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A GUIDING LIGHT TO HELP MAKE THIS PROCESS EASIER!



DON'T PLACE MAMA, DADDY OR ANYONE INTO A NURSING HOME WITHOUT KNOWING THIS!

Avoid falling into what seems like the black hole of healthcare. Placing someone you love in a nursing home is never easy and having an idea of what you're walking into can help you understand the process better. Knowing more can ease your mind, worries and fears!

Let me shed some light on a dark situation to avoid feeling like you're in the Twilight Zone!

Read more...

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CAREER STARTER BUNDLE

Resume Quick Glance

First, Middle, Last Name
Address
Phone Number
Email Address

Objective(s): List at least 3 reasons why you want this position and what you can contribute to the role/company. *For example, you can start off saying; {To be a team player and help the company increase sells by handling all leads effectively and proficiently}*

Education: ***{Insert High School info as needed}***

Your High School (year started/year ended) High School Diploma
Your Community College (year started/year ended) G.E.D.

Your College/University (year started/year ended)
List full name (i.e. Bachelor of Science, Master of Arts) of the type of degree received and what area (in Business Administration, in Psychology etc.)

{Insert additional colleges as needed}

Experience: **List at least 3 relevant jobs**

List name of employer, year started-year ended if still there do year started-current. List your title/position and at least 5 job duties that corresponds with position you're applying for if applicable.

Sample: Pine Apple and Banana Inc., ***Executive Director,*** **2000-2007:**
{Insert 5 duties}

Computer: **List any computer skills and/or trainings related to the position. For example if you're an expert in Microsoft Office, list each one separately** ***(i.e. Word, Excel, Outlook, and Power Point)***

Typing: **How many words you type per minute** ***ex. 75 wpm***

SAMPLE COVER LETTER

{INSERT GREETING}>>To whom it may concern, Hello Sir or Ma'am, Hi John/Susie, etc.

It is with much gratitude and pleasure to write this letter to you in reference to this position. I'm applying because I have the skills and knowledge needed to do the job. As a {INSERT TITLE} at my current job, {INSERT>>HIGHLIGHT SOMETHING THAT YOU DO}. EXAMPLE>>I'm a resourceful outlet that staff and outside agencies often rely on to provide needed information, guidance and understanding of process and procedures.

As being part of an *administrative management team* or {INSERT ANY TYPE OF SUPERVISORY OR LEADERSHIP ROLE IF APPLICABLE} at {INSERT EMPLOYER NAME, I have learned how to {INSERT WHAT YOU'VE LEARNED} I am the {INSERT OTHER ROLES YOU HAVE TAKEN ON} I have had quite a few jobs {INSERT OTHER JOBS THAT RELATES TO THIS POSITION {INSERT ANY INFO THAT HELPS YOU TO SELL YOURSELF}

{INSERT APPRECIATION FOR THE JOB >>If given the opportunity, etc.}.I am a team player, however, I can work independent from a team. I am able to adjust to any setting and I do not mind structured change. This truly would be the fulfillment of a desire in my heart in regards to a career change. Lastly, I am a {INSERT A DESCRIPTIVE WORDS ABOUT SELF} at heart in terms of handling daily operations of an organization, providing appropriate documentation and keeping accurate records. I am well organized, I am research driven and I believe in operating in the spirit of excellence; once I am in the flow of a process, I become consumed by my own {INSERT DESCRIPTIVE WORD} ability to orchestrate and handle business affairs sufficiently and effectively. I can only hope that my level of performance will exceed your expectations.

Your consideration is greatly appreciated.

{INSERT CLOSING SALUATION}, >>Cordially, Kind Regards, etc.

{Sign your name the same way you typed it out}

Your First, Middle, Last Name

{YOU WANT TO INCLUDE IN YOUR COVER LETTER HOW WHAT YOU CURRENTLY DO OR HAVE EXPERIENCE IN CAN BE BENEFICIAL TO POSITION YOU'RE APPLYING FOR}

Interview Readiness Quick Guide

So the big day has come. Your resume was an eye catcher, they could hear confidence in your cover letter and they decided to give you a call, so now it's time for the FACE TO FACE!!! No worries!!

1) Do your research; check out the website (if they have one of course). Check out the About Us Section, Look up recent events and READ THE COMPANY'S MISSION STATEMENT.

2) Be on time; nothing is more insulting than being late to a job interview. Show appreciation for the interview. *Hint, hint 10-15 minutes early is on time!!*

3) Be properly groomed; nothing more embarrassing than interviewing with bad breath, crud in your eyes, chipped/dirty nails or untamed/smelly hair.

4) Dress to impress; depending on the type of job you're applying for helps to determine most appropriate attire. Whatever color you choose, keep it very basic. Black and white or all black is the number one classic but if you decide to add a splash a color, don't add too much. Or if you choose to wear a bright colored blouse, go with black, gray or brown bottom and please, please, wear comfortable closed toe shoes. Remember first impressions are lasting, these people may not know you but they sure will remember you.

5) Don't say words like "Umm" which indicates you are rambling thoughts around in your brain hoping to say the right thing or at least what they want to hear, just be open and honest…*try saying "I'm not sure about that but I would look in to it or I don't have the answer but I know where to find it or That's not my area of expertise but it sounds interesting."* ANYTHING BUT "UMMM"!!

6) Don't worry about getting the job; put your best foot forward and let nature take its course.

7) Don't be alarmed if you have to interview with more than one person at a time; remain calm and don't let them see you sweat.

8) Try not to show habits that might be annoying to your interviewer(s) i.e. tapping fingers on table as if you're in a hurry, shaking leg as if you're extremely nervous or chewing/smacking gum like a cow as if you don't care about getting the job or you don't value their time. Better yet pop a mint, just pop a mint.

9) Laugh at their corny jokes or even the driest of humor. It shows that you're a people person and don't mind engaging in the conversation.

10) SMILE! Send positive vibes and watch your body language.

CAREER INSPIRATION

"I worked jobs that didn't require me to have a degree. At the time I had only a Bachelor's degree in Business Administration. I then decided to pursue my Master's degree in Psychology hoping to land a job related to my education. It didn't happen. I became frustrated and began to feel that going to college was in vain. So then I began to look within to find out what I was most passionate about. I took a leap of faith, finally landed a career related to both of my degrees but then realized the chosen career path was not my passion. My passion was to have my own successful business."

Note from Miss Co: I understand the struggle of looking for a job especially after getting a degree in a specific field. This saying, *Go to college to get a good paying job*, is not as easy as it sounds. Yet because of my own struggles with finding the right career I was inspired to create the career starter bundle to help others that get caught in the web of a job search.



BUSINESS PLAN BUNDLE

This Information Is Being Provided For You As A Guide To Finding Your Passion

- **Find your passion**
- **Develop your passion**
- **Nurture your passion**
- **Feel your passion**
- **Own your passion**



FIND: What are you good at? What is it you like to do more than anything? Do you have a gift, talent or maybe even a trade or skill that you really enjoy?

Name them: _____

DEVELOP: Are you willing to go back to school if necessary to better yourself in any of the above potential passions named above? Does one stick out to you more than the others? If yes, now is the time to learn all you can about _____. In other words it time to do your homework.

NUTURE: Ok, so now you have a niche, something you're good at and you now have the knowledge and expertise to back it up. Speaking of expertise, it is time to start sharing your knowledge with others. Sharing information about _____ will cause to keep your skills sharp and also show you areas you need to be more knowledgeable in. So you are literally learning any and everything that ties into _____.

FEEL: How do you feel when you are working on anything concerning _____? Are you excited about growing in this area? Just sit back and reminisce on the goals you have accomplished since you began

taking the steps to finding your passion….are you smiling? You see when you are passionate about something, money is not what drives you. Passion drives you because now you are driven by what you love and not the love of money.

OWN: Are you afraid to admit how you truly feel about _____? People may not agree with your new found passion. So what! Embrace it and accept that it makes you happy. And if its something worth pursuing full time, making a business out of it, then go for it. You can be successful in pursuing your passion whether you pursue it as a hobby, side business or a full time business!!

When you find, develop, nurture, feel and own your passion the following comes out of you. I like to call them "PASSION FRUIT":

Happiness, Euphoria, Enthusiasm, Satisfaction, Peace, Creativity, Love, Purpose, Inspiration and the list goes on…perhaps you find that you're not passionate about anything but if little to none of the above passion fruits are coming out of you, are you happy with that, are you happy with dried-out fruit? Find your passion…

Note to self: (What do you want to say to yourself at this point?)

_____
_____
_____
_____
_____

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This Information Is Being Provided For You As A Guide To Getting Your Business Started

Steps to take on getting your business started:

1. **Come up with a unique name.** After you have the name of business, register name with local county and/or state. If you register with local county, they normally submit it to the state. To obtain form, you would go to local courthouse register of deeds. Fees apply. (This varies from state to state).

2. **Know your niche.** In knowing your niche you can center your vision and mission around it and build from there. Avoid starting a business in an area you're not familiar with unless you're planning to take courses and trainings in that area.

3. **Do your research.** Check out other companies or businesses already specializing or found success in doing the same or similar business. Don't be discouraged in finding out that you're not the first person to come up with this business concept or great idea.

4. **Establish whether your business will be storefront, homebased or online**. If storefront you have to consider other factors such as inventory, supplies, overhead cost, rental space, etc. You may even have to take out a business loan unless you have a substantial amount of money in your savings to get your business up off the ground. If homebased, there are some tax benefits, however, depending on type of business, you have to decide whether you want people coming to your house or if you're selling something that can be shipped, drop-shipping would be an option. *(Drop-shipping is when you sign up with an already established distributor of the item or product you're selling (i.e. gift baskets) and they do all the shipping for you for a fee.)* If doing online, of course this way is least expensive but can also take the longest to get the customer base you want. It's all in how much you market and promote your business.

Something else to keep in mind is that people are more likely to buy from the new local store in town than some "random" website in which they've never heard of, so you have to have a strong online presence. It also helps to be computer savvy and have a working knowledge of having an online business works. *(Again whichever business route you take, do your research.)*

5. **Invest in your vision**. You are the most valuable asset. Invest in yourself. It's your vision, your business. As the old saying goes it takes money to make money. Even if you don't have a lot of money or you're not able to get a business/personal loan or have no one willing to invest, do what you can with what you have. Grow your business in stages. Build the dream one goal at a time. It's okay to have the million dollar business idea with only $1 to your name. As you work the vision, that $1 will soon be a million dollars. Of course you don't strive to make a million overnight, especially when you're doing something you are passionate about, have a niche for or it could just be something you have learned to do and found you were good at it.

6. **Create a business plan**. Once you have the vision in writing, your plan is established. You have something to work with and you can change it as you go. Having a business plan also helps with getting loans and investors.

7. **Promote and market your business.** Order you some business cards at least. Brochures, flyers, bookmarks and other marketing items are great to have but don't overextend yourself unless you have the financial resources to do so. Take advantage of free resources. Use social media. Participate in community events *(i.e. vendor)* or join up with local organizations *(i.e. business chamber)*. Create an eye catching logo along with a catch phrase and/or motto. Have a color scheme or theme so that people will begin to know you by your name, logo and/or colors.

Business Plan Outline

The following are the key points and components you want to highlight in a business plan

1. **Executive Summary** – talk about how your business was established, when it was established and why. Also in this section you will discuss what you specialize in and other services you offer. Lastly you want to touch on the purpose and mission of your business. ***(who, what, when, where, how)***

   _____
   _____
   _____
   _____
   _____

2. **Business Description** – describe your business and state more in depth your services; also mention the advantages of your business over similar businesses (i.e. what sets your business apart). Be specific and detailed in painting a picture of your business for others to see your vision clearly.

   _____
   _____
   _____
   _____
   _____

3. **Detail of Products and Services** – talk about the specifics of your products and services in terms of what would be in a gift package and give different examples of packages including names and occasions it can be used or benefited. You may even want to list each package separately and break each item down, including the effect you expect from customers.

   _____
   _____
   _____
   _____
   _____

4. **Markets and Trends** – talk about if your business is trending and how to market to others, potential customers and the community. Example (vendor opportunities, newspaper, social media, word of mouth, etc.); Also in this section you would want to provide graphs to demonstrate a particular point in terms of marketing such as what age group you are targeting, what social

status, what geographic location, who do you expect to buy from you the most and why. Touch on what is popular in your type of business etc.

_____

_____

_____

_____

_____

5. **Marketing Plan** – talk about steps you are taking to achieve marketing goals. How do you want to present your business to others, what is your bottom line. Also included is how you will take advantage of opportunities to market and sell your business such as during the holiday season, to family and friends during occasions such as birthdays and wedding anniversaries, etc._____

_____

_____

_____

_____

6. **Strategic Plan for Forecasted Revenue** – talk about your future expectations and plans to get there, where do you see your business in 5 years, 10 years; is it short term or long term; touch on mission and purpose here also and elaborate on the business objective (why you got started in the first place). Exactly what are you trying to do, what is your angle in starting this type of business? In terms of goals you have set how confident are you that you will reach goals. Do you anticipate making a profit? How much of a profit? Or is this just a hobby that you hope will turn into a profitable business? Or do you just want it to be a side business or a full time business. How much money do you expect to bring in from this business over a course of time? Lay out all the details.

_____

_____

_____

_____

_____

In your business plan feel free to include any ads you may have ran or plan to run, business logos, business samples, any other documents for promoting or marketing purposes included but not limited to flyers, pictures or anything you think would further establish your purpose and mission.

Be creative, tell your story, focus on the positive aspects of being in this type of business and also touch on the negative aspects but when talking about the negative, reinforce it with a positive indicator of how you can overcome, avoid and even learn from the lows of being in this type of business.

Additional Notes:

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BUSINESS INSPIRATION

"I had the desire to start my own business long before I actually started. The reason it took me so long to get started was because I did not want to cut through all the red tape to be honest. I knew it would be a long somewhat tedious process and I just kept putting it on hold until I got fed up with my situation at the time, fed up with struggle, fed up with my career and finally I started taking the necessary steps to getting my business up off the ground. You see sometimes we don't move until our back is up against the wall!"

Note from Miss Co: It really gets overwhelming searching the internet for ways to start a business, ways to promote a business, ways to build a business so forth and so on. You have so many sources to choose from; it can be information overload at times. I was inspired to create the business plan bundle to cut out some of the excessive web searching and make it easier to get a business started.



BRIDAL BUNDLE

Most girls dream of this day…our WEDDING DAY!

Let me help make your Wedding Day a success!! Planning a wedding can be very overwhelming from choosing a venue to choosing who will be in the wedding and the list goes on. Hiring a wedding planner/coordinator can be expensive. Guess what? I have created this resourceful planning guide to help you ensure all areas are covered!! To the BRIDE that wants to plan her wedding but don't know where to start or if you just want to ensure everything is handled, this is for you!!!



So the love of your life proposes marriage and you said "YES!"
And so the wedding day planning begins…

- ✓ Finances:
  - Budget (meaning money set aside for wedding purposes)
  - Pay as you go

- ✓ What is the wedding date: ____/_____/_____ at __:____ am/pm

  - Spring
  - Summer
  - Fall
  - Winter

- ✓ What are the wedding colors?
  _____

- ✓ Where are you buying dress from?
  - Local bridal shop
  - Local bridal boutique
  - Online
  - Thrift store
  - Donated dress

- ✓ What is date of dress fitting: ___/___/___ at __:____ am/pm
  (Have groom to go same day to be fitted for his tux/suit☺)

  Additional notes: _____
  _____
  _____
  _____

_____

_____

- ✓ Where are you going to have the wedding?
  - Church: _____
  - Venue: _____
  - Backyard: _____
  - Beach: _____
  - Other: _____
- ✓ Where will reception be? _____

- ✓ Create a guest list*: (number varies based upon location)*
  - 50-100
  - 100-200
  - 200 plus

- ✓ Who's officiating? _____

- ✓ Who's in the wedding?
  - How many bridesmaids: ____ (list their names)

    _____

    _____

    _____

    _____
  - List groomsmen:

    _____

    _____

    _____

    _____

  - Who is the matron of honor: _____
  - Who is the maid of honor: _____
  - Who is the best man: _____
  - Who is the flower girl: _____

- Who is the ring bearer: _____

  (It's up to you to have more than one of what is listed☺)
- Who are the ushers:

  _____
- How many hostess? ____ (list their names)

  _____

  _____

  _____

✓ Who's doing the invitations/wedding programs:

_____

- Are you sending out save the date cards first? _____

✓ Who's doing the cake: _____

✓ Who's decorating: _____

✓ Who's catering: _____

✓ What's on the menu?

- Soul Food (i.e. meat, 2 sides, bread)
- Steak and Potato (i.e. salad, bread)
- Heavy Hors d'oeuvres
- Seafood (i.e. calabash)
- Beverages: _____
- Desserts: _____

✓ Who's doing the flowers for wedding party:

_____

✓ Who's the photographer: _____

✓ Who's the videographer: _____

Additional notes:

_____

_____

- ✓ Who's doing the music?
  - Live Band
  - DJ
  - Playlist (would have to designate someone to cue the music)

- ✓ Who's directing the wedding: _____
  (Anyone can direct with my wedding director cheat sheet below☺)
- ✓ How many rehearsals will you have: _____
- ✓ When are the rehearsal dates: _____

- ✓ Who's doing hair and make-up: _____
  - Hair Appointment date: ___/____/____ at __:____ am/pm

- ✓ Who's doing manicure/pedicure:_____
  - Manicure/Pedicure date: ___/____/___ at __:____ am/pm

(It's up to you to decide if you want to make a day of this with your bridesmaids and matron of honor☺)

- ✓ Where are matron and/or maid and bridesmaids getting dresses/shoes from:_____
  - What color dress: _____
  - What style of dress: _____
  - Long
  - Short
  - Sleeveless
  - Skinny straps
  - Wide straps

- Halter top
- What type of accessories: _____

✓ Where is best man and groomsmen getting tuxedos/suits/shoes from: _____
- What color tux/suits: _____
- What style of tux/suit: _____
- Vest with tie
- Vest with bowtie
- Vest with cummerbund
- Assent color: _____

Friendly Suggestions

❖ The matron or maid of honor can take on the role of ensuring that bridesmaids/flower girl get their dresses, hair and nail appointments set, shoes etc. And the best man can take on the role to ensure the groomsmen/ring bearer go for tuxedo fittings, haircuts, shoes etc.

❖ You could designate someone not in the wedding to assist with this as well. In some cases where there is a matron and a maid of honor in the wedding, the matron can tend to the needs of the bride up to the day of wedding and the maid can tend to the bridesmaids.

❖ To make it easier the ladies could get their dresses, shoes, and accessories from same place if feasible as well as the gentlemen getting tuxedos/suits/shoes from same place.

Additional notes:

_____

_____

_____

_____

_____

Friendly Reminders

- Start planning after the proposal

- Don't over extend yourself stay within your budget and try to use people you know that provides services you need (decorating, making cakes, photography etc.) The wedding is for a day but the marriage is for a lifetime.

- Give the list of songs to be played during ceremony and reception to music designee (i.e. during ceremony -song ushers come in on, groom song, best man song, groomsmen and bridesmaids song, song bride walking in on, first dance at reception, groom removing garter, bride throwing bouquet etc.) If using a play list be sure to have the designee to fade out songs in between and not let music forcefully end.

Additional Notes: _____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

{Wedding Director Cheat Sheet}

***Announce cell phones on silent (also announce any additional announcement prior to wedding ceremony on behalf of the groom and bride i.e. no pictures, no recording etc.)**

Start of the ceremony: (remind everyone to walk slow and smile)

- Song/music begins, 2 ushers will enter to light the two outside candles (this varies it could be pouring of sand, tying a knot, whatever you're using to symbolize the union, then turn and walk back out on song selection. I recommend two gentleman but it's up to you. The two gentleman should be dressed in wedding colors but not necessarily a suit, again it's your preference.

WEDDING BEGINS

- Song/music begins, Usher 1 will walk the Mother of the Groom down the aisle to her seat (Father can follow behind) or if you have a female usher she can escort Father to his seat after Mother is seated) and then turn and walk out.
- Same song/music still playing, Usher 2 will walk the Mother of the Bride to her seat and then turn and walk out.

NO ONE IS ALLOWED IN AFTER ENTRANCE OF THE PARENTS

Wedding Party Entrance:

- **Entrance of the Officiant(s) (Pastor, Minister, etc.) /song: _____**
- **Entrance of the Groom /song: _____**
  (Officiant(s) and/or Groom can be at the alter or can walk in with wedding party)
- **Entrance of the Bridesmaids and Groomsmen /song: _____**
- **Entrance of the Maid of Honor and designated Groomsman /song: _____**
- **Entrance of the Matron of Honor and Best Man /song: _____**
- **Entrance of the Ring Bearer (carrying pillow with the rings) /song: _____**
  (If necessary ushers can roll out the runner before flower girl walks in)
- **Entrance of the Flower Girl (throwing flower pedals along the aisle)/song: _____**
- **Entrance of the Bride and Bride's Father /song: _____**

OFFICIANT(S) BEGINS

If doing communion during ceremony, choose song to play during communion and/or the lighting of unity candle or pouring of sand, etc. /song:

_____

- **After the announcement of the married couple, the wedding party will exit in this manner while song is playing: _____**

  - Groom and Bride
  - Best Man and Matron of Honor
  - Groomsman and Maid of Honor
  - Groomsmen and Bridesmaids
  - Ring Bearer and Flower Girl
  - Officiant(s)

Directly after wedding ceremony pictures of wedding party (in some cases it can be done before but more feasible to do after the ceremony but before the reception); be sure to coordinate picture times with photographer.

AT THE RECEPTION

You can decide if hostess will serve wedding party only and everyone else be self-serve or if hostess will serve everyone; the order of how the attendees get food is left up to director and the hostess.

Have everyone seated at designated tables and while the people are waiting for the wedding party to show up or come in, you can have music of your choice playing and allow them to mingle for a few minutes. (Snacks/Appetizers on the tables is optional☺)

You may prefer to have the attendees to go ahead and eat while waiting for wedding party, depends on length of wait or you may choose to wait to get started when wedding party arrives; this is something that can be at Wedding Director's discretion.

ENTRANCE OF WEDDING PARTY

(Have DJ/Band or designee to announce with everyone standing☺)

Groom and Bride: Mr. and Mrs. _____

And then names of rest of wedding party:

Best Man and Matron of Honor: _____

Groomsman and Maid of Honor: _____

Groomsmen and Bridesmaids:

_____

_____

_____

_____

_____

_____

Ring Bearer and Flower Girl: _____

Officiant(s):

_____

(If walked in with wedding party during ceremony)

After wedding party is seated, have hostess to serve them and after they have food and drink, have hostess to ensure everyone else is served and/or has got their food and has something to drink in preparation for the toast to the Groom and Bride from the Best Man and Matron/Maid of Honor.

The time between each of the following and the order in which they occur varies and feel free to add to or take away:

- **Toast**
- **Cutting of the Cake (Groom and Bride feed each other and take picture)**
- **Hostess serve cake**
- **Groom to remove garter from Bride, have all single men to come**
- **Bride to toss wedding bouquet, have all single women to come**
- **First Dance (after 10 minutes ask other couples to join)**
- **Group/Line Dance (optional)**
- **Remarks by the Groom and Bride and then their exit.**

You did it!! The Wedding is officially over!! Congrats to you and them!!

{MAKE ANY ADDITIONAL ANNOUNCEMENTS AT THE END AS NEEDED}



CHECKLIST

- **Invitations sent on: ____/____/____**
- **Wedding dress ordered and/or purchased on ____/____/____**
- **Groom tux/suit ordered and/or purchased on ___/____/____**
- **Wedding location confirmed on ____/____/____**
- **Reception location (if different from wedding) confirmed on ____/____/____**
- **Officiant(s) contacted on ____/____/____**
- **Bridesmaids/Flower Girl dresses ordered and/or purchased on ____/____/____**
- **Groomsmen/Ring Bearer tux/suits ordered and/or purchased on ____/____/____**
- **Matron/Maid of Honor has her dress/shoes/accessories**
- **Best Man has his tux/suit and shoes**
- **Wedding party have everything they need (i.e. attire, footwear, etc.)**
- **Flowers for wedding party made or ordered on ___/____/____**
- **Cake ordered on ___/____/____**
- **Decorator or designee contacted on ____/____/____**
- **Caterer booked on _____/____/_____**
- **Photographer booked on ____/____/____**
- **Videographer booked on ____/____/____**
- **DJ/Band booked or designee contacted on ____/____/____**
- **Director or designee contacted on ____/____/____**
- **Honeymoon booked/planned on ____/_____/____**

May you have great success on your new journey of life, love, and happiness!! Here's to many years of marital bliss!!

Thank you for allowing **BT Neil Consulting** *to help you plan your special day!! Cheers!!! \O/*

Bride *Groom*



BRIDAL INSPIRATION

"I was asked to coordinate a wedding, yes me! I have been a maid of honor, bridesmaid, hostess, a guest and even a server but never had I been a wedding coordinator! Of course I had someone guiding me through it and I had a program to follow but this was someone's special day, I didn't want to be the cause of their day not being what they expected! Nevertheless, I rocked it so I was told and it was a great success!! Everyone said it seemed that I had done it before!! Imagine that!"

Note from Miss Co: I do believe that the "Wedding Day" is the most stressful day in a woman's life. I say woman because men don't put as much emotional effort into that day. They get fitted for their tux and that's pretty much it for them. Women on the other hand, to them that is a monumental day and they want everything to be perfect. I was inspired to create the bridal bundle to help any bride pre-plan the wedding and ensure all ducks are in a row.



CORPORATE BLISS BUNDLE

This is a guideline to help you as a company/organization create a better work relationship with your employees which in turn would cause your employees to be more productive and help you meet your bottom line. In this guideline BT Neil Consulting will touch on seven common areas that most wouldn't consider to be an area that could affect work performance and productivity.

{Keyword is "guideline" which means this will not guarantee improved performance or profits but could be a helpful tool to use to achieve that goal}

1. ***COMMUNICATION:*** We hear it all the time that **"Communication is key!"** in the workplace. Indeed it is. Just because you put the information out there to be seen or heard, doesn't mean it's understood. Effective communication is being sure that not only is your message heard but understood. If a person doesn't understand what is being communicated then they are more than likely going to process the information incorrectly. Consider the negative downfall of that in a work setting. The corporate world is a fast paced, high demand, results driven environment and a lot of information is sent down the pipeline to the little people so to speak for compliance purposes, company growth, changes, updates and the list goes on but without proper communication it becomes information overload and versus asking questions out of fear of what "corporate" might say or think, the majority of employees simply ignore the information but is that really beneficial to a company? Companies should make it where lower level employees feel *comfortable* with asking "corporate" staff questions or at least have an outlet to where questions can be asked on a corporate level.

How are they suppose to get a proper understanding if they don't get it correctly from the horse's mouth? Do you know how many times a direct supervisor has passed along information from corporate and both them and their team end up being confused concerning the information given because it's been passed through three or four people before getting to them and everyone has a different understanding of the information so now the direct supervisor is confused and of course if they are confused, how are they going to be able to effectively pass along the correct information to their staff …but guess what no one dares ask any questions. This is a problem. Time is money right? So when information is giving out, you don't have time to keep going over the same information so you want to ensure it's properly understood the first time to keep from falling into the revolving door of communication. A revolving door meaning you're repeating the same information over and over again, day in and day out, conducting the same in-services, re-doing the same trainings and still not getting the outcome you desire from your employees. Is it because they really don't understand what is being said or are they just ignoring what is being said? The question is why are they ignoring the information? All that time, effort and hard work you put into preparing and presenting the information and they just ignore it. You as a company are doing your part to properly communicate and they as an employee are not doing their part. This is a problem. In a nutshell, you either have employees frustrated because information is not being properly communicated and they feel out of the loop which makes them feel unappreciated or it could be that corporate staff is frustrated because they are putting out the information in a timely, effective manner and employees just ignore it. In both cases a tense work environment is created, company morale is low and people are not as productive.

2. ***CREATIVITY:*** Employee input means a lot to employees. When you allow employees to give feedback, make suggestions or head up special projects where their creative juices can flow, this is a big deal to them. Their role in the company may not be some high-level corporate or management position but to consider their ideas is an extreme ego boost.

   You talking about getting the most out of an employee? Absolutely, you would because now they feel important and what they have to offer is valuable. It makes them feel good about themselves as a person and you know when people feel good about themselves, they make others feel good. Create opportunities for all employees to shed light on their creative side and promote creativity within the company and see how it works for your company in improving company morale and company culture. Take one employee that's willing and mold them into the type of employee you want and then let that person reproduce themselves in others.

3. ***FINANCE:*** The number one reason most people work is because they need money to pay bills, expenses or they just trying to make a living in general. Some people make a lot of money and some don't, however, implementing some type of financial planning other than 401K might improve employee work ethics and performance. Those who don't make a lot of money or in their mind don't make enough to live on become depressed and they sometimes do the bare minimum at work. When an employer cares about their employees personal finances there again it makes the employee feel valued and not just a number. No you may not be able to give them a raise or pay their bills but you can give them hope and inspiration. You could have a financial expert to come in to talk with employees about other financial options.

Truth be told most people who are not into investing don't understand exactly how a 401K plan works so just having someone to come in and thoroughly explain plan options could be beneficial. If your company is able to pay out bonuses then do so. If your company is able to give out extra incentives then do that too. Most companies make employees feel that it's all about the money. That it's all about the company pockets getting fat and of course it's your company and you certainly deserve to reap the benefits but keep in mind that you wouldn't be a company without people. Don't lose a loyal, productive employee over something that can be easily resolved such as them wanting just a little more money. If you lose that employee, then you have to spend money in hiring and/or training someone new, money is still being spent so why not kill two birds with one stone. Keep your already trained employee and save some money.

4. ***HEALTH:*** A healthy employee is a happy employee. Do you provide health insurance as a benefit to your employees? Do you have some type of incentive health program to cut down the cost of premiums, copays and deductibles? Do you promote a healthy work environment? There are some people who only work because of health benefits, otherwise, they wouldn't be able to afford necessary healthcare. So these people need to work. Then there are those that only work just to get a paycheck so they can pay their bills. These people need to work. So on top of needing to work, no one wants to come to a job they hate. It's mentally taxing and draining to work in a toxic environment, yet most people hold on because they need the money and/or the benefits. When the work environment is healthy people will be happy about coming to work. Of course you have some people that you wouldn't be able to satisfy regardless of what you do but then there's that core group that it doesn't take much to

please. If an employee has to use FMLA, take sick leave or has death in the family, do you reach out to them?

A card and a flower in the time of bereavement to the funeral home is appreciated, but for them to see your face or at least see a face of someone representing your company says a lot and shows that you care. Employees need to know that their employers care about them outside of work or at least is considerate of their personal affairs. And guess what, in the midst of what that employee may be facing they take note of your act of kindness and when they return back to work, you now have an employee that appreciates working for you, they desire to keep working for you and they don't mind doing anything you ask of them all because of that one simple act. You see it doesn't take much.

5. ***INTERIOR DESIGN:*** How up to date is your office décor? People like to look at nice things. Just like a kid loves a new toy, an employee loves getting new office equipment and would look forward to coming to work just to try out their new computer, new phone system or that fancy copier in the copy room. All of us are kids at heart. A nicely decorated office or business would definitely boost the drive to come to work versus them calling out. People moods can easily be affected by how a workplace is decorated and when people are not in the best mood they don't feel like doing anything except the bare minimum. On the contrary, when people are excited and perky, feeling good, they do what is necessary and then some. They become proactive, they think outside the box and they don't get behind as much in their workload.

6. ***MARKETING:*** Promoting and advertising your company is the meet of sales and building up loyal clientele or customers.

Yes you have a marketing team that build up community relations and you're making a name for yourself but what about that advertisement you don't have to pay for such as word of mouth. What are your employees saying about you in the community or on social media?

What kind of reviews are your current and former employees giving your company? Believe it or not some people will not do business with a company regardless of how well they market a product or service if they have bad reviews. Some would rather go with the little guy or the not so known business that doesn't have the best marketing strategies but yet have great customer service and reviews.

7. ***RELATIONSHIPS:*** What makes a company successful? The people. The better you treat the people the greater your company's success. Stop treating your employees like they are irreplaceable and you won't have to replace them. Even a dog is treated better than most in certain cases. Now that's a shame! I know it cost to run a business and decisions have to be made to keep the business profitable and productive but aren't the people that work for you the reason your company is profitable and productive? Unless you have an online business or robots in the cubicles and/or offices, you need people. Productive people help to generate a profit and your focus shouldn't be the almighty dollar but instead it should be on building relationships with your employees. Once that relationship is established there again you have gained a willing worker. All that an employee does in a company is for the company to turn a profit, bottom line. Regardless of the type of company, how large or small the objective is to increase sales, to stay ahead of the competition, to implement successful marketing strategies, to build a brand, to bring awareness to consumers, to minimize risks, to have a well-known

name, to be set apart in order to survive and thrive, henceforth, **GROW** as a company. Every company on day one had a desire to grow and expand, to build a legacy that would carry on from generation to generation. Most great companies and large corporations started in a basement, a garage or maybe even the back of a barber shop all because someone had a great idea.

They got the "right" people in place and well the rest is history. People, your employees, are important to your company's success and how they are treated makes all the difference in the company.

SUMMARY: Communication is the key, meaning the receiver understands the message, to accomplish short and long term goals without having the revolving door effect. Creativity is being willing to do something different to achieve your goal. Financial stability is the goal of your employee, consider that when choosing benefit packages and adding/taking away incentives or bonuses. Healthy people in mind and body don't cost as much in the long run and they come to work. Change is good. I get it you've had "grandma's" wingback chair in the front lobby for years and your color scheme is based upon the color of that ugly chair but grandma's wingback is old and outdated, not to mention God rest her soul, grandma is gone on. By all means buy some new furniture and if feasible get some new equipment. Spice up the place a little. Furthermore, it's nice to know what your employees think about their role and your company as a whole, create a system (i.e. suggestion box) to find out what your employees are saying about **{COMPANY NAME}.** You don't want to shoot yourself in the foot by paying all this money for marketing and then at the same time have employees bad-mouthing you in the community. Love your people. Don't just look at them as just another employee. Yes some will come and go and you can't control that but what you can control is how you treat them while they are your employee.

Now do you see the correlation between Communication, Creativity, Finance, Health, Interior Design, Marketing and Relationships and how each topic based on how I explained it can cause your employees to be more productive and increase profits? Each topic points back to the people that work for you. All you're doing is maximizing your people, using what you got to get what you want which is a productive staff which in return improves the company's overall performance which makes it more profitable.

It's really no secret but I said hidden because that once storefront business owner sometimes forget their road to success and now that they are a successful company, a gentle reminder is needed.

{People + Productivity =Profits}

In addition, I have come up with these surveys that I believe would be helpful to use in measuring the value of your people against the results of these surveys. Again it may help you and it may not but at least you now have an objective point of view that could help you see things differently from where you're sitting and help guide you in your decision making. Thank you for allowing **BT Neil Consulting** to highlight seven simple ways to consider in terms of the people that work for you, their productivity and your profits.



Performance/Production Survey

As an employee:

What problems do you encounter or notice in the following areas and does it affect your overall performance and production in the company/business:

-Communication: (Are you able to express your thoughts in a positive manner that is understood?)

-Creativity: (When assigned a task, do you think outside of the box?)

-Finance: (Do you think you could benefit from an education seminar about personal finances?)

-Happy Employees: (Are you a happy employee?)

-Health: (Are you overall healthy, do you have health insurance? If No, why?)

-Interior Design (Do you take pride in the business/company you work for?)

-Marketing (Do you promote your place of employment in the community?)

-Relationships (How important is it for you to develop good working relationships with co-workers?)

-Small Business (What do you think makes a business/company successful?

-Social Media (Is social media a great tool? Is it resourceful? What are the negative and positive influences of social media?)

Additional Comments:

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On scale from 1-10 with 1 being <u>not likely at all</u> and 10 being <u>highly likely,</u> how likely are you to work for a company that will help you to improve in your personal life so that you can improve work performance and production:

1 2 3 4 5 6 7 8 9 10

Performance/Production Survey

Please check appropriate box:

☐ Business Owner ☐ CEO/COO ☐ Upper Management ☐ Corporate Staff Member

☐ Other: _____

What problems do you encounter or notice in the following areas and does it affect the overall performance and production of the company/business:

-Communication: (Is information communicated and understood?)

-Creativity: (Do you only delegate people in certain roles to do a task or special projects?)

-Finance: (Is there enough education provided on personal financial matters?)

-Happy Employees: (How would you know if your employees are happing working for you?)

-Health: (Are your employees overall healthy, do they understand the benefits of health insurance?)

-Interior Design (Is your office space/organization modernized, is the décor eye catching?)

-Marketing (Who does your marketing and how effective is it?)

-Relationships (Do you place emphasis on the importance of developing good work relationships?)

-Small Business (What makes a small business successful?)

-Social Media (Is social media a great tool? Is it resourceful? What are the negative and positive influences of social media?)

Additional Comments:

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On scale from 1-10 with 1 being <u>not likely at all</u> and 10 being <u>highly likely,</u> how likely are you to hire someone that is willing to improve their production and performance:

1 2 3 4 5 6 7 8 9 10

Problem/Solution Survey

(You could ask family members, neighbors, friends, colleagues, former colleagues, local business owners etc. that you know and support that may have business insight to complete this survey)

Hi {INSERT NAME}, I need your help. I'm working on a project that includes doing research on organizational business structure and problems that may arise and how to create a positive, productive environment.

With each of the following topics, state what problems could affect the production and performance of an organization/company and what would be a solution? Then state how the solution would be beneficial?

1. **Communication:**

2. **Creativity:**

3. **Finance:**

4. **Health:**

BTNEIL

5. **Marketing:**

6. **Relationships:**

7. **Social Media:**

8. **Summary:**

On scale from 1-10 with 1 being <u>not likely at all</u> and 10 being <u>highly likely,</u> how likely is a company struggling in one of above listed areas willing to implement these six common topics to help improve employee production and performance:

1 **2** **3** **4** **5** **6** **7** **8** **9** **10**

CORPORATE INSPIRATION

"I have worked for companies that just didn't seem to appreciate their employees. These companies didn't even seem to care about losing good loyal staff. I've heard co-workers say if only they would show that they cared or would put more effort into accommodating their employees. Yet they are still adding more duties to the daily workload, not increasing pay and expect people to stay! As long as you making them money, they don't care about you or your concerns, just do the work, shut up or quit! That's how they make you feel, right?"

Note from Miss Co: It's no fun when the rabbit (corporate) got the gun. If only someone in corporate would listen to their employees that is all. I was inspired to create the corporate bliss bundle to give company owners an objective point of view when it comes to making decisions for their company.



NURSING HOME HEALTHCARE BUNDLE

This Information Is Being Provided For You As A Guide To Help You Understand The Process Of Getting A Loved One Placed In A Skilled Nursing Facility (SNF).

***Please be sure to read "Passing the Baton" at the end as a little encouragement and as a reminder that you are making the right decision.**

Skilled Nursing Facility Placement Guideline

Skilled Nursing Facility (SNF): A nursing facility that provides 24/7 nursing care and always has a registered nurse on duty. The majority of the residents are totally dependent on staff and/or require assistance with activities of daily living *(ADLs).*

Assisted Living Facility (ALF): A rest home facility that does not require a registered nurse to be on duty 24/7 only medication aides/technicians due to residents having a higher level of function. The majority of the residents are totally independent and/or require little to no assistance from staff with activities of daily living *(ADLs).* Typically ALFs cost less than SNFs in terms of private pay cost. Medicare does not cover an assisted living facility stay. You would have to apply for Rest Home Medicaid or pay privately.

*Both type of facilities are overseen by a physician which is known as the medical director.

*If your loved one is in need of ***skilled nursing home*** placement then this bundle is for you. **Disclaimer: This information varies from state to state.**

So you are at your wits end and the only other option is putting mom, dad, grandma, grandad, aunt, uncle or someone you simply adore into a nursing home possibly forever! The thought alone is detrimental not to mention all the red tape you have to cut through to get them placed and stay within insurance guidelines to ensure they will pay in addition to the ongoing process of adjusting to someone you love being in a nursing facility.

So many questions, not enough answers right? Of course there is staff there to help you but they're always busy, busy, busy and sometimes it feels like they just tell you anything to get you own your way, give you the run around or they just don't listen at all. All very frustrating. Well if you will, please allow **BT Neil Consulting** to alleviate some of the stress and frustration of nursing home placement by providing this simple guide to help you not go in blind and give you some insight of the process as a whole.

- **First Step:** Speak with primary care physician (PCP) and make him or her aware of your desire to have them placed. Some physicians will see the need and recommend nursing home placement. In both cases the physician will need to complete a FL2 form indicating they need a "skilled nursing facility" for placement. Most physicians are already familiar with this form and would know how to complete it. The physician will determine if there is a need for skilled nursing versus an assisted living facility. Once FL2 is completed and it's determined that your loved one needs skilled nursing placement, now it's time to determine payer source.

- **Second Step:** Ok so now that you know they need skilled nursing care who's paying? Will it be Medicare, Medicaid, LTC Insurance, Veterans Administration (VA), some other insurance (i.e. Blue Cross Blue Shield, United Healthcare, Humana) or will they pay out of pocket which is considered to be private pay? There are many different scenarios that applies depending upon the primary payer. Medicare is the main payer source for those in need of skilled nursing care. In order for Medicare to pay, they would need a 3 night qualifying hospital stay. Medicare will then pay for up to 100 days of skilled nursing. The first 20 days Medicare will pay at 100%, after day 20 (21-100) Medicare will only pay at 80%. The remaining 20% would then become the resident's responsibility unless they have a secondary payer to Medicare (i.e. Medicare Primary, Medicaid Secondary or Medicare Primary, AARP Secondary etc.) Medicare will pay up until day 100 as long as there is a skilled need such as therapy and as long as Medicare is paying, the insurance secondary to Medicare will pay. Once there is no longer a skilled need such as therapy goals met or *not met* and therapy services are set to end on day 60 then Medicare will no longer pay after day 60.

The facility will notify you of date therapy services will end and Medicare coverage will stop. Payer source will change on day 61 to either private pay or LTC Medicaid. If the primary payer source is another insurance or organization such as the VA other rules apply and facility will guide you in this area. Just as an FYI, VA requires a contract with preferred facility and primary Healthcare Management Organizations (HMO) such as United Healthcare, Humana, and Blue Cross Blue Shield require prior approval and does not necessarily guarantee 100 days of skilled nursing. HMOs determine how long someone stays in a nursing facility, in some cases you may feel there is still a need for therapy/skilled care and such HMOs will still end coverage. Traditional Medicare is the most beneficial payer source for skilled nursing home placement, even with the VA as the primary payer source, the VA has to approve coverage of any services needed while in a nursing facility.

- **Third Step:** Find a local skilled nursing facility with bed availability and able to meet the needs of the person needing that level of care. If being admitted to nursing home from a hospital, the discharge planner and/or hospital Social Worker will help in finding placement. If you have a facility in mind you can let them know your preference otherwise they will send out referral and will advise you on what facilities have made a bed offer. This process is much easier when coming from the hospital. Of course if they are coming from another facility, then you would tell that facility's Social Worker or designated discharge coordinator your desire to have loved one moved to a another facility.

- **Fourth Step:** Once bed offer is accepted you then have to go to that facility and sign the resident in which is called the admissions process. The facility that has made the bed offer will have the Admissions Coordinator or designated staff member to contact you to schedule a time for you to come in and complete admissions paperwork. Be sure to have all insurance cards, identification cards, and copies of power of attorney, healthcare power of attorney forms and/or a living will if applicable to be provided to facility during admissions. Be sure to ask questions and never assume.

While you are completing admission paperwork, the hospital is scheduling and arranging transport.

If coming from another facility, that facility may provide transport, if not you would be responsible for getting loved one transported either by having facility arrange and set up transport and you pay transport fee or transporting them yourself in personal vehicle if they are able to sit in vehicle.

- **Fifth Step:** Gather a few personal items from home such a pictures, favorite blanket, favorite book, etc. Get at least 7 outfits together and at least 3 pairs of pajamas fitting for the season while keeping in mind if your loved one is hot or cold natured and bring to facility; most facilities allow small furnishing such as recliners but be sure to ask before bringing or buying any furnishings especially large items. Televisions are sometimes provided by the facility, if not you would be responsible for bringing in a TV if there is not a TV already up in the assigned room.

Ok so now your loved one is all settled in at a skilled nursing facility, now what?

Well at this point the facility has designated staff to help you throughout the stay in the facility. In a skilled nursing setting, there will be a facility Social Worker to help guide you to the right person. For example if you have questions about medications or appointments you would speak with the charge or hall nurse, nurse supervisor, Director of Nursing in some cases etc.; if you have questions about therapy you would speak with a therapist or the Therapy Director; if you have questions about billing and insurance you would speak with the facility office manager or AR Bookkeeper. Of course you don't know any of these people so this is where the Social Worker or designated staff member would help in guiding you to the right person or they can get the information for you. The care plan meeting, which is typically scheduled shortly after admissions, is also a time to get your questions answered especially since key staff members will be in attendance.

- **Sixth Step:** Determine if loved one needs short term rehab or a permanent long term stay. You can determine this after speaking with facility staff (i.e. nurse, therapist, Social Worker) as well as attending physician.

The attending physician is assigned once they are admitted into a nursing home. You could also consult with primary care physician and any other physicians directly involved in care. Please be advised that PCP and other physicians can make recommendations, however, the facility will only follow the orders of the attending physician.

**Short Term Stay (only there for rehab): Discharge planning begins on admissions and you are encouraged to apply for Long Term Care (LTC) Medicaid just in case they stay beyond 20 days. If you are certain that loved one will be discharging by day 20 then this step is not necessary.*

**Long Term Stay (needs to remain in a facility): You are encouraged to apply for LTC Medicaid on admissions.*

***To apply for LTC Medicaid you would go to local Department of Social Services in the county of where your loved one lived. Ask to speak with someone about applying for LTC Medicaid and that person will guide you through the process.**

- **Seventh Step:** Gather all needed documentation in order to get LTC Medicaid application processed in hopes of an approval. It's easier for someone to qualify for LTC Medicaid in a nursing home versus them being at home and applying. In other words they may not qualify for Medicaid while at home but once admitted to a skilled nursing facility they could qualify for Medicaid. Even if you *feel* they won't qualify for LTC Medicaid, apply anyway. If you are **certain** they won't qualify then this step is not necessary.

- **Eight Step:** If LTC Medicaid application is denied, then after Medicare coverage ends your loved one will be private pay unless stay is being covered by the VA or a LTC insurance policy. Payer source determines the steps to take throughout stay for long term care placement to continue. If unable to pay private pay cost at preferred facility then facility staff can assist with finding placement at another skilled nursing facility at a lower cost or in the event your loved one improves and makes great progress in

therapy they'll have the option of going to an assisted living facility. And there is always the option of discharging home and hiring help or applying for agency help through Medicaid.

If LTC Medicaid application is approved then Medicaid will become primary payer after Medicare coverage ends. This means that **all** income of person admitted to nursing facility will now go to the facility.
A percentage of the income is withheld for your loved one but after 6 months this amount decreases.

*And real quick I just want to point out the different types of Medicaid coverage mentioned so you would know which one to apply for and when. If your loved one already has Medicaid going into a facility or transferring from one facility to another then you wouldn't have to re-apply, you would just request a program change:

{The Caseworker at the Department of Social Services can assist you with a program change}

Adult Medicaid –if they are living at home

Long Term Care Medicaid –if they are needing skilled nursing placement

Rest Home Medicaid –if they are needing assisted living placement

So your loved one has completed their therapy and is ready to return home, if remaining in facility then you can skip steps 9 and 10.

- **Ninth Step**: Prepare for discharge home. Facility Social Worker will help coordinate discharge, make necessary community referrals such as home health, get equipment ordered and have transport arranged as needed. One of the reasons for a care plan meeting is to help you prepare for discharge and get a better understanding of facility guidelines and procedures. For those planning to return home after rehab, discharge planning starts on admissions. The Social Worker and/or other designated staff is there to guide you throughout their stay.

- **Tenth Step**: Pick up loved one from nursing home or if transport has been arranged by facility, wait for loved one to return home or to designated location (i.e. your home, another relative's home, friend's home, etc.). The home health agency will make contact with designated person the next day after discharge from facility to schedule their first home visit. If medical equipment was ordered depending upon type of equipment needed it can be delivered to home day before discharge from facility or it can be picked up from medical supply store the day of discharge while in route to the home if being transported in a personal vehicle. In some cases if equipment is needed before discharging from the facility, the equipment can be delivered to the facility.

Returning to a facility after discharging:

Ok so your loved one is back home and the first week or so they did well but then you noticed or the home health agency noticed a decline and a need for a higher level of care such as going to the hospital or returning to nursing facility. If your loved one goes into hospital within 30 days of discharging from facility they can return to facility and continue using any remaining Medicare days. If there are no remaining Medicare days meaning they used them all up *(facility term is exhausted)* during previous nursing home stay then after 60 consecutive days with no hospitalization their Medicare days will reset. Of course if they need to go to the hospital, don't allow having no Medicare days to cover a skilled nursing stay stop you. These type of situations varies and things can get kind of sticky so at this point it's hard to say what your next steps should be, however, I would say if you have a loved one that needs a high level of care such as skilled nursing and your desire is for them to return home after their rehab stay also known as a therapy stay, unless there is a true need for the facility to continue therapy don't allow facility to use up all their Medicare days in the event they needed to go back. This way you could possibly avoid them falling into the cracks of not having any days to cover a needed skilled nursing stay.

Thank you for entrusting **BT Neil Consulting** to help you during a time of uncertainty, anxiety and guilt amongst other things and being a guiding light through what appears to be a very dark tunnel. I hope this 10 step guideline has eased your mind and made this process a little easier to understand…and accept.

Passing the baton





"LETTING GO DOESN'T MEAN YOU DON'T CARE OR THAT YOU ARE GIVING UP, IT'S SIMPLY YOU CARE TOO MUCH"

Choosing to place a loved one in a facility long-term can be a very difficult decision to make. As a child or caregiver, negative feelings may arise. This type of transition can be hard to adapt to for the family and even harder to adjust to for the person in need of placement.

Consider the concept of "passing the baton" during a race. A runner starts off, then after they have ran their course of the race, the baton is passed to the next runner, so forth and so on until the finish line is crossed. Though the baton changes hands, everyone is on the same team with the same goal in mind. The family/caregiver is the first runner and after care has been provided in the home, the time comes to "pass the baton" to the next runner, which is the skilled nursing facility.

They will gladly take the baton of care from you and hopefully they will continue in the race to ensure that your loved one receives the best possible care and services to help maintain their current level and give them the best quality of life, while you cheer from the sidelines!

Consider the nursing home staff as members of the team!!

NURSING HOME INSPIRATION

"I have worked in a nursing home as a Social Worker and one thing I came to realize is that people absolutely have no idea of all it entails when it comes to getting a loved one placed in a facility. There are a lot of myths and horror stories that give people an uneasy feeling to begin with not to mention the steps that have to be taken to get someone in the front door. It is literally like walking into a black hole! You may even feel like you're in the Twilight Zone!"

Note from Miss Co: I never saw myself working in a nursing home but God had another plan. This ended up being the chosen career path that I soon realized was not my passion but just a stepping stone to help me reach my destiny. I can definitely empathize with someone having to make the decision to put someone they love into a nursing home. I was inspired to create the nursing home healthcare bundle to help people get a better understanding of the placement process.



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Please join my Facebook group

God's Girls

(A group that edifies, encourages and empowers Christian women to walk in their calling with confidence)

To connect with me personally please like and follow me on:

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Twitter @misscosays

Pinterest @misscreativeco

Tell 5 people to do the same!

THANK YOU!

"I GREATLY APPRECIATE YOU FOR SUPPORTING MY BUSINESS AND SEEING MY ALL IN ONE BUNDLE AS SOMETHING BENEFICIAL TO YOU OR SOMEONE YOU KNOW! I CAN'T EXPRESS TO YOU HOW MUCH THIS MEANS TO ME! THERE ARE SO MANY OTHER SOURCES AVAILABLE SIMILAR TO WHAT I PROVIDE BUT FOR YOU TO CHOOSE MINE, WELL THAT IN ITSELF SAYS A LOT!! AGAIN THANK YOU FROM THE BOTTOM OF MY HEART FOR ALLOWING ME TO BE OF SERVICE TO YOU. PLEASE KEEP BT NEIL CONSULTING ON YOUR MIND AS A RESOURCE THAT PROVIDES THE ABOVE LISTED SERVICES!"

Final Note from Miss Co: I almost gave up on my God-given vision for business. I had so many questions and doubts about having my *"own"* business. When I asked God to pull out the business in me, I had no idea it would be this type of business. So when the business finally started coming out, all kind of ideas was coming but of course in seeking the Lord he helped to bring it all together. I must say I'm glad I didn't give up and I decided to run with the vision and not look back!

