

HGA SUPPORT SERVICES

September—November
2022



“We assist individuals with disabilities in reaching their full potential by providing quality professional care and services in safe, supportive environments”

HGA NEWS

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Update from the CEO

Dear HGA Family,

Happy fall! This is my favorite time of year. The sights, sounds, smells, and tastes of autumn are a feast for the senses. The cooling weather leads to increased time inside with friends and family, time to contemplate and to appreciate all that is most important to us as we snuggle in and prepare for the holidays. This fall I am especially appreciating my HGA family!

Our last summer picnic was a huge success! The rain stopped just in time and we had music, food, fellowship, and fun. We plan to continue gathering as a community all year long with some great events planned for October and November.

I have enjoyed getting out to all of our locations and meeting our amazing direct care professionals and the persons we serve while sharing HGA’s strategic plan with all of you. Look inside for the suggestions that you have made and my responses. Thank you for being an active supporter of this organization! We appreciate you!

Warm regards,

Myra S. Dutton, JD

Chief Executive Officer



HGA BOARD MEMBERS

Jim Verboncouer, President

Ashley Siegel, Vice President

John Mahoney, Treasurer

Kay Seng, Secretary

Peter Bialik

Julie Cutler

Dr. Debra Schultz



HGA CORE VALUES



- ◆ We are dedicated to serving our families, supporting our fellow team members, and collaborating with organizations that work with our families.
- ◆ We respect the diversity of all people.
- ◆ We foster meaningful community participation and relationships.
- ◆ We honor the need for choice and control.
- ◆ We seek opportunities to build and develop skills.
- ◆ We mentor professionalism in the delivery of services.
- ◆ We are dedicated to providing services with integrity and compassion



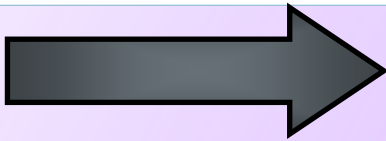
Gentle Teacher awards

A gentle teacher:

- **Consistently acts in a way that makes those around them feel safe, loved, loving, and engaged.**
- **Cares for and values persons supported, team members, and their supervisor.**
- **Is “fully present” and listens to those around them.**
- **Acts in a way that fosters positive relationships and community.**
- **Exhibits a shared sense of pride in work together.**
- **Demonstrates deep respect for the persons they support, team members, supervisor, and others.**
- **Engages in respectful and direct resolution of conflict.**

Anyone can nominate a member of their team who has exhibited characteristics of Gentle Teaching on a consistent basis with the people they support, coworkers, supervisors, parents/guardians, and community partners. Staff at each site will select one nominee for each month and convey the information to the CEO to receive a Gentle Teaching award for the month. All nominees will be included in a drawing in June 2022 for the opportunity to attend a Gentle Teaching conference.

HGA’s Vision: We will offer a wider spectrum of supports and services to individuals with different levels of abilities across their lifespan.



Suggestions:

Provide an explanation of job duties for new positions. We have just finalized two new job positions: an assistant home manager and medication lead staff. The job descriptions for these two positions can be found in the “All HGA Team” files, along with the revised job descriptions for the home manager and direct care staff. These positions will be posted and final selections made by your home manager. All qualified staff may apply for open positions.

Personal care items available in each home for staff. In conjunction with home managers, we will be putting together a basket of personal care essentials for staff who may be caught in need while on the job.

More HGA shirts, jackets, pens, and gift cards. While we hope to continue to offer these items to staff periodically, we would also like to provide the opportunity to purchase additional items to staff. We will get a list together and get ordering information out to all of you.

More potlucks and holiday parties! Yes! We will have an all-company Halloween party hosted by the Walker House. We will plan to have a Christmas party as well. I’m thinking decorating contest and Wassailing...

Gentle teaching for staff. Stacey McDonald and Channe Hicks will be presenting their Gentle Teaching introductory training to all staff this fall. We are also introducing the Gentle teacher award for staff who demonstrate the qualities of a gentle teacher in their work.

We also had some great suggestions for cooking and storing food, updating cleaning checklists, and ways to increase participation in company events. Thank you for all your amazing ideas! Keep ‘em coming!





Dawn has been a part of the HGA family since 1989. She is very dedicated to providing the best of the best to our residents. Dawn is a joy to be around and she is always willing to help out. She holds a very special place in the hearts of our residents and staff here at Morningside. We would like to thank Dawn for her 33 years of dedication and service!!



Anna has been a part of the HGA family since 1990. She is dedicated to providing the best of everything to our residents. Anna always has a smiling face and always carries herself with kindness and gentleness. She holds a very special place in the hearts of our residents and staff here at Morningside. We would like to thank Anna for her 32 years of dedication and service!!



STAFF HIGHLIGHTS

Each season there will be two staff highlighted in HGA's newsletter to recognize staff from our homes and programs. These staff are on the front lines of our company and deserve to be recognized for their dedication, commitment, and hard work. We want them to know HGA values and is proud to have them on our team.



DISCLAIMER: ALL PHOTOS HAVE BEEN APPROVED AND HGA HAS RECEIVED PERMISSION FROM THE APPROPRIATE PARTIES TO DISPLAY

UPCOMING EVENTS

October 2022

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25 	26	27	28 	29
30	31					

www.a-printable-calendar.com

Tuesday, October 25th HGA will be hosting a fundraiser carnival. This event will be held at Baker College at 1903 Marquette Ave. Muskegon, MI 49442 from 3:30PM-6:30PM.

There will be a Halloween party, Friday, October 28th hosted by the Walker home. This event will be held at the Fellowship Church at 4200 East Apple Ave. Muskegon, MI 49442 from 1:00PM-3:00PM

NOVEMBER 2022

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16 	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

www.calendaroptions.com

November 16th HGA will be hosting a comedy show for all staff at Baker College in the Student Center at 1903 Marquette Ave, Muskegon, MI 49442. The event will take place from 12:30PM to 2:30PM.

HGA SUPPORT SERVICES

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COO: Stacey McDonald
Channe Hicks

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