

The Resource

THE OFFICIAL PUBLICATION OF SECURING RESOURCES FOR CONSUMERS, INC.



IN THIS ISSUE

Message from
Leadership Team

Health and Wellness

Monthly Observances

Employee's Resource

Securing Resources
for Consumers, Inc.



FB: SRFC, Inc.
IN: @srfcinc
X: @srfcinc
www.srfcinc.com

Message from Leadership Team

Growth. Loss. Reformation. Moving SRFC, Inc. Forward.

As we enter the fourth and final quarter of 2026, we find ourselves reflecting not only on where SRFC, Inc. has been, but also on who we are becoming.

This year has been one of growth, loss, change, and reformation. We have experienced growth in our services, our reach, our responsibilities, and our vision for what SRFC, Inc. can become. Growth, however, is rarely a straight line. It brings new opportunities, but it also exposes the areas where systems must become stronger, expectations clearer, and leadership more intentional.

We have also experienced loss. Some of that loss has been deeply personal. We continue to honor the people who have contributed to the foundation and history of SRFC, Inc. including those who are no longer here to witness what their work helped create. We have also experienced transitions in staff, programs, relationships, and ways of doing business that were once familiar to us. Loss creates empty spaces. But those spaces also require us to decide, with intention, what comes next.

That brings us to reformation. SRFC, Inc. is not simply changing for the sake of change. We are taking a thoughtful look at how we operate, how we lead, how we support our staff persons, how we serve our members, and how we prepare this organization for the future. That means strengthening accountability. It means clarifying roles and responsibilities. It means improving training, documentation, communication, compliance, and operational systems. It means expanding thoughtfully rather than simply becoming larger. Most importantly, it means ensuring that as SRFC, Inc. evolves, the quality of the services we provide remains at the center of every decision.

As we operate in our 20th year of service, this work carries special significance. Twenty years ago, SRFC, Inc. began with a vision of Securing Resources and creating opportunities for people who needed support. Two decades later, the environment in which we provide those services has changed tremendously. Regulations have changed. Medicaid has changed. Technology has changed. Workforce expectations have changed. The needs of the people and communities we serve have changed, and SRFC must continue to evolve as well.

Our next chapter will require us to preserve the heart of this organization while having the courage to rebuild the parts that must operate differently. We will not measure our future simply by how many programs we operate, how many locations we open, or how many people we employ. Our growth must also be reflected in the strength of our systems, the development of our people, the quality of our services, and the outcomes experienced by the individuals and families who trust us with their care.

Reformation is not the responsibility of one person, one department, or Leadership alone. Every interaction, every service delivered, every document completed, every problem solved, and every decision made contributes to the organization we are becoming. We are grateful for those who helped build SRFC, Inc. We honor what and whom we have lost along the journey. We appreciate those who continue to stand with us during seasons of change. And we look forward to welcoming those who will help build what comes next. The fourth quarter is not simply the closing of another year.

For SRFC, Inc. it is the beginning of our next chapter. With appreciation and purpose,

Karen R. Brooks and the Leadership Team

A Moment for You: Making Wellness Part of Your Day

As we enter the final quarter of the year, busy schedules and holiday preparations can leave little time for ourselves.

Wellness does not have to mean a major lifestyle change. Start with one small, manageable step: take a quiet break, enjoy a walk at your own pace, make time for a nourishing meal, or reconnect with someone you trust.

Give yourself permission to pause. You do not have to say yes to every request or carry every responsibility alone. Asking for help and setting reasonable boundaries are ways to care for yourself.

We encourage our members, families, and staff persons to make room for their own well-being. This week, choose one thing that helps you feel rested, connected, or encouraged, and make time for it.

To all of our dedicated professionals. **Thank you** for the compassion, patience, and commitment, you bring to your work each day. Your support makes a difference in the meaningful difference in the lives of individuals and families we serve.

Remember that caring for others means caring for yourself. Take time to:

- Rest
- Recharge
- Practice mindfulness
- Seek support when needed

Remember, self-care is not selfish! You deserve the same care and kindness you give to others.



1915(i) Services

Beginning **October 1, 2026**, a revised NC Medicaid 1915(i) Assessment must be used for individuals requesting 1915(i) services and for eligibility reassessments of current beneficiaries. Older versions will no longer be processed. The revised assessment captures more detailed information to support eligibility and service planning.

Peer Support Services

NC Medicaid implemented an updated Clinical Coverage Policy 8G for Peer Support Services **effective September 1, 2026**. The changes place increased importance on individualized, recovery-focused services and demonstrating how Peer Support helps members build skills, increase independence, strengthen natural/community supports, and progress toward recovery goals.

Medicaid and Eligibility Updates

SRFC, Inc. wants our members and families to be prepared and take steps now to help prevent unnecessary interruptions in coverage.

Beginning **October 1, 2026**: Federal changes affect Medicaid eligibility for some non-U.S. citizens. Eligibility will depend on immigration status and other Medicaid requirements. Members who may be affected should respond promptly to any communication from their local Department of Social Services (DSS).

Beginning **January 1, 2027**: Many adults ages 19–64 will be subject to new Medicaid requirements. For individuals who are subject to the new Work and Community Engagement Requirement, Medicaid:

- Medicaid will require you to work or go to school or volunteer 80 hours per month.
- If your household earns \$ 580 per month.
- If you receive disability, parents with children under 14, and pregnant people do not need to meet these rules.

There are important exceptions. Certain individuals, including some people with disabilities, disabling mental disorders, substance use disorders, people participating in substance use treatment, pregnant individuals, certain caregivers, and others may not have to meet the work/community engagement requirement.

Beginning **January 1, 2027**: Affected adults will generally have their Medicaid eligibility reviewed every six months instead of every 12 months. This makes it especially important for members to keep their information current and respond quickly when DSS requests information.

What Members Can Do Now:

- ✓ Keep address and telephone number current with DSS.
- ✓ Open and respond to all Medicaid/DSS mail promptly.
- ✓ Create or update the established enhanced ePASS account.
- ✓ Keep employment, school, volunteer, benefit, and other important records.
- ✓ Keep documentation that may establish that an exception applies.
- ✓ Ask for assistance if you do not understand a Medicaid notice.

MONTHLY OBSERVANCES

At SRFC, Inc., we believe everyone deserves respect, opportunity, and support to reach their fullest potential. As we move through the year, let's continue creating a culture where everyone feels seen, valued, and included.

The coming months bring many opportunities to learn, connect, and celebrate as we recognize important holidays and observances. Here are some of the special dates and occasions we'll be highlighting:

October 2026

The **month of October** is National Breast Cancer Awareness Month: **Think PINK**

October 2: World Mental Health Day

October 4-10: National Mental Health Awareness Week is observed. During this week, time is taken to increase understanding, reduce stigma, and remind one another that seeking support is a sign of strength.

October 8: Hope, Strength, Support, and Renewal: **Wear Green**

October 31: Happy Halloween! Each office is encouraged to participate in decorating contest, wearing your favorite color, or sharing spooky treats from the snack table. Suggested date should be the week of since the actual day falls on Saturday.

Around Your Town

Atlanta, GA

Knit and Chat: Spooky Edition
October 13, 2026, 1PM-3PM
Lovejoy Library Branch

Charlotte, NC

Eastside Soul Fest
October 10, 2026
Charlotte Museum of History

Durham, NC

- Bull City Blues Ramble
October 4, 2026, 12PM-8PM
Multiple Downtown Venues
- Bull City Boos Fest: Halloween Fest
October 17, 2026
Durham Central Park
501 Foster Street
Costumes are encouraged!

Henderson, NC

- National Night Out
October 6, 2026, 5PM-8PM
Breckenridge Street
- Community Fall Festival
October 31, 2026, 12PM-3PM
2495 US 1/158 Hwy

Roxboro, NC

Free Movies in the Park: Casper
October 24, 2026
Huck Sansbury Park
Activities start at 5PM, movie starts at 7:30 PM

November 2026

November 2: National Stress Awareness Day

Spotlight on Stress Awareness Day:
Pause, Breathe, Reset: National Stress Day highlights the importance of recognizing stress, understanding its effects on our wellbeing, and finding healthy ways to manage it.

November 11: Veterans Day

November 14: National Diabetes Day

November 26: Thanksgiving

Around Your Town

Atlanta, GA

Knit and Chat: Thanksgiving Edition
November 10, 2026 1PM-3PM
Flint River Community Center

Charlotte, NC

- Southern Christmas Show
November 11-22, 2026
The Park Expo and Conference
- 80th Annual Thanksgiving Eve Parade
November 25, 2026
Uptown Charlotte, Tryon Road

Durham, NC

- Fall Film Series: Best in Show
November 7, 2026 7:30PM-9:30PM
Durham Central Park, 501 Foster Street
- Fall Vendor Fair
November 21, 2026, 3PM-6PM
Durham Central Park,
501 Foster Street

Henderson, NC

Harvest Festival
November 21, 2026, 1PM-6PM
156 Church Street

Roxboro, NC

Person County Veterans Day Parade
November 7, 2026
Uptown Roxboro

December 2026

December 1: National World AIDS Day

December 3: International People with Disabilities Day

December 24: Christmas Eve

December 25: Christmas

December 26, 2026 - January 1, 2027: Kwanzaa

December 31: New Year's Eve

Stay Tuned!

We are preparing to celebrate the holiday season with our members. Join us for a special member holiday celebration with holiday cheer, fun, fellowship, and memorable moments. Details coming soon!

Around Your Town

Atlanta, GA

No holiday events have been posted yet, but you can visit ExploreGeorgia.org/calendar-of-events to check out upcoming events and activities happening throughout the season!

Charlotte, NC

Speedway Christmas
December 1, 2026 - Jan 3, 2027
Charlotte Motor Speedway

Durham, NC

Durham Holiday Parade
December 12, 10AM-12PM
Downtown Main Street

Henderson, NC

Black Nativity
December 19-20, 3PM
McGregor Hall

Roxboro, NC

Free Friday: The Polar Express
December 3, 2026
Kirby Cultural Arts Complex



Welcome to our team!

Please take time to welcome the new members to our SRFC, Inc. family. We are thrilled to have them as apart of our team:

Charlotte, NC

K. Robinson - Paraprofessional

Durham, NC

A. Carver - Paraprofessional

A. Jackson - Paraprofessional

J. Kacerski - Administrative Generalist

M. Powell - Paraprofessional

R. Gutierrez Carcamo - Paraprofessional

T. Lee - Paraprofessional

Henderson, NC

E. Williams - Paraprofessional

A. Byrd - Administrative Generalist

Roxboro, NC

A. Grimes - Paraprofessional

D. Easley - Paraprofessional

K. Myles - Qualified Professional

L. Allen - Paraprofessional

M. Thorpe - CPSS

S. Cotton - Qualified Professional

Join our team!

Please visit www.srfcinc.com to review a list of available job openings. Please submit application and resume for interested positions.

Holiday Office Updates and Closures

All offices will be closed on **November 26th and November 27th, 2026**, in observance of the Thanksgiving holiday. If **Community Based Services are requested, please obtain prior approval from your immediate supervisor.**

All offices and programs will close at 1:00pm on **December 24, 2026.**

All offices and programs will be closed on **December 25, 2026. If Community Based Services are requested, please obtain prior approval from your immediate supervisor.**

Offices will close at noon **December 31, 2026.**

Community Based Services will operate on this day.

All offices and programs will be closed on **January 1, 2027. If Community Based Services are requested, please obtain prior approval from your immediate supervisor.**

NCI Quarterly Trainings

10/10/2026

10/24/2026

11/21/2026

12/12/2026

12/19/2026- Residential

CPR Quarterly Trainings

1st and 3rd Wednesday of every month

Contractor Pay Schedule

Pay Dates

October 7, 21

November 11, 25

December 9, 23

Employee Pay Schedule

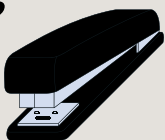
Pay Dates

October 1, 15

November 1, 15

December 1, 15

Bad Office Joke



Why was the stapler so popular?

It really knew how to hold things together.