



THE LOTUS

FEB. 2022 EDITION

A MESSAGE FROM JOY BOOTH

Greetings to the AID of Indiana Community,
On behalf of myself and all of AID, we are excited and proud to announce that Latasha “Tasha” Lesure, the current Executive Director has accepted a promotion to CEO of AID of Indiana. Tasha has been with AID of Indiana since 2016 and has been asset with all of her experience and talent! As the ED she has grown the company with her talented Group of Administrators, dedicated management, and committed DSPs despite a two year pandemic! Her constant perseverance, and can do spirit has been evident in all departments here at AID! Please help me in congratulating Tasha in her new position! With much appreciation and gratitude, thank you Tasha for all that you do every day! We are blessed to have you as the Chief Executive Officer of AID of Indiana!

Sincerely,

Maria “Joy” Booth
Senior Chair and Owner of AID of Indiana

A LETTER FROM OUR CEO

Hello AID family and friends; Welcome to February. Brrrr it is cold! Please make sure everyone bundles up! Who is excited for the superbowl?

I would like to introduce our new Billing Specialists: Isys Williams and Aaron Williams. Thank you for choosing AID; we are excited to have you both. I would also like to recognize and congratulate some of our administration on their promotions:

Jessica Booker was one of our Program Managers and has accepted the Program Director position. She will work hand in hand with our other Program Director Monty. Jessica has been a great asset to the AID team. Her willingness to not only learn but educate our staff on AID policies, procedures, and culture has proven she is ready to advance.

Danielle Houffman was one of our skilled nurses and has accepted the Director of Nursing position. She will work hand in hand with our other DON Tammy. Danielle exhibits a teamwork attitude and empathy to lead our nursing department. Having Danielle at AID has enhanced the quality of wellness we provide. We are excited to have her as our new DON.

Christian Booth (CJ) was our assistant ED and Chief Financial Officer (CFO). He has accepted the CFO position. CJ started at AID as a DSP and has taken on many roles and responsibilities along the way. CJ's intellect and understanding of the behind the scenes has helped position AID on track to continue to grow.

Tyler Booth was a DON and has accepted the position as our Chief Operating Officer (COO). Tyler has played a major part in restructuring our nursing department and wellness training. We appreciate her always going the extra mile to make sure our individuals meet their medical needs.

All of these people have continuously gone above and beyond to assist in serving our staff, individuals/teams, and families. AID appreciates all of their hard work and dedication. It has not been easy working and continually working through a pandemic. They come ready to make a difference in everyone's life AID touches and I personally couldn't do my job without them. The hard work of all the administration and staff has truly made AID what it is today. I truly believe we have the best administration and staff in town! I appreciate each and everyone of you. I want to especially congratulate these administrators: Jessica, Danielle, CJ, and Tyler on a job well done. I know you will continue to shine!

We are hiring! If you know anyone that wants to be part of a dedicated growing team; please reach out to us. 260.444.3433 or they can apply on indeed, FB page, and our AID website. Once again AID wants to thank all of the continuous prayers.

Sincerely,

Latasha Lesure
CEO

WHAT'S NEW?

- Welcome Aaron Williams and Isys Williams to the A.I.D. Administration team!
- Please checkout our Facebook page for weekly updates and information!
- Huge congratulations to all our Administrative Staff who have taken on new leadership roles at A.I.D.
- A.I.D.'s Lucky Clover Dance has its venue! It will be held at Franke Park Pavilion #1 (same location as the Christmas Party) on March 17th! Be on the lookout for a flyer later this month!
- We have a new location!: 9434 Lima Road Fort Wayne, Indiana
- We are now on TikTok! Please submit any videos of your clients that you would like to share to matthew@aidofindiana.com
- A.I.D. has great new features on our website! The Employee portal is password protected. Please check Therap for updates on this password. Our Community tab is a great place to see what all A.I.D. is doing for its surrounding environment! If you know of any volunteer opportunities please email matthew@aidofindiana.com
- Now Hiring smiling faces for the following positions; DSP, Nurses, House Managers, and Program Managers

UPCOMING EVENTS

- February: Black History Month
- February 2nd: GroundHog Day
- February 5th: Orientation
- February 7th-18th: Orientation
- February 11th: Night to Shine
- February 14th: Valentines Day
- February 14th: Core B Class
- February 16th: Core A Class
- February 17th: All House Managers Meeting
- February 21st: Presidents 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.

VACCINATION CARDS ARE DUE A.S.A.P.

If you choose to test every week, please set up your appointment once a week in advance. Please email stacy@aidofindiana.com or shayla@aidofindiana.com with any questions or concerns!

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.**

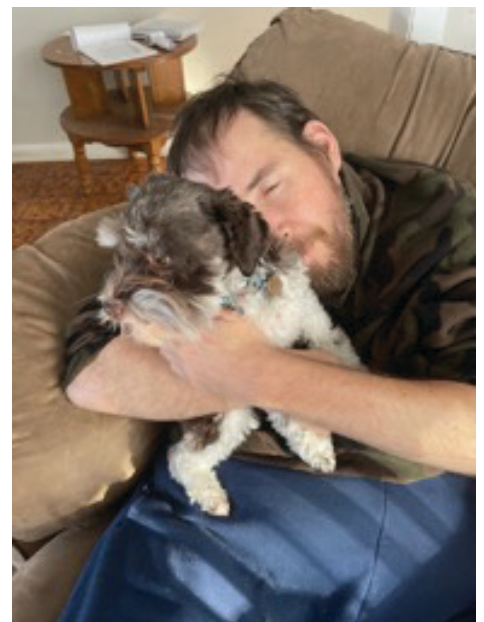
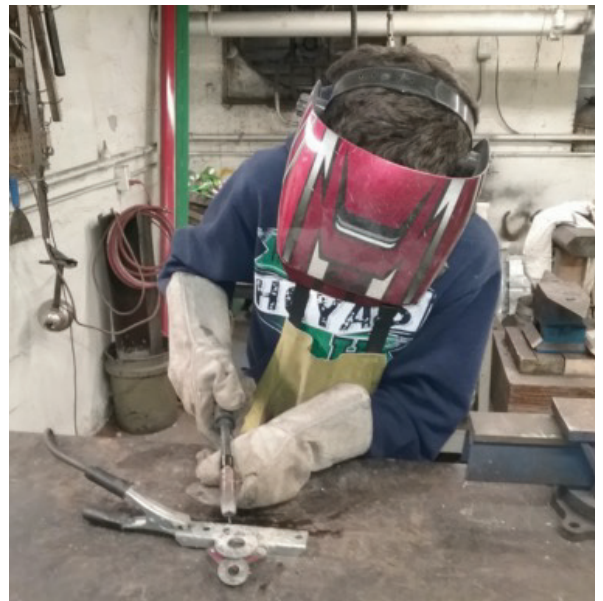
W2S

If any staff is wanting their W2 we WILL NOT be printing these off in the office. If you need your W2 before you receive it in the mail you can access it through QuickBooks online. We do not know the exact date of when they will be completed, but QuickBooks has until Jan 31st to mail these out. If you have not given us a change of address you will have to wait for the post office to send your W2 back to us. If you have any questions please reach out to HR.

Stacy Hall
stacy@aidofindiana.com
260-444-3433 ext: 106

Shayla Harrison
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260-444-3433 ext: 105

SO MANY GREAT THINGS IN OUR COMMUNITY!



WHAT'S UP

- **Employee Engagement Contest:** First house to post on the A.I.D. Facebook page UNDERNEATH the Employee Engagement Photo saying "Happy Valentines Day!" with an emoji of a heart & SCOMM me when finished will win!
- **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)

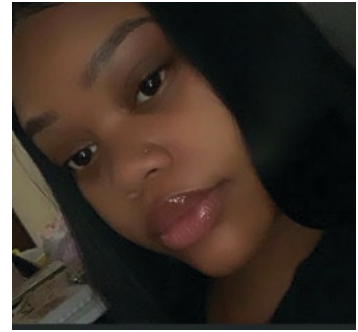
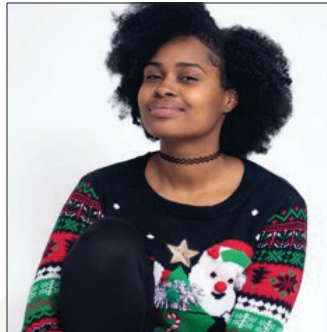
KUDOS KORNER

- Thank you to all of our wonderful D.S.P.'s, House Managers, Program Managers, BC's, Nurses, Clients, and Office Staff for having A.I.D. stand out from the rest of the others!

EMPLOYEES OF THE MONTH

Erritty Nathan (Left photo)
Daja Ensley (FSW) (Right photo)

(We appreciate your hard work and dedication)



HOUSE OF THE MONTH: COLD SPRINGS

(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 DECEMBER WINNER: MAYSVILLE

RECIPE OF THE MONTH:

RED VELVET PANCAKES WITH CREAM CHEESE ICING

Need something sweet for your sweetie this Valentines Day? Wake them up with these delicious pancakes! Sure to make any morning brighter!

INGREDIENTS

- 2 1/3 cups all-purpose flour (scoop and level to measure)
- 3 Tbsp cocoa powder
- 2 tsp baking powder
- 1/2 tsp baking soda
- 1/2 tsp salt
- 2 cups milk
- 2 Tbsp white vinegar
- 1/2 cup granulated sugar
- 2 large eggs
- 1 1/2 Tbsp red food coloring
- 2 tsp vanilla extract
- 1/3 cup salted butter , melted
- 1 recipe Cream Cheese Glaze , recipe follows
- fresh raspberries and mint leaves , for garnish (optional)

CREAM CHEESE ICING

- 6 oz cream cheese , softened
- 6 Tbsp butter , softened
- 2 cups powdered sugar
- 1/3 cup milk , plus more if desired
- 1/2 tsp vanilla extract

DIRECTIONS

1. Preheat an electric non-stick griddle to 350 degrees. In a mixing bowl, whisk together flour, cocoa powder, baking powder, baking soda and salt, set aside. Measure out milk into a liquid measuring cup and whisk in vinegar, allow mixture to rest for 2 minutes.
2. Pour milk mixture into a separate large mixing bowl and add in sugar, eggs, red food coloring, vanilla and melted butter. Whisk mixture until well combine. While whisking, slowly add in dry ingredients and mix just until combine.
3. Butter griddle if necessary and pour about a 1/4 - 1/3 cup batter (depending on how large you want your pancakes) at a time onto hot griddle (you can also use the back of measuring cup or spoon to lightly spread batter from center out to the edge a bit so they aren't thicker in the center then they are on the edges).
4. Cook until bubbles begin to appear on the top surface of the pancakes then flip and cook opposite side until pancake is cooked through (I didn't want the tops of the pancakes to be brownish red so I flipped them a little earlier than I normally do with pancakes, I didn't wait for many bubbles).
5. Serve warm with cream cheese glaze and garnish with fresh raspberries and mint leaves if desired.
6. For the cream cheese glaze: in a mixing bowl, using an electric hand mixer set on medium speed, blend together cream cheese and butter until well combine and fluffy, about 2 minutes.
7. Add in remaining ingredients and mix about 1 minute until well combine, adding additional milk to thin if desired. Store in an airtight container in refrigerator.



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

BIRTHDAYS

Carrie Addington
Dowlah Alasal
Pamela Allen
Oluwaseyi Amole
Kimberly Bickel
Stacy Britton
Angela Brooks
Kania Burden
Chalista Conn
Mary Dickison

Junior Francois
Cheryl Grice
Michelle Hagewood
Shawn Henderson
Tonya Holy
Ahmatti Jones
Megan Julian
Catherine Myers
Ann Nelson
Cody Paul

Dawn Radford
Tamara Reed
Morrell Robinson
Shakqweeta Robinson-Rush
Robert Scott
Aamina Siddiqui
Danielle Simpson
Sarah Stewart
Ebony Taylor
Romisha Tinker

Casey Vibbert
Amber Wharton

ANNIVERSARIES

Dowlah Alasal
Cynthia Baker
Verdis Ball
CJ Booth
Joy Booth
Michaelle Camille

Matthew Clinger
Andaja Ensley
Gary Grossman
Stacy Hall
Deborah Harris
Billy Joe Howell-Sinnard

A'zirea Howze
Victoria McCallister
Marilyn Somers
Sarah Thompson
Mariann Tindall
Peter Wakaba

Laura Wharton
Pamela Wilson



Who Are the Administrators:

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House Managers:

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Aquila Walton (Forest View)
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Mystery Pattel (Tapered Bank)
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(Normandale)

(Willow Grove)

(Rivulet #1)

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

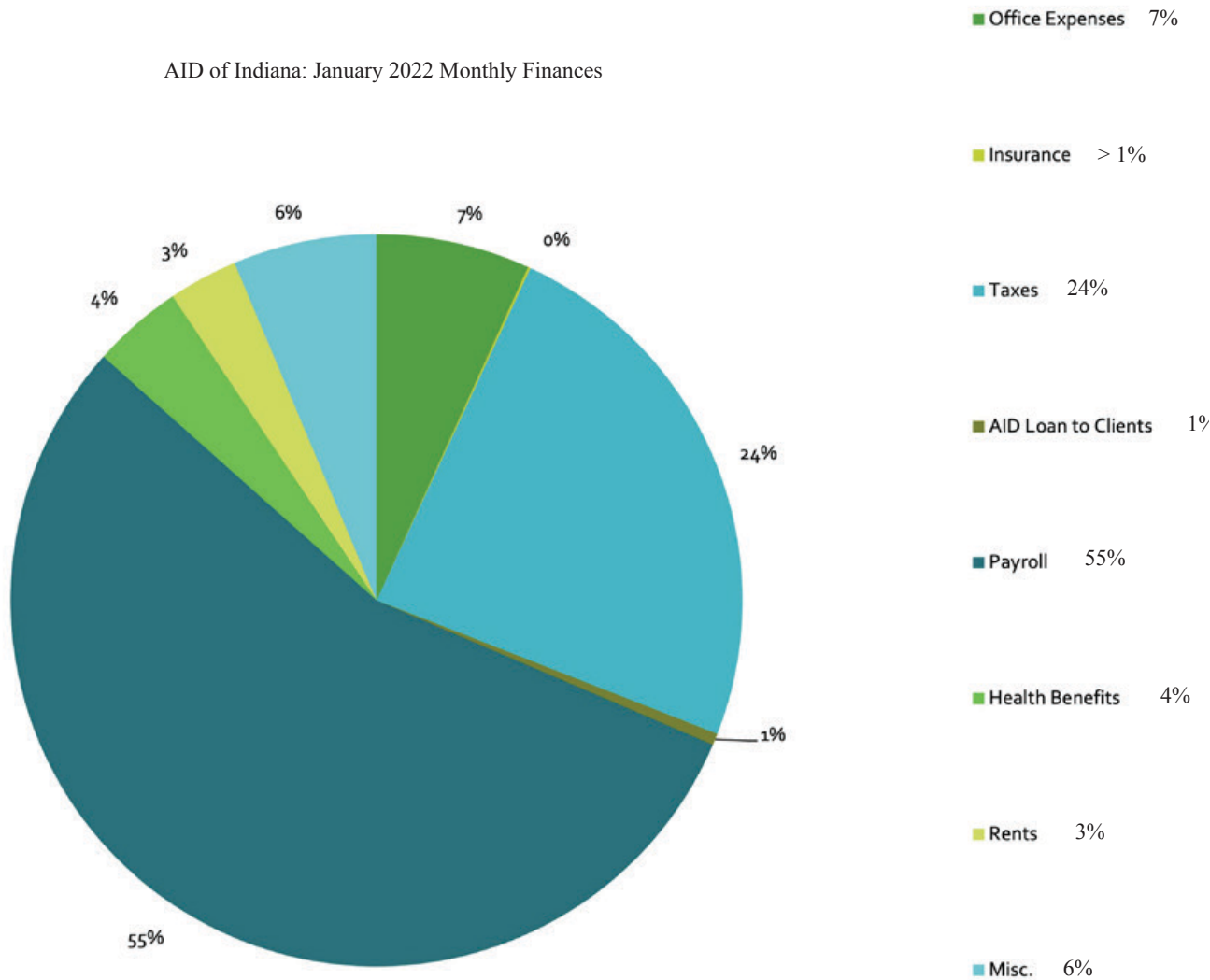
201 E Rudisill Blvd Suite 300, Fort Wayne, IN 46806 (260) 423-2571

- 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



AID of Indiana: January 2022 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.

