

Work Matters



For many of us, we go to school, and then go to work. For many people with disabilities, it is rarely the norm to go to work. Statistically, individuals, especially with intellectual or developmental issues, have fewer work opportunities. If they do work, it is usually short term jobs with minimal success or not a good fit making it hard to stay employed.

Mindy is one of those individuals that had minimal success for a number of years. Her desire to work drove her to find jobs, but she was unsuccessful in maintaining a job due to a bad environment or missing supports. In 2021, Mindy realized she needed help and began working with MHDS employment services. Through supports of Vocational Rehabilitation and MHDS staff, Mindy had the opportunity to clarify her interests and then participate in a job sampling program through VR. This allowed her to go onsite and actually try different jobs/tasks to determine if they were a good fit for her. She committed to giving it her best effort and soon she had a job offer from a local employer. You can watch her story [here](#).

Mindy has had a number of jobs in the past, so there was concern that this would be another failed attempt at a job. Other jobs had ended within days or weeks. Mindy was very anxious about this latest opportunity. MHDS and VR worked with Mindy to ensure she made good decisions at work. She was provided a job coach to get her stabilized and acclimated to her work environment. She also built a good rapport with coworkers and supervisors that helped her to work through issues as they came up. She wanted to quit more than once but with determination and supports around her, she has now worked since February of 2022. Her supervisors have commented on how well she works and gets along with those around her. There are sometime issues that Mindy struggles with, but is learning to adapt to them and work through them instead of jeopardizing her job with inappropriate responses/behaviors.

We continue to wish Mindy the best in her independence journey and growth as an individual in our community. If you would like more information about going to work or hiring an individual we serve, please contact Kelly Sorrell, at ksorrell@mhds.org or 731-695-9752.

Summer Kickoff!

Over 200 persons supported and staff enjoyed a day in the park with grilled burgers and hotdogs to welcome Summer and visit each other! It was a great day!



Jackson



Bolivar



Selmer

Need to Know

May 29 - Memorial Day

July 4 - Independence Day

Sept 4 - Labor Day

Sept 22 - Golf Tournament

[Click here](#) for full calendar.

CEO Corner



William D. Brewer, Jr.
Chief Executive Officer

Tennessee Community Organizations (TNCO) is a statewide trade association for service provider organizations that support people with intellectual and developmental disabilities.

TNCO member organizations have over 60 provider members employing nearly 20,000 employees providing support to over 12,000 Tennesseans with disabilities.

TNCO's main purpose is to coordinate public relations activities such as conferences, educational training, networking and political advocacy opportunities. TNCO is governed by bylaws and directed by a Board made up of individuals from member agencies.

MHDS is a member of TNCO and I have had the privilege of serving on the TNCO Board for over 15 years, serving as President in 2013-14. TNCO has been the main driving force in getting the reimbursement rate for Direct Support Professionals from \$10.00 an

hour in 2019-20 to \$15.00 for the upcoming 2023-24 year. The reimbursement rate for DSP's is part of a rate methodology used to determine the rates for the Fee for Service, Agencies are paid, to serve an individual.

MHDS management is in the process of developing a budget for the upcoming 2023-24 fiscal year and I will share more information with Employees as raises are determined.

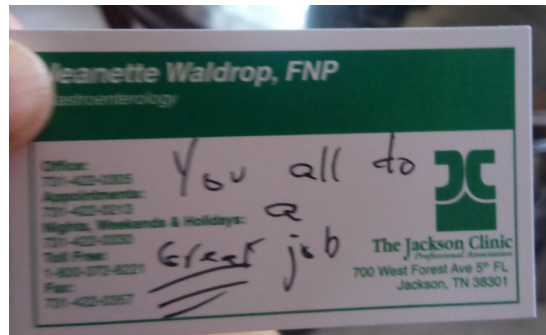
Thanks for all you do for OUR agency!



Felicia Pharmer on our nursing staff was at a personal doctor's visit and was asked where she worked because she had on scrubs. When she said MHDS, her doctor said that he sees several special needs patients but those from MHDS are always clean, well dressed, paperwork is done and the staff have a caring attitude and truly care because it shows!

What We Like to Hear!

Everyone likes to feel recognized for their good work! We are proud of these comments reinforcing gratitude for our services.



Handed to Bolivar staff as they left an appointment.

Comments from Persons Supported Families

The class our daughter attends twice a week has been very beneficial to her. She looks forward to attending every class.

I am very pleased with the staff in my son's home. They are always so kind and thoughtful. He is very happy which is another indication of his well-being.

Nurses of the Year

Kim Parham, Director of Nursing (center) announces the Nurses of the Year during our Nurses Week Celebration! Honored were Megan McLemore (left) and Lakenya Turner (right). Thank you to all our Nurses for their dedication and to these ladies for their outstanding effort last year!



Moving Soon!

The finishing touches are being put on the Administration Building and The PLACES Behavioral Health Program Building. By summer's end, we expect to all be located in the Bill Brewer Office Park on Conrad Drive!



ABB Hosts Cookout for Selmer Persons Supported!



Spring Banquet Under The Big Top!



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