



THE LOTUS

JANUARY 2022 EDITION

A NOTE FROM TASHA AND OUR ADMINISTRATIVE TEAM

Happy New Year AID family and friends. I hope everyone had a wonderful Christmas/holiday. It seems like 2021 flew by; I don't know about you but I am excited to see what 2022 brings. I want to thank all of the AID administration for the wonderful Christmas party, especially Shameka Phillips (receptionist) and Matthew Clinger (office manager) for organizing and putting it together. AID is consistently keeping up with the CDC guidelines and OSHA regulations for the COVID Mandate. Now that 2021 is behind us and in the book of memories; some things to look forward to in 2022 for AID: Start of 401K, New staff, individuals, and teams, AID is moving to 9434 Lima rd(in the Lancia Park), volunteering in the community, recipes, pictures, and much more. We are currently looking for DSP's, CEP's, Nurse, and Program Manager. Like always thank you for the consistent prayers for AID. Have a blessed 2022!

Sincerely,

Latasha Lesure
Executive Director

WHAT'S NEW

- Big Changes are coming in 2022!
- Have you looked at the 4th Quarter Employee Assembly? Make sure to check this out during January!
- A.I.D. is offering a 401k retirement plan! This will take effect January 1st 2022!
- We have a new location!: 9434 Lima Road Fort Wayne, Indiana
- Please Welcome Nancy Lorton and Kearsden Miller to the A.I.D. Administrative Team
- 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



UPCOMING EVENTS

- January 1st: New Years Day
- January 9th: Gun & Knife Show
- January 17th: Martin Luther King, Jr. Day
- January 29th-30th: Mizpah Shrine Circus

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.

OSHA

A message from INARF:

As an update to the ongoing federal vaccine mandate court cases, INARF would like to inform members of the most recent movement last Friday. A federal appeals panel reinstated the OSHA Emergency Temporary Standard (ETS), requiring either vaccination or weekly testing for employees of companies with 100 or more employees. The decision, by a split three-judge panel of the U.S. Court of Appeals for the Sixth Circuit, overturned a ruling last month by the Fifth Circuit, that had blocked the government from carrying out the standard. Some states have announced plans to file emergency motions with the Supreme Court. The Supreme Court can reinstate the stay while looking at the standard or keep the standard in place.

We are already beyond the first deadline in the original rule that required multiple actions by employers by December 6. While we expect more guidance to come this week, the OSHA website currently states the following:

“OSHA is gratified the U.S. Court of Appeals for the Sixth Circuit dissolved the Fifth Circuit’s stay of the Vaccination and Testing Emergency Temporary Standard. OSHA can now once again implement this vital workplace health standard, which will protect the health of workers by mitigating the spread of the unprecedented virus in the workplace. To account for any uncertainty created by the stay, OSHA is exercising enforcement discretion with respect to the compliance dates of the ETS. To provide employers with sufficient time to come into compliance, OSHA will not issue citations for noncompliance with any requirements of the ETS before January 10 and will not issue citations for noncompliance with the standard’s testing requirements before February 9, so long as an employer is exercising reasonable, good faith efforts to come into compliance with the standard. OSHA will work closely with the regulated community to provide compliance assistance.”

A message from A.I.D:

We will continue to keep everyone updated on any changes, however at this time the Federal government (OSHA) is requiring all businesses to remain in compliance going forward to remain in compliance with the mandate. We would like to remind everyone that this is not an AID mandate, however a “Federal” mandate and will be reinforced across all companies no matter what type of company it is unless the company has less than a 100 employees. We appreciate everyone’s patience and compliance as we continue to enforce best practices to keep everyone safe and healthy. If you have any questions please reach out to Human Resources:

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

Shayla Harrison
shayla@aidofindiana.com
260-444-3433 ext: 105

With all the craziness happening in the world, just know that you are supported and loved by everyone here at A.I.D.! Thank you!

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.

SO MANY GREAT THINGS IN OUR COMMUNITY!



WHAT'S UP

- **Employee Engagement Contest:** First house to post on the A.I.D. Facebook page "Happy New Year from the (enter house name) Residents!" & SCOMM Matthew Clinger the name of the two new employees 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!!!

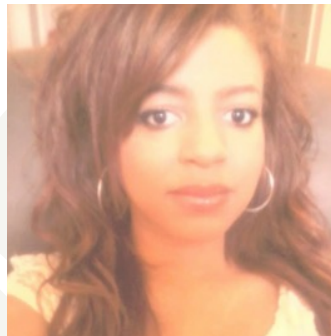
(For any other exciting news you would love to share in next month's newsletter please submit it to me. Email me at matthew@aidofindiana.com)

KUDOS KORNER

- Jennifer Stroupe is an all-star candidate for displaying A.I.D.'s Mission and Value statements. When Jennifer's car broke down, her number one concern was the clients! Walking, by foot, to the clients house to make sure everything was in order! People like Jennifer are what make this Company so great! Keep up the good work!!!
- The A.I.D. Christmas Party was a huge success! Thank you to everyone that brought their clients. We all could tell it meant the world to them!
- Also HUGE HUGE HUGE Thank you to Kerri Davis and Deborah Ross who are our FSW employees. They have been doing an amazing job at gathering referrals! Keep doing what you are doing! Your hard work does not go unnoticed!

EMPLOYEES OF THE MONTH

Jessica Taylor (Left photo)
Christina Dillard (FSW) (Right photo)



(We appreciate your hard work and dedication)

HOUSE OF THE MONTH: WOMEN'S BELLVUE

(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: RIVULET 1 *(Thank you Cheyanne Huey for decorating your tree with the clients!)*

RECIPES OF THE MONTH: *CHICKEN TORTILLA SOUP*

Chicken Tortilla Soup is the perfect, cold weather weeknight dinner. What makes it even better? It comes together in one pot.

INGREDIENTS

- 1 Tbsp olive oil
- 1 medium onion, chopped
- 3 garlic cloves, minced
- 1 jalapeno pepper, seeded and diced
- 1 tsp ground cumin
- 1 tsp chili powder
- 1lb chicken breasts
- 20oz can crushed tomatoes
- 32 oz chicken broth
- 14 oz black beans, drained and rinsed
- 14 oz corn, drained and rinsed
- ½ cup cilantro, chopped, divided (reserve ¼ of cup for garnish)
- 1 lime, juiced
- 1 tsp salt, or to taste



TOPPINGS (OPTIONAL)

- 1 large avocado. Diced
- 1 lime wedge
- Tortilla strips

DIRECTIONS

1. Preheat a pot with oil over medium-high heat. Add chopped onion, garlic, and jalapeno and saute until veggies soften
2. Add whole chicken, corn, beans, chili powder, cumin, crushed tomatoes, salt, ¼ cup cilantro, and chicken broth. Bring to a boil and let simmer for at least 25 minutes

3. Remove chicken from the pot and shred using two forks. Add shredded chicken back to the soup and simmer another 5 minutes then add lime juice
4. Serve the soup with tortilla strips, pieces of avocado, fresh cilantro, and/or lime wedges.

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

BIRTHDAYS

Karla Aistrop 1/1
Daniel Allen 1/20
Jay-Sharee Booker 1/17
Jordyn Cross 1/6
Tara DeMarcus 1/26
Karen Fitch 1/6
Leslie Grabhorn 1/11
Cristal Hall 1/29
Stevi Hardwick 1/14
Michael Janes 1/17

Roger Judd 1/19
Edward Knapczyk 1/14
David Mcfarland 1/14
Margaret Melton 1/10
Brittany Morgerson 1/8
Erritty Nathan 1/20
Harmoni Otis 1/7
Margie Owens 1/23
Nancy Pearl 1/21
Eunice Popoola 1/4

Deborah Ross 1/25
Gaynell Rowe 1/13
Latisha Sanders 1/18
I'yanna Simmons 1/31
Kiaira Simpson 1/1
Rayne Smethers 1/25
Allison Smith 1/2
Tiffney Smothers 1/1
Tina Tarr 1/12
Latasha Thomas 1/24

Candace Thompson 1/10
Cora Thompson 1/10
Danielle Thompson 1/7
Kelly White 1/29
Jamie Woodard 1/26

ANNIVERSARIES

Shonda Sills
Mark Riggle
Sunnique Reed
Dyiamond McCain
Jessica Miller
Crystal Morris

Erritty Nathan
Tammie Knox
Lisa Herring
Christina Dillard
Craig Fuller
Michael Count

Jordyn Cross
Kristy Davis
Oshel Blevins



Who Are the Administrators:

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Nancy Lorton (Program Manager)
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House Managers:

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Candace Thompson (Colony)
candace@aidofindiana.com

Susann Gottfried (Garden Park)
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Indonesia Stephens (Rivulet #2)
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Heather Avery (Privet)
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Casey Vibbert (Fiesta Way)
casey@aidofindiana.com

(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

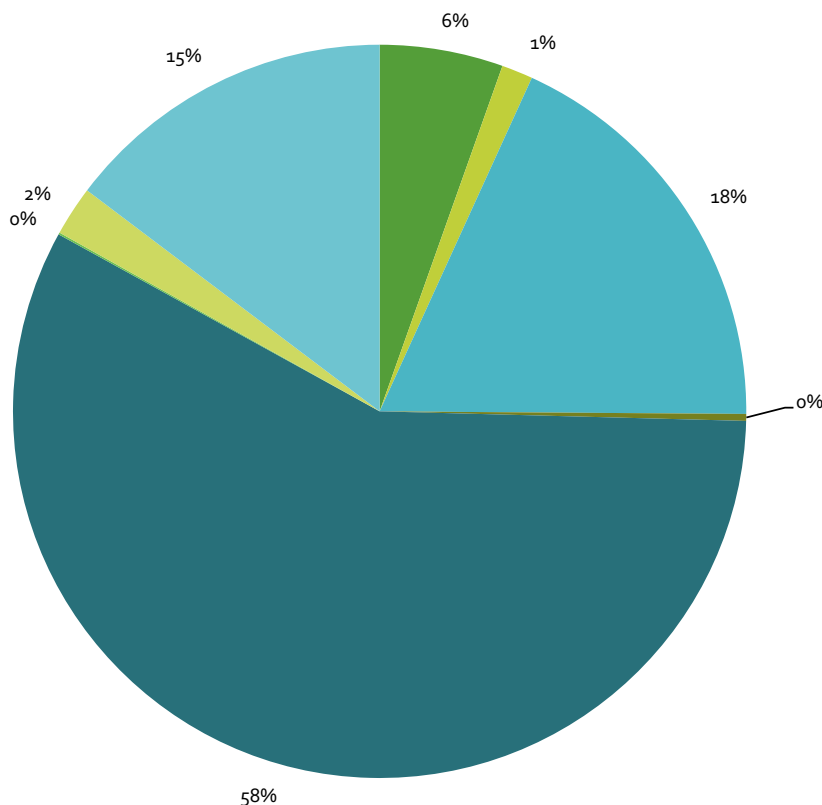
201 E Rudisill Blvd Suite 300, Fort Wayne, IN 46806 (260) 423-2571

- 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



December 2021 Monthly Finances



Office Expenses	6%
Insurance	2%
Taxes	15%
AID Loan to Clients	0%
Payroll	58%
Health Benefits	0%
Rents	1%
Misc.	18%

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.

