

Medicaid buy-in bills introduced



Senator Steve Stivers

Removing an obstacle from the path of persons with disabilities who desire to work is the aim of legislation introduced in the Ohio General Assembly recently.

Senate Bill 369 and House Bill 664 would establish the Medicaid Buy-In

Program in Ohio. The program would allow individuals receiving Medicaid to earn more income through employment and still retain Medicaid health care coverage by paying a premium.

The senate bill was introduced by Senator Steve Stivers, the house bill by Representative Jon Peterson.

The measure would: increase the asset limit for Medicaid eligibility from \$1,500 to \$10,000; increase the maximum income level for Medicaid eligibility to 250% of the poverty index, and exclude the first \$20,000 of earned income; replace the "spend down" formula with a sliding-scale premium structure.

Experts estimate that, if enacted, the program would allow approximately 7,000 Ohioans with disabilities to work without the threat of losing their Medicaid coverage.

"This program will help individuals on Medicaid earn a decent living and become less dependent on other services," said Senator Stivers.



Representative Jon Peterson

Ohio would be the 35th state to implement a Medicaid Buy-In program.

"We greatly appreciate the leadership of Senator Stivers and Representative Peterson with this important legislation" said Superintendent Jed Morison.

Charity campaign 'about all of us'

FCBMRDD staff conducted its annual Combined Charitable Campaign over this past month. The theme of the campaign was, "It's about all of us." The amount raised was still being tabulated at press time.

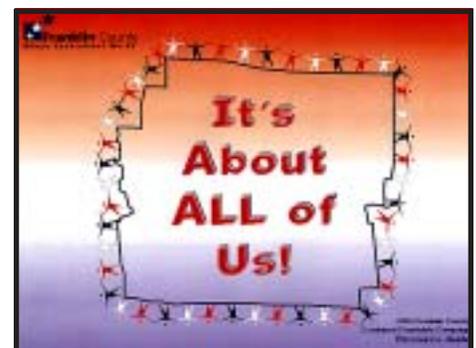
Dot Yeager, FCBMRDD's Chief Financial Officer, spearheaded the effort.

"This has been a very positive campaign, and our staff have truly shared their blessings," she said.

She added that "special thanks" should go to the staff volunteers who coordinated the campaign at the building and department levels.

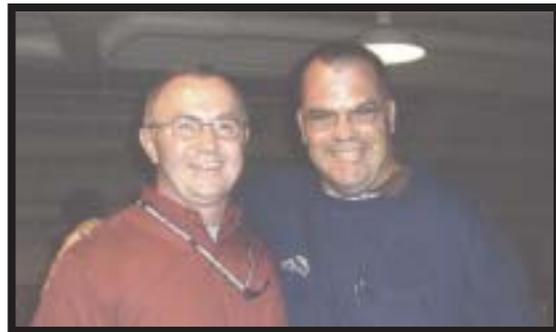
In past years, FCBMRDD staff have led all Franklin County agencies in the total amount of contributions.

Donors may choose from nearly 500 organizations involved in a wide range of charitable activities.



ARC, DAS mark anniversary

ARC Industries celebrated the 8th anniversary of its janitorial contract with the State of Ohio Department of Administrative Services (DAS) on September 6th.



Property Manager Skip Parks with David (Butch) Kalab.

Skip Parks, Property Manager with DAS, recognized several ARC employees for service “above and beyond the call of duty.” They were: James Laughlin, David Kalab, George Allen and Karla Harper.

FCBMRDD Superintendent Jed Morison presented awards to employees with 20 or more years of service. Employees with the longest continuous service were Larry Godfrey (37 years) and Ella Mae Johnson (35 years).

John Mitchem, acting Chief Executive for ARC, expressed appreciation to all employees, as did Noel Rozelle, DAS Maintenance Supervisor.



Larry Godfrey, Superintendent Jed Morison and Hattie Godfrey.

Managing for success: Leaders and followers

by Martin Kerscher FCBMRDD Legal Counsel

An Ohio State alumnus and an avid football fan, I try to stay abreast of all the news about the Buckeyes. In August, *Dispatch* reporter Ken Gordon did a story about preseason preparation that caught my eye.

“A lot of the preseason,” said Coach Jim Tressel, “is about building the team and preparing yourselves to handle everything along the way: the hype, the adversity, the successes, the opponents.”

With that in mind, the coach assigned players to read the book *The 360 Degree Leader: Developing Your Influence From Anywhere in the Organization*.

In the book, author John Maxwell explains that successful organizations require effective leaders not only at the top, but across all levels. “You don’t

have to be the main leader to make a significant impact,” Maxwell asserts. There is plenty of room for others to lead as well.

This reference to being a leader regardless of one’s position in an organization prompted me to think of Robert Kelley’s article *In Praise of Followers*, which argues that organizations succeed due partly to how well their leaders lead, but due partly also to how well their followers follow.

“Leaders matter greatly,” Kelley writes. “But... we tend to lose sight of the people the leaders lead.”

Kelley examines the qualities that are present in effective followers. “What distinguishes an effective from an ineffective follower is enthusiastic, intelligent, and self-reliant participation — without star billing — in the pursuit of an organizational goal.”

According to Kelley, effective followers have the capacity to work well with others, moral and psychological balance, strength of character, the vision to see both the forest and the trees, and above all, the desire to participate in a team effort toward a common purpose.

Strangely enough, these qualities are often found not only in effective followers, but in effective leaders as well. Does that make sense? Yes, if one understands that followers and leaders are often the same people playing different roles under different circumstances.

As for the Buckeyes, it is apparent that Coach Tressel’s preseason focus on team building and leadership helped lay the foundation for success. The team’s remarkable record has been achieved despite the loss of 12 starters from last year, including 9 on defense.

Hearing set for Dec. 19

FCBMRDD will hold a public hearing on its annual action plan on Tuesday, December 19th, at 4 p.m. The hearing will be held in the board room at 2879 Johnstown Road.

"This hearing will provide the public an excellent opportunity to ask questions and give feedback concerning our annual goals and objectives," said Superintendent Jed Morison.

All attending will be allowed to make oral or written comments. Anyone needing special accommodations in order to participate may contact Linda Rockwell at 342-5950.

City to help fund apartments

The City of Columbus has pledged \$240,000 to help fund Creative Housing's efforts to develop fully accessible apartments. The funds will be used to supplement existing grants from the U.S. Department of Housing and Urban Development and FCBMRDD. Construction will begin this fall at sites on James Road and Brandenberry Drive.

Creative Housing is working with FCBMRDD in a multiyear plan to develop supported, accessible housing units across Franklin County. To date, the project has received over 3 million dollars in federal grants.



Agonis Club recognizes athletes

The Agonis Club of Central Ohio has recognized the achievements of athletes with disabilities and their coaches for many years. The athletes are nominated not only for their outstanding sports achievements but also for the obstacles they overcame to reach their goals. The name of the award has been changed to include Dr. Frank Soboleski who was dedicated to athletes with special needs. In recent years, Jimmy Crum's name was added to the award as well.

The Agonis award is a major achievement for the athletes and coaches. This year the FCBMRDD program was honored to have two athletes and one coach recognized. Shanea Gray is the female athlete of the year. She was honored for going undefeated in the 100 and 200 yard dashes and for anchoring her team in the 4 x 100 relay. Lee Mullins, male athlete of the year, was honored for his team leadership and on court skills. Lee led his team to the male Division 4 Basketball State Championship.

Coach of the year is Jim Jenkins, head coach of the Flyers 4 women's basketball team. The team has won two consecutive female Division 1 State Basketball titles and 4 women were selected for the all-Ohio team. Jim also coached that team in the USA National Tournament this past Summer.

Photo and article by Dee Hively



From left are: Coach Jim Jenkins, the inimitable Jimmy Crum, female and male athletes of the year Shanea Gray and Lee Mullins.

Did you know?

The Ohio Developmental Disabilities Council has published a booklet called, *Taking Charge - A Hands-on Guide to Personal Assistance Services*. This publication can be obtained by calling the Council at 466-5205, or accessed on the Internet at <http://ddc.ohio.gov/pub/tc-05.pdf>.

Step up to nutrition ... health

Family meals aren't just for the holidays by Bernie Thurn

"I'll just grab something on the way! With our hectic schedule, who has time to sit down and eat!" There are plenty of excuses out there. Eating together as a family however should be made a priority for so many reasons.

Studies show that people who eat alone, at any age, are less likely to get all the nutrients their bodies need. The appetite and intake of senior citizens improve when they eat a meal with others. This has a direct effect on health. Children who come from families that have meals together eat more fruits, vegetables and dairy products, are less likely to be involved in drugs and alcohol, have better self esteem and do better in school.

Meals are a time that the family members can slow down, relax and connect. The day's events can be shared along with traditions, values, beliefs and ideas. Family ties are strengthened and there is a greater sense of stability. Teenagers too, have found this to be important to them.

Scheduled mealtimes also allow for better overall intake. Grazing on junk foods throughout the day is easier

to avoid when you know when a meal is going to be served. You can then plan snacks that are appropriate in timing and selection.

Family dinners are the best times to teach table manners. They provide time to learn to eat until satisfied, but not stuffed. For young ones, they are a time to introduce unfamiliar foods in a secure setting. When children see others enjoying a food, they are more likely to accept that food themselves.

Those are the reasons to make mealtimes family times. Here are some ideas to help you put this plan into action. Again, choose at least one and practice it for the month. It will be the start of a new, healthier habit.

Strive to eat together as a family at least 5 times per week. If dinner doesn't work, go for breakfast.

Plan meals ahead so that you have the ingredients on hand. If you wait until you are hungry to decide what to eat, you are more likely to grab something that is not as healthy.

If in a hurry, it is okay to pick up a meal already prepared at the grocery

store or even fast food from time to time. Put it on a plate and have everyone sit at the table to eat. It is the togetherness that counts.

Get others involved in preparing meals. Children can help make the salad, wash the vegetables or dish up the fruit. A child is more likely to eat a food if they help make it.

Turn off the TV during meals. Maybe put on some music to make it a pleasant atmosphere. Do not use mealtimes for discipline or preaching. Keep the conversation upbeat so that all get involved.

Encourage everyone to try a variety of foods. Do not enforce the "clean platers' club rule. This only teaches overeating or dislike for an item.

Make one meal a week special by adding a tablecloth, flowers, candles or the good china. Sit in the dining room. Everyone will be on their best behavior.

Which will you choose?

(Note: The author is a registered dietitian.)

ARC West promotes cancer awareness

October was National Breast Cancer Awareness month, which was a meaningful time for three ARC Industries West staff.

Patti Aellig, Lalitha Narayanan, and Phyllis Armstead took the occasion to transform the bulletin board in the lobby into a message of hope and strength, and to inform others of the importance of mammograms.

These three courageous ladies are breast cancer survivors and have been remarkable role models for others in the power of positive thinking and the strength of friendship.

The pink bulletin board features Race for the Cure shirts, the names of cancer survivors among ARC West family members, many pink ribbons, and pamphlets on breast cancer. The board will remain on display for several more weeks.



From left are: Phyllis Armistead, Lalitha Narayanan, and Patti Aellig. Photo courtesy ARC West.

Good For You

Notable Achievements in the FCBMR/DD Community

Career Milestones



The following staff members have served as coordinators of the 2006 Combined Charitable Campaign. Back row, from left are: **Jeff Hudson** and **Karen Widmayer**, Transportation; **Gina James**, Northeast; **Duane Thacker**, **Terry Tullis**, West Central; **Bill Ryan**, Transportation; **Debbie Guyton**, Hague. Center row: **Dot Yeager**, Administration; **Shella Ross**, ARC Business/Sales; **Mona Decker**, Psychology; **Rebecca Shannon**, Bixby; **Anna Dickson**, Administration. Seated are: **Jennifer Turner**, Transportation; **Gretchen Uhl**, ECLC/ Marburn; **Kris Potridge**, ARC North; **Jason Justice**, Employment Services; **Diane Kaiser**, Service Coordination; **Paul Chenderlin**, Transportation.

Coordinators not shown include: **Chris Lopez**, **Mike Doran**, **Jan Montgomery**, **Jim Leake**, **Debbie New**, and **Sue Sherwood**. Many thanks for a job well done!

Constance Chappelear of ARC Industries West ran her first marathon October 1st. Constance completed the Akron Marathon in just under 5 hours. Congratulations Constance!

Christy Buenconsejo has joined Creative Housing as a Senior Project Manager. She will be responsible for overseeing several new construction projects over the next few years. Good luck, Christy!

30 years

Karen Owen

25 years

Judy Beck

20 years

Debbie Barte
Mona Decker
Joyce Taylor

10 years

Brenda Fletcher
Gaynor Pfeffer
Margaret Skuban

5 years

Jennifer Ball
Emmanuel Madueme
Marie Mahaffey
Kristen Rittenhouse
Benjamin Terflinger

Table top hop tops!

ARC Industries West employees held their first "Table Top Gallery Hop" on October 11th. The event showcased table tops that were designed and painted by ARC employees. Pat Williamson, Training Specialist, spearheaded the activity.

Each table top's design reflects a theme that was chosen by the group. After being painted, the table tops were covered with an acrylic coating to protect the paint.

ARC West Director Jan Montgomery is inviting anyone interested to stop by the facility to view the table tops. ARC West is located at 250 W. Dodridge Street.



Photo courtesy ARC W.

Flu shots available Nov. 15

Flu shots will be offered at the Pleasnick Center, 2879 Johnstown Road, on Wednesday, November 15th from 9 a.m. to 2 p.m.

Interim HealthCare nurses will be administering the shots. Medicare (Part B) and MediGold cover the cost of the vaccination for those with a valid membership card. Those not covered will be charged \$25 for each shot. This fee can be paid by cash or check payable to Interim HealthCare.

The Center for Disease Control recommends annual flu shots for persons who are at risk for complications from influenza and those who can spread influenza to those at high risk. Each year a new vaccine is formulated to include strains that are likely to circulate during the flu season, which runs

from November through April. In 2005-2006, the highest number of cases was reported during the week of March 12, 2006.

Flu shots will not be given to anyone under the age of 18, pregnant women, anyone with a fever or upper respiratory infection, anyone with allergies to eggs or anyone with Gullian-Barre Syndrome.

For more information, please call FCBMRDD Safety Coordinator Jeri Gilbert at 342-5957.

Families to meet Nov. 9

Families United will meet on Thursday, November 9th, at 7 p.m. at Overbrook Presbyterian Church, 4131 N. High Street.

Fatica Ayers, Policy Analyst with the Ohio Developmental Disabilities Council, will be guest speaker. Her topic will be credentialing of direct support staff.

The public is invited.

Calendar

November, 2006

- 1** FCBMRDD Star Awards Banquet, Villa Milano, 5:30 p.m.
- 8** FCBMRDD Human Resources Committee meeting, 2879 Johnstown Rd., 4:30 p.m.
- 10** Veteran's Day observed – all county facilities closed.
- 14** Franklin County Residential Services Board of Trustees meeting, 1021 Checkrein Ave., 11 a.m.
- 15** Parent League meeting, 2879 Johnstown Rd., 9:30 a.m.
- 16** FCBMRDD Finance Committee meeting, Broadview Apartments, 1601 W. Broad Street, 4 p.m.
- 16** FCBMRDD Board meeting, Broadview Apartments, 1601 W. Broad Street, 5 p.m.
- 18** Ohio State vs. Michigan football game, Ohio Stadium, 3:30 p.m. GO BUCKS!
- 23-24** Thanksgiving Recess - all county facilities closed.
- 27** ARC Industries Board of Trustees meeting, Holiday Inn On-the-Lane, 11:30 a.m.

Dateline

The Franklin County Board of Mental Retardation and Developmental Disabilities

Dr. Raymond A. Horn
Mildred Blumenfeld
Bruce Burns
Paul S. Coppel
Ben W. Hale, Jr.
Helen Ninos
Jerry Saunders

Superintendent Jed W. Morison

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“Quotable Quote”

“Most people miss out on opportunity because it is often dressed in overalls and looks like work.”

— *Thomas Edison*

“Whether you think you can or you think you cannot, you are right.”

— *Henry Ford*

Information about FCBMRDD is always available on the internet at:

www.fcbmrdd.org