



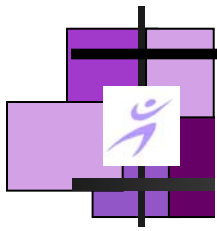
The Insider

Mar 2011

UNIVERSAL MH/DD/SAS Mission Statement

Universal MH/DD/SAS is dedicated to helping individuals and families affected by mental illness, developmental disabilities and substance abuse in achieving their full potential to live, work and grow in the community.

WHY THE NEED FOR THE INSIDER ? *The purpose of this newsletter is to provide specialized information to all Universal MH/DD/SAS employees. The intent is to develop a better informed workforce, to foster a greater sense of community, and to build morale.*



MESSAGE FROM THE AGENCY DIRECTOR

First off, has it really been three years already? It seems like yesterday that we were all scurrying around in preparation for our initial CARF review. We have experienced so much in those three short years! This time around CARF will be reviewing new services that were not introduced last time. Therefore we have much for which to prepare. Not to worry though, I have complete confidence in the great Universal team we have assembled.

Secondly, I am excited to share that Universal is expanding our CABHA services. All across the state we are expanding the Targeted Case Management Mental Health (TCM-MH) services. If TCM-MH is not in your area yet, it may be coming soon.

Finally, because I know that good people make good things happen ~ I look for nothing but good things for Universal for the rest of this year. Thank you all for your dedication to Universal excellence!

~Amy

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Tis CARF time again!

In November of 2008, CARF International announced that Universal MH/DD/SAS was accredited for a period of three years for its Case Management/Service Coordination – Mental Health (Adults) and Case Management/Service Coordination – Mental Health (Children and Adolescents) programs. This was the first accreditation that the international accrediting body has awarded to Universal MH/DD/SAS.

CARF is an independent, nonprofit accrediting body whose mission is to promote the quality, value, and optimal outcomes of services through a consultative accreditation process that centers on enhancing the lives of the persons served. Founded in 1966 as the Commission on Accreditation of Rehabilitation Facilities, and now known as CARF, the accrediting body establishes consumer-focused standards to help organizations measure and improve the quality of their programs and services.

This year Universal has put together an Internal CARF TEAM(ICT). These individuals may be approaching you to enlist your help with projects. Please do your part to ensure our success once again! The ICT consists of the following people: Jennifer Carroll, Leslie Cothren, Drema Greer, Patra Lowe, Pattie Fries, Ingrid Freeman, Beverly Smith, Tracy Frye, Steve Greer and Brook Phillips.

Remember to please make sure that we are following all safety regulations, such as:

No scissors on your desks (please keep all sharp objects in drawers or out of sight)

No candles (scented or otherwise)

No coffee pots in individual offices (only in kitchen area)

No space heaters

No personal medications left out in the open

All cleaning supplies must be in locked cabinets/containers

CARF reminders/tips will be in each newsletter throughout 2011!

Johann – Emily
Rocky – Nancy
Snowball – Marsha
Cheewy – Beth
Charmin – Jeffrey
Daisy – Alicia
Rocket – Lindsey
Mattie & Martel – Liz



Universal's Early Intervention (EI)

The Early Intervention Program works directly with the North Carolina Infant Toddler Program to provide Developmental Therapy to children birth to three years old. We currently have 13 Therapists, 4 of which are bilingual. We are working with over 200 families in Wake, Johnston, Harnett and Lee counties. Our therapists go into the child's most natural environment such as their home or daycare and works directly with the child and their parents/caregivers to help them meet the child's fullest developmental potential.

We are excited to bring the world of Early Invention to Universal. We have been welcomed by everyone with open arms and look forward to being part of such a supportive team.

When asked about herself, here is what Tonya wanted the rest of Universal to know about her... *"Hi, my name is Tonya Venable and I am the EI Coordinator for Universal. I have a BS Degree in Child Development, B-K Certification, NC Infant Toddler Certification and I am a Certified Reviewer for the North Carolina Infant Toddler Program."*



***Tonya Venable, EI
Coordinator ~ Raleigh, NC***

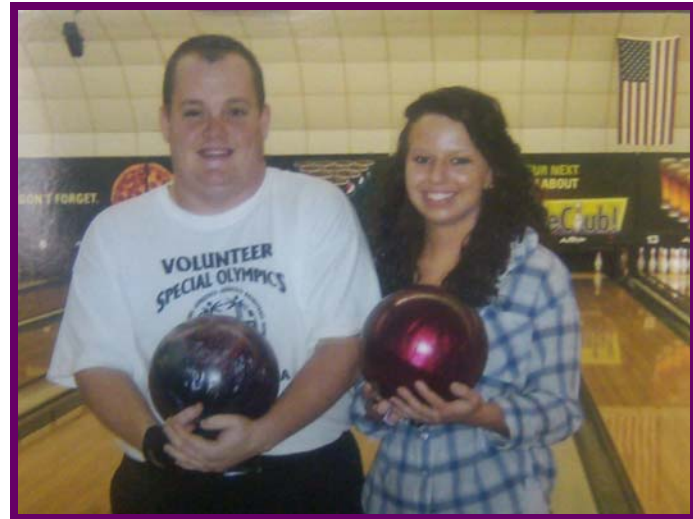
I have worked with children and families for over 10 years and I have worked in Early Intervention for 6 of those years. Working with children and families has always been a passion of mine. Over the years being able to see firsthand the difference developmental therapy has made in the lives of the families we have served has been very rewarding. I have been married for almost 8 years to my wonderful husband George, and we have a 4 year old daughter Jordan. In my spare time I love to travel and try new restaurants and I am also a Tastefully Simple Consultant. "



TRUE Champions

Emily Crawford first came to the Universal office in Goldsboro looking for companies that might have female clients interested in special populations cheerleading. Her enthusiasm drew us in and we had to have her. She started as a direct care staff in July 2010. In September 2010 she was brought in as the part time office assistant in the Goldsboro office and she continues to work in the field. Emily has been quite an asset to us and to her clients. She has been volunteering with the MR/IDD population since high school. She is only 19 years old but has heart and dedication beyond her years.

We recently learned that Emily and her bowling teammate Allen won the gold medal in the Raleigh competition. Now they are being sent to Reno, Nevada for the Special Olympics unified bowling team nationals.



Universal Champions ~ Emily and Allen

The unified team pairs non-disabled people with the special population. This is an all inclusive trip and only two teams in North Carolina get to go. Emily says *"my dream job would be to open a gym/recreation center that is specific to special populations. The facility and all the equipment would be built for the enjoyment and specific needs of the MR/IDD population."*

Congratulations Emily and Allen



MATCH THE PET . . . With folks from the Forest City Office



Johann



Rocky



Mattie and Marlie



Marsha



Snowball



Chewy



Lindsey



Beth



Charmin



Jeffrey



Emily



Daisy



Rocket



Liz



Alicia



Nancy

Interested in learning more about Universal MH/DD/SAS? Visit our website at www.umhs.net.

Answers may be found somewhere within this issue of *The Insider*



Office Exercise

If you have trouble staying fit at work, these office exercises are a great way to keep your body moving right at your desk. The moves here involving stretching and strengthening your body, all within the comfort of your office chair. This workout doesn't take the place of traditional strength training, but offers you a way to keep your blood moving if you can't get away from your desk.

Precautions

See your doctor before trying this workout if you have any injuries, illnesses or other conditions. Make sure the chair you use is stable. If you have wheels, push it against a wall to make sure it won't roll away.

Equipment Needed

A chair and a water bottle or light-medium dumbbell.

Click on the pictures for closer look

Stretches for Your Wrists and Arms

Wrist Stretch: Extend arm in front, palm up and grab the fingers with other hand. Gently pull the fingers towards you to stretch the forearm, holding for 20-30 seconds. Repeat on the other side.

Wrist & Forearm: Press hands together in front of chest, elbows bent and parallel to the floor. Gently bend wrists to the right and left for 10 reps.

Lower Back Stretch: Sit tall and place the left arm behind left hip. Gently twist to the left, using the right hand to deepen the stretch, holding for 20-30 seconds. Repeat on the other side.



Lower Body Exercises

Hip Flexion: Sit tall with the abs in and lift the left foot off the floor a few inches, knee bent. Hold for 2 seconds, lower and repeat for 16 reps. Repeat on the other side.

Leg Extension: Sit tall with the abs in and extend the left leg until it's level with hip, squeezing the quadriceps. Hold for 2 seconds, lower and repeat for 16 reps. Repeat on the other side.

Inner Thigh: Place towel, firm water bottle or an empty coffee cup between the knees as you sit up tall with the abs in. Squeeze the bottle or cup, release halfway and squeeze again, completing 16 reps of slow pulses.



Chair Exercises

Chair Squat: While sitting, lift up until your hips are just hovering over the chair, arms out for balance. Hold for 2-3 seconds, stand all the way up and repeat for 16 reps.

Dips: Make sure chair is stable and place hands next to hips. Move hips in front of chair and bend the elbows, lowering the body until the elbows are at 90 degrees. Push back up and repeat for 16 reps.

One-Leg Squat: Make sure the chair is stable and take one foot slightly in front of the other. Use the hands for leverage as you push up into a one-legged squat, hovering just over the chair and keeping the other leg on the floor for balance. Lower and repeat, only coming a few inches off the chair for 12 reps. Repeat on the other side.



Upper Body Exercises

Front Raise to Triceps Press: Sit tall with the abs in and hold a full water bottle in the left hand. Lift the bottle up to shoulder level, pause, and then continue lifting all the way up over the head.

When the arm is next to the ear, bend the elbow, taking the water bottle behind you and contracting the triceps. Straighten the arm and lower down, repeating for 12 reps on each arm.

Bicep Curl: Hold water bottle in right hand and, with abs in and spine straight, curl bottle towards shoulder for 16 reps. Repeat other side.



Ab Exercises

Side Bends: Hold a water bottle with both hands and stretch it up over the head, arms straight. Gently bend towards the left as far as you can, contracting the abs. Come back to center and repeat to the right. Complete 10 reps (bending to the right and left is one rep).

Ab Twists: Hold the water bottle at chest level and, keeping the knees and hips forward, gently twist to the left as far as you comfortably can, feeling the abs contract. Twist back to center and move to the left for a total of 10 reps. Don't force it or you may end up with a back injury.



CLOSING THE GAP

"Are You Too Trusting?"

"To succeed in business – it's imperative that you be able to discern whom you can trust and whom you can't. Watch out for people with the six most dangerous character flaws:

1. People who rarely do what they say they will.
2. People who push their work onto you.
3. People who are late and don't apologize.
4. People who tell you "I'm too busy."
5. People who reject your idea out-of-hand.
6. People who won't let you off the hook when you're in a jam."

~Source: *Staying Street smart in the internet Age*, Mark McCormick

When you are through changing, you're through.

~ Bruce Barton, Advertising Executive

SPECIAL MAR EMPLOYEES

@ Jane Pimenta – Ash	Mar 03
@ Jennifer Carroll – Corp	Mar 26
@ Amalia Igelisas – Gold	Mar 27
@ Eugene Jones – Ash	Mar 28
@ Alicia Godfrey – FC	Mar 29
@ Amy England – Corp	Mar 31

SPECIAL APR EMPLOYEES

@ Susan Thompson - Morg	Apr 02
@ Ashley Young – Ash	Apr 04
@ Drema Greer – Corp	Apr 19
@ Kimberly Gardner – Gold	Apr 19

SPECIAL MAY EMPLOYEES

@ Richard Greer – Corp	May 01
@ Michelle Hoover – Corp	May 04
@ Danielle Nelson – Ral	May 09
@ Heather Woods – Corp	May 15
@ Donna Claybrook – Ral	May 22
@ Susan Rainsford – Ash	May 24
@ Rose Younce – Corp	May 25
@ Tracy Frye – Corp	May 26
@ Pattie Fries – Morg	May 27

