear in his eye. Kyle has rarely been known to be short on words.

The mood was lightened again when Sherry Cook, serving as Kyle's Independent Support

Coordinator, facilitated development of his Transition Plan. "Start-up money" provided him with duct tape and a "new" pair of used shoes, which, as everyone knows, can be any size from 9 to 11 for Kyle. His specific needs were discussed as a plan was developed to support his move to Orange Grove Center.

As the evening ended, staff progressed past Kyle and each presented him with reading glasses and/or chocolate, in appreciation for being a "Good Guy". Best of Luck in your new

" Tell me and I'll forget; show me and I may remember; involve me and I'll understand. "

Chinese Proverbs quotes