



THE LOTUS

MARCH 2022 EDITION

A MESSAGE FROM CHRIS BOOTH

All,

We are now entering our 6th year of business here at AID. We have experienced much growth and change in a short amount of time and continue to do so. How we adjust to that change and growth matters. New roles, new positions, new job descriptions, and restructuring to address and adapt to those changes has kept us all on our toes, adding a global pandemic to the mix has made things even more challenging. Pressure on our DSP's, managers, directors and administrators to deliver high quality services has always been great and perhaps even more so now. Communication and commitment to provide assistance and independence with dignity continue to be the cornerstone of our business and have resulted in the success of services and subsequent growth of our agency.

With great growth comes great responsibility, continued growth without commitment to our mission would be irresponsible. We must not and cannot lose sight of our mission and commitment to the families and individuals we currently serve. Successful, quality services drive growth and growth is the result of successful quality services. There are no shortcuts to quality services, it comes with hard work, commitment and constant communication and collaboration internally and externally.

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The success and growth our agency has experienced is a testament to our DSP's, Managers, Directors and Administrators. As our agency grows we must make room for the professional growth of our DSP's, Directors and Administrators. Staff that provide commitment and quality services should have the opportunity to experience professional growth. Competent staff that have a proven track record should be given the opportunity to take on new roles and responsibilities for their professional and personal growth on their mental map toward success. When our staff are successful our agency and clients become the benefactors of that success, when our staff win, those we serve win.

In the spirit of growth and adaptation to that growth I am pleased to announce I will be relinquishing my title as Chief Operations Officer to Tyler Lyon. Tyler's new role as COO will allow me to focus on intake and development working directly with Monty Rogers-Williams, our current Program Director. Tyler Lyon has experience both in Nursing and Programming at AID with a bachelor's degree in nursing from Saint Mary's at Notre Dame. Tyler started working in the waiver field as a Direct Support Professional with experience in home health. Please join me in welcoming Tyler in her new role as she moves forward in her new position as Chief Operations Officer reporting to Latasha Lesure, our CEO.

Change is inevitable and I must admit it is true what they say, the only thing that stays the same is change. More change is sure to come and we will continue to adapt to those challenges by creating opportunities for staff with a track record of excellence and commitment. There will be future announcements with changes in roles and responsibilities within AID in the months to come as we continue to adapt and grow. We will continue to strive to provide excellent services, excellent communication and collaboration with the support teams and staff.

Regardless of your role as DSP, Manager, Director, Case Manager, Guardian, Behavior Consultant, Therapist you are important and vital to the success of the individuals we serve. Let's continue to work together, and communicate together, when we win together the individuals we serve become the benefactors of that success.

God bless,

Chris Booth

A LETTER FROM OUR CEO

Happy March AID family and friends. I hope March brings some nice weather; if not it's still a blessing to see what mother nature brings. If you haven't checked out our facebook page; please do. It contains information about current events that are happening with AID. We are also doing admin spotlight. This way you can match a name with a face. We also have our website: aidofindiana.com; where employees can stay up to date with calendar events, employee assemblies, and the employee handbook. Just click on join our team and then employees. This is password protected so if you do not have the password reach out to Matthew Clinger via scomm to receive it. I want to give a huge shout out to all of the AID staff that went above and beyond to make sure our individuals and co workers were taken care of during the snowstorm. Also a big shout out to all staff for the constant communication during that time. That's what teamwork is all about. AID is truly blessed for the amazing staff we have; thank you. We are also currently hiring for: DSP's, CEP's, nurses, and receptionists. As a reminder AID will be moving building locations in the spring. Our new location will be 9434 Lima Rd(Lancia Park). If you know someone who is part of the AID family and they are not receiving a Lotus newsletter please reach out to Matthew Clinger via scomm or at matthew@aidofindiana.com. Like always thank you for all the continuous support, prayers, and dedication. Have a blessed March!

Sincerely,

Latasha Lesure
CEO

WHAT'S NEW?

- AID is doing Administrative Staff Spotlight on the Facebook page. We will have a new admin every week!
- If you have not taken CPR please contact Human Resources to set up your class date. CPR will be held on Fridays.
- Please checkout our Facebook page for weekly updates and information!
- 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
- We have a new location!: 9434 Lima Road Fort Wayne, Indiana
- We are 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

- March: Women's History Month
- March 1st: Mardi Gras
- March 2nd: Ash Wednesday
- March 5th: Orientation
- March 7th-18th: Orientation
- March 13th: Day-Light Savings Time
- March 17th: St. Patrick's Day
- March 17th: A.I.D. Lucky Clover Dance
- March 20th: Spring Equinox



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

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!

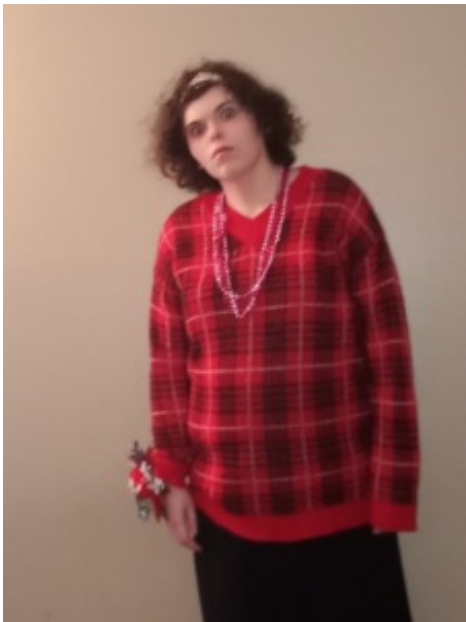
PROTECT YOURSELF AND OTHERS FROM COVID-19

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 UNDERNEATH the Employee Engagement Photo saying "Lucky Leprechaun" with an emoji of a 4-leaf clover & SCOMM Matthew 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

Michaelle Camille
Joshua Jones (FSW) (Pictured)



(We appreciate your hard work and dedication)

HOUSE OF THE MONTH: SALGE

(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 JANUARY WINNER: WADSWORTH

ACTIVITY OF THE MONTH:
WORD SEARCH

A.I.D.'s Word Search

B Y M U V Z P B H C I E U L D M A M U B
X H T X Z Z A P T E A A Y P U C D A F P
B U L I Q P F A Q W L J M R A C X D T A
R I J L U O C F R O L P D S P R E I D T
A S S I S T A N C E H A I C V S N G T R
V S Y A I C Z W D B K M K N S X A N G I
N W Q F E N E U J N O L O E G I Y I K C
H T O C P R D M C H H J K H F T M T U K
A U G Z H C U E P A P K D E U O A Y K S
A E X U C J W I P L O F A L A F R B O D
R I H E A L T H H E O A B T S T C E S A
A F M F Q R B Y Z L N Y C D M D H W S Y
I D O R G E R M N A O D E D P N C S Y T
N B F N A O J Y A A E T E E W R L M A Z
B W F F V A L P J N Q J V N S K I R F H
O H G G A X H D N C A X P N C L U V H M
W M E D I C A T I O N G S L Q E T Q E M
P V O H R K S L L E P R E C H A U N H T
B C B T G Z U A U Q L H N R M H S L U R
R T J I W G C L X G W X R S S T N Q R K

Independence

Assistance

Lakeforest

PatricksDay

Medication

Leprechaun

Managers

Employees

Helping

Rainbow

Health

Privet

Gold

CPR

Dignity

March

BIRTHDAYS

Laurali Acord
Antoinette Aquila
Alexis Baker
Cynthia Baker
Kristin Bodey
Jessica Booker
Renee Boothby
Konjeta Burks
Dawn Canaday
Gwendolyn Carpenter
Wallace Collier
Wendy Cruse

Britteny Cuffer
Kerri Davis
Kimberly Davis Eliason
Alyssa Earls
Jamie East
Steven Erbse
Leland Faulda
Michael Fear
Gary Grossman
Deborah Harris
Paulette Harris
Anthony Hatfield

Nathaniel Hall
Billy Joe Howell Sinnard
Raw Htoo
Cheyanne Huey
Melissa Janes
Suzanne Jones
Gabriella Kyle
Jabria McCaleb
Olivia McCreery
Jennifer Moore
Terry Palmer
Susan Pierce

Quintin Robinson
Christa Stevens-Shafer
Janice Taylor
Anesha Woods-Bell
Ashley Zimmerman
Cindy Warr

ANNIVERSARIES

Gloria Abernathy 3/30/20
Mary Bloom 3/6/17
Laura Blott 3/27/21
Doris Booher 3/27/21
Rebecca Bridges 3/20/20
Tonya Bryson 3/17/21
Anastacia Burton 3/6/21
Tina Calvin 3/30/20

Amanda Clymer 3/3/20
Linda Davis 3/12/19
Christian Curts 3/8/21
Robin Dumont 3/20/21
Lottie Farver 3/6/21
Cristal Hall 3/30/20
Anthony Hatfield 3/4/21
Catherine Howard 3/4/21

Anita Kapp 3/2/21
Matthew Kennedy 3/9/21
Gabriella Kyle 3/9/20
Rochelle LaBon 3/19/18
Gary McGinnis 3/22/21
Harmoni Otis 3/27/21
Terry Palmer 3/16/20
Eunice Popoola 3/13/17

Danielle Robinson 3/11/21
Natalie Robinson 3/22/21
Elizabeth Rodriguez
Latisha Sanders 3/11/19
Shanetta Stewart 3/8/21
Candace Thompson
Diane Wine 3/20/20
Shelly Winter 3/2/21



Who Are the Administrators:

Latasha Lesure
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Monty Rogers-Williams
Program Director
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Lukesha Bradford
Quality Director
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Cynequa Relue
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House Managers:

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Susann Gottfried (Garden Park)
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Aquila Walton (Forest View)
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Mystery Pattel (Tapered Bank)
mystery@aidofindiana.com

Rhonda Smith (Breckenridge)
rhonda@aidofindiana.com

(Normandale)
(Rivulet #1)
(Parkcrest)

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.

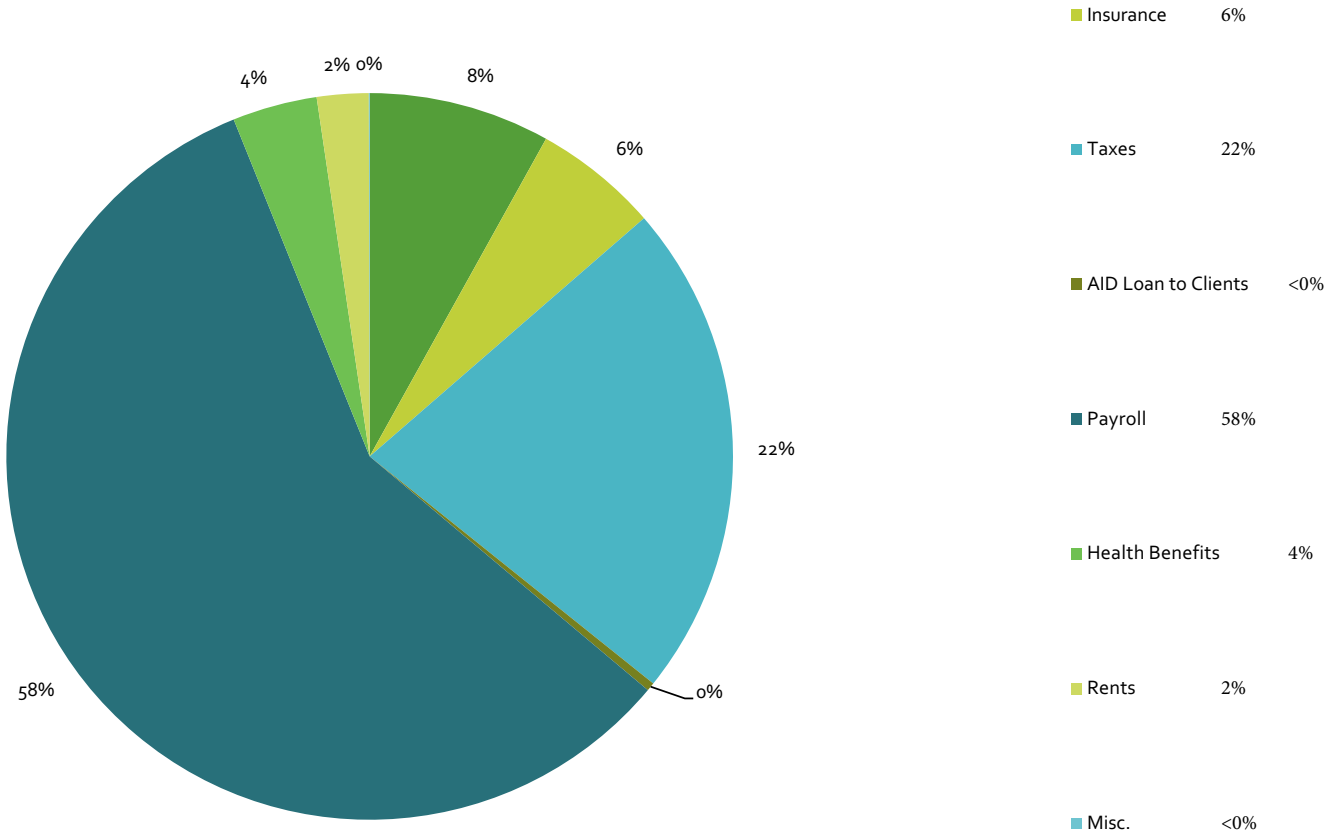
BBDS office

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.



AID of Indiana: Monthly Finances February 2022



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.

