

RHA *faces*

Your source for news and events at RHA

Winter 2007, Volume III

Meet RHA's President , Jeanne Duncan

Submitted by: Executive Office, Asheville, NC

Helping people have a better life is what Jeanne Duncan is all about. She attended the University of Connecticut because at the time, it was one of only two schools in the US offering a degree in Rehabilitation. Back then we didn't know it was really *habilitation*. It was there at UCONN that Jeanne's career began in 1972, with a volunteer position working with mentally retarded and physically disabled children at Connecticut Valley Children's Hospital. After graduating from UCONN, she returned to North Carolina and began working at Gaston County Department of Social Services, specializing in people with disabilities and the elderly. While at DSS, she received a degree in Social Work, and a Masters in Public Health from the University of North Carolina at Chapel Hill. During her 18 year tenure

at DSS, she helped to start the Medicaid program, and piloted the first CAP program. She also supervised the Food Stamp Program, Central Intake Program, Crisis Program, Low Income Energy Assistance Program, Child Support Program, Fraud and Overpayments, Day Care Program, Battered Spouse Shelter, Personnel, Work First, and Commodities Program. She was also the Hearing Officer!

Over 15 years ago, she visited an RHA facility and was hooked. It was love at first sight. She began working for RHA as Administrator in the Catawba Lincoln unit, *Maiden*. During this time she realized the people they were supporting didn't have anywhere to go when they completed the program.

Jeanne used her previous experience with the DSS social programs to piece

together funding and we began offering supported living homes for individuals "graduating" from ICF MR. Soon, she was promoted to Director of Community Based Services expanding these services statewide. While at RHA, she has also served as Vice President, Chief Operating Officer, and in December of 2006 was promoted to President. "In all of these capacities". Jeanne commented, " I still believe that my primary responsibility is to help people have a better life whether it is the people we support, their families, or our employees." Jeanne is doing exactly what she was always meant to and loves to do.



Spotlight on Intensive In-Home Services

Submitted by: Sarah Farnham-Brownlee & Vanessa Lewis
RHA's Behavioral Health Services Division

Intensive In-Home (IIH) services support families in which a young member is at risk of being removed from the home or is returning to the home after an out-of-home placement (e.g., group home, fostercare, hospitalization). Provided by a three-member team, IIH services are a combination of family therapy, individual therapy, crisis intervention, parenting skills training, behavior modification, and extensive case management. Each family meets with a member of the IIH team at least twice each week for two hours at a time. Team members meet families at their home, school, work, or in the community.

As of June, IIH services from the RHA Wilmington office began with two

families and one therapist. The program grew to support eight families (the maximum according to state guidelines). IIH services from the Jacksonville location began at the end of June, and now serves six families. These families report a sense of security in knowing that someone will be with them at regular intervals; they appreciate having a means to vent emotions and to learn new ways to be together; and they are grateful for assistance managing the myriad of support services available to them in the community.

RHA is one of the few organizations that offer an IIH program, and these teams are building a solid reputation for providing quality support services.

Your Diet... Your Health

Do you make the same New Years resolution every year, to lose weight and exercise? If so, you're not alone. One of the issues with fulfilling this resolution is that people expect change overnight. We often set unrealistic goals, and without immediate results, we just stop the diet and exercise. Let's face it, many of us would like to lose 10 pounds and shrink a pant size in a week; and why not? It's promoted on TV all the time. But for most of us, dieting only yields minimal weight loss in a ten day period. It's best to know your limitations and set realistic goals for ourselves. Be in a competition with and for yourself. Don't compare yourself to others since we are all

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Way to Go!

Highlights of Personal Outcomes Throughout RHA

Jerry E. spent a week with her family at the beach.

Janelle S. went to UniverSoul Circus, Emerald Pointe Water Park, Carowinds, Celebration Station, Fifth Seasons, and attended a cookout with her boyfriend on July 4th.

After 10 years of searching, Timothy M. located his biological Mother in Wilmington, NC. Timothy and other family members reunited at their family reunion.

Oliver F. opened up a savings account.

Shannon M. visited her Grandfather at a nursing facility.

Felicia B. went to a nightclub and boogied down.

Terry W. went shopping and brought a gift for his Father. He independently paid and asked for a receipt. This was the first time Terry bought a gift for his parents.

Terry D. donated clothes to Goodwill.

Marty lost 20 lbs.

Donald 's church held a birthday party for him.

Roger and Mark met their girlfriends ' Mothers at the RHA Luau.

Several individuals at the RHA/ Fayetteville program attended a WWF (wrestling) event, because it was their personal goal. Tim attended, without displaying maladaptive behaviors. Staff helped plan the event, and received a \$5 gift certificate from Blockbuster.

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Executive Promotions

Denise Turner, a member of the RHA team for the past four years as Director of Human Resources, received a promotion to Vice President of Human Resources earlier this year. Denise has a wealth of Human Resources experience, including fifteen years in the telecommunications industry. Prior to joining RHA Health Services, Inc., she served as Human Resource Director for Nextel Corporation in Atlanta, GA. Denise has a BBA from Iowa State University and has PHR and CCP certifications. "Under Denise's leadership, the Human Resources team has significantly increased the number and quality of innovative and cost-effective benefits for RHA's clients and staff," said Gordon Simmons, CEO. Mrs. Turner's plans for RHA include enhancing the RHA employment experience for staff and to continue supporting quality care to clients.



Denise Turner, Vice-President of Human Resources



Dr. Kyle Barnes, Ph.D.
Vice President of Operations

Dr. Kyle Barnes, Ph. D. has twenty years of experience working in both the disabilities and mental health areas of the human service industry. Dr. Barnes has worked for RHA for over 5 years, most recently as Regional Director for RHA Health Services. RHA announces Dr. Barnes promotion to Vice President of Operations. Dr. Barnes holds a Bachelors degree in psychology, a Masters degree in clinical psychology and a Doctorate in counseling psychology. He has also achieved professional license as Administrator for long-term care in South Carolina, as well as Psychological Associate and Professional Counselor in North Carolina. Gordon Simmons, CEO, stated, "I'm thrilled to have Kyle in this new position. His commitment to our employees and his passion for quality care will ensure RHA's continued growth and advancement."

YOUR DIET (continued from pg 1)

different in many ways. Dig deep and pull out "willpower and self-determination". Consider the alternatives.

Many major health issues in America today revolve around cholesterol, high blood pressure, diabetes, muscular skeletal disorders, heart health, etc. Taking medications might help aid and control the health related issues, but why not consider a life style change as well? If you make gradual changes in your eating habits while exercising regularly in some manner everyday, you will reap the benefits both mentally and physically. You may be able to reduce medications and in some cases eliminate medications.

Always seek the advice of your treating physician before reducing or discontinuing any medications.

Here are some Questions and Answers you may consider to help you with diet and exercise.

Q. How can I find time in my busy life to eat right and exercise?

A. To fit in healthy eating and plenty of exercise, try the two P's: Preparation and Planning. Establish a menu for the upcoming week, buying for those meals and snacks. Choose two prep days that are far apart - - Sunday and Wednesday, for example. Chop veggies & fruits, and package them for upcoming days. Make sandwiches ahead of time, without condiments. Prepare soups and casseroles in advance for easy reheating. Plan ahead for exercise: Split your 60 minutes of daily exercise into shorter spans throughout the day, park away from stores so you can walk, take the stairs, carry your

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Here We Grow Again

Submitted by: Rachel Miller, Business Manager—Kingsport office

Support services from the RHA Health Services, Inc. location in Kingsport, TN experienced incredible growth in 2006. So much so, they literally outgrew the office space being used as the base of operation. What began as eight direct care staff and one Program Manager supporting seven service users has now grown to serve 37 individuals, with even more staff on board. Lori Wotten began this operation last year as the Program Manager, and has since been promoted to Administrator.

It has been a tremendous year for Lori and her team, which now includes a new Business Manager, a new Program Manager, and a second Manager position. "We are thrilled to have made this move," Lori reports, "and we are even more excited to be supporting so many people in this area."

The office changed location from 2612 N. John B. Dennis Highway to their new address of 2995 Fort Henry Drive, Suite 400, Kingsport, TN 37664.



Kingsport team members enjoy their new home

The office phone and fax numbers remain unchanged. Kingsport staff members can be reached by calling 423-247-3335 or sending a fax to 423-247-3330.

The Kingsport team hosted an Open House on Wednesday, October 25th. They welcomed visitors to view the new facility and meet the team. If you're in the neighborhood, please stop by and meet Lori Wotten and the Kingsport team at their new home!

RHA Health Corner

Another cold and flu season is near, and your best defense is to get a flu shot. The flu shot can not give you the flu and is successful in preventing flu symptoms for 70 to 90 percent of all healthy adults. Here are some other ways to avoid contracting the flu:

- Avoid close contact
- Stay at home when you are sick
- Cover your mouth and nose with a tissue when coughing or sneezing
- Clean your hands **OFTEN!**
- Avoid touching your eyes, nose or mouth

For a clinic near you, visit the website www.findaflushot.com. Don't forget, if you have health insurance, a flu shot is likely covered by the Wellness Benefit!

We Dream... We Achieve... and You're Invited!

Submitted by Lynne Denis, Co-chair ASANC

WE DREAM... WE ACHIEVE is this year's theme for the Association of Self-Advocates of North Carolina's 2007 convention.

In 1987, ASANC was formed. As a non-profit statewide organization, we are committed to providing services to enable, educate, encourage and empower people in our communities with developmental disabilities.

Our annual self-advocacy convention brings friends and family together with advocates for fellowship, education, and fun. The convention attracts over 1000 participants from across the state.

This year's convention will be held March 23 through March 25 at the Embassy Suites, Marriott, Benton Convention Center in Winston-Salem,

North Carolina. Registration begins on Friday, followed by your choice of a movie, bingo or dance. On Saturday, break-out sessions, speakers, exhibits and a health fair follow breakfast. Session topics include dressing for success, independent living, personal health, owning your own home, and much more.

One highlight of the convention is the annual Fashion Show. Convention participants dress up in their finest, and get the opportunity to "strut their stuff" down the runway. For many, the best part of the convention is the dance. There's something for everyone at the ASANC Convention!

After breakfast and the closing session on Sunday, participants will say goodbye to their friends, both old and new until next year's 2008 Self-

Advocacy Convention. Everyone is invited, so make plans with your friends and family to attend now!

For additional information contact Karen Stallings at (919) 420-7995 or you may email her at kmoyestallings@nc.rr.com

Watch for the following in our next issue:

- More personal outcomes
- Nurses of the Year
- Employees of the Year
- Welcome to the Asheville Office
- New homes in Hendersonville
- Health Corner and much more!

Jimmy H. at Maiden hosted his own Halloween party at his home. Jimmy was dressed up as a doctor in scrubs. His guests were also dressed in costumes ranging from clowns to witches. Jimmy was a very gracious host, ensuring all his guests were served food and drinks.

Warren M. at Shelby Washington Square has been an expert at making dog biscuits for quite a while. Dogs love them! Warren has been nice enough to donate the biscuits to people and businesses in the community. Recently, a local pet shop owner has agreed to let Warren display & advertise at her store. Orders are starting to come in, proving dogs are indeed a man's best friend!

Heida W. began working at Chantilly's Tea Room this fall. It is a popular restaurant near RHA's office in Gastonia. Heida works in the kitchen Mon.-Fri. and we congratulate her on her achievements!

Aaron B. at Kingsport works at McDonald's as a lobby person. He recently had a crew performance review is showing that he meets the standards in all areas of job performance including attitude, appearance, and dependability. Improvements have been noticed since he started at McDonald's and Aaron's supervisor is pleased with his overall performance.

Clarice C. at Kingsport has exceeded her goal of losing 1lb. per month. She has eliminated her spicy foods and caffeine altogether. Her reflux has been minimized because of her change in diet. Clarice looks better and feels better as a result of her lifestyle change.

own groceries. Try to carve out at least 20 minutes, three times a week, for vigorous activity.

Q. If I start a weight-loss program now, how soon can I expect to see changes?

A. A balanced, sensible weight-loss program involves moderate dietary changes, (reducing calories and fat), and a gradual increase in daily physical activity. Clinical studies show significant changes in your body can occur within as few as 10 weeks. In addition to a loss of pounds, sticking with a moderate diet and exercise program may also help shift your body composition to less fat and more muscle. If you take circumference measurements at several places on your body, such as hips, thighs and waist, you're likely to see a decrease in actual size. The loss in weight, circumference, and shift in body composition mean looking leaner and trimmer.

Q. I love "soul" foods—sweet potato pie, fried potatoes, greens with ham hocks and fried catfish. How can I lose some of the fat & calories but keep the flavor?

A. Southern foods are among the "comfort" foods many folks cherish. Simple modifications can go a long way toward lowering the calories and fat.

Pick better potatoes. Potatoes have received a bad rap, but are actually nutritious. Instead of frying, mash. Consider low-fat sour cream or plain yogurt with plenty of herbs to season.

Catch nutritious fish. Catfish and other types of fish are traditionally fried, but once you try other cooking methods, you'll never return to your old ways. Lightly coat fish in seasoned bread crumbs and broil or bake.

Easy with eggs. If you're trying to cut calories and fat, substitute egg whites for the whole egg, especially when baking. If your pie calls for two eggs, use one whole and two egg whites or a cholesterol free egg substitute. Also consider using a sugar substitute.

Switch your seasonings. Bacon and ham hocks have a lot of fat. A switch to smoked turkey wings will add plenty of flavor with less fat and calories.

These small changes will go undetected by your taste buds, but will be appreciated by your body. Moderation is the key to reducing fat and calories as well as practicing portion control.

Look for a short quiz of your diet knowledge in the next issue of RHA FACES...



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