

# Team Talk



Corporate Newsletter

January 2017

[www.generationsgaither.com](http://www.generationsgaither.com)



## Generations Gaither's Group

### Levels of Care



#### **ARTF – Adult Residential Treatment Facility**

A Residential Treatment Facility (ARTF) is a licensed 24-hour Facility (although not licensed as a hospital), which offers mental health treatment. The types of treatment vary widely; the major categories are psychoanalytic, psycho educational, behavioral management, group therapies, medication management, and peer-cultural. Settings range from structured ones, resembling psychiatric hospitals, to those that are more like group homes or halfway houses.

#### **ESH –Enhanced Supported Housing Facility**

In addition to the description for SH services, members in ESH will require care exceeding support and intervention levels provided in standard Supported Housing. Behavioral health care needs may include mental health and/or substance abuse.

#### **SH – Supported Housing**

Supported Housing services refers to services rendered at facilities that are staffed twenty-four (24) hours per day, seven (7) days a week with associated mental health staff supports for individuals who require treatment services and supports in a highly structured setting. These mental health services are for persons with serious and/or persistent mental illnesses (SPMI) and are intended to prepare individuals for more independent living in the community while providing an environment that allows individuals to live in community settings. Given this goal, every effort should be made to place individuals in facilities near their families and other support systems and original areas of residence. Supported Housing services are mental health services and do not include the payment of room and board.

#### **NURSING HOME**

Skilled Nursing Home Facility providing twenty-four hour care with emphasis on mental and physical well being through a personalized approach to help each Resident maintain maximum potential independence. Services include: 24 Hour Nursing Care, Physician Visits, Mental Health Nurse Practitioner, Psychiatric Service Visits, Restorative Therapy, Wound Care Management, Social Services, Dietary Consults with Registered Dietitian, Scheduled Activities Daily, Beauty Shop and Transportation.

#### **PERSONAL CARE HOMES**

Personal Care Homes (PCH) are residences that provide shelter, meals, supervision and assistance with personal care tasks, typically for older people, or people with physical, behavioral health or cognitive disabilities who are unable to care for themselves, but do not need nursing home or special medical care. While available services vary and are based on individual needs of each resident, services include, but are not limited to, assistance with: administering medications, arranging for and managing health care, walking or getting out of bed, transportation to doctor and other appointments, participating in social/recreational activities, personal hygiene, shopping and care of possessions.

#### **ASSISTED LIVING HOMES**

Assisted Living is often viewed as the best of both worlds. Our Residents have as much independence as they want while living in their own private apartment within our community so that they have the support and services they need, while continuing to be as independent and active as possible. Assistance is provided, if needed, with basic ADL's, such as bathing, dressing, med reminders and more. Additional services include three meals daily, plus snacks, activities including social, cultural and spiritual programs, full service beauty /barber shop, weekly house-keeping, personal laundry, as well as scheduled transportation for shopping and various appointments, including medical and doctor appointments is provided.

#### **Mental Health Centers**

Outpatient services include psychiatric evaluations and medication management services which allows consumers who are severely mentally ill (adult) or severely emotionally disturbed (child) obtain an adequate supply of necessary medications. Additional services include: Individual Therapy, Group Therapy, Family Therapy, Psychiatric Services, Case Management Services and Education.

All Mental Health Centers' services are provided to Residents of Adult Residential Treatment Facilities, Enhanced Supported Housing Facilities and Supported Housing Facilities.





## Generations/Gaither's Group Administrative/Support Staff



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Pat Gaither, Administrative V.P.  
David W. Gaither, V.P. Employee Benefits  
Wayne Greer, Executive Vice President  
Jim Campbell, Vice President of Operations  
James Jones, Director of Risk Management  
James Ramsey, V.P. of Resource Development and Communications  
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Tara Dishman, Accounts Payable  
Jennifer Measles, Auditor/HR Asst.  
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Nina Weston, Billing Analyzer  
Kim Taylor, Billing  
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Debra Jolly, Housing Coordinator  
Bridgette Goines, Payroll  
Rebecca Barnes, Communications Specialist  
Mendy Stotts, Clinical Auditor  
Lacey Davis, Acct. Asst.  
Tracy Holland, I.T. Specialist

### Generations of McMinnville

Adam Wanamaker, Case Manager / Executive Director  
Elizabeth Hoch, Office Manager  
Regina Qualls, Activity Director  
Terry Dodson, LPN

### The Woodlee Trail

Adam Wanamaker, Executive Director  
Amy Phillips, Office Manager  
Stacie Sellers, Activity Director  
Terry Dodson, LPN

### Wilma House

Melissa Brown, Executive Director  
Rhiannon Myers, Office Manager  
Christopher Rippey, Case Manager  
Aaron Knight, LPN  
Gloria Cole, Activity Director  
Charques Blevins, House Manager

### Kristopher Wayne House/Robert Coy House

Gen Savage, Executive Director  
Keisha Rutledge, Office Manager  
Steven Koller, Case Manager  
Samantha Kirk, LPN  
Rosa Russell, Activity Director

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#### The Campbell Lodge

Melissa Brown, Executive Director  
Rhiannon Myers, Office Manager  
Debbie Hodge, Activity Director  
Brittany Halfacre, Case Manager  
Stephanie Audas, LPN

#### The Wood House

Melissa Brown, Executive Director  
Brittany Halfacre, Case Manager  
Rhiannon Myers, Office Manager  
Debbie Hodge, Activity Director  
Kathy Shields, House Manager

### Generations of Morrison

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Misty Glover, Office Manager  
Judy Bishop, House Manager  
Sheila Womack, House Manager  
Kayla Maynard, Office Manager. Asst.  
Miranda Simmons, Case Manager

### Generations of Woodbury

Natina Alexander, Executive Director  
Jackee Spakes, Office Manager  
Samantha Kirk, LPN  
LaDella Austin, Case Manager  
Star Seiber, Activity Director  
Kelsie Willis, House Manager

### The Skylar House

Jessica Thacker, Executive Director  
Cristy Milner, Office Manager  
Jessica Kinnard, LPN  
Robert Campbell, Case Manager  
Sarah Presley, Activity Director



## Generations/Gaither's Group Administrative/Support Staff



### Generations Center of Spencer

Buffy Gaither, Vice President-Regional Administrator  
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Katherine McClendon, Nurse Practitioner  
Tresea Cripps, Office Manager  
Tracy Farris, Central Supply  
Deborah Manus, Dietary Manager  
Cathy Corvin, Receptionist  
Johnny Walling, Maintenance Supervisor  
Tammy Fox, Quality Assurance  
Christopher Rippy, Case Manager  
Sandra Collins, Activity Director  
Rachel Clark, Activities Asst.  
Eve Wright, Social Services Director  
Christine Howard, RN, Director of Nursing  
Bobbi Anderson, Human Resources

### Generations of Middlesboro

Buffy Gaither, Vice President-Regional Administrator  
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Maegan Lamont, Executive Director  
April Wilson, Office Manager  
Elizabeth Taulbee, Activity Director

### Gaither Suites at West Park, LLC

Pat Gaither, Administrative V.P.  
Buffy Gaither, Vice President-Regional Administrator  
David W. Gaither, V.P. Employee Benefits  
Jennifer Gish, Executive Director  
Sandra Barnes-Puckett, DRC  
Linda Walker, Receptionist / Tour Coordinator  
Diana Gage, Activity Director

### Maintenance and Construction

Billy Wood, V.P. Maintenance  
Shane Pettit  
Lester Willis  
Danny Bowdoin  
Johnny Cantrell  
Jason Bracknell





# Generations Mental Health Centers



## Generations Mental Health Center Morrison

Dr. Sabitha Hudek, Medical Director  
Joseph Stotts, Vice President of Clinical Services  
Angela Redwine, Executive Director, Therapist  
Judy Johnson, LPC-MHSP, Therapist  
Daniel Simpkins, Therapist  
Cliff Gambrell, LMSW, Therapist  
Margie Wood, LPN, Director of Nursing  
Dakka Partin, RN  
Krista Fleming, Office Manager / Medical Records  
Pansy Perrigan, Receptionist / Medical Records  
Diane Sanders, Receptionist / Medical Records  
Peggy Rayas, Transportation Coordinator  
Kristy Jones, Transportation Coordinator  
Dave Davis, Child and Adolescent Case Manager  
Holly Olsen, Case Manager  
Christopher Rippey, Out Patient Case Manager  
Jordan LaMasters, Nurse Practitioner  
Katherine McLendon, Nurse Practitioner  
Karyn Harris, Nurse Practitioner

## Generations Mental Health Center of Cookeville

Dr. Sabitha Hudek, M.D. Medical Director  
Joseph Stotts, Vice President of Clinical Services  
Judy Johnson, LPC-MHSP, Executive Director/Therapist  
Kaythi Soe, Nurse Practitioner  
Doris Kendall, Therapist  
Paige Seymour, Case Manager  
Michael Egly, Case Manager  
Kimberly Ledbetter, LPN  
Barbara Oakley, Office Manager  
Katie Braswell, Receptionist/Medical Records

## Generations Mental Health Center of Martin

Dr. Hudek, Medical Director  
Dr. Swamy, Medical Director for Children  
Joseph Stotts, Vice President of Clinical Services  
Kim Terrett, Regional V.P.  
Julie Floyd, Nurse Practitioner  
Bar-Bra Glisson, Nurse Practitioner  
Nancy Forrester, Medical Records  
Stacy Turbyville, Medical Records  
Diana Fulcher, Therapist  
Jami Ivey, Quality Assurance/Therapist  
Michelle Black, Clinic RN  
Valarie Fisher, Community Based Case Manager  
Christy Prince, Receptionist  
Candace Foster, Case Manager  
Terika Taylor, Case Manager  
Dominic Holt, Case Manager

## Generations Mental Health Center of Dayton

Erin Yeargan, Nurse Practitioner  
Jennifer Woodruff, Therapist  
Tabitha Sanders, Case Manager  
Melinda Lindkvist, Executive Director/Office Manager  
Anita Henderson, RN

## Generations Mental Health Center of McKenzie

Dr. Hudek, Medical Director  
Dr. Swamy, Medical Director for Children  
Joseph Stotts, Vice President of Clinical Services  
Kim Terrett, Regional V.P. West TN.  
Trina Ryan, Nurse Practitioner  
Jami Ivey, Therapist  
Kyle Chappel, Therapist  
Laura Tabada, Clinic RN-C  
Cassie Allen, Receptionist/Medical Records  
Leah Lancaster, Case Manager



Corporate Office  
406 N. Spring St.  
McMinnville, TN 37110



Administrative Building  
402 N. Spring St.  
McMinnville, TN 37110



Housing Office  
104 Walling St.  
McMinnville, TN 37110



## Human Resources

### The Paper Trail

- by: Lisa Sullivan, Director of Human Resources



### Honing Your Employee Relations Skills

Have you ever heard of the phrase, "You can only be as good as your teacher?" There is definitely some truth to this phrase. When hiring new employees, expectations are usually high, but new hires will have a slim chance of surviving the first year if they are not properly trained by their supervisors. Supervisors should start new hires off on the right foot with effective employee orientations. Assume that they know nothing about the organization, and teach them everything that could benefit them with their duties. This could be as simple as notifying a new employee that he or she should state his or her name when answering the company phone. While it may be common knowledge for a veteran employee, a new hire may think nothing of it. A little bit of advice and helpful feedback can be greatly appreciated by new hires. Communication skills are crucial within any organization, and often times, good communication can decrease the amount of disciplinary actions conducted in the workplace. Supervisors should set measurable performance standards and evaluate employees fairly and honestly against them. If employees do not know the areas that they need improvement in, they cannot improve those areas. Communication should be on every supervisor's agenda.



### Team Member Profile

**Michael Egly**

**Outpatient Adult Case Manager**

**Generations of Cookeville Mental Health Center**

Hello there, greetings from the Upper Cumberland! I am Michael Egly, the outpatient adult case manager for the Cookeville Mental Health Center. I started my journey with Generations on December 9, 2013 on Judy Johnson's birthday (What a present I was!). I am a native born Hoosier, born and raised in north central Indiana. I am a graduate of Tennessee Tech University. I graduated in 2012 with a B.S. in Sociology w/ criminal justice concentration. I have been married to the love of my life for over 17 years. We have three wonderful daughters and two puppies, Wyatt Earp and Doc Holliday. I enjoy TTU Football (PURPLEPRIDE) and planning our next Disney Trip (less than 280 days!).

When thinking about the role I perform within the Generations family, I know I am blessed. I am privileged to be involved in the lives of our clients as they begin their journey to recovery. I thoroughly enjoy the daily interaction with the myriad of personalities and backgrounds within our office.



## The Clinical Corner

V.P. of Clinical Services, Joseph Stotts, LCSW

### Building your Self Confidence

#### 1. Appearance does matter

Although clothes don't make a person, they certainly affect the way you feel about yourself. No one is more conscious of your physical appearance than you are. When you don't look good, it changes the way you carry yourself and interact with other people. Use this to your advantage by taking care of your personal appearance.

#### 2. Walk Faster

One of the easiest ways to tell how a person feels is to examine their walk. Is it slow? tired? painful? Or is it energetic and purposeful? People with confidence walk quickly. They have places to go, people to see, and important work to do. Even if you aren't in a hurry, you can increase your self- confidence by putting some pep in your step.

#### 3. Good Posture

Similarly, the way a person carries herself tells a story. People with slumped shoulders and lethargic movements display a lack of self- confidence. They aren't enthusiastic about what they're doing and they don't consider themselves important.

#### 4. Gratitude

When you focus too much on what you want, the mind creates reasons why you can't have it. This leads you to dwell on your weaknesses. The best way to avoid this is consciously focusing on gratitude. Set aside time each day to mentally list everything you have to be grateful for. Recall your past successes, unique skills, loving relationships, and positive momentum.

#### 5. Compliment other people

When we think negatively about ourselves, we often project that feeling on to others in the form of insults and gossip. To break this cycle of negativity, get in the habit of praising other people. Refuse to engage in backstabbing gossip and make an effort to compliment those around you.

#### 6. Sit in the front row

In schools, offices, and public assemblies around the world, people constantly strive to sit at the back of the room. Most people prefer the back because they're afraid of being noticed. This reflects a lack of self- confidence. By deciding to sit in the front row, you can get over this irrational fear and build your self- confidence.

#### 7. Speak up

During group discussions many people never speak up because they're afraid that people will judge them for saying something stupid. This fear isn't really justified. Generally, people are much more accepting than we imagine. In fact most people are dealing with the exact same fears. By making an effort to speak up at least once in every group discussion, you'll become a better public speaker and more confident in your own thoughts.

#### 8. Work out

Along the same lines as personal appearance, physical fitness has a huge effect on self- confidence. If you're out of shape, you'll feel insecure, unattractive, and less energetic. By working out, you improve your physical appearance, energize yourself, and accomplish something positive. Having the discipline to work out not only makes you feel better, it creates positive momentum that you can build on the rest of the day.

#### 9. Focus on contribution

Too often we get caught up in our own desires. We focus too much on ourselves and not enough on the needs of other people. If you stop thinking about yourself and concentrate on the contribution you're making to the rest of the world, you won't worry as much about your own flaws. This will increase self -confidence and allow you to contribute with maximum efficiency!





## Generations Mental Health Center of Morrison

Angela Redwine, Ph.D., LPC-MHSP  
Exec. Dir.



### **Seasonal Affective Disorder Not Just the Winter Blues**

Here we are in the middle of a glorious winter season: the crisp cold, the delightful snow falls, and the frigid temperatures. For some people, winter is a time of celebration with many looking forward to the outdoor activities including seasonal skiing trips and holidays. For others though, with shortened periods of daylight, also comes the psychological disorder known as seasonal affective disorder or SAD. There are two seasonal cycles of SAD, but the one most well-known occurs with the fall/winter seasons. Symptoms start in the fall and may continue into the winter months. Your energy feels sapped, and often you feel moody. Some people call this the "winter blues", but in reality, it is much more than just a seasonal downward spiral.

Winter-onset seasonal affective disorder includes the following symptoms:

- Depression
- Hopelessness
- Anxiety
- Loss of energy
- Heavy, leaden feeling in the arms or legs
- Social withdrawal
- Oversleeping
- Loss of interest in activities that you once enjoyed
- Appetite changes, especially craving foods high in carbohydrates
- Weight gain
- Difficulty concentrating

Exactly what contributes to the development of SAD? Some possible contributing factors include the reduced level of sunlight that accompanies the winter season. This can disrupt your body's internal clock (the circadian rhythm) which lets you know when you should sleep or be awake. With the disruption of one's sleep cycles, depression symptoms can evolve. The reduction in sunlight can also cause a drop in serotonin levels, which also affects mood. Finally, the change in season can disrupt the balance of the natural hormone called melatonin, which plays a role in sleep patterns and mood.

Treatments for SAD include light therapy (phototherapy), psychotherapy, and medications. So the next time winter approaches and you find your mood drastically declining, remember there could be a possible cause, and help is available.



# Generations Mental Health Center of Cookeville



Executive Director  
Judy Johnson, LPC-MHSP

## **The Causes, Effects, Symptoms and Treatment of Emotional and Psychological Trauma** **Part I**

For many years we have thought that a psychological trauma involved abuse, a serious accident, or in the case of military personnel, involvement in war. We now know that this is not always the case. It is not the event itself, but rather the individual's experience of the event. An emotional trauma, no matter the source, contains three common elements:

- It was unexpected.

- The person was unprepared.

- There was nothing the person could do to prevent it from happening.

As we explore emotional traumas it seems that the same sources that trigger emotional trauma reactions also trigger stress. Stress de-regulates our nervous system and we react at times with physical responses, such as headaches. However, with stress responses we generally calm down and return to normal equilibrium. When the case is trauma, we do not return to normalcy. Stress can be distinguished from traumatic distress by assessing the following:

- How quickly the upset is triggered.

- How frequently the upset is triggered.

- How intensely threatening the source of upset is.

- How long the upset lasts.

- How long it takes to calm down.

Emotional trauma can result for events we have long recognized as traumatic, such as:

- Natural disasters, such as floods, or earthquakes.

- Physical assault, such as rape, incest, or domestic abuse.

- Serious bodily harm.

- Serious accidents, such as an automobile accident.

- Experiencing or witnessing terrible injuries or fatalities.

Some other examples of potential sources of psychological trauma that may not always be considered are:

- Serious illness.

- Emergency surgery.

- Hearing of violence or sudden death of someone close.

- Forced separation from caregiver early in life.

- Potential breakup, or breakup of a significant relationship.

In addition, traumatic stress during childhood that can influence the brain, can be caused from a poor or inadequate relationship with the primary caregiver and might include the following:

- Forced separation for primary caregiver very early in life.

- Chronic mal-attachment of caregiver to child's attachment signals.

Part II will continue with discussion of emotional and psychological trauma, causes and symptoms. (Information obtained from Santa Barbara Graduate Institute Center for Clinical Studies and Research.)





## Generations Mental Health Center of Martin



Kim Terrett

Each January, roughly one in three Americans resolve to better themselves in some way. A much smaller percentage of people actually make good on those resolutions. While about 75% of people stick to their goals for at least a week, less than half (46%) are still on target six months later.

It's hard to keep up the enthusiasm months after you've swept up the confetti, but it's not impossible. This year, pick one of the following worthy resolutions, and stick with it. Here's to your health!

### **Lose weight**

The fact that this is perennially among the most popular resolutions suggests just how difficult it is to commit to. But you can succeed if you don't expect overnight success. Also, plan for bumps in the road. Use a food journal to keep track of what you eat and have a support system in place

### **Stay in touch**

Feel like old friends (or family) have fallen by the wayside? It's good for your health to reconnect with them. Research suggests people with strong social ties live longer than those who don't.

### **Quit smoking**

Fear that you've failed too many times to try again? Talk to any ex-smoker, and you'll see that multiple attempts are often the path to success.

### **Save money**

Save money by making healthy lifestyle changes. Walk or ride your bike to work, or explore carpooling. (That means more money in your pocket and less air pollution.)

### **Cut your stress**

A little pressure now and again won't kill us; in fact, short bouts of stress give us an energy boost. But if stress is chronic, it can increase your risk of—or worsen—insomnia, depression, obesity, heart disease, and more.

### **Volunteer**

We tend to think our own bliss relies on bettering ourselves, but our happiness also increases when we help others.

### **Go back to school**

No matter how old you are, heading back to the classroom can help revamp your career, introduce you to new friends, and even boost your brainpower.

### **Cut back on alcohol**

While much has been written about the health benefits of a small amount of alcohol, too much tipping is still the bigger problem. Drinking alcohol in excess affects the brain's neurotransmitters and can increase the risk of depression, memory loss, or even seizures. Chronic heavy drinking boosts your risk of liver and heart disease, hypertension, stroke, and mental deterioration, and even cancers of the mouth, throat, liver, and breast.

### **Get more sleep**

You probably already know that a good night's rest can do wonders for your mood—and appearance. But sleep is more beneficial to your health than you might realize. A lack of sleep has been linked to a greater risk of obesity and type 2 diabetes. And sleep is crucial for strengthening memories (a process called consolidation). So take a nap—and don't feel guilty about it.

### **Travel**

The joys and rewards of vacations can last long after the suitcase is put away. Traveling allows us to tap into life as an adventure, and we can make changes in our lives without having to do anything too bold or dramatic.



# Generations Mental Health Center of McKenzie



Kyle Chappel

## Music Therapy

Research shows the benefits of music therapy for various mental health conditions, including depression, trauma, and schizophrenia (to name a few). Music acts as a medium for processing emotions, trauma, and grief—but music can also be utilized as a regulating or calming agent for anxiety or for dysregulation.

There are four major interventions involved with music therapy:

### 1. Lyric Analysis

While talk therapy allows a person to speak about topics that may be difficult to discuss, lyric analysis introduces a novel and less-threatening approach to process emotions, thoughts and experiences. A person receiving music therapy is encouraged to offer insight, alternative lyrics and tangible tools or themes from lyrics that can apply to obstacles in their life and their treatment. We all have a song that we deeply connect to and appreciate—lyric analysis provides an opportunity for an individual to identify song lyrics that may correlate with their experience.

### 2. Improvisation Music Playing

Playing instruments can encourage emotional expression, socialization and exploration of various therapeutic themes (i.e. conflict, communication, grief, etc.). For example, a group can create a “storm” by playing drums, rain sticks, thunder tubes and other percussive instruments. The group can note areas of escalation and de-escalation in the improvisation, and the group can correlate the “highs and lows” of the storm to particular feelings they may have. This creates an opportunity for the group to discuss their feelings further.

### 3. Active Music Listening

Music can be utilized to regulate mood. Because of its rhythmic and repetitive aspects, music engages the neocortex of our brain, which calms us and reduces impulsivity. We often utilize music to match or alter our mood. While there are benefits to matching music to our mood, it can potentially keep us stuck in a depressive, angry or anxious state. To alter mood states, a music therapist can play music to match the current mood of the person and then slowly shift to a more positive or calm state.

### 4. Songwriting

Songwriting provides opportunities for expression in a positive and rewarding way. Anyone can create lyrics that reflect their own thoughts and experiences, and select instruments and sounds that best reflect the emotion behind the lyrics. This process can be very validating, and can aid in building self-worth. This intervention can also instill a sense of pride, as someone listens to their own creation.





## Generations Mental Health Center of Dayton



### (When it's not) The Most Wonderful Time of the Year

Holidays carry feelings of anticipation and excitement. Family dinners, holiday parties, baking, decorating, shopping, and gift wrapping fill these weeks. In fact, there are so many traditions associated with the holiday season that it can be an emotional roller coaster for someone who has recently lost a loved one or undergone a major life change.

You may wish you could just fast forward through the holidays, but getting through the season is possible if you give yourself permission to be flexible. Here are some suggestions for helping you through:

**Acknowledge to others (and yourself) that you are grieving and the holidays may be tough.** Simply saying something like "I lost my wife (husband, child, job, etc.) this year so if I start crying, don't worry, it's not you" goes a long way in letting people know your circumstances. Give yourself permission to feel what you need to feel.

**Skip the mall.** Christmas shopping can be stressful even when not dealing with grief. Consider giving gift cards, shop online, or even declare a "no-gift Christmas." Remember the season is not just about the presents, but about the presence of caring and supportive people.

**Discuss holiday plans as a family and know that it's OK to change traditions.** Everyone is feeling the loss, so talk about what you are going to do and be willing to compromise. If you don't like the change you made, next year you can always go back to the way you did it before.

**You can say no.** The party invitations and social gatherings might be more difficult this year. You can say no, or say you will check your schedule and RSVP at a later date. If you do go, drive yourself. This will allow you the freedom to leave at your discretion. Try to avoid "should people" who say you "should" do this or you "should" do that.

**Get by with a little help from your friends.** While you may be suffering the loss of a particular person, most of us do have other people- people who offer support, love and presence, allowing us to grieve and heal.

**Honor your loved one.** Start a new tradition to honor and remember your loved one. You could light a special candle, at dinner have everyone at the table share a favorite memory or all take part in a loved one's favorite holiday activity. Do something that would make your loved one smile.

Jennifer Woodruff



### Team Development

**Jim Ramsey, Vice President of Resource and Development**

When you read this newsletter all the SR's will have had Christmas Dinner, opened gifts and exchanged gifts with each other. They will have heard of the birth of our Lord and Savior. I believe that they will feel loved and blessed. Thanks to the many churches and individuals that made this another unbelievable Christmas for our SR's

Yes, it will be a New Year. I know that our Activity Directors are already searching out new and interesting activities for our SR's in 2017. The SR's I have spoken to believe also that this will be the best year ever. 2017 is a year we hope to help everyone involved to recognize the strengths they bring to the table, and to empower each other to succeed. It is a responsibility we owe to each other as human beings. Not only to the Generations family, but to anyone whose life we come in contact with.

Thank You for your belief in the future.





## Generations of McMinnville

Enhanced Supported Housing

8 Beds



Regina Qualls

### Happy New Year

Wow! What an adventure we had in 2016! We finished up December by going to Ice in Nashville and to Trees of Christmas in Manchester, then out to eat at Cracker Barrel. The ladies had a wonderful Christmas and were very blessed.

The Resident's had a Christmas door decorating contest, along with the staff, and there were lots of really cool doors from Santa's sleigh and his reindeer, to Santa on the beach, along with a life like Rudolph, and of course, Rudolph in the dark. Frosty showed up and we had some little elves and gingerbread men as well.

The Ladies from Pioneer Baptist Church have been faithful all year in coming to tell the ladies the good news of Jesus; praying with them and giving not only of their time but in gifts at Christmas and throughout the year. The Residents love to see them coming and the church ladies love being with them as well. We are blessed to have them!

We are so excited about what is to come in 2017. God has truly blessed our Residents and we look forward to learning new and different things this year, making New Years resolutions, exercising, eating better, and just all around putting a smile on our face to brighten someone else's day.

I also would like to thank all of our staff for the amazing job you do everyday! Keep up the good work!

I would like to congratulate Kya Williams for receiving employee of the year and Julieta Stacy for receiving employee of the quarter. You ladies rock!!!

To all, my prayer for you is for a Blessed New Year!!!



## Campbell Lodge and Wood House

*Adult Residential Treatment House.*

*Campbell Lodge - 16 Beds   Wood House - 8 Beds*



December came and went fast here at the Lodge/Wood houses.

We had lots of fun though, we celebrated national aviation month by going to the Tullahoma airport and touring and talking about all the aircraft. The guys enjoyed making Christmas cards for family and friends. We had hot cocoa and a Little Debbie social. The guys enjoyed watching Christmas movies and drinking eggnog. We enjoyed our monthly movie trip to Murfreesboro as we watched "Almost Christmas". We tried out the new Saki Japanese restaurant in town (yum). We also had Burger King brought in for an inside picnic. We are planning on visiting Dogwood Park in Cookeville for ice fun. We took a trip to the dancing lights at Jelly Stone Park and Ice at Gaylord Opryland. The guys were excited about receiving gifts and hanging stockings (by the chimney with care). Would like to recognize our MVP for the Wood House/ Barbara Willis, Wilma House/ Abby Reyas and Jasmine Blevins for the Lodge. In closing, I would like to say I am looking forward to 2017, it will be my 10th year at Generations. We have grown so much and everyday has been a blessing and a learning experience. I want to wish our fearless leader "Melissa Brown" a happy December birthday. Everyone please remember what "Christmas" is all about. It's not about presents or money or who has the prettiest tree or Santa Claus. It's about celebrating Christ birthday, love and giving. God bless each and every one of you, hope you had a very blessed Merry Christmas and wish you Happy New Year from all of us at the Campbell lodge and the Wood house.

Debbie Hodge





## Generations Center of Morrison

### Supported Housing



Denton - 8 Beds



James Gilbert - 8 Beds



Kirby - 8 Beds



Higdon - 8 Beds

All of us here at Generations of Morrison have enjoyed the past month of getting ready for Santa to arrive. All the Service Recipients have enjoyed making snow globes, decorating pine cones, Christmas Sun catchers, and especially going to the Rudolph Ice in Nashville. We went to see the Christmas Lights and did some Christmas Shopping. We want to send a big THANK YOU out to Smart Baptist Church for the lunch and gifts for all Service Recipients this year. We got to set up a Christmas Gift shop this year letting each Service Recipient be able to draw names in their houses to pick out a gift for that individual and wrapping it to put under the tree. They all really enjoyed it!! The Service Recipients had made a special gift for their families and were excited to give it to them. We are all excited to see what the New Year will bring, and hope to see you then.

Delta Jones



## The Woodlee House

### Enhanced Supported Housing

8 Beds



We all here at the Woodlee Trail House hope you all had a Merry Christmas and wish you a Happy New Year. We had a blast at the Ice this year as we always do. We would like to thank Mr. Jim Ramsey for all the hard work they he does on getting these tickets for us each year. After we went through and saw all the ice sculptures, we did our traditional run to the Opry Mills Mall so we could eat some good lunch. Then we went to the Bass Pro Shop as our guys always enjoy walking around and looking at all the mounted animals. This year they had some of their toys on display and well, of course, the guys wanted to out shoot me with some duck hunting and deer hunting with the things they had set up. Needless to say they all challenged me. To see the smiles on their faces is always priceless. Well, let's get this new year of 2017 started and see what it will bring for us all. Until next time...



Stacie Sellers







Harwell - 8 Beds

## Generations of Woodbury

Supported Housing



Warren - 8 Beds

We have enjoyed December here at Generations of Woodbury. We have had so many things to do. We enjoyed our trips to Nashville for ICE, and Jelly Stone for all of the beautiful Christmas lights and hot chocolate, of course. We also made several night trips for local light shows, such as Beacon Dr., where Mr. Holland so kindly invited us. We would like to thank our corporate office for sponsoring each SR so they were able to pick out a gift for each other. Our service recipients have had a wonderful holiday so far, and are so very blessed and appreciative of all of the outings and special moments we have had this month. We can only hope that January brings us as many blessings as 2016 has held. Until next year God Bless.

Jackee Spakes



## Wilma House

Enhanced Supported Housing  
8Beds



Gloria Cole

December at the Wilma house has been a wonderful month. The guys really loved their first Christmas at the Magnolia Wilma house. We would like to thank Wilma Sullivan for the thoughtfulness of stuffing their stockings. They really appreciated it. They were also so thankful for the many gifts they received on Christmas morning. The dinner was delicious. They have enjoyed country rides and had their monthly munch out Monday. They went on the trip to Gaylord Ice and to the dancing lights at Jelly Stone Park and topped it off with a McDonalds surprise. They are looking forward to going to Dogwood Park in Cookeville. We are gearing up for the New Year and planning big things. We would like to congratulate Abby Rayes for winning the MVP for the qtr. and Kelli Knight for winning the MVP for the year. I have been the activity director at the Wilma house for only ten months and I enjoy my guys and my job and all the staff that I work with so much. We hope you had a Merry Christmas and wish you a Happy New Year from all of us at the "Magnolia Wilma House"



## The Kristopher Wayne & The Robert Coy

Supported Housing

Kristopher Wayne - 8 Beds

Robert Coy - 8 Beds



Service Recipients had fun filled creations as the days counted down to Christmas... getting trees up and creating their own personal delights to light up the trees, falling snowflakes, snow globes, snowman, candy canes, and elf ornaments. Service Recipients had candy galore attending baking class as they made Christmas cookies, got their Christmas challenges as they did Christmas symbols challenge, 12 days of Christmas crossword, filled out random acts of kindness. Went on an adventure to Nashville's Disney on Ice, stopping by Opry Mills to eat lunch and coffee at Starbucks afterwards. We took Service Recipients out to shop for gifts for the person whose name they drew to exchange Christmas presents.

Rosa Russell







Sarah Presley

## The Skylar House

Enhanced Supported Housing

14 Beds



Well friends, Christmas has come and gone and it's a brand new year. Last month we were so busy it just crept right by. We made Christmas cards and sent them to a special friend in Kentucky. We visited Hidden Hollow Park and viewed the Christmas lights. With the cooler weather indoor activities are most reliable such as winter slime, homemade crafts, and decorating cookies. Our most enjoyable moments were visiting the ICE in Nashville and hanging out downtown with Debbie and her crew from Campbell Lodge for the Ice in Cookeville. Thank You, Jim Ramsey for all you do and Debbie for always a great time.

Congratulations to Ms. Tandi Stafford for the Employee of the Year and Mr. Jesse Stouder for the Employee of the Quarter. That's all for now until next time may God Bless and Happy New Year!!!



## Gaither Suites at West Park, LLC

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Jennifer Gish

### Developing Goals for the Upcoming Year

When facing a New Year, Leaders should develop a list of goals to work towards. It is important that competitive businesses stay on top of their game and the only way to get better is through changes. When developing a goal, first look at the areas that need work. It could be employee turnover, budgeting, etc. Second, consider the possibilities of changing that area. Would it cost the company money or would it be simply developing new procedures, then training the staff. If it costs money, you may not have the budget to complete that goal. Do not set yourself up for failure before you leave the gate. Try to change things gradually, do not expect overnight changes. Develop a well thought out plan. Get other staff and leaders involved. Listen to ideas and weigh out the possibilities and results. Research and write a step by step guide. Put the plan in place then make changes as needed when issues arise. When the plan starts making positive changes, continue to use the plan.



Buffy Gaither

## Generations of Spencer (Acute Skilled Nursing Facility)



### Fresh as New Fallen Snow



New snow is a truly an amazing sight, revealing beauty in places and things that may otherwise not be seen as such. There is a cleansing and newness that is created by the snow. This magical moment of freezing water, turning white and drifting down to the ground also brings so much togetherness, as we cozy into the warmth.

This year "2017" is much like a new fallen snow. It too creates an opportunity for you to look at the beauty in places and things in your life that you may take for granted and cleanse yourself of negativity. Goal orientation and establishing a "New Year's Resolution" can be rewarding, but often the resolution surrounds weight loss, financial stability and growth, or stopping a bad habit, that is too often short lived. This year take the time to recognize the positives that already exist in your daily life and focus on their existence and enjoy the beauty in the new fallen snow.

*Do not dwell in the past, do not dream of the future, concentrate the mind on the present moment..... (Gautama Buddha)*

### Spencer MVP

Heather Kerr is our MVP for January 2017. She has been with Generations Center of Spencer for 5 years. Heather is very dependable and has the biggest, warmest heart. She is clinically sound with her nursing skills and responsibilities. She has fantastic time management and ensures that each resident under her care is taken care of and maybe even spoiled just a little bit. She works great in all team settings and is willing to help where and when ever needed. Outside of Generations Center of Spencer, Heather enjoys cake making and decorating ( and is awesome at it) and the Pittsburgh Steelers. We are so thankful every day to have a nurse like Heather on our staff and taking care of our residents.



### Spencer MVP for the Year

We are proud to announce that Shirley Keen is our MVP for the 2016 Year. As of July 2016, Shirley has been here with Generations Center of Spencer for 19 years!!!! Yes, you heard that right, 19 YEARS!!!! Shirley is one of our laundry aides and she can ROCK some laundry out!!! Back in the laundry room, it can seem as though you may be forgotten about, but we are here to reassure you that Shirley is unforgettable. Every time the door to the laundry room is opened one is sure to find Shirley with a smile on her face!! She never has to be told or reminded to stay on task and she is willing to help where and when ever needed. She is very dependable. The residents LOVE her and they know if they take their clothes to laundry while Shirley is here that they are sure to get them back in a timely manner!!! Outside of work Shirley has a husband and four grandchildren that she enjoys spending her days with. Thank you Shirley Keen for all you do and all the smiles you bring to each of our faces. YOU ROCK!!!!





# Generations of Middlesboro

(Personal Care Facility)



*Generations Center of Middlesboro is a 64 bed, nonprofit, personal care facility located amid the natural beauty of Middlesboro, Kentucky, and just outside of Tennessee and Virginia.*

Tara Warren



## **New Year, New You, New Care, New Generations Gaither Group!**

Generations family, it's a new year! So much happiness to behold, so much cheer to share.

It's the year of 2017; we all have New Year's resolutions, right? What do those include? Losing weight, becoming fit for all of our vacations that are upcoming, finding love, etc. At any time has it crossed your mind what our resolution will be for our residents?

Will we encourage them to participate more in activities? Will we show them more structure in daily routine? Our New Year's resolution as Generations Gaither Group needs to be making our residents home just as warm with love as our homes are that we return to in the evening. So can we share love all throughout our residents homes starting January 1<sup>st</sup> 2017, I encourage everyone to please have a resolution to better not only ourselves, but better ourselves for the wellbeing of our residents .

## **New Year, New Year, New Care, New Generations Gaither Group!**

**Happy New Years 2017**

## **Employee of the Year**

Generations of Middlesboro would like to proudly announce their MVP for 2016, Mrs. Wanda Haggerman. Wanda has been with Generations since September 21, 2015. Hired in as a Nursing Assistant on the floor, she is now working as our Transportation Coordinator. Wanda is the true definition of teamwork, always going above and beyond for these residents. She safely transports these residents near and far with the utmost humble, respectful, positive attitude. She is willing to work any and all positions on the floor to ensure the best of care and she never complains. Wanda always has the resident's best interest at heart. Thank you Wanda for all that you do!!



## *For more information.....*



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