

Hello  
Springtime

# THE BEACON

McIntosh Trail Management Services, Inc.  
March, 2010 Volume 1, Issue 3

Happy  
St. Patrick's



## \* Nursing Home Culture Change



### Changing The Way Care & Services Are Provided

In nursing homes, the movement away from institutional provider-driven models of care to more humane consumer-driven models of care that embrace flexibility and resident self-determination has come to be known as Culture Change. Culture Change and Resident-Directed Care.

Nursing home culture change, seeks to promote autonomy and choice for residents residing in nursing homes and for those who work most closely with them. Through innovation by the pioneers of culture change over the past 20 years, we know that it is possible to deliver resident-directed care that is both cost-effective and highly satisfying to those receiving the care as well as to their families and staff caregivers. While many specific approaches to promote resident-

directed care have been developed, the core values that unite them are choice, dignity, respect, flexibility, and self-determination. A major component of culture change is empowerment and support of first line direct care workers. In a setting that has moved from institutional to resident-centered to resident-directed care practices, the individual preferences of residents always come before the task (e.g. bathing times, fixed bed-time hours). The voices of older adults are considered and respected regardless of resident age, medical condition, or limitations.

Nationally, more than 30 states have culture change coalitions working to educate providers, policymakers, and consumers about culture change and resident-directed care. To date, only a small percentage of the nation's 16,500+ nursing homes have embraced culture change although many are on the "journey" to achieving this goal.

con't. on page 3



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Executive Director

"Greetings!" I'm ready for Spring, how about you! Here we are in March already and as always, we're expecting an exciting year, filled with challenges and mileposts.

I want everyone to know how the jobs you do complement our organizational mission and that I appreciate the positive contributions you make every day.

For 2010, the start of a new decade, I want to challenge us all to think creatively and suggest ideas that merit attention. I want us all to ask ourselves "what can I do to make things better for our agency and for our clients. What can I do to make a difference in my job this year?"

*Carol*

## \*Diamonds from Doris

by Doris Carter



### THE RACE IS ON!

To improve your endurance for 2010 try these six simple exercises to strengthen your attention deficit.

- Pay more attention to complimenting others and be less critical.
- Pay more attention to giving and be less self-indulgent.
- Pay more attention to listening and less to being heard.
- Pay more attention to what you already have and be less insatiable.
- Pay more attention to the blessings of the present and less to the pains of the past.
- Pay more attention to forgiving and be less resentful.

## \*In The Spotlight With...

By Eva Henderson



Ginger Taylor

Care Coordinator

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Ginger has been with CCSP as a Care Coordinator/LPN in the Macon office for almost 2 yrs. as of March 17<sup>th</sup>. Ginger describes herself as a free spirited, original, kind, loving and spontaneous woman who is "loving life!" Ginger says her friends also describe her as all of the above - they just usually sum it up by saying "CRAZY!"

Ginger was born in Waycross, GA but grew up in Waycross, Florida and New Jersey. She currently resides in Warner Robins with her family and their dog named Noah. Her husband is Isaac Taylor, Jr. but they call him "Ike". They have been married for 23 ½ years and are the proud parents of Kinan Taylor, age 19, and Gitoya Lane, age 22. Gitoya recently married Jonathan Lane and they have two children: Braelyn and Jael Lane. Braelyn is 4 yrs old and is aka "Toot" or "Brae" and Jael is aka "Juicy" or "Fat-fat".

Ginger's work experience includes nursing and supervising. Her interests are "advancing the King of God – preaching and teaching the Word". By day, she is a LPN for McIntosh Trail CCSP and by night, a laborer for the Lord. Actually, Ginger is a minister for the Lord 24/7. She is an ordained Elder within the Pentecostal Denomination of "Church of Christ Written

in Heaven". She is an Evangelist that travels all over preaching the Gospel of Jesus Christ. Here in the Middle GA area, she is affectionately known as Evangelist Taylor. She conducts an on-campus ministry at Middle GA College in Cochran and also on the campus of the Youth Detention Center (YDC) in Macon. She has been ministering at the college for approximately three and a half years and at the YDC for four years.

Ginger also enjoys shopping, scrapbooking, and brainstorming in the ministry. She says her number one pet peeve is: "I hate folks that put on airs – pretending to be something they're not".

Her favorite scripture is Joshua 1:8 (NCV) "Always remember what is written in the Book of The Teachings. Study it day and night to be sure to obey everything that is written there. If you do this, you will be wise and successful in everything."

Ginger, we are very proud of you and the work you do.

Keep up the good work!

### The Cross

The young man was at the end of his rope. Seeing no way out, he dropped to his knees in prayer. "Lord, I can't go on," he said. "I have too heavy a cross to bear."

The Lord replied, "My son, if you can't bear its weight, just place your cross inside this room. Then, open that other door and pick out any cross you wish."

The man was filled with relief. "Thank you, Lord," he sighed, and he did as he was told. Upon entering the other door, he saw many crosses, some so large the tops were not visible. Then, he spotted a tiny cross leaning against a far wall. "I'd like that one, Lord," he whispered.

And the Lord replied, " My son, that is the cross you just brought in."

When life's problems seem overwhelming, it helps to look around and see what other people are coping with.

You may consider yourself far more fortunate than you imagined.

## \*Do You Know What Month It Is?

by Lisa Kilcrease, RN, CCM



A great Care Coordinator and RN is an educated one. The internet is an excellent tool to learn about illnesses that our clients have. It is also a place to find resources and information that we can give to our clients. Every month has at least one medical awareness event associated with it. I will focus on one or two of these each month and list websites that discuss each issue. These sites will be good references for education for ourselves and our clients.

February is Heart Health Month. The American Heart Association website is [www.americanheart.org](http://www.americanheart.org). This site educates on warnings of heart attacks and strokes. It also focuses on prevention. You can sign up for a free 12 week online nutrition fitness program, get a free red dress pin, and take the Heart Check Up test.

March is National Colorectal Cancer Awareness Month. Did you know that cancer is one of the most preventable life-threatening diseases facing us today? Read about colon cancer at [www.preventcancer.org](http://www.preventcancer.org). Another helpful site is [www.cancer.org](http://www.cancer.org) which is the site for the American Cancer Society. Have you ever participated in a Relay for Life? It is an awesome experience and a great way to become involved with your community.

March is American Red Cross Month. Their website is [www.redcross.org](http://www.redcross.org). Have you given blood lately? Do you know your blood type? Red Cross offers CPR, First Aide, and Emergency Response classes. Learn what you should do in an emergency.

March is also National Multiple Sclerosis Education and Awareness Month. [www.msfocus.org](http://www.msfocus.org). We have several clients who have MS. One way that we can assist them is to be informed of MS and find resources that can help them.

April is Foot Health Awareness Month. Go to [www.apma.org](http://www.apma.org) to visit the American Podiatric Medical Association website. Remind your clients, especially the ones with diabetes and/or neuropathy to check their feet regularly and to see a podiatrist on a regular basis.

## \*Culture Change con't.



In a staff-directed environment of care, management makes most of the decisions, without a full understanding of their impact on residents and direct care staff. In a staff-centered culture change environment, staff members consult with residents or try to put themselves in the residents' place while still making many decisions. Residents accommodate and yield to staff decisions most of the time, but have some choices within existing personal care routines and activities.

In a resident-centered culture, residents' preferences and past patterns form the basis of decision-making about some

routines of care. Staff (i.e., nurses and direct care providers) organize their work to accommodate expressed or observed resident preferences. Nurses and the direct care staff have more input in regard to how work is organized (e.g., involvement in care planning, scheduling, peer monitoring). The residents make decisions on a daily basis about their individual routines. When residents are not capable of expressing their needs and choices, the staff honors observed preferences and lifelong habits. Residents are given more of a voice, until they ultimately direct their own care. For this transformation to occur, staff must also be afforded more

autonomy and flexibility by the management team.

Resident-directed care cuts across disciplines and job duties, synthesizing best practices from multiple disciplines. As a holistic and collaborative process, resident-directed care is a platform for optimal understanding of the resident's goals of care and quality of life priorities, and can result in a new or modified approach to care.

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Excerpt from: Issue Paper  
Nurses Involvement in Nursing Home Culture Change: Overcoming Barriers, Advancing Opportunities  
From the Hartford Institute for Geriatric Nursing  
New York University College of Nursing  
Coalition for Geriatric Nursing Organizations (CGNO)  
&  
The Pioneer Network  
[www.pioneernetwork.net](http://www.pioneernetwork.net)  
Spring, 2009

## \*Franklin Facts

by Neanda Andrews



I hope that everyone had a joyous holiday season & wonderful start to the New Year! I enjoyed my time off by spending it with my family from Texas & my husband, Antonio & our daughters. We also visited Daytona Beach after Christmas. Although it was a little cooler than we would have liked, we had a wonderful time just being together.



My daughter turned one on February 2, 2010 (yes Groundhog Day!). I took her for her one-year-old birthday photo shoot and she gave the photographer a hard time. We were still able to get some good shots of my baby girl!

Here at the Franklin office we have had lots of changes and are happy to start off 2010 by welcoming Betty Speir as our new RN. She comes to us from an CCSP ALS provider & we are so happy that she is now apart of our team! Congratulations to our employees of the month Christy Thornhill for November & myself for December.

Birthday wishes go out to Wendy Scott who celebrated on January 3<sup>rd</sup>, Betty Speir who celebrated on January 6<sup>th</sup> and to Addie Boyd who celebrated on February 19<sup>th</sup>.

Congratulations to Carolyn Walker & Addie Boyd who both celebrated 9 years of being employed with MTMS on January 16!

Christy would like to thank everyone for their thoughts, prayers & cards during her leave of absence for her surgery. She would like to let everyone know that she is feeling much better and is happy to be back at work.

Recently, Terannie, her husband Blaine, her son, Cadon, and daughter in law, Meagan floated down the Flint River. They got in at Sprewell Bluff in Thomaston and "floated" to Hwy 36 Bridge. Due to the water being low, what should have taken a couple of hours took 5-6. Terannie said, "It was a nightmare; I was exhausted pulling the raft across rocks most of the way. Cadon and Meagan's canoe developed a leak and they had to stop often. The scenery was great but never again unless the water level is high enough to enjoy the ride."

For the ladies who like to wear red, they remembered to wear red on February 5<sup>th</sup>, 2010. All across the country, people have been wearing red to show their support for Go Red For Women and to help raise awareness of heart disease. But it's not just individuals who Go Red, Companies are joining the movement and so should MTMS!

Valentine's Day is always a great day to celebrate. Remember that a great present to your spouse or loved one on Valentine's Day is one that says you care and that you remembered. So remember if you are on a budget for Valentines Day and money is tight, here are some suggestions:

**Table for Two:** Dress your own table up with a nice tablecloth, candles and your loved one's favorite meal at home

**The Written Word:** There is nothing more powerful than the written word. Take lipstick and write a special note to your spouse on the mirror. You could also tuck a note in their briefcase or in their lunch to surprise them and tell them how much they mean to you.

Solve our puzzle on page 8

## \*What's Shakin' In Macon

by Eva Henderson



We received a great response to our request from our providers to help us fill gift bags for our clients! We had over 200 bags and stockings and are proud to announce they were all delivered! Everyone reports the Holidays were wonderful. I think we all ate well because now everyone is talking more about dieting and exercising. 🍷🥰

\*We have a new RN as of Feb. 8<sup>th</sup> so let's all make **Rose McCoy Brown** feel welcome!

\*We also have a new LPN as of Feb. 22nd. Let's all welcome **Amanda 'Mandi' Sheffield**.

\***Darienne Shuler's** Tennis League play ended in December and she won the New Year's Day Round Robin! She is playing on three teams this year - the mixed Doubles team started their session the end of January and the two Women's Doubles teams started playing in Feb. State finals will be held in April in Macon (time and location TBA) so if you get a chance, come watch Darienne in action. Darienne's daughter, Dayana "Day" also plays tennis and has been playing for three years now!

\***Shirley Nix** is back after being out on sick leave! She says she is thankful for everyone's thoughts and prayers during her surgery and recovery time. She also mentioned that her son's submarine surfaced 1/20/10 in Okinawa, Japan. He is in the Navy and has been deployed for 6mos. Also, congrats to Shirley – she was Employee of the Month for Jan!

\*Congrats to **Shaneji Ward!** She was also Employee of the Month for Jan!

\***Luciana Green** wants you all to know her business name has changed to E & M Diva Images. Also, she is happy to report her dissertation topic has been accepted and her 2<sup>nd</sup> year residency starts in April!

\***Viva Elbert's** trip to Las Vegas has been postponed.

\***Chantelle Sam's son T.J.** is on the middle school and high school basketball teams so he is doing well.

\***Wanda McNeil** said the Holidays were a Blessing. She thanks God for His Mercy & Blessings. She'd like to share one lesson she learned lately: less of me, more of God.

\*I am still recycling and am challenging YOU to do the same! Oh and I also wanted to mention, my daughter, Nia is in the Houston Co High School FFA and competes in Commercial Dairy Heifer Shows. Recently they competed in the Elbert Co. Dairy Show and Nia won First Place (Blue ribbon) in her class in the Showmanship Division, a Grand Champion Showman Granite Plaque and First Place (Blue ribbon) in her class in the Weight Division!

### **Happy Birthdays to:**

B'Nekia Johnson, January 3rd; Chantelle Sams, January 21st; Luciana Green, February 23rd

### **"Don't Wanna Miss" Events:**

Luciana starred in a Valentine's Day Extravaganza. For more info, go to [www.jdsdramatheater.com](http://www.jdsdramatheater.com) for upcoming theatre presentations.

Ringling Brothers, Barnum & Bailey Show – Macon Coliseum; 2/5/10 – 2/7/10. For more info, go to [www.ringling.com](http://www.ringling.com)

UniverSoul Circus – Central City Park, Midway area, Macon; 2/12/10 – 2/14/10. For more info, go to [www.universoulcircus.com](http://www.universoulcircus.com)

GA State Fair – Central City Park, Macon; 4/29/10 – 5/9/10. For more info, go to [www.georgiastatefair.org](http://www.georgiastatefair.org)

Cherry Blossom Festival – various locations throughout Macon. Visit [www.cherryblossom.com](http://www.cherryblossom.com) for more info.

### **Black History Month Trivia**

**Question 1:** The grave of a former slave who served in the GA militia during the Revolutionary War was recently dedicated in Pike Co. What was his name?

**Question 2:** Who was the first black chief judge of GA Court of Appeals?

**Question 3:** The First African Baptist Church is the oldest black church in North America. It was officially started May 20, 1775 and constituted in December of 1777. Where is this church located?

(answers on page 8)

## \*Eating To Lose Weight

by Shirley Nix

When you want to lose weight quickly you may be tempted to starve yourself but don't because fasting triggers your metabolism to go into starvation mode causing your body to conserve a greater percentage of calories as fat.



The way to lose weight is to eat five or six small meals a day. Now this may be hard to do while at work so plan your meals the day before and bring them to work. On "field" days, pack foods that are not perishable or get a small cooler for fresh fruits, veggies, etc. You should consume at least three or four of the five to six meals during your work day. This will trick your body into thinking it is eating much more. Studies show that your body will burn more calories if you eat five small meals than if you ate that same amount of calories in one or two meals.

The types of food you eat are important as well. Fiber makes you feel full, so eat plenty of fruits, vegetables and whole grains. You should also have some protein in your diet. Choose low-calorie, healthy protein sources such as skinless chicken, tofu, eggs and low-fat dairy products. Avoid foods that are full of calories but don't fill you up (candy bars and chips). High-fat food may taste good, but they have twice the calories of carbohydrates and proteins. Most important be sure to drink at least eight glasses a day.

## \*Cruisin'

by Annette Patat (AKA, the Cruise Queen)

### The Top 5 Best Things About Cruises:

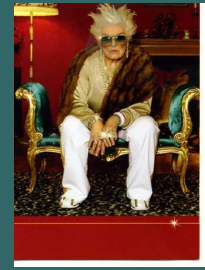
1. You can see 1 or as many as 4 different islands and only have to unpack once. There's no repacking or waiting at airports, but you can see several different beautiful locations.
2. I like to be pampered every now and then. Little things like coming back to your cabin in the evening to a mint on your pillow and the sheets turned back make me feel special. Not to mention the cute little animals the staff makes from towels and leave on your bed. To come back to your room and find a swan or other animal made out of towels and wearing your sunglasses is fun.
3. If you are a person that likes to drink (Tom and I are not big drinkers) you don't have to worry about drinking and driving. Just stagger back to your cabin when you're ready.
4. The food is absolutely wonderful. With the dining room, room service, and buffets on the decks-eat 24 hours a day if you wish. If you, by chance, get something that does not appeal to you, order something else. You've already paid for it when you booked your cruise. Not only is the food good, the waiters put on shows in the dining room several nights of the cruise. I will admit that every time I have heard waiters from over one hundred different countries sing "God Bless America" with their different accents, I cry. I have also been known to dance with them while they entertain. Anybody want to form a Congo line or do the Macarena? As well as tasting great, the meals are very good to look at. Some nights they have Grand Buffets with ice carvings and the food carved in beautiful designs. These are so gorgeous; the dining room is open for an hour ahead of the meal for picture taking. Just so guests can get beautiful pictures before everybody digs into the food.
5. I have already said I like being pampered. It's also great to be sitting by the pool with a good book and waiters coming by every so often to see if you need a coke or something stronger, if you wish. (The fact that they are young, good-looking, and wearing shorts doesn't hurt either.)



*I better close for now. You know we do have WORK to do. I hope you enjoy my articles. Just for the record, I do not receive any kick backs from the cruise industry.  
Take care and Happy Sails to You, Annette*



**\*The Meansville Mailbag**  
by  
Margaret Sandefur and Dianne Birdsong



**Happy 2010!**

It is hard to believe that January and February has already come and gone. Where did they go? Here it is the middle of March already. Did you remember to wear your greens on Wednesday, the 17<sup>th</sup>!

Our Employees of the Month for:

January – Tracy Mosley

February – Dianne Birdsong

March – Martha Morton

It is good to have Lynda Teague back in the office after recovery from knee surgery.

Dianne Birdsong's trivia team keeps winning those competitions! They are in the running for the championship game to be held at Buffalo's in Griffin in March.

On a personal note, I'd like to thank you for your expression of sympathy on the death of my stepfather.

Please remember the Haitian earthquake victims in your prayers.

And as always don't forget our men and women who are serving in the military around the world.

**Dianne's Delites**

I will be contributing to the newsletter each time with recipes I have used and enjoyed over the years. While I was going through my cookbook collection for my favorite recipes, I came across this wonderful article from Our Family Cookbook, which was compiled by my husband's family about ten years ago and I use it weekly for some type of dish. His aunts were the best cooks I have ever known.

Here is one of my favorite cookie recipes, simply because it is so simple and delicious. Hope you all will enjoy it also.

**Miracle Cookies**

1 cup peanut butter (crunchy or smooth)

1 cup sugar

1 egg

Combine all ingredients thoroughly. Roll in balls about the size of a quarter. Press lightly with fork. Place on baking sheet and bake in a 350 degree oven for 12 minutes.

**Recipe for Happy Childhood**

*Take four or more small children. Remove shoes and socks and turn out in a sunny yard to mellow. Add a little stream, a mud puddle, and several frisky puppies. When the children are the color of a ripe peach, take in, bathe in cool water and stuff with milk and cookies. Arrange in small beds, let rest undisturbed overnight.*

*Garnish with a kiss on each little head.*

*P.S. Enjoy while you can because they simply will not last.*

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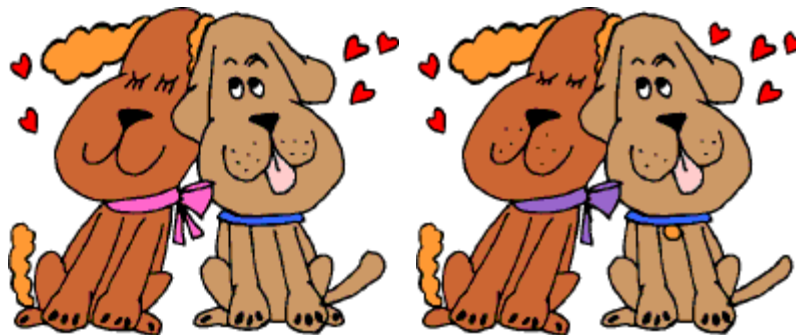


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## \*Bits and Pieces

Good ol' puppy love. Can you spot the 10 differences in the puppies below? by Neanda Andrews



Answers to Black History Month Trivia by Eva Henderson

Answer 1: Austin Dabney. According to the National Society of the Sons of the American Revolution, this was the first time that a black patriot's grave has been marked in GA.

Answer 2: John H. Ruffin, Jr. He recently died at the age of 75.

Answer 3: Savannah, GA.

## \*About Us



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