

A NOTE FROM TASHA AND OUR ADMINISTRATIVE TEAM

Happy November AID family and friends! I hope everyone is staying safe and healthy. What a beautiful season. The leaves have already started to change colors and fall from the trees. What a wonderful time to start getting out old family recipes as we prepare for the upcoming holidays. Can you believe in a couple of months we will be bringing in a new year! This year has surely taught us all a thing or two! Through all of the uncertainty this year has brought; AID has been blessed. I ask that all individual team members take advantage of the weekly emails that go out. This is a great time to show support, give thanks, address concerns, and/or give suggestions. We appreciate any input you would like to share. I would like to thank everyone for the continuous support for AID and the many words of encouragement. Have a blessed November!

Sincerely,

Latasha Lesure
Executive Director



DELIVERING QUALITY CARE

A.I.D. of Indiana provides programs and support for those with disabilities.

article by Heather Herron • photography provided

About four years ago, Maria “Joy” Booth took her nursing skills, her passion for helping others and a leap of faith, and founded A.I.D. of Indiana. The company provides community and residential programs for people with developmental and intellectual disabilities, and there is one goal: to offer Assistance, foster Independence, and promote Dignity.

What she’s built in that short time might have seemed impossible. Her staff has grown from just a handful of employees to more than 250 who deliver quality care to adults and children in northeast and north central Indiana.

As a Medicaid waiver provider, A.I.D. can help families in a variety of ways, in both community and residential settings.

“We have several primary areas of service,” explains Executive Director Latasha Lesure. “Wellness coordination means that a nurse oversees all of an individual’s health care needs. Community integration is one-on-one and helps integrate people into their community by teaching independent


living skills. That includes things like grocery shopping or greeting somebody. Those are skills that most of us take for granted. Respite services give caregivers a much-needed break. Participant assistant care, or PAC, works with individuals to teach skills like cooking, cleaning, or making their bed with the goal of helping them become more independent. And, finally, we provide transportation for easy accessibility in the community for clients who are ambulatory and for those who need wheelchair assistance under the waiver program.”

Not only do leaders at A.I.D. of Indiana pride themselves on providing the highest quality care for their clients, they have worked hard to make it a great place to work. By listening to their employees, offering competitive pay and flexible hours, and mentoring and promoting within the company, they’ve been able to hire the best care providers in the region.

“We’re extremely family oriented. We do care about quality of life not only for individuals but our staff. We’re

lucky. Our retention rate is about 95 percent. I cap overtime and say, ‘No, I don’t want you living at work. Go home.’ I think it’s easy just to get caught up in work,” says Lesure.

As a Filipino American woman, Booth is acutely aware of the need for diversity in her workforce and management team. Seven of the eight directors are women. Four are African American, including Lesure.

“When you have diversity, you can relate more with your staff. We all can relate more to the people we serve because we come from such different backgrounds,” Lesure concludes. “I feel like it’s a Cinderella company. It started so small and it’s growing so fast. I like to think it’s because of the quality of care we give, but in all honesty, it’s because of the compassionate and human nature we bring.” 

A.I.D. OF INDIANA

1004 Woodland Plaza Run
Fort Wayne, Indiana 46825
(260) 444-3433
aidofindiana.com

WHAT'S NEW

- New Program Manager: Jessica Booker
- We started our first recording for Katie's Corner

UPCOMING EVENTS

Sensory Friendly Masses!

First Sunday of the Month, September through December 2020, at 2 pm

What is a Sensory Friendly Mass?

A Sensory Friendly Mass provides a safe and comfortable setting for children and adults with sensory challenges, mental illness, or any kind of disability to feel engaged and experience Mass in a meaningful way with family and caregivers.

PROTECT YOURSELF AND OTHERS FROM COVID-19

Please, continue to disinfect frequently touched surfaces such as light switches, keyboards, phones, wheelchairs, walkers, etc. once every shift.

- Continue to perform good hand hygiene and assist all individuals to perform good hand hygiene, washing your hands for at least 20 seconds with warm water and soap. Please do this at the start and end of your shift as well as before and after direct care, donning PPE, using the restroom, etc.
- We are advising visitors to keep visits to a limit and encourage anyone who does enter the homes to wash their hands and disinfect their cellphones and other belongings before and after their visit.
- In order to lessen the chance of exposure and to keep from overwhelming the community hospitals and urgent cares, the nursing department is also advising against any unnecessary doctor's visits or transportation to urgent cares or hospitals unless in cases of true medical emergencies. We have partnered with Rose Wilcox, NP who has agreed to triage our individuals via telecommunication during this time.
- Because many of our individuals have conditions that make them more susceptible to complications if they were to be exposed, we are asking staff to take all our individuals' temperature once per shift and to monitor for signs and symptoms of COVID-19. If any individual has a temperature of 100.4 degrees F, has a dry cough, or abnormal shortness of breath, please contact an AID nurse.
- Please be advised, if you are experiencing dry cough, temperature of 100.4 degrees F or higher, and shortness of breath to contact your supervisor and physician. If you are enrolled in the health insurance offered by AID, we recommend you use Teladoc services via the "Healthiest You" app that can be accessed on any smartphone. Thank you to all our staff for continuing to care for our individuals during this time and thank you for doing your part!

SO MANY GREAT THINGS IN OUR COMMUNITY!



WHATS UP

- **Employee Engagement Contest:** What is your favorite family Thanksgiving recipe via Scomm to Monty and then comment AID via Facebook page under the employee engagement. First house to get all responses in from all employee “WINS”! Please comment on Facebook under Employee Engagement Post: AID
- **Employee Referral Bonuses:** If you know someone that would be great DSP and they are hired, You and Your referral both get 30-day, 60 day and 90-day bonuses: That’s a \$360 Bonus! Ask HR about it!
- There is no Activity Calendar for the month of November due to Covid-19, however we still encourage you to have fun with in the houses. Have a movie night or craft day to keep staying active & entertained.

Please visit our website www.aidresidentialservices.com or www.aidofindiana.com Review us on Facebook and on our Indeed Page! The more visits we receive the easier we are to find for applicants, and clients!

Thank you!

We are always looking for more participation! Please bring your talents and gifts to AID! If you are crafty, if you want to donate items for crafts, or if you would like to chair a monthly event, we need you!!!

(For any other exciting news you would love to share in next months newsletter please submit it to me. Email me at tea@aidofindiana.com)

KUDOS

Thank you everyone for working hard during these trying times. We appreciate you!

EMPLOYEES OF THE MONTH

I'Sys Williams (RHS)
Candance Thompson (RHS)
Kelly Walters (FSW)

(We appreciate your hard work and dedication)



HOUSE OF THE MONTH: NINA

(We appreciate your hard work and dedication)

This recognition recognizes the exceptional employees that work in the house and all the hard work and dedication that they have committed to making their house exceptional! They have accomplished all their monthly compliance tracking, and have had little to no compliance issues. All environmental and safety checks are completed ensuring a safe, clean and welcoming environment not just for the Individuals that live there, also to the employees that work there and other Team Members! We appreciate all that you DO!!! Keep up the GREAT WORK! Everyone that is permanent staff in this house will receive a BONUS in their checks, a Certificate of Recognition, and a Cake or Pizza! THANK YOU!!!!

RECIPE OF THE MONTH: RED LENTIL SOUP WITH LEMON-MINT YOGURT

INGREDIENTS

- 2 tablespoons butter
- 1 large yellow onion, diced
- 1 teaspoon kosher salt, or more to taste
- 3 tablespoons tomato paste, or more to taste
- 4 cloves garlic, crushed
- 2 teaspoons ground cumin
- 1/8 teaspoon cayenne pepper
- 1 quart chicken broth
- 1 cup red lentils
- 1 rib celery, diced
- 1 large carrot, diced

FOR THE LEMON-MINT YOGURT

- 6 leaves fresh mint, thinly sliced
- 1 pinch salt
- 1/2 teaspoon lemon zest
- 1/2 lemon, juiced
- 3 tablespoons plain Greek yogurt, or more to taste



STEP-BY-STEP INSTRUCTIONS

1. Melt butter in a saucepan over medium-high heat. Add onion, salt, and tomato paste. Cook, stirring often, until the onion softens and the tomato paste turns a deep brick red or brown color, 5 to 7 minutes.
2. Add garlic, cumin, and cayenne; cook, stirring, for 2 more minutes. Stir in the broth and bring to a simmer. Reduce heat to medium-low and add the lentils, celery, and carrots.
3. Stir and bring to a simmer. Cook, stirring occasionally, until the lentils and vegetables are very tender, 30 to 40 minutes.
4. Meanwhile, grind the mint and salt into a paste using a mortar and pestle. Add lemon zest, lemon juice, and yogurt, and stir together until combined. Refrigerate until ready to serve.
5. Taste the soup and adjust seasoning as needed. Serve as-is or use an immersion blender to puree about half of the soup to achieve a creamier texture. Serve hot with spoonfuls of the lemon-mint yogurt.

Let us know if you make any of the recipes featured. Send a picture to tea@aidofindiana.com
Recipe recommended by Tea

OTHER INFORMATION

For any questions, concerns, contributions, advise, stories, kudos, and anything else you would like to share on the next Newsletter please submit to tea@aidofindiana.com
Thank you and May God Bless You!

What does it mean to be accredited by CARF?

CARF accreditation represents the highest level of accreditation that an organization can receive. Its standards ensure accredited organizations provide the best possible care, so people like you can trust that an organization has been reviewed with high standards in mind.



BIRTHDAYS

Oshel Blevins	Christina Henry	Peter Wakaba	Oluwaseyi Amole	Tyler Lyon
Mary Bloom	Elana Malone	Gregory Weckerly	Whitney Boykin	David McFarland
Katelyn Burns	Stephen Manderbach	Isys Williams	Gladys Davila	Kindra Miller
Peggy Collier	Deisha McCain	Diane Wine	Amelia Franklin	Daisha Peek
Alanna Cookson	Dawn Ortiz		Susann Gottfried	Danielle Hoffman
LaDonna Curry	Joda Pipkin		Jada Guerra	Sadie Turner
Estella Davis	Jennifer Sekulovski		Austin Holy	Sarah Vincent
Whitney Davis	Karen Shields		Teila Jackson-Thomas	Angela Warner
Amelia Franklin	Mary Smith		Wendy Krunze	Isys Williams
Faith Fuller	Jennifer Stroupe		Cynthia Leeper	Alicia Wright

ANNIVERSARIES

Who Are the Administrators:

Latasha Thomas-Lesure ED latasha@aidofindiana.com	Tyler Lyon RN/ADON (ADON) tyler@aidofindiana.com	Mary Bloom CPR/First Aide Trainer mary@aidofindiana.com
Monty Rogers-Williams PD monty@aidofindiana.com	Wendy Kunze RN/CS (Clinical Supervisor) wendy@aidofindiana.com	Stacy Hall HR Director stacy@aidofindiana.com
Lukesha Bradford PM lukesha@aidofindiana.com	Danielle Hoffman LPN/SNM (Nurse Mgr.) danielle@aidofindiana.com	Tina Coleman (Receptionist) tina@aidofindiana.com
Jessica Booker PM jessica@aidofindiana.com	Penny Howe LPN/SNM (Skilled Nurse Mgr.) penny@aidofindiana.com	Tea Steffen (Office Assistant) tea@aidofindiana.com
Jennifer Sekoluvoski PM jennifersekoluvoski@aidofindiana.com	Jennifer Lockhart (Director of Finance) jenniferlockhart@aidofindiana.com	Chris Booth COO chris@aidofindiana.com
Christi Lorton PM christi@aidofindiana.com	CJ Booth (Individual Finance Director) cjbooth@aidofindiana.com	Margie Owens PM margie@aidofindiana.com
Clyde "JJ" Robinson CED jj@aidofindiana.com	Avis Hayden (Quality Assurance) avis@aidofindiana.com	Maria "Joy" Booth Owner/Operator joy@aidofindiana.com
Carrie Hogle CEM carrie@aidofindiana.com	Kerri Davis CEM kerri@aidofindiana.com	
Jamie Funk LPN/DON (Director of Nursing) jamie@aidofindiana.com		

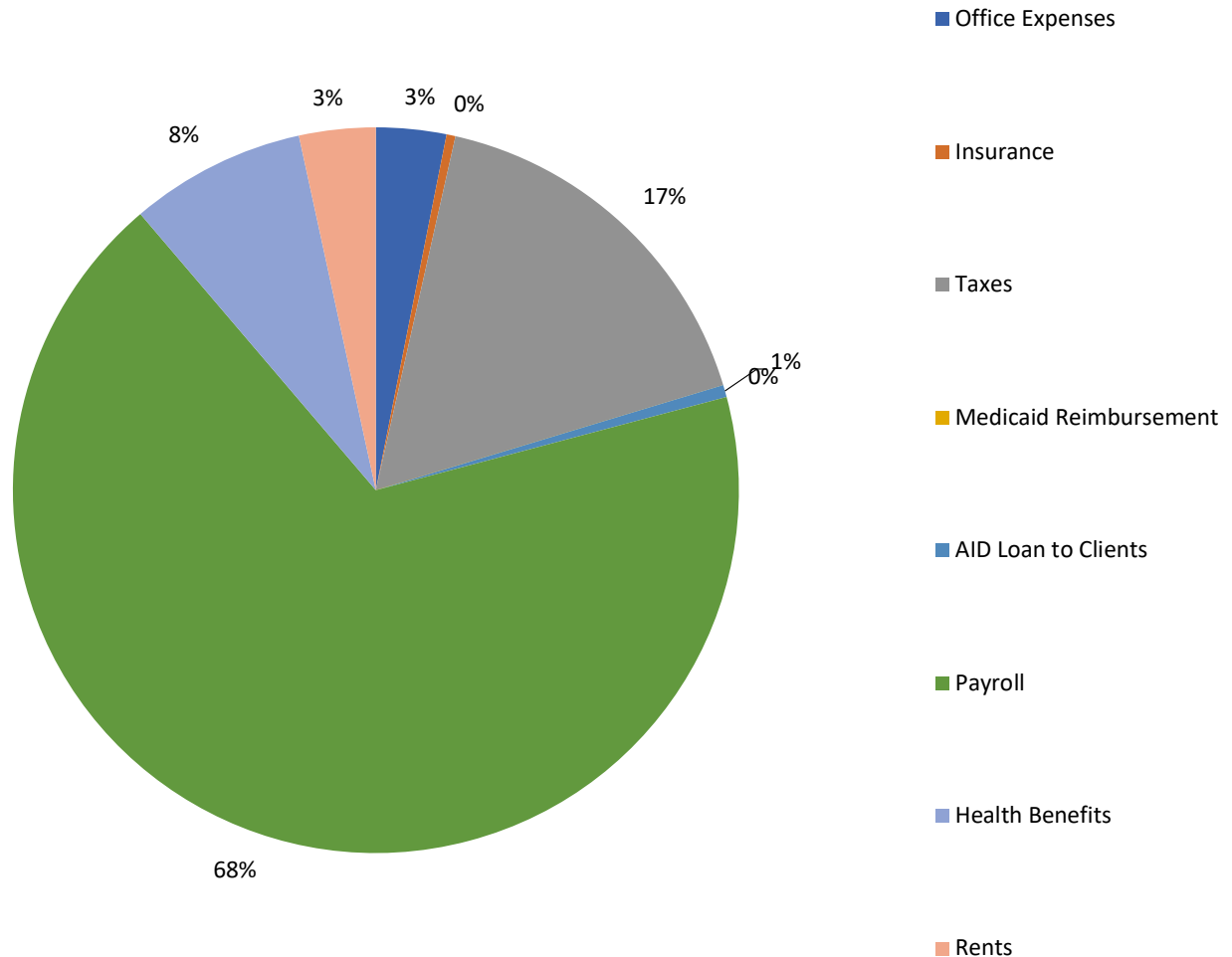
House Managers:

Candace Thompson (Wadsworth) candace@aidofindiana.com	Laverne	Donna Hardy (Sandridge) donna@aidofindiana.com
Rochelle Labon (Bellevue) rochelle@aidofindiana.com	Susann Grottfried (Normandale) susann@aidofindiana.com	Shawnna Clark (Nina) shawnna@aidofindiana.com
Gabby Cope (Angola) gabby@aidofindiana.com	Riley	Lake Forest
Anesha Woods-Bell (Willow Grove) anesha@aidofindiana.com	Oluwayesi Amole (Salge) oluwayesi@aidofindiana.com	Quan Fikes (Rosewood) quan@aidofindiana.com
Daija Jackson (Rivulet) daija@aidofindiana.com	Garden Park	
	Heavyn Sanders (Leo) heavyn@aidofindiana.com	

STATE OF THE BUSINESS & FINANCE DEPARTMENT



October 2020 Monthly Finances



Created by MLB 11/02/2020

For the month of October our reimbursement went to:

68% Payroll,
17% taxes
3% Rent/Misc.
3% of Office Expenses
1% Clients Loans
0% Health Benefits
<1% Workers Comp/Liability Insurance

The Goal for the month of October has been met.

We continue to be a fiscally healthy and viable company. Thank you for your support. For any questions or concerns please reach out to Latasha Lesure, ED or Jennifer Lockhart, DOF.