**ARRM Cares Nomination: George Winston *Carver House
Years of Service: 6***

***Professional Integrity:*** Explain how the individual has supported persons served while maintaining high standards to benefit persons served, co-workers, and the organization

George has weathered many things, including the ever-changing transitions this industry has endured since the Pandemic. He first started as a Direct Support Professional working long hours at multiple sites to keep our homes and individuals safe and running smoothly during the leanest of times. He then moved into the House Supervisor position at our Autism-specific home.

But most recently, he was promoted to our Program Manager at that home. “George has been instrumental in bridging the gap after the last manager left,” said his supervisor, Alan Berner. “He is there for the individuals when they need him the most—making sure they have everything they need.”

With the management transition, George has really shown excitement about learning the corrective action process, purchasing systems, household management pieces, including state survey visits and fire drills, along with strengthening his relationships with guardians, being on-call, and hosting several holiday events this past winter. George is also a highly effective trainer when new staff join the team.

George said he has many fond memories of holiday group gatherings that have enriched his life over the years. However, we know that he has left equally lasting impressions on all with whom he's worked!

***Networking Supports:*** Explain how the individual has advocated to connect persons served with natural support systems. Explain techniques the DSP has used to connect persons served with natural supports

All of the individuals living in the home have very supportive and involved family members. George has facilitated activities, such as tie dying, fall decorating, and cooking and baking events – inviting family members to join in on the fun! He always makes the family members feel welcome and connected to their sons and daughters anytime they come for a visit.

He takes great pride in making sure that every visitor gets a "Grand Opening" experience when they visit the home. Family members have commented repeatedly about George and his outward passion for the work he does.

He is integral in helping individuals reach their goals and potential! "C" graduated from High School last June, and George has supported C as he takes his next steps into the workforce. He helped C prepare for professional and personal relationships with supervisors, coworkers, mentors, job coaches, drivers, etc. C looks to George for advice and recommendations as he prepares for the next step in his independence—ultimately, helping him land a job!

***Creative, Innovative, Person-Centered Approaches to Services:*** Explain how the individual has personalized services for persons served and how they have demonstrated an ability to develop and implement new person-centered approaches while demonstrating successful results.

George is a rap artist whose song titles illustrate his approach to supporting individuals with disabilities: Passion, Limitless, Day Dream, Survive, All Love... Immediately after meeting George, you see beyond his stoic exterior to find a person who is so compassionate, creative, and accepting of others.

George supports individuals with Autism. Consistency and familiarity are keys to their success. George is like that favorite sweater - that comfort and contentment that keeps things familiar and happy.

George is not one to pass judgment. All he sees are opportunities for everyone he supports! On many occasions, George sat with "L" for extended periods of time encouraging her to feed herself, even when she was ready to quit. Additionally, George has helped an individual display more adaptive behaviors. "A" tends to greet individuals by pushing the boundaries of personal space, potentially putting himself at risk. George consistently teaches him more socially acceptable greetings.

George loves to dream. If there’s a new craft idea or menu item, he's going to DIY it! Last fall, he orchestrated an amazing display of Halloween pumpkins that were original works of art for each individual in the home. He captured their unique interests in every pumpkin.