

# IR2 News 4 You



## Talent has no boundaries

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Competence and flexibility, they are vital skills that employers seek in new hires. Today more than ever, businesses need people with a demonstrated ability to adapt to different situations and circumstances. And perhaps more than any other group, people with disabilities must think creatively about how to solve problems and accomplish tasks. In the workplace, this resourcefulness translates into innovative thinking, fresh ideas and varied approaches to confronting business challenges and achieving success.

*I-REACH 2 Inc. would like to thank the following employers who support the employment of people with disabilities*

**2012 I-REACH 2 Inc. annual Gratitude and Progress report now available at:**

[http://www.ireach2.org/2012\\_Annual%20Report\\_final3-13.pdf](http://www.ireach2.org/2012_Annual%20Report_final3-13.pdf)

- Albertsons
- YMCA
- Farnham's Furniture
- Pizza Hut
- K-Mart
- Safeway
- Smiths
- Wyoming Food Bank of the Rockies
- Life Care Center of Casper
- Meals On Wheels
- Eagle Bowl
- Lisa Burrige and Associates
- The Science Zone
- Habitat for Humanity
- Arby's
- Famous Dave's
- Goodwill

## Disability Awareness Month

### *Open House*

### *I-REACH 2 Inc.*

In recognition of Disability Awareness Month you are cordially invited to tour our day services facility to observe all the unique services we provide to our participants.

*Tuesday, March 26th, 2013*

*2-4 pm*

*I-REACH 2 Inc.*

*1649 East E street*

*265-8086*

Light refreshments provided by Felgoodies.

*"In prosperity,  
our friends  
know us; in  
adversity we  
know our  
friends".*

John Churton  
Collins



**Participants pose with quilts they made.**



**2013 Advocacy Day Cheyenne**

The following is an excerpt from the article "School Days to Pay Days" published by the Massachusetts Department of Developmental Services. If you would like to read the article in its entirety please contact us.

### **Best Practices for Successful Employment Outcomes**

Experience has shown that when certain principles are followed while supporting young adults in their employment efforts, the most meaningful and successful outcomes are achieved. These principles are sometimes referred to as "best practices" in community employment services and include:

- Focusing on individual jobs in the community, paid directly by the employer
- Using a "person-centered planning" approach, where job placement is based on the individual's interests, needs and preferences, and the individual is supported to take control of his/her job planning process
- Emphasizing "job matching" – searching for employment that closely matches what the job seeker wants, is good at doing, and where he or she will fit in and be comfortable
- Thinking broadly about where the individual can work, not limiting ideas to traditional workplaces such as supermarkets and fast food chains
- Taking advantage of personal networks – tapping into job seeker, family and staff contacts to gather information, resources and potential job leads
- Using "natural supports," including job orientations, trainings and mentors, to meet the needs of the young adult on the job
- Fading out paid staff supports as the young adult becomes more settled, comfortable and independent in the workplace

#### **I-REACH 2 Inc. Seeks Board Members**

Are you passionate about helping others? Interested in becoming a leader in an innovative non-profit 501 (c)3 organization? I-REACH 2 Inc. is looking new Board Members with experience in a variety of areas (Nonprofit, Developmental Disabilities, Finance, Law, Public Relations, Fund Raising/ Development,) who have a have proven leadership skills and a commitment to provide mission focused governance. All positions are volunteer, but the rewards are immeasurable. To learn more about how you can help and get involved, please contact Tina Conley, Executive Director by calling 265-8086, or by email at [admin@ireach2.org](mailto:admin@ireach2.org).

## Residential News

The residential and supported living programs of I-REACH 2 Inc. continue to work at improving service delivery and quality. More recently we have started to examine our food supply and exercise regime. We like to be "ahead of the curve" but more importantly we would like to ensure quality of living for every individual we serve and employ through a comprehensive health and wellness program.

To start our crusade in improving overall health we are looking into creating a 4-6 week system of rotating menus which will include participant favorites, balanced food options and a daily calorie count. Our aim is to control portion size, offer more fresh fruits and vegetables, and cut back on overall fat and sugar intake. Our next plan of attack is to develop more exercise options to meet everyone's unique physical fitness needs. Lastly we hope to find a way to make sure everyone is getting enough water throughout the day. To start this mission we have decided to remove the pop machine from the break room and replace it with a vending machine offering water only.

We recognize some of the changes will be difficult to make at first. We appreciate it can be challenging breaking old habits and developing new routines. We are confident with staff, guardian, and case manager support and guidance we will be able to improve the overall health, wellness, and happiness of the individuals we serve. We look forward to serving the greater needs of all of our stakeholders

Jaime Bordeaux  
Service Coordinator  
I-REACH 2 Inc.

***Save the DATE!!! APRIL 25, 2013***

***I-REACH 2 Inc. will host a benefit performance  
of Stage III's performance of***

***I'll Remember***

***by Clif McCrady***

**World War II veterans and Holocaust survivors alike came back to the world in silence. Decades later, one young boy seeks to know his grandfather and understand his silence. As their nightly chess games unfold, so does the story that has never been told.**

***Tickets on sale March 25<sup>th</sup>, 2013***

## Special O Upcoming Events

May 11-12 Area V Summer Games, Casper

May 16-18 State Summer Games, Laramie

May 29 Day with the Wyoming Cavalry

June 1 5K Fun Run and Walk

June CNFR, Special Rodeo Casper



**2012 Jackalope Jump Team**

## Other News

- March 30<sup>th</sup> is the annual Disability Awareness Walk; this year's lunch will be catered by Felgoodies.
- IREACH 2 will take a break in our bowling schedule from May-September in order to encourage more outdoor activities.
- As of January 1<sup>st</sup> we have transitioned all accounting functions in house. Please cash all I-REACH 2 Inc. checks promptly. Per our outstanding check policy; all outstanding checks older than 90 days will be voided.
- Did you know Carl Erskine born 1926 was an American baseball player with Autism? He was a pitcher for the Dodgers from 1948-1959. He threw two no-hitters in 1942 and 1956.
- Individuals with disabilities have a lot to teach us when it comes to acceptance, patience, love and tenacity.

## Legislation summary on Medicaid Reform Legislation

Senate Enrolled Act 82 from this legislative session requires a redesign to Medicaid and three of the Division waivers. Specific to the waivers, the Division must develop a capped support waiver and a comprehensive waiver. The objective of the waiver redesign is to:

- The objective shall be to optimize the services provided to current clients and to extend appropriate services to persons currently on waiting lists for waiver services within the current budget;
- Create individual budget amounts with a new methodology for each person served on the waivers to reflect assessed individual needs;
- Redesign residential and day habilitation services with other more community based services; and
- Provide for a conflict of interest free case management system.

The new waivers would begin January 1, 2014 and have a period of overlap with the current waivers until June 30, 2015. New enrollment to the current waivers would end when the new waivers begin.

With the goal of serving more people with the current amount of funding, there will have to be reductions to current IBAs. As people are transitioned to the new waivers, we will have to revise budgets according to new methodology. The service planning process must be refocused on true person centered planning and explore all resources and supports available to a person before using the waiver funds to meet their needs.

During the call, questions were asked about the amount we will set for the "capped" supports waiver and we have not determined that amount yet. Someone asked if we will still use the ICAP or move to the Support Intensity Scale to assess for needs and supports, and we have not made a decision at this time on moving to the SIS, but due to the short timeframe we have, the ICAP will be used for now, but with some modifications and changes to the funding methodology and service planning models. A team is working on this and will review possibilities with the stakeholder committee.

The stakeholder committee is being formed to review and give input on new services and waiver changes and we will also hold public forums in mid-April to talk to people about the redesign ideas. If you are interested in being on a work team for this project, please email [Jamie.staunton@wyo.gov](mailto:Jamie.staunton@wyo.gov). There will also be a public website with updates on the information and a link for people to give input without being on a team. We want to partner with stakeholders as much as possible as we move forward on the legislative requirements for the waiver changes.

### **Budget Cuts and Waiver Amendment starting in July**

As the Division and Department have communicated for over a year, there will be cuts to the waiver budget coming in July 2013. Starting in July, there will be a 1% cut to all services rates. There will also be a daily respite rate added to the waivers. If a person exceeds more than a certain number of hours in one day for respite, the team will need to use the daily rate instead of the 15 minute unit. The minimum amount of hours *has yet to be determined*. There may also be possible changes to skilled nursing. Look for more information coming out from us in the coming weeks and there will be a request for public input on these changes.

**I-REACH 2 Inc.**  
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**Evansville, WY 82636**