



**ANNE, JESSE &  
RESIDENT**

# WESTERN HORIZONS

**Early Fall, 2010**

## BLACK MOUNTAIN NEURO-MEDICAL TREATMENT CENTER

Gail West, Director  
Richard Rhea, Assistant Director  
Dr. Bob Jolley, Medical Director  
Cheryl Saylor, Editor

### Inside this issue:

5K Walk/Run	2
Special Olympics	2
Belle Chair & Aviary	3
Service Awards 2009	4
Retirements etc. 2009	5
Employee Recognition	6

### Special points of interest:

- \* A Suggestion Box is now located in the Administration Hallway. The NOVA Team is sending out questions weekly for your suggestions.. Please share any suggestions you have to improve the care for residents and staff.
- \* If you have items for the Western Horizons newsletter, please contact Cheryl Saylor, Ext. 6701.

### Director's Message

## BMNTC is Raising the Bar

BMNTC is pursuing NOVA Licensure. This licensure designates excellence in the areas of resident-centered care and staff empowerment in nursing facilities, assisted living facilities and home health agencies in North Carolina.

The philosophy of the initiative is based on the premise that staff who are more satisfied with their work environment will provide better care to the residents they serve. The BMNTC Leadership Team is very interested in finding ways to improve the quality of care to the residents.

The NOVA Core Team that consists of Anne Barker, QA Director, Dr. Bronwyn Lee, Director of Psychology, Kristi Reed, Staff Development Specialist, Lauri Hollingsworth, HR Manager, Richard Rhea, Assistant Facility Director, and Gail West, Facility Director, have been extremely busy edu-

cating themselves and other staff about NOVA. Approximately 90% of our 437 employees have learned about NOVA in a face-to-face meeting.

As part of our effort to obtain NOVA licensure and shift our focus to our residents and increase staff involvement in decision making regarding residents, we have kicked off an initiative we are calling "It Takes a Village...to Nurture a Resident." With this initiative every single employee became a member of a village which is focused around one of our residential areas and the residents who live there. Each village will elect a village council that will provide leadership to the village as it addresses issues or concerns and plans events for fun and socialization. The village council will also serve as the information link

between the village and all of its members. Employees may choose their individual level of involvement depending on their comfort level with the residents.

To increase the comfort level of staff, they are asked to participate in four training sessions that focus on resident diagnosis, disease process and appropriate interaction. These classes are primarily provided for those staff that have not had the training previously or worked directly with the residents in their regular assignment. Beginning in September, 2010, all new employees will complete the new employee curriculum.

As we continue to work toward obtaining NOVA licensure, there will be other initiatives implemented. We will be evaluating our training, developing career growth opportunities for front line staff, & expanding our peer mentoring opportunities. Our goal is to submit our application for the license by January 1, 2011.

*Gail West*

## BMNTC Logo Shop

The BMNTC Logo Shop opened in July. The Logo Shop is sponsored by the BMC Foundation. The logos were designed by staff, and there



are three currently being used on a variety of items.



Items include several styles of shirts, caps, tote bags, lanyards, bracelets, bumper stickers, pens, insulated travel mugs, & refrigerator magnet picture frame. Please drop any suggestions or ideas for items in the box located outside the logo shop.

## Wellness Committee Hosts 5K

The BMNTC Wellness Committee hosted a 5K Run/Walk on April 23rd.



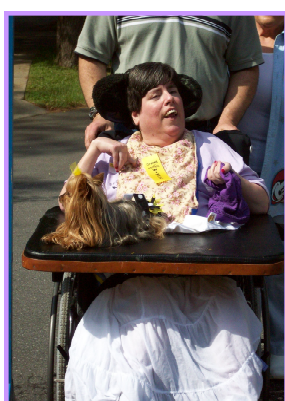
There were 45 walkers and runners registered for the event. In addition to the runners and walkers, staff ac-

companied residents as they enjoyed the beautiful Spring weather.

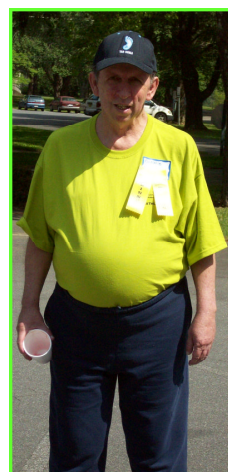


## The Games — 2010

The Games at BMNTC were held on Friday, May 14. Each unit's team wore the same color of t-shirts, and participated in a variety of games. Games included 15 meter walk, ball throw, horseshoe pitch, shuffle board slide and bean bag toss. The participants were awarded ribbons for each event they participated in. The meal was hot dogs, slaw, cookies, fruit, and drinks.



Students from Owen High School and Mt. Pisgah Academy volunteered to assist residents, officiate the games, and lead other activities.



The Food Tent



## BELLE CHAIR— AUGUST 2010



The staff showed off their creative talent for the Belle Chair Resident Competition. These are some of the winning entries.



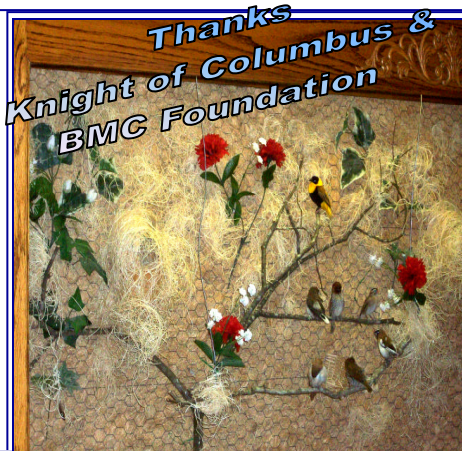
Honorary Judge enjoys the competition.



## AVIARY

Thanks to a donation from the Knights of Columbus to the BMC Foundation, the residents and staff of the BMNTC now have an Aviary to enjoy. There are currently nine birds in the aviary. The birds are settling in to their new home, and we could have baby birds some time later in the year.

For more information about the birds, contact Stephanie Watts at Ext. 6883.



African Orange Weaver  
Native to Africa

Pin-tailed Whydah,  
Native to Africa



BMNTC EMPLOYEE SERVICE AWARDS 2009

The Black Mountain Neuro-Medical Treatment Center honored 49 employees for their years of state service at their Annual Service Awards event held on September 30th.

The theme was "Heroes Among Us." Gail West, Director, introduced Luckey Welsh, Division Director, State Operated Health Care Facilities, who presented the keynote address. Music was provided by Kathy Wallace, Creative Art Specialist. A reception followed the presentation of awards on the Training Room.

Employees receiving awards included:

5 Years of Service: Sue Bailey, Christine Butler, Susan Casar, Beverly Cook, Sandra Denny, Tonya Gray, Lucille Gregory, Delbert Herrick, Novella Hinman,

Bonnie Johnson, Robert Jolley, Joyce Jones, Kathleen Lonon, Laura McKinney, Barbara Miller, Jean Mumpower, Lucille Peterson, Heather Price, Clara Turner, Samantha Morgan

10 Years of Service: Laura Bailey, Beverly Button, James King, Kathy Logan, Sharon McMahan, Dawud Mutawakkil, Cathy Rankine, Eric Schweitzer, Lora Smathers, Jeff Steinel, Peggy Young

15 Years of Service: Wendy Collins, Glenda Cox, Danny Crisp, Machalle Lane, Sherrie McCleary-Small, Jill Montagna, Britt Morgan, Richard Rhea, Bill Sluder, Donna Smith, Joe Watson

20 Years of Service: Fannie Bishi, Cathy Lewis, Linda Rollins

25 Years of Service: Jill Brittain, Judson Dougherty, Kerry Nolen, Lynn Womble



## Retirements 2009

The following BMNTC employees retired in 2009.



**DIANE TRAINOR**—  
February 1, 2009

20 years and 5 months  
of service

**LEONARD OLIVER**—May 1, 2009

20 years and 4 months of service

**TREVOR RENEE' WEAVER**—May 1,  
2009—30 years of service

**TONY HOOPER** — July 1, 2009

24 years of service

**GENEVA WOODY** — August 1,  
2009

20 years and 1 month of service

**TERRY ROBERTSON**—September  
1, 2009—20 years and 1 month of  
service

**SUSAN CLEMENTS**—November 1,  
2009

30 years and 1 months of service

Two other employees retired the end  
of December, effective date of Janu-  
ary 1, 2010.

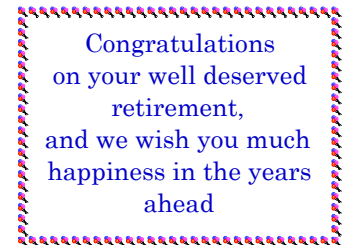
**NORMA JEAN MURPHY**—  
December 31, 2009

8 years and 8 months of service

**BETTY HICKS**—December 31, 2009

5 years and 4 months of service

More retirements....



## Silent Auction—December, 2009

The Staff Recognition Committee at Black Mountain Neuro-Medical Treatment Center sponsored the 1<sup>st</sup> Annual Silent Auction December 1-3, 2009 with all proceeds going to pay for events to recognize our awesome staff. Items auctioned included such things as handmade crafts, new and undamaged items, annual and

“We are so excited to report that we made close to \$2800 and look forward to planning future activities to say THANKS to the staff.”

Anne Barker

day passes to the Biltmore House, certificates for massage, and a Bagpipe session for a special event. The auction was set up at times for staff on all 3 shifts to

participate and members of the SRC used personal time to participate and make the auction successful. Staff really en-



joyed the auction and thus we plan to make it an annual event.

“We are so excited to report that we made close to \$2800 and

look forward to planning future activities to say **Thanks** to the staff.”

**Thanks**

### Staff Recognition Committee Events—2010

January 20  
The Long Haul Bag Lunch

February 3  
Chili Sale

March 3  
March Madness Breakfast

June 2  
Pig Pickin Barbeque

July 21  
Ice Cream Social

August 18  
Employee Appreciation Picnic

#### Upcoming Events:

September 29  
Service Awards

December 1-3  
The Silent Auction

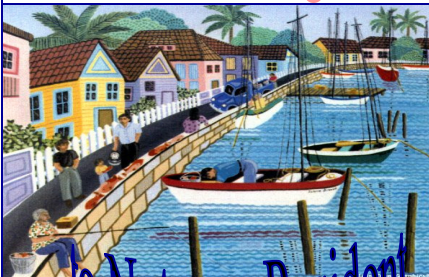
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*It Takes a Village*



**RETIREES— 2010**  
**Thanks for all your years of hard work!**

**Marsha Stafford 2-1-10**

**Total Years of Service—37 Years 8 Months**

**Ronnie McMahan 2-1-10**

**34 Years**

**Sandy Bradish 7-1-10**

**32 Years 4 Months**

**Best wishes for much happiness in the years ahead!**

**Connie Hall 9-1-10**

**5 Years 8 Months**

**Sandra White 9-1-10**

**5 Years 1 Month**

**EXCELLENCE IN PUBLIC SERVICE AWARDS NOMINEES 2010**

Excellence in Public Service Awards

The following employees were nominated for the Excellence in Public Service Awards. The recipients & categories are:

Gail West – Outstanding Executive Manager

Ed McDaniel – Outstanding Manager

Donavon Lytle – Outstanding Supervisor

Stephanie Watts – Outstanding Professional Employee

Karla Watts – Outstanding Administrative Support Employee

Rusty Pressley – Outstanding Trades, Crafts and Service Maintenance Employee

Tammy Meadows – Outstanding Technician, Assistant or Aide

Penny DeGroat, Robert Johnson,

John Kelley, Information Systems – Outstanding Team

Jeff Steinel—Hoyt Abney Outstanding Community Service Award



Melissa Hall – Suzanne S. Turner Unsung Hero/Heroine Award

Stephanie Watts, Gail West, & Tammy Meadows were chosen in their categories for awards, and attended an awards breakfast where the nominees were honored, & an overall winner in each category was announced.

Congratulations and thanks for your great work and contributions to the BMNTC. Each recipient was recognized for their outstanding service, and given a plaque from the Staff Recognition Committee.

**Congratulations**

