



THE LOTUS

OCT. 2021 EDITION

A NOTE FROM TASHA AND OUR ADMINISTRATIVE TEAM

Hello AID family and friends welcome to October! I feel like just yesterday we were saying hello to summer. This month AID will be participating in the Alzheimer's Walk and the trunk or treat here at the office. I want to thank everyone who participated in DSP week; the cookout was a hit. The holidays are approaching please make sure if you have an individual in residential care and you plan on taking them home for the holidays; please make sure you let the house and program manager know. If you know anyone looking for employment and feel like they would be an asset to the AID team please visit our website and click join our team. As always thank you for your prayers and support for AID.

Sincerely,

Latasha Lesure
Executive Director

WHAT'S NEW?

- Please welcome Kelly Hyndman as our new Program Manager!
- A.I.D. will be participating in the Walk for Alzheimer's October 2nd
- 2021 "Trunk or Treat" is October 22nd at Office
- 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
- Now Hiring smiling faces for the following positions; DSP, CNA, & Community Engagement Nurse
- Come check out our Spooktastic front lobby!



UPCOMING EVENTS

- October 2nd Walk to End Alzheimers
- October 16th National Boss Day
- October 22nd A.I.D. "Trunk or Treat"
- October 31st HALLOWEEN

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.

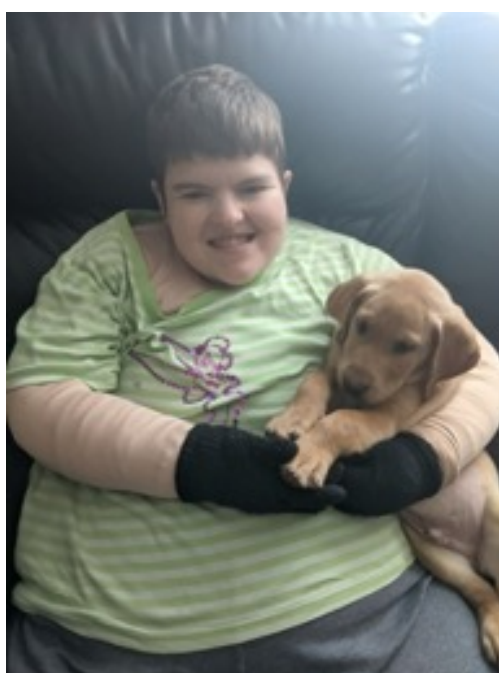
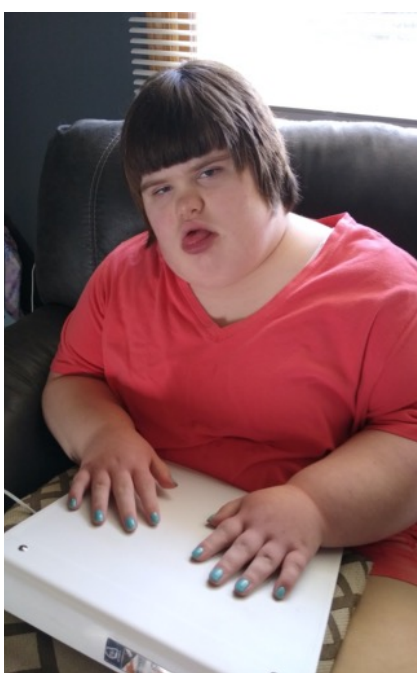
PROTECT YOURSELF AND OTHERS FROM COVID-19

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 is going to be a little different this Month! First House to make one of the Newsletter Recipes and send a picture of it with your clients and SCOMM Matthew Clinger (Office Manager) the picture and on the A.I.D FB page comment "Happy Spooky Season!" with a picture or emoji of a Halloween Monster. The first house to do so 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!!!

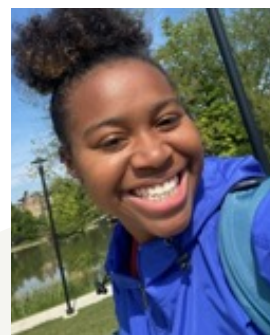
(For any other exciting news you would love to share in next month's newsletter please submit it to me. Email me at matthew@aidofindiana.com)

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

Nathan Hall
Kayla Warfield (FSW)



(We appreciate your hard work and dedication)

HOUSE OF THE MONTH: COLONY

(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 SEPTEMBER WINNER: COLONY! (2-WEEK STREAK!) CONGRATULATIONS!

RECIPES OF THE MONTH:

FIZZY POTION

HALLOWEEN PUNCH

INSTRUCTIONS/INGREDIENTS

Combine the following ingredients in a pitcher and serve immediately

- 28oz Lemon Sparkling Water
- 8 oz. Cranberry Juice
- 16oz. Grape Juice
- 2 cup frozen Blackberries



MINI CORNDOG MUFFINS

INGREDIENTS

- 1 cup unbleached all-purpose flour
- 1 cup cornmeal
- ½ cup granulated sugar
- ½ teaspoon baking soda
- ½ teaspoon kosher salt
- 1 cup buttermilk
- 2 eggs, large
- ½ cup unsalted butter, melted
- 8-10 hot dogs, cut into 1-inch pieces

DIRECTIONS

1. Preheat the oven to 375°F. Spray the mini muffin tins with cooking spray, and set aside.
2. In a large bowl, whisk the flour, cornmeal, sugar, baking soda and salt together.
3. In a separate bowl, whisk the buttermilk, eggs and melted butter until combined.
4. Make a well in the center of the dry ingredients, then pour the wet ingredients into the well and stir just until combined.
5. Scoop 1 tablespoon of batter into each mini muffin cup, then press a hot dog piece into the center of each cup.
6. Bake for 8-10 minutes until done.
7. Serve with ketchup and mustard for dipping, and enjoy immediately.

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

BIRTHDAYS

Nicole Harrington
Wendy Kunze
Alicia Speer
Secret McKinney
Sasha Berry
TraNee Walker
Michelle James
Brenda Walker
Jasmine McCall
Tenille Bright
Tabitha Turner
Jordan Fisher
Layli Morse
Marinisha Warren

Lisa Rausch
Felecia Rice
D'Osha Berumen
Maureen Amonde
Judy Beard
Wendy Jones
Abby Stewart
Karmen Williams
Lavett Williams
Brandy Culver
Shelby Whitaker
Elizabeth Rodriguez
Lorraine Case
Brittany Cox

Keiera Whitsett
RioNizhoni Magers
Arvena Plamowski
Kathy Rouch
Emah Stiglitz
Dyonna Shorter
Kenisha Copeland
Paige Jones
Lydia Burrows
Mijanau Eubanks
Alexus Saunders
Sarah Miller
Trena Peterson
Carla Thompson

Takiela Ellis
Laurie Hammond
Isabel Baker
Amanda Snell
Cameron Grigsby
Lisa Herring
Jeremy Morris
Andaja Ensley
Solaire Young
Janet Fincher
McKenzie Warner
Michelle Troxell
Hunter Holy
Jamiyah Tubbs

Michael Ewing
Dystany Wilson
Catrina Vereen
Madeleine Jamison
Savannah Coonrad
Robert Banter
LaShanea Schimman
Shanell Brownlee
Garrett Wooten
Jodi Butler
Adriana Voirol
Josie Edwards

ANNIVERSARIES

Nicole Harrington
Quan Fikes
Rachel Couch
Alyssa Isaacs
Keanda Miles
Tammy Williams
Brenda Walker
Laquesha Link
Geraldine Davis
Shana Prewitt
Jennifer Schuler

Cameron Brooks
Tenille Bright
Sheryl Galliher
D'Osha Berumen
Judy Beard
Barbara Stump
Jacob Denney
Shawn Henderson
Lucas Kehr
Carrie Hogle
Dava Masterson

Krystal Walker
Alexis Miles
Kaitlynn Newgent
JeCarri Martin
Marie Kidd
Jessica Booker
Sharun Williams
Wendy Jones
Monty Rogers-Williams
Jennifer Sekulovski
Makalia Jones

Isis Achante
Audrey Trice
Shonte McBride
Cora Thompson
Jamie Woodard
Jennifer Stroupe
Melaura Priest
Tierra Jackson
Jamie Burks
Sona Spriggs
Marc Gatorano

Kerianne Taylor
Curtis Tanner
Mystery Patell
Kimberly Weaver
Deborah Ross



Who Are the Administrators:

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House Managers:

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(Privet Drive)

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(Women’s Bellevue)

Kelly Walters (Woodhollow)
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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

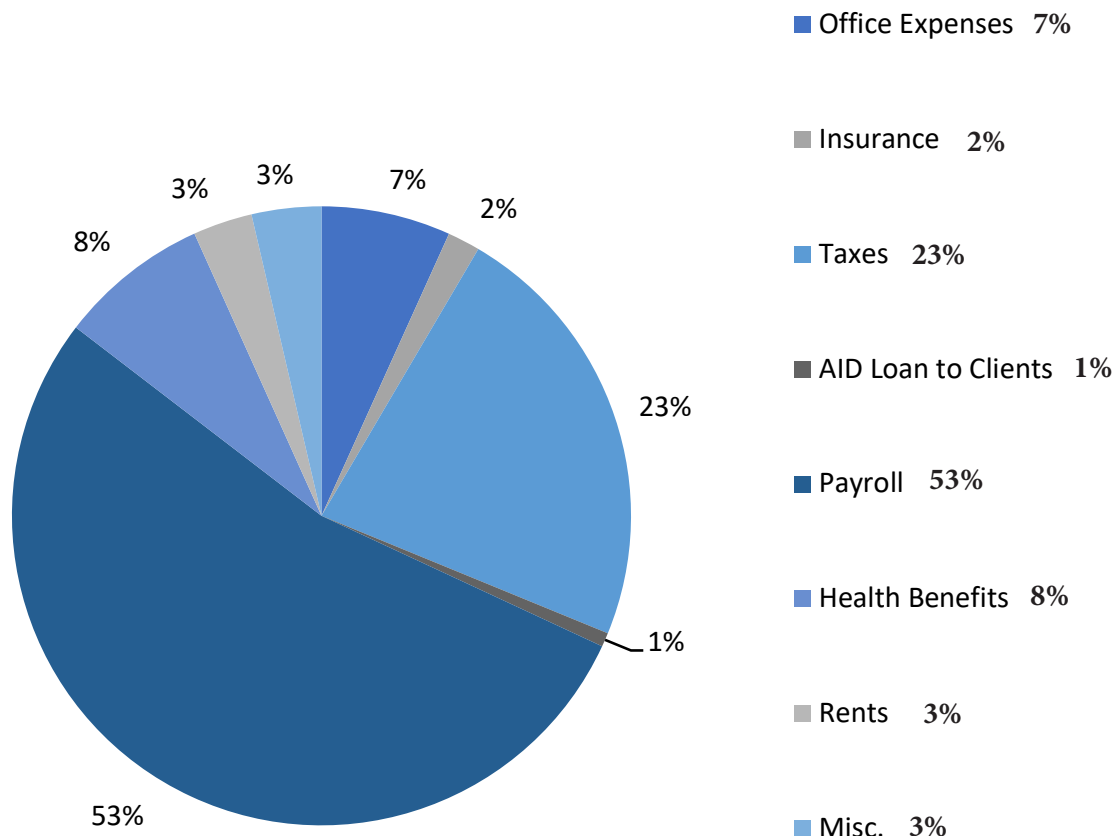
201 E Rudisill Blvd Suite 300, Fort Wayne, IN 46806 (260) 423-2571

- 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



September 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.

