



**Fairfield County Board of DD
Leadership Team Report
November 16, 2016**

Finance

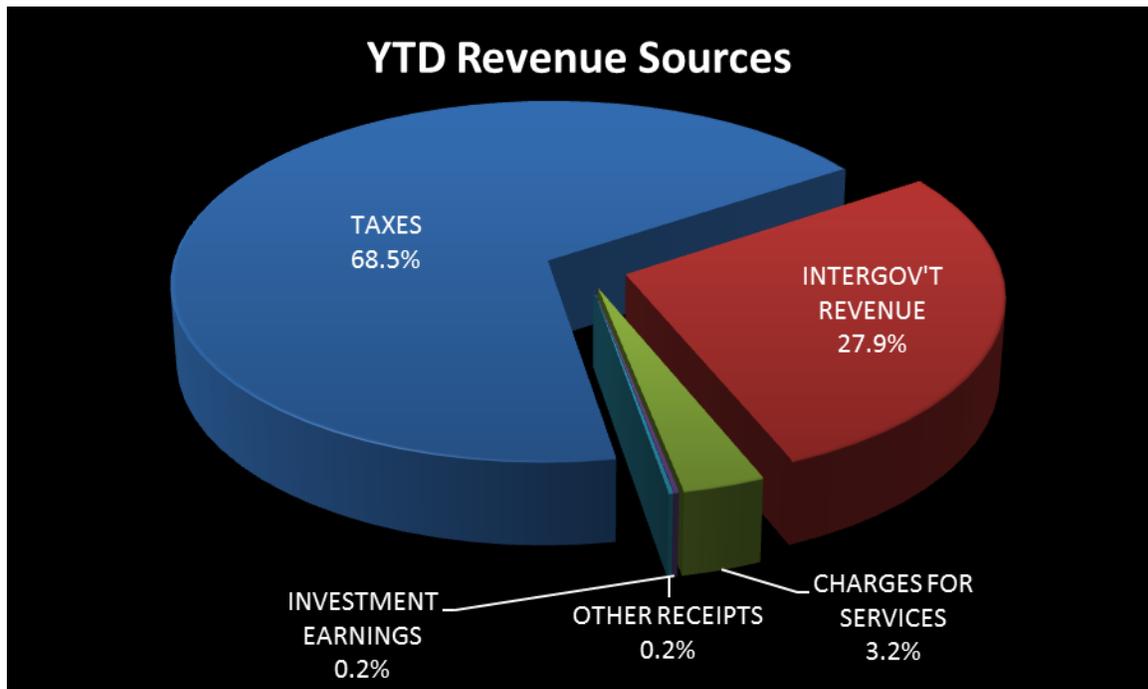
Beth Seifert

Revenues:

Revenues were approximately \$2,237,300 above projections.

Tax Revenues	831,600
Medicaid (Adult Day, Non-Medical Transportation, Supported Employment, TCM)	1,292,400
Medicaid Administrative Claiming (MAC)	42,600
Waiver Match Reconciliation (SFY14)	79,000
OOD (Community Employment, Benefit Analysis, Project Search & Discover U)	41,500
Refund from Fairfield Affordable Housing	34,500
ODE	-51,400
One on One Aide Reimbursements	-64,100

The cost report settlements for 2010 (\$465,630) and 2011 (\$423,290) are included in the Medicaid line.



Expenditures:

Expenditures were approximately \$2,173,200 below projections.

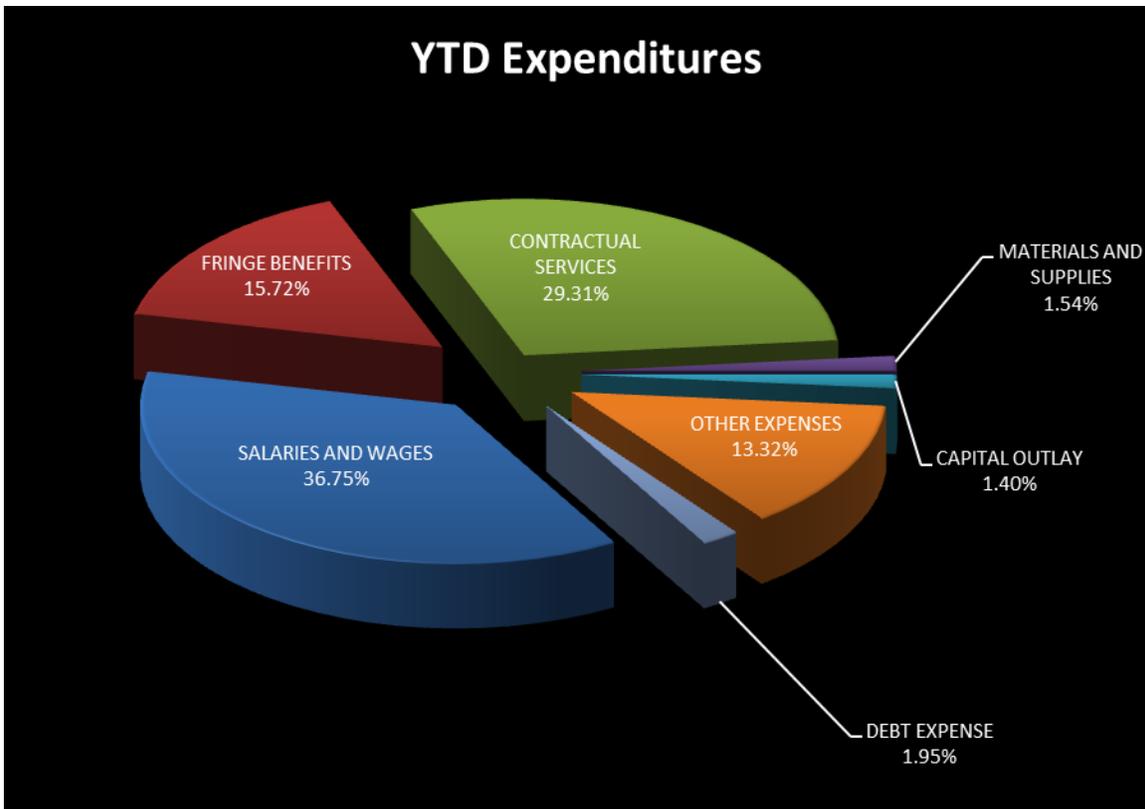
Salary and Benefits were below projections by \$1,133,900. The variance is primarily a result of vacant positions (\$1,055,400). In addition, the BWC premium was paid in May with a \$36,900 favorable variance.

Non-wage expenditures were \$1,039,300 below projections.

- Contract services accounts for \$269,300 of the variance.
 - Therapy Services \$102,400
 - Attorney/Legal \$43,900
 - Purchased Property Services \$64,200
 - Purchased Housing \$-143,200
 - Purchased Provider/Transportation Services \$50,500
 - Discovery Services \$51,700
 - Telecommunications \$25,600

- Waiver match and admin fees were under budget by \$562,200

- Both the supply and capital accounts were under budget \$110,500 and \$28,800 respectively.



Other:

The payroll/fiscal review for the 2013-2014 cost report audit is scheduled for Tuesday, November 8. The initial fiscal sample has been sent and we will be providing the necessary documents to support the items in the sample.

Educational Services

Jodi Blais

Preschool and School Age:

Preschoolers went to the pumpkin patch and the entire school went to the Fairfield County Fair. The Fairfield Christian athletes joined us for Fair Day.



What a fabulous time we had at Forest Rose School on October 27th! Administrative office staff planned a themed party around the Toy Story movie and came dressed in character with activities that matched the theme. Preschoolers trick or treated throughout the building then all went to the multipurpose room for fun and games. Fairfield Union students came to assist with the games and trick or treating and Temple filmed *Fairfield Today* from the party.





Of course, when Andy's mom came in to the room all of the toys dropped to the ground!!

Early Intervention:**Rebecca Nixon**

Early Intervention is currently providing services to 139 families in Fairfield County. In October we received 11 referrals from Help Me Grow and there were 16 children who transitioned out of our program.

The Fairfield County Interagency Committee is developing a plan to improve the communication between parents, Help Me Grow service coordinators, the Early Intervention providers and the School Districts. The goal is to educate parents on the roles and responsibilities of everyone involved in the transition process from 0-3 services to preschool. During the Committee’s meeting on September 28th, Helene Stacho, our ODE consultant, gave an overview of Least Restrictive Environment and the Transition process. In upcoming months the Committee will develop trainings and host events in the preschools for parents and providers.

Adult Services**Kyle Miller****Adult Services – General:**

Fairfield Industries and Learning Never Ends continue working closely together with our staff to adjust and arrange resources to continue quality services at the Opportunity Center. At this writing, we have seen sixteen staff leave their positions with the Board and LNE employing 14 new staff. Leslie Dancho and LNE staff has been very creative restructuring staff to maximize resources, match experienced staff with newer staff all-the-while improving the quality of services being provided at the Opportunity Center. These activities are clearly aligned with Commitment 6.) Action Step number three and Commitment 6.) number three of the Q.I.P.

JobFusion has had some turnover to manage as well. Three vacancies were filled since the last Board meeting and another Job Trainer announced her resignation on November the 3rd. The bad news is that JobFusion is losing a quality team member, the good news, is that she is leaving to become an ISC. Due to the success of the partnership we have with Learning Never Ends contracting with us to provide a full time Trainer we are requesting that we increase the contract with LNE to allow for a second. This will provide JobFusion with the resources needed without the commitment of hiring additional staff. This is equally exciting because working so closely with other provider’s staff will provide them with the employment experience of the JobFusion staff to increase employment resources and address the Q.I.P. Commitment 9.)Action step 4.

As we continue to monitor the movement of the services to employment we are clearly seeing a positive trend. The number of people attending an ADS provider compared to the number working in community employment is 282:91. The

number in ADS continues to trend in the right direction. The number in community employment also continues the trend in the positive direction with the extraordinary new hires in October. As we know, these numbers are not unduplicated because some people working also receive ADS services. This information will be our measure for Q.I.P. Commitment 6.) Action Step four.

JobFusion

October Business Connections

Job Developers Amanda Cruz and Sarah Fries hosted the second Fairfield County Vendor Meeting. New Horizons and Capabilities were in attendance at the meeting. Sarah Fries had arranged for the Inclusion Specialist with Giant Eagle to attend to discuss the new process for applications, as well as how her position will help support employees in their roles with additional training and guidance. Giant Eagle is working to be more creative and open with their hiring practices and the implementation of this role is a big part of that shift. JobFusion has already reached out to discuss an opportunity for a job seeker and anticipates an interview to take place in early November. The next meeting for the Fairfield County Vendor Meeting will take place in mid-January.

Job Developer, Amanda Cruz, has been participating in REAN (Rickenbacker Employer Assistance Network) meetings for approximately a year. REAN recently requested volunteers from both local area businesses and community partners to make up a Business Solutions Committee that will plan (determine format, topics, and direction of the group) and present future meetings. Amanda has volunteered to be a part of this group and will begin attending meetings at the beginning of 2017.

In addition, JobFusion has established three new employment connections as job seekers have been hired into new businesses. There have also been additions to three companies with which job seekers have been hired in the past. Home of Joy, Bob Evans in Pickerington, and Fairfield Heating & Cooling are new businesses that have hired in October. JobFusion has now assisted four job seekers in securing employment with the Walmart in Reynoldsburg. In addition to the Project SEARCH participants, the Dietary Department at Fairfield Medical Center had previously hired, but has since added a new staff member who was working with JobFusion. Byrd's Nest daycare has also hired their second new hire in recent months.

New Hires and Interviews

As we quickly approach the holidays and winter months, generally, permanent employment hiring trends begin to slow. Many industries rely on seasonal employees to get them through the holiday rush. October has been a great month for job seekers and JobFusion. There have been six (6) new hires that

have begun their new roles this month! We are very excited for each of the following newly obtained professional opportunities!

Kim W has been working with Home of Joy through the month of October. Originally, she began in the Petting Zoo area and was working on several tasks within that barn. Her position has shifted and she is now going to be working both in the Petting Zoo Barn, as well as the main Horse Stable Barn. She is focused on dusting all of the stalls in both of the barns, as they can get dusty and covered in cobwebs very quickly each week. We received a note from the owner that said she was doing a great job and she felt that Kim was a great fit with their team!

Ryan B had obtained a position with Kroger a little over a year ago, but was more recently interested in exploring new options. One opportunity he was interested in applying to was with the Walmart location in Reynoldsburg. Focusing solely on the Electronics Department, Ryan had applied for a position that was not open at that time. It was a month or so after applying when he was called to interview for that role. Ryan was offered a job at the conclusion of his interview and accepted the position. Once he was able to start in his new role, Ryan determined the Electronics Department was not the best fit for him. JobFusion has been working with the store's General Manager and Personnel Department to find a role that Ryan will be able to flourish in. We are confident that he will be able to continue to grow within the Walmart family and perhaps venture back to the Electronics Department if that is something he would like to pursue in the future! That particular location puts a strong emphasis on promoting from within, something Ryan was told during his interview. The General Manager is committed to helping his staff succeed in any job they are hired to do.

Colin D is another job seeker who was in a role with an organization, but wanted to find a new opportunity where he could work more hours. Being a Dishwasher is what he loves and he wanted to continue to do that as a profession. Colin is also a graduate of the Project SEARCH program with Fairfield Medical Center, where one of his rotations was in Dietary. Colin and his Job Developer worked diligently to apply for open positions, focusing on healthcare, as he really enjoyed his time with FMC. When he got the phone call for a phone interview with FMC, Colin was ecstatic! He did a wonderful job and was scheduled for an in-person interview right away. Colin was able to go back to FMC for his interview and got to see a few people he knew from his Project SEARCH days. Within a week, Colin had an offer and was so incredibly excited! By the end of October, he was able to get his orientation started. On the first day of his orientation, Colin had seen even more people he recognized from Project SEARCH and his Job Coach stated his personality is infectious, in a great way.

People love to talk to Colin and he will be very successful in this role in an environment he enjoys so much!

Chelsea R had previous experience in the Laundry and Dietary Departments of Fairfield Medical Center through Project SEARCH. Within her job search, she branched into positions with restaurants including Bob Evans and TGIFridays. After receiving interviews with both organizations for the same day, Chelsea had a big decision to make. She had done so well in her interview with Bob Evans that it concluded with a job offer for Dishwasher and Weekend Busser. Chelsea was also given the opportunity to come in to shadow the position so that she could see a staff member in action, allowing her to make an informed decision. After shadowing, Chelsea accepted the position and has begun her new job. With this being a new organization for JobFusion, we were excited to see the great support system Chelsea has in place! The Bob Evans staff member training her has been there for 14 years! He is awesome! Chelsea and her family are excited for her new opportunity that will give her a fairly set schedule and an opportunity to utilize the new Pickerington LPT route for some of her rides further promoting her independence!

Jalyn is a young job seeker who graduated from high school this year and subsequently attended DiscoverU. While interning at the DU program, Jalyn successfully completed the CVS training and had opportunities to work in many stores at the River Valley Mall. Although Jalyn has a fondness for caring for and teaching children, she thought that she could easily apply her recent skillset to a job in the retail or customer service field. It was not until an opening at The Byrd Nest Daycare was discussed that she became focused on applying for a position in childcare. Jalyn interviewed with the owner/director of The Byrd Nest Daycare in Lancaster on October 12th and was invited back for a working interview on October 14th. Jalyn was tentatively offered the position of assistant teacher that afternoon, with three requirements for her employment (copy of her high school diploma, BCI/FBI background check, and a medical authorization) needed prior to her start date. Upon submitting the required paperwork, Jalyn began working at the daycare center on October 27th. She was immediately recognized as being a great addition to the facility and was offered additional hours (as available).

Jalyn is doing great in her new position and is receiving on the job training by the teachers/co-workers at the daycare. Since the training needs to be specific to the business and within regulations, the Byrd Nest provides their own training. As of November 3, Jalyn is working 30-35 hours a week and is doing great!

Grant S came to JobFusion to explore careers while working to obtain his HVAC certification from Eastland-Fairfield Career Center. After a year of hard work, Grant has obtained the following certifications from the National Center for Construction Education and Research (NCCER): L-1 NCCER, L-2 NCCER, L-3 NCCER. He has also completed his Environmental Protection Agency (EPA) 608

Universal certification (includes Type 1, Type 2, and Type 3), R410A High Pressure Safety Certification, Occupational Safety and Health Administration (OSHA) 10-hour certification, and NATE (North American Technician Excellence). In October, Grant began an exciting new opportunity doing on-the-job training at Fairfield Heating and Cooling. He was provided with an on-the-spot interview with Scott Muller (Vice President) and Ed "Hoppy" Hopper (Service Manager). Scott and Hoppy then worked with Grant, Opportunities for Ohioans with Disabilities, and JobFusion to finalize plans for his training. Grant is in his final week of training and has completed 20 hours of work per week as an Assistant Technician, as well as in the warehouse loading equipment for installs and repairs.

Business Advisory Council Monthly Meeting

The Business Advisory Council met in October to continue discussing current direction for JobFusion and Fairfield County Board of DD. 150 W. Main is currently in the slower season, but will be ramping up for the holidays soon. Tasty Made was having their Ribbon Cutting Ceremony that morning and David Uhl attended. The council discussed the successful October hires and the possible November hires on the horizon, as well as the trends from previous years. On average, JobFusion has assisted 26 job seekers in finding employment each year from 2013-2015. October, on average, has shown two (2) job seekers receiving employment. JobFusion had a record October with six (6) job seekers obtaining employment with a total of 32 job seekers finding employment in 2016 thus far. The last meeting for 2016 will be held in November, as many people will be on vacation in December.

Affiliate Trainers

Learning Never Ends trainer, Aaron Stebelton, continues receiving a variety of assignments. Currently, Aaron is working at Art & Clay on Main Street with a new employee as well as a new intern from the Opportunity Center. Aaron worked very hard in the month of October completing multiple task analyses for the internship program and for the new employee. Aaron's dedication to his role is inspirational, and his work with job seekers is phenomenal. JobFusion greatly appreciates Aaron and his commitment to JobFusion.

Career Exploration

Three career explorations occurred in the month of October. Fairfield County Dog Shelter, Byrd's Nest childcare center, and Art & Clay were all utilized as career exploration businesses.

During a career exploration, a love of animals was confirmed. A JobFusion job seeker determined working with animals is the next step in her career path.



FMC-Project Search

In October, Project Search students joined with Fairfield Career Students passing out Brochures and Pamphlets at Fairfield county fair. Making the Community aware of the programs the Project Search students are involved in. The students also find time to learn and enjoyed the animals and increased their interpersonal skills within the community. The students did a great job, and enjoyed their day. The month came to an end with the students and the Team Meetings with their school representatives, BVR, ISC, Parents, Job Coaches, Instructor, and FCBDD. Tahmid is working in Cardio Rehab Gym sanitizing the environment department. Aaron mentions daily how fortunate he is being in ProjectSearch.



DiscoverU

We celebrated our third birthday on October 28! The past three years have gone by so quickly. We have strengthened our potential, expanded training opportunities and formed new partnerships with affiliates, high schools, incorporating open classes in our weekly schedule, such as our LiveSafe program. New ideas are already in motion for the coming year!



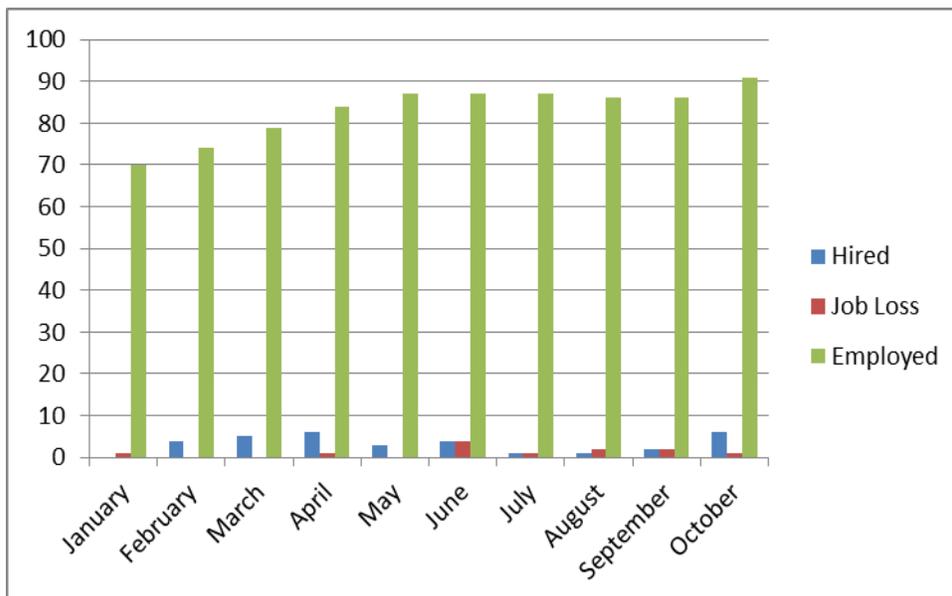
Thanks to our JobFusion colleagues who donated candy for Malloween here at River Valley Mall. Last year was the first year for the event and, not knowing what to expect, we ran out of treats immediately. This year we were prepared with 600 pieces of candy! Being based at the mall, we have become part of the mall family and really enjoy being involved in the events happening here year-round.



Congratulations to Chelsea Roth who completed the CVS Customer Service and Cash Register training. This young lady with a beautiful smile was a pleasure to train and we wish her the best as she pursues her goals and dreams. She's holding the picture she painted for the JobFusion staff saying "thank you for everything..."

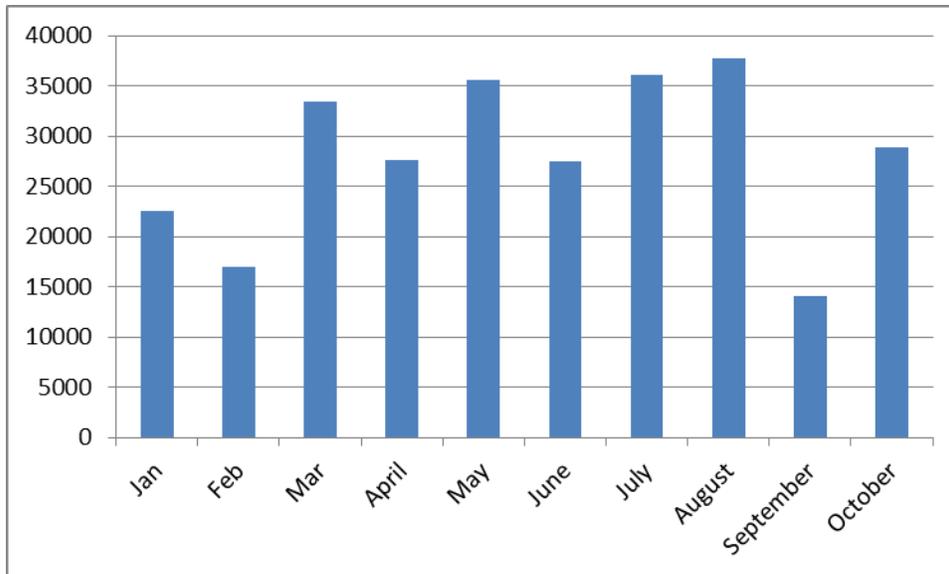
Total Jobs Hired, Loss and Employed

	Hired	Job Loss	Employed
January	0	1	70
February	4	0	74
March	5	0	79
April	6	1	84
May	3	0	87
June	4	4	87
July	1	1	87
August	1	2	86
September	2	2	86
October	6	1	91



OOD Payments 2016

Jan	22518
Feb	17014
Mar	33402
April	27594
May	35648
June	27537
July	36105
August	37798
September	14029
October	28914
YTD Total	\$280,559.00



Section 1: Jobs	
New hires in October 2016	6
Total number of jobs filled as of January 1, 2016	32
Total number of individuals employed in the community	91
Job losses in October 2016	1
Total job losses due to termination as of January 2016	6
Total job losses as of January 1, 2016	12
Number of individuals receiving active Job Development Services (an active job search in place)	24
Section 2: Internships	
Number of individuals currently participating in an internship program	12
Fairfield Medical Center – Project Search - 8	
DiscoverU – Work for It	4
DSW – Projects Search	0
Art & Clay / Square 7	0
OU-L Greenhouse	0
	5
<i>Total number of individuals receiving BVR assessments; CBA, CX, Etc.</i>	
Section 3: The Opportunity Center	
Total number of OC individuals referred to JobFusion to actively seek employment (BVR) for 2016	15
Total number of OC individuals JobFusion has obtained jobs for in 2016 (Robert, Albert)	2
Total number of individuals with decreased services at a VocHab in Aug	2
Total number of individual no longer receiving VocHab services (Rachael)	1
Section 4: Total Services Provided	
Total # of individuals receiving Community Employment Services via JobFusion	136
Section 5: QIP Goals	
Offer internship opportunities that will increase occupational, practical, and soft skills building a foundation where employability talents can	-Provided 4 internship (Noah, Nathaniel, Cathy and John) at Discover U with OOD support. Also provided Training for 1 intern opportunities at 150 W. Main.

flourish.		
Continue to build capacity among provider partners to offer services in alignment with Community/Employment First that will promote choice, quality, and innovation in services.	-Assigned Aaron from Learning Never Ends to various coaching assignments to assist JobFusion. -JobFusion continues meeting with Job Developers and Employment staff from other providers in Fairfield County to work together as a team to assist job seekers in the county.	
Enhance JobFusion's leadership role as an expert in Supported Employment to Fairfield DD's affiliate partners, as well as business community partners through training, technical assistance, outreach and advertising efforts.	-Provided Live Safe training to individuals attending DiscoverU.	
Number of Partners with DU		
School District	Canal Winchester with 6 students. New partnership with Bloom Carroll began October 3 with 4 students. Students participate in one hour employee development training and one hour internship.	2
Businesses	DU has built 14 business relationships with River Valley Mall businesses. In the spring of this year we transitioned from mainly waiver/local dollars to all BVR dollars. DU internships are based on the number of referrals received from BVR. In September we had 6 referrals and worked with 5 business partners.	6
Adult Service Providers	The Hope Center attends employee development trainings one time weekly. Six participants attend the training.	1
Community Members	FCBDD Professional Development Coordinator provided Live Safe training. JobFusion Job Developer provided Resume training. Community Business Partner Applebee's Training staff (Jen) provided information on their hiring processes and positions. Jen also shared her personal journey with the company.	1
OOD Counselors	DU received authorization from 3 OOD counselors for October. OOD Counselors utilize DU for meetings with individuals and JobFusion staff.	3
Other	DU accepts referrals from out of county and individuals not receiving services through DD. A total of 27 participants attended DU services in the month of October.	0

Artist in Residence:

Pamela Whiteley

In October, we offered our first professional development class to help artists prepare for the upcoming portfolio deadline on January 1st. It was helpful for any emerging artist as well as marketing the artist in residence experience. The class focused on Artist Statements vs. Artist Biographies and was instructed by local photographer, Kristin Fessler. We've paired up with VSA Ohio and Columbus artist, Walter Herrmann for our next professional development class about digital portfolios. This will run in the beginning of December.

Brandon is nearing the end of his residence project. Brandon typically works on small scale drawings on paper with high attention to detail. He proposed a piece to be installed at the Treehouse on the Sensory Trail. This piece is over 6 foot in height and width, so it's been quite a



change of scenery. In addition, he's chosen to wood burn the entire piece with a multi-tone stained finish. Everything except the subject matter was outside the box for him. He's done remarkable and taken real ownership with the entire process. Please, stay tuned for the unveiling of this installation.

**The Opportunity Center
Project: Transformation**

Leslie Dancho

Things are definitely feeling pretty amazing when we think about how far we have been able to come in regards to staff at the Opportunity Center. We continue to work very diligently in conjunction with Amanda Kennedy (Executive Director, Learning Never Ends) to interview and fill open Life Coach positions. Within the past month we have hired 6 additional staff to total 13 new Life Coaches that have been hired through Learning Never Ends (LNE). We actively continue interviewing for the remaining 2 Life Coach positions that are open at this time, and we hope to fill these within the next few weeks. It is exciting to see the new energy and amazing things that are happening at the OC.

We held our annual Health and Safety Day on November 3rd. There were 6 sessions held throughout the day. The speakers and topics included Mary Kay Banville and Jennifer Walling presenting on MUI/Rights, Yves Couason- "Live Safe," Barb Todd- Healthy Eating Habits, Todd Brooks- Disaster Preparedness, Sergeant Hendershot (Fairfield County Sherriff Department)- Keeping Safe in the Community, and Amy Carter- Good Handwashing Habits. In total, 56 individuals chose to participate in the event and were able to spend time in each of the trainings learning very valuable life skills.

We are very thankful for everyone that took the time out of their day to assist in making



Health and Safety Day come together!



We continue to make the community a priority for everyone at the Opportunity Center, and with the increase in staff numbers we have been able to see the opportunities increase. This past month approximately 62% of individuals were able to leave the walls of the building and enjoy their own communities! We expect that this number will continue to rise over the coming months as we continue to educate

staff on the importance of assisting people to make meaningful connections in the community.

Person-Centered Services

Todd Brooks, Amanda Snoke and Donna Goehring

Between the County Fair and the Circleville Pumpkin Show we had a lot of community participation and interaction. The other opportunities out of the building were suggested by the participants to focus on person centered services. These included a few trips to Dill's Greenhouse where they had a fall festival including, hay rides, corn maze and picking pumpkins out of the pumpkin patch. Many also enjoyed opportunities to visit the various parks in the surrounding areas.

Other engaging services included a teaching week in the "Career Development" area to increase basic scholastic skills. This team is also visiting the dog shelter, Habitat for Humanity, The Food Pantry and putting together a Thanksgiving Book.

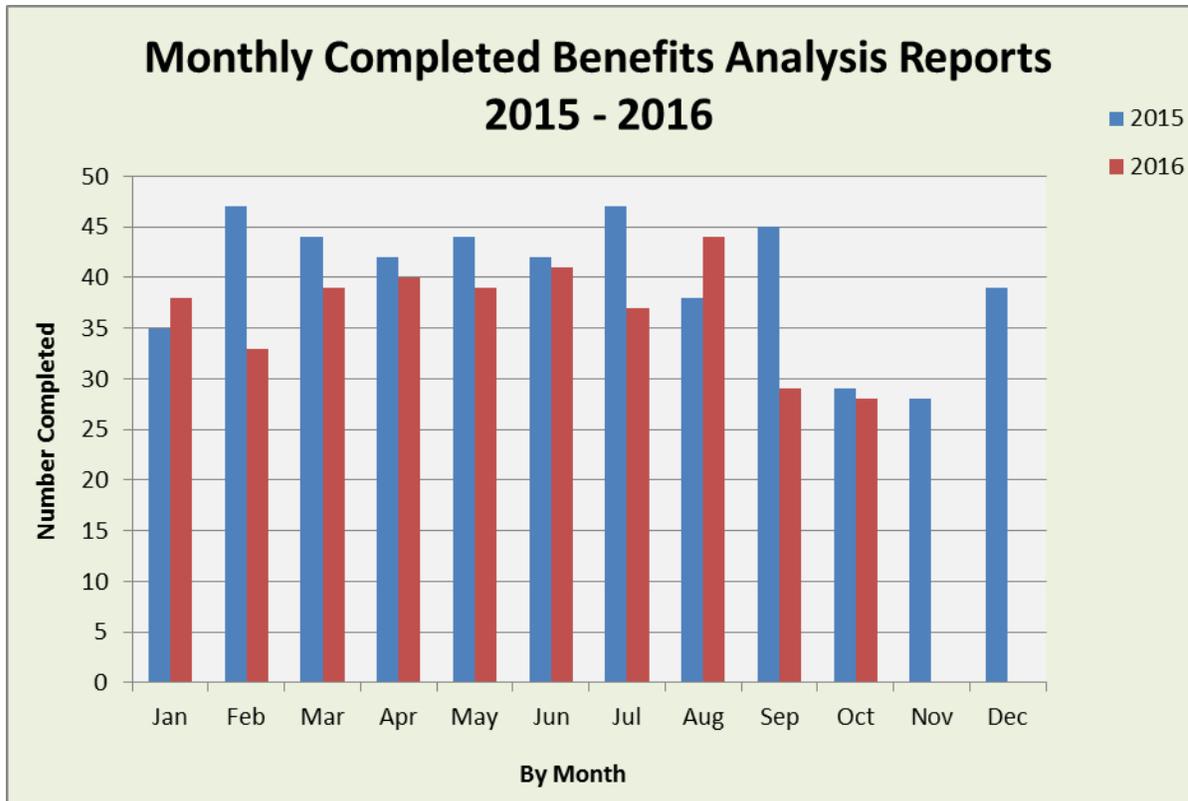
The "Community Engagement" areas have been working on providing opportunities to go places that encourage people to make community contacts. Restaurants, the Zoo, the fair and pumpkin show provided opportunities to make new contacts and network with a variety of new acquaintances. The Green Machine gardeners gathered flowers to complete the "Dead Heading" process. This includes gathering the seeds and prepping them for the winter so they are ready for summer planting. During the County Fair they won 11 total ribbons including five for 1st place, five for second and one 3rd place.

The "Employability Skills" areas have been providing swimming, chair aerobics, and walking at the YMCA 3 days a week.

Benefits Consultations/Analysis

Darenda Geer

During October 2016, 28 BVR/BSVI fee-for-service Benefits Analyses were conducted at \$285 each. This Benefits Analyst conducted 25 consultations while Julie Koehler (Benefits Consultant and sub-contractor) conducted 3 consultations. The total monthly billing for October 2016 is \$7,980 and the year-to-date billing (total billing for 2016) is \$108,391.76. An additional 3 reports were completed, but Opportunities for Ohioans with Disabilities (OOD) did not amend original authorization by end of month, therefore reports could not be sent/billed in October. There are currently 24 (2 with Julie Koehler) referrals from OOD pending Benefits Analysis fee-for-service at \$285 each. Benefits Analysis requests decreased in September due to the end of the government fiscal year, but have increased since middle of October.



Both Ron, Julie and I attended the First National Association of Benefits and Work Incentives Specialists (NABWID) in Columbus on September 19 and 20. The conference was organized and led by the NABWIS Board with support from ILR School, Cornell University. The speakers and break-out sessions were very well organized and informative. There were over 170 in attendance from all over the United States which allowed for an opportunity to collaborate with and gain insight into how others manage issues and develop innovative methods to streamline benefits analysis where possible. Ron was a guest speaker at one of the break-out sessions which was very well attended. He spoke about simplifying the analysis process, and presented information from the booklet, "Work Benefits You" that he previously created. Julie co-presented a workshop on "Emerging Practices for Expanding Work Incentive Planning Services."

Ron Swain continues to support Darendra Geer working 10-hours/week reviewing reports, providing guidance, and conducting training for an entity in Cleveland per agreement with FCBDD.

Services and Support

Wendy Ricker

Total Enrollment for the program

1145

 -16
 NOTE: The drastic change in this number is that we no longer serve 52 individuals from other counties at the Affiliate locations (LNE and Hope Center). As of 8/1/16 they are the provider of record and our contract with them ended 07/31/2016.

TDD waiver enrollment

enrolled waivers

15

 same

The Transitions (TDD) Waiver established in 2002 to accommodate individuals who were being served on the Ohio Home Care waiver who had an intermediate care facility level of care. This waiver was administered by JFS until 1/1/13 at which time DODD took over responsibility. Starting July 2015, TDD waivers will begin transitioning to other DD waivers: Individual Options, Level One or SELF waivers.

IO waiver enrollment

enrolled waivers	192	+2
waiting list	526	-20 (Gatekeeper)
emergencies this year	1	2016
enrolled this year	1	2016
remaining budgeted to dispense this year	0	2016

The IO Waiver is for a funding range of \$5,000 and upwards which is determined by the individual's level of need. Services covered are Homemaker/Personal Care • Home Modifications and Adaptations • Transportation • Respite Care • Social Work • Home-delivered meals • Nutrition • Interpreter Services • Specialized Adaptive or Assistive Medical Equipment and Supplies • Supported Employment • Adult Day Services

Level One Waiver

enrolled waivers	196	-7
waiting list	306	-10 (Gatekeeper)
emergencies this year	0	2016
New enrolled this year	12	2016
remaining budgeted to dispense this year	3	2016

The Level One Waiver is for a funding range of \$1 to \$5,000. Services covered are Homemaker/Personal Care • Transportation • Respite Care • Specialized Adaptive or Assistive Medical Equipment and Supplies • Supported Employment • Adult Day Services

Self-Empowered Life Funding (SELF) waiver

enrolled waivers	25	+10
emergencies this year	0	2016

New enrolled this year	0	2016
remaining budgeted to dispense this year	0	2016

The SELF waiver is Ohio's first participant-directed waiver. Participant direction means individuals with developmental disabilities have authority to make decisions about their waiver services, and accept responsibility for taking a direct role in managing services. SELF waiver services include: Support Brokerage • Community Inclusion (Personal Assistance, Transportation) • Integrated Employment • Functional Behavioral Assessment • Clinical/Therapeutic Intervention • Participant-Directed Goods and Services • Participant/Family Stability Assistance • Remote Monitoring • Remote Monitoring Equipment • Residential Respite • Community Respite • Adult Day Supports • Vocational Habilitation • Supported Employment – Enclave • Non-Medical Transportation

Locally Funded Services

Individuals in RSS home	\$50,487.06	-\$4303.88
Title XX	\$28,828.80	No change
Individuals with personal assets or pending waivers	\$203,209.47	-28,097.82
Discovery Services	\$11,200	No change

Our Department is working with the families, individuals and teams involved to refinance these budgets if possible.

Individuals in a Nursing Home	\$62,073.60	No change
Individuals on Transitions Waiver	\$101,517	No change

Services provided to individuals on an Ohio Home Care Waiver or in a Nursing Home are not eligible for refinancing.

Individuals who have redirected their budget	\$13,810.60	No change
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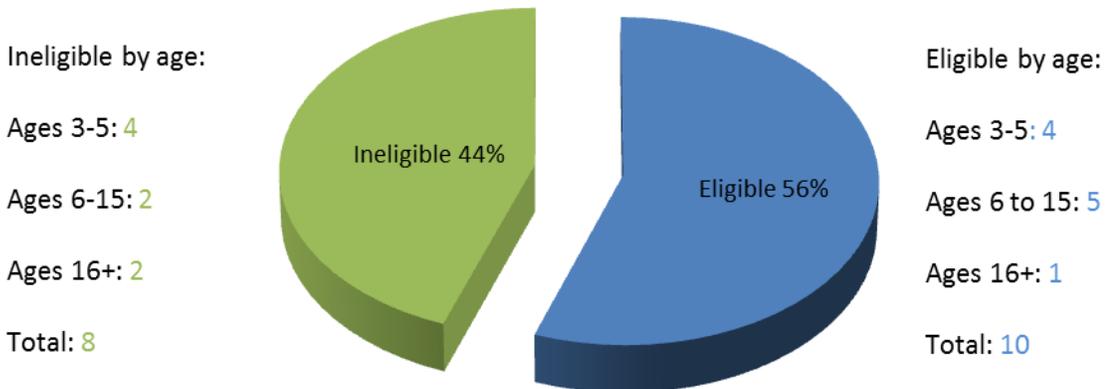
Individuals on an individual budget can choose to redirect the local portion of their adult services / non-medical transportation budget to community activities they and their team believe will have more meaningful outcomes

Introduction and Eligibility Board Report

David Baum

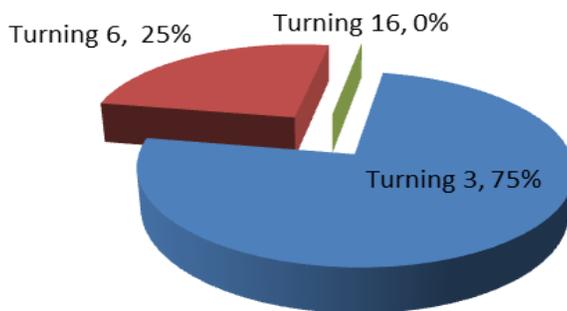
Michelle Snyder, Introduction and Eligibility Specialist, completed 21 cases in the month of October. 1 community person (ages 6-15) did not follow through, 1 community person (16+) was eligible but is not wanting services at this time (they have an OHCW), and 1 community person (ages 6-15) did not have a qualifying diagnosis. This left a total of 18 individuals who were assessed for the month of October.

October 2016 Intake & Eligibility totals



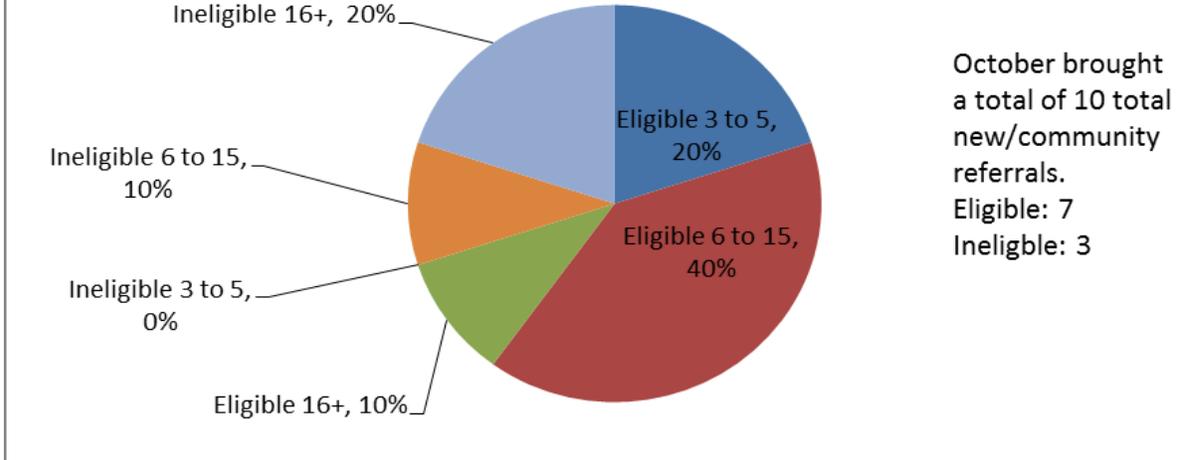
There was a total of 8 individuals who were currently enrolled in services but needed redetermination due to their age changing (Turning 3, 6, or 16). Out of the 8 individuals; 3 were determined eligible and 5 were ineligible. Individuals who were ineligible consisted of 4 individuals turning 3 and 1 individual turning 6.

October 2016 Individuals needing redetermination



10 individuals were either new or community referrals. 7 of the new/community referrals were determined eligible and 3 individuals ineligible.

October 2016 New/Community referrals: Eligible v. Ineligible by age



Community Connections Coordinator

New Referrals from ISCs
Total Active Referrals

Julie Bruckelmeyer

3
23

Face to Face meetings w/people referred
New Community Connections identified

7

Individuals

2

Organizations

2

Outside requests for resources

0

Presentations in the community

Individuals

2

Organizations

1 (28 social work students)

Successful Connections

Resources

5

People to people

1

Referrals from EI for Parent Connections:

0

CCC Highlights & Happenings

QIP 3.5: Promote community focused socialization and strengthen collaboration with community groups.

Club iConnect in Pickerington has kicked off a new year with a new focus; we are inviting the community to "Meet-Up" each month to explore our community and enjoy new experiences using community resources. The October Meet-up included a photography lesson at Pickerington Ponds with Matt Berry and Trista Thurston from the Lancaster Eagle Gazette. None of us had ever been to

Pickerington Ponds and we learned a lot about taking great pictures. We had 5 people with disabilities and 7 without disabilities participate. In November, we will meet at the Pickerington HFH Restore to learn about the organization and how we can support them through volunteerism. We will then walk to Dairy Queen for a time of fellowship. On the Fairfield Connect front, I have been meeting with community volunteer and retired teacher, Kay Helm, who has offered to be a reading tutor at DU as well as facilitate a Next Chapter Book Club at the River Valley Mall food court starting November 11th. There are 5 individuals who have requested an opportunity to improve their reading skills at this time. Susan Welliver will spearhead the tutoring program and I will coordinate the NCBC. In addition, a Thomas Ewing student, Austin Housum and his mother Natalie Nelson, asked to be connected with a special friend Austin's age. I am pleased to announce Ky Dexter and Austin are enjoying their new friendship which clicked while playing the sport they both love, basketball. Both families say this connection has been a real blessing. Finally, The Well Community Church invited us to join them for their annual old fashioned Harvest Celebration complete with bonfire, food and hayride. We had 7 adults RSVP and participate. This is the beginning of an invitation to join this congregation for their monthly potluck and fellowship to begin in January. Through Fairfield Connect connections, I was able to raise \$950 in donations to help a mom and her son remain in their home while mom's employment stabilized and community assistance to begin.

I had the pleasure of speaking to a social work class at OUL where 28 students attended. I am working with the OUL Social Work Club and the Alpha Phi Omega service fraternity to discover how they might partner with us. The social work club members plan to participate in our monthly dances in an effort to bring the community together.

Services and Supports

Wendy Ricker

QIP 3.1: Increase access to community-based, summertime experiences for children and youth using a person centered approach, focusing on their interests, gifts and talents.

The summer scholarship program had its most successful year so far! Typically only half of the allocated funds of \$30,000 have been utilized by families for individuals to have summer experiences. This year we made the team decision to approve requests well above the original limit in hopes that we would reach our goal. We have found that families request funds but for various reasons, the child may not be able to attend a summer program. Eighty-eight families requested to utilize funding that could have totaled \$52,600 for summer events. All vendors except for two have billed for the summer scholarship program for a total of \$26,222.99. Again, this is the closest we have coming to using all \$30,000 for the summer opportunities. This is a collaborative effort between

families, vendors, ISC's and Kathy Curry, program coordinator. We have scheduled a meeting for January 6, 2017, to begin planning for the 2017 summer scholarship program.

The deadline to request use of 2016 Family Support Services funding that may have been allocated to a family for the in-home care of a person with a disability was October 31, 2016. As of November 8, 2016, 1085 requests for services had been processed for families for a total of \$219,129.06. FSS coordinator, Kathy Curry, is still processing the requests from the final days of October.

We received news on November 1, 2016, that Carnival Foods will no longer be accepting our requisitions for use of FSS funds at their store since they are closing soon. Kathy and ISC Assistant, Shelly Holt, have been contacting affected families to process new requisitions for a different store. Walmart is the only local grocery store that now accepts our requisitions. Kathy will be contacting other groceries in the area to hopefully provide more options where families can utilize FSS funds for groceries and other merchandise.

Community Outreach Supervisor

David Baum

October was a very busy month preparing for Accreditation, athletes preparing for their respective sports, and planning for the future of the department. Michelle continues to be busy with the number of children, youth, and adults that come through the Intake & Eligibility department by either new/community referrals or redeterminations for individuals turning 3, 6, or 16.

Special Olympics has been going strong between the basketball open gyms and the swimmers that recently participated at the Area 6 meet held on October 29th at the Upper Arlington High School. This is an all-day event and I would like to thank Andrea Headley, Coordinator, and her team of volunteers who attended this event with all the athletes. The swimmers will now be turning their attention to the state meet which will be taking place December 3rd and 4th at the OSU Natatorium.

Julie continues to work hard with connecting individuals and families with their communities. Julie continues to do a wonderful job with linking individuals/families through programs like Club iConnect, Next Chapter Book Club, or Fairfield Connect (just to name a few). She is also very hard at work with getting in front of groups to be able to expand the vibrancy of the community in which we live.

I was recently contacted by Christine Brown, OSDA, regarding Fairfield County holding the Central regional meeting for OSDA in Pickerington in January. The next Dynamite Abilities Advocacy (DAAG) meeting will be Tuesday, November 22nd at the Hope Center. The group provides the opportunities for guest

speakers from different agencies in the area to come and provide information that is relevant to them. Past information shared with the group included registering to vote and how to contact the Board of Elections and LPT.

Individual Support Coordination

Lois Everitt

QIP 8.1 Expand person-centered thinking and planning to all team members (providers, families, individuals, community members, and staff) through training and integration of these practices:

Sometimes ISC's are notified of urgent issues of something that is not working and we have to help coordinate major changes in a person's life in a short-time period. Recently we received a 30 day notification from a provider that they were no longer able to provide a place of residence and supports for a person. In this situation, there was a need to learn what was occurring that caused the provider to give notice, find a new provider, and find the person a new place to live. Luckily the person already had a guardian and payee in place to help support the person and help them to make decisions that may be best for them.

Because of the urgency in the situations and availability of staff, it may involve many members of the county board. In this situation the ISC, Amber Dille, was newly assigned to the person and she was participating in a training orientation program. As a supervisor it is necessary to know what to do to problem solve with a team in this type of situation and step in at a moments notice to assist. Additionally, I enlisted the assistance of two other ISC's (well versed with behavior support policy and seasoned ISC's) team members, Stacie Fisher and Nicole Kemp, to mentor Amber and assist with supports of what needed to occur. This situation also involved key collaboration with other departments including: Mary Kay Banville, Investigative Liaison; Dean Rallof Behavior, Services Coordinator; Michelle Dexter, Individual Budget and Medicaid Services Supervisor; and Monica Cooperrider, Individual Budget Liaison.

As a team we utilized Person Centered tools of what's working/not working to identify risks that were involved, and matching tools that best indicate which provider and roommate may work best in this situation. We also utilized Technical Assistance from the Mount Vernon Developmental Center that provided consultation on how to best support the person involved. At this team meeting we involved all people that were involved with the person including the adult day program (Hope Center) in which she attended and experiences successes. As a result of person-centered planning and collaboration, we were able to coordinate a new provider to support and a new location to live along with things that gave the person more control of in her life and opportunities to do the things that she wanted to do in less than 30 days!

Individual Support Coordination**LaTisha Bloom**

October was an eventful month. Accreditation certainly was our focus, but our day-to-day work was not stopped for accreditation. ISC, Charity was asked by a DODD member to join her on a committee focusing on an initiative for bettering the lives of people with DD. The committee is called Healthy Lifestyles for People with DD. Their focus is to look at the possibilities and determine what kinds of things can be done or implemented that would make it easier for people with DD to live healthier lives. We are excited that she is able to represent Fairfield County in such an important initiative.

Also during accreditation we were discussing positive stories and around that time I was told about a young man, JB, who was featured in the Towne Crier this month. They did an employment awareness piece that featured him and the fact that he has 2 jobs and he also has become independent enough to drive himself to Delaware for sports practices!

Individual Support Coordination**Teresa Scarpitti**

Dawn serves a young man who was admitted to Nationwide Children's Hospital in early September with life threatening health concerns. The hospital doctors were very concerned and felt he needed a guardian who could make medical decisions for him that would be in the best interest of his health and safety. APSI stepped in as emergency guardian at the request of Fairfield County Probate Court. We have been working together with APSI, Probate Court and other members of the young man's team to help him improve his health and hopefully be able to transition from the hospital to a nursing home/rehabilitation facility and eventually back to the community.

In addition, the SSA Department and the Department of Quality, Innovation and Planning are working with Probate Court to better understand the guardianship process and to address the shortage of available guardians in Fairfield County. A meeting was held with probate court representatives and both DD departments on October 31, 2016.

The Pickerington ISCs and supervisor continued to meet with individuals and their families regarding the State Funded Waivers and to help them decide if the available waiver was a good choice for their individual.

I (Teresa) attended the Pickerington Chamber of Commerce Economic Outlook Breakfast which was held at the Tracey Lee Conference Center (PRO). The keynote speakers were Ned Hill, Professor from The Ohio State University and Scott McComb, Chairman, President and CEO of Heartland Bank. It was a very informative presentation regarding the economic outlook at the local, state, national as well as worldwide level.

Transition Services**Susan Barnett**

Fairfield County Transition Collaborative: October 21st -OCALI presented their on-line free program that is geared towards schools, parents and providers on understanding Autism. We established goals for the group including developing a booklet that would accompany our resource guide. It will be a quick reference type guide book for schools, families and agencies.

Project Search: We had our first set of team meetings with family. It is amazing to see the expression of the families when they hear how their students are performing. This never gets old! Parents are proud to see the progress of the students, friends and mentors being made, and work skills being obtained. From the Advisory Committee meeting, we learned that Fairfield Medical Center will have a classroom on site at the hospital after the Holiday break. So the classroom will be moving to the main hospital. The Project Search Information Night will be on November 17th at 5:30p. This is an opportunity for families that are interested in Project Search to hear from the students and staff what the program is about. Kudos to Lancaster Public Transit. One of the students from Liberty Union was getting home about 2 hours after boarding LPT (other stops for PS students were before him). The main issue was that the seat belt was rubbing against his stoma which was causing it to leak on the way home. So he would be sitting in urine most of the trip. We explained this to LPT's Carrie Woody who arranged a more direct route to alleviate this situation. He is now getting home quicker and more importantly with his stoma intact! Thank You LPT for your continued support for our agency!

Transition Services: Our team says "Goodbye" to ISC Sarah Witham who will be staying home with her newborn son. We wish her the best of luck and look forward to having her back in the future! Sarah truly embraced each student's abilities and embraced person centered planning. Her position is posted and interviews will ensue shortly. KUDOS to the entire TNT (Tots N Teens) team for their resilience this year. They have supported Sarah while she was out with Caleb by covering her caseload, assisted with training a new kid's ISC and preparing for accreditation! This has been a full and busy year for our team. They have performed spectacularly!

Resource Management Team**Michelle Dexter**

We have mailed out the annual waiting list letter that included due process as required by the waiting list rules. We mailed out 585 letters that went to individuals on the waiting list and an additional 150 letters that went out to guardians.

Beth Dillehay, Individual Budget Specialist, is currently working on a project with DODD to assist with looking at guardian information so that DODD can create

reports that fully reflect what is needed for reporting for both county boards as well as folks at the state level.

Individual Benefit Coordinator Report

Susan Sarlo

Medicaid redesign continues and, along with the changes, there have been some glitches in services and miscommunications. I worked in tandem with the waiver unit at Fairfield JFS and with CMS to problem-solve each issue as we became aware of it. The most common of which were disenrollments and Medicaid cards for fee-for-service plans not being sent to the individuals. Typically, we found out about these issues when the individual had a doctor's appointment and needed their card to attend and when their prescriptions were unable to be refilled due to no active Medicaid.

Along with the local changes, I participated in a DODD-sponsored teleconference about voluntary enrollment into a Medicaid Managed Care Plan by individuals receiving any waiver services, BCMH and adoption Medicaid. A mass letter was sent out mid-month informing everyone of this option. Fortunately, I had received a heads up on this change and had researched the proposal and then spoke to my colleagues. I was able to inform both DODD and our ISC's of some basic differences between the fee-for-service and managed care plans so that they can make informed decisions. The biggest differences seem to be with the number of therapy sessions approved, the number of psychiatric and counseling sessions in a plan year and the inability to use Healthchek Home supports for children. Transportation to/from medical appointments is being touted by the MCP's, but their 30 trips a year have turned out to be one way, so this means transportation for 15 appointments. Unlimited medical transportation will be continue to be offered and can be requested through the local JFS office.

I am a member of The National Association of Benefits and Work Incentives Counselors. Our first annual conference was held in Columbus on 10/19 and 10/20. The event was represented by benefits specialists from over 38 states, including Hawaii. The two-day conference allowed a more-advanced training and group discussion on topics beyond basic benefits and also covered management techniques and political trends within the field.

I also attended a training this past Saturday on Special Needs trusts and Stable Accounts: the responsibility of the executor and tax implications of different types of trusts. This information will be useful when talking with families about becoming Medicaid eligible and reallocating assets. I received several good contacts to assist families and they are interested if offering similar training in Fairfield County, if an interest is shown.

I attended a Housing and Emergency Services Think-tank to represent the needs of the individuals we serve as Fairfield County Community Action and other county agencies future plan to meet the needs of Fairfield County residents.

There were six cases of benefits issues with Social Security that I worked on negotiating reassessment, resolution of overpayments and resolve of a non-existing deeming that was drastically reducing payment to a mother, who had two children with identifiable disabilities, allowing her to stay home and continue to spend time and care for her children, who have terminal conditions.

Marketing/Community Relations

Temple Montanez

November is filled with plans for National DD Awareness Month and the beginnings of Celebration. Many changes are coming with the Celebration event and will be announced soon. In the meantime, this year's theme will be community and the celebrity talent is almost confirmed.

As for March, watch for upcoming news for a free showing of the HBO Documentary How to Dance in Ohio that may include guests from the film; a glow-walk in River Valley Mall; an essay contest and a display and family story hour at the Fairfield County Library featuring guest speakers.

Discover U promotions at the mall during holiday season will include advertising and giveaways. The radio show this month focused on voter rights and employment. The tv show this month was filmed during Forest Rose Fall Party.

Community involvement has included trees decorated and donated to the library by marketing and by Art & Clay, as well as a tree decorated and donated to Family/Children services by staff.

Sarah Fries will speak at Kiwanis this month on employment and Temple will speak at Rotary in the next few weeks.

Business Development

David Uhl

Several meetings with new and existing contacts were held this month. Additionally, Fairfield DD was represented at several community events, including the new Tasty Made ribbon cutting (we have already met with them as a possible future partner), at Friends of the Park's Annual Meeting (Lancaster Parks is a great partner currently), at the Lancaster Fairfield County Chamber of Commerce Fairfield Leadership Institute, and at Young Professionals of Lancaster's quarterly meeting.

November has also proven to be a great time to reconnect internally. Now that the accreditation visit is finished, we spent time re-connecting with ISC teams this month. Meetings with 3 of 5 teams have already been held, and the final 2 are scheduled for later in November. This is a great time for Business Development to connect with our service coordinators to ensure that everyone is on the same page and working together as a team. The meetings are always a great time of reconnecting, answering questions, and sharing information.

November also marked the 3rd session of our Emerging Leaders Program. This month's focus was on decision making and time/self-management. Special guest speakers this month included former mayor Dave Smith and executive director of the United Way of Fairfield County, Sherry Orlando. They both shared interesting insight about decision making, how they do it, and what happens when a decision doesn't go the way you thought it would. At the end of each session, participants are given a survey, and the feedback we continue to receive is very positive. Next month, the first class of 10 will be working through how to have difficult conversations and the 5 Dysfunctions of a Team, led by our own Cindy Hillberry and Ray Schmidt.

As you know, this is also a time used to gear up for the busy holiday season at our social purpose enterprises. A lot of time planning and working to get 150 West Main ready for the busiest time of the year has been invested. We are looking forward to some great events, music, seasonal drinks, classes, and of course, ceramic ornament painting. We have welcomed several new employees to help us through the holiday season, as well as new interns. There are several holiday events planned, including the big downtown window decorating contest, the Holiday Christmas Parade, Small Business Saturday, and the Winter Carnival. In addition, available dates for office parties and holiday get-togethers are filling up fast. And of course, we have live music planned several times throughout the season. We are already starting to see a pickup in business, and we know it will only get busier as we get closer to Christmas. Remember, the cut-off to get your ceramics back in time for Christmas is mid-December, so don't wait!

If you haven't been down to 150 West Main in a while, come and check out the changes to the store. The holiday season is a great time to stop in. We promise...Yule Love It!

Quality, Innovation & Planning

Ray Schmidt

Accreditation

Accreditation is a process we go through periodically to prove that we are doing our job well. Unlike CARF, which investigates whether we do our job well when compared to other similar agencies, this review is through the State Department of Developmental Disabilities, and determines whether they will renew;

essentially giving us permission to continue operating. In the past, we have enjoyed four and five year renewals. Starting this year, there are two simple options; three years for those agencies that are doing good work, and one year for agencies with significant deficiencies. As you know from our report last month, we had a few areas of concern as we entered this process.

Fortunately, I have wonderful news! We went through our accreditation with a single, small citation concerning a need for greater follow-up on two non-MUI incidents. During our exit interview the lead surveyor spoke in glowing terms about the work we do in Fairfield County, saying at one point that she wanted to pack up a bunch of people from the state office tower, and have them take a bus tour of our county to see what true person-centered services is. She spoke of nearly all of our programs, and said that we are not just a model for other counties in our state, but a *national model* of disability services.

There is a lot of credit to go around for this successful review. First, I want to recognize Mark Geisler for the patient and consistent work he has performed over the last year in getting all of us (me included) ready for this review. Karissa Carpenter helped us organize our preparation efforts as well, and Dean Rallof did a wonderful job taking one of our weakest areas (behavior support) and turning us toward creating plans that really help create supportive environments for people with the greatest needs.

Without question, one of the most important events of our two-day review was the ISC roundtable on day two. This event included just our ISCs and the surveyors – no directors were present at the meeting. The universal report from this meeting was that our ISCs present the very essence of person-centered thinking. They related story after story about how we use our resources and abilities to help people create the life *they* choose, where they are in charge of the services they need. The lead surveyor spoke of her doubts that any agency was capable of creating the kind of services she witnessed when she visited us.

Her other accolades included a bouquet of flowers from one of our workers at the Green Machine, the augmented communication program at Forest Rose, Fairfield Connect and the efforts of Julie Bruckelmeyer with community connections, and special recognition of Art & Clay and DiscoverU.

Finally, I need to thank *every single employee of our agency*. This review is not result of putting on a show for the surveyors. This review only happens when it reflects a commitment forged by every employee doing the right job, every day. Of course, we are not perfect, but this is a great time to take a moment, and celebrate a great accomplishment!

Human Resources and Operations

Cindy Hillberry

Human Resources:

During the month of October Rachel posted positions for IT Systems Specialist, Educational Aide, and ISC. Applications were pulled for Job Trainer, Educational Aide, and ISC positions. HR attended insurance meetings with staff and finalized all open enrollment for staff benefits in October. We also participated in accreditation with the Ohio Department of Developmental Disabilities. Rachel continues to work on the bi-weekly staff newsletter. Finally, we are working closely with the adult services and fiscal departments on planning for the transition.

Positions posted: Instructor – Senior Room (FRS), Individual Support Coordinator (SSA), Educational Aide - 2 positions (FRS), Substitutes

Positions in the process of being filled: IT Systems Specialist (QA)

Positions filled: Individual Support Coordinator – 2 positions (SSA), Educational Aide (FRS),

New hires for the month of October:

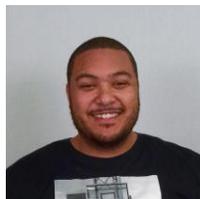
Samantha Noll, Job Trainer



Samantha comes to us with a Bachelor's Degree in Science of Communication from Ohio University. She is excited about her new job because it will contribute to helping individuals grow and become more independent.



Madyson Wills, Substitute



J. Roundtree, Educational Aide



Abby Bowland, Substitute

Highlights from October FairfieldDD In Focus:

Are you ready to vote? No matter who you vote for or what you believe in, voting is a privilege. Did you know that only one in six eligible voters has a disability? Check out this article : <http://fivethirtyeight.com/features/one-in-six-eligible-voters-has-a-disability/>

HAPPY HALLOWEEN from Forest Rose School. Thank you to all the staff who participated to make this year's Halloween party a success!

Thank you to everyone who donated to the BUDDY WALK and The RUN FOR OUR SONS events this year! The Buddy Walk raised \$397,982.00 of their \$400,000.00 goal. Team "Kickin It with Ky" raised over \$2,200.00. Run for our Sons raised over \$10,000.00 for Muscular Dystrophy Research. The staff at the Board of DD alone raised over \$700. Your support for all our causes is much appreciated!

Operations and Maintenance:

Kevin Rigsby

According to Fairfield County Utilities, the new water line to PRO is on schedule and we could have water up to our building as early as the first week of November (weather permitting). Once the main line is finished, FCU will chlorinate the line and connect our building first. Thank you to the Board and the Facilities Committee for allowing us to continue with the sprinkler project for the Opportunity Center. We will keep you posted on the progress of this project. We are continuing our efforts to provide great customer service while maintaining a safe and clean work place for our staff and the people we serve.