

February 2011

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Apple Core

Annual Review Deficiency-Free!

Apple Patch was surveyed by the Division of Developmental and Intellectual Disabilities on January 25th through the 27th. This is our annual survey that determines how our programs and processes are running in the eyes of this state-run division. I am excited to announce we received their report last week and it indicates all of our programs are deficiency-free!

We did, however, receive two minor, non-program related citations. One regarding the makeup of our Human Rights Committee in which the state requires we include an individual not affiliated with Apple Patch (we are in the process of recruiting an individual recommended by one of our auditors) - and a second citation that dinged us on some of our files not containing all necessary records (Ann and the compliance team have already come up with a solution to remedy this issue).

NO PROGRAM DEFICIENCIES! This is a first for Apple Patch!!!

But wait, there's more good news. We also received the results of our billing audit. Out of more than \$5 million billed to Medicaid over the last 12-months, they are only recouping \$836.75. WOW! The key to our successful billing review can be attributed to not only our billing staff, but also the Direct Support



Ann Skinner , Chris Stevenson and Bobby King React to the Report of the Review of Apple Patch Programs!

Professionals who report, on a daily basis, if a client is making progress in meeting their individualized goals. A tedious task, indeed.

Words cannot adequately express how proud I am of the entire Apple Patch team - from the directors, to the managers, to the clerical staff, and to the DSP's who bring our programs to life.....this success is all theirs!

- Chris

March Birthdays and Anniversaries

Birthdays

Timothy Sullivan 1st
 Megan Lyons 2nd
 Joseph Guillian 9th
 Clinton Bacon 14th
 Cynthia Booth 15th
 Gay Lynn Huber 15th
 Christine Vaughan 16th
 Jamie Hester 20th
 Zachary LaFollette 21st
 William Nutgrass 22nd
 Cynthia Kelly 23rd
 Derek Sharp 23rd
 Amy Mershall 26th

Anniversaries

Minnie Ricketts 7 years
 Marleen Bailie 5 years
 Jennifer King 5 years
 Mark Neese 4 years
 Ann Skinner 4 years
 Dr. Laura Young 4 years
 Tomika Cosby 3 years (Feb 20)
 Martin Akwari 2 years
 Chris Ayres 2 years
 Ashley Kinman 2 years
 Adrian Trail 2 years
 Alex Berrios 1 year
 Gloria Bethel 1 year

Debra Campbell 1 year
 Denis Dawson 1 year
 Vickie Largen 1 year
 Sean Patrick 1 year
 Noah Puckett 1 year
 Jackie Rickmond 1 year (Feb 5)
 Jeffrey Smith 1 year
 Thelma Smith 1 year
 Debra Campbell 1 year



Red Apple Award

I nominate Stephanie McClure who is an outstanding employee at the CFPD here at the APEX. She works well with all staff and clients and will do anything that is asked of her. Most of the time when you go and ask her to work on a task for you she has already done it on her own before she knows that you wanted her to complete it! Stephanie is able to work in any classroom for the DSP's that are either off on vacation or sick without missing a step. Stephanie is a joy to have for an employee here at the APEX and we look forward to many wonderful contributions from her in the future!

- Jeff Ott, APEX Manager

I nominate Izeta Kikic-Smith for the Red Apple Award. 'Izzy' is a strong advocate for her many CLS clients, and she manages to make their time together not only focused on their goals but FUN! We in the offices always love it when she stops by with an "Izzy treat", and she not only shares her creations with us here at Apple patch but with others in need. Her compassion, desire to serve and commitment to Apple Patch makes her the ideal candidate for the Red Apple Award to show her how much she is appreciated! Thanks for all you do, we love you, Izzy!

- Marie Fitzmaurice, Assistant Director, Community Living Supports

Congratulations

Izeta Kikic-Smith

Red Apple Award Winner

for February

Fun Continues at the TLC

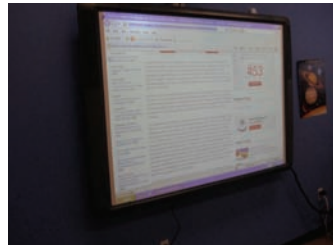
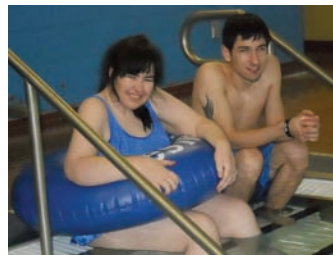
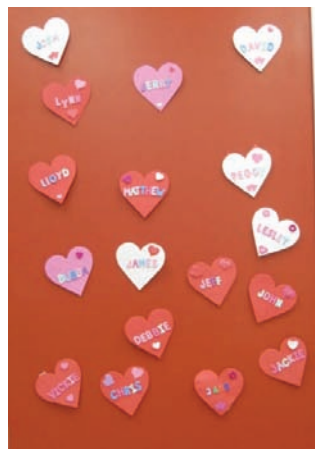
Programs at the TLC have been kept busy getting ready for Valentine's day. All of the clients are excited about attending the Valentine's Dance, which will be held on Friday, February 11th at the Berrytown YMCA.

When the dance isn't the topic of conversation, clients and staff have been creating Valentine's cards, picture frames and other crafts, to celebrate Cupid's big day! Some of the crafts were hung on a wall in TLC to brighten up the space where everyone eats lunch. It is great fun seeing the clients pause to look at and enjoy their creations as they pass by!

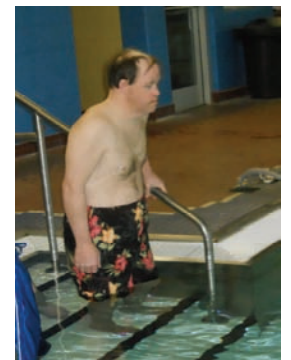
Clients had the opportunity to 'play summer' by taking a swim at the YMCA's heated, indoor pool. With such cold weather hanging over Crestwood, it was a welcome change to float, splash and swim in conditions not requiring a hat, gloves, big coat or ear muffs!

There have been quite a few birthdays to celebrate, too! Clients and staff helped bake and decorate cakes for staff and client birthdays!

In the afternoons, clients enjoy being in Krista's classroom using the new Promethian board, which helps them learn about the history of Valentine's day, how to count money, new breakthroughs in science, music art and other subjects!



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David O gets ready to take a swim!

Happy Birthday Hikes Point!

Wow! Can you believe it? Hikes Point has been open for one full year on March 1, 2011. A lot has changed over a short period of time. We started out with 2 clients and 1 staff and a working manager, now we have 16 clients and 3 staff with a working manager. We have several more clients coming soon.

Alea Waters is our educational staff and she is working hard on money skills and sign language along with other subjects. Zac Lafollette is our Science/History and Technology staff. He is working on a lot of projects for science like making a solar system, a volcano and other great things. In technology he is working on the clients learning the computer parts and working them. Our newest staff is Regan Menard and she is teaching our Wellness and Culinary classes. Our clients have already learned new dances and stretches for our health.

I just want to thank my staff for all the great things they do and I want to thank Bobby and Jennifer for having the insight to open a center in Jefferson County for our great clients here. We will continue to blossom and grow so come by and see us!

- Mickie Conrad, Hikes Point Manager



“Wow!

Can you believe it?

*Hikes Point has been open
for one full year on
March 1, 2011.”*



Community Living Support Updates

It's been a few months since I submitted an article for our newsletter, my apologies! It has been incredibly fast-paced in CLS!!

December and January were a little challenging because of the holidays and the weather. Since we provide in-home supports travel is a huge issue when the roads are icy.

We continue to grow! As of February 7th, the CLS department actively serves 26 clients and an additional 7 more clients are pending. Our client list ebbs and flows as some drop off and new CLS friends are added, but it has become more stable over time. We've also added a few new CLS DSP's to our Team:

Clinton "Jamal" Bacon is now working with Isaac B. He is currently attending Spalding University and has been working as a CNA for 1 ½ years. He plays College Basketball, and loves working with people. Isaac is excited to include Jamal in his life, and has many plans for their time together!

Barbara Ratliff was hand-picked by Elizabeth C and her family. Barbara enjoys working with Elizabeth and she has some great ideas of how to incorporate daily activities into learning experiences! Barbara enjoys the sense of purpose working with Elizabeth brings to her life, and we are happy Barbara is part of our CLS team!

Jo Gano also works with Elizabeth C, to ensure there is no lapse of services. Jo works with Ellie W, and they are having a great time getting to know each other. Jo comes to us with wonderful experience as a Special Education Teaching Assistant, and Administrative Assistant/Caregiver at an Assisted Living Community. She

also has personal experience of caring for a family member with Autism, and knows how to manage often difficult behaviors. Jo and Ellie knew each other from school, they hit it off from the start! Welcome to Apple Patch CLS, Jo!

Renee Huff has worked for Apple Patch in the past, and has now returned to Apple Patch wearing two hats! She will be working as both CLS DSP and CLS Administrative Assistant. With the increase of client referrals, keeping up with the paperwork has been an ordeal. I am totally excited to be getting some help with it all! Renee has wonderful experience and TONS of ideas to share as a DSP, and she is already assigned to three great CLS clients. She is very detail-oriented, and a gift to the CLS program! Glad you're here, Renee!

We have several more new CLS DSP's going through training next week, will tell you all more about them next newsletter!

I'd like to continue with the tradition of spot-lighting some of our CLS veteran employees in the Newsletter; they are the backbone of our CLS Program.

Aldin Kikic started off at Apple Patch with a full schedule more than 6 months ago. He has been in high demand. After a few months of juggling a full case load he decided to go on to work full time for Cedar Lake, and he still serves one of the four clients he initially started with. He is charismatic, and all of the clients he has worked with have loved him. Both of his parents work for Apple Patch too, so he is truly part of the Apple Patch family!

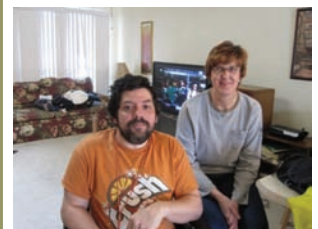
Tyler Barnes was hand-selected by the young man he serves. He had previously worked with Brandon in the school system, and they have become fast friends. When they are not able to get together Brandon and Tyler talk frequently on the phone to keep in touch. They had a difficult time with scheduling over the holidays because of the bad weather we had, but they are now back on track! Glad you're part of our team, Tyler!

Apple Patch DSP's truly go above and beyond for our clients, THANK YOU to all of you!

- Marie Fitzmaurice, Assistant Director of Apple Patch CLS

*"We continue to grow!
As of February 7th, the
CLS department actively
serves 26 clients and an
additional 7 more
clients are pending"*

- Marie Fitzmaurice, Assistant
Director of CLS



Izzy Kikic-Smith, CLS DSP and client, Wayne E



Jeff Ott, APEX Manager, is the second staff member to be credentialed as a Registered Direct Support Professional with the National Association of Direct Support Professionals (NADSP).

New Clients/Personnel/Change of Responsibility

New Clients

Victoria B	Freddie J
Alesha C	Sally j
Wayne E	Vincent J
Erin F	Russell P
Isa F	Dahlia S
Justin H	Wayne S

New CLS (Community Living Support) DSP

Renee Huff has more than eight years experience working with individuals with disabilities. She returns to Apple Patch to work one-on-one with clients as well as help the CLS department maintain compliance records. Welcome back, Renee!

New Residential DSP

Knanisha Star Griggs earned a bachelor's degree in fine arts from the University of Louisville and has previous experience teaching children.



Direct Support Professional (DSP) Education and Training

S.P.E.A.K.

The next S.P.E.A.K. meeting will be at 9 am on Tuesday, March 16 at The Council, 1151 South Fourth Street in Louisville. The title of the talk is Supporting People in Establishing Friendships and Connections.

Although individuals with disabilities are physically living in the community they are not necessarily of the community. This presentation will assist the learner about building expanded social networks.

The presenter Whitney Kays. She is a support coordinator at Realizations and she presented at the national 2010 TASH convention.

Reserve your spot at this meeting by contacting Charice Malone by email, cmalone@applepatch.org or by phone, (502) 639-7068.

College of Direct Support (CDS)

Jeff Ott, APEX Manager, is Apple Patch's second staff member to become credentialed as a Registered Direct Support Professional with the National Association of Direct Support Professionals (NADSP).

In 2009, Apple Patch joined the NADSP, in the hope all staff would take an interest in continuing their education and becoming credentialed in the near future.

We are very proud of Jeff and the commitment he made to participate in the credentialing program. Please see your manager or Charice Malone if you would like more information about or assistance with this process!

Also, DSPs are encouraged on an on-going basis to consider taking the one of many CDS courses

available through the College of Direct Support. Each course is carefully designed to help our DSPs enhance and improve the level of care they offer our clients.

Please email Charice Malone, Staff Development Coordinator, at cmalone@applepatch.org, or call her at (502) 639-7068, if you would like more information or if you are interested in enrolling.

Mandatory Staff Meetings

All Residential Staff Meetings are MANDATORY. You MUST contact Melanie Jackson at mjackson@applepatch.org or by calling her at (502) 657-0103 if you have a legitimate reason you cannot make these meetings. They are at 2 pm in the Chapel on the following dates: February 10, April 14, June 9, August 11, October 13 and December 15.

Warm Fuzzy

A warm fuzzy to Mrs. Clara Brown, Andrew's mom. She called to say thank you for telling her of Apple Patch and for encouraging her to make it Andrew's new home. She went on to say how much she appreciates the Manager and staff at the Irish Moss house. She said she can call Hazel anytime to have a listening ear and she feels so confident that Hazel will assist her in any way. She says what a wonderful house staff Andrew has in Martin Akwari. She says she calls Martin to see what he has cooked the guys for dinner and he politely tells her and assures her Andrew is getting his fair share! Martin calls Mrs. Brown now and again and says, "Momma, Andrew and I want to know how you are this evening." "I love his polite, soft accent," she said. "I can't say enough nice things and the way I feel at 85 years of age knowing my son is in such a beautiful home with well-trained staff. . it is so comforting since I was fearful to let him move so far away." Thank you Hazel and Martin for giving Andrew and Momma what they were looking for!

- Charice Malone, Staff Development Coordinator

Thank you to Leanne Clemons, Peggy Powell and Michelle Rose for helping the transportation department in the last month. Their hard (extra) work is appreciated.

Save The Date

February 11 - Valentine's Dance, 6:30pm to 8:30pm at the Berrytown YMCA, 1300 Heafner Road, Louisville, KY 40223. Please contact Jennifer King for more information or to volunteer, jking@applepatch.org or (502) 657-0103.

March 8 - S.P.E.A.K. Annual Recognition Banquet for DSPs - Invitations are in the mail. Please contact Ann with questions at askinner@applepatch.org or by calling her at (502) 657-0103.

April 17 - Hat Affair at the Olmsted. Please contact Christine Vaughn for more information at cvaughan@applepatch.org

I would also like to thank the CFPD, residential and senior staff that assisted us during inclement weather to make sure our clients were safely transported in the inclement weather.

We love Apple Patch!

- Allison Lee, Director of Transportation

Big hugs to Teresa, Minnie and Norma who cleaned drive-ways so clients could be delivered safely to their homes. An extra big hug to Norma, who stepped up to help when the van had trouble getting up the drive!

- Peggy Powell, TLC DSP

I would like to send a warm fuzzy to all of my managers. They work so hard and many times, long hours. They take wonderful care of our clients and are true advocates for the individuals we serve. I do not know what I would do without them and I want them to know how much I appreciate them. I am truly blessed to have such caring and devoted staff.

Love,

Melanie Jackson, Assistant Director of Residential Management

I would like to thank James Walker and Candace Williams for all of their hard work at Central Avenue over the last couple months. They have been there when we have needed them most.

- Tim Sullivan, Residential Manager

Warm fuzzy to our house manager, Tiffany, for all her patience and support.

- Sweetbay staff

We would like to thank all of the DSP's for an amazing job during the snow storms. Each of you that worked picked up extra shifts, shoveled snow, and kept our clients safe! To the C3 DSP'S (Bobbie Sue, Ashley, Melissa) - and to anyone that has picked up extra shifts there: Thank you for your dedication during the challenging times. Each of you deserve a pat on the back!!! To the TLC-thanks for providing exceptional care for all of our clients :) They are always smiling!! To Charlotte-Great job during the review! I believe this was the most organized we have ever been!! What did we ever do before you came??

- Michelle Rose and the Residential Management team

"I can't say enough nice things and the way I feel at 85 years of age knowing my son is in such a beautiful home with well-trained staff. . it is so comforting since I was fearful to let him move so far away."

Mrs. Clara Brown, parent



Minnie Ricketts and Theresa Payton shovel snow in Celebration Park!



Martin Akwari, Apple Patch DSP and published author holding his newly published book, *To Clap With One Hand*.

Apple Patch Direct Support Professional is Published Author

Martin Akwari, a DSP celebrating his second anniversary with Apple Patch, is also celebrating the release of his book *To Clap With One Hand*. Apple Patch can now claim a gifted, talented and published author as part of its family!

To Clap With One Hand retells the story of Martin's childhood dream to become a published writer and to find, along the way, work that impacts the world around him in a positive way.

His written works have been featured in the Guardian and Triumph (Nigerian daily papers) and his book of poems, *Sounds From the Seasons of Life*, was listed by the Association of Nigerian Authors as the recipient of the 1997 Poetry Prize.

Martin hails from Nigeria and he holds degrees in Administration and Mass Communication.

He lives in Louisville with his wife, Martha and his daughter, Kindness.

You are invited to read more about Martin's book by visiting www.xlibrix.com/

Human Resources Updates

Employee Injury Reporting

If you sustain an injury at work that requires you seek medical attention, you **MUST** complete the KESA Notice of Injury form (both sides), and return it to Jim Zoeller within 24 hours of the injury. Failure to complete this form could hold up payment to the medical service provider, and at the worst, hold you personally responsible for payment of all bills.

- Jim Zoeller, Director of Finance

rate would have disappeared. Additionally, marriage penalty relief in the form of an expanded 15 percent rate bracket would also have expired.

The employee share of social security payroll taxes has been reduced from 6.2 percent to 4.2 percent up to the taxable maximum. This reduction has no effect on an individual's future Social Security benefits. Salaried employees may more readily notice the effects of these changes by seeing a slight increase in their bi-weekly paychecks.

Individual Tax Incentives for 2011-12

On December 17, 2010, President Obama signed the Tax Relief, Unemployment Insurance Reauthorization and Job Creation Act of 2010, which extends the reduced individual tax rates through 2012. This extension is significant since the old tax rates would have jumped from 33 and 35 percent to 36 and 39.6 percent, respectively. Also, the current 10 percent

This payroll tax cut can open up some tax planning/savings opportunities for individuals, which would compound the available tax benefits. So, you might start thinking about opening that savings account/IRA today!

- Marleen Bailie, Executive Assistant/Payroll Specialist

*COME TO THE
APPLE PATCH CFPD'S
ANNUAL*



VALENTINE'S DANCE

WHEN: FRIDAY FEBRUARY 11, 2011


WHERE: BERRY TOWN YMCA

1300 HEAFER RD

LOUISVILLE, KY 40223

TIME: 6:30PM-8:30PM

Music, friends, fun, and food!!



SAVE THE DATE



Appreciation is in the Air

Seventh

♥ SPEAK Annual Recognition Banquet

March 8, 2011

Dinner 5:45pm

Hyatt Regency
320 West Jefferson Street
Louisville, KY 40202

More information to come

Parking is Free

APEX March 2011

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1 Library YMCA	2 GSF Wal-Mart	3 YMCA Hobby Lobby	4 Hiking	5
6	7 MOW Bowling	8 1/2 price books YMCA	9 GFS Dollar Tree	10 Library Bass-Pro	11 Hiking	12
13	14 MOW	15 Library Garden Ridge	16 GFS Costco	17 YMCA Bowling	18 Hiking	19
20	21 MOW	22 Library Pet-Store	23 GFS Target	24 Trader Bakers YMCA	25 Hiking	26
27	28 MOW Movies	29 YMCA Library	30 GFS Meijer	31 YMCA Pet-Store		

Hikes Point February 2011

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1 YMCA Library	2 GFS Swimming Big Lots	3 Pet Store Goodwill	4 GFS MOW Bowling	5
6	7 Dollar Tree Bowling	8 Lou. Science Center Dollar General	9 GFS Swimming Wal-Mart	10 YMCA Library	11 MOW GFS Starbucks	12
13	14 Valentines Party	15 YMCA Library	16 GFS Swimming Panera Bread	17 Garden Ridge Ice Cream	18 MOW GFS Bowling	19
20	21 Dollar General Bowling	22 Bookstore Dollar Tree	23 GFS Swimming Goodwill	24 YMCA Library	25 MOW GFS	26
27	28 Target					



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 Phone: 502.657.0103
 Fax: 502.657.0107
 Website: www.applepatch.org

Help us save our precious resources.
 Have this newsletter e-mailed to your home or
 work! Just share your e-mail address with
 Marleen at general@applepatch.org

Apple Patch is a 501(C)3 non-profit organization dedicated to providing an array of support services for individuals with intellectual and developmental disabilities. We believe many individuals are capable of independent living, yet have never been given an opportunity to reach their highest potential. To help individuals reach this potential, Apple Patch offers its clients the support to make choices among residential options, employment opportunities, social and recreational activities and skills training to achieve the goals to which they aspire.

TLC MARCH 2011

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1 Pet Stores	2 MOW	3 Wal-Mart	4	5
6	7 Goodwill	8 YMCA	9 MOW	10 Louisville Science Center	11	12
13	14 Dollar Tree	15 Library	16 MOW	17 Bowling	18	19
20	21 Michael's	22 YMCA	23 MOW	24 Speed Museum	25	26
27	28 Book stores	29 American Printing House for the Blind	30 MOW	31 Wal-Mart		