



THE LOTUS

AUGUST 2021 EDITION

A NOTE FROM TASHA AND OUR ADMINISTRATIVE TEAM

Happy August AID family and friends. Can you believe school will be back in session? Lots of things happening at AID. Thanks to the budget increases our community engagement professionals, direct support professionals, preferred caregivers, and house managers were able to get raises! We have also changed a lot of our house schedules; this is to alleviate open shifts and burn out. A lot of our homes are now doing 12 hour rotations so everybody can have every other weekend off and time throughout the week off. It seems to be working great. We also have hired a new nurse. AID will also participate in day of caring this month; I can't wait to see what project we will work on. Please remember if you have a grievance that has not been resolved; please reach out to your Community Engagement Director JJ Robinson at 260.999.8087 or your Program Director Monty Rogers-Williams at 260.446.8510. If you cannot get a hold of them or they have not resolved your issue please contact me; Latasha Lesure Executive Director at 260.446.2287 Like always thank you for all the continuous prayers and support.

Sincerely,

Latasha Lesure
Executive Director

WHAT'S NEW

- Please welcome Laura Knee as one of our A.I.D. Nurses!
- Low sensory Mass will be starting back up again at Saint Elizabeth Ann Seton Catholic Church in Fort Wayne on Aboite Rd. They will be the first Tuesday of the month at 6pm. The first Low Sensory Mass will start Tuesday August 3. 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.
- A.I.D. will be participating in "A Day of Caring" August 18th
- A.I.D. is looking at new office spaces
- Come check out the cozy A.I.D. front lobby; now with a bigger waiting room area!
- Now Hiring smiling faces for the following positions; DSP & CNA



MOTTO

A.I.D. "Assistance, Independence, Dignity"

MISSION STATEMENT

We are founded on the principle that we are compassionate members of society committed to Assisting "Everyone", the Individuals that we serve, and the Employees that we employ in obtaining Independence with Dignity.

CUSTOMER SERVICE PROMISE

We Assist People with ALL Abilities to Achieve Independence with Dignity

UPCOMING EVENTS

August 18: A.I.D.'s Day of Caring

PAY INCREASE

Our A.I.D. employees were all given the opportunity to sign a new job offer with their new pay increase to \$16/hr starting the pay period on July 5, 2021. We are excited to be able to not only give our employees a significant wage increase, but also change the schedules to avoid burnout by providing 3 and 4 days off every other week. Although Over Time is available, we try to encourage our employees to utilize their scheduled days off for rest and relaxation by capping Over Time to 16 hours a week. Please refer to the following from the State of Indiana:

DDRS UPDATES

Provider direct support professionals rate increases and the Family Supports waiver cap increase
The Division of Disability and Rehabilitative Services and the Bureau of Developmental Disabilities Services are pleased to share that the Centers for Medicare and Medicaid Services approved the proposed extension and revision of the Appendix K waiver amendments for the Community Integration and Habilitation and Family Supports waivers. The amendment revisions include approval to increase the cap for the FS waiver and to implement the legislated rate increases under both waivers.

Effective July 1, 2021, the following changes are approved under Appendix K:

- FS waiver cap increase - To mitigate any potential negative impact on individuals and families that result from the rate increases, the annual cap for the FS waiver will be increased from \$17,300 to \$19,614 for individuals utilizing the FS waiver.
- FS/CIH rate increases - As authorized and directed by the Indiana legislature's 2021 approved budget bill and to address the shortage of qualified direct support professionals/direct care staff, BDDS will provide a 14% rate increase on the currently approved rate for the following services:

- Adult day services – Level 1, 2 and 3
- Prevocational services
- Residential habilitation and support (hourly) (CIH waiver only)
- Residential habilitation and support (daily) (CIH waiver only)
- Respite
- Extended services
- Day habilitation – Individual and Group (Small, Medium, and Large)
- Workplace assistance
- Transportation services – Level 1, 2 and 3
- Participant assistance and care (FS waiver only)
- Facility based support

The CMS-approved extension of the Appendix K waiver amendments is anticipated to end six months after the end of the federal Public Health Emergency.

Per BDDS announcements of June 28, 2021, and July 8, 2021, requirements for providers of these services are found [here](#).

Reminder - All authorized providers of these specific services shall provide written and electronic notification of their plan to increase wages and benefits to their eligible DSPs, as described in the 2021 budget bill. The provider must share this plan with all DSPs who are employed by the provider to provide the support services listed above and are paid on an hourly basis. The plan must also be submitted to the Bureau of Developmental Disabilities Services no later than Sept. 1, 2021, using [this link](#) and completing all required fields in the Provider Plan for Implementation of Rate Increase form.

An updated FAQ document will be posted soon to offer additional guidance and clarifications for providers on the rate implementation requirements.

The rate chart incorporating the specified 14% increases is [available here](#) for providers to reference in development of their implementation plans.

The DDRS is a program of the Indiana Family & Social Services Administration. If you have questions about DDRS programs and services, visit us online at www.DDRS.In.gov.

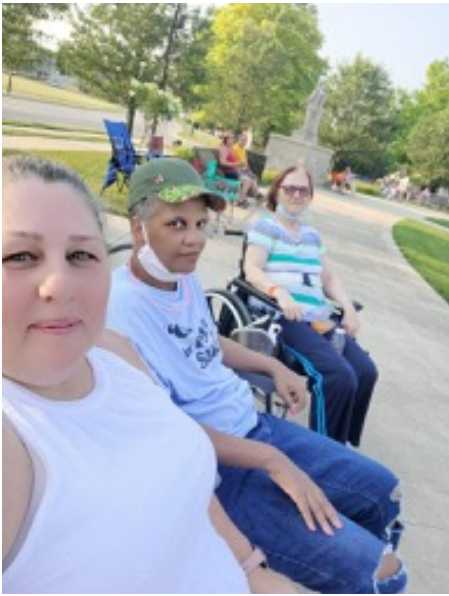
PROTECT YOURSELF AND OTHERS FROM COVID-19

EVEN WITH CDC GUIDELINES, WE ASK THAT YOU STILL WEAR A MASK IN THE INDIVIDUALS HOUSES; VACCINATED OR NOT. 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!

Vaccinations are available at any local pharmacy. Although it is not enforced, we strongly encourage you to get vaccinated. Thank you.

SO MANY GREAT THINGS IN OUR COMMUNITY!



WHAT'S UP

- **Employee Engagement Contest:** Employee Engagement Contest: What are A.I.D's logo colors? Please Scomm Matthew Clinger (Office Manager) your answer and on the A.I.D FB page comment "A.I.D. ROCKS!" with a picture or emoji of a guitar. The first house to have all staff complete this WINS!
- **Employee Referral Bonuses:** If you know someone that would be a 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! We still encourage you to have fun within the houses by having 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 share a monthly event, we need you!!!

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

KUDOS KORNER

- Thank you so much to all our House Managers, DSP's, Program Managers, Nursing, and Office staff for keeping A.I.D. on track! Our staff is extremely flexible and always willing to help us reach the goal! Also, thank you to the staff that picks-up extra shifts; your hard work and dedication does not go unnoticed! It means a lot to our individuals and guardians knowing that they can trust A.I.D. and the services we provide! Our staff is a key part to helping A.I.D. run efficiently.

EMPLOYEES OF THE MONTH

Lottie Farver
Carrie Hogle & Verdis Ball (FSW)

(We appreciate your hard work and dedication)



HOUSE OF THE MONTH: There is no House of the Month for July!

(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 only for the Individuals that live there, but also to the employees and team members for stepping up and going that extra mile! AID appreciates 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!

EMPLOYEE ENGAGEMENT CONTEST JULY WINNER: COLONY

RECIPE OF THE MONTH:

BAKED FETA PASTA

(INSPIRED BY THE TIKTOK TREND)

This out-of-this-world corn dip (also known as Crack Dip) is a crowd pleasing appetizer that has become a go-to party recipe. It's easy to make and will always get great reviews!

INGREDIENTS

- 2pt. Cherry or Grape tomatoes
- 1 shallot, quartered
- 2 cloves garlic, smashed
- 1/2c extra virgin olive oil, divided
- Kosher salt
- Crushed red pepper flakes
- 1 (8oz) block feta
- 3 sprigs thyme
- 10 oz pasta
- Zest of 1 lemon

DIRECTIONS

1. Preheat the oven to 400°. In a large ovenproof skillet or medium baking dish, combine tomatoes, shallot, garlic, and most of the olive oil. Season with salt and red pepper flakes and toss to combine.
2. Place feta into the center of the tomato mixture and drizzle top with remaining olive oil. Scatter thyme over tomatoes. Bake for 40 to 45 minutes, until tomatoes are bursting and the feta is golden on top.
3. Meanwhile, in a large pot of salted boiling water, cook pasta according to package instructions. Reserve ½ cup pasta water before draining.



4. To skillet with tomatoes and feta, add cooked pasta, reserved pasta water, and lemon zest (if using) to the skillet and stir until completely combined. Garnish with basil before serving.

Let us know if you make any of the recipes featured. Send a picture to matthew@aidofindiana.com



BIRTHDAYS

Davis Linda
Constant Colleen
Dickson Donald
Riggle Mark
Holman Elizabeth
Werkheiser Stephanie
Camille Michelle
Kapp Anita
Savage Larry

Sovern Emily
Gottfried Susann
Lockhart Jennifer
Seabold Anna
Peek Daisha
Hoffman Danielle
Jones Joshua
Armstrong Sarah
Clark Shawna

Robinson Danielle
Jones Makalia
Kehr Lucas
Johnson Keyazyah
Reed Sunnique

ANNIVERSARIES

Cope Gabriella
Colglazier Lisa
Collier Peggy
Pearl Nancy
Wooten Susan
Constant Colleen
Dawson Michelle
Campbell Mackenzie
Simpson Ziyara
Bauer Tamara

Who Are the Administrators:

Latasha Lesure ED
latasha@aidofindiana.com

Monty Rogers-Williams PD
monty@aidofindiana.com

Lukesha Bradford PM
lukesha@aidofindiana.com

Jessica Booker PM
jessica@aidofindiana.com

Tiffany Butler PM
tiffany@aidofindiana.com

Michelle Troxell PM
michelle@aidofindiana.com

Clyde "JJ" Robinson CED
jj@aidofindiana.com

Carrie Hogle CEM
carrie@aidofindiana.com

Tammy Bauer DON (DON)
tammy@aidofindiana.com

Tyler Lyon RN/ADON (ADON)
tyler@aidofindiana.com

Wendy Kunze RN/CS/ADON
(Clinical Supervisor/ADON)
wendy@aidofindiana.com

Danielle Hoffman LPN/SNM (Nurse Mgr.)
danielle@aidofindiana.com

Jennifer Lockhart (Director of Finance)
jenniferlockhart@aidofindiana.com

CJ Booth (Individual Finance Director)
cjbooth@aidofindiana.com

Kerri Davis (CEM)
kerri@aidofindiana.com

Mary Bloom (CPR/First Aide Trainer)
mary@aidofindiana.com

Stacy Hall (HR Director)
stacy@aidofindiana.com

A'zirea Howze (Receptionist)
azirea@aidofindiana.com

Chris Booth (COO)
chris@aidofindiana.com

Margie Owens PM
margie@aidofindiana.com

Maria "Joy" Booth (Owner/Operator)
joy@aidofindiana.com

Harrison Brown (HR Assistant)
harrison@aidofindiana.com

Tessa Hunden (Nurse)
tessa@aidofindiana.com

Denaris Green (Program Director)
denaris@aidofindiana.com

Matthew Clinger (Office Manager)
matthew@aidofindiana.com

Griffin Heckaman (IFC)
griffin@aidofindiana.com

Sunday Ojo (Nurse)
sunday@aidofindiana.com

House Managers:

David McFarland (Wadsworth)
david@aidofindiana.com

Mia Wukotich (Rivulet)
mia@aidofindiana.com

Shanita Sullivan (Parkcrest)
shanita@aidofindiana.com

Amole "Seyi" Oluwaseyi (Salge)
oluwayesi@aidofindiana.com

Susann Gottfried (Garden Park)
susan@aidofindiana.com

Quintan Campbell (Leo)
quintan@aidofindiana.com

Melvin Lesure (Sandridge)
melvin@aidofindiana.com

Quan Fikes (Rosewood)
quan@aidofindiana.com

Teila Jackson-Thomas (Normandale)
teila@aidofindiana.com

Rochelle Labon (Bellevue)
rochelle@aidofindiana.com

Deana Romero (Riley)
deana@aidofindiana.com

Indonesia Stephens (Rivulet #2)
indonesia@aidofindiana.com

Stephanie Ward (Maysville)
stephanie@aidofindiana.com

Candace Thompson (Colony)
candace@aidofindiana.com

Jennifer Seklowski (Nina)
jennifer@aidofindiana.com

Daija Jackson (Lake Forest)
daija@aidofindiana.com

Tamara Wachle (Womens Bellevue)
tamara@aidofindiana.com

Ted Tiefel (Fiesta Way)
ted@aidofindiana.com

James Kind (Willow Grove)
james@aidofindiana.com

Diana Wilkening (Angola)
diana@aidofindiana.com

Privet Drive

Coldsprings

RESOURCES

League of the Blind and Disabled

5821 S Anthony Blvd, Fort Wayne, IN 46816 (260) 441-0551

- Home care - Respite(relief or assistance for caregiver)
- Attendant(assist with personal care),
- Homemaker (help with household chores)

Community Harvest

999 E Tillman Rd, Fort Wayne, IN 46816 (260) 447-3696

- Food pantry
- Volunteer work

Turnstone

3320 N Clinton St, Fort Wayne, IN 46805 (260) 483-2100

- Social services-Social workers and case managers will assess client and family needs, coordinate and monitor services, help develop care plans, identify funding options, and assist in application processes if needed.
- Equipment loans- Turnstone lends gently-used adaptive equipment and other items at no charge on a first-come, first-served basis to individuals with disabilities
- Turnstone's Adult Day Services (ADS) program is designed for persons age 18 and over with a physical disability (neurological or orthopedic impairment) requiring assistance in one or more areas of daily living.
- Adult therapy-Therapists are dedicated to maximizing the independence of every client by creating individualized treatment plans.
- Childcare- Turnstone's Kimbrough Early Learning Center is for children of all abilities, ages 2 to 12. The licensed program operates Monday through Friday from 6:30 am to 5:30 pm and offers both full- and part-time care.
- Health and wellness center- Turnstone's Health & Wellness Center is the only exercise facility in northeast Indiana designed for people with physical disabilities.
- Intellectual disabilities- Sports and Recreation Programs for People with Intellectual Disabilities
- Memory care- Memory Care program offers day services to clients with dementia diagnoses.
- Pediatric care- pediatric therapeutic services include physical, occupational, speech, and aquatic therapy. Therapy is designed to help each child reach his or her maximum potential.
- Sports and recreation- Recreational, competitive, and Paralympic-level adaptive sports programs.
- Specialty Program- specialty programs are designed to meet the unique needs of people with physical disabilities.

BBDS office

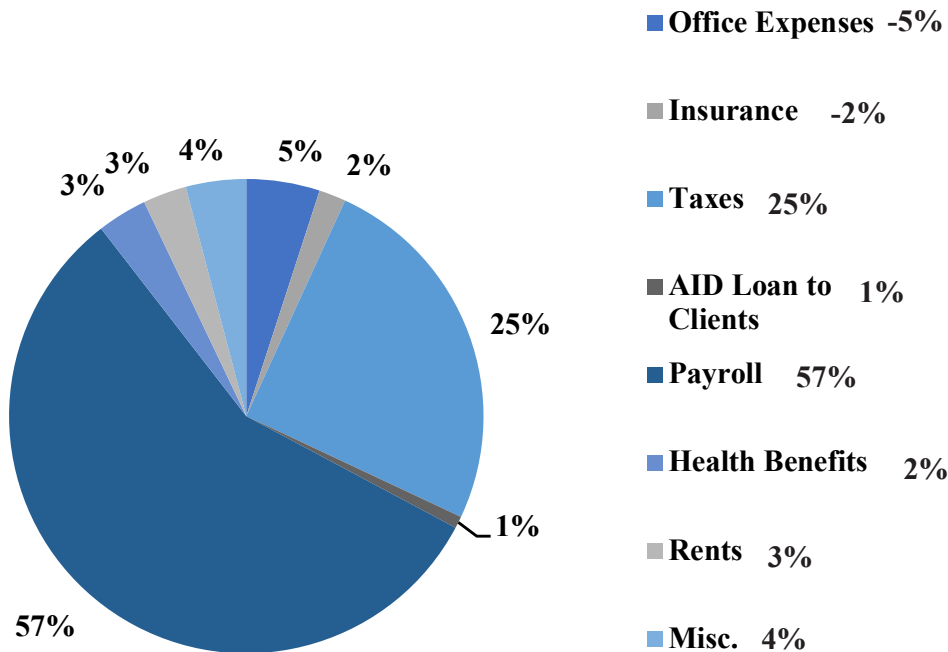
201 E Rudisill Blvd Suite 300, Fort Wayne, IN 46806 (260) 423-2571

- Developmental disability services- Home and community waiver services
- First steps home- Ages birth-3yrs. Family centered, Strengths-based, Relationship-based, Holistic, Culturally competent, Routines-based, Individualized, Rehabilitation/Employment, and Quality improvement
- Vocational rehabilitation- Helps individuals with disabilities in employment
- Deaf and hard of hearing- Services provide assistance to identify and find resources to meet the needs of deaf and hard of hearing individuals and their families, throughout the state of Indiana.
- Blind and visually impaired- provides services to eligible Hoosiers that are blind or visually impaired.

STATE OF THE BUSINESS & FINANCE DEPARTMENT



July 2021 Monthly Finances



OTHER INFORMATION

For any questions, concerns, contributions, advice, stories, kudos, and anything else you would like to share on the next Newsletter please submit to matthew@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.

