Disability and Health Services

You may have noticed all the changes we’ve made. First starting with our name Disability and Health Services. The name changed to match the services that we now provide with Nursing and Behavioral Services. In October of 2020, the RN Case Manager pilot program was put into practice. This has since been successful in many ways in providing care to our individuals, though we still have some case managers that also work alongside our program RN’s. In January of this year a strategic plan was implemented to develop new standard operation procedures, a behavior support team and to restructure the program to meet individual’s needs.

While we all work together to ensure the needs of the individuals are met, we also looked at what the needs are of the support companions who accompany them. The Host Home Liaison role was applied to ensure that support companions also have support. Support Companions provide day to day care to adults with Intellectual Developmental Disabilities in a life sharing arrangement, while empowering and encouraging the individual to meet personal goals. They assist the individual in becoming integrated into the community and maintain compliance and documentation monthly. The Host Home Liaison acts as a case manager specifically to the support companion, providing any additional support needs such as community resources, documentation support and maintaining compliance. The Host Home Liaison also has the responsibility of program growth by recruiting new host homes. With the variations in our program, we thank you for your patience and joining us to see the light at the end of the tunnel.
Changing The Way We Document

Over the past 6 months the Disability and Health Services team has looked at ways to improve the program and how we can better support the homes and individuals we serve. One of the areas identified was Documentation. We recognized the barrier for both the support companion and the agency. The Disability and Health Services team has decided to change the way we document. As of July 1st, we will be implementing a dual electronic and written paper documentation system. Documentation will no longer be due daily, but by the 5th of the following month. For those who would like to complete the electronic version of monthly documentation will need to have Adobe software as the documentation is now in PDF format. For those who would like to complete written paper documentation, packets will be mailed directly to you, or hand delivered by your RN Case Manager or Case Manager. All documentation will be modified to each individual’s support needs. There will be two upcoming opportunities to receive your documentation training on Tuesday June 22nd at 11am & Tuesday June 29th at 4pm. These classes are strongly encouraged to ensure documentation accuracy. Please RSVP with Samantha Eberhardt at Samantha.eberhardt@weispirit.org

“There’s no such things as a small act of kindness. Every act creates a ripple with no logical end.” — Scott Adams

Meet Belinda

Belinda Cantrell lives in Southeast Georgia with her Host Home Family. Belinda has done remarkably well since moving to her new home. Belinda has lost over 40 pounds and enjoys exercising daily. Her favorite exercise is dancing. She enjoys going shopping and states that she would go to “Rainbow Fashion” everyday if she could. Belinda has had her challenges over the years, including losing her father this past year; however, she has persevered and continued to make strides in her new found life in South Georgia.
Support Companion Highlight

Tonya and Richard Wilmot have been with the agency since 2009. For the past eleven years, The Wilmot’s have provided exceptional service and supports to both individuals placed in their home. They received their first placement in August of 2011 and their second in July of 2012. Their passion and drive to support individuals with intellectual and developmental disabilities has been remarkable. The Wilmot’s work with each individual on Home Living, Lifelong and Community goals of the individual’s choosing. Daily, they ensure that their individuals’ basic needs are met all while maintaining a 99% compliance rate. The Wilmot’s have been strong advocates for their individuals to make sure they receive the best resources available to help them thrive. While going the extra mile, exceedingly they make sure their individuals are engaged and well-integrated into their community. Thank you for 11 years of working with the InsPiritus Team and opening your home to provide home and community support to individuals with Intellectual and Developmental Disabilities.
Leadership Team

Renee Mason, Director of Disability and Health Services
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Renee’ has been a Registered Nurse for 27 years, specializing in individuals with intellectual and developmental disabilities for the last 10 years. She has been with Inspiritus for three years and began by conducting home nursing visits across the state. She also previously served as the Director of Nursing and Clinical Services. Renee’ has an adult son who she cares for daily who is on the Autism Spectrum. She has served as a foster parent and she adopted her teenage daughter when she was six years old. Renee’ has served on several community committees and panels in her effort to advocate for the needs of individuals with IDD. She serves as a Subject Matter Expert and is an author for several national healthcare publishers. She is currently working on her Masters of Science in Nursing with a specialty in Care Coordination/Public Health.

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Toni Long
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"None of us, including me, ever do great things. But we can all do small things, with great love, and together we can do something wonderful." – Mother Teresa

Host Home Liaisons

Germany Balloon
Host Home Liaison
Metro

Adrienne Lemon
Host Home Liaison
South
Director’s Corner

As we enter the second half of the fiscal year with the new leadership changes in Disability and Health Services, I want to take a moment and reflect back on the goals we set out to accomplish for ourselves in the first six months. Back in December, we discovered quite a few processes we thought could be improved. I want to share those with you now:

- ALWAYS PUT THE INDIVIDUALS WE ACCOMPANY FIRST
- Create a team-oriented culture that focuses on excellence with compassion
- Transition to a RN Case Manager Model with an Interdisciplinary Team approach to care
- Restructure the program to better meet needs of the individuals we accompany
- Develop Standard Operating Procedures for all the tasks we do
- Modify Extended Reach documentation process and the Annual Update Packet
- Develop a Behavior Support Team
- Improve the Referral to Admission Process
- Capture billing for all nursing and behavior services provided
- Develop a structured orientation process for new team members
- Implement Relias for team members and support companions
- Improve education opportunities for our individuals such as the Sex Education Curriculum
- Develop leadership and intake teams with weekly status meetings
- Update required annual trainings for staff and support companions
- Improve communication with support companions through quarterly meetings
- Develop a newsletter to highlight changes and spotlight successes
- Update and utilize the bed-board for open beds
- Streamline our required licenses and permits
- Update our internal SharePoint page so team members can use it as a resource
- Teach RNs to administer Proxy Caregiver Training
- Get all RNs certified to complete HRSTs and Healthcare Plans

I know that is a pretty big list! I am so excited to announce that we have completed all of those six month goals. The good news is that this allows us to be able to provide the best possible support to each other, the individuals we accompany, and to you, the Support Companions. I hope you are all as excited as I am to continue this journey of improvement! We are including the contact information for the Disability and Health Services Leadership Team in this newsletter. Please reach out if you have any thoughts, questions, or concerns you would like to share.

Sincerely,
Renee’ Mason BSN, RN
Director of Disability and Health Services

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