



THE LOTUS

SEPT. 2021 EDITION

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## A NOTE FROM TASHA AND OUR ADMINISTRATIVE TEAM

Happy September AID family and friends. I hope and pray everyone is staying safe during this time of uncertainty with the pandemic still at hand. Lots of events happening within AID. Last month AID participated in Day of Caring; and in October we will participate in the Alheimers walk. Last month AID became members of INARF. INARF is an organization that represents providers who serve individuals with disabilities. INARF is committed to strengthening the system of services and support for Hoosiers with disabilities. For more information please visit their website <https://www.inarf.org/>. Also September 12-18 is National DSP week. The office will be closed September 6, 2021 in observance of Labor Day. We are hiring for DSP's. If you know anyone who demonstrates AID culture and values please have them apply on our website [AIDofindiana.com](http://AIDofindiana.com), Indeed, or in person. Like always thank you for all the thoughts and prayers for AID.

Sincerely,

**Latasha Lesure**  
**Executive Director**

## WHAT'S NEW?

- Please welcome Shameka Phillips as our new A.I.D. Receptionist!
- A.I.D. will be participating in the Walk for Alzheimer's October 2nd
- A.I.D. is adding a new Community Tab on our website where all our volunteer work will be displayed! If you know of any volunteer opportunities please email [matthew@aidofindiana.com](mailto:matthew@aidofindiana.com)
- Now Hiring smiling faces for the following positions; DSP, CNA, & Community Engagement Nurse
- A.I.D. Office will be closed September 6th



## UPCOMING EVENTS

September 6th Labor Day

## 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

## A.I.D. IS NOW A PART OF INARF!

**INARF** is the principal membership organization in Indiana representing providers of services to people with disabilities. Our members serve over 50,000 Indiana citizens annually and employ nearly 15,000 workers. For over 45 years, INARF has maintained positive work relationships with governmental agencies responsible for human service programs, promoted networking and professional development opportunities for members, and provided leadership and support in the promotion of quality programs for persons with disabilities. INARF is committed to strengthening the system of services and supports for Hoosiers with disabilities.

**VISION:** We envision a sustainable network of provider agencies delivering high quality services to support the aspirations of all people with disabilities.

**MISSION:** We work to influence the disabilities services industry by presenting a unified voice and by building the capabilities of member agencies to deliver quality services and supports.

### VALUES:

- Individuals with disabilities must have timely access to a full range of services and supports.
- Individuals with disabilities must have a range of options from which to select services and supports.
- The selection of services and service providers by individuals with disabilities must be driven by consumer choice.

INARF offers membership for provider organizations (71 Organizational Members) and for companies (36 Associate Members), each offering different qualifications and benefits.

- The INARF Organizational membership consists of provider organizations (both for profit and not for profit) which provide a variety of services to persons with disabilities within Indiana.
- The INARF Associate membership is comprised of companies which provide goods and services for purchase by Organizational members.



## 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](http://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.

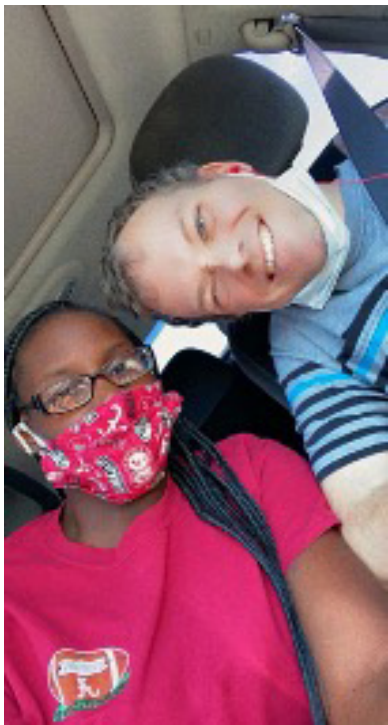
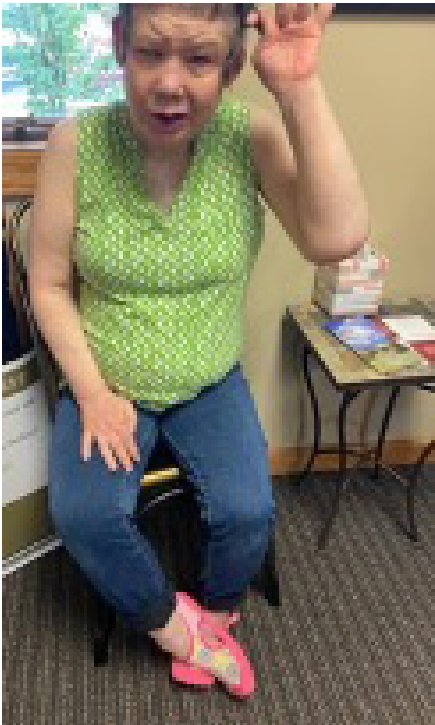
- Continue to perform good hand hygiene and assist all individuals to perform good hand hygiene, washing your hands for at least 20 seconds with warm water and soap. Please do this at the start and end of your shift as well as before and after direct care, donning PPE, using the restroom, etc.
- We are 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!



DAY OF CARING



## WHAT'S UP

- **Employee Engagement Contest:** What is the new receptionist's name? Please Scomm Matthew Clinger (Office Manager) your answer and on the A.I.D FB page comment "A.I.D. is the place for me!" with a picture or emoji of a piece of pizza. 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](http://www.aidresidentialservices.com) or [www.aidofindiana.com](http://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](mailto: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

Eunice Popoola  
Drake Hall (FSW)



*(We appreciate your hard work and dedication)*

## HOUSE OF THE MONTH: MAYSVILLE

*(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 AUGUST WINNER: THERE WAS NO WINNER FOR AUGUST, BE SURE TO TUNE IN FOR SEPTEMBER!**



## RECIPE OF THE MONTH: *PUMPKIN BREAD*

**SERVES: 2 LOAVES**

**PREP TIME: 20MINS**

**COOK TIME: 65MINS**

**TOTAL TIME: 1HR 30MINS**

### INGREDIENTS

- 2 cups all-purpose flour, leveled-off
- ½ teaspoon salt
- 1 teaspoon baking soda
- ½ teaspoon baking powder
- 1 teaspoon ground cloves
- 1 teaspoon ground cinnamon
- 1 teaspoon ground nutmeg
- 1 ½ sticks (¾cup) unsalted butter; softened
- 2 cups sugar
- 2 large eggs
- 1 15oz can 100% pure pumpkin



### DIRECTIONS

1. Preheat the oven to 325°F and set an oven rack in the middle position. Generously grease two 8 x 4-inch loaf pans with butter and dust with flour (alternatively, use a baking spray with flour in it, such as Pam with Flour or Baker's Joy).



2. In a medium bowl, combine the flour, salt, baking soda, baking powder, cloves, cinnamon, and nutmeg. Whisk until well combined; set aside.
3. In a large bowl of an electric mixer, beat the butter and sugar on medium speed until just blended. Add the eggs one at a time, beating well after each addition. Continue beating until very light and fluffy, a few minutes. Beat in the pumpkin. The mixture might look grainy and curdled at this point -- that's okay.
4. Add the flour mixture and mix on low speed until combined.
5. Turn the batter into the prepared pans, dividing evenly, and bake for 65 – 75 minutes, or until a cake tester inserted into the center comes out clean. Let the loaves cool in the pans for about 10 minutes, then turn out onto a wire rack to cool completely.
6. Fresh out of the oven, the loaves have a deliciously crisp crust.

If they last beyond a day, you can toast individual slices to get the same fresh-baked effect.

**FREEZER-FRIENDLY INSTRUCTIONS:** The bread can be frozen for up to 3 months. After it is completely cooled, wrap it securely in aluminum foil, freezer wrap or place in a freezer bag. Thaw overnight in the refrigerator before serving.

Let us know if you make any of the recipes featured. Send a picture to [matthew@aidofindiana.com](mailto:matthew@aidofindiana.com)

## BIRTHDAYS

Chris Booth  
Wendine Charles  
Barbara Stump  
Tyler Lyon  
Sarah Vincent  
Rebecca Bridges  
Gloria Abernathy  
Trina Good  
Jamie McFarland  
Indonesia Stephens  
Danielle Sanchez  
Craig Fuller

Abbey Kramer  
Mykayla Russell  
Kirsten Underwood  
Matthew Kennedy  
Robin Dumont  
Tamara Walchle  
Jayla Green  
Timia Sneed  
Trina Lamb  
Christy Tier  
Antavia Okey  
Tracy Woodgett

Jessica Taylor  
Natalie Walker  
Ted Tiefel  
Tessa Mack  
Margarita Perez  
Toni Hazelbaker  
Alice Cross  
Shalissa Hicks  
David Read  
Kelli Craig  
Joan Ice  
Allen Copsey

## ANNIVERSARIES

Chris Booth  
Kelly Walters  
Wendine Charles  
Sheryl Horne  
Ashley Zimmerman  
Anthony Zimmerman  
Steve Carper  
Janet Carper  
Felecia Rice  
Roger Judd  
Jasmine White

Paige Jones  
Tamara Reed  
Edward Knapczyk  
Joshua Jones  
Mary Smith  
Darrell Willis  
Amber Wharton  
Leland Faulds

## Who Are the Administrators:

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Shameka Phillips (Receptionist)  
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Chris Booth (COO)  
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Tessa Hunden (Nurse)  
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Matthew Clinger (Office Manager)  
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Griffin Heckaman (IFC)  
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Lucas Kehr (Ind. Finance Coordinator)  
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## House Managers:

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Kelly Walters (Woodhollow)  
[kelly@aidofindiana.com](mailto:kelly@aidofindiana.com)



## 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**

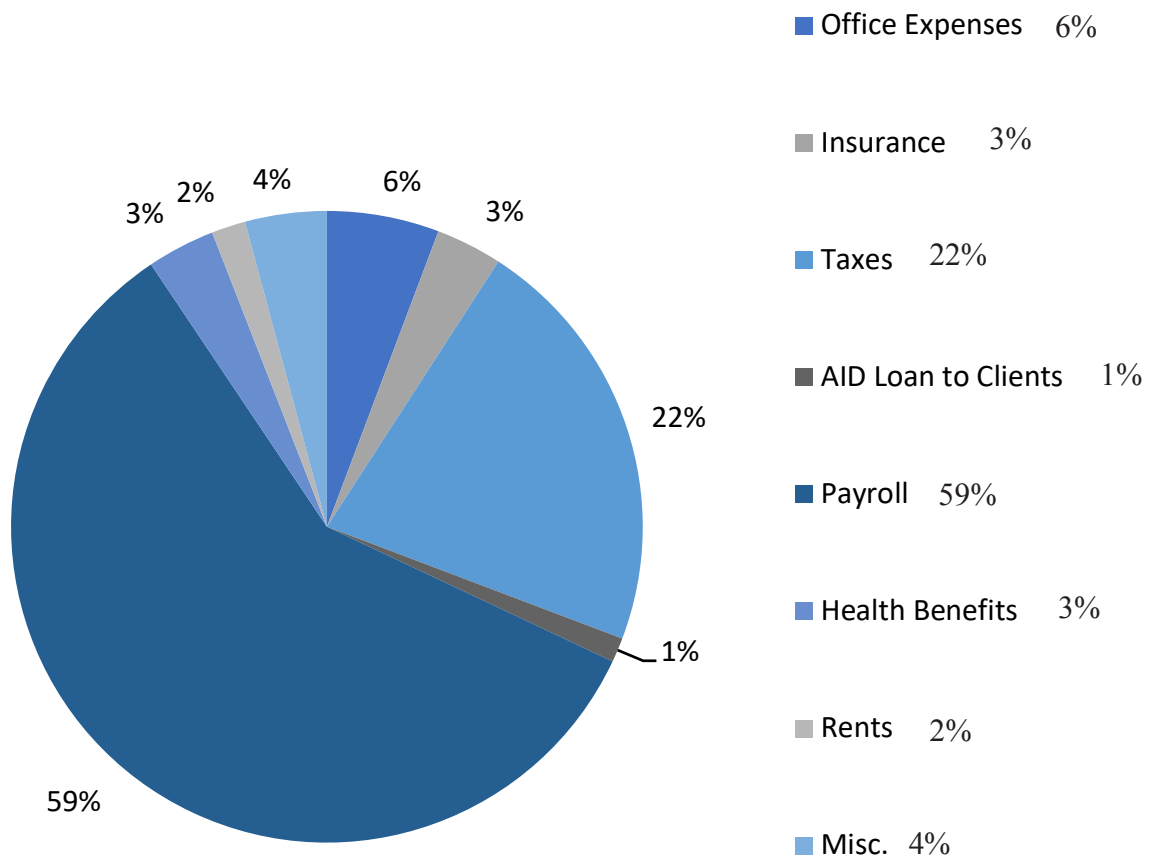
201 E Rudisill Blvd Suite 300, Fort Wayne, IN 46806 (260) 423-2571

- 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



## August 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](mailto: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.

