



We Value P.E.O.P.L.E.

# 2017 Annual Outcome Report L.A.D.D., Inc.

Living Alternatives for the Developmentally Disabled, Inc.



## We Make the Difference!

Always striving to enhance the quality of life for all we serve!

### We Value P.E.O.P.L.E

**People:** see People as a “whole person” first.

**Environment:** build an Environment of H.O.P.E., trust and healthy relationships.

**Opportunities:** create Opportunities for growth and making G.O.O.D. decisions.

**Provide:** Provide gentle interactions to show you C.A.R.E.

**Learn:** Learn to appreciate differences in a team and treat all people with dignity and respect.

**Empower:** Empower by using S.O.U.L. and positive, open communication.

## L.A.D.D., Inc. Contact Information

West Office

*We Make the Difference!*

East Office

300 Whitney Street

P.O. Box 965

Dowagiac, Michigan 49047

Clarkston, MI 48347

Phone: 269.782.0654 Fax: 269.782.3828

Phone: 248.625.3870 Fax: 248.620.0180

*Working to Make The Difference by valuing P.E.O.P.L.E. and providing Education For Our Community!  
Check us out at [www.LADDinc.net](http://www.LADDinc.net)*



# Home and Community Based Service– HCBS

What is the Home and Community Based Services (HCBS) Rule?

In January 2014, the Federal Government's Center for Medicare and Medicaid Services (CMS) announced a Final Rule on HCBS. HCBS are Medicaid services for people with disabilities to help them live in their own homes and communities.

All HCBS services are required to protect individual rights, promote full participation in the community, and support independence in making life decisions.

The goal of the HCBS Final Rule is to make sure that the services individuals receive, give people the opportunity for independence in making life decisions, to fully participate in community life, and to ensure that individuals' rights are respected.

Read the LADD values of P.E.O.P.L.E., and you will see that we have always met HCBS rules by valuing P.E.O.P.L.E. first!



For information on Home and Community-Based Services visit our LADD website for a quick power point training and the Michigan Department of Health & Human Services webpage for a wealth of information:

<http://www.michigan.gov/mdhhs>

## LADD Provides High Quality Home and Community Based Services

### HCBS- RESPITE SERVICES

Respite Services are provided for short periods of time to relieve the person's family or other primary caregiver from daily stress and care demands during times when they are providing care. Provided in Cass County.

Respite changed our lives! Thank you!



# LADD Provides High Satisfaction-Quality Home & Community Based Services

*MAKING A POSTIVE DIFFERENCE IN PEOPLE'S LIVES!*

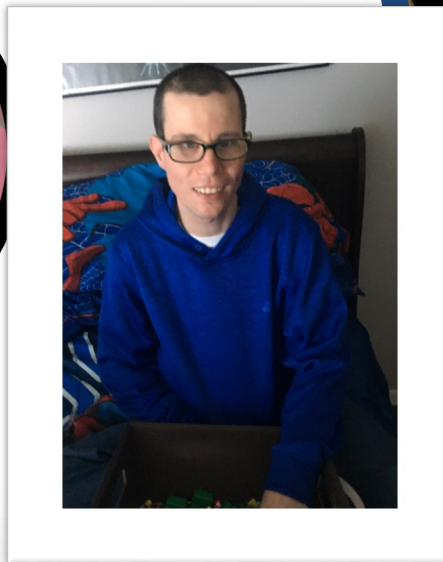
LADD uses a "whole person" centered approach to services; we provide coordination of care and address the physical, mental, and emotional needs of the individuals we support! We work to build relationships with each person supported and provide extensive training to our staff to give people the supports they need:

## HCBS- SUPPORTED INDEPENDENT LIVING

The LADD Supported Independent Living (SIL) programs provide support to people who live in their own homes; teaching them how to share resources and provide coaching in life skills including caring for themselves, their home and others.



"LADD is a very caring organization and it is obvious they genuinely care."



## COMMUNITY LIVING SUPPORTS, VOLUNTEERING, EMPLOYMENT & COMMUNITY INVOLVEMENT

Community Living Services (CLS) offers services for children and adults to support people in utilizing community resources and learning life skills. Support can be provided both in the home, community or in a community based program and can be provided individually or in a group. Supported Employment assists people to choose, obtain and maintain community based employment at competitive pay rates.

## HCBS- SPECIALIZED RESIDENTIAL

A Specialized Residential Home is a licensed home that is overseen by the State of Michigan and the local Community Mental Health Authority in that region. Specific rules and regulations are in place to meet the standards of the licensing body and the local Community Mental Health Authority for people with specialized needs.



LADD helped me be more involved in the community.

If you need assistance in determining the local Community Mental Health Agency in your area please contact us at [Services@laddinc.net](mailto:Services@laddinc.net)

# SUCCESS STORY SPOTLIGHT

*LADD Supporting people to live independently!*

## Megan's Story

Megan lived happily with her mom in Cassopolis where her favorite thing about being there was her time with family. If there was one thing she could have changed though it would have been to be more independent. An event happened in Megan's life that took courage and strength to make that move towards greater independence. As a result, Megan moved from her family home to a home where she could receive support from LADD staff to meet her needs. Megan thought this home was pretty but it was not exactly what she was looking for. She felt like she was doing more and more on her own and building on some of the things she had been using while living with her mom. Megan knew she was ready for the next step and needed to find a home where she could grow even more.

Megan talked with LADD support and other supports in her life about moving. She explained that she had no hesitation, she knew she was ready for this new challenge. Megan visited a new home that was in the country and would have a couple roommates. She visited a couple times to make sure this was going to be the right place for her. In the end she knew this was the



right place because she could see she would be able to continue to work towards greater independence and doing things on her own. This is exactly what she did, feeling great about herself because she didn't need to ask for much support; staff coached her in learning skills to live on her own.

Megan was not accustomed to resting on her successes and again felt it was time to take the next step by moving to her own place with no roommates. She knew she was ready, because she didn't need to ask for help all the time and was doing so much for herself. She again talked with her LADD and her Supports Coordinator about moving, this time to her own place. They assured her she was ready but she already knew this; there was no hesitation on her part! Her LADD supports helped her to move and make sure she had the things she would need to be comfortable in her home when the time arrived. She likes this new place in her life because everything is up to her to decide now and would not have changed a thing about getting to this place in her life.

She likes her new neighbors at the apartment complex and has made several friends. She plays cards with them and gets together in the community room to play other games all the time.

Megan said if someone asked her for advice about how to accomplish what she has she said, "don't give up, keep pushing yourself". I would tell people that I thought it would be hard to live on your own but now I know you can do what ever you want as long as you put your mind to it. Megan feels good, she feels more independent and with her staff she feels like she has a lot of people who believe in her and will help her do whatever she wants!



# SUCCESS STORY SPOTLIGHT

LADD Supporting healthy living!

## Tina's Story

Tina moved into the Licensed Lake Braemar Home supported by LADD in the fall of 2015 with diabetes and weighing 398 pounds. During her first Person Centered Planning meeting, Tina expressed that she wanted to be more independent and wanted to lose weight. At that time, Tina wanted a weight loss goal, a goal for her to get her diabetes under control, and a goal to be more independent.

Tina with the coaching of her support staff worked on her goals for over 2 years. During that time, Tina learned how to make healthier choices when selecting food and she learned how to be more independent by doing things for herself.

2 years have passed and Tina has met her goal. She no longer needs her Blood Glucose checked

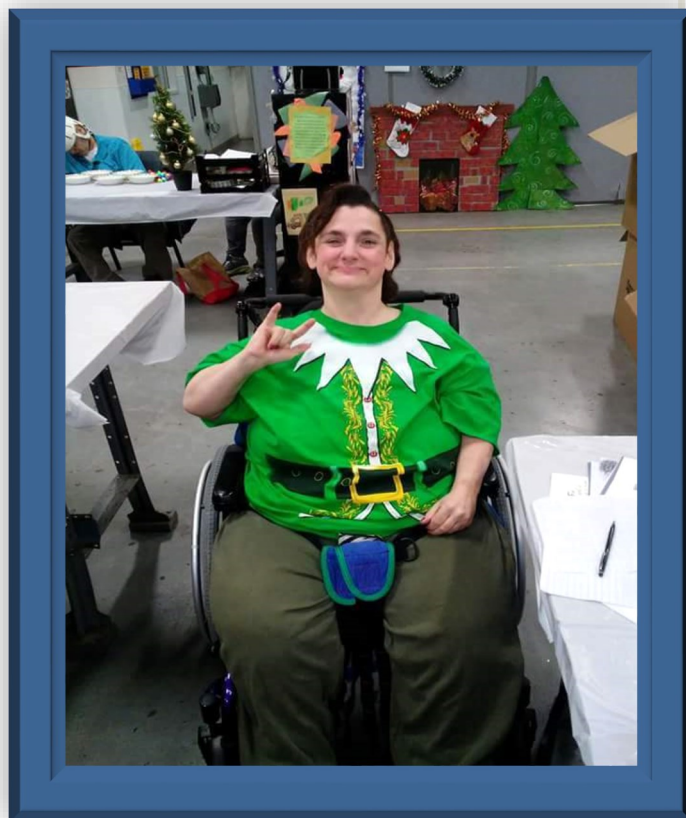


for her diabetes every day; in fact, she doesn't need to check it

all per Doctors orders. Tina has gotten her diabetes under control by making healthier selections when it comes to food.

Tina has an additional goal she has met; she is more independent and can freely move around with limited assistance from support staff. She is very excited to be able to do things for herself.

Saving the best for Last ...The proudest of Tina's goals that she has met... is that she has met her weight loss goal, she has loss approximately 120 lbs. over the past 2 years. Tina is now loving her healthy body she is in and all her Successes!



## L.A.D.D. Inc., CARF Accredited Provider

L.A.D.D., Inc. is accredited by CARF, an internationally recognized not for profit accrediting body that promotes quality, value and optimal outcomes of support services through an accreditation process that centers on enhancing the lives of persons served.

Due to the variety of options that exist for services, finding one that has an accreditation often makes the choice of services a bit easier.

L.A.D.D., Inc. has been CARF accredited since 1998 and has received a Three Year Accreditation at each survey. L.A.D.D., Inc.'s next survey will take place in the Summer of 2019.



# LADD Makes The Difference

**FOR THE YEAR 2017**

*LADD All About Me Advocacy Support Group with guest speakers, peer support, community & educational resources. Join our Facebook page to receive information on attending the advocacy group.*

Total People Employed in 2017  
= 608

Total People Supported in 2017  
= 398

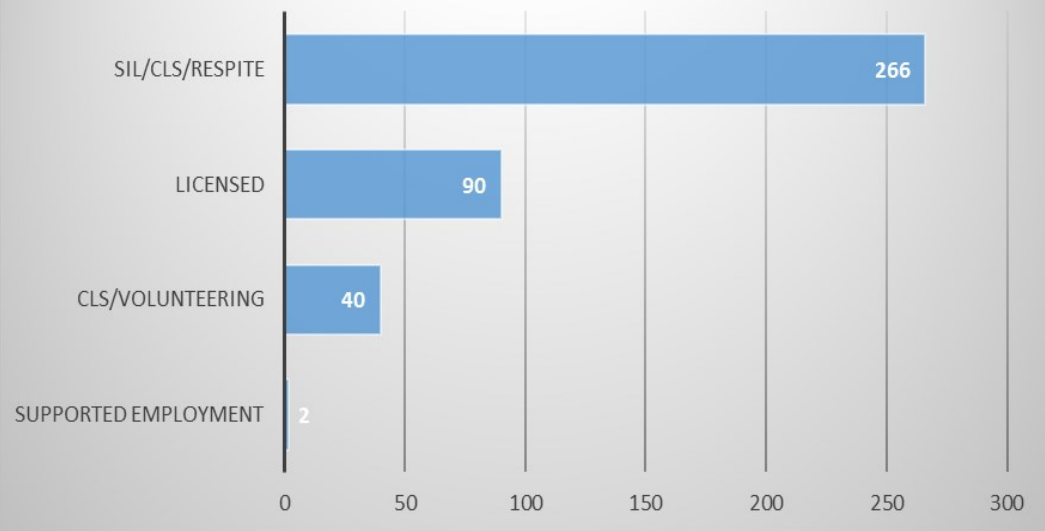
Did you know we have a website for the People we support?

The website has great resources for all people; including information on Recipient Rights, Healthy Living and many reasons why you should choose L.A.D.D., Inc.!

To visit the people supported website visit our website at [www.laddinc.net](http://www.laddinc.net) and click on People Supported on the top Menu Bar!

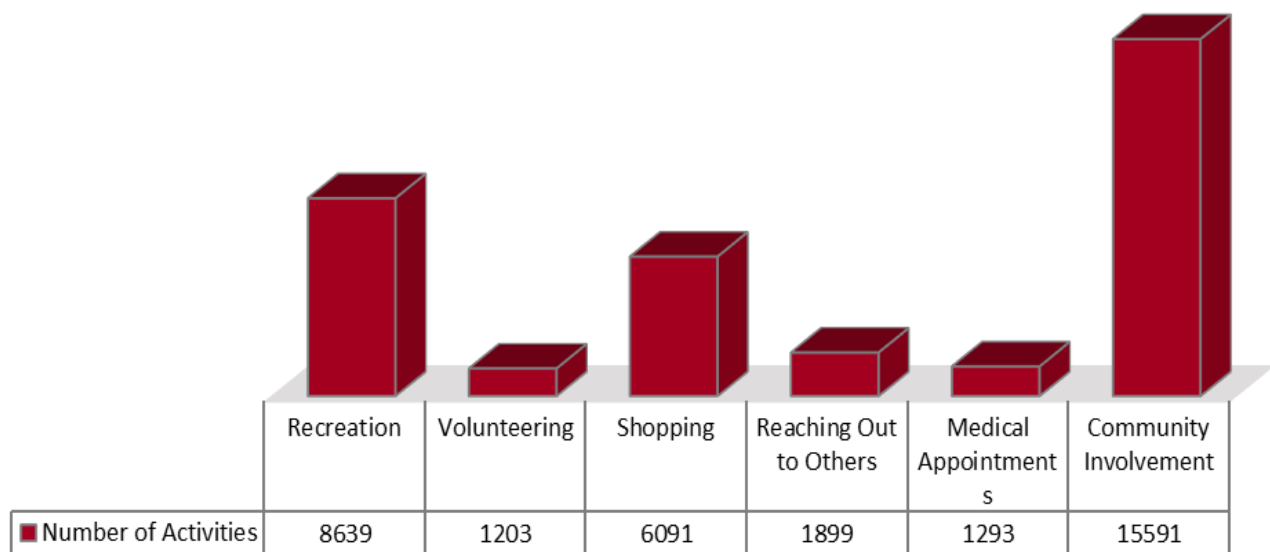
All individuals we support have a unique login and password. If you do not know yours you can request it from our Quality Assurance Dept.

## Number of People receiving Service Types



## COMMUNITY INTEGRATION—Being a Contributing Citizen

### ACCESSING THE COMMUNITY- 30,378 TIMES IN 2017



# LADD, A Great Community Partner!

Thank you for all of the tremendous community support in 2017!

Dowagiac Little League  
 4H Leaders Association of Cass County  
 Niles Police Department  
 Berrien Springs Public Schools  
 Berrien Springs Oronoko Police Dept.  
 Watervliet Public Schools  
 Niles Public Schools  
 Dowagiac Police Department  
 Dowagiac Union Schools  
 Cassopolis Public Schools  
 Cassopolis Police Department  
 South Haven Police Department  
 Watervliet Police Department  
 Cass County Sherriff's Department

Berrien County Sherriff's Department  
 Berrien Springs Oronoko Township Fire Department  
 Coloma United Methodist Church  
 Oaklawn Foundation  
 Dowagiac Elks Lodge 889  
 Project Graduation Cassopolis Schools  
 Coloma Glad Peach Festival  
 Michigan Momentum  
 We Can Ride 4H Club  
 Southwest Michigan Community Action Agency  
 Dowagiac Chamber of Commerce  
 Cowboy Up 4H Club

Old Timers Social Organization  
 North Berrien Community Development  
 Dowagiac Athletic Boosters  
 Village of Decatur  
 Amazon Smiles  
 United Methodist Church of Dowagiac  
 Beta Sigma Phi Sorority  
 Crisis Intervention Training- Role play team with local law enforcement

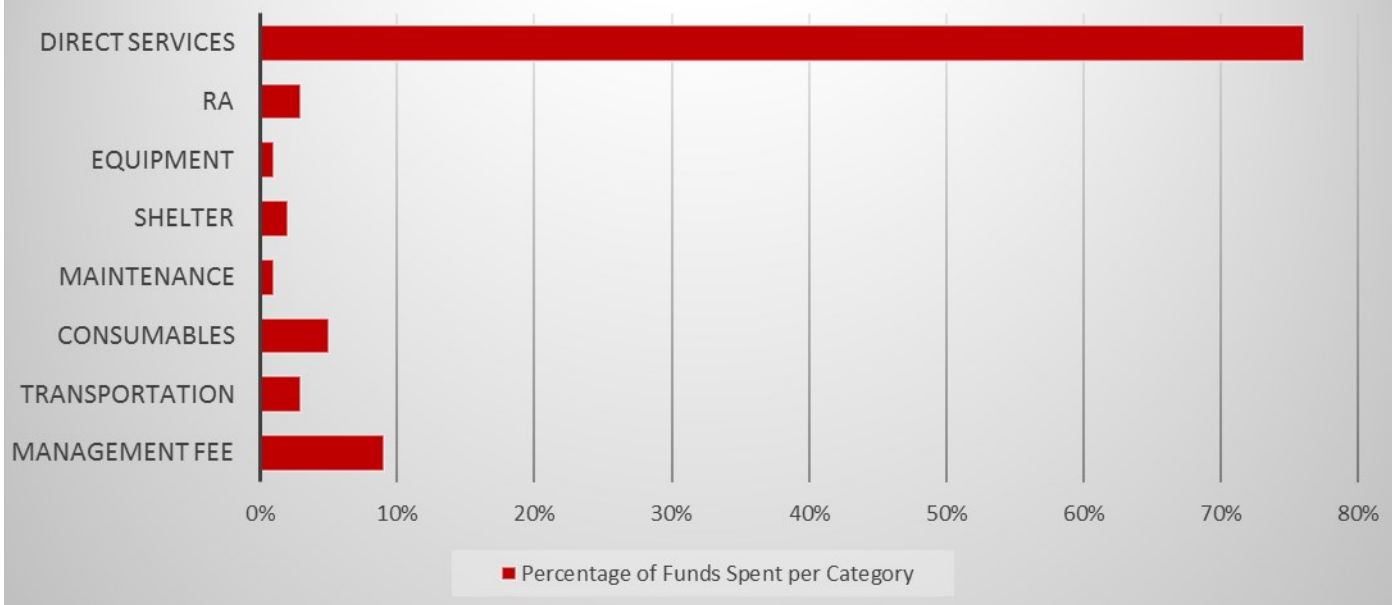
L.A.D.D. was selected the South Haven Area Chamber of Commerce's Non-Profit Organization of the Year Award for 2017.

## Financial Summary

L.A.D.D., Inc. is committed to maintaining financial stability. As a Non-profit that provides support services the highest percentage of the costs are directed towards the personnel providing direct support services. We pay considerably higher wages to our Professional Care/Coach Techs (direct support staff) than other Michigan Providers and have a lower turnover rate than the Michigan Provider average. Administrative fees include payroll processing, accounting, consulting, legal fees and other professional costs.



### Percentage of Funds Spent per Category



## A LETTER FROM THE EXECUTIVE DIRECTOR



L.A.D.D., Inc. (LADD) is a trusted community provider who has been providing supports and services to our local communities since 1978. Guided by our longstanding mission, “We Make the Difference” and staying true to our Mission, Vision and Values of **valuing P.E.O.P.L.E.** is what has given us the foresight over the last 40 years to continue to grow and be a high quality provider. We have been very involved in advocating this past year for both the people we support and direct service support personnel through numerous changes by both the Federal and State government.

As part of the State of Michigan’s Home and Community Based Services (HCBS) Advisory Group, LADD has provided ongoing training to local Community Mental Health Agencies, Provider Agencies and other organizations to help prepare us all to meet the new HCBS Federal Regulations. These Federal regulations want individuals with disabilities to have full access to the benefits of community living and the opportunity to receive services in their own home which is what we have always done here at LADD. These regulations maximize the opportunities for individuals through choice in services. LADD has always supported Person Centered Planning and seeing people as a person first. The Federal Regulations help to promote individual choice regarding services and supports and who provides them. We are dedicated more than ever to continuing to partner with community agencies to make an impact on and enhance the quality of life for all people that we support.

LADD is also involved in the State of Michigan DD Council advisory group to promote more housing and transportation opportunities as well as working with the State of Michigan Home Help Services provider groups to meet the 21<sup>st</sup> Century Cures Act/EVV which again are new Federal requirements that the State must meet by January 1, 2019. We are also involved in providing training to local Law Enforcement to help support them in responding to calls in which a person may be suffering from a disability and need additional assistance/support.

LADD has been an advocate at both the state and local level to increase funding for our Professional Care/Coach Technicians and Support Personnel. In 2017, LADD increased our starting wage to attract and retain qualified staffing supports along with increasing rates for current personnel. The State of Michigan also passed into their budget for the 2017-2018-year funding for a .50 cent increase for staffing supports due in part to heavy advocacy efforts from providers such as LADD. We are optimistic that this increase will help us to continue to attract and retain high quality staffing supports.

LADD will continue advocate for the people we serve and our workforce who supports these individuals often 24 hrs per day, 365 days per year. As a non-profit organization, our Vision “Always striving to enhance the quality of life for **all we serve**” encompasses all people; those receiving services, our workforce, families, our mental health agencies, other organizations and the community as a whole. We work as a positive team to **MAKE THE DIFFERENCE** in the many lives we touch every day! *Theresa Shave*



### FOLLOW US ON FACEBOOK

L.A.D.D., Inc. loves to stay in touch with the community and their staff. Follow us on Facebook to see important information and stories from L.A.D.D., Inc.!

### CHECK OUT OUR WEBSITE

For more information about L.A.D.D., Inc. please visit our website at [www.laddinc.net!](http://www.laddinc.net)



Thank YOU for Making the Difference!!

### Already shop on Amazon?

Support L.A.D.D., Inc. every time you shop on

**amazon**smile

Visit [www.smile.amazon.com](http://www.smile.amazon.com) and search for Living Alternatives for the Developmentally Disabled Inc. or type <https://smile.amazon.com/ch/38-2213535> in your address bar!

You can also donate securely using Pay Pal by visiting our website at [www.laddinc.net](http://www.laddinc.net) and clicking on the Support Us section of our webpage!