



THE LEAF



QUARTERLY EMPLOYEE NEWSLETTER



DSP WEEK 2025

Each September, we join organizations across the country in recognizing Direct Support Professionals (DSP) Week, and this year we are especially proud to celebrate our dedicated DSPs at Emory Valley Center. DSP Week 2025 is a time to honor the compassion, skill, and unwavering commitment of the incredible staff who provide daily support to the people we serve.

DSPs are the heart of our mission. Every day, they walk alongside individuals with intellectual and developmental disabilities—encouraging independence, fostering inclusion, and ensuring that each person's voice is heard and valued. Whether it's helping someone prepare for work, supporting them in their home, cheering them on at Special Olympics, or simply being a trusted friend, DSPs make life richer and more meaningful for the people we support and their families.



Kirsten and Dianna attended the National Alliance for Direct Support Professionals (NADSP) Conference, the premier national gathering for DSPs focused on professional development, best practices, and advocacy. They also participated in a panel hosted by the TN Department of Disability and Aging to discuss their involvement in DSP Voices, an advocacy group for DSPs across Tennessee. Both returned with valuable insights and inspiration that will help strengthen the services we provide at EVC!



At the September Board Meeting, the EVC Board celebrated Heather Cox and Amanda Tackett for their outstanding leadership and commitment. Heather, who quickly advanced from teacher to Assistant Director, recently served as Interim Director of the Early Learning Center with great success. Amanda, promoted from Case Manager to Professional Services Director, is excelling in her new role while training four new Case Managers. We are grateful for their dedication and impact at EVC!

FROM OUR PRESIDENT



Dear Team,

As we step into October, I want to take a moment to reflect on the incredible work happening across Emory Valley Center. Last month we celebrated our Direct Support

Professionals during DSP Week—a powerful reminder of the heart and dedication our staff bring to this mission every day. Thank you to everyone who helped honor our DSPs and to all who continue to show compassion, creativity, and resilience in the important work you do.

This month also brings opportunities to come together as a community. From fall events and family gatherings to preparing for the holiday season ahead, I am grateful for the teamwork and collaboration that make these moments possible. Each of you plays a vital role in creating an environment where the people we support feel valued, included, and empowered.

As we look ahead, let's continue to carry forward our values—Compassion, Inclusion, Value, Forward Thinking, and Quality—into everything we do. Thank you for being part of the Emory Valley Center family and for making a difference every single day.

With gratitude,

Jennifer Enderson

President, Emory Valley Center



Personal Finance Policy

Updated Personal Property Inventory, Leases, some language updates

REM Policy

Unpaid admin leave will be paid if found unsubstantiated

**FOR MORE INFO PLEASE CONTACT
KRISTEN.OTTO@EVCMAIL.ORG**

STAFF TENURE

Kathy Bunch 30
 Angie Osborne 30
 Amanda Dabney 15
 Regina Wilson 15
 Sally Brown 10
 Chris Hicks 10
 Brent Langford 10
 Kim Libberton 10
 Chris Nicolai 10
 Fred Osborne 10
 Traci Golbach 5
 Marla Hensley 5
 Jennifer Hultz 5
 Zackery McCarter 5
 Mona Ramos 5
 Robert Smallridge 5
 Jamie Smith 5
 Dianna Wooldridge 5
 Calvin Barber 5
 Bryan Garner 5
 Ny'Lexis Adams 1
 Idris Ibraheem 1
 Thomas Anderson 1
 Pedro Jimenez 1
 Ellie Atton 1
 Kimberly Jones 1
 Lacey Ausburn 1
 Ty Jones 1
 Tonya Bateman 1
 Ashley Knight 1
 Alexandra Bean 1
 Tyreese Langston 1
 Alyssa Blankenship 1
 Luke Lawson 1
 Teirsa Cannon 1
 Randy Liles 1
 Chloe Caylor 1
 Daniel Lineberger 1
 Alissa Chadwick 1
 Lorelei Loper 1
 Brittany Cox 1
 Taylor Lum 1
 Heather Cox 1
 Geren Mandl 1
 Emilie Damos 1
 Christopher Mannuzza 1
 Alicia Deal 1
 Meegan Miller 1
 Dominique Files 1
 Orian Miller 1
 Theresa Fletcher 1
 Shawna Morgan 1
 Courtney Freeman 1

EVC STAFF VISIT WASHINGTON, D.C.



In September, Emory Valley Center staff traveled to Washington, D.C. to participate in the ANCOR Policy Summit and Hill Day, joining hundreds of advocates from across the nation to amplify the voices of individuals with intellectual and developmental disabilities and the professionals who support them.

During their visit, our team met with Representative Tim Burchett and staffers from Senator Balckburn, Senator Haggerty, Representative Rose, Representative Fleischman and Representative Ogles offices to share the importance of federal policies that directly impact people with disabilities, their families, and the Direct Support Professionals (DSPs) who are vital to their success.

Conversations focused on critical issues such as the workforce crisis in disability services, funding for community-based supports, and the need for continued investment in inclusive opportunities that allow people to live, work, and thrive in their communities.

The ANCOR Policy Summit provided valuable sessions on current legislative priorities, national trends, and strategies for advancing advocacy at the local and federal levels. For EVC, it was not just an opportunity to learn, but also to ensure that the needs of the people we support in East Tennessee are heard at the highest levels of government.

We are grateful to Representative Tim Burchett and staffers from Senator Balckburn, Senator Haggerty, Representative Rose, Representative Fleischman and Representative Ogles offices for taking the time to meet with us and for listening to the challenges and opportunities we face. Advocacy is one of the most powerful ways we can further our mission, and we are proud that Emory Valley Center continues to have a voice in shaping policies that impact the lives of those we support.

STAFF TENURE

- Linda Mozingo 1
- Robert Graf 1
- John Mueller 1
- Kendall Greene 1
- Albert Mujolli 1
- Sonya Gross 1
- Whitney Nunley 1
- Jennifer Heidel 1
- Daniel Orahood 1
- Jyami Hembry 1
- Jen Parent 1
- Agnes Horner 1
- Amelia Parris 1
- Michael Hurd 1
- Nicole Pasini 1
- Cassandra Polacco 1
- Patreese Poore 1
- Mikaela Prichard 1
- Bethany Quiggle 1
- Britney Richardson 1
- Julio Rosas 1
- Michelle Shafer 1
- Tiffany Sharp 1
- Kerri Shelton 1
- Philip Smith 1
- Ana Solis 1
- Shantelle Terry 1
- Jacob Turnbill 1
- Leslie Turner 1
- Tyson Vessor 1
- Marcel Wadley 1
- Kayla Weaver 1
- Trinity West 1
- Kim Jeffers-Whitaker 1
- Justin Williams 1
- Angela Wilson 1
- Delynn Woods 1
- Emilee Wooten 1
- Maegan Wright 1

Promotions

- Brittany Boone- Case Manager
- Lacey Ausburn- Case Manager
- Emilee Wooten- Interim Home Manager

Staffing Updates

- New Hires
- DSP- 21
- Finance- 2
- LLL- 1
- ELC- 3
- CM- 2
- Admin Asst- 1

HUMAN RESOURCES



Take Advantage of Our Employee Assistance Program (EAP)

At Emory Valley Center, we care about the well-being of every team member—not just at work, but in life. That's why we offer the Employee Assistance Program (EAP), a free and confidential resource available to all employees and their families.

The EAP is designed to provide support when you need it most. Whether you're navigating personal challenges, seeking counseling, managing stress, or looking for tools to improve work-life balance, help is just a phone call or click away. The program also offers resources for financial planning, legal advice, family support, and more.

You don't have to face life's challenges alone—the EAP is here for you, anytime.

Call 800-272-7255

Visit www.guidanceresources.com

Use WEB ID: SymetraGR

Take advantage of this benefit and remember—you are never alone in finding the support you need.

SPECIAL OLYMPICS



Did you know that Emory Valley Center has a long history of supporting Special Olympics? Recently, Sam accompanied several individuals to a Special Olympics golf tournament, where they had the exciting opportunity to meet Tennessee Department of Disability and Aging Commissioner Brad Turner. Events like these highlight the importance of inclusion, recreation, and community connection—and we are proud to continue supporting Special Olympics across our region. For more info on how to be involved please contact Aaron at aaron.price@evcmail.org

FALL AT EVC

Fall Festival Fun in Claiborne County



Recently, members of our Early Intervention (EI) Team, Shantelle and Carrie, hosted a Fall Festival in Tazewell (Claiborne County) for families in our Early Intervention program. The event was a wonderful success, with more than 25 families in attendance.

Families enjoyed seasonal activities, time together, and the chance to connect with staff and one another. Events like this not only provide fun and fellowship, but also strengthen the bonds between families and the support network that surrounds them.

A big thank you to Shantelle for planning and leading such a special day for the children and families we support!

Fall Festival with PSR



Recently, our Psychosocial Rehabilitation (PSR) program hosted a fun-filled Fall Festival for the people we support. The event included a lively pie-in-the-face fundraiser, along with games, face painting, and pumpkin activities. Everyone had a wonderful time celebrating the season together, and it was a great opportunity to enjoy laughter, creativity, and community spirit.

GET INVOLVED

ARE YOU INTERESTED JOINING A COMMITTEE?



AGENCY QUALITY TEAM

Chair: Kristen Otto, Vice President of Professional Services

Focus: Driving continuous improvement and service excellence

Meets: 4th Tuesday of every month at 1:30 PM in the Multi-Purpose Room

DATA MANAGEMENT COMMITTEE

Chair: Kristen Otto, Vice President of Professional Services

Focus: Ensuring data integrity and smart data use across the agency

Meets: Every 3rd month on a Tuesday – virtual only

EMPLOYEE ENGAGEMENT

Co-Chair: Aaron Price, Vice President of Community Engagement, Casey Chumley HR

Focus: Boosting morale, culture, and workplace satisfaction

Meets: 3rd Wednesday of each month at 12:00 PM in the Multi-Purpose Room - lunch provided

HIRING COMMITTEE

Chair: Kim Jeffers-Whitaker, Vice President of Human Resources

Focus: Supporting high-quality, inclusive recruitment

Meets: Every Tuesday at 9:00 AM in the Multi-Purpose Room (Hybrid option available)

Note: Currently open to Home Managers only

EVENT MANAGEMENT COMMITTEE

Interim Chair: Elizabeth Hawkins, Accreditation Specialist

Focus: Review of agency investigations and actions to move forward

Meets: 2nd Monday of each month at 10:00 AM in the Training Room

IT COMMITTEE

Chair: Joe Reed, IT Specialist

Focus: Enhancing our technology systems and digital tools

Meets: 3rd Wednesday of every month at 1:00 PM in the Multi-Purpose Room

SAFETY COMMITTEE

Co-Chair: Kevin Hicks, Executive Facilities Director and Kim Jeffers-Whitaker- VP of Human Resources

Focus: Promoting a safe, healthy, and compliant work environment

Meets: 3rd Thursday of every month at 2:00 PM in the Multi-Purpose Room



EMORY VALLEY CENTER
MAXIMIZING HUMAN ABILITIES

HALLOWEEN PARTY

OCTOBER 27

PIZZA-GAMES-CANDY!

COSTUME CONTEST

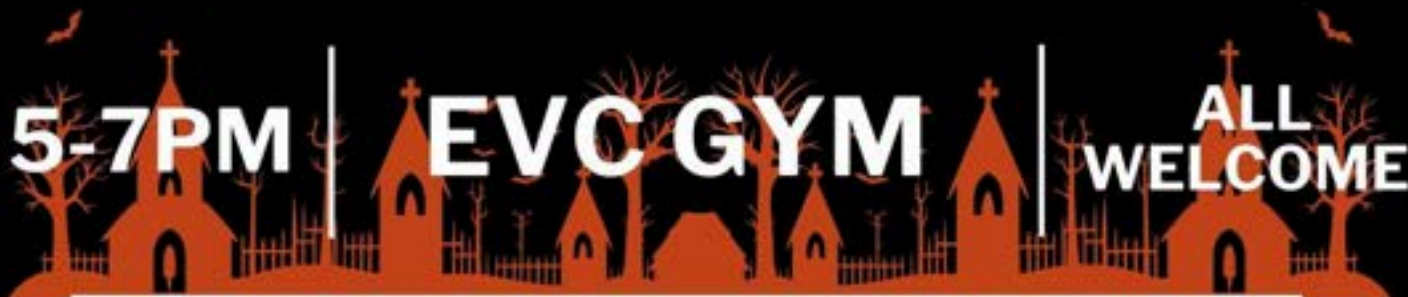
JACK-O-LANTERN CONTEST

BEST DRESSED HOUSE

5-7PM

EVC GYM

**ALL
WELCOME**



ALL ABILITIES FAIR

SAT, OCTOBER 18 | 10 AM - 2 PM

📍 OAK RIDGE CIVIC CENTER

FREE, FUN, AND INTERACTIVE EDUCATION AND RESOURCES

spotlight on
MENTAL HEALTH SERVICES



SPONSORED BY



OVER 40 ORGANIZATIONS PROVIDING:

- WHEELCHAIR BASKETBALL
- ART EXHIBITS
- DISABILITY LAW RESOURCES
- X-TREME CHALLENGE COURSES
- LOW VISION RESOURCES
- MOBILITY RESOURCES
- PANEL DISCUSSIONS
- ADAPTIVE TECHNOLOGY DEMONSTRATIONS
- DOOR PRIZES
- AGING IN PLACE
- INDEPENDENT LIVING AIDS
- EDUCATION PROGRAMS

KID-FRIENDLY ACTIVITIES AND GAMES!

FOR MORE INFO, VISIT:
[LINKTR.EE/ALLABILITIESALLIANCE](https://linktr.ee/allabilitiesalliance)



October is Breast Cancer Awareness Month

Each October, people across the country come together to raise awareness about breast cancer, honor survivors, and remember those who have been impacted by the disease. At Emory Valley Center, we invite you to join us in showing your support through Breast Cancer Awareness Month.



If you would like to participate, please stop by the front desk to pick up a ribbon or bracelet. Wearing these items is a simple but powerful way to demonstrate solidarity and spread awareness. Together, let's continue to show compassion and support for those in our community whose lives have been touched by breast cancer.



MEET WITH YOUR RETIREMENT REPRESENTATIVE

Schedule a complimentary in-person Account Review today!
Appointments will be held on the last Wednesday of every month
at the Emory Valley Center Office location in Room 112!

| Su | Mo | Tu | We | Th | Fr | Sa | 9:00 am | 9:30 am | 10:00 am |
|----|----|----|----|----|----|----|----------|----------|----------|
| | | | | | 1 | 2 | 9:30 am | 10:00 am | 10:30 am |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10:30 am | 11:30 am | 12:00 pm |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 | 12:30 pm | 2:30 pm | 3:00 pm |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 | 3:30 pm | 4:00 pm | 4:30 pm |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 | | | |



You can discuss questions such as:

- How do I enroll in my account?
- How much should I save for retirement?
- Are pre-tax or Roth contributions best?
- How can I maximize Social Security?

Instructions:

1. Scan QR Code
2. Select "Private Appointment" (25 mins)
3. Schedule Time

Planning for retirement is one of the most important steps you can take toward securing your financial future. To support you in making informed decisions, we have partnered with The Trust Company to offer in-person appointments where you can:

- Review your retirement plan and investment options
- Make or update your benefit elections
- Ask questions about your current savings strategy
- Receive guidance on long-term financial planning

Having a retirement plan in place is essential—it not only helps ensure financial stability in the future but also provides peace of mind today. Whether you are just starting to save, actively investing, or looking ahead to retirement, these appointments are a valuable opportunity to get personalized advice.

Appointments are available the last Wednesday of the Month . Please use the QR code on the attachment to reserve your time slot.