

Peace of Mind Newsletter

Happy 2025!! Every year, in January we kick things off with Annual Training. This year was no different. Each and every team member was responsible for attending classrooms, completing lessons, and demonstrating competencies in various areas of required training. We will continue to make it our mission to educate and empower our team members and individual's throughout the year.

Our Leadership Teams have made it their highest priority to get people together and introduce new activities. These activities have ranged from our annual Chili Cook Off, Friends Craft Day, Formal Dinner and Dance, Snowball Fight, and of course, Bingo. These pictures are posted on our Peace of Mind Facebook and Instagram page and featured our Activity Newsletter!

We met a huge milestone and celebrated 20 years of business on January 10! We had an awesome celebration at our West Superior Street Office. It was a wonderful time to reflect, give thanks, share heartfelt and fun memories, pay tribute to those who are no longer with us, and to cheers to each and every person who has been and continues to be a part of Peace of Mind.



If you want to join our amazing team or are interested in getting services, please visit our website for more information at pomduluth.com



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Vocational Services

LOOK
who's In the
SPOTLIGHT

WELCOME!! NEW VOCATIONAL TEAM MEMBERS!

Amber H. –January 6

Angela S. — March 13

Natalie S.—March 18

DYLAN!!

Dylan has been with Benedictine Health Center for close to a year and he absolutely loves his job. He enjoys meeting new people, helping others, and takes great pride in his work. Dylan speaks highly of the Benedictine Health Center and envisions himself staying with them long-term.

Brooklynn Jones, a job coach of Dylan's, shared that working with him is the highlight of her week. She describes him as an excellent conversationalist who always brings laughter to those around him. I've had the opportunity to work with Dylan on occasion, and I can confidently say that he is an incredibly hard worker who genuinely loves what he does. It's inspiring to witness how much he interacts with everyone at Benedictine and the positive impact he has on the team. Dylan is responsible for maintaining cleanliness in the bathrooms, hallways, break rooms, and common areas. He handles his duties with determination, working around any challenges, and consistently delivering thorough, high-quality results. It's truly amazing to see how much progress Dylan has made since joining Benedictine.

-Olivia O., Vocational Manager



Vocational Services

Leadership Recognitions:

January: Kristie D.

Kristie has done a stupendous job supporting the Vocational team. The time she spends with new team members who have joined her team to educate, prepare, and orientate them is commendable. This aides in each of them being able to provide the best support to individuals receiving vocational services. She has excellent communication, collaboration, and positive teamwork within her team, all areas of Peace of Mind, and with other employers. She is kind and purposeful; her organization and ability to plan ahead is appreciated by many. She is timely and thorough with her behind the scenes tasks and responsibilities. Kristie, you make an exceptional difference, your forward thinking and initiative to assist people gain employment is so inspiring. Many, many thanks!

February: Olivia O.

Olivia has been doing a wonderful job since joining Peace of Mind. She always provides great guidance to her team members when needed and is also willing to do whatever it takes for our individuals to be successful. In the month of February, she has been very helpful with 245D paperwork completion and is getting more involved in person centered planning for those we support. Keep up the great work and I look forward to what your future holds within Peace of Mind!

Vocational Team Member's of the Month

January: Storm B.

Since joining Peace of Mind, she has consistently gone above and beyond in every aspect of her work. Storm's kindness and positive attitude shine through in everything she does. She approaches each task with a smile and is always willing to step in and help wherever she is needed, without hesitation. Her reliability and punctuality make her an invaluable part of our team, and we can always count on her to get the job done right. Storm's dedication to her role and the people she works with truly sets her apart. She has earned the respect and admiration of her colleagues, and we are so fortunate to have her with us. Thank you, Storm, for all your hard work, commitment, and unwavering support. You make a difference every single day, and we are lucky to have you on the team!

February: Ben J.

Ben consistently demonstrates a high level of reliability and exceptional punctuality, setting a standard for others to follow. He approaches every task with a strong sense of responsibility and attention to detail, ensuring that deadlines are met, and quality is never compromised. Ben's interpersonal skills are equally impressive. He excels in building positive relationships with everyone he works with, taking the time to truly get to know his colleagues and foster an inclusive and collaborative environment. His approachability and genuine care for the well-being of others contribute greatly to the team's cohesion and morale. In addition to his professional capabilities, Ben's attitude is a key asset to our team. He brings a positive, solution-focused mindset to every challenge, always willing to go the extra mile to support both team members and clients. His dedication, strong work ethic, and commitment to excellence make him an invaluable member of the Peace of Mind team. We truly value Ben's contributions and consider him a key part of our success. His professionalism, reliability, and warmth make him a pleasure to work with, and we are fortunate to have him on our team. Thank you, Ben, for everything you do!

March: Dawn C.

Dawn is the kind of person who can always be counted on. She's incredibly reliable and consistently goes above and beyond to support everyone she works with. Whether it's stepping up to help with extra tasks or offering a helping hand when needed, Dawn is always there. Her hardworking attitude and punctuality make her a standout team member, and she never settles for anything less than her best. Dawn's positive energy and dedication are contagious, and she sets a great example for everyone around her. She's truly a star employee, and we're so grateful for all the effort she puts in day after day. Keep up the amazing work, Dawn – we're lucky to have you on the team!



ARMHS SERVICES

Practitioners of the Month!!

Mental Health Practitioners of the Month

January: Josie!! Josie brings a great approach to each day. She has a positivity that is contagious. Josie is our "go to" for help, she assists team members with questions, moral support, and empathy. Josie is currently leading a mindful crafting group. This is a great example of her creativity and leadership in action. Thank you Josie for everything that you do!

February: Kai!! They are appreciated for their willingness to help others, cares so much about the people on their caseload and that they run an amazing group. Adjectives others use to describe Kai are resilient and determined! Thank you Kai, for always going above and beyond!

March: Hannah!! The team shared that she works incredibly hard, and despite having a lot on her plate, she always makes time and shows up when needed. Her dedication to her clients is amazing and she always has a positive attitude. She is also appreciated for making the workplace warm and welcoming, she is knowledgeable and helpful and a key member of their team. Her willingness and initiative to go above and beyond is commendable!! Congratulations and thank you for all you do, Hannah!



Welcome to the Team!!

Isabelle S.

Tierra L.

Practitioner Anniversaries!!

Jordan S.

Celebrated One Year on
1/02

Ashley J.

Celebrated One Year on
2/07



Community & Respite Teams

Team Members of the Month:

January: Madison and Harleigh

Madison's warmth and dedication to the people she supports is contagious. Her positive energy is supportive to each person she supports. Madison shows a great balance between work and her school schedule. We appreciate how Madison supports each person supported within POM. Thank you Madison for all you do.

Harleigh is a compassionate and hard-working team member. We are always impressed with her energy and willingness to dive in with individuals she hasn't worked with. Her open heart and mind is reflective of her desire to be a compassionate and respected team member. Harleigh has taken on challenges not met by many staff members but always shows up and is willing to try. Her can-do attitude is a tribute to her integrity, compassion and respect for the people we support. Thank you, Harleigh, for being such an integral part of the Community Team Services.

February: Layla and Jesse

Layla started with Peace of Mind in December and hit the ground running. Layla is a great learner, adapts well, and we are confident in her abilities to support and assist each person she works with. She is person-centered focused, she thinks outside of the box to meet each person's needs, wishes, and dreams. Layla embraced difficult situations head on and remains focused on the task at hand. She is always willing to pick up shifts when necessary and rises to the occasion. Layla is a huge asset to the community team. Layla goes #toinfinityandbeyond!!

Jesse has only been with us since February. He has quickly become a favorite of the people he supports as a float. He embraces each new individual with energy and enthusiasm, which is contagious and genuine. We are thankful he has joined our team. Jesse is the #WAHOO

Thanks

March: Antajia, Lonnah, and Payton

Antajia is an asset to the respite team as she is on time and hardworking. She shows Compassion, Integrity and Respect to those she supports daily, both at home and in the community. Thank you for all you do and keep up the great work! It's exactly what we strive for here at Peace of Mind!

This month we celebrating Lonnah and her incredible dedication to those she supports on our Community Services Team. Your advocacy and professionalism in meeting our individuals where they are is truly commendable. We deeply appreciate your hard work and the valuable insights you bring to supporting our community team members. You have a bright future as an educator, and wherever your career takes you, you'll be an invaluable asset.

Payton has great versatility as she works with a number of individuals, all of which have nothing but shining reviews to say about her. She has a wonderful work ethic, always arriving on time and demonstrates compassion and thoughtfulness in all her interactions. We are so thankful she is a part of our team; for her continued efforts, dedication and her commitment to providing the best care possible. Amazing job, Payton!

Celebrated Anniversaries!

Leah B. 1 Year

Lori B. 2 Years

Lilly L. 1 Year

Stephanie L. 1 Year

Amy N. 2 Years

Evan U. 1 Year

Welcome to the Team!

Autumn L. January 9

Nick B. February 3

Jesse B. February 5

Payton M. February 19

Silvia S February 21

Abby B. February 24

SUPERIOR STREET TEAM

Celebrated Birthday's!!

Happy Birthday Adrian on February 15th!



Caelee B. : Four Year Anniversary on January 7!

Caelee is one of our Team Coordinator's for Residential Services in which she oversees both our Glenwood and Superior Street Team's .

Caelee excels in her role in so many ways. First and foremost; she is extremely knowledgeable when it comes to each persons health and well-being. When challenges or emergencies arise, she is there with a level head, and is prompt, patient, and thorough. She has an excellent work ethic, has great attention to detail and is an amazing advocate for each individual. She genuinely cares and puts her whole heart into helping people live their best lives. Her fellow leadership team members shared what they value about her:

I appreciate that anytime I call for computer help, she has the answer! She is actually always willing to help with anything, I know I can call her last minute and she will be right over!

I appreciate her willingness to help wherever she is needed no matter what house it is at.

She is passionate about caring for each individual.

Caelee is a very compassionate person. This is appreciated because it gets rarer and rarer to see genuine compassion in people nowadays.

I appreciate that Caelee is willing to help any team at any time. She is flexible and helps figure out the solution to the problem.

What an amazing team player, a provider of person centered-care, excellent problem solver, and caring leader you have proven to be, Caelee! Happy four year anniversary, we appreciate you and we thank you!

Team Members of the Month:

January: Mike

Mike is always prompt for each and every shift which allows for a thorough passdown. He is appreciated for always communicating everything necessary. He is resourceful and great with problem solving when situations arise. He is a great guy, has a big heart that is evident in the care he provides and all interactions with others. Excellent job, Mike, we are so grateful to have you a part of our team and for the amazing difference you make!

February: Rebecca

Rebecca is so wonderful about having professional boundaries, if she has challenges outside of work, she leaves them at the door and is always focused on the people she supports. She can adapt to new situations and make the best outcomes for everyone. She is wonderful at connecting and engaging with the guy, she always finds a way to get everyone involved in activities. She checks in regularly to see what someone may want or need; she is always a joy to work with and makes everyone laugh. Amazing job, Rebecca!

March: Brookie

She's been doing a great job with helping Superior Street stay organized and clean. She's been helping redo binders (Like the Recipe Binder) and organizing the medication cabinet. Brookie has been doing the weekly plan and finding healthy meals for the guys to eat. She keeps everyone active and getting out for activities. Brookie has been a great person for helping train on diabetes and on routines. She's a great asset for answering any questions that anyone might have! Amazing job, Brook!



Redbud Team

Milestone Anniversary!!!

Shari B, Redbud House Manager

12 years celebrated February 20

Shari has such a calm and caring demeanor. She is ready for any challenge that arises and handles them with ease. Shari is always thinking 10 steps ahead and is on top of all tasks.

I appreciate her wisdom! She cares deeply about the individuals she supports! Great leader and is so great at setting boundaries.

I think she is very organized and you can tell she is a great manager/leader for Redbud. Thank you Shari for all of your years of hard work and

dedication with Peace of Mind.

She sets great expectations and follows up when she needs to. That doesn't stop her from being a thoughtful leader to both her staff and individuals. She's well-balanced.

I really appreciate how on time and ready for anything Shari is. She cares about the people she supports so much and you can really see it in everything that she does.

Shari's unwavering dedication to the individuals and staff members she supports is nothing short of inspiring. She cultivates a nurturing and uplifting environment that empowers them to thrive, profoundly transforming their lives.

Shari is a real one! Shari has a kind soul but still sets boundaries. She is always on top of her stuff at the house and knows how to get it done in a timely manner.

She gave me life, and is a nice mom to me!
(Tammy T.)

Sincerely,
The Residential Leadership Team!

Welcome to the Team!

Sky H. January 27

Kemimi H. March 3

Welcome Sandy!!

We sincerely love Sandy's sense of humor, the kindness she extends to everyone she meets and we are so happy to have her a part of our Redbud home!

Team Members of the Month!

February: Sky

Sky always comes to work prepared and ready to start her shift. She will always ask questions if she is unsure of something. She jumped right in and became hands on by her 2nd shift. She has built a great relationship with the individuals and has earned the trust of our newest individual. Sky went out of her way to help an individual make Valentine Cards for all the team members and has been great at helping organize and unpack for the newest individual. She makes sure that she spends equal time with all the individuals whether it be working on arts and crafts, getting them out of the house for outings or even just watching a movie or playing a game with them. Great work Sky you are a great addition to the Redbud Team.

March: Lilyanna

Lilyanna transferred to Redbud from Woodland and has done a fantastic job getting to know the individuals and their cares. She has taken the time to get to know everyone and spend one on one time every shift she works. She is a quick learner, stays productive and consistently asks if there is anything more she can do. She takes the initiative and was hands on right away. She has also taken the time to assist an individual with a canvas cross stitch and made sure it was done just the way they want it. Great job Lilyanna!

GLENWOOD TEAM

Team Members of the Month!

January: Edward

Edward always shows up to his shifts on time and in a good mood. He is consistently conversing with the individuals while they're awake and is very helpful with anything they may need or want. He keeps himself busy throughout the night and has been very on top of cleaning lately and has been very good at making sure certain pre-made foods are well stocked. He was very impressive at Annual Training this month as well, when reviewing various training topics he was knowledgeable and shared many person centered approaches. Excellent job, Edward, we are very lucky to have you a part of our team!

February: Sommer

The team stated that she does a great job with all the ladies and has great conversations with the individuals and team members. She's been noted as an amazing trainer and is very helpful when it comes to individual specific training. Sommer has positive energy and likes to have fun and make sure everyone around her is having fun and happy. Sommer stays busy and works very hard, and it had been stated multiple times that she has an excellent work ethic. Thank you, Sommer and congratulations!

March: Ashaia

The team has said that they've really seen her make efforts to try to get to know everyone and share cleaning and care tasks. Ashaia has been really good with the ladies and has been extremely sociable when getting to know them and supporting them. Ashaia enjoys helping the ladies at the events and has done amazing when it comes to helping one of the ladies with their goal of baking (and the rest of the ladies are extremely thankful for the yummy treats too)!

Welcome to the Team!!

Rhoda B.—January 22

Olivia B. —February 11



Team Member Anniversaries:

Olivia A. 2 Years on February 16



Happy Birthday Krissy!!

February 13th!



MARBLE TEAM

Team Members of the Month

January: Quincey

Quincey is appreciated for always upholding professional boundaries and being person centered. He is always focused on what each individual may need or want. He has proven to be an excellent team player, always showing up on time, splitting responsibilities equally (but also goes above and beyond), and has been an excellent support for new team members. He has worked independently; he is excellent at prioritizing and always voices concerns and questions in a respectful manner. He is a compassionate caregiver and positive team player. Thank you, Quincey, for all you do!

February: Karen

Karen has stood out as someone who arrives early for her shifts, she is always on the go and makes great use of her time. She cares so much for each person she supports; she involves them in any activity, conversation or task she can. She is wonderful about getting everyone out in the community and engages so positively and makes each person feel appreciated and valued. She is self-sufficient and motivated but is also team focused, she splits tasks (but also goes above and beyond what is expected), has great communication, helps with open shifts, asks questions and offers support. We feel very grateful to have such a compassionate, creative and resourceful team member like Karen, she has been an exceptional

March: Ella

There was so much amazing feedback about what the team appreciates about her! First and foremost, she has excellent attendance, arrives early, and is very respectful of others time. She has shown positive teamwork by picking up open shifts. She arrives with a positive attitude, a smile on her face and is excited to see everyone. She is great about thinking outside of the box to find fun things to do and spends her time equally with each person. She is empathetic and compassionate, she will stay later to help with individual needs, if activities are running later than planned, or if assistance is needed to make them comfortable and cared for. She is motivated, productive, and thorough!! We are very fortunate to have Ella a part of our Marble team!!

Welcome to our Team!

Breea R. —March 31

”

Coming together
is a beginning;
keeping together
is progress;
working together
is success.

Henry Ford



Happy Birthday's!

Bryan: February 22

Patty Ann: March 30



Pike Lake Team

Team Members of the Month!

January: Charity

Charity is always amazing about staying on top of tasks and cares. If she doesn't know how to do things she will consistently seek guidance so that all her processes are correct. She has awesome energy, is always inviting, kind, and compassionate and creates a positive and home environment. She is wonderful with the individuals and stays productive throughout her shifts. She has also taken on new behind the scenes responsibilities that will help track the team's quality care and practices. At Annual Training she did an excellent job with participation, had great feedback, and attentiveness. Thank you for the incredible difference you make, Charity!

February: Allen

Allen consistently goes above and beyond. He has an amazing work ethic; he is organized and productive every shift. He is great at meeting everyone's needs and requests. When challenges present themselves he remains calm and collected. His documentation and communication are top notch. Outstanding job, Allen!

March: Julia

Julia has stood out for always being friendly, helpful, and giving great advice and direction. She has been wonderful about coming up with fun community activities and brought one individual swimming which is so beneficial for this person. She is appreciated for always encouraging others, for her excellent communication, and willingness to stay a little after her shift to ensure that everyone that needs to be shared with her fellow team members is happening. Excellent job, Julia!

"Kindness is spreading
sunshine into other people's lives
regardless of the weather."

— Unknown

WELCOME NEW

TEAM MEMBER:

Katie J. February 25

Happy Birthday's!

Brian: March 19

Eric: March 24



WOODLAND TEAM

Team Member's of the Month!

February: Jayden

February: Jayden is appreciated for always being punctual and is someone who will stay late when needed. She is helpful and shows great teamwork, when someone needs assistance, she is happy and eager to help. She is kind and polite, always showing respect to anyone she interacts with.

She makes it a priority to offer activities to the individuals to keep them active and have some fun. Great job, Jayden, thank you for making a positive difference!

Happy Birthday!

Chris D.: January 9th

May your birthday
be the start of a
year filled with
new opportunities,
accomplishments,
and endless joy.
Happy Birthday!



Welcome New Team Members:

Jackie J: January 13

Maya S. February 24



Welcome to Woodland Mike!

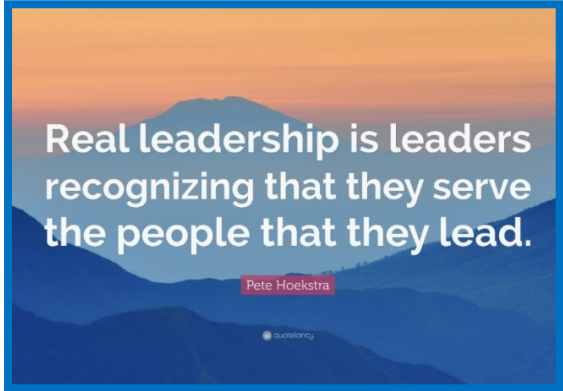
We are so happy to have Mike a part of our Woodland home. He is spectacularly intelligent and is happy to share his knowledge with anyone. He is such a great conversationalist and so much fun to talk with. He is always open and willing to try just about anything at least once.

Welcome, Mike!!

CRS Leadership Team Member's of the Month!

January: Corey, Overnight Coordinator

Corey does an amazing job training and welcoming new team members, while continuing to provide ongoing support to all overnights. Corey leads by example and has great attention to detail, everyone compliments how clean and organized the houses are after he is on shift! He always engages with the people he sees during overnight hours and helps them to feel safe and comfortable in their homes. Corey shows a lot of compassion, positivity, understanding, and teamwork...he is always willing to help out! Corey goes above and beyond by setting up other shifts for success, he also plans his nightly routines to best assist individuals and team members during their times of most need. Corey is just a great person and provides outstanding support to so many.



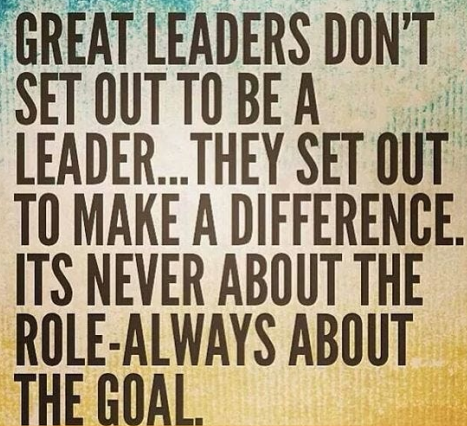
Real leadership is leaders recognizing that they serve the people that they lead.

Pete Hoekstra

Quotefancy

February: Trena, Team Coordinator

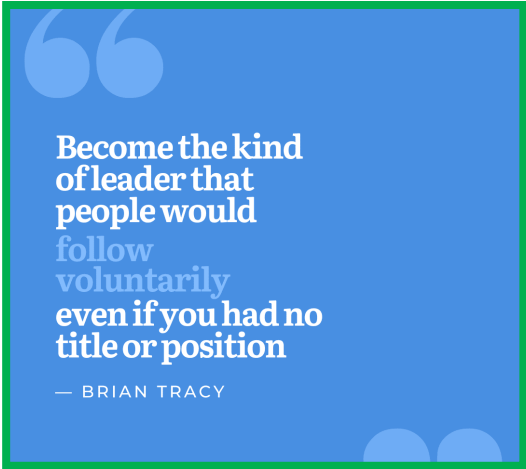
Trena Team Coordinator for the Pike Lake and Redbud Team. She is appreciated for making others feel welcomed, for stopping by different houses multiple times a week to offer her support. She is described as spunky, great at getting everyone involved, is a listener and has great ideas and feedback. She thanks others, is positive, and is always available. Her person-centered approach and care are exceptional, she meets people where they are at, is wonderful at connecting and has a great ability to bring out the best in others. Exceptional job, Trena, we are so very grateful for all you do!



GREAT LEADERS DON'T SET OUT TO BE A LEADER...THEY SET OUT TO MAKE A DIFFERENCE. ITS NEVER ABOUT THE ROLE-ALWAYS ABOUT THE GOAL.

March: Nicole, Overnight Coordinator

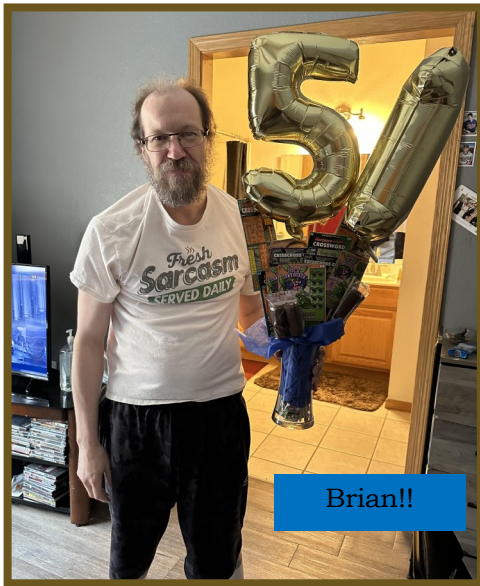
CRS Team has nominated Nicole for Leadership of the Month. She recently took on the Overnight Coordinator position and has been doing an outstanding job. Nicole has great initiative and has made a point to get to know every team member that works during her rotation. Her communication is very thorough, ensuring that all teams are on the same page. Her attention to detail in documentation, individual and house needs, and training is very impressive and appreciated. Nicole is such a great support to our individuals and team members, even answering calls before her shifts to ensure everyone feels supported in their times of need. Great job Nicole and thank you for all you do!



Become the kind of leader that people would follow voluntarily even if you had no title or position

— BRIAN TRACY

HAPPY BIRTHDAY TO YOU!



Brian!!



Bryan!!

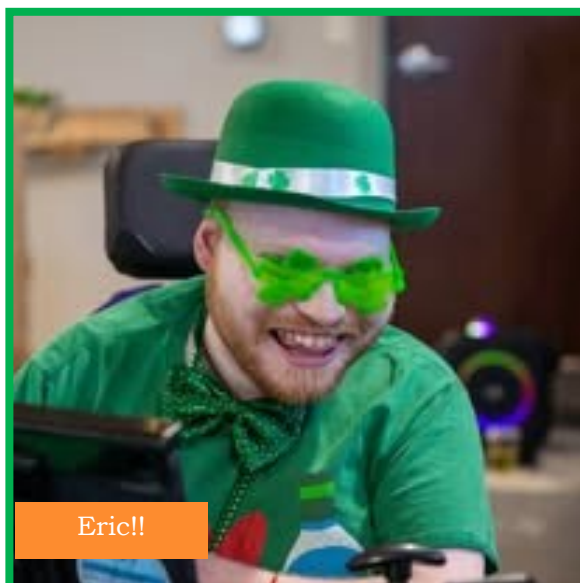


Chris!!



Krissy!!

Adrian!!



Eric!!

