



THE LOTUS

NOV. 2021 EDITION

A NOTE FROM TASHA AND OUR ADMINISTRATIVE TEAM

Welcome November! The holidays are approaching and if you know you will be taking an individual home please let the manager know. We want to schedule the homes appropriately. I want to thank all the administration who decorated their trunks, the staff and individuals who came out to trunk or treat it was amazing. It was nice seeing everyone dressed up. It is AID tradition to pass out turkey's and pies; as we will be doing it again this year. I want to make sure everyone knows that if there is a grievance please do not hesitate to reach out to the director of the program; Either JJ Robinson who is the Community Engagement Director or Monty Rogers Williams who is the Program Director. If your grievance is still not resolved please reach out to me; The Executive Director. Once again thank you for all the continuous prayers and support, and have a happy November.

Sincerely,

Latasha Lesure
Executive Director

WHAT'S NEW?

- Please welcome Shayla Harrison as a new member of Human Resources and Paula Light in Programming!
- Congratulations to Harrison Brown as he embarks on a new adventure! You will be missed, Harrison!
- Check us out on Instagram! @aidofindiana
- 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, Community Engagement Nurse, House Managers



UPCOMING EVENTS

- November 1st: All Saints Day
- November 3rd: National Sandwich Day
- November 11th: Veterans Day
- November 13th: World Kindness Day
- November 25th: Thanksgiving (Office Closed)
- November 26th: Office Closed

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.

NEW UPDATE!

Case management organizations in-person meet and greet

The Bureau of Developmental Disabilities Services will be hosting multiple in-person meet and greet opportunities for individuals and families to learn more about each of the awarded case management organizations. The Arc of Indiana will be planning to partner with BDDS in these face-to-face opportunities and serve to support BDDS efforts as well as being an additional support to individuals and families.

There will be no formal presentations at these events but rather individuals and families will have the opportunity to speak to and ask questions of each of the case management organizations at their own pace. In addition, staff from the BDDS and Arc of Indiana will be there to answer any questions related to the transition of case management.

Following are details on the upcoming CMO meet and greet opportunities:

Wednesday, Nov. 3, 2021

6:30 – 8:30 p.m. EDT

Wabash Center

1500 Salem Street

Lafayette, IN 47904

Tuesday, Nov. 9, 2021

5 – 7 p.m. EST

ADEC Gaining Grounds Center

19670 IN-120

Bristol, IN 46507

The following CMOs will participate in each of the meet and greet opportunities:

- CareStar of Indiana
- The Columbus Organization
- Connections Case Management
- Indiana Professional Management Group
- Inspire Case Management
- Unity of Indiana

There are additional events being planned so please watch for announcements regarding additional opportunities. We look forward to seeing you!

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:** First house to take a picture with a client and the turkey they draw and post the picture on the A.I.D. Facebook Page Wall with the caption "Turkey Extravaganza with (clients name(s))" will win! Scomm Matthew Clinger when this is completed.
- **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

Tracy Woodgett (FSW) (Left photo)
Brenda Chaney (Right photo)

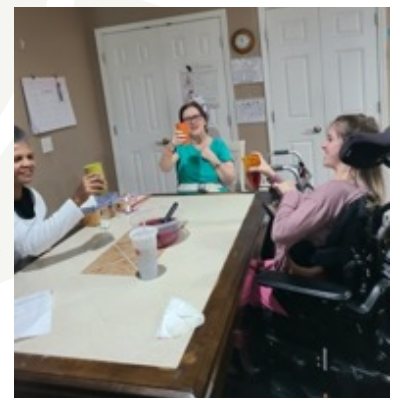


(We appreciate your hard work and dedication)

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!



The Ladies of Maysville enjoying their Fizzy Halloween Punch!

EMPLOYEE ENGAGEMENT CONTEST SEPTEMBER WINNER: MAYSVILLE

RECIPES OF THE MONTH: *NACHO CHICKEN*

INSTRUCTIONS/INGREDIENTS

Quick and delicious! This dish is sure to be a crowd pleaser!
Smiles across faces after each bite!

- 4 cups cubed cooked chicken
- 1 pound Velveeta, cubed
- 2 cans condensed cream of chicken soup, undiluted
- 1 can diced tomatoes and green chile, undrained
- 1 cup chopped onion
- ½ teaspoon garlic salt
- ¼ teaspoon pepper
- 1 bag Nacho Cheese Doritos
- Optional: Jalapeno and diced tomato as toppings



DIRECTIONS

1. In a large bowl, combine the first 7 ingredients; mix well. Crush Doritos; set aside 1 cup of crushed Doritos for topping. Add remaining chips to chicken mixture. Spoon into a greased 13x9in baking dish. Sprinkle top with reserved chips.
2. Bake, uncovered, at 350 degrees until the cheese is melted and edges are bubbly, around 30 minutes
3. Optional: Top with jalapenos and diced tomatoes if desires!

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

BIRTHDAYS

Wendy Kunze
Layli Morse
Lisa Rausch
Wendy Jones
Karmen Williams
Elizabeth Rodriguez

Arvena Plamowski
Emah Stiglitz
Paige Jones
Lydia Burrows
Sarah Miller
Isabel Baker

Lisa Herring
Andaja Ensley
Hunter Holy
Michael Ewing
Madeleine Jamison
Savannah Coonrod

Jodi Butler
Garrett Wooten
Adriana Voirol
Julie Snider
Douglas Ford
Josie Edwards

Dejai Williams
Elizabeth Shrontz
Dyonna Shorter

ANNIVERSARIES

Barbara Stump
Shawn Henderson
Carrie Hogle
Lucas Kehr

Jessica Booker
Wendy Jones
Monty Rogers-Williams
Jennifer Sekulovski

Makalia Jones
Marc Gatorano
Jennifer Stroupe
Cora Thompson

Jamie Woodard
Kerianne Taylor
Curtis Tanner
Deborah Ross

Mystery Patell
Kimberly Weaver



Who Are the Administrators:

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Anesha Woods-Bell (Women’s Bellevue)
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Keira Freeman (Lake Forest)
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Heather Avery (Privet)
heather@aidofindiana.com

(Normingdale)

(Rivulet)

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

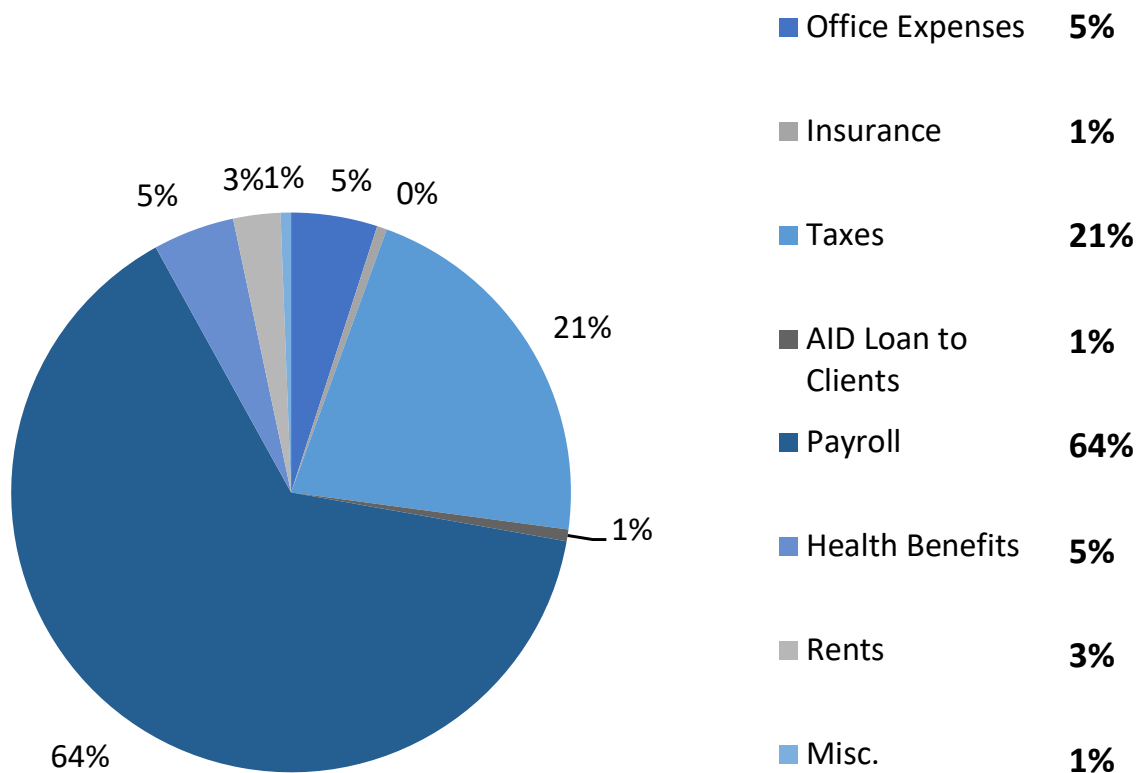
201 E Rudisill Blvd Suite 300, Fort Wayne, IN 46806 (260) 423-2571

- 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



October 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.

