On August 16, 2019 Pathfinder suffered a great loss with the passing of Mr. Mike McCreight. Mr. McCreight served as Executive Director for Pathfinder, Inc. from 2001 to 2019. Mr. McCreight was a champion for individuals with disabilities and served as a voice for this population for over 40 years. He enriched the lives of everyone he came into contact with through his support, humor, forward thinking and investment to the cause. He will be missed greatly by his Pathfinder family and others within the disability community.
On July 1, 2019 Pathfinder, Inc. welcomed James C. “Charlie” Green, Ph.D. as the new Executive Director. Dr. Green has more than 30 years of experience working with individuals with developmental disabilities and behavioral health challenges.

He most recently served as the Assistant Director for the Division of Developmental Disabilities in Arizona. Before that role, he served as Executive Director for the Arkansas Developmental Disabilities Provider Association. He, also, served as Executive Vice President at Preferred Family Healthcare where he provided oversight for more than 40 behavioral health clinics and three (3) residential substance use disorder treatment facilities.

Dr. Green served the Arkansas Department of Human Services for over 18 years as the Director of the Division of Developmental Disabilities Services and Director of the Division of Behavioral Health Services. He was also the Superintendent of the Alexander Human Development Center, a 128 bed Intermediate Care Facility for Individuals with Intellectual Disabilities in Alexander, Arkansas.

Dr. Green has experience as a Special Education teacher, as well as a principal of an organization that provided supported living services to individuals with disabilities. He also served as a subject matter expert to various community-based organizations focused on serving individuals with disabilities. Dr. Green holds a Bachelor of Science degree in Physical Education and Recreation from the University of Arkansas in Monticello, a Master of Science degree in Health and Physical Education from the University of Central Arkansas and a Ph.D. in Special Education from the University of Missouri. He served his community as a member of many boards and task forces including: the Arkansas Special Olympics Board, the Arkansas Governor’s Specialty Court Judicial Task Force and the Arkansas Governor’s Developmental Disability Council.
Becky Mansfield promoted to Director of Residential Services.
Chasity Sutton promoted to Managing Director of Residential Services.
Lindsey Lang promoted to Managing Director of ICF/IID Services.
Peggy Clark promoted to Director of Adult Development Day Treatment Programs-Jacksonville and Benton
Scott Lovelady promoted to Director of Adult Development Day Treatment Programs-Jonesboro.
Pam Edison promoted to Director of Home and Community Based Waiver
Katy Childs received her Nursing Home Administrators license and will oversee Pinewood and Pathfinder Homes ICF/IID

**Inclement Weather Reminder**

The time of year is upon us that we need to be thinking about impending inclement weather. Please be reminded of some of the things to consider:

⇒ If a determination is made that Pathfinder will close due to inclement weather, a Dial-My-Calls phone message will go out to all affected staff and consumers. This will mean that transportation will not run, the preschool will be closed and all administrative offices will be closed.
⇒ The residential facilities do not close due to inclement weather. Staff should be reminded that they are expected to report for work as scheduled if at all possible.
⇒ Depending on the conditions in the immediate Jacksonville area, Pickens may open to accommodate the local sites that provide their own transportation. This will be handled on a case by case basis coordinated by Peggy Clark and the Managing Directors of Residential and ICFs. The facilities will then be advised if they should transport to the workshop or not.
⇒ If inclement weather involves areas outside of the Central Arkansas/Little Rock area, the Program Director(s) of NWA, Jonesboro and West Memphis will handle their respective sites in accordance with the conditions. If these areas are to be included in a Dial-My-Calls notification, the Program Director will need to contact the Director of Compliance directly to implement that. Otherwise these areas will NOT be included in the general call notification.
⇒ Staff should be reminded that in the case of closing, they will be expected to use accrued leave time. If they do not have accrued leave, they will be in an approved leave without pay status. Therefore they should be encouraged to save some leave time for that purpose. Staff are NOT to report to work if the facility is closed.
⇒ Please remind staff that we must have their current phone number to ensure they receive notification. Those people responsible for keeping the consumer information updated should be sure they are current as well.
Parents and children were able to visit their new classrooms, meet their teachers and visit with other parents.

School Events:
December 13 - Christmas Program
December 20 - Pajama and Polar Express Day
December 24-25 - Christmas Eve and Christmas Day Closed
January 1– New Years Day Closed
January 20– Martin Luther King Day Closed
February 14– Valentine’s Day Parties
March 2-6– Dr. Seuss Week
We are seeking referrals for the Summer Day Academy under the EIDT Program

Eligibility Requirements: Medicaid – EIDT Habilitative Services in the Summer for Ages 6-21
Medicaid Beneficiaries aged 6-21 may receive day habilitative services during the months of May, June, July, and August, when school is not in session if they

A. Have one of the following diagnoses (as defined in DDS Policy 1035):
   1. Intellectual Disability
   2. Spina Bifida
   3. Cerebral Palsy
   4. Autism Spectrum Disorder
   5. Epilepsy/Seizure Disorder
   6. Down-Syndrome

AND
B. Receive at least one of the following services:
   1. Occupational Therapy
   2. Speech Therapy
   3. Physical Therapy
   4. Nursing

The purpose of these services is to continue habilitative instruction to prevent regression during the summer months while school is not in session. Habilitative activities in the summer must be based on the goals and objectives of the beneficiary’s Individual Treatment Plan (ITP).

EIDT Summer Day Academy Services Available:
Core and optional services:
• Core services are inclusive of day habilitation, summer day habilitation:
   Physical therapy,
   Occupational therapy,
   Speech therapy, and
   Nursing
   Behavioral Health (optional service)

Summer Day Academy Activities: All activities developed specifically for children/ youth with physical and developmental needs.
Examples of Activities: Adaptive or Special Needs Games; Cooperative Games at all physical levels; Arts & crafts; Water activities; Music & Singing; Sensory Play

Contacts: Deborah Rogers, Director – Behavioral Health Services, Pathfinder, Inc.
Phone: 501.982.0528 Ext. 1219
Email: Deborah.rogers@pathfinderinc.org
Debbie Scharbor, Director – Pathfinder Pre-School
Phone: 501.982.0528 Ext. 1404
Email: Debbie.Scharbor@pathfinderinc.org

Applications available at www.pathfinderinc.org
Pathfinder is committed to serving those with disabilities and in providing opportunities to foster increased independence, self-esteem, and social-interactions

CARF ACCREDITED & DHS CERTIFIED BH AGENCY
Gordon Tubbs ICF/IID having fun within the community.

The design by Ceil Herndon from Cave Spring Adult Development Center was selected for the Law Enforcement Torch Run for Special Olympics Arkansas 2020 T-shirt.

The new design was unveiled during Hall of Fame Banquet November 19th in Little Rock.
Camp Acacia teaches children with diverse abilities the skills needed to participate in recreation/leisure activities, so they will be better prepared to be an active and engaged member of their community throughout their lifetime.

By giving children with diverse abilities opportunities to serve each other, their community, and the wider world, we are teaching them that they are valued members of society who have much to offer in making the world a better, more accepting, and kinder place.

By helping children with diverse abilities to value themselves, and their Camp Acacia family, they become more confident, engaged, and caring people who are good friends and active members of their community.

And, by combining all these actions with a deep sense of wonder and fun, our campers grow to see and appreciate the beauty, magic, and possibility within themselves, others, and the world.

NWA Pre-employment/ Transition at Camp Acacia

NWA and Cave Springs Adult Development

Staff and consumers having fun at the adult development programs
Under the Big Top was the theme this year for Pickens’ prom. McArthur Church helped host the event with grand decorations, pictures, music and lots of wonderful food. Over 200 consumers attended the event.
Pickens consumers were treated to a haunted house, costume contest and talent show for Halloween.
1. **Test smoke and carbon monoxide detectors and change the batteries.**

Are there batteries in them? Are the batteries current? Batteries lose their charge. Make a habit of changing batteries—some people use daylight saving time as a trigger to remind them to test their smoke or carbon monoxide detectors and change their batteries. Home fire alarms last about 10 years. Tip: Write the expiration date for your home fire alarm on the outside of the device where you can see it. Generally, your alarm’s expiration date is hidden after installation because it’s usually under the alarm or on top of the device next to the ceiling.

2. **Warm your car outside.**

If you warm your car in a garage before leaving your home, be sure to park it outside of the garage with the garage door closed to avoid carbon monoxide entering the house.

3. **Prevent water pipes from freezing.**

Turn off the water valve connected to the outside faucets.

4. **Holiday safety tips:** Keep holiday electrical cords and lights away from water. Use battery operated candles.

5. **Use ground fault circuit interrupters (GFCI).**

If water and electrical receptacles are in close proximity to the circuits, make sure they are protected by ground fault circuit interrupters (GFCI). They should be tested by pushing the test and reset buttons on the GFCI to be sure they are working properly to keep you safe.

6. **Home heating inspection.**

A major aspect of the annual maintenance of your home heating system is to check the safety limits and burners for proper operation. Given proper care and attention, your home’s heating and cooling system can last as long as 15 to 20 years.

7. **Annually inspect your wood-burning fireplace chimney.**

Wood-burning fireplace chimneys need to be checked and cleaned of soot and creosote buildup to ensure proper airflow.

8. **Check clothes dryer vents.**

Clothes dryer vents should be checked for a buildup of lint. If drying times are getting longer, it means the vent may be getting restricted and not allowing the proper airflow through the appliance.
12/23/19 – 12/30/19 Hanukkah • Jewish - Eight-day holiday commemorating the victory of the Jews, led by the Maccabees, over the Greeks in 165 B.C.E and the rededication of the temple.

Wednesday, Dec 25, 2019 Christmas Christian (U.S. Holiday) • Celebration of the birth of Jesus by Protestants and Roman Catholics.

12/26/19 – 1/1/20 Kwanzaa African American • The celebration honors African heritage in African-American culture, and is observed from December 26 to January 1, culminating in a feast and gift-giving.

January Blood Donor Month • The need for blood donations is constant and your donation is important for maintaining a healthy and reliable blood supply

Wednesday, January 1, 2020 New Year’s Day U.S. Holiday • The first day of the year in the Gregorian calendar.

Monday, January 20, 2020 Martin Luther King Jr. Day U.S. Holiday • The birthday of civil rights activist Dr. Martin Luther King Jr. is celebrated on the third Monday in January.

Friday February 7, 2020 National Wear Red Day • People wear red as a way to bring attention to the problem of heart disease in women

Monday, February 17, 2020 President's Day U.S. Holiday • Honors all past presidents of the United States of America.

February 26, 2010 Ash Wednesday Christian • Beginning of Lent, a 40-day period of spiritual preparation for Easter, not counting Sundays.

March 2020 • Cerebral Palsy Month and Developmental Disabilities Month

March 10, 2020 Holi Hindu • Hindu annual festival that celebrates spring and commemorates various events in Hindu mythology.

March 21, 2020 World Down Syndrome Day • World Down Syndrome Day (WDSD), 21 March, is a global awareness day which has been officially observed by the United Nations since 2012

March 26, 2020 • Wear Purple for Epilepsy

April, 2020 • Autism Awareness Month; Child Abuse Prevention Month; Oral Health Month

April 2, 2020 • World Autism Awareness Day

April 8-16, 2020 Passover • Jewish - Eight-day “Feast of Unleavened Bread” celebrates Israel’s deliverance from Egyptian bondage. The first two days of Passover are usually considered the most important days of the period.

Friday, April 10, 2020 Good Friday Christian • Friday preceding Easter Sunday; commemorates the day of Jesus’ crucifixion. * All Jewish and Islamic holidays begin at sundown on the previous day.

Sunday, April 12, 2020 Easter Christian • Celebrates the resurrection of Jesus. Easter falls at some point between late March and late April each year.

Sunday, April 19, 2020 Greek Orthodox Easter
Pathfinder Board of Directors:

Chairman: Joan Zumwalt
Vice-Chairman: Robert Ferguson
Secretary: Rev. Wendell Dorman

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Katie Drummond
Baxter Drennon
John Burkhhalter
Barbara McCreight
Randy Lann
Tom Larimer
Ken Milligan
Lisa Bamburg
Jan Barker

Life is 10 percent what happens to me and 90 percent of how I react to it. – Charles Swindoll