



## MERITAN'S TENNESSEE AREA CAREER CENTER IS LOOKING FOR EMPLOYERS!

Tired of hiring personnel and spending hundreds or even thousands of dollars on training, only to have them leave after a few months?

The Tennessee Area Career Center located at Meritan has the answer to your prayers – hundreds of trained, qualified, loyal, and reliable employees that are 55 and older.

Older Americans, who will account for three-quarters of the growth in the nation's labor force over the next decade, are a solution for businesses. Older workers are a valuable resource for the 21st century workforce, and Meritan is committed to providing high quality employment assistance to employers and potential employees.

Meritan has assisted more than 6,000 older adults (55 and over) obtain meaningful employment in the community, increase their economic self-sufficiency and independence for the last 30-years.

Contact Meritan at 901-766-0171 to schedule interviews with potential applicants.

### ANNIE - OVER 20 YEARS OF EXECUTIVE EXPERIENCE

- *Certified Professional Secretary (CPS)*
- *Excellent office equipment skills (copier, fax, phones, 55 WPM and 10 key)*
- *Proficient computer skills (PC and MAC computers), internet, Microsoft Word, Excel, Access, PowerPoint and Outlook*
- *Excellent oral and written communications and customer service skills and office support*
- *Ability to multitask, prioritize and work independently with no supervision*

### CLEVELAND - OVER 20 YEARS HAULER/BUS DRIVER EXPERIENCE

- *Impeccable driving record*
- *Ability to follow written and verbal instructions*
- *Exceptional knowledge of principles and methods for moving people or goods*
- *Strong knowledge of principles and processes for providing customer and personal services*
- *Ability to perform routine maintenance and equipment*

Meritan salutes the Thomas W. Briggs Foundation for a generous matching grant of \$25,000 for the Title V Older Worker Employment Program. Their \$25,000 gift will be matched 4 to 1 and thus bring an additional \$100,000 in funding for this program. Many thanks to the Thomas W. Briggs Foundation for believing in and supporting our mission so generously!

### A Little About Us

Founded in 1961, Meritan has built a regional reputation for its quality and effective programs for children, families and seniors. Headquartered in Memphis, the private non-profit organization provides assistance to the blind and visually impaired, employment opportunities for seniors, homemaker services, home health care, senior center, case management, specialized foster care for children with special medical and/or emotional needs, as well as programs for the developmentally disabled people of all ages.

*A United Way of the Mid-South partner agency and accredited by the Council on Accreditation.*

## Executive Staff

Deborah Cotney  
President

David Poteat  
Executive Vice President

Jeff Weesner  
Chief Administrative Officer

## Mission

Maximizing each individual's optimum potential throughout life's stages.

## Programs & Services

- Specialized Foster Care for Medically and Emotionally Fragile Children
- Blind and Visually Impaired Training and Support
  - Fitness for Seniors
- Ruth E. Tate Senior Center
  - In-Home Care
  - Employment for Seniors
- Special Needs Placements
- Traumatic Brain Injury (TBI)
- Assistance & Information
  - Case Management
- Senior Services Home Health

## Contact Us

**Meritan**  
4700 Poplar Avenue  
Suite 400  
Memphis, TN 38117  
901-766-0600  
1-800-487-5207  
www.meritan.org

## ESTATE PLANNING...MORE THAN JUST A WILL

We spend a lifetime accumulating assets in order to provide for ourselves during retirement and our families following death. Few of us spend more than a few hours making sure that our assets are properly handled in the event of death. If we owe but one thing to our family at death, it is to leave them without additional problems.

A common misconception is that a Will disposes of all of one's assets at death. Assets pass at death in several ways. The most common way that assets pass at death is by joint ownership. For instance, bank accounts are often held by jointly by husband and wife. This means that at the death of either spouse, the property belongs to the other. It does not pass under the Will.

The second way that assets pass at death is by beneficiary designation. Life insurance and retirement accounts are distributed to the named beneficiary. Only if there is no beneficiary are the assets directed under your Will.

Assets in your separate name which have no beneficiary designation pass under your Will. If you die without a Will, state law dictates how your assets pass. You forfeit your right to direct the assets.

Tennessee acknowledges two types of Wills. An attested Will is typed or printed and requires the signature of the testator (person who makes the Will) and two disinterested witnesses.

A holographic Will must be entirely written and signed by the testator. No witnessing is required. However, the handwriting of the testator must be proven to the satisfaction of the Court following death.

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Estate planning is not for the wealthy. It is for everyone. Estate planning is little more than determining who will manage your financial affairs in the event of disability or death, who should receive your assets at death, and structuring the plan in a manner to minimize costs and expenses. It has been said that those who fail to plan, plan to fail. Nothing could be more true as it relates to Wills and estates.

*This article was generously provided by Stephen McDaniel, attorney with Williams, McDaniel, Wolfe & Womack Law Firm. Mr. McDaniel is a former Meritan Board Member.*

## HATS OFF TO CRACKER BARREL FOUNDATION

The Cracker Barrel Foundation has awarded a \$2,500 grant to the Tennessee Stepping Stones Foster Care Program. The grant will help supply backpacks and school supplies to approximately 50 children in our specialized foster care program for medically and emotionally fragile children. Many of these children come into our care with only the

clothes on their back so a personal backpack and school supplies will help them transition into their new home and school with a little more self esteem and comfort.

Thanks Cracker Barrel Foundation for helping some of our Tennessee foster children!



**CBRL  
GROUP  
FOUNDATION**

## SILVER BELLS DONORS\*



If we thanked our Silver Bell donors every day for the next year it would not be enough. Over 500 seniors received the best Christmas ever this past December. Thanks from all of the staff and clients at Meritan!

A special thanks to all the Meritan employees who went above and beyond their varied jobs to see that our Silver Bells had a great Christmas!

Ms. Deborah Abernathy	Ms. Sheila Coleman	Mr. & Mrs. Phil Hagood	Ms. Judy Leggett	Ms. Arnedtha Ousley	Ms. Carolyn Somerville
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\*NOTE: If we have inadvertently left someone's name off the list, please call Gail Milnor at 766-0600 so we may acknowledge your participation in the next issue. Thanks again!



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Memphis, TN 38117

*Maximizing each individual's  
optimum potential  
throughout life's stages.*

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## KUDOS TO...

### SENIOR SERVICES HOME HEALTH AGENCY

Senior Services Home Health Agency (SSHHA) recently participated in a 24-month demonstration program with CMS (Centers for Medicare & Medicaid Services) on seven quality measures for improving in-home patient care in our region (TN, GA

and AL). SSHHA received a performance bonus for being in the top 20% of highest performing agencies in our region selected to participate in the program. SSHHA also recently added psychiatric & wound care services.

### STEPPING STONES SPECIALIZED FOSTER CARE

Stepping Stones Specialized Foster Care recently received a performance bonus from the Tennessee Department of Children's Services for achieving permanency and reducing the length of stay for the children in our foster care programs across Tennessee.

## Contact Information for our Different Services

#### General Info and Referral

901-766-0600  
dorothybogard@meritan.org

#### Blind & Visually Impaired

901-766-0616  
charlesepennington@meritan.org

#### Case Management

901-766-0664  
nancydeal@meritan.org

#### Donations

901-766-0696  
gailmilnor@meritan.org

#### Specialized Foster Care for Children

901-766-0622  
jaibaker@meritan.org

#### Home Health Care

901-766-0600  
melaniekeller@meritan.org

#### Employment for Seniors

901-766-1169  
verakea@meritan.org

#### Ruth E. Tate Senior Center

901-774-2000  
dianetidwell@meritan.org

#### Marketing and Development

901-766-0613  
elisebone@meritan.org