

B.R.I.D.G.E.S.

**Building Relationships Intentionally to Develop
Growth and Exemplary Services**

{December 2020}



FORECAST

WELCOME!

Fun Facts about December

- It is the first month of winter and the last month of the year.
- National Cookie Day is December 4th. Other snacks celebrated this month include pie, cotton candy, chocolate brownies (mmm!), cocoa, and cupcakes.
- December in the Northern Hemisphere is similar to June in the Southern Hemisphere.
- The first day of Winter is on December 21, 2020 and is the longest night.
- December was originally the tenth month of the year in the Roman calendar. It gets its name from the Latin word "decem" which means tenth. However, when the Romans added January and February to the calendar, it became the twelfth month, still keeping the December name.
- Some December Holidays:
 - Pearl Harbor Day – December 7
 - Hanukkah - Evening of December 10 – Evening December 18
 - Christmas – December 25
 - Kwanzaa – December 26 – January 1, 2021



Remember, stay up to date on all rules, changes and proposed changes to the DODD rules. You can find the rules on Ohio Department of Developmental Disabilities: <http://dodd.ohio.gov>. If you need to Subscribe to rule notification this can be done on the DODD website. On the bottom of DODD's home page click on Subscribe. Then, Subscribe to Rule Notifications by entering your e-mail address and click subscribe.

These maybe some unsettling times, but we can help by working together on staying safe through the Holidays and upcoming months. Here are 2 resource guides:

1. DODD Guidance and Resource for COVID and the Holidays

<https://dodd.ohio.gov/wps/portal/gov/dodd/about-us/communication/news/news-spread-the-cheer-not-covid-19-this-year>

2. CDC- Holiday Celebrations and Small Gatherings

<https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/holidays.html>

Staying home can be challenging to find something new to do. If you enjoy nature scenes and observing animals in their natural habitat, you can watch a live camera feed. These scenes help improve mood, reduce boredom, anxiety and agitation. [Explore.org](https://www.explore.org) is a wonderful website. You can watch many different live cams at <https://www.explore.org/livecams/>.



The Lucas County Board of Developmental Disabilities will be on Holiday shutdown starting from 12/24/2020 and going until 1/1/2021. The MUI Unit and the Service and Support Administration will have staff on call during that time. The On-Call number is 419-380-5100.



KUDOS



TO

REIGN RESIDENTIAL AND DAY SERVICES
FOR GRACIOUSLY ASSISTING A FELLOW PROVIDER
IN THEIR DIRE TIME OF NEED.
YOU ARE GREATLY APPRECIATED!!!

THANK YOU!!!!!!



Kelley Watson, Recreation Specialist at the Board, creates a weekly calendar that includes virtual events offered through We Thrive and Lucas County Special Olympics! These activities are open to any person, with or without a disability. The calendars can be accessed by clicking the following link: <https://lucasdd.info/services/special-olympics/> and clicking on "Virtual Calendar." If anyone has any ideas of virtual activities they would like to see on the calendar, please contact Kelley at kwatson@lucasdd.org. She is always open to trying new activities and will do her best to make it happen.



PATHS TO SUCCESS

Power in Pausing

You can tell when someone is living with intention because they generally respond versus react when they find themselves in situations with less than desirable circumstances. These people generally stop and process what just happened before saying or doing anything, this behavior lends itself to the *power* of the pause. Walter Jacobson tells us that we should, "Listen before

we think and think before we speak.” Pausing works to give others time to reply to you and, once you’ve listened, pausing gives you time to think of how you would like to reply. The following is a link to a YouTube clip with [Shelley Flett](https://www.youtube.com/watch?v=P_v6Tvmu3wA) speaking on the power of the pause: https://www.youtube.com/watch?v=P_v6Tvmu3wA

Responding versus reacting, and pausing before responding, are tools that assist us in improving our communication skills as we work on living our lives with intention. I’ve heard this reminder, “When tempted to fight fire with fire...remember that the fire department usually uses water.” Pausing before responding works most often as the best response to the reactionary anger that is quite often being exhibited by others who are not living with the intention of adding to the positive energy of this world. There is a reason emergency teams are called first “responders” and not first “reactors”; prior to being sent out on actual support calls, they are vigorously trained to stop and think before reacting.

Someone once told me, “This is all fine and good but people are still going to be unkind and demanding of our energy and our time, none of this changes that fact!” Since we can’t change others, our time and efforts are much better spent collecting, accessing, and learning how to use the tools of our life experiences so that we will be better prepared to respond to the many reactive quips and quirks of others. There is a freedom in not allowing the reactions of others to affect our joy.

The power of the pause can work in our daily lives for our personal wellness as well. We are hard wired to connect with others and, while connection with others works towards our good and the good of our relationships, in order to rest and rejuvenate, we also need to be able to disconnect as needed, to pause without isolating ourselves for too long a time. In this way we spend our time gaining understanding and wisdom, so that we are better able to walk through this world with joy that cannot be squashed by others, but instead to walk with a joy that causes us to feel empathy and compassion for them.

We can decide to be what I’ve heard termed “success seekers” or we can be “failure avoiders”. Zig Zigler once said, “You can be one of those who complains that roses and thorns or one who rejoices that thorns have roses.” Perception is key to maintaining joy. We are more powerful than we sometimes choose to believe; life may be short, but we can choose how to spend the time we have. We live in a world with others who are at various stages of living and levels of knowledge, understanding, and wisdom. Learning how to pause before responding is a valuable tool on the path to success through intentionally maintained inner-joy and peace.



The Children's Department is seeking Heroes to help tired Caregivers!

Providers are needed who are energetic, good with children, and have the ability to provide respite. Please see the flyer below for more information:

https://mcusercontent.com/46f9edd74ac726fdf457dfe0f/files/3b0a3652-5726-430b-be6d-16835688b46e/Children_Respite_Flyer.pdf

Company Turns Dog Treats Into Jobs, Futures For Young People With Special Needs

Excerpts shared from Catherine Roberts, Star Tribune/TNS | November 3, 2020

Finley's Barkery, like many thoroughly 21st century businesses, started with a social mission: employing adults with special needs. Back in 2010, Angie Gallus started making dog treats with her special education students at Chaska High School, mixing oats and other ingredients together. It was a fun activity that also taught the students how to follow directions and develop life and social skills. The treats were shared at events and with friends. The baking became a favorite lesson for her students from year to year.

In 2016, two of Angie's former students reached out on social media, asking her when they could bake the treats again. On Valentine's Day 2016, Angie and her then-boyfriend Kyle, also a special education teacher, gathered with former students and baked. "When they left that day, I realized this was like getting back on a bike, but also that (the former students) had lost some skills," Angie said.

Some of the students also shared how, having aged out of the education system, they were having trouble finding jobs. "They had so much potential," she said. "So we decided we needed to do something about it." The plan was to find a commercial kitchen that June. After a post in March drew many requests for the dog treats, they moved the date up. They started meeting a few evenings a week with six former students to make the dog biscuits. They started calling the treats **Finley's** and marketing them at farmers markets and brewery events.

After sharing a video about the venture on social media — the post that actor Kutcher picked up and shared — they saw an immediate spike in orders. From baking two days a week, they began working 4 to 8 p.m. every day, then 4 to 10 p.m., then 4 to midnight, throughout the next year. "It was not sustainable," said Kyle, who left teaching in 2018 to concentrate full-time on the business. The couple decided to outsource manufacturing of the dog biscuits to meet demand, said Angie, who continued both teaching and working at the business until 2019.

“So we had to think, ‘How are we going to pivot and still provide jobs for our ambassadors?’” she said of the young adults with disabilities. They didn’t want the jobs to be in the warehouse. They wanted their workers to be out in the community at events and store demos, improving their social skills and confidence with jobs that could support them or at least contribute toward their independence.

A huge boost came when Lunds & Byerlys and Chuck & Don’s offered them contracts. “They took a chance on us,” Kyle said, noting that the employees and managers at the two companies started to know the Finley’s ambassadors by name. They developed a curriculum for training employees, much like they did when they were teaching. They continued to reach out to merchants, farmers markets and other places where they could sell the dog treats. As the company has grown, so have job opportunities.

Most people take for granted that they have to work, said Katey Nelson, Camille’s sister and development director at Best Buddies in Minnesota, an organization that pairs adults with disabilities with employers and provides support networks. But about 80% of people 18 or older with developmental disabilities are not employed in the traditional job market, she said. “That’s an untapped talent pool wanting to be included,” she said.

Best Buddies and others help employers modify training — much like the Galluses did with Finley’s — so that more firms will take a chance on people with disabilities. The company currently employs 20 ambassadors full- or part-time. The founders would like that number to triple eventually and increase the number of stores where Finley’s treats are sold from the current 400 to more than 1,200 over the next few years.

Like many small businesses, Finley’s hit a wall in March with the arrival of the coronavirus pandemic and stay-at-home restrictions. With no in-store or event demonstrations to do, the Galluses quickly developed presentations for online retailers. Some ambassadors put personal touches on orders through ideas such as thank-you notes. The efforts have paid off. In the spring, they added Chewy.com to their client list. In September, Target signed on as an online vendor.

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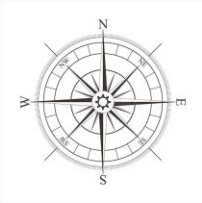
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*****DSP of the Month*****

If you would like to nominate a DSP to be featured in one of our BRIDGES newsletters, please complete the form at this

link: <https://mcusercontent.com/46f9edd74ac726fdf457dfe0f/files/e7b9df22-2383-4ba1-98af->

[230ac502f86a/DSP_of_the_Month_Nomination_Form.docx](#) and submit to Jennifer Wolfe via email: jwolfe@lucasdd.org



GUIDES

Dave McLaughlin is a newer staff in the Provider Supports Department. Dave originally started at the Board in January of 2012, as a Job Developer. This position enabled him to build relationships with employers and help our individuals find community employment. The Job Developers were very successful in widening the scope and opportunities for community employment for our individuals. As changes occurred in the industry, the Job Developers were relocated to the Reynolds Road office location in 2016 and the name was changed to Employment Connections. In August of 2019, industry policy decisions dictated that LCBDD could not be both an administrator of Medicaid funds, and a provider of employment services. These decisions led to the elimination of the Employment Connections group in September 2019.

Dave was assigned to the SSA department at that time, and in June of 2020 moved to the Provider Support Compliance team. He enjoys being a part of a very supportive team, learning to assist Providers to understand the myriad of rules and regulations they must observe to maintain their Provider certifications. When Dave is not working, he enjoys being with his grandchildren, playing golf, and helping with home projects for his adult children.

TRAINING

[ALL TRAINING IS OFFERED VIRTUALLY ON ZOOM AT THIS TIME.](#)

The **[December Training Calendar](#)** can be accessed here:

https://mcusercontent.com/46f9edd74ac726fdf457dfe0f/files/1c2782da-b671-426a-b0e6-8628fe7e9332/DEC_2020_calendar.pdf

You can also access **new provider** training free online at DODD's website at the following link: <https://dodd.ohio.gov/wps/portal/gov/dodd/about-us/training/department-provided-training/eight-hour-provider-training>. You will be prompted to make an account and it will keep track of which modules you have completed. You can print off a certificate at the end.



ALL ABOUT ZOOM!

As ISP meetings and provider trainings continue to be held virtually, we have all been learning new skills to keep up with our online work. We have linked a helpful video resource for using Zoom on your computer or phone here: <https://youtu.be/mbbYqiurgeo>

For Provider Training sessions, we have some **Zoom Etiquette Expectations** that we ask all attendees to abide by:

1. Choose a dedicated spot to sit during the training that allows you to stay focused and participate in the training. Please sit upright and be attentive.
2. Put your microphone on "mute" so any background noise is not heard by other attendees.
3. Keep your camera on, and pay attention during the training. Dress appropriately as others will be able to see you on camera. Please limit distractions in the background.
4. Absolutely **NO DRIVING ALLOWED**. If you are driving during the training, you will be removed from the Zoom training and will not receive a certificate. This is to ensure the safety of yourself and others.

Thank you for supporting these expectations so that we can continue to offer free provider training that is educational and useful to all!



FIRST AID STATION

The number of new cases of coronavirus continues to increase in Ohio and all across the United States. If the upward trend continues, it would appear we are going to be in for a long and difficult winter with COVID-19 and other illness.

Ohioans with developmental disabilities may be at high risk for the flu due to chronic lung conditions like asthma, emphysema, and chronic bronchitis. Risk of aspiration may be increased due

to difficulty swallowing, gastro esophageal reflux disease, seizure disorder, tube feeding, cerebral palsy, and suppressed or absent cough or sneeze reflex.

According to the Centers for Disease Control and Prevention (CDC), people over the age over 65 and those with lung disorders, heart disease, immune deficiencies, or who are severely obese have a greater risk for contracting coronavirus (COVID-19). People with developmental disabilities may be at a higher risk for getting COVID-19 because of underlying risks factors, such as respiratory issues, asthma, frequent pneumonias, and silent aspiration.

Prevention of Flu and Pneumonia could help to prevent the exposure to COVID- 19 by following the Mask mandate and the three “W’s” -

- **Washing your hands-** You can help yourself and others stay healthy by washing your hands often, especially during these key times when you are likely to get and spread germs.
- **Wearing your Mask (Personal Protective Equipment)** to protect yourself and others.
- **Watch your distance** when at home with loved ones who have to work out side of the home and when you have to go outside your home, to shop, go to the doctors and to the grocery store etc.

Know the Terms

“*Social distancing*” means avoiding close interaction with other people, which helps reduce the spread of COVID-19. Stay 6 feet apart from others, and stay home when you can.

“*Quarantine*” means restricting movement of people that have been exposed.

“*Isolation*” means separating people who are ill from those who are not.

“*No exposure*” means a person appears well and is able to receive care as they would under normal circumstances. Support staff interacting with non-exposed people should still create a culture of safety and wear face masks when supporting this person.

“*Exposed*” means a person will have had known direct contact for an extended period of time with someone who has contracted COVID-19. People should be carefully monitored for 14 days, and additional PPE should be used with interacting with this person.

COVID-19 Resources

Scott Sylak, Executive Director of the Lucas County Mental Health and Recovery Services Board, says it is perfectly normal for us to feel some anxiety, stress, and depression during a pandemic. Signs could include strong emotions, appetite changes, feelings of hopelessness, headaches, and changes in our sleep patterns. We have been through a lot, and there is more to come, but try not to be overwhelmed. Scott suggests the following:

- Develop a pattern of proper sleep;
- Learn a new skill;
- Take walks and exercise;
- Engage with friends, but adhere to social distancing;
- Get your information from trusted sources, such as the Health Department and CDC
- Don't over indulge on the news of the day.

Below we have listed important State of Ohio resources from the Department of Health and the Department of Developmental Disabilities:

- If you have questions and want to ask for guidance regarding Coronavirus/COVID-19 please call the **Ohio Department of Health** at **1-833-4-ASK-ODH** (1-833-427-5634)
- **DODD's COVID-19 Frequently Asked Questions** can be found at this link: <https://dodd.ohio.gov/wps/portal/gov/dodd/your-family/safety-security/resource-covid-19-family-faq>
- **DODD Statewide Support Teams** can be accessed at: <https://dodd.ohio.gov/wps/portal/gov/dodd/about-us/support-team>

"WARM LINE" for Emotional Support

In need of some emotional support while dealing with all things COVID-19?

Feeling lonely? Depressed? Anxious? Stressed? Scared? Angry?

Call the Lucas County Emotional Support Line:





SHOOTING STAR

“NONE OF US WILL EMERGE UNSCATHED. BUT I BELIEVE IN SAYING GOODBYE FOR NOW — AND THEN KEEPING OUR DISTANCE — IS OUR BEST HOPE FOR SURVIVING AND BEING ABLE TO RETURN TO A TIME WHEN ‘I LOVE YOU’ MEANS ‘HELLO’ AGAIN.”

— James Kuo (On the Front Lines of a Pandemic, ‘I Love You’ Can Mean ‘Goodbye’, New York Times)

“THE STRUGGLES WE ENDURE TODAY WILL BE THE ‘GOOD OLD DAYS’ WE LAUGH ABOUT TOMORROW.”

— Aaron Lauritsen (100 Days Drive: The Great North American Road Trip)



RESOURCES

The Provider Supports Department staff are here for you!

Pat Stephens, Director

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Lisa Poiry, Provider Development Coordinator

Jennifer Wolfe, Provider Training Coordinator

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Erica McElmurry, MUI Coordinator

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Dana Myers

David Vaughan

Tiffany Rozzano

Nathan Wolfe

Erin Lee

Tammy Jones

Tracey Merrithew

***Helpful provider information is always available
at the following websites:***

DODD: <http://www.dodd.ohio.gov/Pages/default.aspx#>

Lucas CBDD: <https://lucasdd.info/> (Click on "Provider Supports")



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