



**REGULAR BOARD
MEETING MINUTES**

Tuesday, April 15, 2014

I. Call to Order

The meeting was called to order at 6:04 p.m. by Debra Buccilla.

II. Roll Call

	Present	Absent	Prior Notice	
Linda Barber		X	X	
Kelly Brick	X			
Debra Buccilla	X			
Sheila Meyer	X			
Theresa Nixon	X			
Sharon Scruggs	X			
Mark Weedy	X			

Staff Present:

John Pekar, Superintendent	Jodi Blais, Director of Educational Services
Gaynor Pfeffer, Executive Assistant	Deb Albert, Director of Services & Supports
Bob Gaston, Director of Adult Service Options	David Uhl, Director of Business Development
Ray Schmidt, Director of Quality, Innovation and Planning	John Bosser, Community Outreach Coordinator
Cindy Hillberry, Director of Human Resources Facilities Management	Sue Smith, Petermann Transportation
Beth Seifert, Chief Fiscal Officer	Michelle Dexter, Individual Budget Supervisor
Lois Everitt, ISC Supervisor	LaTisha Bloom, ISC

III. Additions/Corrections to the Agenda

- Old Business– Financial Advisory Committee
- Distributed Copies of Resolutions 2014-04-08 & 2014-04-09
- Change to March 17, 2014 Meeting Minutes

IV. Public Comment

There was no public comment.

V. Staff Recognition

Debra Buccilla and the Superintendent introduced Michelle Dexter, Lois Everitt and Latisha Bloom to recognize their work and involvement in the Region V Collaboration to build the Imagine System. They have become Product Experts in Person Centered Thinking process while continuing their regular job duties well beyond expectation.

VI. Approval and Signing of Minutes

March 18, 2014 Regular Board Meeting Minutes

Moved by Kelly Brick and seconded by Theresa Nixon that the Fairfield County Board of Developmental Disabilities approves the March 18, 2014 regular board meetings minutes as presented.

Vote:	Yes	No	Abstain
Kelly Brick	X		
Debra Buccilla	X		
Sheila Meyer	X		
Theresa Nixon	X		
Sharon Scruggs	X		
Mark Weedy	X		

Motion carried unanimously.

VII. Resolution 2014-04-01: Ratification and Signing of Expenditures

Moved by Theresa Nixon and seconded by Kelly Brick that the Fairfield County Board of Developmental Disabilities approves and signs the expenditures as presented.

Vote:	Yes	No	Abstain
Kelly Brick	X		
Debra Buccilla	X		
Sheila Meyer	X		
Theresa Nixon	X		
Sharon Scruggs	X		
Mark Weedy	X		

Motion carried unanimously.

VIII. Committee Reports

A. Finance Committee

The Finance Committee met on Monday, April 14, 2014 to discuss the 2009/2010 Cost Report audit and potential levy request. Beth summarized the minutes.

Moved by Mark Weedy and seconded by Kelly Brick that the Fairfield County Board of Developmental Disabilities approve the audit report, management response and authorize the Superintendent to contact the County Prosecutor to investigate possible recovery from C.H. Mack for audit findings related to the software.

Vote:	Yes	No	Abstain
Kelly Brick	X		
Debra Buccilla	X		
Sheila Meyer	X		
Theresa Nixon	X		
Sharon Scruggs	X		
Mark Weedy	X		

Motion carried unanimously.

The Superintendent summarized levy collection scenarios. Beth Seifert distributed an expense comparison for levy planning. The Board discussed levy scenarios.

Moved by Theresa Nixon and seconded by Sharon Scruggs that the Fairfield County Board of Developmental Disabilities request the County Commissioners to place a request for 1.5 new continuing mills on the November 2014 ballot.

Vote:	Yes	No	Abstain
Kelly Brick	X		
Debra Buccilla	X		
Sheila Meyer	X		
Theresa Nixon	X		
Sharon Scruggs	X		
Mark Weedy	X		

Motion carried unanimously.

B. Human Resources Committee

No report.

C. Program Services Committee

No report.

D. Facilities Committee

No report.

E. Ethics Committee

No report.

F. Ad Hoc Committee on County Board Alliances

No report.

G. Social Purpose Enterprise Committee

Mark Weedy updated the Board from the April 15, 2014 Social Purpose Enterprise committee meeting. JobFusion has now integrated interns, the first 3 interns are currently working. There will be monthly meetings with job trainers to focus on goals. Funding will come through Adult Service Option's budget instead of the business budget to help with the amount of subsidy needed. Looking at new products for Sweet Innovations and the need to pull in a restaurant consultant. Also, discussed the impact of breaking the lease at the mall.

IX. President Update

Debra Buccilla distributed a handout of a training resource from the OACBDD website for board members to use. This is just one sample of a training packet, there are many more on the website. To retrieve, use the login that she provided on handout.

Debra stated that Section 1 – Role of a Board Member may be a good start for a retreat later this summer so all members can be on the same page in regards to our role as board members. There is also training available on the OACBDD website that board members can take to receive credits. There is a cost, so if you are interested, contact Gaynor and she will arrange for payment.

X. Superintendent Update

Celebration of Possibilities – we plan on having a wrap-up meeting later this week to see what everyone thought and how we proceed for next year.

A group from Disability Rights Ohio will be visiting tomorrow. They want to talk about the Imagine Project and initiatives.

XI. Leadership Team Report – Written Report Attached

Kelly Brick inquired about the Transformation Grant and national consultant. Bob Gaston stated it will most likely be someone from the Department of Labor.

Mark Weedy stated, good job on the overall score on the grant.

XII. Old Business:

A. Financial Advisory Committee:

Suggestions for potential committee members are to be sent to Superintendent. The committee will be comprised of 3 to 5 community members including 1 board member. Please send any recommendations to the Superintendent so we can begin making our decision and contacts.

XIII. New Business

A. Resolution 2014-04-02:

Employment Contract Renewal– Robert Gaston

B. Resolution 2014-04-03:

Employment Contract Renewal– John Bosser

Moved by Mark Weedy and seconded by Kelly Brick that the Fairfield County Board of Developmental Disabilities approves Resolutions #2014-04-02 and 2014-04-03, as presented.

Vote:	Yes	No	Abstain
Kelly Brick	X		
Debra Buccilla	X		
Sheila Meyer	X		
Theresa Nixon	X		
Sharon Scruggs	X		
Mark Weedy	X		

Motion carried unanimously.

C. Resolution 2014-04-04:

Contract Renewal– Informational & Referral

Moved by Theresa Nixon and seconded by Sheila Meyer that the Fairfield County Board of Developmental Disabilities approves Resolution #2014-04-04, as presented.

Vote:	Yes	No	Abstain
Kelly Brick	X		
Debra Buccilla	X		
Sheila Meyer	X		
Theresa Nixon	X		
Sharon Scruggs	X		
Mark Weedy	X		

Motion carried unanimously.

D. Resolution 2014-04-05:

Policies for Review & Approval– Readopted

Moved by Theresa Nixon and seconded by Mark Weedy that the Fairfield County Board of Developmental Disabilities approves Resolution #2014-04-05, as presented.

Vote:	Yes	No	Abstain
Kelly Brick	X		
Debra Buccilla	X		
Sheila Meyer	X		
Theresa Nixon	X		
Sharon Scruggs	X		
Mark Weedy	X		

Motion carried unanimously.

E. Resolution 2014-04-06:

Resignations/Terminations/Retirements

Moved by Sharon Scruggs and seconded by Kelly Brick that the Fairfield County Board of Developmental Disabilities approves Resolution #2014-04-06, as presented.

Vote:	Yes	No	Abstain
Kelly Brick	X		
Debra Buccilla	X		
Sheila Meyer	X		
Theresa Nixon	X		
Sharon Scruggs	X		
Mark Weedy	X		

Motion carried unanimously.

F. Resolution 2014-04-07:

Revised 2013/2014 School Calendar

Moved by Kelly Brick and seconded by Theresa Nixon that the Fairfield County Board of Developmental Disabilities approves Resolution #2014-04-07, as presented.

Vote:	Yes	No	Abstain
Kelly Brick	X		
Debra Buccilla	X		
Sheila Meyer	X		
Theresa Nixon	X		
Sharon Scruggs	X		
Mark Weedy	X		

Motion carried unanimously.

G. Resolution 2014-04-08:
Revised Position Description

Moved by Mark Weedy and seconded by Sheila Meyer that the Fairfield County Board of Developmental Disabilities approves Resolution #2014-04-08, as presented.

Vote:	Yes	No	Abstain
Kelly Brick	X		
Debra Buccilla	X		
Sheila Meyer	X		
Theresa Nixon	X		
Sharon Scruggs	X		
Mark Weedy	X		

Motion carried unanimously.

H. Resolution 2014-04-09:
Memorandum for Understanding– Fairfield County Educational Service Center

Moved by Mark Weedy and seconded by Theresa Nixon that the Fairfield County Board of Developmental Disabilities approves Resolution #2014-04-09, as presented.

Vote:	Yes	No	Abstain
Kelly Brick	X		
Debra Buccilla	X		
Sheila Meyer	X		
Theresa Nixon	X		
Sharon Scruggs	X		
Mark Weedy	X		

Motion carried unanimously.

I. Informational Items:
 Procedures for Review
 New Hires

XIV. Executive Session

Moved by Mark Weedy and seconded by Theresa Nixon that the Fairfield County Board of Developmental Disabilities enters into executive session to discuss the contract status of an employee.

Vote:	Yes	No	Abstain
Kelly Brick	X		
Debra Buccilla	X		
Sheila Meyer	X		
Theresa Nixon	X		
Sharon Scruggs	X		
Mark Weedy	X		

Motion carried unanimously.

The Board went into executive session at 7:07 p.m.

The Board returned from executive session at 7:30 p.m.

Moved by Mark Weedy and seconded by Theresa Nixon that the Fairfield County Board of Developmental Disabilities authorizes the Superintendent to respond the Request for Proposal through the Ohio Department of Developmental Disabilities.

Vote:	Yes	No	Abstain
Kelly Brick	X		
Debra Buccilla	X		
Sheila Meyer	X		
Theresa Nixon	X		
Sharon Scruggs	X		
Mark Weedy	X		

Motion carried unanimously.

The Board discussed the evaluation process of the Superintendent. Debra Buccilla has tried to contact Vinton Board President to see if they want to participate in the Superintendent evaluation process. Debra Buccilla and Theresa Nixon will attend the next Vinton Board meeting to discuss the evaluation process and get their thoughts on participating. The Board would like them to collect information and send a representative from their Board to attend our next Executive Session and discuss. Mark Weedy will coordinate the

evaluation process and make sure Fairfield and Vinton Board members along with the Senior Leadership team receive an evaluation packet. Gaynor will mail packets along with self-addressed return envelope to Mark Weedy.

XV. Adjournment

Moved by Mark Weedy and seconded by Theresa Nixon that the Fairfield County Board of Developmental Disabilities adjourns the meeting.

Vote:	Yes	No	Abstain
Kelly Brick	X		
Debra Buccilla	X		
Sheila Meyer	X		
Theresa Nixon	X		
Sharon Scruggs	X		
Mark Weedy	X		

Motion carried unanimously.

Meeting adjourned at 7:53 p.m.

 Gaynor Pfeffer
 Recording Secretary

 Debra Buccilla, President
 Fairfield County Board of
 Developmental Disabilities

 Theresa Nixon, Secretary
 Fairfield County Board of
 Developmental Disabilities



Resolution # 2014-04-01

April 15, 2014

IN THE MATTER OF RATIFICATION AND SIGNING OF EXPENDITURES AND FINANCIAL STATEMENTS FOR MARCH 2014

WHEREAS, The Fairfield County Board of Developmental Disabilities has reviewed the March 2014 expenditures and Financial Statements,

NOW THEREFORE,

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board accepts and approves the March 2014 expenditures and Financial Statements as presented.

Motion by: Theresa Nixon

Seconded by: Kelly Brick

YEAS: 6

NAYS: 0

ABSTENTIONS: 0

ADOPTED: April 15, 2014

I certify that this is a true and correct copy of Resolution #2014-04-01.

Theresa Nixon, Board Secretary



Resolution # 2014-04-02

April 15, 2014

IN THE MATTER OF EMPLOYMENT CONTRACTS

WHEREAS, the Fairfield County Board of Developmental Disabilities and Robert Gaston have previously entered into a limited employment contract for Mr. Gaston to serve in the position of Director of Adult Service Options, and

WHEREAS, Mr. Gaston retired effective June 27, 2012 and has continued serving in the position of Director of Adult Service Options on a one-year limited contract, and

WHEREAS, the Fairfield County Board of Developmental Disabilities and Mr. Gaston wish to renew the one-year limited employment contract effective July 2, 2014, and

WHEREAS, there are no changes to the contract other than updating it to his current salary,

NOW THEREFORE,

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board approves the one-year limited employment contract with Robert Gaston, as presented.

Motion by: Mark Weedy
Seconded by: Kelly Brick
YEAS: 6
NAYS: 0
ABSTENTIONS: 0

ADOPTED: April 15, 2014

I certify that this is a true and correct copy of Resolution #2014-04-02.

Theresa Nixon, Board Secretary



Resolution # 2014-04-03

April 15, 2014

IN THE MATTER OF EMPLOYMENT CONTRACTS

WHEREAS, the Fairfield County Board of Developmental Disabilities and John Bosser have previously entered into a limited employment contract for Mr. Bosser to serve in the position of Community Outreach Coordinator, and

WHEREAS, Mr. Bosser is willing to enter into a new contact, as attached, and

NOW THEREFORE,

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board approves the one-year limited employment contract with John Bosser, as presented.

Motion by: Mark Weedy
Seconded by: Kelly Brick
YEAS: 6
NAYS: 0
ABSTENTIONS: 0

ADOPTED: April 15, 2014

I certify that this is a true and correct copy of Resolution #2014-04-03.

Theresa Nixon, Board Secretary



Resolution # 2014-04-04

April 15, 2014

IN THE MATTER OF A CONTRACT RENEWAL WITH INFORMATION AND REFERRAL OF FAIRFIELD COUNTY FOR AFTER HOUR PHONE COVERAGE AND INFORMATION AND REFERRAL SERVICES

WHEREAS, Information and Referral of Fairfield County previously contracted with the Fairfield County Board of Developmental Disabilities to provide after hour phone coverage and ongoing comprehensive information and referral services, and

WHEREAS, the aforementioned contract is set to expire on April 30, 2014, and

WHEREAS, the Fairfield County Board of Developmental Disabilities and Information and Referral of Fairfield County wish to enter into a contract renewal,

NOW THEREFORE,

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board approves the contract renewal with the Information and Referral of Fairfield County, as presented.

Motion by: Theresa Nixon
Seconded by: Sheila Meyer
YEAS: 6
NAYS: 0
ABSTENTIONS: 0

ADOPTED: April 15, 2014

I certify that this is a true and correct copy of Resolution #2014-04-04.

Theresa Nixon, Board Secretary



Resolution # 2014-04-05

April 15, 2014

IN THE MATTER OF POLICIES FOR REVIEW AND APPROVAL

WHEREAS, the following policies are scheduled for review:

F-01, Financial Planning and Management
HR-37, Tuition Reimbursement

and

WHEREAS, there are no recommended changes in the above-referenced policies,

NOW THEREFORE,

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board approves the re-adoption of the policies listed above and as presented.

Motion by: Theresa Nixon
Seconded by: Mark Weedy
YEAS: 6
NAYS: 0
ABSTENTIONS: 0

ADOPTED: April 15, 2014

I certify that this is a true and correct copy of Resolution #2014-04-05.

Theresa Nixon, Board Secretary



Resolution # 2014-04-06

April 15, 2014

IN THE MATTER OF STAFF RESIGNATIONS, TERMINATIONS & RETIREMENTS

WHEREAS, Tracey Lee, Training Coordinator and Renae Roscoe, Substitute Nurse have submitted their resignations,

NOW THEREFORE,

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board accepts and approves the above resignations as presented.

Motion by: Sharon Scruggs

Seconded by: Kelly Brick

YEAS: 6

NAYS: 0

ABSTENTIONS: 0

ADOPTED: April 15, 2014

I certify that this is a true and correct copy of Resolution #2014-04-06.

Theresa Nixon, Board Secretary



Resolution # 2014-04-07

April 15, 2014

IN THE MATTER OF REVISED 2013/2014 SCHOOL CALENDAR

WHEREAS, due to the unexpected calamity days this year and a miscalculation of working days the 2013/2014 school calendar has been revised, and

WHEREAS, the revisions include extended days for both staff and students,

NOW THEREFORE,

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board accepts and approves revised 2013/2014 school calendar as presented.

Motion by: Kelly Brick

Seconded by: Theresa Nixon

YEAS: 6

NAYS: 0

ABSTENTIONS: 0

ADOPTED: April 15, 2014

I certify that this is a true and correct copy of Resolution #2014-04-07.

Theresa Nixon, Board Secretary



Resolution # 2014-04-08

April 15, 2014

IN THE MATTER OF THE REVISION OF POSITION DESCRIPTIONS

WHEREAS, the following position description has been reviewed:

- Training Coordinator

and

WHEREAS, the administration is recommending revisions to the attached position description to reflect changes in the current job duties,

NOW THEREFORE,

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board approves the revised position description as presented.

Motion by: Mark Weedy

Seconded by: Sheila Meyer

YEAS: 6

NAYS: 0

ABSTENTIONS: 0

ADOPTED: April 15, 2014

I certify that this is a true and correct copy of Resolution #2014-04-08.

Theresa Nixon, Board Secretary



Resolution # 2014-04-09

April 15, 2014

IN THE MATTER OF A MEMORANDUM OF UNDERSTANDING WITH THE FAIRFIELD COUNTY EDUCATIONAL SERVICE CENTER

WHEREAS, the Fairfield County Educational Service Center (ESC) has submitted a proposal titled FAST Forward for a Straight A grant to the Ohio Department of Education (attached), and

WHEREAS, this initiative is designed to advance the capacity of Fairfield County's educational services network to effectively prepare every student graduating to succeed in post-secondary college or career environments, and

WHEREAS, The ESC envisions this initiative to be carried out in consortium with partner school districts and Fairfield DD,

NOW THEREFORE,

BE IT RESOLVED BY THE Fairfield County Board of Developmental Disabilities:

That the Board authorizes the Superintendent to enter into a Memorandum of Understanding with the Fairfield County Educational Service Center for the FAST Forward initiative.

Motion by: Mark Weedy
Seconded by: Theresa Nixon
YEAS: 6
NAYS: 0
ABSTENTIONS: 0

ADOPTED: April 15, 2014

I certify that this is a true and correct copy of Resolution #2014-04-09.

Theresa Nixon, Board Secretary



**Fairfield County Board of DD
Leadership Team Report
April 15, 2014**

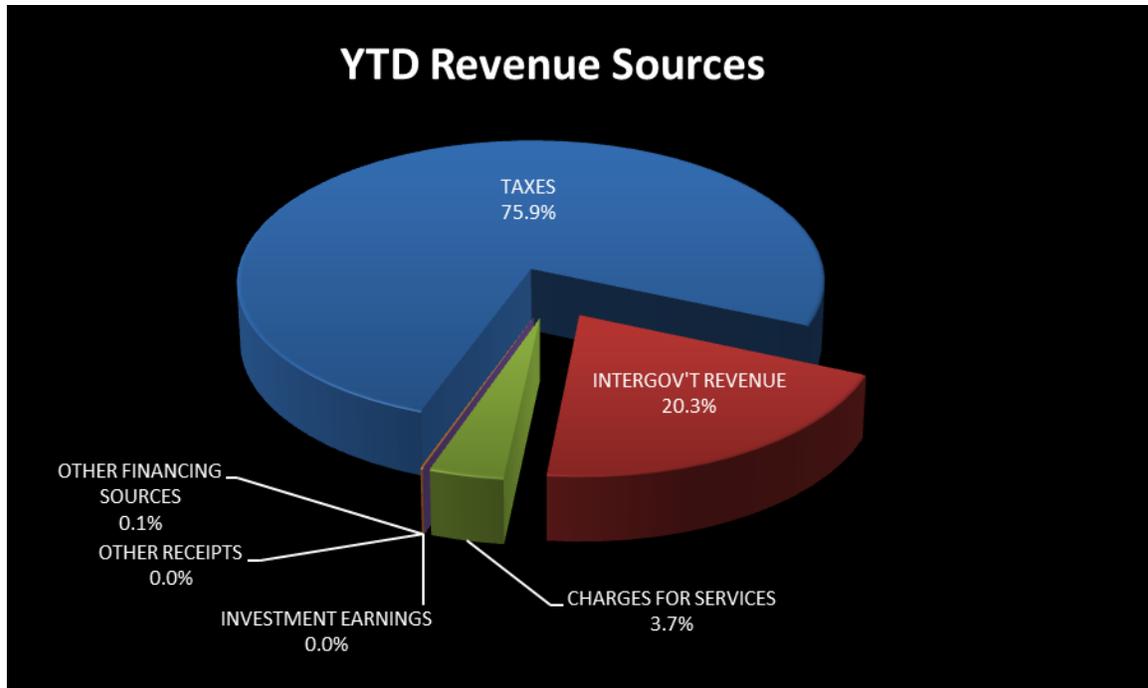
Finance

Beth Seifert

Revenues:

Revenues were approximately \$78,500 above projections.

Property Taxes	\$ 203,800
One on One Aide Reimbursements	26,600
Vinton Co. Reimbursement	13,000
RSC (Community Employment, Benefit Analysis & Embracing Autism, Discover U)	- 117,000
MAC/RMTS	-26,000
ODE	-18,400
Title XX	-13,100
REM – Adult Day Services	-19,700



Expenditures:

Expenditures were approximately \$1,166,000 below projections.

Salary and Benefits were below projections by \$229,100.

Quarterly Summary (Salary and Benefit Variance)

Unfilled positions (turnover)	\$ -65,000
Positions budgeted not yet filled	-49,300
Contingency for Vacation/Sick Payouts	-12,900
Elimination of paid lunch	-31,800
Health Insurance increase less than anticipated	-12,100

There were 10 positions that were vacant at least part of the quarter. There were an additional 6 positions that have not yet been filled from the beginning of the year.

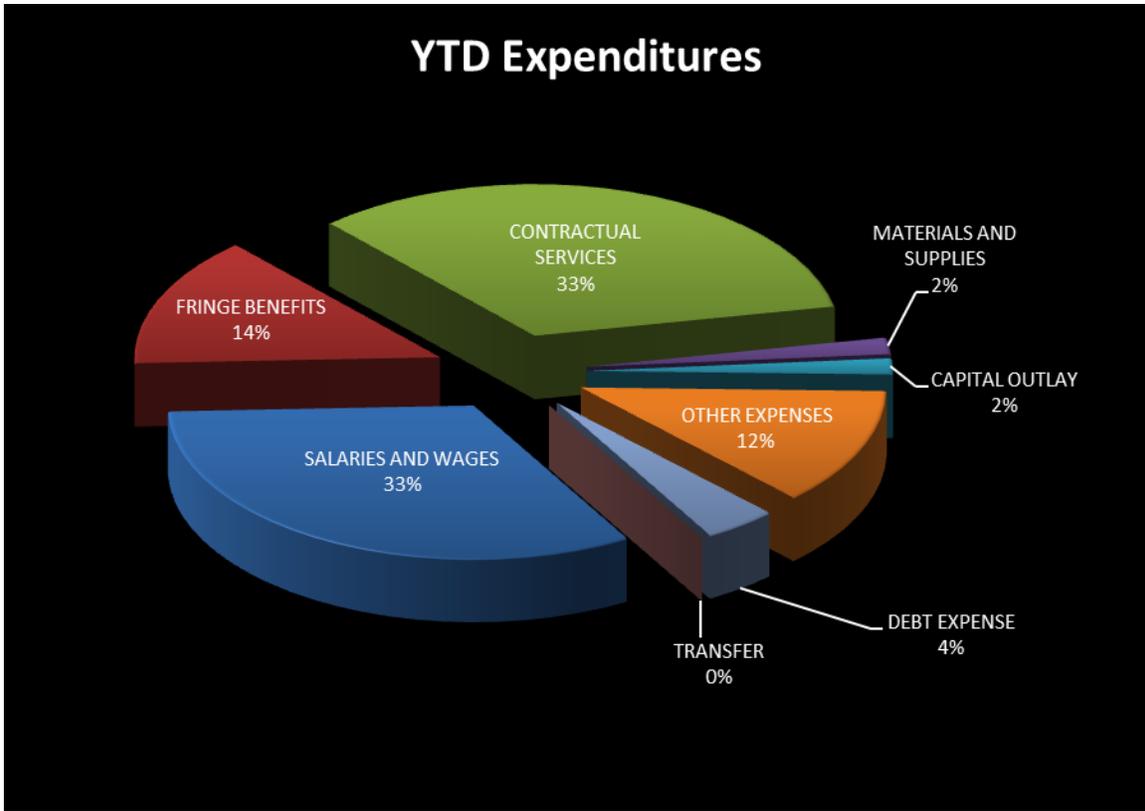
Each budget year we set aside dollars for the potential payout of vacation (resignations) and sick pay (retirements). We had one vacation payout during the quarter.

Non-wage expenditures were \$937,000 below projections. Contract Services are trending lower than we anticipated.

Major Variances:

Tax Settlement Expenses	\$ -82,900
Therapies	-277,600
Property Maintenance (utilities, custodial...)	-200,800

In addition, Waiver match/fees came in under budget by \$210,000.



Technology:

Jay Mattlin

Gatekeeper

Primary Solutions released a fairly significant upgrade to Gatekeeper toward the end of March. The majority of the upgrade is upgrading the database engine that runs Gatekeeper but there are also several security updates including the ability for staff to reset their own passwords and emails to let the administrator know that someone has locked themselves out. This upgrade is scheduled for April 1.

Administration

Jay completed 81 trouble tickets this month. Jay and Michelle continue to work with County IT on the Time and Attendance implementation. This project is going very well and from a technology stand point, we have very little problems. We should soon be ready to roll out Time Clock Plus to the next group of users. There was an iPad update available from Apple. We still do not have all of our iPads running the same operating system as of March 31. Jay had originally refrained from upgrading because there were a couple of Bluetooth issues that prevented us from using the wireless keyboard cases that we had purchased with the iPads. That problem has since been fixed and Jay is beginning to update

all of the iPads to iOS 7.1. We also have a problem with Exchange, our email server, locking accounts out on iPads that are not running at least iOS 7. Upgrading those iPads will hopefully alleviate the problem.

In April, Jay will be swapping out the ISC iPads for iPads that have the built in cellular chip to allow them to have an always on data connection. This will allow the ISCs to always be able to access Gatekeeper and Intellivue, regardless of WiFi availability. The iPads that are currently being used by the ISC's will be repurposed throughout the organization.

Jay has setup two days a week that he is in each building (Pickerington and Carroll) and staff can come to him with problems or training issues. He will also try and reserve those days for completing tickets unless the need is urgent.

The Opportunity Center

The new wireless access point that was installed in the production area was having problems issuing IP addresses to clients so it was taken down and sent back to County IT to be reprogrammed. It was reinstalled at the end of March and is working now.

Human Resources and Operations

Cindy Hillberry

Human Resources:

During the month of March Rachel has continued to index dead files into Intellivue. Rachel has been working on new hire paperwork as well as reviewing the new hire information from when she was out on leave. She posted jobs for a part time Receptionist/Scanner at Forest Rose School, ISC Assistant to replace Yves Cousanon, and ISC. Rachel is continuing to work with John Bosser on the bi-weekly newsletter Fairfield DD in Focus and assisted in taking photos for the Celebration of Possibilities Edition of the Imagine. She helped David Uhl in posting to Facebook to make people aware of DD awareness month. Rachel attended a planning meeting with Cindy and Mark Giesler for the upcoming CARF review. It is now evaluation time. All evaluations were due to Cindy by April 4 and will be reviewed at the Leadership Team Meeting on April 15. After that review, managers will begin the process of reviewing evaluations with employees. In addition, we have filled the following positions: One-on-One Aide (2), Ancillary Support Specialist and Hygiene Aide.

New Hires for the month of March:



Dianna Morris (Kyle), Individual Support Coordinator

Dianna K. Morris or as she prefers to be called, Kyle, is a graduate of Capital University where she earned a Bachelor of Arts degree in Psychology. Kyle has worked since September 2001 in the field of child welfare in both Franklin and Pickaway Counties. Kyle also has experience in providing Applied Behavior Analysis to children with autism. Kyle was married in 2010 to her husband Joe Morris. They welcomed a daughter in February 2013. Kyle looks forward to working in her community and using her experience of working with families in this new capacity.



Tiffany Kline, One-on-One Aide

Tiffany entered the field at 18 as a Home Care Attendant. She went on to college and received an Intervention Specialist degree in moderate to severe needs. She is very involved in the Special Olympics and attends many of the events hosted by the Fairfield County Board of Developmental Disabilities. Tiffany is a strong advocate for the belief in abilities and promoting independence among the population.



Tasha Thomas, Substitute Nurse



Holly Clark, Life Coach

Holly has been a resident of Fairfield County the majority of her life. She graduated from Fairfield Union High School and Fairfield Career Center in 2008. Holly worked as a Home Health Aide and independent provider for approximately five years. Growing up with two younger siblings with disabilities, Holly has a passion for working and helping individuals. In her free time, Holly enjoys spending time with her two boys, Braden and Thoren. Her hobbies include fitness training, nutrition, and most outdoor activities.



Jeff Schmelzer, Life Coach

Jeff has been in Social Services for 10 years. He has his Bachelors of Science in History from Huntington University. He has been married for 21 years and has 3 children.

Highlights from March FairfieldDD In Focus:

Award winning author Carole Amber visited Forest Rose School in February presenting her children's book "The gift of the LadyBug." The message from Carole is that we are all ladybugs. This story is all about celebrating all the differences between us, and differences should be celebrated. She was inspired to write this story after her newborn son, T.J., was diagnosed with a rare disease, T.J. was 14 months when he died but in his short life taught Carole and her husband that everyone is perfect exactly the way they are. Her story has brought many readers peace and hope. Each child received a copy of her book, which was donated by the Kiwanis Club of Lancaster.

The 1920s; Artwork Inspired by the Roaring 20's ran February 28th through March 27th at Art & Clay on Main.

Saturday, February 22nd 76 people (38 teams) attended the 7th Annual Frosted Flatrocks charity doubles disc golf tournament at Keller-Kirn Nature Park in Lancaster. The Lancaster Disc Golf Alliance with the efforts of all participants in the tournament raised approximately \$200 of non-perishable items and \$750 in cash donations to benefit the Foundation Dinners. It provides Fairfield County citizens with 3 meals a day 365 days of the year and is now directed by Ed's son Gary Clum. Over the last 2 years, instead of just delivering the food and cash himself, Ryan Hunt has taken a different group of individuals from the Opportunity Center to help. Some individuals have a relationship with Foundation Dinners from volunteering and donating food items in the past. This is a great opportunity to show the individuals we serve that giving back is a way to make meaningful contributions.

The 2014 Annual Celebration of Possibilities was held on March 27th at the Bloom Carroll Middle School. The evening included music by the "The Nostalgics" Big Band. Entertainment was provided by The Dancing Wheels Company and the TNT Dancers from Susan's Tap N Toe. Congratulations to this year's award winners Deanna Kirwin Award for Individual Achievement —Janna Wicks, Distinguished Service Award — John Wagner, Hartung Family Pioneer Award — Dave Macioci, McGhee Family Inspiration Award —Fairfield Medical Center Autism Camp, McGhee Family Inspiration Award — Cody Sarensen, Commitment Award— Rob and Dawn McDonald, Goldie Fields Spirit Award — Missing Link Motorcycle Club. Our Hall of Fame winners were Tony Fortkamp, Betty Flynn, Gay Grandstaff, Sharon Walton, Marcia Hill and Phyllis and Russ Shanks, Legacy Award—Dr. Edwin Payne.

HR Summary:

Hires - In 2012, we hired 28 individuals for open positions and 18 substitutes for a total of 46. In 2013, we hired 36 individuals for open positions and 18

substitutes for a total of 54. Through March of 2014, we have hired 11 new staff members and 3 substitutes for a total of 14.

Separations - In 2012, we had 20 separations from employment. This included one from the position now termed as Life Coach, two from "other" adult services for a total of three. Forest Rose had two separations in One-on-One Aides, one Instructor Assistant, one Instructor, one "other" for a total of five. The SSA department lost 4 ISC's and one "other" for a total of five. In addition, we had seven separations of substitutes.

Of the twenty separations, eight resigned for another job, three resigned for personal reasons, three retired, two were terminated and four were "unknown."

In 2013, we had 29 separations. Adult Services had five Life Coaches and three "other" for a total of 8. Forest Rose had three One-on-One Aides, three Instructors and two "other" for a total of 8. The SSA Department lost one ISC and one "other" for a total of two. Ten substitutes separated from employment. There was also one "other" position with a separation (Department of Quality).

The 29 separations were based on 10 resignations for other employment, eight resignations for personal reasons, four retirements, five terminations and two "unknown."

Through February of 2014, we have had five separations. Adult Services has had one Life Coach. Forest Rose has had two One-on-One Aides and one "other" for a total of three. One ISC has left from the SSA Department.

Of the 5 separations to date, three have resigned for another position and two have resigned for personal reasons.

*NOTE: Please note that not included in the separation data are staff members who left one position for another position with Fairfield DD. Data contains only information on numbers truly leaving employment of Fairfield DD.

Operations and Maintenance:

We are replacing a pump at Forest Rose that supplies our heating and cooling to the building and installing new controls for these pumps so they operate more smoothly to extend the life of the motor. We had our BWC safety inspection at our Pickerington office on the 4th of this month and should have a report soon, and we are scheduling the rest of our buildings this month. The process of cleaning and re-organizing the production area at the OC is still moving forward, so that we can help people get out into the community. We have several projects coming up this spring/summer. We are continuing our efforts to save money on maintenance and utility costs, while providing great customer service.

Adult Services

Bob Gaston

Adult Services Planning Committee

John Pekar, Bob Gaston, Brad Changet, Leslie Dancho, Karla Giesler, Susan Barnett and Doug Mitchell attended a conference arranged by the Ohio Department of Developmental Disabilities on April 1st. We heard presentations from Rhode Island, Oklahoma and Vermont. These states are all in the process of transforming their service delivery models for individuals with developmental disabilities. It was very interesting to hear their experiences. They shared a great deal of information that will be very useful for us as we move forward. Rhode Island is currently working to comply with the Interim Settlement Agreement they reached with the US Department of Justice as it applies to Olmstead. Oklahoma is currently 2nd in the nation with the number of individuals with developmental disabilities employed in the community – 62% of people served by their system are employed. Vermont shared that they are in process of closing their remaining sheltered workshops and they spoke of the paradigm shift from 1967 to present.

Bob will be meeting with representatives from the Franklin County Board of DD on April 8th to discuss the futures plan they have developed and adopted. The hope is that they will share their experience and offer us some good advice on how best to proceed with our plan. Bob will also be meeting with a consultant on April 11th to discuss the possibility of assisting us on a local level with facilitating the development of a plan for Fairfield County and best ways to involve all stakeholders in our process.

Project Transformation Grant - We had a conference call with Kristen Helling with the Ohio Department of Developmental Disabilities regarding the next steps with the grant that has been awarded to Fairfield County DD. DODD will be arranging for a national consultant to spend 1-week on site with us to assess our current service delivery model and to begin the planning process for transformation. Eight sites in Ohio were selected by DODD for this grant. The consultants for this project are with the Office of Disability Employment Policy with the US Department of Labor. We should have a consultant assigned to Fairfield County in late May or early June.

Program Services Update:

Brad Changet

Meaningful Contributions - The individuals on the Megahan, McCracken, and Brooks's lines have been shopping for items and collecting donated items to make care packages to be sent to our men and women in the military. Once all the items were collected, the three groups baked sugar cookies, snicker doodle cookies, and pecan bars to add to the packages. In total they packaged and shipped eight boxes filled to the brim with items. The individuals were very

pleased with the support from everyone who donated and enjoyed being able to support our troops! The individuals on these lines would like to continue making packages every few months.

Seniors – The seniors are glad to finally see some signs of spring and have been working on making our area appear springy by decorating with shamrocks, Easter eggs, and a spring bulletin board. Our regular monthly outings have included trips to Art and Clay on Main, Olivedale Senior Center, Lowe’s, Alley Park, River Valley Mall, Bingo, Dollar Tree and the public library. The Men’s and Lady’s groups enjoyed their trips to Scrambler Marie’s and Rushville Antique Store for the ladies and Fisher’s Restaurant in Carroll for the guys. The seniors love to go out and explore the community and eat out! Several birthdays for the month of March were celebrated with lunches out at restaurants of each person’s choice. We are looking forward to our chair volleyball league beginning this month on April 16th. Good luck to our Rising Stars Volleyball team!

Art Rocks Studio - Art Rocks Studio artists have been working very hard on



making large puppets masks. The artists worked on several drawings before deciding on which one would make the perfect mask. All of our puppet making artists have been named "Artist of the Month" for all their

dedication and hard work on this new project!

Art Rocks Studio was invited to participate in the April 5 "Dig into Gardening" educational event by Connie Smith, Extension Program Assistant, Agriculture Master Gardener Coordinator. This was Art Rocks first show of the year and WOW what a successful day! We made over \$400 in sales and have request for button bags, garden journals and other items.

Community Swimming - On any given Monday, Wednesday, or Friday there is always an overly excited group of staff and peers ready for the swim trip to the local YMCA. Our habilitation area plans trips three times per week, rotating between a minimum of four staff and ten individuals. Many individuals swim multiple laps alongside staff, practicing for the local swim team while others cheer them on. Others play a game of pool basketball to keep up their skills for Special Olympics. Molly loves to do front flips and enjoys showing everyone how to do them. It is also a great time for friends to come together and have fun without thinking about exercising. For a few it is an opportunity to have some time out of their wheelchair to stretch and relax muscles that are usually very tight and cause pain. The YMCA has chair lift that allows people who use wheelchairs to safely transfer in and out of the water. There are a number of vests and floatation devices available to help folks with any ability stay safe in the pool. This activity is great for exercise, relaxation, physical therapy and sensory input.

Project: Transformation – The Employment First Initiative, sponsored by the Department of Developmental Disabilities, recently awarded the Fairfield County Board of Developmental Disabilities a grant called Project: Transformation. This initiative will provide guidance for us to successfully transform our model from facility-based services to integrated employment. We will be helping DODD collect data on what it takes to facilitate such a transformation and become peer mentors to others throughout Ohio.

The grant will provide us with technical assistance and consultation from a subject matter expert. This person will guide our efforts to create a transformation plan and submit it to the DODD. We will then implement the preliminary steps of the plan while keeping the Department informed of our progress. Once our plan is completed, we serve as mentor to other public and private providers. All told, we will receive up to \$55,000 for with this project. Brad and Leslie, who crafted the application, would like to thank everyone in the adult services department for your assistance and patience as we compiled the report for submission. We were very excited to hear that we were selected as one of eight agencies out of 28 who applied to receive the grant, and even more thrilled to learn that **we received the highest score** in the state! Fairfield County is the place to be.

Memorial Tribute - It was a little over a month ago that we at the Opportunity Center lost a person who was very dear to us. Her name is Rebecca Ward (Becky to us) and she passed on February 27.



She was one of the most kind, funny and positive people around. If anyone would have been capable of beating cancer, it would have been her. Unfortunately she had the type of cancer that most doctors have never heard of, let alone treat. She kept her sense of humor through it all. She touched so many people's lives including the individuals who worked here. She is and will continue to be sorely missed.

Rebecca Ward, Rest in Peace

Green Machine - This month has been exciting for the Green Machine! We have been getting ready for the upcoming event "Dig In The Garden" on April 5th in



Baltimore. Some of the things we have made for this event include leaf shaped butterfly ponds, hyper tufas, duct tape flower pens, and mushroom garden ornaments. We're aiming to start planting the garden by the end of the month (if Ohio weather cooperates!) We also just had a shelter installed in the garden out back so that we can have a cool

place to hang out in the upcoming summer months and for holding up our Farmers' Market!



Members of the Green Machine pose for a photo under the new shelter

Community Employment Services/JobFusion

Doug Mitchell

Our second class of interns began their DiscoverU journey on March 17. The young men and women have been working hard learning transferable skills to be used as they begin their first of three rotations on April 7th. The class completed the LiveSafe course taught by Karissa Carpenter, Planning Coordinator for FCBDD. Pictured left to right: Jasmine M., Irene R., Karissa C., Danny S., Billy C. and Kayla C. A variety of pretzels and drinks were donated by Auntie Anne's for our LiveSafe graduation!



DiscoverU is celebrating its second permanent placement with Ryan Simmons and his employment with Charley's Philly Steakery beginning Monday, April 7th.



Ryan knew from the first week he worked at Charley's, he wanted to be employed with the company. He was immediately accepted as a team member of the crew at the restaurant. Keeping his eye on the prize, he achieved his goal by hard work and dedication coming up through the ranks doing whatever tasks were asked of him and always with a smile. Ryan radiates a positive attitude daily and provides outstanding customer service to each and every consumer.

Prospective Candidates for 2015 Learn about Fairfield Medical Center/Project SEARCH

This has been an exciting month at Fairfield Medical Center for the Project SEARCH students. The first week of the month team meetings were held. Team meetings are held twice during the course of each 10-week internship period. Once at the beginning and again towards the end of the session. These meetings pull together all the central persons involved in the student's school career. It is a unique opportunity that brings together parents, the OODA Counselor, the instructor from the home school, the job trainer currently working with the student, and the current teacher, Mrs. Linda. Prior to each meeting an assessment is completed that evaluates the students on social behavior, appearance, communication and job performance. Doing these evaluations helps give a clear picture of a student's progress and what areas may require more attention.

On March 13th, there was an Interview Night that allowed prospective candidates interested in the 2015 Project SEARCH program an opportunity to meet with Mrs. Linda and the Project Search Job Trainers. This also allows current PS staff, FCBDD members, OODA Counselors and teachers from the county schools the chance to assess the students and learn more about their views on work, their communication skills, any volunteer/work study history and their interest in the program. While students are being interviewed, parents are participating in a separate Q & A session. Brandon Muck who was a 2013 Project SEARCH graduate and currently employed by FMC in the Dietary Department, spoke to the parents and shared how Project SEARCH supported him learning transferable vocational skills and obtaining a job.

The last weeks of the month were spent learning about the interview process. Student's spent classroom time role playing through mock interviews with Mrs. Linda. They were assessed by the other students who critiqued them and gave feedback on posture, eye contact, body language, and the clarity of their answers. This and other activities were done to prepare the students for a one-on-one mock interview with FMC's Human Resources Manager, Janet Cooper. Each student was able to experience the interview process first-hand and then receive feedback from Mrs. Cooper.

We finished the month with the start of everybody's favorite, Spring Break! Students return on April 7th and will resume work at their third and final internship sites.

New Collaboration Between DiscoverU and SOCIL

JobFusion is pleased to announce that plans are underway for Employment Skills Training Classes that will be held at DiscoverU. Pam Patula, Director at Southeastern Ohio Center for Independent Living (SOCIL), will be partnering

with JobFusion to help with funding a series of training classes. The classes will help potential employees learn skills they have requested and need to know to obtain and retain jobs in the community such as operating a cash register and credit card scanning system; answering phones (a multiple phone line/intercom system); understanding employer's expectations; coping with change; reading skills and preparing for an interview. As classes evolve, DiscoverU will be looking into ways to also offer trainings to the general public to learn skills to prepare for employment in the community. More information will follow in the upcoming months.

Job Development Report

March 2014

Businesses that hired in March	2
Positions filled in March	2
Job Losses in March	0
Customer Service/Follow-along by JobFusion	61
Number of individuals trained by JobFusion in March because of customer service visits.	5
Total number of individuals employed in the community on a regular basis.	63
Total positions filled since January 1, 2014	3
Total positions filled by JobFusion at Sweet Innovations, Art/Clay, Square 7 to date.	5
Number of individuals in some type of training program. Example: Job Training, Community Based Assessment, Employability Skills, Etc.	0
Number of individuals currently in DiscoverU	8
Number of individuals JobFusion is actively seeking employment for. (This does not include individuals in training programs). These are individuals ready to work today and the Job Developer is actively seeking employment for them.	19
Number of individuals JobFusion is actively seeking employment for that are from a "Day Habilitation" setting such as the "Opportunity Center".	6
Number of individuals referred to JobFusion that The Ohio Department of Developmental Disabilities, in partnership with Opportunities for Ohioans with Disabilities Agency has designated that is to be served from a Day Habilitation setting. (Fairfield County is designated 16 individuals)	2
JobFusion's availability to serve more individuals for training or for employment.	Today
Number of individuals referred to JobFusion for Discovery since January 1, 2014.	7
Total # of individuals referred to JobFusion that postponed or dropped out.	1
Placement at Forest Rose – expected to begin in April	1

Transition Services Update:

Susan Barnett

Transition Collaborative Meeting - our final meeting of this school year will be on April 11th, 2014. We will be completing the Employment First Local Leaders needs assessment. In the fall we will establish goals to work on based on this

information. We will be having observers from Pickaway County Employment First Local Leaders at this meeting to see how our collaborative formed.

Bridges to Transition Grant - summer program planning has begun! The Bridges Coordinator is working on eligibilities and plans to include summer work opportunity experiences for our students. Functional Training Services will be providing most of the work experiences with other vendors assisting with one to one job coaching opportunities where needed. The contracts have progressed and will be ready soon for signature for all funding to be inputted into Amy's budget for all the services for this summer. JobFusion is working hard to assist us in obtaining the closures needed for our goals for this year!

Fairfield Medical Center Project Search - nine students have been selected for the new class next year at Project Search! Linda and I will be scheduling IEP meetings for the selected students. Then JobFusion will be scheduling their intake appointments. Our current Project Search students will be graduating May 29th! JobFusion has begun job development activities for our students that are in Fairfield County. For those out of county, referrals have been made to other vendors via their BVR Counselor/Coordinator. With the departure of our lead job coach this month, Andrea Headley and James Armstrong have stepped into this role to ensure all students receive continuous services. They also provide support for our instructor. Thank you to both of them for stepping into this role and assisting with our continued support for this program.

Benefits Consultations/Analysis:

Ron Swain

During the month of March 2014, 37 BVR/BSVI/VRP3/Employment First fee-for-service Benefits Analyses were conducted at \$285 each. In addition, there was one Benefits Analysis fee-for-service provided to Ross County Board of Developmental Disabilities. Monthly total billing was \$10,900.12. There are currently 43 referrals pending for Benefits Analysis fee-for-service at \$285 each. Employment First referrals continue to be a strong trend. Total year-to-date billing for Benefits Analyses is \$33,415.12.

Julie Koehler, Benefits Analysis sub-contractor, provided four consultations in the month of March. Julie currently has six referrals she is working on and this analyst has 37 pending.

This Benefits Analyst presented to the Columbus BVR and BSVI counselors, in their new location at 4300 E Broad St in Whitehall. Counselors were consolidated there in December 2013 from Crosswoods and from 899 E Broad St in Columbus. Several referrals were generated from this visit and other offices will be visited later, as needed, throughout 2014. These presentations not only keep the referral levels up, they also provide for a better referral process.

Counselors tend to refer to the Benefits Analysts they know and trust: occasional visits help in this regard.

Additional outreach was conducted at the Ohio Rehabilitation Association's board meeting on March 11, 2014 at the NorthPointe Hotel and Conference Center in southern Delaware County. Susan Sarlo and this Benefits Analyst are presenting "Work Benefits U." training at this conference. In addition to presenting, Fairfield DD is a sponsor and exhibitor for this event.

There have been numerous requests by other county DD boards for information and clarification of work incentives and benefits planning. While this Benefits Analyst has been willing to provide some limited explanation to their in-house "benefits experts", there is little to be gained by training others, essentially providing them with short-cuts for free, so that they may become competition for BVR/BSVI/VRP3 and Employment First referrals. To stay current in the field, this Benefits Analyst maintains membership in the Ohio Rehabilitation Association, the National Rehabilitation Association, is a board member of the National Association of Disability Benefits Specialists and is actively involved with the Ohio Benefits Planners Task Force.

Educational Services

Jodi Blais



Firis Nurahmed is a 5 year old student who lives in Pickerington with his parents and 2 brothers. Firis has a significant language delay and is exposed to 3 languages in his home. He transferred to the Forest Rose preschool program 2 years ago from Pickerington Local School District. Firis entered into the program with no verbal communication and multiple challenges due to his inability to communicate. Firis was introduced to the LAMP

(Language Acquisition through Motor Planning) specialized communication app on the classroom iPad. Firis quickly learned the picture symbols in order to express his basic wants and needs. During the school year, Firis has also learned to communicate using 2-3 words and he is even spelling phrases using the keyboard. This tool helped Firis develop his expressive and social language and now he can verbalize over 50 words. Firis is proudly transitioning back to Pickerington for Kindergarten next year. In order for Firis to continue to develop

his language, it is imperative that he have this tool for the transition. Firis was awarded \$1,000.00 through the Sherry Hubbard Scholarship Fund. This grant allowed the team to purchase Firis his own iPad, protective case, the LAMP communication app and other educational apps. Upon hearing about Firis' success, the developers of the LAMP app (Center for Autism and AAC) offered to allow Firis' father and educational aide a free training class so that the iPad and LAMP app would be utilized in the home, school and community environments. Way to go Firis!

Here's something else to celebrate...the day of the Celebration of Possibilities our walk in freezer conked out. Having just received a shipment of food the freezer was loaded. They knew it was fixable but needed to defrost the coils that were frozen up first. The food would also have defrosted and would have had to been thrown out. Our staff put on their thinking caps and first tried to contact the Zone at OU-L. No answer. Our creative Cafeteria Supervisor, Angie Kocher, who had worked at Lancaster High School before coming to us, contacted her old boss who generously left the doors unlocked and the keys out so that we could haul our frozen food to their walk in freezer and lock it up when we left. Angie and Brent Thorne, Facilities technician, loaded it up and took it all to the high school. When the freezer was fixed the next day they brought it back. The relay will be replaced soon and the units in both the walk in freezer and refrigerator are in the budget for replacement. Great problem solving and a collaborative partner that saved the day!

We are just preparing to begin a dental care initiative with the students. The school nurses, Speech pathologists and teaching staff have collaborated and identified dental hygiene to be an important area for us to focus on. We will teach and assist students in brushing or swabbing their mouths. Letters are going home this week to inform families about what we plan to do and letting them know how to opt out if they are not interested.

We are excited to welcome a group from Administration who are planning an Easter egg hunt for our students on April 17th! More on this later.

Early Intervention:

Rebecca Nixon

Our program is currently providing services to 158 families in Fairfield County. In March 2014, we enrolled 17 children and there were 13 children who transitioned out of the program.

On March 27th, the full team of DD and HMG providers and supervisors participated in a webinar with Cathy Kramer, our Early Intervention Program Consultant from the Ohio Department of Developmental Disabilities. The goal was to review the process of writing functional Individualized Family Service Plan

(IFSP) outcomes. Our DD team felt that it was a valuable training and the material was well presented.

Then on April 17th we will participate in a county visit with Cathy Kramer. During this meeting we will discuss what is and isn't working and share ideas about training and our technical assistance needs. This is an informational visit to develop a technical assistance plan that reinforces evidenced-based early intervention practices and provides opportunities for our county's growth.

Below is LYDIA'S JOURNEY written by parents, Jean and Lee Parker. Their story is in the March issue of our Early Intervention Newsletter.



Lydia, ready for the snow!



Lydia and big brother Corbin, Christmas 2013

Lydia is our second child and was born easily and very quickly (5 hours!) on August 30, 2011 in Pickerington, where we live. She started nursing right away, but as days went by, she would nurse a little and drop off to sleep. Her older brother Corbin did the same when he was little, so we weren't concerned at first. But when she continued to lag, we took her to see our pediatrician. Fortunately, she put Lydia's slow nursing together with other symptoms, and, based on her past experience, diagnosed a heart issue. She sent us directly to Nationwide Children's Hospital's emergency department. Lydia was subsequently diagnosed with Total Anomalous Pulmonary Venous Return (TAPVR), a congenital (occurring at birth) heart defect. While heart defects are the most common, occurring in about 120 births, Lydia's congenital heart defect is very rare (1/20,000). But, we learned that her defect could be repaired with open heart surgery and with a very high success rate. So we were very hopeful, even though we were quite a bit in shock. Lee: Our initial reaction was overwhelming fear for our child. It took some time for us to understand the full implications of her diagnosis. Our friends and family were very supportive. We would not have

been able to have handled this without them.

Lydia had her open heart surgery at three weeks old. She did well during surgery but struggled a bit after. She ended up staying at the hospital two more months, as she relearned how to eat. While we were inpatient, we had blood work drawn for genetic testing at the suggestion of one of our doctors. While most congenital heart defects do not have a genetic cause, in Lydia's case her defect was caused by missing genetic material-the result of a spontaneous mutation (instead of an inherited one). We had felt like we had come so far-come to peace with her heart defect-but the genetic diagnosis was much more difficult. I'm sure others can relate to this, but it felt so unfair. Why should our beautiful daughter have to go through so much, not only as an infant but possibly as an adult? And Lydia's particular missing genetic sequence is so rare it is not associated with a known disorder or diagnosis. So the future is uncertain. From the very beginning, doctors told us that open heart surgery increases the risk for certain cognitive disorders, so we had already been connected to Help Me Grow prior to leaving the hospital. Coming home with Lydia was scary-she was so small! But right away our Early Intervention Team started working with Lydia. Initially, along with her Primary Service Provider, an early intervention specialist, she received joint home visits with an occupational therapist, physical therapist, and now speech therapist. Especially early on it was such a blessing to be able to have sessions in our home. We just wanted to cocoon as a family, and we also didn't want to risk taking Lydia out into the world of germs as her health was still compromised. Our team and Melissa Sherrer especially, has always been respectful of our wishes and encouraging of our efforts, and Lydia's progress. Even little things, like arriving on time and calling ahead, have meant so much. It can be hard having other people in your home when you are feeling vulnerable (quick-vacuum!! Put the dogs away! Please don't notice that I haven't childproofed the bathroom!), but Melissa, Judy, Karen and Michelle make everything relaxed and easy. As we look forward to moving out of Early Intervention Services, I can't help but look back at all of Lydia's accomplishments. Learning to sip from an open cup, say "Mama" and "Dada" and "Dah!" for dog, eating with a spoon, crawling then finally walking-so many reasons to be proud of her, and I know it would have been a much harder road without the support we received.

Business Development

David Uhl

Our SPEs are going through an evolution with regard to how we employ and train individuals. This past month, we have worked with JobFusion to begin the process of changing how we serve individuals at Art & Clay, Square Seven, and Sweet Innovations. This process is both immediate and progressive.

Going forward, our SPEs will serve as internship sites for individuals, as opposed to permanent employment sites. This will allow the SPEs to better fit within our current service delivery model and to be more like Project SEARCH and DiscoverU. Internships will be paid, temporary positions that are broken down into 12 week increments. A closer partnership with JobFusion will help to facilitate evaluation of individuals' progress every six weeks. After a period of time and after certain milestones are reached, (which will vary per individual), interns will move on from our SPEs to the next step in their career. We are tentatively calling this a Customer Service Training Academy, and the focus will be on transferable customer service skills.

In the meantime, we will be working with Job Trainers and individuals currently employed at our SPEs to assess their readiness to move on to the next step in their careers. Individuals currently employed at an SPE will fall on the same evaluation schedule as the interns. JobFusion will be working with individuals to begin the process of transition, which may take several months. The goal is that all current individuals employed will be ready to move on by December 30th. Over time, these changes will allow our SPEs to more effectively serve many more people. Our SPE managers have already started embracing these changes, and they are excited for the new model to begin.

Art & Clay, Square 7 & Blue Shoe Arts:

Temple Montanez

Ceramics sales have continued to climb this spring and we are currently in the middle of egg painting, which is traditionally a busy venture for Art & Clay. Since we began operating under new hours we have begun to see an increase in Sunday sales as well as healthy party booking sales. Our new Saturday hours allow for us to handle two parties in one day.

We stepped out of the box a little this month in our marketing efforts by investing in Facebook boosts and by providing exclusive coupons for Lancaster Girls Softball Association (2,000 members) and free coffee Mondays. In addition we are in the process of placing an all-inclusive ad in the EG this month and have press releases out to the Town Crier.

If you haven't been into the store lately, come see our changes! We have added vintage soft seating in the front area of the store and opened up our ceramic painting area by rearranging merchandise. Our retail area is full of goods from a new vendor and our windows are cheerfully painted with cherry blossoms.

Sadly, not as many people will see the front of the store as Main Street closed for renovations on April 7th. We are working closely with area businesses to encourage patronage for the next few months. While this will be a difficult time, it is only scheduled for 6 weeks. In the end, we will have a beautiful new street that will make Downtown Lancaster an even more attractive place to visit. In the meantime, we are participating in the DDL Chocolate Walk, hosting a Meet the Bunny event, have scheduled Friday night music, and we are keeping customers engaged via social media and constant contact email blasts.

We are working closely with Job Fusion and have welcomed three individuals into the work arena here – developing goals and objectives for them while teaching them the ins and outs of all three entities.

Blue Shoe worked very hard to produce prints and artwork for the Celebration of Possibilities this year, and we are currently developing a concept for the ArtWalk in July.

Stop in and see us during construction! We appreciate the support.

Sweet Innovations (an FI Venture with the support of Fairfield DD):

If you haven't stopped by Sweet Innovations lately, please consider doing so. You can enjoy one of our new cookies (including a Chocolate Turtle Cookie, which is amazing), try our new Caramel Apple Stick, made with whole grain bread (so it is healthy, right?), a seasonal Pineapple Upside Down Cake, or our new cupcake icing. Some time ago, we settled on a great cinnamon roll. Now we have settled on some standard cookies and icing, as well. We still have a little work to do on our Cinnamon Sticks. Again, this is all part of the process. We have had a very positive response on the new products, and we continue to look for ways to improve processes and promotion. We are looking forward to the nice weather and what we hope will be increased foot traffic in the mall very soon.

Patronage Day - we have had so much going on this past month; I have to place Patronage Day on hold for April. This will give us a chance to evaluate the idea, involve some others in the discussion, and decide how best to move forward in the future. Look for more on this in May.

Business Advisory Council - the Fairfield DD/JobFusion BAC met in March and is moving forward with ideas on how to market our community employment efforts. A website and video are in the initial planning stages. Our members are engaged and excited to be a part of the council, and we are already getting leads and assistance from them. Our next meeting is scheduled for May, though work via email will continue.



Public Relations/DD Awareness Month: With the Celebration of Possibilities, so ends another successful DD Awareness Month. While there is no way of knowing how many unique individuals we actually reached, based on calculations, we provided information to more than 125,000 people (again, not all unique individuals) through TV, radio, website, social media, and presentations.

Connecting with the Community - I have had the chance to connect with several organizations and businesses in the community since April. Many of these connections were a result of the outreach efforts during DD Awareness Month. I have been able to then help direct folks to the right place in our organization (JobFusion, Community Connections, etc). We never know where a connection might lead, so it is always exciting to talk with people and help start the process of partnership between them and DD.

As always, it remains an honor to serve.

Quality, Innovation & Planning

Ray Schmidt

As reported last month, we are now into CARF planning, and all departments have now been briefed at least once. Mark and I will continue that process as we develop more of the resources we will need for our review in the fall. We recently started work on the first document of the process, "Intent to Survey", which will be completed by the end of April.

Karissa has been hard at work on our first quarter Quality Improvement Plan objectives.

Unfortunately, we accepted the resignation of Tracey Lee this month as she continues her battle for restored health. Tracey is incredibly talented, and her attitude is infectious. To say she will be missed is much too small of a statement. Cindy, John and I have met about moving forward, and adapting this position to include some of our new initiatives.





I met with the organizers of the biofuel project in Perry County late last month as well. It is an interesting project which seeks to build a working biodigester facility with the ability to produce both methane and fertilizer. Working in conjunction with the Tech Growth Ohio program from Ohio University, they have a working small scale model already in production. To date, they have expended about

\$150,000 (not including labor), but if successful, they hope to secure a grant for over \$1,000,000 that would allow them to build a truly commercial facility. The staffing goal is to employ 20 people, many of whom will have disabilities. The unique concept here is that instead of automating the plant, the design is to increase jobs. Although it cuts into the potential profit margin, it adds opportunity. Although we have no plans to replicate this project in Fairfield County, the unique nature of this project is worth some thought.



With March being Developmental Disability Awareness Month, John Bosser and David Uhl did a fine job of organizing speaking engagements to get our word out the community. I was fortunate to participate in several of these events including the noon Lancaster Rotary and several school presentations. The school presentations focused on how we label people and how it feels to be labeled. In the end, we talk about the word "retarded" and ask them to join us in ending the use of that word. We spoke to nearly 1,000 students in March, including 750 at Lancaster High School and another 200 students at Rushville Middle School. We do an exercise where two volunteers are "labeled" by their friends with post-it notes. One young man from Lancaster was quite tall, and several labels reflected the fact. One other labeled him "giant", and my favorite label "majestic!". It's a fun time, and I love the reaction from the students. We'll continue the process with another 750 students at Pickerington Lakeview Junior High in April, and Thomas Ewing Junior High in May.