



# THE LEAF

Quarterly Employee Newsletter | October 2023

## **Emory Valley Center Mission:**

*To enhance the lives of children, adults and families in an environment that promotes independence, dignity and respect.*

## **A SMILE IS WORTH A THOUSAND WORDS**

Anthony loves to share his smile with others as he greets people at his job at Top Golf. His ambition of sharing his smile with others is to make people happy. He had a much bigger audience to share his smile with when he was featured in the news on October 17. WBIR 10 News covered National Disability Employment Awareness Month (NDEAM) by highlighting EVC'S workforce development program and Anthony's employment at Top Golf.



Anthony has been employed at Top Golf as a porter since July of this year. He provides light cleaning throughout the business. His previous jobs have been at Regal Cinemas and local grocery stores. This job is a nice fit for him. Anthony enjoys golf and when he can, he grabs a club and hits balls.

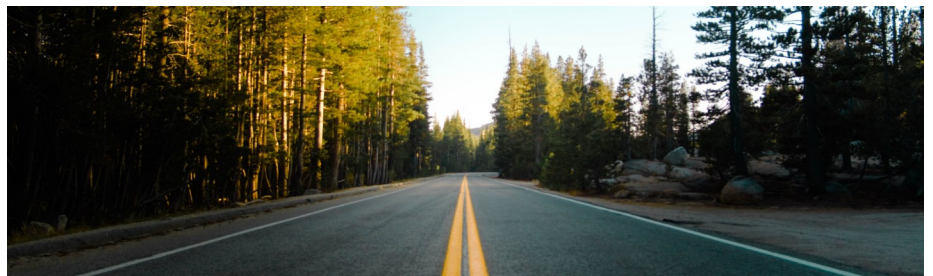
He's even brought some of his friends at EVC to hit balls with him. Anthony also volunteers as the Football Manager for Farragut High School. He is a 2008 graduate from the school. He encourages the team to do their best. To view Anthony's story, visit our Facebook page <https://m.facebook.com/story.php?>



## **WE CARE ABOUT YOUR SAFETY!**

Emory Valley Center (EVC) cares about your safety! Did you know that the top three causes for automobile accidents are:

1. **Speeding Violations:** Speeding is a prevalent issue among company drivers and significantly increases the risk of accidents. According to the National Highway Traffic Safety Administration (NHTSA), speeding accounted for 26% of all traffic fatalities in the United States in 2022.
2. **Distracted Driving:** Driver distraction, such as using mobile phones, eating, or adjusting in-car technology, poses a serious threat on the road. The NHTSA reports that in 2022, distracted driving claimed 3,142 lives in the United States.
3. **Non-compliance with Traffic Laws:** Ignoring traffic laws, such as running red lights or stop signs, disregarding right of-way rules, or failing to yield, significantly increases the likelihood of accidents.



GPS tracking technology was a powerful solution EVC implemented this year to enhance workplace safety and prevent accidents with its real-time monitoring capabilities. By implementing GPS tracking systems, EVC can effectively monitor driver behavior, and mitigate risks on the road - preventing accidents and ensuring employee safety! Thank you for doing your part to drive safely!

## **FROM OUR PRESIDENT**

Fall is such a special time of the year with cooler weather, the leaves changing color, and the holiday season upon us. As we gather for another quarterly update, I am Inspired by the dedication and hard work that each of you brings to our mission. Your unwavering commitment to improving the lives of the individuals we serve is the cornerstone of our success.



*Jennifer Enderson, President*

As we move forward, let's remember the importance of collaboration, open communication, and a shared vision. Our success as an organization is built on the strength of our team, and I have no doubt that our collective efforts will lead us to new heights. I am proud to lead such an incredible group of individuals, and I look forward to what the future holds for Emory Valley Center.

From the bottom of my heart — Thank you!

## **Introducing Bridget Dalton: YOUR NEW HR PARTNER!**

Meet Bridget Dalton, one of the latest additions to our team at Emory Valley Center. Bridget, originally from Suwanee, Georgia, graduated in May 2023 with a degree in Industrial/Organizational Psychology from Middle Tennessee State University. Her passion for understanding human behavior and creating positive workplace environments makes her a valuable asset to our Human Resources team.

Join us in welcoming Bridget as she begins her career at Emory Valley Center. We're excited to see the impact she'll make!



## **DSP WEEK RECAP**

During the week of September 10-16, we had an opportunity to highlight and express our appreciation for the contributions of our Direct Support Professionals during DSP Recognition Week. Our direct support workforce is supportive and empowering people to lead a life of their choosing.



DSPs go above and beyond in their roles as advocates, job coaches, employment support, transportation and more, and we are beyond grateful. Thank you for your commitment to enhance the quality of life for those we support. We appreciate the excellent job that each of you do!

## **STAFF TENURE - 2Q 2023**

Faustin Busane	1 Year
Christina Samples	1 Year
Michelle Vondrasek	1 Year
Eddie Godsey	1 Year
Autumn Burton	1 Year
Amber Potter	1 Year
David Rittenberry	1 Year
Tim Stewart	1 Year
Sarah Allen	1 Year
Heather Marian	1 Year
Mary Thompson	1 Year
Kelley Kaufmann	1 Year
Marcus Dunn	1 Year
Donna Nelson	1 Year
Jordan Massengale	1 Year
Jason Burriss	1 Year
Alishia Jones	1 Year
Shealynn Wilson	1 Year
Brennan McMurray	1 Year
Carol Faulkner	1 Year
Heather Watson	1 Year
Angela Johnson	1 Year
Kayla Birdsell	1 Year
Christopher Ouma	2 Years
Kelsi Cowan	2 Years
Elizabeth Hawkins	2 Years
Lacey Hiillard	2 Years
Lita Byrd	2 Years
Ashley Valandingham	2 Years
Tammy Russell	2 Years
Stephanie Thomas	2 Years
Madison Crowder	2 Years
Michele West	3 Years
Marla Hensley	3 Years
Jamie Smith	3 Years
Johnny Wilde	4 Years
Lucinda Miller	4 Years
Kathryn Wood	4 Years
Justin Thornton	6 Years
Alexandra Jones	6 Years
Allyson Finck	6 Years
Jay Kelany	7 Years
Natalie Harper	7 Years
Cecil Helton	7 Years
Joel Crawford	7 Years
Tiffani Dixon	7 Years
Heather Bradburn	7 Years
Melony Brink	7 Years
Peggy Conway	7 Years
Elizabeth Davenport	7 Years
King	7 Years
Susan Ellis	7 Years
Amy Garrett	7 Years
Robin Hamrick	7 Years
Andrea Hathaway	7 Years
Joni Hodge	7 Years
Sandra Koeshall	7 Years
Amy Lavoll	7 Years
Brandi Ogle	7 Years



## EMPLOYEE RECOGNITION AT THE BOARD OF DIRECTORS MEETING

Joseph Reed, IT Support and Carly Manuel, Early Learning Center Team Leader, were recognized at the board of directors meeting for their outstanding work ethic and dedication!

Joe is our IT Support. He comes to the rescue when there are any issues with our internet, computers, tech equipment, and phones. He also helps trouble shoot any issues with the enabling technology for the people we support. Joe was recognized for all of his hard work and dedication to help any and all employees at EVC.

Carly is the epitome of a dedicated and talented early childhood educator. She has an incredible work ethic, regularly working on improving her classroom and creating lesson plans during her own time. She has recently been promoted to Team Leader and is excelling in the position. She has been tested with some challenging situations and has been able to make difficult decisions while remaining calm. She also sets an amazing example for her fellow teachers by always striving to learn and improve. Emory Valley Early Learning Center, the children, and families it serves is blessed to have a teacher like Mrs. Carly.



*From Left to Right: Joseph Reed, IT Support, Early Learning Center Team Leader, Carly Manuel and Board of Directors President, Arlene Garrison*

## FROM HR— OPEN POSITIONS

**Direct Support Professionals**—Provide direct support services for people with disabilities, in their homes and in the community. Support people with daily life needs and in reaching personal goals. No experience required. Paid training. Pay is \$15.00/hr. July 1st

**ECF DSP**—Take people into the community to support them in reaching their goals. Support exploration of employment, volunteer, and recreational opportunities. Requires use of personal vehicle, auto insurance, and flexibility to work day and early-evening shift hours. These programs support children and adults. Pay is \$15.00/hr. plus mileage reimbursement.

**Home Manager**—Provide training and supervision for DSPs at a residential location. Ensures people receive quality services and staffing coverage is maintained. Pay is \$17+ hr., depending on location.

**Behavior Support Specialists**—Provide in-home and community support for someone that has behavior health needs. Provide quality services, adhering to Behavior Support Plan, Person-Centered practices, and primary support plan. Minimum of 1 year of experience in behavior health or closely-related field required. Pay is \$16.50/hr. July 1st.

**Job Coach**—Part time. This position requires 2 years of direct support or 1 year of job coaching experience. Evenings, 20-25 hrs. per week. Take people to and from work and support them during their work shift. Requires use of personal vehicle and auto insurance. Pay is \$15.50/hr. plus mileage reimbursement.

## STAFF TENURE - 2Q 2023

Christopher Nicolai	8 Years
Sean Green	8 Years
Frederick Osborn	8 Years
Robert Graf	9 Years
Scott Frosthalm	9 Years
Patrick McDonald	10 Years
Heather Lumpkin	11 Years
Amber Carter	12 Years
Cheryl Queener	12 Years
Patricia George	12 Years
Edward Copeland	15 Years
Jennie England	26 Years
Billie Bunch	29 Years

## STAFFING UPDATES

### New Hires

Direct Support Professionals - 10

BSS/HM - 3

Clinical- 1

Personal Assistant- 1

ECF Staff- 1

Coach- 1

Marketing- 1



Each year EVC supports United Way of Anderson County. Various departments will be holding fundraisers through the end of the year. If you have any questions, or want to donate please contact Aaron at Aaron.price@evcmail.org



Looking for a way to save money while also supporting Emory Valley Center? Consider shopping with Goodshop, an online coupon book that helps you save while you give!

**To learn more about Goodshop and to get started, click this link -> [What is Goodshop?](#)**



EMORY VALLEY CENTER  
MAXIMIZING HUMAN ABILITIES

## ADVOCACY & RESOURCES

The resources  
you need to meet  
life's challenges



EmployeeConnect<sup>SM</sup> offers professional, confidential services to help you and your loved ones improve your quality of life.



### In-person guidance

Some matters are best resolved by meeting with a professional in person. With EmployeeConnect<sup>SM</sup>, you and your family get:

- In-person help for short-term issues (up to five sessions with a counselor per person, per issue, per year)
- In-person consultations with network lawyers, including one free 30-minute in-person consultation per legal issue, and **25% off** subsequent meetings



### Unlimited 24/7 assistance

You and your family can access the following services anytime — online, on the mobile app or with a toll-free call:

- Information and referrals on family matters, such as child and elder care, pet care, vacation planning, moving, car buying, college planning and more
- Legal information and referrals for family law, estate planning, consumer and civil law
- Financial guidance on household budgeting and short- and long-term planning



### Online resources

EmployeeConnect<sup>SM</sup> offers a wide range of information and resources you can research and access on your own. Expert advice and support tools are just a click away when you visit GuidanceResources.com or download the GuidanceNow<sup>SM</sup> mobile app. You'll find:

- Articles and tutorials
- Videos
- Interactive tools, including financial calculators, budgeting worksheets and more

### What are Public Benefits?



### PUBLIC BENEFITS

The federal government provides money to states to run assistance programs that help low income families cover basic expenses like health care, food, cash, or housing.

#### Benefits



Automated per serv



End-to-end



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### BENEFITS KITCHEN?



### HOW DO I KNOW WHICH PROGRAMS I'M ELIGIBLE FOR?

The Tennessee Benefit Kitchen does all the work for you! Put in your information once and it will let you know which of the 17 programs you may qualify for.

### WHAT DOES IT DO?

The Benefit Kitchen is a financial literacy tool that screens you for 17 public benefits: TennCare, SNAP, tax credits and more!

TEXT "BENEFITS" TO  
211-211



## UPCOMING EVENTS

**Halloween Dance-** 10/30/23, 5-7pm at EVC  
(Don't forget about the Chili cook off!)

**Thanksgiving Lunch-** 11/17/23, 11am-1pm, EVC

**Christmas Party-** 12/12/23, 1:00 pm, EVC

### SECOND HARVEST FOOD GIVEAWAY



We have the women's PSR group to thank for this. The ladies decided to focus on giving back to the community and helping those in need. They chose to provide food for our staff and people supported twice a

month, every other week, specifically during the weeks we do not get paid. Stay tuned for the next Giveaway held in the PSR Room at EVC.

### EVC'S NEW WEBSITE IS LIVE!!

We're thrilled to announce the launch of our brand-new website! This exciting development represents our commitment to enhancing your experience and providing you with more accessible, informative, and user-friendly online resources.

Visit our new website at  
<https://www.emoryvalleycenter.org/>

### Join us for the Ribbon Cutting on Oct. 27



EMORY VALLEY CENTER  
MAXIMIZING HUMAN ABILITIES



In Partnership With  
**Tennessee Housing**  
Development Agency

### Ribbon Cutting

October 27, 2023 at 10:30-11:30 AM  
2290 Oak Ridge Turnpike  
Oak Ridge TN, 37830

You are invited to attend our Ribbon Cutting from 10:30-11:30 AM at 2290 Oak Ridge Turnpike, 10:30-11:30 AM.