

**ARRM Cares Nomination: Barb Sims**  
**Current: DSP at Foss, Howard, Suburban**  
**Past: Appt Coordinator**  
**Years of Service: 28**

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

Barb is the ultimate provider! Her years of experience in the field shine through in her interactions both professionally and personally.

“One thing I have learned about Barb is that her communication demonstrates a high degree of knowledge and professionalism,” said her supervisor. “Barb is always willing to accept assignments, even though she is not in a supervisory position.”

Because she’s worked in the industry for so long, she helps train new employees and imparts her practical wisdom upon them. “I remember when I first started working at Foss House as a manager, she was my mentor. She took one step at a time to show me everything at the house, from cooking, cares, and ordering supplies.”

She takes the first step to do tasks before anyone asks her to. She is very responsible, motivates others at work, and completes her duties without complaining. If there’s something an individual needs, but they’re having a hard time getting it, you can bet Barb is right there to help!

**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

Barb previously worked as one of our Appointment Coordinators, so she is well versed in advocating for the individuals she supports. She enjoys taking the individuals to doctor’s appointments, shopping, and on all the outings.

**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.

Barb has worked at Phoenix on and off throughout the years since 1996. It’s fair to say that she’s met many caring individuals over the years, but there’s one she built a special bond with many years ago.

She first met this individual while working at another disability provider. The two instantly became best friends! As time passed, their relationship grew even stronger when she started working 1-on-1 with him. They grew to understand each other, like no one else could.

So much so that when this individual moved out of the other provider, Barb requested to continue working with him—even if that meant going to another provider. She had built such a strong bond with him; she didn’t want him to lose that connection!

And that's how she came back to us! This time, Phoenix looked a little different. We had moved everyone out of the main building and into homes in the community.

Barb happily worked with him 1-on-1 for several more months, helping him live a fulfilling life while he navigated his newly diagnosed dementia prognosis. Ultimately, he did pass away several months later, but his legacy still lives on with Barb and everyone who worked with him!