



HOLY ANGELS

Loving, living and learning for the differently able.

**LEGISLATIVE RESEARCH COMMISSION
COMMITTEE ON INTELLECTUAL AND
DEVELOPMENTAL DISABILITIES**

March 28, 2018

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Angels in Motion

Video

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**HOLY ANGELS, INC.,
501 C 3
LOCATED IN BELMONT, NC**

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Mission

HOLY ANGELS PROVIDES
COMPASSIONATE CARE AND
OPPORTUNITIES FOR THE
DIFFERENTLY ABLE.

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CORE VALUES

Sacredness of life

Human Dignity

Compassion

Justice

Service

Excellence

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THE BEGINNING 1955



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Maria (first resident) Ministry founded by Sisters of Mercy



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Early Years Custodial Care



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1982 Developmental Model



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Growth & Program Development CARF Accredited since 2009

- Medical and Residential Care
 - Morrow Center-High Risk/IDD 7 months-22 years
 - 3 ICF/IDD 6 bed homes
 - 2 ICF/IDD 15 bed homes
 - 4 Community Group Homes (total 15 residents)
- 4 Businesses
 - Camp Hope
 - Greenhouse

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Funding Sources for Holy Angels

- Medicaid Funds/Innovations Waiver
- State Funds- Single Stream
- Fundraising and Private Donations

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MEDICAL SERVICES

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Integrated, Cost Effective Care
For individuals with IIDD
who are medically fragile

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Medical director directs the Team of physicians
and mid level practitioners
who provide comprehensive
person centered coordinated care

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ON-SITE Clinics by Specialty in 2017

- Primary Care—50 clinics
- Primary Care—8 clinics
- ENT—12 clinics
- Asthma/Allergy—2 clinics
- Neuropsychiatry—4 clinics
- Orthopedic—4 clinics
- Dental—12 clinics
- Pediatric GI—3 clinics
- Physiatrist -14 clinics
- Gynecology—2 clinics
- Neuro/Shunt—2 clinics
- Total Number of Residents Seen - 1366



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Medication Report

- Daily medications administered
 - 2199
- Medications administered during 2017
 - 802,543



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PROGRAMS & SERVICES

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Therapeutic Services

- Physical Therapy
 - Spa Therapy, Positioning/Adaptive Equipment, Splints, One-on-One
- Recreation
 - Adaptive Games (Wild), Boat Rides, Summer Concerts, Fun Fridays, Haunted Greenhouse, Winter Wonderland
- Technology
 - Use of Ipads, Eye Point Technology, Speech Output Devices
- Speech/Language Therapy - Communications
 - Verbal/Non-Verbal, Sign Language, Gestures, Symbols



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Education/Day Services

- Early Intervention Program
 - Intense therapy for residents ages birth -5
 - Speech, PT, Play, Music & Massage Therapy
- Special Education
 - Licensed as a school program
- LifeChoices Adult Day Activity Program
 - Promotes individual adaptive, social & emotional skills
 - Money Management, Health & Safety, Academics, Music, Art, Horticulture



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CREATIVE ARTS

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- Hand Bell Choir
 - Learn basic musical rhythms & patterns, basic chord construction, follow directions
- Visual Arts
 - Use of hand over hand techniques, make individual choices
 - Integrated with communication therapy
- Music Therapy
 - Use simple instruments – to improve cognitive, physical, social & emotional skills
 - Sound Beam, Drums & Percussion Instruments



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- Holy Angels Dance Troupe (30 Years)
 - Ballet, Contemporary Movement
 - Experience Team Work, Listening Skills, Fun
- Horticulture Therapy
 - Use adaptive shovels, other devices
 - Work in soil, care for plants, sensory activities



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Spiritual Growth

- Provided for residents, their families, staff & volunteers
 - Sunday Prayer Services
 - Grief Counseling
 - Memorial Services
 - Chaplain Services
 - Celebrate Mercy Moments



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Meet JR - We Believe in Miracles

- Arrived at Holy Angels - 3 Months Old - 1982
- Diagnosed with severe form of MS - wasn't expected to live
- Adopted by a Charlotte Family - 8 Years Old
- Returned in 2016 to visit at age 34
- Now volunteers in the Music Therapy program & in our IT department
- Graduated from college
- Writes his own music - says it is his passion



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CHALLENGES TO TRANSITION AND EMPLOYMENT FOR IIDD

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LIMITED SUPPORT FOR STUDENTS AFTER THEY GRADUATE

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SYSTEMS ARE CUMBERSOME AND DIFFICULT TO
NAVIGATE AND UNDERSTAND FOR IIDD AND
THEIR PARENTS/GUARDIAN

SOCIAL SECURITY
MEDICAID
VOC REHAB

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Barrier - 1

- Medicaid eligibility requirements
 - Earned income jeopardizes Medicaid eligibility
 - "Non allowable" asset limit (2,000.00)

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Barrier - 2

- Transportation
 - Public transportation is limited in location
 - Public and private transportation is expensive

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Barrier - 3

- MCO
 - Service authorizations are required every 6 mos.
 - Increase in non reimbursable administrative requirements and documents submission

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Barrier - 4

- Technology is replacing menial labor which can be challenging for individuals with IDD

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Barrier - 5

- Limited opportunities for continuing education for individuals with IDD

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EXPERIENCES AND SUCCESSES OF TRANSITION AND EMPLOYMENT FOR IDD

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Cherubs Café Established 1995



- Breakfast
- Lunch
- Ice Cream
- Desserts
- Catering



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Opening First Business Cherubs Cafe

Purpose - to create meaningful employment opportunities for adult residents

- Downtown Belmont - very few businesses/no restaurants
- Major development of esthetics of Main Street
- Rent - affordable
- Location - heart of Main Street
- Much needed renovations
- Minimal Staff
- Initially No funding for supported employee services
- Initial resources
 - Volunteers
 - Donors
 - Grants

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Beginnings



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Early Challenges

- Secure Funding
- Secure Qualified Staff - to serve as job coaches
- Funding - a moving target (and continues to move)
 - HRI
 - Developmental Therapy
 - CBI
 - CAP - Supported Employment
 - Innovations
 - IPRS



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Cherubs Candy Bouquet Opened 1997



- Not everyone is able to work in a café setting or wanted to work there
- Needed more variety - more of a production - with jobs for every level of ability
- Candy Bouquet Franchise - Donated
- In Candy Bouquet
 - We found a product that would sell
 - A production rate job for everyone

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Community Need for IIDD Services

- MCO identified need for vocational & employments services - long waiting list
- Holy Angels had successful history of vocational & employment services for our residents
- To address needs - Holy Angels developed LifeChoices to provide training/vocational services and employment opportunities
- Some students who recently graduated with certificate - transitioned to LifeChoices & preparing for employment.

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LifeChoices Vocational Program

- Day program that is designed to :
 - Teach pre-vocational skills such as:
 - Attendance/time management
 - Task completion, commitment, initiative
 - Interpersonal skills
 - Communication and self advocacy skills
 - Attention span
 - Workplace safety
 - Money and computer skills
 - Assess individual interests, aptitudes, and degree of support needed

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LifeChoices

- Upon entry in to LifeChoices the following areas are assessed for each individual
 - Vocational interest scale (Reading-Free Vocational Interest Inventory - Second Edition)
 - Level of support scale (Becker Work Adjustment Profile - Second Edition)
 - Reading level (Reading Level Assessment Tool - A to Z Homeschool Products)

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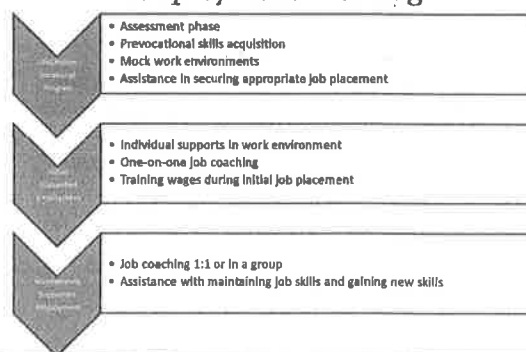
LifeChoices cont.

- Together, these assessments help the individual explore vocational options and set goals based on
 - what they would like to do
 - how much support they need to be successful
 - literacy level and increasing literacy skills.

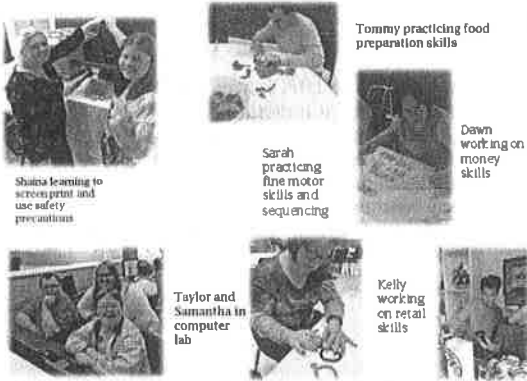
It is well documented that literacy is a key component of vocational success, and participants have increased options for job placement based on level of literacy.

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Employment Training



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Shaina learning to screenshot and use safety precautions

Tommy practicing food preparation skills

Sarah practicing fine motor skills and sequencing

Dawn working on money skills

Taylor and Samantha in computer lab

Kelly working on retail skills

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Meaningful Work

- Cherubs Café, Cherubs Cotton Candy Factory, Cherubs Market & Candy Bouquet and Bliss Gallery provide meaningful work opportunities in a supported environment.
- Art and gift item production opportunities provide additional employment opportunities.
- All employees are coached according to their individual support needs

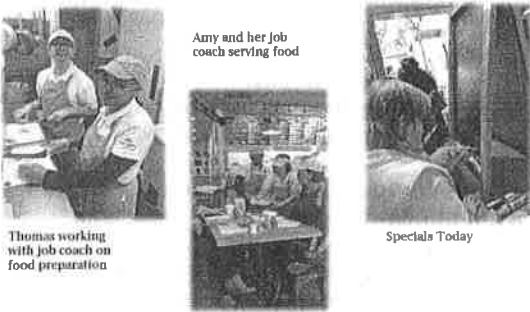
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Meaningful Work Cont.

- Employees perform job duties more independently as skills and confidence grow.
- Job coaches provide modeling, monitoring and feedback.
- Employees focus on customer service, skill refinement, and new skill acquisition.

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Job Coaching

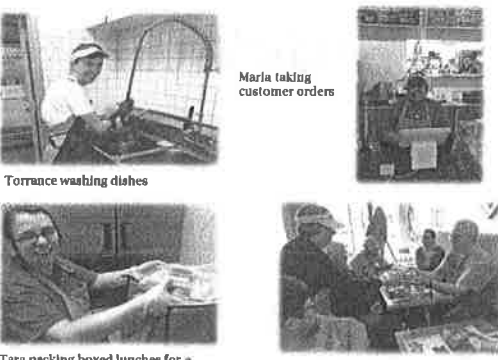


Amy and her job coach serving food

Thomas working with job coach on food preparation

Specials Today

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Torrance washing dishes


Maria taking customer orders

Tara packing boxed lunches for a catering event

Mary Ellen serving customers

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Cherubs Market & Candy Bouquet



- Production
 - Gifts
 - Candy Bouquets
 - Jewelry
- Retail Space

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Cotton Candy Factory



- Spin Cotton Candy
- Package Bulk Candy
- Package Cotton Candy
- Customer Service
- Stock Shelves - Replenish Candy Stock

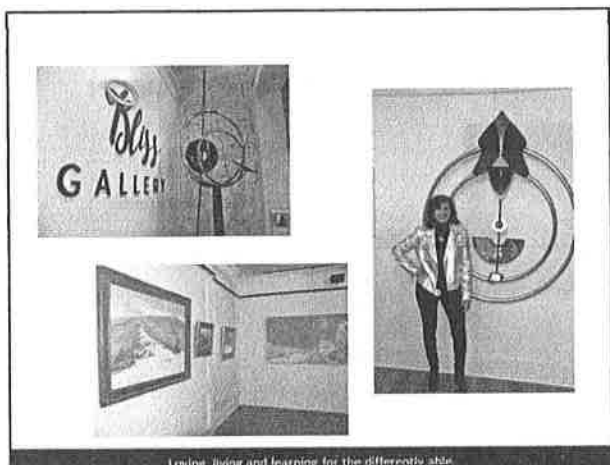
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Bliss Gallery

Bliss Gallery offers resident artists & guest artists the opportunity to exhibit, showcase and sell their art.





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How???

- Need
- Vision
- Purpose
- Resources
 - People
 - Finances
 - Plan
 - Hard Work
 - Community Support
- Results = Meaningful Employment

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What's Next

- New Business
- Additional Jobs
- Additional Employees
- More Choices
- New Retail & Cafe
- Ice Cream, Coffee - Good Eats & Treats!
- Unique Gifts, Candy Bouquets & Creative Crafts

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McAdenville Business Expansion

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Location



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*Thomas Kinkadee
The Lights of Christmas town*



Welcome to Christmas Town

- December 1-26
- Hours:
 - Monday - Friday: 5:30-9:30 p.m.
 - Saturday & Sunday: 5:30-11:00 p.m.
- Over 600,000 visitors drive/walk through McAdenville - to see/experience the lights
- Christmas Town 5K - 1200 participants

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More Employment Opportunities

- Coffee Shop opening November 2018



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OPENING SOON-NOV. 1, 2018

THE GANDERING GOOSE CAFÉ

"GOOD EATS AND TREATS"

ESTABLISHED BY HOLY ANGELS

OFFERING EMPLOYMENT OPPORTUNITIES

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Be The Good



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**Cotton Candy Factory
Video**

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