



**Fairfield County Board of DD  
Leadership Team Report  
May 19, 2015**

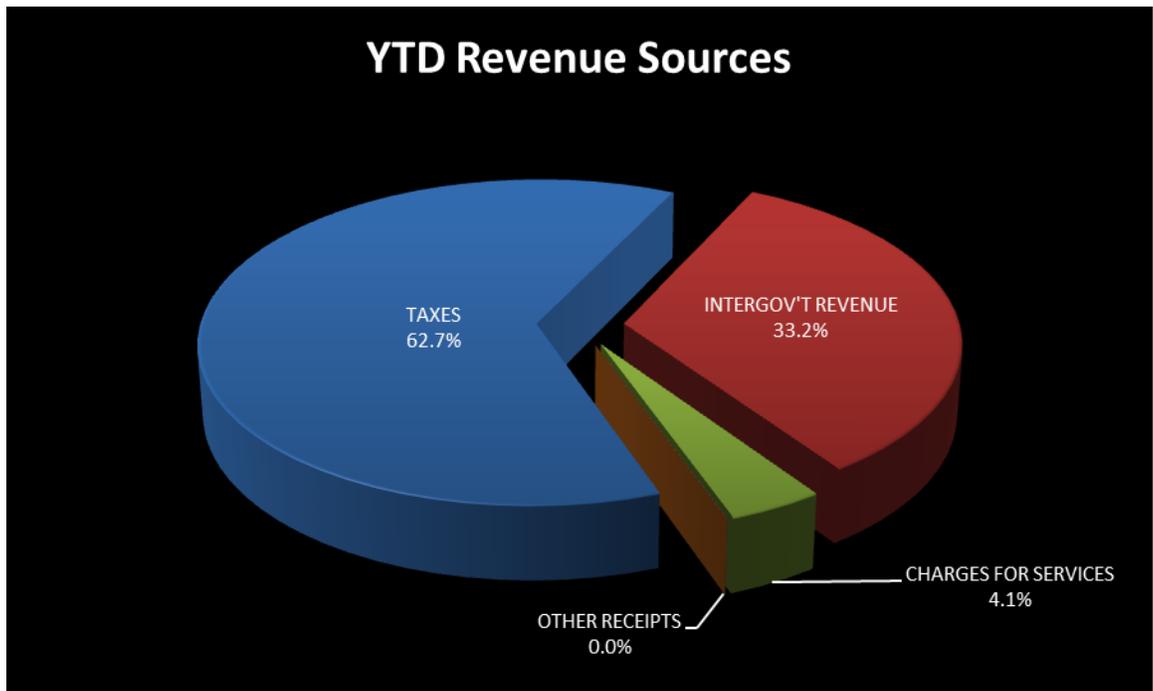
**Finance**

**Beth Seifert**

**Revenues:**

Revenues were approximately \$490,100 above projections.

Property Tax Revenues	335,400
Waiver Match Overpayment from SFY13	130,200
Medicaid (Adult Day, Non-Medical Transportation, Supported Employment, TCM)	14,700
ODE	28,100
Local Districts – One on One Aide Reimb	12,400
Medicaid Admin Claiming	9,800
REM – Adult Day Services	-9,900
OOAD (Community Employment, Benefit Analysis, Project Search & Discover U)	- 56,100



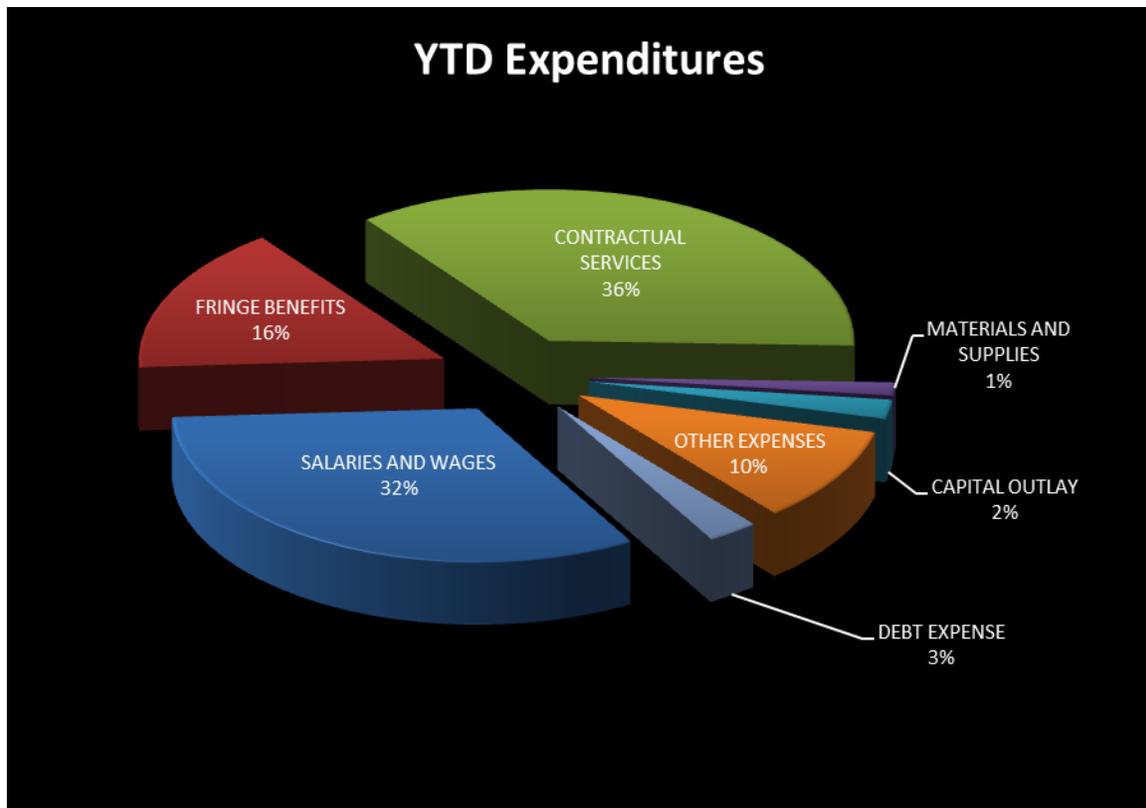
## Expenditures:

Expenditures were approximately \$1,827,100 below projections.

Salary and Benefits were below projections by \$456,700. Of this amount approximately \$104,000 is due to vacancies. An additional \$95,000 is related to the timing of the TEC employees becoming Board employees. The budget was set up to reflect expenses in April when in fact the payroll expense will not post until May.

Non-wage expenditures were \$1,370,400 below projections.

- Waiver match and admin fees were budgeted to be paid in April but not paid until May. This accounts for \$663,000 of the variance. In addition, the first quarter billing was under budget by \$119,200.
- The Bridges match payment (\$80,000) was budgeted to be paid in March; invoice has not been received.
- Another \$302,400 is related to contract services.
  - Therapy Services \$55,900
  - Purchased Property Services \$48,000
  - Purchased Housing \$45,200
  - Purchased Provider/Transportation Services \$48,100



## Educational Services

Jodi Blais

Preschool graduation will be held on Thursday, May 28th at 6:30 p.m. We would love to have you join us on this special evening! It is a short and very sweet celebration with families and extended families in attendance.



We have one student graduating high school but the family prefers not to hold a graduation ceremony and celebration.

We will be doing an arena screening for the children who would like to attend next school year as tuition paying peer models in preschool on a 29th. We have ten applicants for five slots. We have them come for two hours, during which time we observe and assess the preschoolers and run through a typical morning: circle time, snack, learning centers and an art activity.

We held a Family Fun Fair here at Forest Rose on Saturday, April 11th. This event was sponsored by the Fairfield Association for the Education of Young Children. In past years, the event took place at Rising Park with attendance low due to spring weather. Last year there were 153 family members who attended...this year there were 302. Adding the 97 community partners we hosted 399 people here for this exciting and



free event! Each child received a book and participated in a variety of fun activities like face painting, crawl through mazes, ice cream sundaes and climbing into a fire truck and learning about safety. I even got to make smoothies on a blender bike!



The primary class has been involved in a project for weeks called ***Our Town***. This was a hands on learning project that addressed content standards with landforms, weather, transportation and community helpers.



They created a town with water, beach, roads, brick, gravel, dirt, grass with houses, street signs, stores, community services like fire, police and trash, a farm and farm animals. They invited all the students to participate and classes added to the town or just played with it. It was an excellent way to

address concepts and communication skills.



### **Planning– QIP:**

#### **Commitment 4– Help people discover their personal genius**

*Provide Forest Rose School students approaching the transition from school to adult life with rigorous preparation for participating in community employment and community life using a Discovery approach in combination with emerging technology to ensure meaningful connections and contributions.*

#### **Commitment 9– Foster excellence, collaboration and innovation in services**

*Increase opportunities for Forest Rose School students to participate in meaningful ways in peer groups in their home school districts and communities by increasing community-wide capacity and capability for including all children, with appropriate supports, in public schools and beyond.*

Students from the Junior and Senior rooms went over to Bloom-Carroll High School to get to know students there. Thomas Pressler and Dustin Barkley are



both from BC School District and have siblings at the high school. Thomas even had his brother surprise him while there. The boys were able to show off their iPad and eye-gaze device and ask a group of Senior boys questions to work on social skills.



The BCHS students were impressed with our student's communication devices and asked questions back. The get-together went very well and will be happening again soon.

### **Early Intervention & Birth to Three:**

**Rebecca Nixon**

Our program is currently providing services to 147 families in Fairfield County. In April we enrolled 25 children and there were 7 who transitioned out of the program.

We will begin having playgroups at the Early Literacy Center this summer. Our team is excited to have families explore this creative learning environment together. It is our hope that these playgroups will provide opportunities for parents to connect with one another. All families with children ages 0 to 5 are welcome to join in the fun!



Jay Mattlin, our Information Technology Manager, has been meeting frequently with the Early Intervention team. He has been providing support and training on iPads. Our goal is for all the Primary Service Providers (which includes the Developmental Specialists and the therapists) to be using iPads for their case notes and documentation.

## **Business Development**

**David Uhl**

The winter months were busy with several projects and trips. Now that May is here, I have had time to really focus on meeting with business leaders and analyzing our SPE operations. It has been a good month.

**Business/Community Meetings:** Over the past month, I attended several community events and met with 7 community/business leaders to discuss current or future partnerships. This includes John P and I meeting with FMC CEO Jack Janoso. It also includes meetings with businesses that I have been working with for a while now. A couple of these are now to the point where a partnership is possible. I am working with JobFusion as my contacts begin to turn in to employment leads. I have passed 2 leads to JobFusion, 1 of which has turned into employment. The other remains a possibility for the future.

Speaking of JobFusion, I had a chance to meet with the new job developers, and we have been working closely together to maximize opportunities for those we serve. I am looking forward to the continued partnership with JobFusion as we all work toward the same goal: helping people find and take their place in the community.

**Social Purpose Enterprises:** I have had an opportunity to spend time analyzing the business aspect of our SPEs. Art & Clay on Main and Square Seven Coffee House have both already exceeded sales projections for the year. However, I want to capitalize on every efficiency possible to maximize the effectiveness of the operation. Several analyses have been conducted:

**Daily Sales:** We analyzed daily sales for the past several months to get a sense of which days we are busiest. The idea is that this would help us with staffing levels. However, the data is really all over the place, depending on the week. Some days are busy one week and not the next. All we know for sure is that Friday/Saturday are our busiest days. Everything else is really a crap shoot when you analyze the data. These inconsistencies are the reality for many retail/restaurant outlets. Another downtown restaurateur and I were talking about this and his comment was, "Don't even try to figure it out. It is impossible to nail it down." Well, we tried to figure it out anyway, but he was right.

**Market Analysis:** We looked at other coffee shops in Lancaster to get a sense of whether our menu prices were competitive. We found out that we are \$0.50-\$0.99 cheaper on some of our more popular items than were our competitors. We are looking at all prices and plan to reprint menus with price changes by July 1. This will mark 2 year since we opened, and we have not had any pricing changes since. I expect little fallout over what will be minimal increases across the board.

Product Pricing Comparison: Stauf's is a premium brand coffee, and we pay for it. I wanted to get a sense of whether we were paying too much. So, we contacted a competitor of Stauf's and received a price list. I looked at every invoice from November 2014 – April 2015 and then compared it to what we would have paid with the different vendor. When it was all said and done, the product price difference was about \$130. Shipping price difference was about \$230. So, overall, the value is not there to change out everything to a competitor and start from scratch. The price difference is just not compelling or significant enough. It was a good analysis, though, as we have long believed that we may have been paying "too much" for our product through our current vendor. It turns out, overall, that is not the case.

Social Return on Investment: Local CPA Vic Christopher (member of the Financial Advisory Committee) and I have been looking at ways to drill down on the social return on investment of Art & Clay/Square Seven. We have a plan in place and by later this summer, the goal is to have some quantifiable idea of the Social Return on Investment we receive from AC/S7. After that, we would like to apply the model to other areas of the agency in an effort to show the considerable SROI we know we are receiving.

Webinar/Meeting: I attended a webinar entitled Successful Independent Coffee Houses that laid out 7 areas to focus on in order to ensure success. They include location, layout, ingredient/equipment, marketing, training, customer service, cleanliness. On a scale of 1-10, I have self-rated, in my opinion, where we stand in these areas:

- Location – 7 (no drive-thru)
- Layout – 8
- Ingredients/Equipment – 10
- Marketing – 8
- Training – 7
- Customer Service – 8
- Cleanliness – 9

Overall, we have a number of these areas squared away. There is nothing that we can do about location at this time. Layout of the coffee operation behind the bar is pretty good. Our ingredients and equipment are top-notch. We do well with marketing, but I want to focus on more of a grassroots campaign in the next few months. We need some more training for our S7 staff. We will be working with our coffee vendor on this. We get customer service right often times. However, there are some things on which I would like for us to focus. I will be conducting a Customer Service Seminar at our AC/S7 all staff meeting on

May 27<sup>th</sup> to address this area. Finally, the shop is clean and looks good. We typically get high marks from the Health Dept.

The bottom line is, we are doing fine. However, as we know, good is the enemy of great. There are more things I want to focus on that will enable us to move forward and really have a great 2015-2016.

We continue to move forward. What we are learning through analysis and evaluation is helping us make more informed decisions about our operation. That is a great thing.

**Art & Clay on Main  
Square Seven Coffee House**

**Mitsi Niceswanger**

April was yet another great month for Art & Clay on Main. Ceramic sales were at almost 134% of the projection for the year. Wow!

Kids Summer Art Camps have been fully planned and are currently being marketed. We will again offer camps in June, July and August. Our reservation book opened last week, and we are already filling up. This summer we are having, "Rainforest Adventures", "Olympus Odyssey-Greek Things", and "Fine Arts Exploration" as our camps. Stay tuned to the Art & Clay Facebook page for pictures of the camps as they are happening this summer.

In April, we explored new images for a "Floral Platter" class. With this class, participants were given an oval ceramic platter that was pre-sketched in pencil with an intricate design. They then choose their own color palette to bring the sketch to life. In the kiln, the pencil fires off and only the vibrant colors remain. Participants were very happy with the result. We continue to have canvas painting classes where the design is reproduced from scratch by the participant, with instruction from one of our in house artists. This new process of ceramic painting will continue to be used, as customers are saying they love it. In May we have 3 classes on the books: Floral Canvas, Henna Bowl, and a Guitar Canvas are all classes that our customers are excited about. Take a look at our website and/or Facebook page for schedules on these classes. Maybe come try it out for yourself!

In partnership with JobFusion, the 10 week internship program we host continues to be successful. Currently two individuals are interning at Art & Clay/Square 7. Recently, we officially hired on Holly L as a permanent part-time employee. This hire is a direct result of the great performance Holly exhibited as a JobFusion intern. Under the direction of her job coach, Holly's customer service abilities shone at 150 West Main. So much so, that we decided we couldn't let her get away after her internship was completed. We spend a few

weeks talking with Holly's ISC and family, and ultimately we extended an offer that she accepted. Holly will be joining the 150 West Main Street family at the end of May.

**Square 7**— finished April at 109% of our annual projection. It's been a good Spring so far!

On April 28<sup>th</sup> we hosted the dessert leg of another successful Progressive Dinner, put on by Destination Downtown Lancaster. Our guests enjoyed a selection of gourmet chocolates from Coblenz, 3 flavors of mini cheesecakes, and of course an array of palatable coffee drinks ranging from the ever popular Highlander Grog coffee to a true European after dinner favorite, Decaf Macchiato. The Fairfield County Strings and Keyboards donated the time of four string musicians that played as a quartet for our guests. Compliments were abundant throughout the evening from both returning and new customers. Leslee from DDL informed us toward the middle of the evening that she received a call that guests on the other two legs of the tour were asking to leave their dessert venue and come join ours. Fortunately, we had plenty of food, so we were happy to accommodate the extra guests.

Kelly Vaughn brought in big crowds for her performances on April 10<sup>th</sup> and 24<sup>th</sup>. Kelly is quickly gaining attention on a much larger scale in just the last several months. Watching her, it's easy to see how she is on the verge of very big things. Square 7 has booked her several months into the future, to be sure to get her while we can.

Project Search intern Zayne Harshaw premiered at Square 7 on Friday April 17<sup>th</sup> with what turned out to be an electrifying 3 hour solo performance. The studios were alive with patrons of both Square 7 and Art & Clay, all thoroughly enjoying the sounds of this extremely talented young man. The weather was perfect that evening, so our doors were open and downtown Lancaster was alive with music and enthusiasm that radiated from 150 West Main Street. Zayne will return on Friday, May 15<sup>th</sup>, for a duet performance with keyboardist Amelia, from their band "Blue Spectrum". Come join us for a fun night, and you'll understand why the last time Zayne was here, Square 7 had their largest day of sales since opening in 2013.

Art & Clay is so happy to host the new Book Club coordinated by Julie Brucklemeyer. Their first event was April 10<sup>th</sup>. They will be meeting every Friday at 1:00pm. We love that this group has decided to utilize our creative space for their weekly gathering.

## **Adult Services**

**Kyle Miller**

### **Adult Services – General:**

To keep the JobFusion momentum going, Doug and I provided foundational employment training for the employment staff. In addition some of the staff participated in the "Customized Employment" training provided by Employment First Division of the Department. Doug and I also met with Coordinator and Program Specialist to identify various non-traditional employment models and techniques to utilize to develop best practices for success. We believe these efforts will maximize employment outcomes as prioritized in Q.I.P. commitment 6.) Action step number four.

Discovery training continues for staff from both the Opportunity Center and JobFusion to increase resources for the implementation of Project:Transformation. Brad worked tirelessly to finalize and submit the "Preliminary Implementation Steps" to the Department, and received notice that these were approved. Additionally, Brad and I worked with our consultant to outline additional training needs to provide staff with the tools they will need to provide services more inclusively. Opportunity Center staff continue assisting people to achieve outcomes in community settings including volunteer opportunities and developing partnerships with community groups. In addition, collaboration with JobFusion staff has been instrumental in providing internships.

"Cause Impact" staff attended the April meeting of the Fairfield Industries Board of Directors. At this meeting John and I reviewed the current influences on and expectations of our system that will directly affect Fairfield Industries. Following that meeting the consultants have been interviewing the Directors and County Board staff to pinpoint the next steps for developing FI's strategic plan for being a significant resource for the people we serve in the future.

Various staff attended the APSE/OAAS conference "Changing Employment Outcomes." Information from the various presenters will be utilized for strategic planning and best practices for Adult Services. Additionally, Adult Services Management Staff have scheduled a strategic planning meeting to review the new service definitions, CMS/DODD Transition plan and the funding system redesign.

**Program Services Update:**  
**QIP:**

**Brad Changet**

1.10 Repurpose space and resources at the OC and other community locations to align with changing service approaches– one way we plan to repurpose our resources is to provide training to our life coaches on ways to provide people with integrated community supports. We have already had one class and the rest of the staff will receive the training over the next several weeks.

6.3 – Determine best practices throughout the Project: Transformation project to better support people who are more comfortable with traditional Adult Services approaches and are consistent with Community/Employment First– we have submitted our Preliminary Implementation Step to the Department of DD and they have been approved. The five areas that have action steps to be implemented are Communication, Cross Training, Community Connections, JobFusion/Discovery and Integrated Day Supports.

**Community Connections Area**– The participants in the community connections area have been busy sprucing up the sensory garden this spring. They have been weeding, planting, mulching and cleaning to make this area a pleasant place to enjoy the great outdoors. Many people at the OC enjoy coming to the garden to eat lunch, chat with friends, or participate in the Transitions Curriculum. Bobby Fisher is seen helping to prepare some flowers for planting.



**Integrated Support**

**Opportunity**– We have found another amazing opportunity for a deeper connection with our Y.M.C.A. Janet and Rena went to the Y.M.C.A. on Friday May 8, to walk the track and take a look at possible job opportunities. Janet met Laura Staten and visited the day camp for the children downstairs. She also spoke to one of the greeters. Finding no available job openings, Janet asked about volunteering. She was guided to Jackie Moku, our chair yoga instructor to further delve into this opportunity. Janet is interested in obtaining a membership at the Y.M.C.A. and to offset the cost by offering her service as a volunteer. Also one of our Life Coach Trainees, Alayna Rand, is working with Mike Lieber to create a blended class for creative movement. Keep your eyes and ears open for more great things to come with our local YMCA.

**Art Rocks-** Art Rocks Studio artist of the month for May is Diana Tanner. Diana works mainly with markers to create her art work. She is always looking for new ways to improve and expand her art work. The window was a new experience for Diana and she really enjoyed coming up an abstract design for each window pane. She truly enjoys drawing! Congratulations Diana!

Art Rocks was asked to help out the Green Machine with painting some of the garden art that was getting a little weather worn from winter. Holly Laner was eager to help and enjoyed painting the pedestal for the garden ball. Pictured below the garden ball and one of the windows painted by Diana Tanner.



**Blue Shoe Arts-** Crystal Kirkpatrick has established a weekly visit for 4 to 5 individuals to Art and Clay/Blue Shoe

Arts for art instruction and creativity. Each week, people learn about a new technique and study and artist or piece that demonstrates that lesson. Then they create a piece using their new skills. On April 24,

the group finished their projects and then decided to enjoy downtown Lancaster. They are pictured below in front of the fountain.



**Green Machine**— We are pleased to announce that we recently received a grant from South Central Power in the amount of \$4,585. The funding will be for garden structures needed to expand our operation, upgrade the garden and improve the work and educational experience for the clients. The specific garden structures requested will support tomato plants (approx. 200 each season), bean and pea crops, berry plants and specialty gourd crops. Crop markers will improve education in the garden, allowing individual types of tomatoes or peppers to be quickly identified with seed information attached. All are permanent structures.

In addition, improvements needed to make the high tunnel a year round operation for growing produce for local restaurants will provide diversified activity in the traditional “non-growing” season for individuals to continue to have meaningful activity while generating income. Last, we need to increase the public presence for our Farm Market and would like to add more banners on Route 33 and the 33 By pass (Carroll) to draw the community to our facility for fresh produce purchases.

On April 11, about 15 master gardeners and one guy who knows nothing about horticulture, volunteered for a Green Machine work day. The compost pile was moved to a more suitable location, a tunnel entrance way to the garden was framed, several vine structures were erected, mulch was spread to create walkways in the garden, and piles of brush were chipped.



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## **Community Employment Services:**

**Doug Mitchell**

### **New Hires- Six Individuals Begin Employment in the Community!**

JobFusion is pleased to announce that six individuals were hired during the month of April! Austin L. was hired as a Car Wash Crew member at Froggy's Car Wash in Lancaster. Austin was a participant of the Fairfield Medical Center-Project SEARCH Program. JobFusion Staff, Barb Shriner trained Austin throughout the year and then assisted Austin in obtaining employment at Froggy's. Austin began this position as a part-time employee and is now full-time in less than a month.

Jedidiah S. was hired as a Porter at the River Valley Mall in Lancaster. Jedidiah is a former Opportunity Center participant who recently participated in the River Valley Mall-Project Search Program.

Scott S. was hired full-time as a Material Handler at Panacea in Groveport. Scott is our second hire at Panacea in recent months. Scott recently completed the Project Search program at DSW.

EJ L. was hired part-time in landscaping, grounds, and maintenance with the Lancaster City Parks and Recreation. A perfect fit for EJ with the potential that this position will continue through the off-season. EJ is a recent participant of the River Valley Mall Project Search program at DiscoverU.

Adam H. was hired part-time at The Hope Center, providing janitorial services.

Nick M. was hired part-time at FedEx as a Loader/Unloader in Groveport. Nick is likely to become full-time within a year and will be offered 401K+ Pension, MetLife & Aflac Insurance, and FMLA.

Congratulations to JobFusion staff, Linda McDonald, Sarah Fries, and Amanda Cruz on a great month of new hires.

### **Career Navigation**

Linda McDonald who formerly served as the JobFusion Job Developer is now serving as the Fairfield County Board of DD's first Career Navigator. She will be working with individuals to determine specific career advancement goals and assisting them with expanding choices for training, education, and employment opportunities. Linda will be leading efforts in working with businesses and community education; focusing on creating career pathways and linking individuals with community partner resources.

### **DiscoverU- Project Search**

We are delighted to share the DiscoverU success story of Jedidiah. This young man completed the entire 26-week DiscoverU program, consisting of a two-week classroom orientation and three eight-week internship rotations with our mall partners. Jedidiah was hired by the River Valley Mall on April 6, 2015, as a porter in their housekeeping department. We watched



Jedidiah improve and mature through the trials and errors of two internships. During his last internship, he was placed as a porter. All his training and perseverance paid off when he realized this was the job he wanted. We truly wish Jedidiah the best as he continues on his employment journey. A big thank you goes out to Jodi Stemen, his supervisor, and the River Valley Mall staff for their continued support of the DiscoverU program and employment of our individuals.

### **No Limits at DiscoverU**

We have implemented our fourth program at DiscoverU called "No Limits", designed to integrate high school DD students with our Work For It interns one day per week. We have spent the first four weeks of the pilot program with eight students from Canal Winchester High School acclimating them from high school life into the working community. The Canal Winchester students accompanied the interns to their individual sites to job-shadow DiscoverU interns. The first two joint sessions were very lively as we learned about each other as well as how to introduce yourself, how to listen, among other important work related skills. The second week of the training was inspiring as students began to demonstrate what they learned in the first week. Please note that we have had feedback about the name of the training being the same as "No Limits Athletic Program." Therefore, we will be renaming the training to avoid any confusion.

### **Employment Consultant**

April Wagner was hired as the Employment Consultant for Fairfield County Board of Developmental Disabilities/JobFusion. April serves at the liaison between Fairfield County Board of Developmental Disabilities/JobFusion and Affiliate partners: Embracing Autism, Home Health Connection/Hope Center, and Learning Never Ends. On June 3, 2015 from 9:00 AM, to 3:00 PM JobFusion will be hosting a mandatory job training session to prepare affiliate staff to provide job-training services for JobFusion.

## **Community Connections**

JobFusion entered approximately 100 businesses into the Community Connections system in the month of April. Contacts include the business name, address, phone number, contact person, and liaison to the business. New JobFusion staff is making the Community Connections Manager a regular part of their process for searching and matching jobs for the individuals we serve.

## **Designer Shoe Warehouse (DSW)- Project SEARCH**

The Franklin County Board of DD and the Fairfield County Board of DD/JobFusion are accepting referrals for the next training rotation at DSW. This is an excellent logistics-training program and the likelihood of getting a job is very good. All four trainees that started in June and finished in January have permanent jobs in distribution. The next rotation will begin at DSW on June 1, 2015.

## **Fairfield Medical Center- Project SEARCH**

FMC- Project SEARCH has been busy wrapping up the year's internship rotations within their designated departments. Three individuals have successfully finished tutoring and classwork training in order to obtain their Drivers Temps. On May 8<sup>th</sup>, the students will join Fairfield Career Center for their annual picnic. On May 14<sup>th</sup>, the students will do the Live Safe class with the Fairfield County Board of DD. Their last day at FMC will be spending time with their friends while enjoying a pizza and cake. FMC Project SEARCH students will be closing another chapter in their lives on May 21 with their graduation at Fairfield Christian Church.

JobFusion is pleased to announce two successful employment placements for Austin L. (his first paycheck) and Kelsey H. at Pizza Cottage.



<b>Section 1 Jobs</b>	
New hires in April 2015	6
Total number of jobs filled as of January 1, 2015	9
Total number of individuals employed in the community	72
Total job losses due to termination as of January 2015	1
Number of individuals receiving active Job Development Services. (An active job search is in place)	21
<b>Section 2 Internships</b>	
Number of individuals currently participating in an internship  <i>Fairfield Medical Center-Project Search- 9</i> <i>DiscoverU-Project Search- 0</i> <i>DU – Work For It –7</i> <b>Step Up 2 Work - 0</b> <i>DSW-Project Search- 0</i> <i>Art &amp; Clay/Square 7- 2</i> <i>OU-L Greenhouse- 4</i>	22
Number of individuals receiving a BVR assessment such as: Community Based Assessment, Career Exploration, etc.	2
<b>Section 3 The Opportunity Center</b>	
Total number of OC individuals ISC's referred to JobFusion to actively seek employment	11
Total number of OC individuals JobFusion has obtained jobs for in 2015	1
<b>Section 4 Discovery Services</b>	
Total number of individuals that completed Discovery and were referred to JobFusion to find employment	3
Total number of individuals that completed Discovery and employment was secured as a result of Discovery	0
<b>Section 5 Affiliate Partners</b>	
Total number of individuals referred to and currently participate at an Affiliate Partner for employability skills training	37
Total number of individuals that completed employability skills training at an affiliate partner and have left the program to participate in active Job Development (To find a job)	2
<b>Section 6 Total Services Provided</b>	
Total # of individuals receiving Community Employment Services via JobFusion	105

<b>Section 7 QIP Goals</b>	
Offer internship opportunities that will increase occupational, practical, and soft skills building a foundation where employability talents can flourish.	JobFusion meets this goal with our various internship opportunities at Project Search FMC, DiscoverU, DSW, Art, and Clay/Square 7.
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.	JobFusion implemented a new position on April 6, 2015 to act as liaison between the County Board and affiliate partners. April Wagner will be providing the first training to affiliates on June 3, 2015. This training is required for those affiliates seeking to provide Job Coaching services for JobFusion.
Continue to utilize a Business Advisory Council involving local employers and other businesses to share information and gain input for increased community employment success.	The April 30, 2015 Business Advisory council meeting was held at IHOP in Lancaster. Members provided leads for possible job opportunities.
Enhance Job Fusion'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.	JobFusion staff is scheduled to attend the Tech II conference in Columbus on May 13, 2015. This conference will equip JobFusion staff with knowledge regarding all types of assistive technology that can help people with disabilities to get or keep a job, and will emphasize evaluation, funding, and training.

**JobFusion OOD Payments** for April 2015 were \$15, 027, 08 and year to date \$3,3592.37

**Blue Shoe Arts Studio:**

**Pamela Whiteley**

The BSA studio has worked very hard over the last three years to provide a creative environment of mutual respect and offer the freedom to explore and discover one's own voice as an artist. This month, BSA Studio welcomed two new artists, Kyle L. and Adam B. Both have been well received in our community and are anxious to get started. At this point we have 23 artists that access our studio Monday through Wednesday.



BSA Studio presented their spring show Petrichor & Plumage on April 17th. The show opened with live music courtesy of Zayne Harshaw from Blue Spectrum. Stop in, if you haven't already, and take

a peek at the selected works representing the spring awakening.

We continue to work steadily on the DDL Sculpture. This is a tile relief mosaic that will replace the suspended pinch pot series next to the Ohio Glass Museum. The tiles have been created by Forest Rose, various home school students and staff. BSA will glaze and fire before imbedding them in concrete and suspending in a steal frame. Please, come downtown as we present this piece to our community on May 21<sup>st</sup> at 4:00p.

We've recently received sad news that our slate mural at the treehouse was vandalized beyond repair. So, we will collect the wreckage and combine it with various other materials to create a new piece of art that will convey a message of survival and unity through the power of water.

**Benefits Consultations/Analysis:**

**Ron Swain**

During April 2015, 42 BVR/BSVI fee-for-service Benefits Analyses were conducted at \$285 each. This Benefits Analyst conducted 34 consultations while Julie Koehler (Benefits Consultant/sub-contractor) conducted eight consultations. Total monthly billing is \$11,970 and year-to-date billing is \$47,880. There are currently 50 referrals from OOD pending for Benefits Analysis fee-for-service at \$285 each. For the second time this year, this Benefits Analyst was a guest lecturer at Ohio University. This took place on April 15, 2015 with 25 students in the School of Education who will be future teachers and counselors in the DD field.

A trip is scheduled on May 4 to Canton OOD and on May 5 to Abilities in Action in Bucyrus. This trip includes two trainings provided to Bucyrus/Crawford County area individuals. The trainings are sponsored by Abilities in Action, a local vendor to OOD. Developmental Disabilities and Mental Health Providers, support staff, vendors and BVR/BSVI Counselors will attend and Fairfield DD will be compensated for the presentations. During the Canton OOD visit, VR Counselors and support staff will be instructed in Medicaid Buy-In for Workers with Disabilities. They will also be instructed in the most effective ways to make referrals. It is important to note that both the quality and quantity of referrals typically increase after visits like these.

A potential new hire for Benefits Analysis has spent some time shadowing this Benefits Analyst. While it has been mentioned previously, it is important to note that as this analyst reduces hours beginning early 2016, the replacement will need significant training and supports. It is highly recommended the new hire have formal training by others and informal training with this Analyst. At this time, the number of referrals and workload is sufficient to support two newly trained Benefits Analysts. While the level of referrals is somewhat unpredictable, this Analyst, if marketing to existing and potential new referral sources, could continue or add to the existing level of referrals.

The current Work Incentives, Planning and Assistance (WIPA) grants end June 30, 2015 and a new one begins shortly after. There is already a significant increase in the number of referrals as this date approaches. There is always some down time with a transition from one Social Security program to another and this next WIPA program will serve fewer, rather than more, individuals. This means a continuing strong supply of referrals and this will be closely monitored to maximize business opportunities.

## Services and Support

## Chanda Busse

Total Enrollment for the program

1173	+25
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NOTE: this number does include those we serve from other counties for ADS/NMT through our contracted affiliate providers.

### TDD waiver enrollment

enrolled waivers

45	3 additional people will be enrolled in the next month
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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.

### IO waiver enrollment

enrolled waivers

128	+3
-----	----

waiting list

572	+1
-----	----

emergencies this year

0
---

enrolled this year

0
---

remaining budgeted to dispense this year

1
---

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

189	+1
329	+1 and corrected error from last month

waiting list

emergencies this year

0
---

New enrolled this year

0
---

remaining budgeted to dispense this year

0
---

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

7	+2, 1DODD Funded (same)	+2 SELF
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emergencies this year

0
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New enrolled this year	0
remaining budgeted to dispense this year	5

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	\$62,388.	No change
Title XX	\$31,030.	+2,751..
Individuals with personal assets or pending waivers	\$232,397.	+49,064.
Discovery Services	\$36750.	+19,810.

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

Individuals in a Nursing Home	\$100,939.	No change
Individuals on Transitions Waiver	\$152,598.	-18,568.

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

Individuals who have redirected their budget	\$11,235.	-9,781.
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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

**Discovery Services**

**Chanda Busse**

QIP 4.1: Offer a wide range of Discovery services focusing on community and employment options with the outcome of identifying gifts and talents; resulting in a match with employment and community engagement opportunities.

As of April 2015, 6 people came through Introduction and Eligibility at age 16 or older. Five are students. One person entered Discovery also by referral from their team. They are using Discovery to direct them on their path for employment.

In Discovery (includes 9 people from 2014 still in Discovery)	20
Employed (did not use Discovery) or College bound	-
RSC/BVR referral - Discovery with RSC	7
On TDD waiver ~ working with MEORC (one profile has been completed for a person on the TDD waiver)	2
Nursing Facility and/or medical issues a priority/retired	-
On Hold (illness/family/no longer eligible and appealing)	2
New to County ~ deciding on path- actively working with ISC on process (getting settle and Discovery should begin)	2
Moved out of county or removed from Discovery/decided did not want any services	1
Profiles completed so far in in 2015 (some originated in 2014)	1

Five students who attend Forest Rose School are now in Discovery. The fifth student was added in April. HOPE Center Staff are doing the Discovery for the Forest Rose Students. The teachers, staff and HOPE Center staff are working together to suggest next steps for the students and to create opportunities for the students to participate even more than they have been in the community. It is good partnership.

Two profiles were completed in April. Discovery training continues for 7 staff at the Opportunity Center, with JobFusion and Learning Never Ends. An additional training is being planned in June. Goodwill of Lancaster/Zanesville will join in offering Discovery Services in the future. The board approved this contract in April at the board meeting.

**Introduction and Eligibility Board Report April 2015 Chanda Busse**

In April 2015, 54 individuals were served by the Introduction and Eligibility department. (NOTE: All of these individuals are not new to intake, but a continuation of the intake process. Therefore, the number is not unduplicated).

- 30 Community referrals, not currently receiving CBDD services or currently receiving services from another County Board of DD and moving to Fairfield County.
- 16 Individuals currently receiving services from FCBDD turning 3 years old.
- 3 Individuals currently receiving services from FCBDD turning 6.

- 5 Individuals currently receiving services from FCBDD turning 16.
- 1 Individual with an IO waiver moved into the county.
- 3 individuals in the age 16+ category will be enrolled on the TDD waivers. (Two individuals on the Ohio Home Care Waiver are being moved to the transition waiver. This increases our number to 48 people on the TDD waiver).

Of the 54 Individuals with Intake status, the eligibility process was completed for 20 individuals. It is also important to note that 8 people (age 6 to 15) were removed from the rolls as part of our data clean-up efforts. They had not been closed out when they left the county or did not remain eligible for County Board services.

There are 35 people with intake status at the end of April. The people are in process and include the following status:

- 10 people are new to the I and E process and have received a packet with no response at this time
- 1 person ~ eligible getting needed documents turned in to finish the intake process
- 6 people have qualifying diagnosis and are scheduled or in process of being scheduled for assessment (OEDI/COEDI)
- 0 people ~ are waiting for their Assessment to be scored
- 12 people waiting on evaluations to be completed to indicate the qualifying disability (redet process is started 60 days ahead of birthday and they will have intake status upwards of 2 months)
- 3 people are not eligible but waiting to terminate on their birthday (at age 3, 6 or 16). Process finished but they can get FSS or another service until their birthday.
- 3 people not following through/no response. Closing letter to be sent.

	eligible	previously receiving services	(new) added to enrollment	in-eligible	were not receiving services yet	deducted from enrollment
Age 3-5	2	2	0	2	1	1
Age 6-15	6	1	5	1	1	8
16+	1	0	1	0	0	0
Did not have a qualifying disability	1	0	0	0	0	2
Voluntarily withdrew from intake age 3 to 5 (8/14)	2	0	0	0	0	2
did not follow through	5	2	0		3	2

Age 3 to 15 moved in or out	0					
adult moved in or out of county	1	0	1			
			7	change enrollment		15

**Data Cleanup found**

**noted:** 0 children age 3 to 5 not terminated.

8 Youth Age 6 to 15 not terminated

0 Adult Moved and not terminated

**Demographic Breakdown of Enrollment:**

<b>Ages</b>	<b>Number enrolled at the end of 4/30/15 (5/11/15)</b>
<b>Birth to 2</b>	<b>79</b>
<b>3 to 5</b>	<b>189</b>
<b>6 to 15</b>	<b>275</b>
<b>16 to 22</b>	<b>147</b>
<b>23 to 30</b>	<b>167</b>
<b>31 to 55</b>	<b>243</b>
<b>56 +</b>	<b>70</b>

## **Individual Support Coordination**

**Teresa Scarpitti**

### **Great Things Happening:**

Brittany Cain achieved her dream of obtaining her driver's license. Brittany completed the Assisted Technology Drivers Ed Class at The Ohio State University through funding from ODD/BVR and her Self Waiver. The program assisted Brittany in trying out various devices and determining which vehicle modifications worked best for her. Brittany's hard work and determination paid off. Brittany is employed by the FCBDD as the afternoon receptionist at the Pickerington Regional Office. Congratulations Brittany!



A 31 year old young man who lives with his family and needs total physical care is obtaining a Voyager lift/tracking system through his IOW. This tracking system will be a great help to his parents and enable them to continue to provide his care.

## **Individual Support Coordination**

**Lois Everitt**

### **Updates on Imagine/Person Centered Thinking**

As I have previously reported ISC's and Resource Management have been actively working to get our plans into the new Imagine Information System. Fairfield County currently has 652 individuals entered into the system. As you are aware we have been challenged this year to get the plan in the right stages from beginning to end with all team members. From January of 2015 thru today we now have 88 Published plans. We are also working to correct plans that may not be in the right phase and get them to the Publish phase as soon as possible.

DODD has begun a new System Expert User Training that is every other Wednesday for 8 hours April-July 2015. We have three staff that are participating Lisa Boley, Ester Dawn Buser, and Alysha Blagg.

Person Centered Coaches continue to meet monthly for training either via Webinar or In Person Training. Current Coaches are: Lois Everitt, Chanda Busse, LaTisha Bloom, Cathy Varney, Darrick Jackson, Alysha Blagg, Monica Cooperrider, Lisa Boley, Kristen Lee (OC), and Mirada Moreland (IO Waiver Provider)

Fairfield county will be hosting a Person Centered Thinking Exposure Training presented by MEORC on Aug 5, 6 at PRO. This is a 2 day opportunity for an overview of person centered thinking practices and the Region V County Collaborative (RVCC). It also gives opportunities to practice using person

centered thinking tools, discuss goals versus outcomes and hear stories from person centered thinking coaches.

### **Individual Support Coordination**

**Wendy Ricker**

Our team is in the process of bringing aboard new staff to replace vacant Individual Support Coordinator (ISC) positions and a new position to support individuals changing from a TDD waiver to other DD waiver options. We are excited to announce that Jeff Schmelzer and Amber Noice will join our team on June 1. We hope to make an offer for the other replacement position in the near future.

We will also be hiring a new ISC supervisor for the team in Carroll as I transition into the full-time role as Director of Service and Supports. I will be meeting individually with each member of the Service and Supports department along with leadership to establish outcomes and action steps for the department and for me as the director. I am excited to bring about a vibrant department and make meaningful contributions!

### **Transition Services Update**

**Susan Barnett**

Fairfield Medical Center Project Search: We are completing activities with our new class to prepare them for graduation and life after graduation. All students have been connected with continued supports to assist them in their next leg of their journey! Graduation is May 21<sup>st</sup> at Fairfield Christian Church. To celebrate our Project Search Team, we have 1/3 of the class graduating with employment opportunities lined up! The Project Search Team has also been working on connecting the students with volunteer opportunities to enhance their social connections and to continue to develop vocational opportunities in their community!

### **QIP: 7.2- Coordinate information and support for families of youth in transition consistent with Discovery and Community/Employment First.**

We have partnered with Pickerington Local School District to pilot the Employment First Transition Framework with one of their students. The framework provides a platform to develop teamwork, share information, and provide backwards planning to help assist the student, their family, and their team to prepare for exiting school. As part of the pilot we can evaluate what works for our county and tailor the process. We are receiving technical support from Sue Beck with OCALI.

**QIP 7.3- Explore Employment Navigation for transition age youth, as well as increase the capacity of Bridges to Transition consistent with OOD standards.**

Our county will have Amy Parker full time starting in May 2015. She will no longer be shared with Hocking or Perry County for Bridges to Transition services. With the dedication to Fairfield County, she will be able to increase her case load size. She will also begin working under the new model to increase the processing speeds of eligibility, plan approvals and authorizations.

**Community Connections Update: Julie Bruckelmeyer**  
**QIP 3.1: Increase Individuals' access to inclusive community settings, strengthening relationships with community clubs, interest groups, school-related groups, congregations, civic groups and other organizations.**

**New Referrals from ISCs 4**  
**Total Active Referrals 24**

**Face to Face meetings w/referrals: 5**  
**New Community Connections identified:**

**Individuals 1**  
**Organizations 1**

**Outside requests for resources 2**  
**Presentations:**

**Individuals 3**  
**Organizations 1**

**Successful Connections: 13**

**Referrals from EI for Parent Connections: 2**

**CCC Happenings:**

- **Next Chapter Book Club:** The Book Club at Art & Clay started April 10<sup>th</sup> with 3 members. They are reading "Call of the Wild". The club would like to add 5 more members to complete the club. The Tim Horton's Club has 4 members and the Pickerington Club has 8.
- **EI Quarterly Event:** The "Mom's Evening of Relaxation" was enjoyed by 4 moms and 8 staff members on April 14 at PRO. It was well received and enjoyed by everyone attending. We may repeat this event at a different location and consider providing childcare in the future.

- **Pickerington Kiwanis/Key Club Childcare Resource:** The Pickerington Kiwanis and Key Club Members, FCBDD and Autism Society of Central Ohio held the first "Meet & Greet" on April 16th at the Pickerington Church of the Nazarene to introduce families to the newly created "Childcare Resource". Three Pickerington families, having children diagnosed with autism, attended the event to learn about the resource and to meet and interact with the Key Club volunteers. We are planning a second "Meet & Greet" in June.
- **Men's Group:** Scott Campbell agreed to mentor several young men with similar concerns and challenges. They met at Rule 3 on April 12th to eat and discuss what they wanted to gain from their time together. I am told the men really enjoyed this opportunity and decided to meet once a month at the Pickerington Library for a quieter venue. Kudos to ISCs, Marie Cummerlander and Laura Sherman, for asking Scott if he would consider mentoring and also to Scott for accepting the opportunity.
- **Parent Support Groups:** The Pickerington Support Group, led by parent Joanna Lawrence, will morph into a playgroup during the summer months. Parents and children will meet to play and interact at the Rising Park Playground at 10am on the 1st and 3rd Thursday each month. The Mom's Meet-up/Playgroup led by parent Jessie Smith will continue to meet monthly at the Early Literacy Center the 1st and 3rd Friday at 10am. The EI Staff will begin inviting parents to meet at the ELC every 3rd Friday to encourage parents to participate and experience this amazing free community resource.
- **Impact4Fun (Social skills & games):** We are gearing up for the second get together with our friends at the River Valley Life Center on June 14th. We have expanded the age group to mirror the age range of the Impact group & youth group sponsoring the event.

## **Resource Management**

**Michelle Dexter**

### **Benefit Coordinators Report**

The Individual Benefits Coordinator continues to be very busy getting Medicaid reinstated, resolving Potential Loss of Medicaid status and resolving Patient Liabilities that are the result of changes that are occurring at Medicaid and Job and Family Services. This has been made much easier by the support of the individual's families, payees and the waiver staff at the local JFS. The ISC's also need recognized for their prompt response and support. Quick work is often needed to resolve the issues that prevent the access of medical care and payment to the providers and mean the difference in getting needed medications, or being able to retro Medicaid recertification back far enough to

capture all the services that have been provided to the individual. We project the need for this support will continue to remain high for the remainder of 2015.

On 4/30, Fairfield Metropolitan Housing pulled the remainder of their Housing Choice Voucher waiting list. We estimate that this will affect at least 23 individuals that we serve. Emails were sent out to all providers making them aware of the voucher pull and reminding them to check the mail daily and giving guidance on what to do, if a new voucher packet is received. This is good news for the individuals that we serve and we are gearing up for a very busy month, as this not only involves completing the packets and getting all supporting documentation, but also looking for and applying for apartments, if their current place does not accept Metro. We anticipate a shortage of Metro-certified apartments available (as it is typical when the waiting list is pulled). We will continue to work with Metro on identifying and assisting new landlords in becoming Metro certified and renting to the individuals that we assist.

## **Human Resources and Operations**

**Cindy Hillberry**

### **Human Resources**

During the month of April, Rachel posted the positions of Individual Support Coordinators (2), Individual Budget Specialist, and Life Coach Trainee. Rachel has been working on hiring substitutes for the Opportunity Center and also Forest Rose School. Rachel is getting the Wellness committee back on track after a long winter. They are planning events and wellness classes for summer.

The Leadership Team has been working on evaluations. At this point, the extended leadership team has reviewed evaluation scores and managers are scheduling reviews with employees. All evaluations are to be reviewed and any appeals are to be in by May 29, 2015. In order to appeal an evaluation, an employee must first meet with their supervisor again to review their specific concerns about the appeal and then submit their evaluation and the reason they are appealing each specific item.

Positions posted: ISC Supervisor, Individual Support Coordinator (SSA, transition caseload, Pickerington office); Life Coach Trainee (AS); ISC Supervisor (SSA)

Positions in the process of being filled: Individual Budget Specialist (SSA)

Positions filled: Individual Support Coordinator (SSA – two positions filled); Director of Services and Supports (SSA); Director of Community Relations; Nurse; Information Technology Specialist; and Art Coordinator.

## New Hires for this month:



**Hauna Strohl**— is a graduate of Ohio University in Athens, Ohio with a Bachelor of Arts in Psychology and a Bachelor of Science in Communication. She also has a Master's Degree in Communication with a focus on Journalism and Technical Writing. Hauna's career in the DD field began in college when she worked for Tri-County Mental Health and Counseling in a dual diagnosis facility. Following college Hauna shifted her focus to writing, working for periods as a medical and technical writer. She eventually gravitated back to the field of DD, working as a grant writer for various programs assisting the disabled. Prior to joining the Fairfield County Board of DD in April 2015, Hauna worked for the State of Ohio for over nine years, and most recently Hauna was a TDD Service and Support Administrator for the Mid East Ohio Regional Council. Hauna is excited to begin this new journey. She resides in Lancaster with her husband and daughter.



**April Wagner**— is a 2006 graduate of The Ohio State University. She has six and a half years' experience with children and families as an ongoing caseworker at Fairfield County Child Protective Services and as a past parent educator at Family Adult and Child First Council. April has one and a half years' experience working with adults with developmental disabilities to assist them in obtaining work in the community. In her spare time, April loves spending time with her husband, Matthew, and their four year old daughter, Anna.



**Amanda Cruz**— her professional experience has primarily been centered in higher education with the past seven and half years in Career Services. While assisting a diverse population of students, she has been able to help job seekers focus on their employment goals and how to achieve them. Her prior experiences are in workshop presentation, both for colleges and at regional conferences, employer outreach and job search planning. Her educational achievements include a Masters of Project Management from DeVry University and Bachelor's Degrees in Psychology and Business Administration and Marketing from Eastern New Mexico University.



**Natalie Mers**— joined the Fairfield County Board of Developmental Disabilities as a Job Trainer in April 2015. Natalie has a Bachelor's Degree in Business Management with a minor in Psychology. She also has an Associate's Degree in Micro Computer Technology. Natalie has a diverse background in working with individuals with disabilities from her experience as a substitute teacher while working in the

Logan-Hocking School District. She has enjoyed making a positive impact on the students' lives.



**Sarah Fries**— is excited to join the Fairfield County Board of Developmental Disabilities as a Job Developer. She is passionate about the individuals and programs within the organization. Her younger brother attends daily activities at The Opportunity Center and has always been a source of inspiration to her. As a Job Developer, it is crucial to find the right job at the right business for each individual. Sarah brings over eight years of recruiting and staffing experience to the role and loves to build relationships with the individuals and the businesses. She looks forward to being part of an organization that makes a difference in the lives of others.



**Linda McDonald**— joined JobFusion, the Fairfield County Board of Development Disabilities community employment service, in March 2014. As Job Developer, Linda meets job seekers and their families to determine interests and skills. Working with a sizeable number of businesses in the county, she markets their abilities to find the perfect fit of employee and employer. Linda's experience in advertising, printing, publishing, public relations and programming serves her well in her position. Her interest and passion for people with developmental disabilities peaked as Community Outreach Coordinator at Southeastern Ohio Center for Independent Living (SOCIL) where she provided informational material about services and resources available to individuals and their families. She was responsible for a series of educational programs for parents, teachers and professionals presented by researchers and specialists across the country. Serving on a variety of boards and an active volunteer in her community, Linda earned a Bachelor of Fine Arts with a major in Graphic Design and minor in photography from Ohio University, Athens.

### **Highlights from March FairfieldDD In Focus:**

Celebration of Possibilities Wrap Up— we laughed, we cried, we sang, and we danced. Emotions ran high last week at the Celebration. I am always touched and moved by the heartfelt words of the people whose lives we touch by being a part the Fairfield County Board of DD. Each and every one of us plays a role in changing the lives of the folks we serve for the better. Take a moment to thank each other today on the great job that we do for those who need us to help them have "the Good Life" they deserve. We are all truly amazing people working for the greater good!

Art Rocks Studio artist of the month for April is Todd Ferguson. Todd works in many mediums from making puppet masks, drawing, painting, wood working,

weaving and sewing, just to name a few. He also made the frame for his latest creation! He truly enjoys art and is always looking for new ways to improve and expand his art work. Todd loves the Buckeyes, basketball, football, movies and just enjoys life!

The Spring "Give Back" project/Easter Egg Hunt at Forest Rose was a great success. Lots of fun had by all who attended. Thank you to all who assisted in the donations and planning.

JobFusion would like to announce the employee of the month, Donald Morfing. Donald is an amazing man who is employed at Service Master. Todd George (supervisor) said that "Donald is a great employee and we are glad that we could give him this opportunity," said Todd George, Donald's supervisor. Donald has overcome many barriers and continues to progress. Congratulations Donald, your hard work paid off and has not went unnoticed. Thank you and keep up the good work.

Very cool things happening at Square Seven Coffee House/Art & Clay on Main this Friday as we welcome Zayne Harshaw for the first time. And also celebrate the opening of Petrichor and Plumage at Blue Shoe Arts.

We are happy to announce that Mitsi Niceswanger has accepted the position of general manager at Art & Clay on Main / Square Seven Coffee House. Mitsi is passionate about our mission to bring about a vibrant community where people lead fulfilling lives and make meaningful contributions. Welcome Mitsi!

**Operations and Maintenance:**

**Kevin Rigsby**

Last month we were having repairs made to the hvac loop at the admin building and found some damage to the boiler. We are getting quotes for the repairs. This will not affect the cooling for the building so we can make repairs without any cooling issues. With school coming to a close we will be doing some floor work this summer. We are continuing our efforts to provide a safe and clean work place for our staff and the people we serve and to provide excellent customer service.