



**Fairfield County Board of DD
Leadership Team Report
January 17, 2017**

Finance

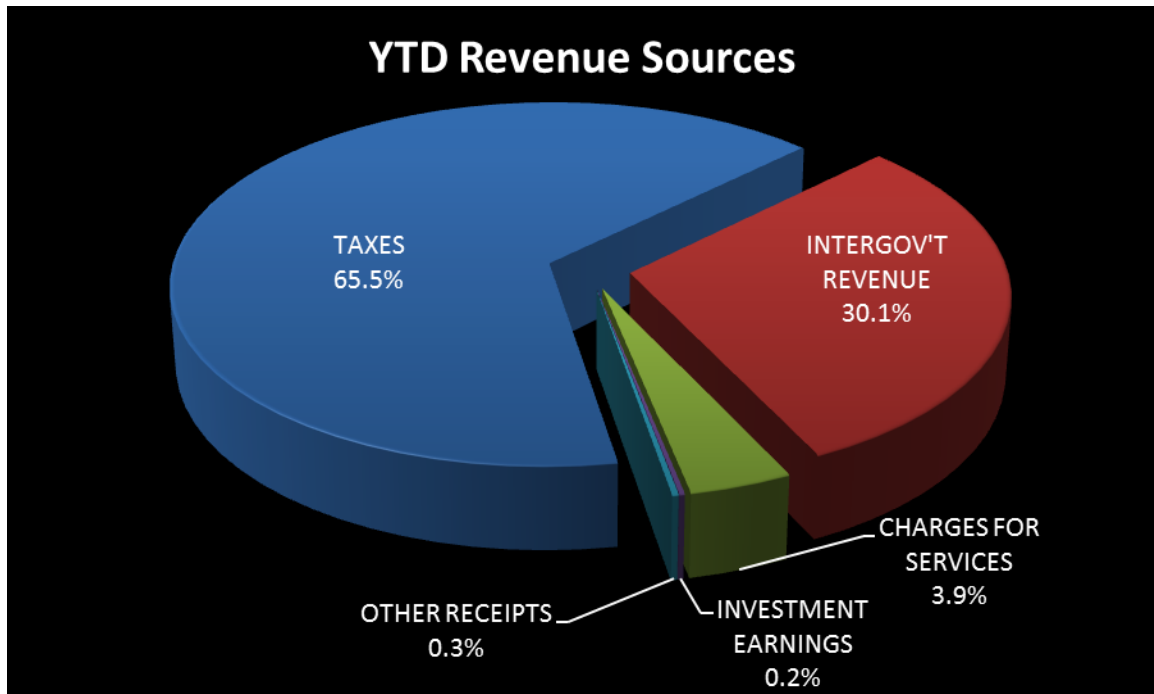
Beth Seifert

Revenues:

Revenues were approximately \$2,406,100 above projections.

Tax Revenues	831,600
Medicaid (Adult Day, Non-Medical Transportation, Supported Employment, TCM)	1,213,000
Medicaid Administrative Claiming (MAC)	59,800
Waiver Match Reconciliation (SFY14)	79,000
Day Services Match from other CBDD's	75,300
OOD (Community Employment, Benefit Analysis, Project Search & Discover U)	54,800
Refund from Fairfield Affordable Housing	34,500
ODE	-39,600
One on One Aide Reimbursements	-90,500

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



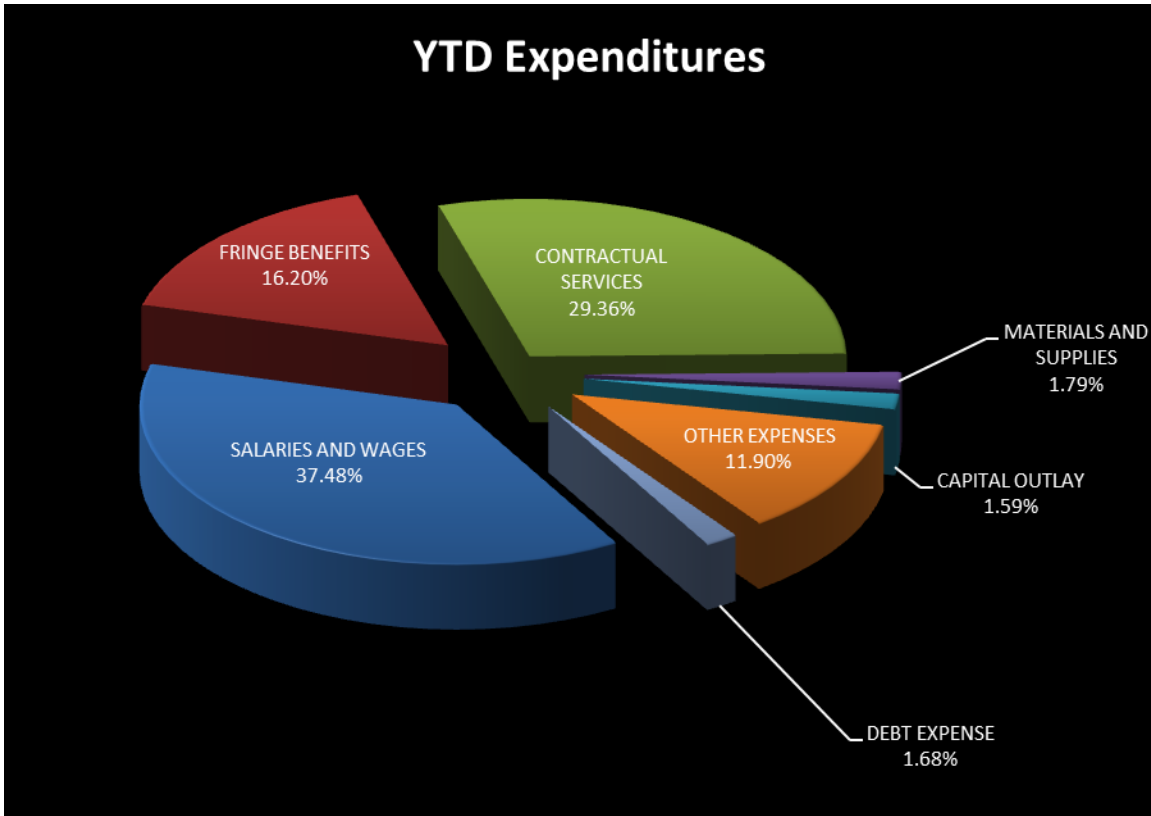
Expenditures:

Expenditures were approximately \$2,505,900 below projections.

Salary and Benefits were below projections by \$1,366,900. The variance is primarily a result of salary expense (\$777,500). Health insurance was an additional \$297,000, OPERS/STRS \$120,600 and BWC \$36,900 all favorable variances.

Non-wage expenditures were \$1,139,100 below projections.

- Contract services accounts for \$365,400 of the variance.
 - Therapy Services \$137,500
 - Attorney/Legal \$55,300
 - Purchased Property Services \$55,000
 - Purchased Housing \$-132,600
 - Purchased Provider/Transportation Services \$78,100
 - Discovery Services \$51,800
 - Telecommunications \$26,700
 - Subsidy to A&C/S7 \$43,400
- Waiver match and admin fees were under budget by \$430,400
- Both the supply and capital accounts were under budget \$89,500 and \$4,600 respectively.



Other:

The 2013-2014 cost report audit has been completed. A copy of the report is being presented with this month's board packet.

Educational Services

Jodi Blais

Preschool and School Age



One of our students wanted to attend the Night to Shine Prom sponsored by the Tim Tebow Foundation that will be held at OU-L on February 10th. He invited a classmate to go to prom with him by delivering a handmade invitation, a balloon, and roses. He came off the school bus that morning giggling and wriggling with excitement. His date was happy to accept and they will be escorted by parents to enjoy the special event.

An eight year old student in the Primary class went home sick last week. When his mother picked him up she told me how thrilled she was...not that he was ill, but because he had used his communication device to tell people he didn't feel well. The week before, his speech language pathologist had loaded new pages on feelings with emojis that he related to. This child went three levels deep using his eye gaze device to access the new pages independently and tell staff how he felt. That is the real power of communication!



We want to welcome our new volunteer to Forest Rose. Dr. Ron Osgood, retired radiologist from Fairfield Medical Center, has begun to volunteer two mornings a week at the school. He has been observing in classrooms and is beginning to interact with students now. He brought his "friend" with him today to help the students who are learning about the human body.



We have collected hats, wigs, gloves and scarves to donate in Paula Gay's honor to Fairfield Medical Center for their cancer patients. Administration also collected. Our staff members are so generous! I guess we will need a bigger tree next year.

Early Intervention

Early Intervention is currently providing services to 146 families in Fairfield County. In December we received 10 referrals from Help Me Grow and there were 8 children who transitioned out of our program.

Adult Services

Kyle Miller

Adult Services – General:

Fairfield Industries and Learning Never Ends work just got tougher with the resignation of Jean Kiger. As we planned to cover the numerous duties that Ms. Kiger assisted with, the reality was clear, she was a gem. Her work was much more than anyone understood and directly affected Fairfield Industries, Adult Services, Job Fusion, Art-n-Clay/Square 7, and even the Service and Support Department. Beyond redesigning systems to insure that all processes and critical functions continue successfully, the primary focus continues to provide quality services at the Opportunity Center. As the hiring has leveled off during the holidays the number of individuals served continues decreasing. In January of 2015 there were 139 people being served and at the end of 2016 by comparison the number had dropped to 114. Staffing in January 2015 included 27 Life Coaches and current levels are at 21 Full-Time Direct Care staff (10 currently with the County Board and the other 11 with LNE.) We have also continued to use our one full-time and three part-time substitutes as often as they can work to provide the staffing levels that support person-centered services in the community as well as quality services in the building. The current

staff has done a great job working together to meet the on-going changes and challenges. Clearly everyone has the same goal in mind, to provide the highest quality of services 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 staff identified various duties formerly completed by the Job Trainer Coordinator to cover as the interview process for the replacement commenced. As noted on the board agenda, we are proposing some changes in response to the outstanding applicants and interviews. Since we did not replace the JobFusion Manager position we are asking to have the duties, including supervision, that that Job Trainer Coordinator provided shared by the two internal applicants, in addition to their regular duties. Therefore, the Adult Services department will not increase the number of supervisors, but align duties to the supervisor areas of expertise. This will provide Leslie with the opportunity to focus more on the administration of the department rather direct supervision of all of the staff, as did the previous JobFusion Manager. It also allows us to be future-focused as we build capacity to work more closely with the other providers of employment services. As we have been planning, LNE and Home Health Connections have hired trainers. Both of these new employees have experience with employment for people with disabilities and they are currently completing training with JobFusion staff. We are excited about the additional experienced employment staff to continue to increase employment opportunities for the people we serve. This directly aligns with strategic planning. The long-term result will be the 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 include more 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 279:91. **The number in ADS continues did not change.** The number in community employment also trended slightly in the wrong direction with the unexpected job losses(-1). 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.

In reviewing the numbers to provide DODD with our progress report for decreasing the number of people that FCBDD as the provider of record, we recognize that we have exceeded our projected goal for 2016. June of 2015 we projected a 25% decrease by December 2016 and the actual decrease was 29%. At the end of the year, FCBDD was the provider of record for on 46% of the people receiving Day Services or Transportation.

December Business Connections

Job Developer Sarah Fries was invited by Temple Custer Montanez to present to the Lancaster Kiwanis Club. She was able to speak to the group about the many opportunities that JobFusion and OOD are able to offer job seekers. Sarah also encouraged the members of the group to consider how they could get involved with the job search process as a partner with JobFusion and The Fairfield County Board of Developmental Disabilities.

Job Developer Amanda Cruz attended the first meeting of REAN's (Rickenbacker Employer Assistance Network) Business Solutions Committee. This is a newly created group made up of community organizations and businesses that attend REAN meetings. The Committee is responsible for creating content for upcoming REAN meetings, marketing for meetings, as well as maintaining social media for the group. Amanda is assisting the social media sub-committee, ensuring the group stays connected through means other than email.

New Hires and Interviews

In a month that typically yields few new hires, JobFusion was excited to assist two job seekers in securing employment. Both are working with organizations with which JobFusion previously worked. One new hire will be at the soon-to-open McDonald's on Memorial Drive in Lancaster. The other is now working with Applebee's in Lancaster.

Fallon B got hired on as a Crew Member for the Memorial Dr. McDonald's location. Though they have not yet opened the Memorial Drive location, she was able to start her new job right away by training at the East Main St. location and has been working there since the 20th of December. As soon as they open up the Memorial Dr. McDonald's, Fallon will be transferred to that location. Fallon is excited to have her new job and increase her independence!

Jasmine M began her position as Hostess in early December. Her position has two components, acting as Greeter to customers coming in, as well as cleaning the dining area before the restaurant opens. Jasmine loves her job! She has not yet been trained on her cleaning duties to date, but she has been given opportunity to do more than just greet as a part of her hostess position. Due to short staffing for Applebee's, Jasmine has been tasked with taking names for wait list, as well as greeting. She has struggled a bit with this portion of the role, but has continued to work hard to learn. As we begin to come out of the busy season for Applebee's, Jasmine will be trained on the remainder of her position learning the tasks she will need to complete as a part of the cleaning portion of the job.

Affiliates

Please join JobFusion in welcoming Michelle Glenn, newest affiliate job trainer from Learning Never Ends! Michelle has completed her initial training and currently has two job training assignments. Michelle is also in the process of shadowing Aaron at Art & Clay as well as DiscoverU.

Hope Center/Home Health Connections trainer Terry Wickline will begin her training in the near future.

Community Based Assessments

Two Community Based Assessments were completed in the month of December. One CBA was completed at JoAnn Fabrics and the second at Petland, both businesses located in Lancaster.

Career Explorations

One Career Exploration was completed at Fairfield Medical Center in the month of December.

Summer Youth 2017

JobFusion is currently seeking businesses for our Summer Youth program. In 2016, three students were able to complete 4 weeks of work at the Lancaster-Fairfield County Community Action, completing a variety of tasks. We are seeking local businesses that would be interested in providing work experiences to our students for this summer. Please contact April Wagner at alwagner@fairfieldddd.com or by phone at (614) 835-2700 for details.

FMC-Project SEARCH

In December of each year, Fairfield Medical Center has their Christmas Celebration for their employees, serving them food and music, which involves musical talent among hospital employees and featured guest throughout day. Every year, Project SEARCH students have been invited to perform a selection of Christmas songs at FMC's celebration.



Project SEARCH students were also invited to assist the media production crew during the Christmas Celebration. Students Cassie Kirk, Tara Powell, and Haley Johnson have been trained to run video cameras for the FMC Christmas celebration.



On December 20, Project SEARCH had several guest speakers. Pictured in the middle back row, Steve Sargent from Cintas and to his right, Ryan Barber, a former Project SEARCH graduate, as well as Ashlee Gates Human Resources for Cintas (far right). From the Fairfield County Board of DD, Community Coordinator, Julie Bruckelmeyer, also visited the class. The topics included a presentation on work ethics and job interviews from Steve. Julie spoke on getting connected in community involvement.



Jeremiah St. Victor, a former Project SEARCH 2015 student, spoke to the class earlier this month. He is



working downtown at Columbus Southern Hotel in the laundry department. After successfully passing his driver's test and receiving his driver's license, Jeremiah is now providing his own transportation.

DiscoverU

December was a very exciting month at DiscoverU having four men and women from the Opportunity Center working internships at businesses throughout the River Valley Mall. It was a very busy time for our partner stores and we offered some helping hands through seasonal employment. Richard Fannin, Kristina Burns, Lea Gayhart and Kelsey Irvin (pictured left to right) had the opportunity to not only make some holiday cash, but experience the inside workings of four different businesses.



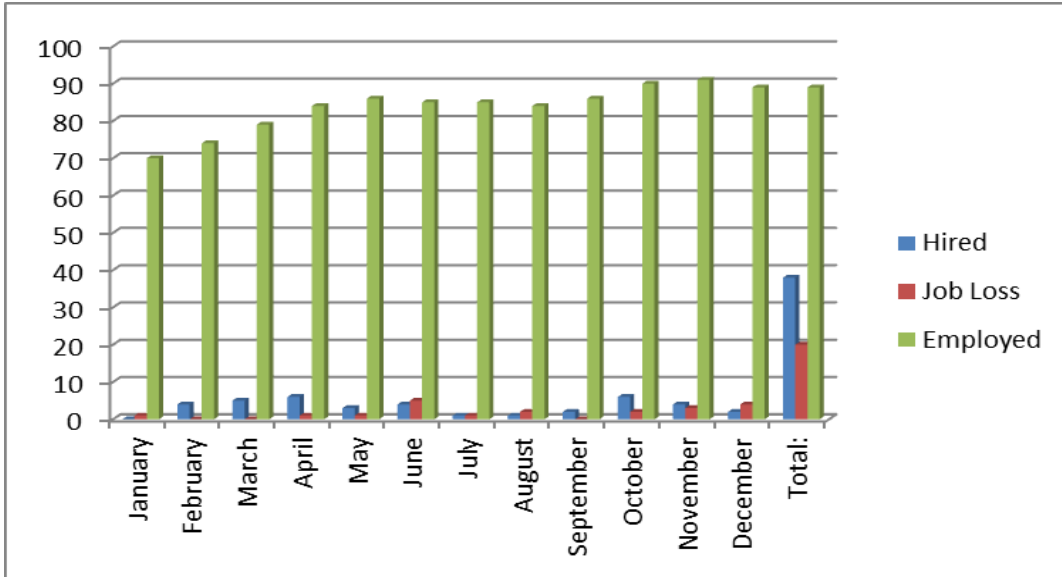
Their supervisors, coworkers and customers appreciated their work and the commented on how well they did. Everyone they worked with had the same sentiment.



We celebrated the holiday season and the end to our second successful year with the Opportunities Ahead students from Canal Winchester High School. This group of young men and women are maturing and this year experienced the workings of a retail businesses and an employee's part in it by interning for an hour each week. We look forward to expanding our horizons together in 2017!

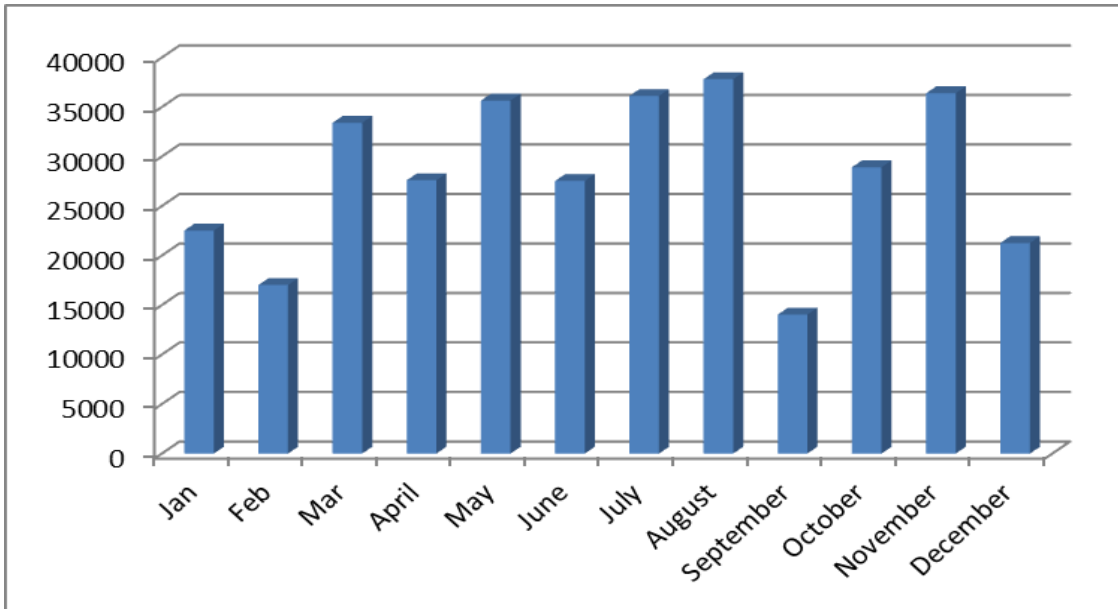
Total Jobs Hired, Loss and Employed

	Hired	Job Loss	Employed
2015			72
January	0	1	71
February	4	0	75
March	5	0	80
April	6	1	85
May	3	0	88
June	4	4	88
July	1	1	88
August	1	2	87
September	2	2	87
October	6	1	92
November	4	3	93
December	2	4	91
Total 2016	38	19	91



OOD Payments 2016

Jan	22518
Feb	17014
Mar	33402
April	27594
May	35648
June	27537
July	36105
August	37798
September	14029
October	28914
November	36390
December	21263



Year to Date - \$338,212.00

Section 1: Jobs	
New hires in December 2016	2
Total number of jobs filled (by JobFusion Staff) since January 1, 2016	38
Total number of individuals employed in the community (Supported by JobFusion)	91
Total job losses due to termination since January 2016	6
Number of individuals receiving active Job Development Services (an active job search in place)	20
Section 2: Internships	
Number of individuals currently participating in an internship program	14
Fairfield Medical Center – Project Search	
<i>DiscoverU – Work for It -</i>	6
<i>DSW – Project Search -</i>	0
<i>Art & Clay / Square 7 -</i>	1
<i>OU-L Greenhouse -</i>	0
Total number of individuals receiving BVR assessments; CBA, CX, Etc.	3
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, Diana, Kim, Roberta)	5
Total number of individuals with decreased services at a segregated setting in December	0
Total number of individual no longer receiving services at a segregated setting (Rachael, Robert)	2

Section 4: Total Services Provided		
Total # of individuals receiving Community Employment Services via JobFusion		122
Section 5: QIP Goals		
Offer internship opportunities that will increase occupational, practical, and soft skills building a foundation where employability talents can flourish.	-Provided 4 internship (Richard, Lea, Kelsey, Kristina) opportunities at DU	
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. We also welcomed Michelle, another job trainer from Learning Never Ends to our team. -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 Employment to Fairfield DD's affiliate partners, as well as business community partners through training, technical assistance, outreach and advertising efforts.	-DU continues to provide training time to local ADS providers such as Hope Center and the OC -April continues to provide support to 2 job trainers from Learning Never Ends	
Number of Partners with DU		
Total number of School Districts	Canal Winchester with 6 students. Bloom Carroll with 6 students. Students participate in one hour employee development training and one hour internship.	2
Total number of Business	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.	14
Total number of Adult Service Providers	The Opportunities Center partnered with DU for Holiday Internships.	1
Total number of Community Members	Retired teacher volunteering her time to assist two individuals with enhancing their reading skills. Community volunteer assessed individuals to begin teaching Process Phonics to 3 individuals in January.	2
Total number of OOD Counselors	DU received authorization from 1 OOD counselor in December. OOD Counselors utilize DU for meetings with individuals and JobFusion staff.	1
Other	DU accepts referrals from out of county and individuals not receiving services through DD. A total of 25 participants attended DU services in the month of December.	25

Artist in Residence:**Pamela Whiteley**

December is typically a month where the artists are scarce in the studio because of the holidays. This left me with an opportunity to visit an art studio in Columbus called Art Outside the Lines. The studio operates like a co-op where artists participate in both the administrative and daily maintenance operations. This allows for artists to not only expand their artistic abilities but also grow in a vocational sense, too. They were very welcoming and the visit will lead to further visits where we hope to collaborate and learn from each other.

We have started our process of creating an environment that will lead to more inclusive art making for all. After meeting with our very own Lori Burns we were able to bounce off some of our ideas as well as gain further insight into how this process will work. It will include creating adaptive cardboard furniture, adapting art making tools, having available fidgets and sound silencing headphones, to start.

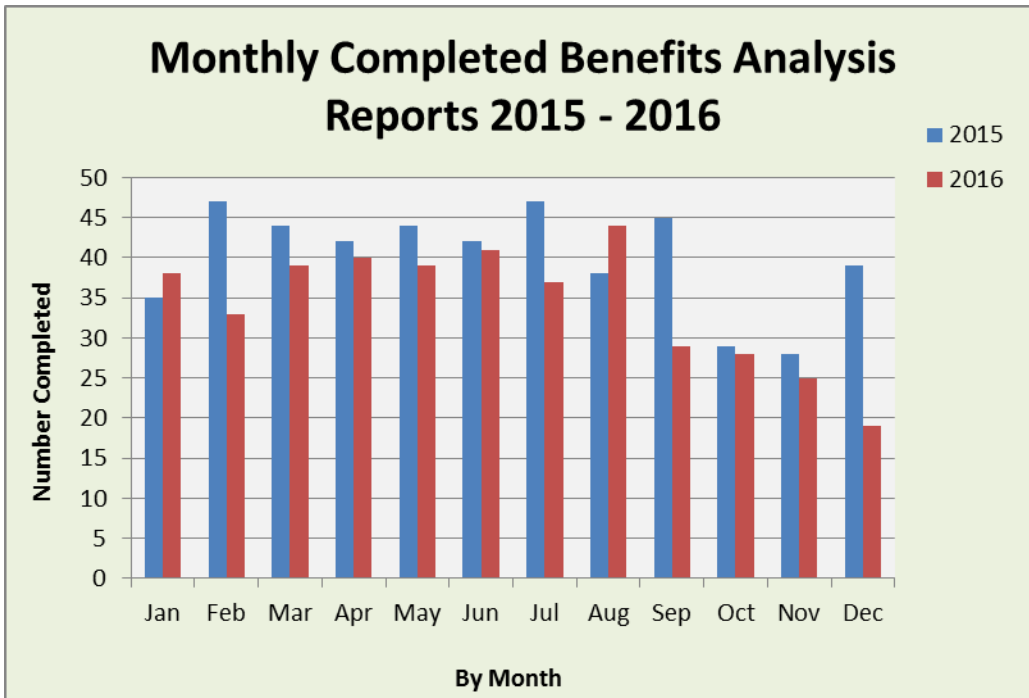
Project: Transformation**Todd Brooks/Donna Goehring**

We continue to make community inclusion a priority for everyone at the Opportunity Center. Although the percentage trended down slightly from November (64% to 59%) we continue seeing everyone working together to identify interests of people served and providing opportunities in their communities. As staff continues prioritizing the number and quality of the services provided outside of the building, they give equal priority to the quality of services within the Opportunity Center. Services in people's community include, but are not limited to volunteering at the food pantry, Habitat for Humanity both Lancaster and Pickerington, Meals on Wheels, The Humane Society, YMCA and FMC. Other destinations for accessing the community included; dance class in Reynoldsburg, Petland, Ash Cave, COSI, walking at the mall, swimming, chair yoga, bowling, walking and dance at the YMCA. Services at the OC included; planning for and participating in cooking classes, kitchen safety, healthy food choices, resume writing and completing on-line applications, working on improving money skills, identifying generally accepted hygiene for employment, teamwork activities, and practice and studying for completing the G.E.D.

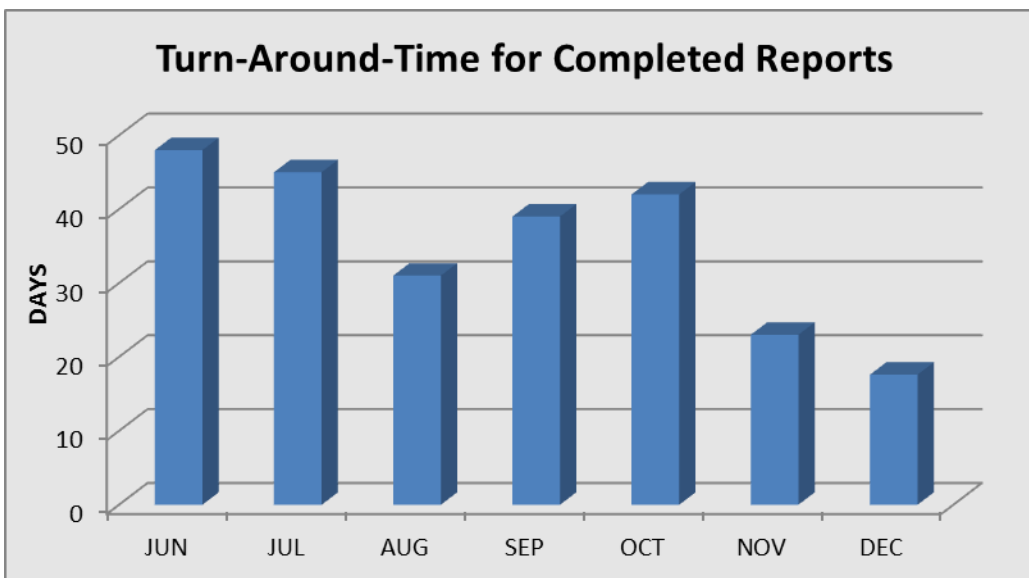
The Christmas party provided by the Eagles was a great opportunity for everyone to kick-off the holiday season.

Benefits Consultations/Analysis**Darenda Geer**

During December 2016, 19 BVR/BSVI fee-for-service Benefits Analyses were conducted at \$285 each. Nineteen referrals were completed. The monthly billing for December 2016 is \$5,415 and the year-to-date billing (2016) is \$120,931.76. There are currently referrals from OOD and Richland County DD pending analysis fee-for-service at \$285 each. Referrals are starting to come in from agencies that have not sent any for several months.



Turn-around time from receipt of referral to completion of Benefits Analysis has decreased by 35.6% while analysis/reports have become more detailed providing the beneficiary with comprehensive financial, educational, housing, work incentive/supports, pension (VA, OPERS, FERS), and many other area details applicable to the specific beneficiary.



Darenda passed the Work Incentive Practitioner (WIP) exam through Cornell University in August. The case file for final review and to receive the WIP

credentials was submitted for review in December. Once approved for credentials, and when the new pricing for OOD referrals begins, the cost for each analysis should increase to a flat fee of \$321.25 from \$285.00.

Ron and I attended the quarterly Benefits Planners Task Force Columbus. Additional information and clarification of rules and processes pertaining to STABLE Account were presented to the group. An issue has been created confusion from some since STABLE's inception, in that does STABLE protect your earnings. It does not. Income for SSI/SSDI purposes will continue to follow the SSA rules. STABLE is a tax advantage savings and investment account which allows your resources to increase without losing eligibility for certain public benefits programs such as SSI, SSDI and Medicaid.

Ron and I will be visiting OOD agencies around Ohio in the next few months in an effort to raise awareness of our Benefits Analysis capabilities.

Ron Swain continues to support Darendia 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 1151 +8

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 12 -2

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	206	+11
waiting list	527	+5 (Gatekeeper)
emergencies this year	0	2017
enrolled this year	0	2017
remaining budgeted to dispense this year	5	2017

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	192	-4
waiting list	305	-1 (Gatekeeper)
emergencies this year	0	2017
New enrolled this year	0	2017
remaining budgeted to dispense this year	20	2017

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	28	+2
emergencies this year	0	2017
New enrolled this year	0	2017
remaining budgeted to dispense this year	0	2017

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	\$46,183.18	No change
Title XX	\$28,828.80	No change
Individuals with personal assets or pending waivers	\$225,117.52	-10,096.29
Discovery Services	\$11,200.00	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
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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

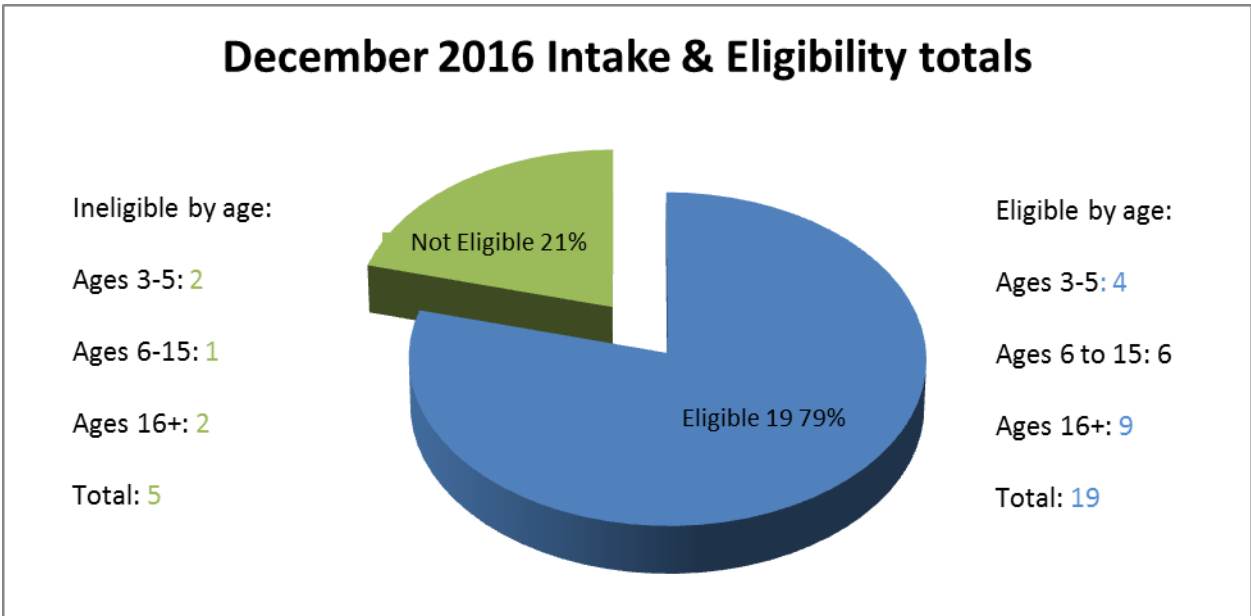
No change

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 & Eligibility

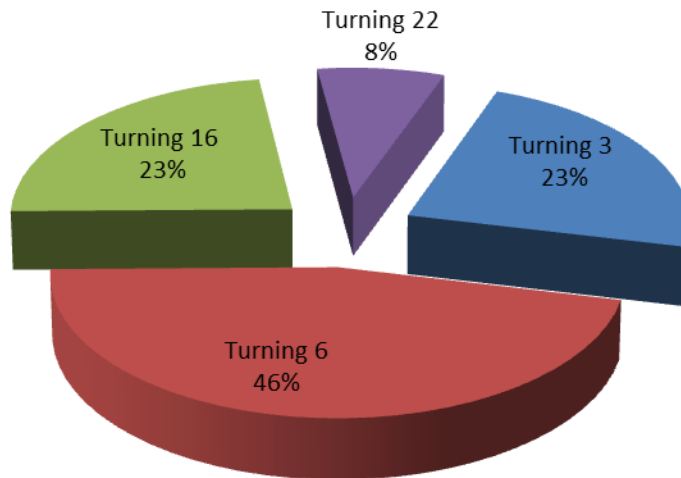
David Baum

Michelle completed 25 cases in the month of December with 1 Community referral to the Introduction and Eligibility department that did not follow through (age 6-15). Therefore; a total of 24 individuals were assessed and determined eligible/ineligible for the month of December.



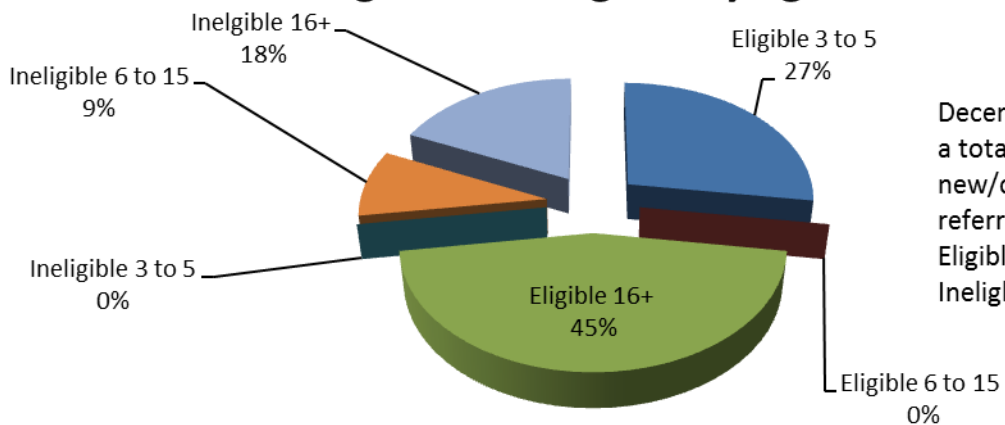
There were a total of 13 individuals who were currently enrolled in services but needed redetermination due to their age changing (Turning 3, 6, 16 or 22). Out of the 13 individuals; 11 were determined eligible and 2 were ineligible. Both individuals who were determined ineligible were turning 3.

December 2016 Individuals needing redetermination



11 individuals were either new or community referrals. 8 of the new/community referrals were determined eligible and 3 individuals ineligible. 2 of the individuals who were not eligible were 16+ and the other was between the ages of 6-15.

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



December brought a total of 11 total new/community referrals.
Eligible: 8
Ineligible: 3

Community Connections Coordinator**Julie Bruckelmeyer**

New Referrals from ISCs	3
Total Active Referrals	25
Face to Face meetings w/people referred	
New Community Connections identified	
Individuals	0
Organizations	0
Outside requests for resources	0
Presentations in the community	
Individuals	15 (Project Search)
Organizations	1
Successful Connections	
Resources	2
People to people	1
Referrals from EI for Parent Connections:	1

CCC Highlights & Happenings:

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

I have been working to connect our two newest Fairfield Connect Networkers. We welcome Doug Craiglow and Susan Griset of Lancaster. Doug is an avid fisherman and Susan is interested in sharing through conversation, storytelling and her faith. Both volunteers will be connected in the month of January as plans to meet the individuals they are matched with are being made.

The Bridge Church of Pleasantville and OUL Social Work Club are partnering to host the Tim Tebow Foundation Night to Shine on February 10th from 6-9pm at OUL. This event occurs worldwide on the same date and time. The requirements to host this event are very rigid so there are many details to work out. Currently, we are getting the word out so guests and volunteers can register. FCBDD will be providing the required training for all volunteers prior to the event, guidance for special situations and hopefully bring in a few volunteers. The event requires limo rides, Karaoke, DJ, corsages and bouts, tiaras and crowns, food for guests and special friend, a sensory room, a respite room for parents and caregivers who stay on the premises. The parents and caregivers will be fed in the Bobcat Bistro at no cost. There must be 3 professional photographers and a videographer to capture the evening, and the list goes on. Pastor Scott Gibson of The Bridge, Kelly Vacca, OUL Asst. Professor and social work student, Jacqueline Elk are taking the lead. The Tim Tebow Foundation approved the budget with the maximum funding of \$8,500 to cover the expenses. Guests and volunteers need to register quickly at www.thebridgeohio.org/night-to-shine/.

I met with Project Search participants to talk about the importance of community connections and what they should be working on to ensure they enjoy friendship and hobbies outside of employment once they finish PS. Cintas Human Resources also “how to be a good employee”.

The Next Chapter Book Club at River Valley Mall started along with tutoring for improved reading skills at DU. We have been fortunate to find two retired teachers to volunteer to tutor at DU and to facilitate the book club.

The Kiwanis playgroup and Autism Society parent support group, Coffee, Tea and Autism, enjoyed a family Christmas party complete with Sensory Santa. We enjoy 20 families and 20 Key Clubbers from PLSD at Trinity Life Center in Pickerington on Dec. 15th. We offered interactive play with the Key Club volunteers, cookie decorating, ornament creating, snacks, and a visit with Santa. Parents were able to get a photograph with Santa and sensory toys were included in each child’s gift bag. It was a wonderful event and parents seem interested in returning monthly for playgroup and parent support.

The Fairfield County Self Advocacy Group (DAAG) met for their third meeting on Dec. 15th at the Hope Center. There were approximately 30 participants and supporters. We learned about electing officers and their purpose and then took nominations for elections. The group will vote for officers at the February meeting. We then enjoyed learning about mindfulness and the benefits of practicing the techniques presented by Shannon Carter of the OSU Extension Office.

I am working with David Baum to ensure a successful OSDA Regional meeting at PRO on January 11th. The self-advocates and supporters will learn about Stable Accounts and enjoy a presentation from our very own, Tim Heft.

Contributions from the community for 2016 total approximately \$5,474.00. These donations included a wide variety of services and resources given. We had volunteers help move people, bake cookies for the dances, donate furniture, clothing and diapers, and cash to help families in need just to name a few. Donations will be entered in CCM as they occur for 2017 and beyond to help with accuracy.

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. Lead: Kathy Curry

The QIP group for the Summer Scholarship program met on 1/6/2017 to discuss positives from 2016 and to plan for 2017. The committee has been expanded to

include all ISC's for children and transition age youth along with Julie Bruckelmeyer and supervisors. We believe there was a drastic increase in the funding utilized and the number of families that applied for the program due to increased communication via letters and direct calls from ISC's. The group plans to continue the personal contact with families to ensure they understand the summer scholarship program and to meet deadlines for application and requests. Application information will be sent to families in mid-February. The group decided a survey will also be sent to all families that utilized the funding last year so that we can gain first-hand information on successes and areas to improve.

Letters will also be sent to families in mid-January regarding eligibility and allocation amounts for the 2017 Family Support program. It will be vital that families provide taxable income information in a timely manner. The handbook has been updated to provide valuable guidelines and information such as Kmart in Lancaster and Reynoldsburg both having closed and/or closing soon so they are no longer a vendor.

Community Outreach

David Baum

Self-Advocacy: I am very excited about the opportunity that Fairfield County has on Wednesday January 11th to host the Ohio Self-Determination Association Central Regional meeting. This group typically meets every month to focus on self-determination principles, advocacy, training, and also provide education to individuals about initiatives around the state. This coming meeting we will be hosting Doug Jackson from the State Treasurer's office to speak about STABLE Accounts. Mr. Jackson is the Deputy Director for the STABLE Accounts and has previously worked in the DD system for both Montgomery and Miami Counties. There will also be a self-advocate from Fairfield talking to the group about his story and how he promoted self-determination principles to realize his goals and dreams.

Our local self-advocacy group, Dynamite Abilities Advocacy Group, took nominations and approved 8 different officer positions at their past meeting on December 15th. These positions include: President, Vice President, Secretary, Treasurer, Public Relations Coordinator, Directors (3-4 people), Sergeant-at-arms, and Chaplain. Julie Bruckelmeyer was an excellent facilitator in these discussions with the advocates to determine if these positions were necessary. Julie provided each advocate a list of responsibilities that each role would have to assist them in determining if these positions were necessary. Voting for the positions will take place at the next meeting being held on Thursday February 16th 10a-11:30a at the Hope Center.

Behavior Support Strategist: This position was recently posted and once the posting comes down; my goal is to have interviews set up sometime the following week. This position will collaborate with each individual's team, ISC,

and Behavior Support Coordinator to write effective fading strategies so that Fairfield County can begin reducing restrictive strategies that are in place. This position will focus on obtaining data needed to support the restrictive measure, presenting plans to the Human Rights Committee to be approved, training on the approved Behavior Plan, and continuous monitoring and follow up on Restrictive Measures.

Employment Coordinators: There are still plans for 2 ISC/Employment Coordinators to be hired early this year. As I continue to have conversations with different stakeholders within our agency, it is imperative that these positions focus on what the individuals' skills, talents, interests, and preferences as it relates to what they want to do with their lives. It's more important to have an understanding of what the person's abilities and interests are first to lay a foundation to build towards the employment conversations. These positions will collect information through conversations, previous evaluations, and assessments to determine common themes that the person has identified and match these up with their skill sets. By utilizing these person-centered planning processes, this will ultimately lead to more specific and desired employment outcomes for the individual. Employment coordinators will have some knowledge about the different programs out there to assist people who do go to work but are afraid of losing their Social Security or Medicaid benefits. EC's should also know who the experts are and make appropriate referrals when more information is needed. This is part of the informed choice component that is expected throughout this position so individuals, families, and caregivers can make well informed decisions based on facts.

Special Olympics: Although basketball started before the New Year, it will continue to be the focus this New Year as the Varsity, JV, and Reserve teams continue their preparation for games and tournament play. Although Tournaments do not start until February, roster deadlines and score sheets are required to be turned in by the Coordinator in January. We have received approval to re-allocate funds set aside previously for a ramp to be used for the equestrian team from Cordle Cares Foundation. Due to the Equestrian entity that FCAA partners with purchasing their own ramp; FCAA submitted a new request to use the funds for new uniforms for basketball, 3 new basketballs, cost of referees, and some new track equipment. Cheerleading has started up with our own Liz Andrews as the coach. They are practicing every Tuesday from 6p-7p for those that are interested. Upcoming events to be aware of: February 16th is the "Staff vs. Athletes" game that will be held at Forest Rose School and March 10th is the Spaghetti Dinner and Auction.

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:

As we started the New Year it is quite exciting to see two men (TH and JS) begin their lives together in a "bachelor pad" purchased with Capital Housing Dollars made available from DODD. Fairfield DD facilitated the purchase with Hocking Metropolitan Housing which manages the property. It is even more exciting to see staff, providers and community members contribute by offering furniture, household items, etc., to make their house their home!

I also want to acknowledge the two ISC's that coordinate services for these individuals that assisted to make this happen, Jeff Schmelzer and Nicole Kemp. Great job to all for helping make this dream come true! If you haven't had the opportunity--check out the article in January 2017 Imagine newsletter.

I wanted to also share a challenge that ISC's are facing when coordinating transportation services for others to get where they want to go. As more people are working and/or using public transportation to get about we find that there is a greater need for more providers to be available. We also find that individuals may be working at times that are not the typical hours of transportation and may also need transportation on holidays when many providers are not working. Often employers want a new employee to start working within a few days and it is very challenging to coordinate those services in that time period. Transportation in the evening or on weekends or to certain areas of the county can be more costly and not cost effective for a person's budget. We will be exploring this problem in the upcoming months by forming a committee and looking to potentially recruit more providers and or inform them of the challenges to see if we can negotiate more options for individuals. We also anticipate the new employment focused ISC positions will help teams identify transportation options earlier in the job development process.

Individual Support Coordination

LaTisha Bloom

December brought us the OACB conference and many of us participated in some of the great learning opportunities they provided. Along the lines of learning we did an all-day Imagine training for the newer ISCs that have joined our team.

Speaking of Imagine, the software system had a pretty major update early in December to update to the newer version of the CRM platform. It made subtle formatting changes that included things like removing useless buttons, combining items to one page instead of looking multiple places for the same information, and some bug/data fixes. I also had a call with DODD IT to discuss some of the other fixes we needed. We were able to resolve a number of tickets

during that time and will continue to work together to resolve others. This year our department will be focusing a lot on analysis of what is working and not working with the Imagine System.

Individual Support Coordination

Teresa Scarpitti

The Pickerington Regional office is now connected to the new county water supply. Thank you to the board for providing bottled water during the transition time to the new system!

For the second year in a row, the Pickerington ISC team's Christmas gift to their supervisor was a donation in her honor to Heifer International. This year their donation purchased two flocks of geese to help two families in Cambodia better their nutrition and income through the production of eggs and meat. They also purchased two bee hives to help families in Guatemala earn money through the sale of honey and beeswax. Thank you team for such a wonderful gift that continues to help others for years to come!

ISCs are continuing to work with individuals and their families who are receiving state-funded waivers including helping them understand the waiver and identifying needed services, finding providers for the services and completing the plans. Unfortunately, several individuals lost their jobs recently. This really emphasizes the need for continued supports in terms of soft skills education and job training. JobFusion and ISC's are working with each individual to address needs and prepare the person for the next job opportunity.

Transition Services

Susan Barnett

Fairfield County Transition Collaborative: December 16th we had a meeting in which we discussed guardianship with Cathy Jumper of Fairfield County Board of DD. She presented on the different types of guardianship, the process and alternatives. The information resulted in many questions regarding when to apply, what it all entails meaning the type of responsibility someone has as a guardian and more... Cathy did a wonderful job in answering questions as well as presenting the information.

Project Search: The latest team meetings began focusing on job development. Vendors were chosen to begin job development during the month of January! We had one student that had missed part of the program due to medical issues decide to leave Project Search. He needs more surgery and recovery time and that is difficult to accommodate in the intensive training option. His ISC is working with him on his next steps on the journey into adult life! We wish him the best with his future endeavors.

Transition Services: Bridges to Transition, our VRP3 with OODA is experiencing changes. Amy Parker, the Transition Specialist with Bridges, has been chosen to

open a new rape crisis center in Fairfield County. As we are excited for her new opportunity, this last month entailed extensive planning for summer employment opportunities for students much earlier than usual for a transition caseload. Our new referrals from January 2017 are being assigned to traditional adult BVR Counselors due to all transition counselors in Fairfield County being at capacity. It's a good problem to have since that means we are getting more and more students in high school into employment services at a record pace! We are looking at having a Transition Specialist from another Bridges county move into our position vacated by Amy while we also determine what we are going to do with Bridges in the long run.

Good Things Happening: In December, Lisa Boley & Dawn Buser had two individuals graduate from DSW Project Search training program and both were offered employment at graduation! This is proving to be a wonderful partnership with Franklin County DD, OODA, and our agency. Each graduate is very excited to start their next journey, and are proud that they had a voice in choosing their next steps.

Resource Management Team

Michelle Dexter

Our county volunteered to participate in a Waiting List Clean-up project led by DODD. The main objective of the project was to compare the waiting list on our county system (Gatekeeper) with the one that we also maintain on the DODD system. Huge thanks to Joelle Gardner and Kristi Patrick who were our leads on the project and put in many hours to get feedback to DODD quickly. Thanks to Beth Dillehay who also assisted with some of the demographics matching within the two systems. The initial task of looking at the variances within the list has been completed and much work will be continued into January and beyond in following up with people who are served within other counties to see if they want to remain on our waiting list.

Joelle Gardner, Monica Cooperrider and Michelle Snyder have been working on taking a look at our records in Intellivue. Many kudos to these ladies who happily accepted the task of working on this project. The first objective is that they are trying to ensure information in our records is scanned into Intellivue and in the right places within the software. The second objective of taking this on is to make sure that Intellivue is truly meeting our needs as far as the storage of our records electronically. The final and very important objective is once we are able to ensure we have the records stored electronically, our hope is to be able to destroy the paper copies of these records. This is a project that we anticipate will last several months. We also want to thank Ray Schmidt and Bobby Lovell who are assisting us with this project as well.

QIP 1.2: Effectively utilize and maximize local funding received by researching and identifying other sources to fund current programs and initiatives with the use of local dollars as payer of last resort.

(Year in Review) We have been able to refinance \$162,399.35 of local services provided to 16 individuals so far this year. These services now cost us around \$64,959.74. The number and dollars that we are able to save will increase as we have been filling replacement waivers due to the need for more refinancing of local services that we will be doing over the next year. These numbers are current as of today (01/19/17).

QIP 1.5: Assess the correlation between personal budgets and quality of life, leading to the exploration of creative alternatives.

Ray, Lois and Michelle met with Mark Giesler, Quality Assurance Specialist, a couple times within the year in order to get results from previous Service Satisfaction surveys that were done previously with individuals in an effort to repeat them to help identify an individual's and families' perspective on quality of services received. We finally figured out the best way to approach however, with Accreditation this year we were not able to focus on this plan. We will be meeting again to make a plan for how we can accomplish this in the new year.

QIP 1.8: Provide people with information and resources beyond waiver funding and waiver waiting lists in order to find alternative funding solutions.

This committee has met several times this year and has finished drafting the first two areas: Resources for Respite Services and Resources for Future Planning as these were the most requested resource categories from families in the needs survey. We have drafted the resources we came up with and will work with our Marketing and Community Relations Department to make certain we have this content (links and descriptions) in a format that will be supported by the new website. In September, we were able to share the Resources for Future Planning at the Discover the Possibilities conference. We were able to share the links, demonstrate them and talk about the resources to assist families in planning for the future for their family member. The group's plan for this year is to continue working on finding other resources in the other requested categories from families in an effort to get them on the new website by the end of the year.

Individual Benefit Coordinator Report

Susan Sarlo

December is a wrap up month, as well as preparing for all the new threshold amounts in the assistance programs. Medicare D open enrollment and Medicaid HMO open enrollment occurred and I assisted individuals and their supports with reviewing current plans and changing, if needed. 2017 COLA (cost of living adjustment) letters were sent out by Social Security, Black Lung and Veteran's

Administration and these needed to be reported to Metropolitan Housing and were viewed by the local JFS, as well.

The grace period for the changes to Medicaid eligibility expired 12/31/16. The new rules will be applied as the recertification spans occur, or there are changes in family status, or finance (job, bank account changes, alerts for asset overages). Anyone that had non-waiver Medicaid with a spend down is no longer eligible for Medicaid. Anyone with over \$735 in monthly income-earned, or unearned and SSI does count toward this total. Special needs trusts, or STABLE accounts will not help this, as they only shelter assets and not what's received in the month. MBIWD still trumps these changes, so anyone that is working is being encouraged to apply. Expanded Medicaid, or MAGI may also be looked at, but will not help anyone still living at home with their parents who are still being claimed on the parent's taxes, no matter the age.

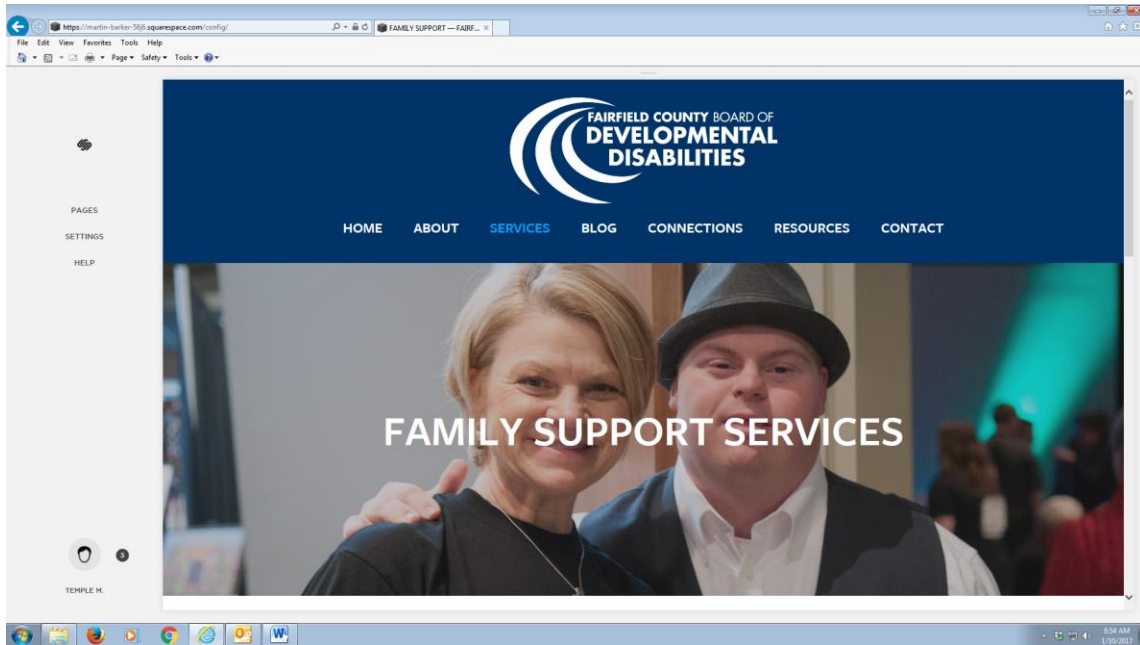
I also spoke to the ISC's about the changes to Patient Liabilities, now called Cost of Care. Medicaid cards are going out to the individual two-months' worth at a time in preparation for Medicaid being able to monitor their payment. Medicaid will be terminated if not paid. The thing, right now, is no one knows how this will be monitored and when it will start, or if they will look retroactively at whether payments were made. Once again, MBIWD is the easiest way to resolve this, as it still waives cost of care, so the ISC's were encouraged to look at employment status and to also talk with individuals who have cost of care about working, if they are not.

Also, 1/1/17 started the Medicaid HMO's for those waiver folks who chose to transition, as well as children on BCMH and adoption Medicaid, who were told it was not an option. We've been in contact with JFS about the children who are on waivers that have BCMH, or adoption Medicaid who were told that these trumped the waiver option to not change. We worked with JFS again and were educated on adoption services available, when they ended and which one were affected by waiver enrollment to help families to make informed choices.

Marketing/Community Relations

Temple Montanez

Marketing has been extremely busy wrapping the major project of 2016 which is the revised and redesigned website. The new site has been stream-lined and was designed to appear clean and user-friendly on a variety of devices.



Over 67% of visitors to our site will get there via a cell phone or tablet so this feature is extremely important. In addition, navigation to pages has been reduced to a two-step process, photos are accessible to visually-impaired reading devices, photos are posted at a much high-resolution, and the site will link flawlessly with all social media platforms. One of the most exciting features will be a blog that will highlight exciting and interesting stories that may also be used on social media – thus completing the circle of social media platforms driving traffic back to the website.

The site is ready to launch on our end. At this time we are waiting for county IT to go on their end. The Board and senior leadership will have the opportunity to see the site before we release it to the public.

In the meantime, the rush is on for March DD Awareness Month and Celebration. Mark your calendars:

- March 4th – March Forth for DD Awareness – River Valley Mall Walk
- March 9th – Family Story Hour at Fairfield County District Library
- March 14 – Free Movie night at OU-L featuring How to Dance in Ohio
- March 30th – Celebration of Possibilities

Business Development

David Uhl

The New Year has started out on a great note as we received word that Art & Clay on Main and Square Seven Coffee House have been named Small Business of the Year by the Lancaster Fairfield County Chamber of Commerce. This is a huge honor, not only for 150 West Main, but for our entire organization.

Congratulations to Mitsi and the 150 West Main team. They have worked hard and they have worked well. We should be very proud of this accomplishment, as it is seen in the community as the single most prestigious business award that is given. What an honor!

On that note, we invite you to celebrate with us on Tuesday, January 31st at Tiki Bowling Lanes from 4:30 pm until about 6:30 pm. There will be bowling, pizza, and pop as we gather together as an organization to celebrate. This event is free (being paid for by private donations, no public funds used). We hope to see you out for a fun evening on the 31st.

We are also thrilled to report that Art & Clay on Main / Square Seven Coffee House just had its best December ever! Revenues this past December equaled 3 months of typical revenues. What a month! On top of that, the focus on customer service in the midst of this busyness was a top priority. AC doesn't just sell a ceramic item; it is selling an experience. With a number 1/3 of our staff being new since November, everyone did a phenomenal job stepping up during the busiest time in our history to get the job done. Congratulations once again to the entire 150 West Main team for a record-breaking December, and for working so hard to represent our agency so well in the community.

On another note, the Fairfield DD Emerging Leaders Program continues to receive positive comments from participants. Participants (nominated by their supervisors and approved for participation by the Senior Leadership Team) discussed organizational health and customer service in the January session. Guest speakers included Jack Janoso and Regina King from Fairfield Medical Center and Molly Bates from Fairfield National Bank. Next month, the focus is on Leading Change, and we are proud to invite our own Superintendent, John Pekar, to present to the group.

As we look ahead to the months remaining in 2017, goals for Business Development in the New Year include several areas: new business relationships, further developing current relationships, continued partnership with JobFusion on initiatives like the Business Advisory Council, assisting with DD Awareness Month activities as needed, continued development of the Fairfield DD Emerging Leaders Program, and future planning for 150 West Main Street, including continued work on efficiency and effectiveness of current operations. It is going to be a great year!!

Art & Clay

Our running list of "Top 25 Sales Days" had some major changes in December of 2016. By month's end, we had 11 of the 25 top sales days...including taking over all 5 of the "Top 5" slots. We sold \$19,000 in ceramics alone this December. We participated in DDL's "Winter Carnival", had sale incentive days

Mitsi Niceswanger

on a few weekends, and with all this business we learned more efficient ways to handle our processing of finished orders. We had our largest selection of ceramic ornaments this year in our history. We also offered, for the first time, ornament personalization by our artists. Our customers gave us lots of positive feedback about our vast selection, services, and efficiencies. The staff at 150 West Main were champs! We are very fortunate to have a great group of team players and hard workers on board.

Our interns remain a vital part of the 150 West Main operation. We have been working to revamp some of our task lists, to adapt to the speed and quality work of this month's intern Stef...who ran circles around our standard schedule of responsibilities. We are also looking forward to welcoming an additional intern in January.

Square 7

Mitsi Niceswanger

The holiday crowds love live music, so we do not disappoint. We had live music on Friday nights, some Saturday nights, and some very well received (and extremely busy) Saturday afternoons. Artists included Kelly Vaughn, first timer for us Mitch Kirkpatrick singing acoustic country, and Kyle Lewis spent a few Saturdays with us doing Christmas "singalongs". Families LOVED it! Holiday handcrafted beverages were extremely popular this year – peppermint white mochas, smores lattes, cinnamon hot chocolate, and more! With all the business at Art & Clay, we also did great sales this month in Square 7!

Human Resources and Operations

Cindy Hillberry

Human Resources:

During the month of December, Rachel spent time planning for a Wellness week coming up in January for all board of DD staff. We are working closely with the adult services and fiscal departments on planning for the transition. Cindy met with the direct care staff at the OC to determine what their plans are for future employment. We were then able to put together a plan of different ways to assist them through transition. One of those areas includes working with JFS to begin career planning. Those meetings began this week. We have also scheduled some specific tracks for those staff on our all-staff in-service day in April. Cindy also presented to the Emerging Leaders Group on "Difficult Conversations." They are a great group to work with and we had productive discussions in which, hopefully, everyone (including me) was able to walk away with something new. We are also planning for office space and looking at how to best utilize our available space as we continue to grow in some areas and reduce in others.

2016 in Review:

During 2016, through sixty-two interviews, we hired fifty-three people, with the largest category being substitutes (19 hires) and the second largest category being One-on-One Aides (12 hires). We had thirty permanent staff leave the Board during 2016, eleven of whom would have positions privatized on July 1, 2017. Of the thirty, thirteen moved on to other positions and six retired, four stayed home to be with babies, two moved, two positions were abolished, one went back to school, one resigned for personal reasons and one went to work for Learning Never Ends.

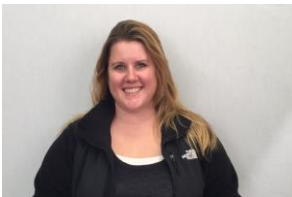
Current information:

Positions posted: Behavior Support Strategist, Substitutes

Positions in the process of being filled: Instructor – Senior Room (FRS), Job Training Coordinator (ASO)

Positions filled: IT Systems Specialist (QA)

New Hires for the Month of December:



Kristin Wolfenbarker, Educational Aide, Forest Rose School



Brian Plummer, IT Systems Specialist, PRO

Highlights from December FairfieldDD In Focus:

Forest Rose School’s Junior and Senior classes were busy volunteering for the Salvation Army’s 2016 Red Kettle Campaign supporting local families in Fairfield County. The Salvation Army is helping change lives right here at home. When you hear that bell give what you can, your change makes a difference!

Congrats to the Winners of the Stuff The Bus drawing: Monica Cooperrider-\$25 Card to Cheesecake Factory, Dayna Rhea (Forest Rose) -\$25 Card to Kohls, and Carrie Oxenrider -\$25 Card to Yankee Candle. Thank you to everyone who donated!

Thank you to the many men and women of Lancaster Rotary who pulled off another successful annual holiday program at Forest Rose School. The music and the play were fantastic and the presents! Every child received a lovely toy. Fairfield DD thanks you for all you do for us and the entire community!

Operations and Maintenance:

Kevin Rigsby

2016 was a year of accomplishments for the Facilities Department! In addition to our routine maintenance work, we completed 292 maintenance work orders. We also completed many projects including: outdoor security lighting for all of our buildings, the design and installation of a new sign at College Avenue, the installation of a new water supply to PRO, a new entrance ramp for the parking lot at PRO, security lighting for the parking lot at PRO, building re-classification for the OC, redesigned the sprinkler system for OC and replaced heat pumps at several buildings. In 2017, we look forward to continuing our efforts to provide great customer service while maintaining a safe and clean work place for our staff and the people we serve.