



Member Forum

March 24, 2023

Welcome

– *Debbie Bennett, President/CEO, Hillcroft Services, Inc.*

Today's Agenda

- **DDRS Initiatives**
 - *Jessica Harlan-York, Chief Operating Officer, DDRS*
 - *Kyle Ingram, Director of Policy and Strategic Initiatives, DDRS*
 - *John VanWicklin, Chief of Staff, DDRS*
- **Association Update**
 - *Nanette Hagedorn, INARF*
- **Industry Update**
 - *Katy Stafford-Cunningham, Brian Carnes, Courtney Scott, INARF*
- **Annual Meeting of the Members**

Professional Interest Section Meetings / Professional Development:

- April 20 - Professional Interest Section: Community Supports / Employment Supports
- May 11 - Professional Interest Section: Financial Management / Human Resources
- May 17 - Professional Interest Section: Child & Family Services

Upcoming Member Forum and Board of Directors Meetings:

- April 28 - Member Forum and Board of Directors Meeting
- May 19 - Board of Directors Meeting / No Member Forum
- June 23 - Member Forum and Board of Directors Meeting



Registration opens 3 weeks in advance. To register for open events, scan the QR code or go to <https://web.inarf.org/events>



DDRS Initiatives

Jessica Harlan-York, Chief Operating Officer, DDRS

Kyle Ingram, Director, Policy & Strategic Initiatives, DDRS

John VanWicklin, Chief of Staff, DDRS



INARF March Forum

March 24, 2023



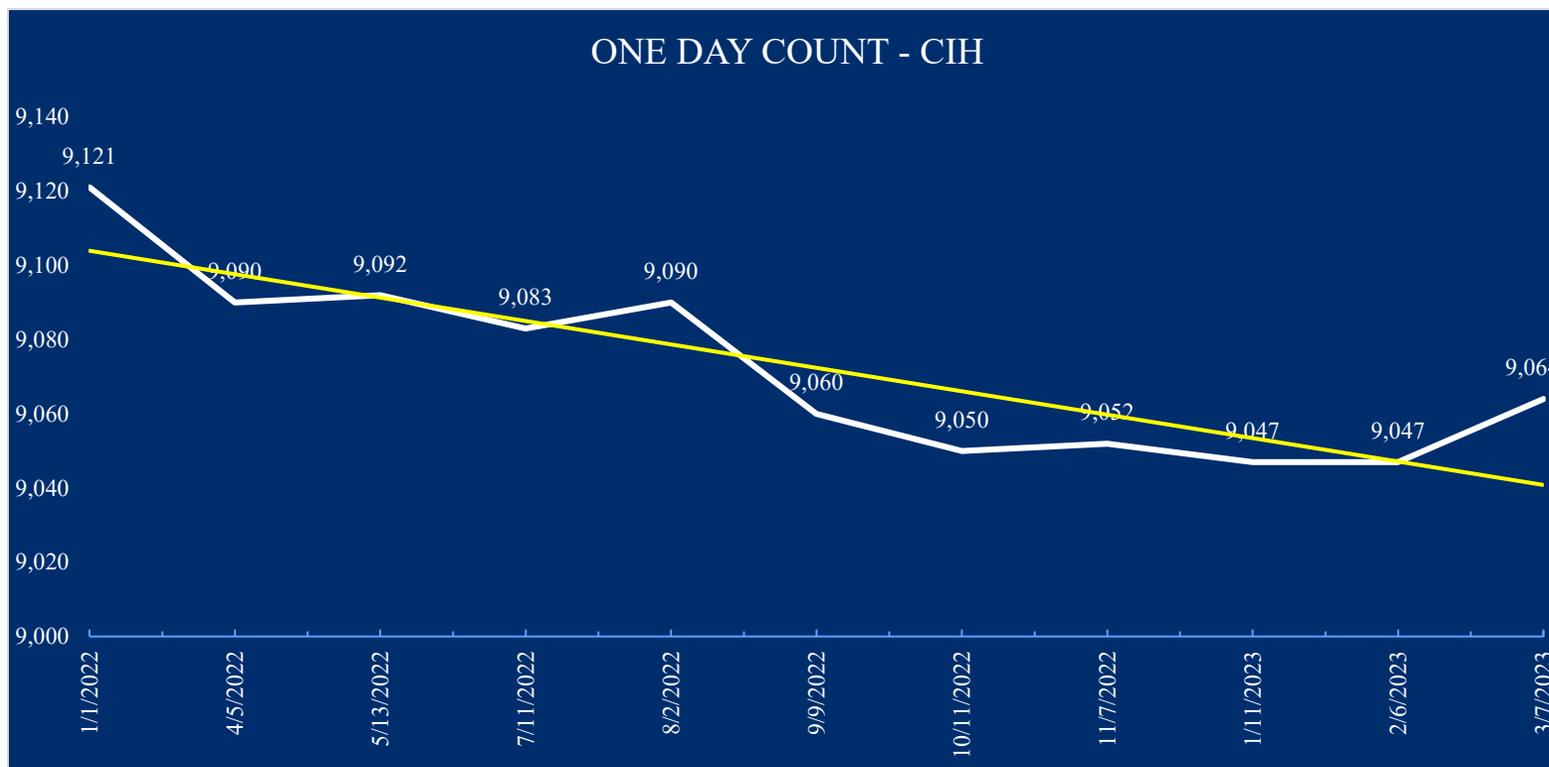
Agenda

- Data Review
- HCBS Settings Rule
- Innovation Pilot Projects
- Waiver Redesign
- EVV
- Employment Collaboratives Transformation Grant
- Questions



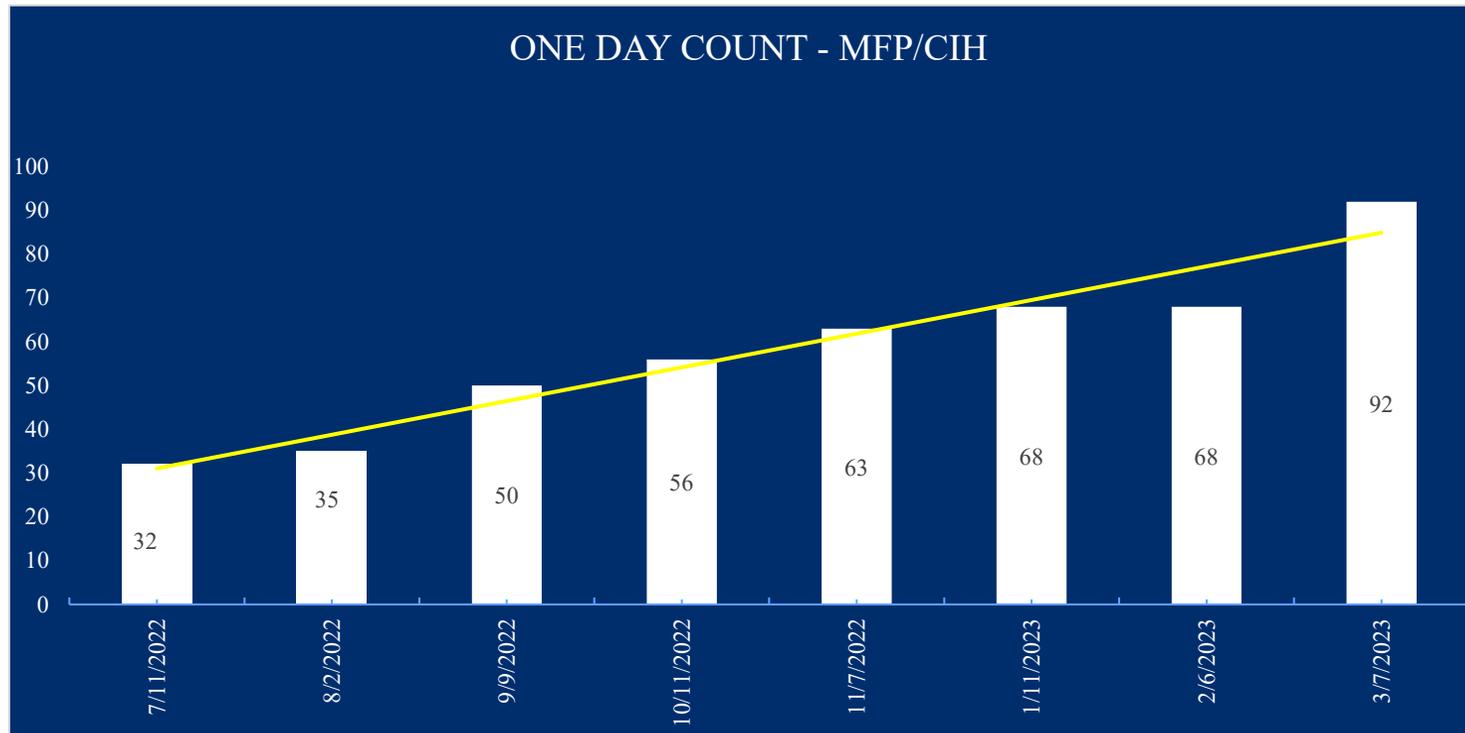


Number of Individuals on BDDS Waivers – One-Day Count Community Integration and Habilitation waiver* as of 3/7/2023



**All counts are unduplicated*

Number of Individuals on BDDS Waivers – One-Day Count MFP/CIH waiver* as of 3/7/2023



Source: BDDS Portal

**All counts are unduplicated*



Applications for Emergency Placement – Total Priority CIH Waiver*

as of 3/7/2023

Total		
Quarter/Year	# Applications	% Approved
2023 Q1	112	9.82%**
2022 Q4	167	37.72%**
2022 Q3	136	43.38%**
2022 Q2	140	37.14%**
2022 Q1	150	38.00%**



*All counts are unduplicated
 **Decisions pending



Data Source BDDS Portal

Applications for Emergency Placement – by Priority Category*

as of 3/7/2023

ANE		
Quarter/Year	# Applications	% Approved
2023 Q1	2	0.00%**
2022 Q4	2	100.00%
2022 Q3	5	80.00%**
2022 Q2	2	100.00%
2022 Q1	9	100.00%

H&S		
Quarter/Year	# Applications	% Approved
2023 Q1	87	6.90%**
2022 Q4	134	26.87%**
2022 Q3	105	28.57%**
2022 Q2	114	22.81%**
2022 Q1	107	13.08%**

Caregiver Over 80		
Quarter/Year	# Applications	% Approved
2023 Q1	11	18.18%**
2022 Q4	22	81.82%**
2022 Q3	13	100.00%
2022 Q2	11	100.00%
2022 Q1	16	100.00%

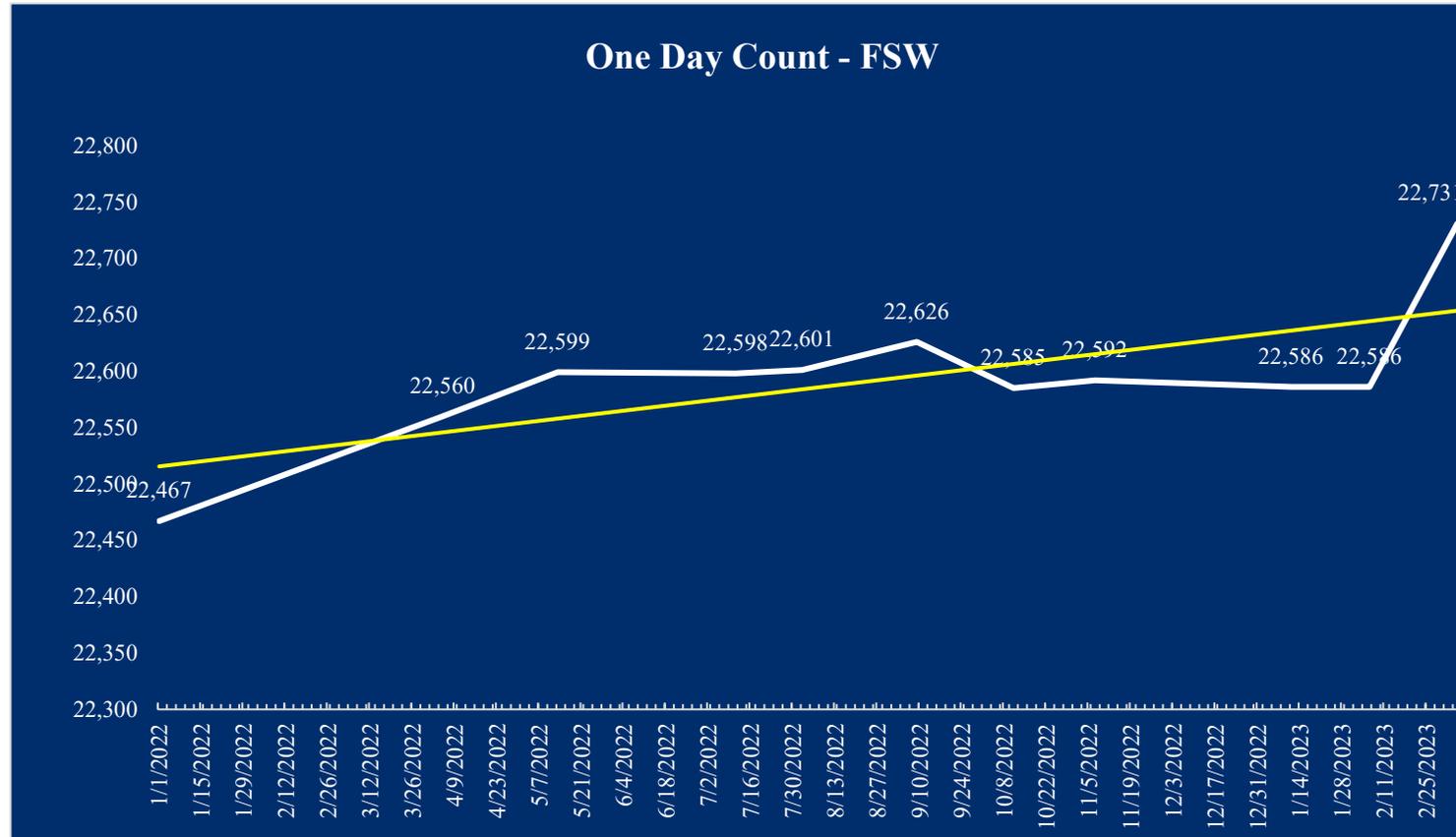
Loss of Caregiver		
Quarter/Year	# Applications	% Approved
2023 Q1	12	25.00%**
2022 Q4	9	77.78%**
2022 Q3	13	92.31%
2022 Q2	13	100.00%
2022 Q1	18	100.00%

*All counts are unduplicated
 **Decisions pending

Data Source BDDS Portal



Number of Individuals on BDDS Waivers – One-Day Count Family Supports waiver* as of 3/7/2023



**All counts are unduplicated*

Source: BDDS Portal



Number of Individuals on Family Supports Waiver Wait List as of 3/7/2023



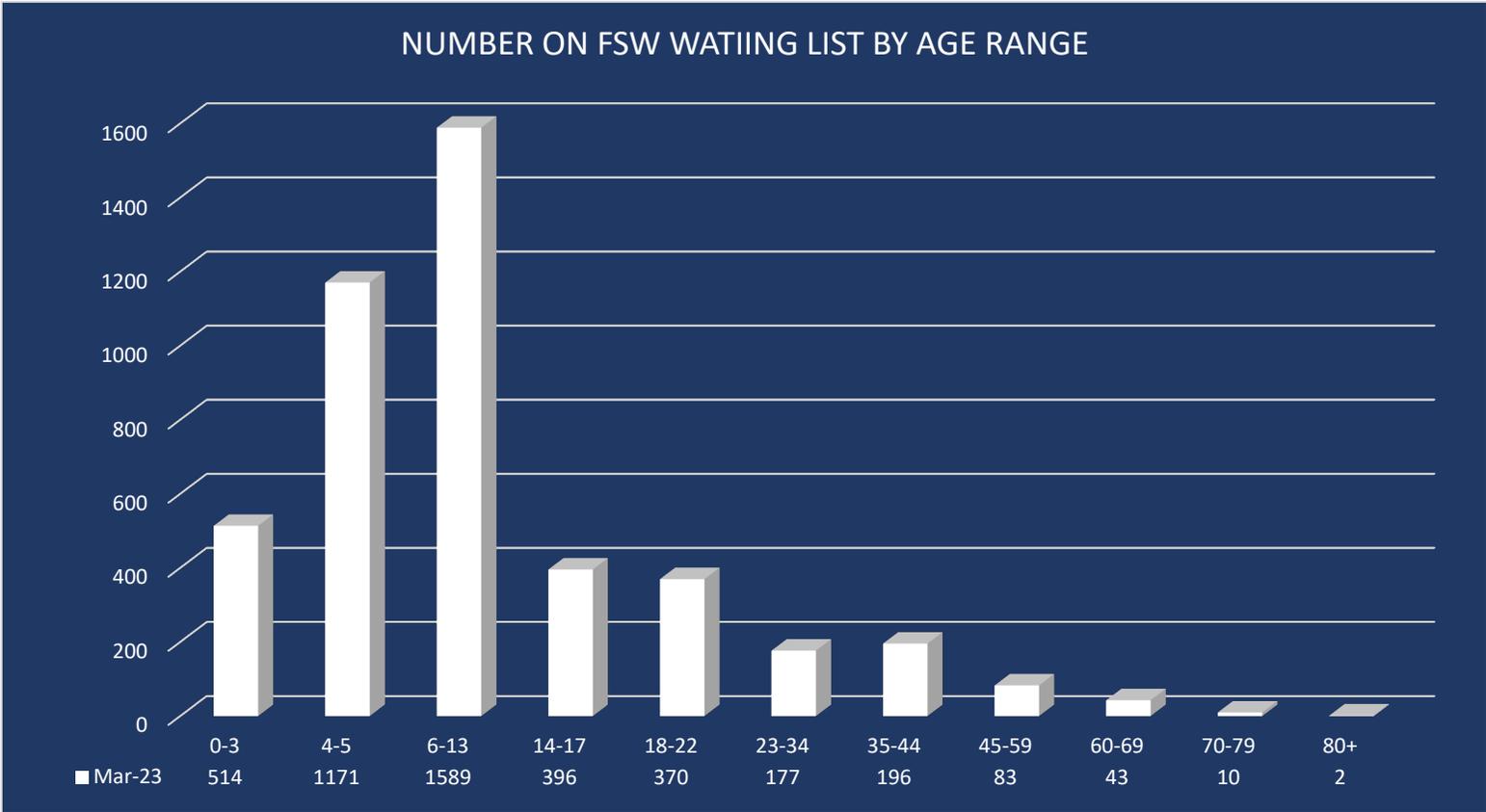
Currently targeting individuals that were added to the Wait List in February, 2021



Source: BDDS DART Data System



FSW Wait List by Age Range as of 3/7/2023



Source: BDDS DART Data System





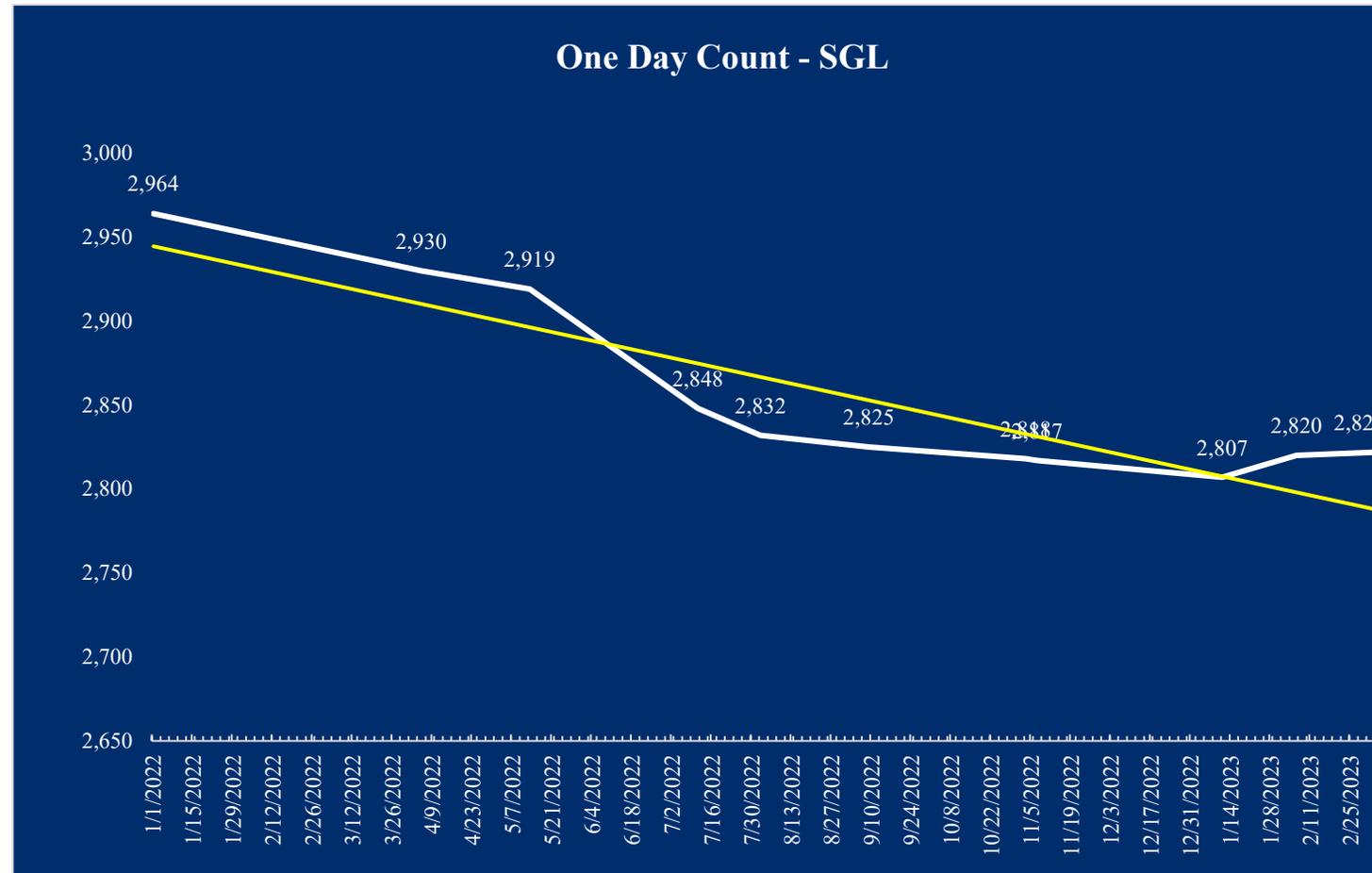
BDDS Applications

Year	D 1	D 2	D 3	D 4	D 5	D 6	D 7	D 8	Total
2020	367	562	417	331	981	287	292	318	3555
2021	639	909	855	603	1981	530	458	571	6546
2022 <small>(1/1/22 – 12/31/22)</small>	715	1005	796	630	2147	550	543	650	7036
2023 <small>(1/1/23 - 3/7/23)</small>	150	204	174	142	464	130	118	148	1549*

*19 to be assigned a district



Number of Individuals in Supervised Group Living Facilities* as of 3/7/2023



**All counts are unduplicated*

Source: BDDS DART Database

Supervised Group Living by Age Range as of 3/7/2023



Source: BDDS DART Data System

Vacancies by District as of 3/7/2023



Licensure Type	D1	D2	D3	D4	D5	D6	D7	D8
SGL Vacancies	16	54	32	45	56	41	19	37
SGL Capacity	207	556	331	353	564	391	261	291
% SGL Vacancy	8%	10%	10%	13%	10%	10%	7%	13%
EMN Vacancies	N/A	5	0	N/A	1	N/A	N/A	3
EMN Capacity	N/A	28	24	N/A	12	N/A	N/A	20
% EMN Vacancy	N/A	18%	0%	N/A	8%	N/A	N/A	15%
ESN Vacancies	0	0	1	0	N/A	0	N/A	2
ESN Capacity	8	16	16	12	N/A	8	N/A	28
% ESN Vacancy	0%	0%	6%	0%	N/A	0%	N/A	7%
CRMNF Vacancies	N/A	N/A	N/A	0	N/A	0	N/A	N/A
CRMNF Capacity	N/A	N/A	N/A	20	N/A	30	N/A	N/A
% CRMNF Vacancy	N/A	N/A	N/A	0%	N/A	0%	N/A	N/A



Source: BDDS DART Data System



HCBS Settings Rule

- Transition period ended March 17, 2023
- BDDS requested until March 17, 2024 to reach full compliance
- Provider Owned or Controlled Settings feedback





Provider Owned or Controlled Settings (POCOS)

BDDS currently defines provider owned or controlled settings to include:

- Residential settings that are owned by a provider; or
- Residential settings in which individuals, who are not living in their family home, utilize:

Residential Habilitation and Support – Level Two (RH20);

Residential Habilitation and Support - Daily (RHS Daily - RD); or

Structured Family Caregiving



Unwinding Flexibilities as result of end to Federal PHE

- Federal PHE is expected to end **May 11, 2023**
- BDDS unwinding flexibilities allowed during the PHE
- Some flexibilities will end on May 11th, 2023, others 6 months later, on November 11, 2023





Flexibilities Ending with End of PHE

- ICF/IDD will no longer be reimbursed for services rendered to an unlicensed facility;
- HCBS Providers will no longer be able to provide services in non-HCBS settings (ICF/IDD); and
- PAS requirements that PASRR process be complete prior to admission into a nursing facility will resume. PASRR Level II screen will no longer be allowed to be delayed up to 30 days after admission.





Flexibilities Ending 6 Months after End of PHE

Certain flexibilities approved through Appendix K will remain until November 11, 2023 (see Appendix K and FAQ for details):

- Expanded language in family paid caregiver in re-defined circumstances;
- Expanded language waiver waiving the 40-hour limitation on family members when existing services are interrupted due to circumstances related to COVID;
- Expanded language for RHS reimbursement for overnight staff/paid caregiver;
- Allow RHS reimbursement for time when staff/paid caregiver is asleep;
- Expanded language for SFC allowances;
- Modify SFC visits to require at least one face to face visit;
- Allow flexibilities in day service ratios;



Flexibilities Ending 6 Months after End of PHE

- In unique and rare situations, the home of a DSP familiar to the individual may be used as a temporary/alternate waiver residential setting for a participant when the participant's primary caregiver has been diagnosed with or quarantined due to COVID-19;
- If a 90-day BMR has been requested previously, additional BMRs may be requested for a period of up to 60 days;
- Temporarily allow BMRs to be filed within 60 calendar days of the event or status change; and
- Temporary waiver of the requirement for a Confirmation of Diagnosis to complete Level of Care for re-entries to waiver services.

Innovation Pilot Project Updates

Jessica Harlan-York



DDRS Guiding Framework & Considerations for IPPs

1102 Taskforce Recommendations

Waiver Redesign Initial Concept Paper & Path Forward

Future Direction with Waiver Transition

FSSA Spend Plan Areas of Priority

Ability to Implement, Measure, & Report on Outcomes and Demonstrate Proof of Concept



Innovation Pilot Project

Purpose

- Demonstrate new service models that could be expanded.
- Build private/public partnerships to expand opportunity for employment and community engagement.
- Investigate unique ways of meeting needs of individuals seeking or receiving services from DDRS/BDDS.
- Explore ways of improving the lives of Hoosiers with intellectual and developmental disabilities.

IPP Phases

Phase 1

(June 22 – Sept 22)

Interested parties submitted Phase 1 applications

BDDS/Contractor reviewed Phase 1 applications

Phase 2

(Oct 22 – Jan 23)

Approved parties must develop at least one Phase 2 application

BDDS/Contractor reviews Phase 2 applications

Approved applicants receive \$50,000 to develop Phase 2

Implementation

(Jan 23 – Mar 25)

Parties will implement approved pilot projects

Parties will receive funding according to project milestones/deliverables

Parties may receive TA with implementation, measurable goals/outcomes, etc.

BDDS/Contractor will conduct post-project evaluation



Major Themes of IPP Phase 1 Grantees

- Information and Skill Building for Individuals
- Community Partnership/Community Change
- Supporting those who Support
- Support Through Technology
- Modifying our Current Models of Services and Payment (Music Therapy, Shared Living, Behavioral Support, Employment Related System Transformation)



Phase 1 Grantee Recipients



Abby Key Consulting
Abundant Quality Care LLC
Advocacy Links Advocacy and Resource Center
Alchera, Inc. dba Safe in Home
Booth & Company, Inc.
CommuniCare Health Services
Connections Case Management
Developmental Services, Inc.
Dungarvin Indiana, LLC
Easterseals Crossroads
GXO Logistics
Hillcroft Services, Inc.
Indiana Family to Family
Indiana Professional Management Group
Indiana University Trustees
Insights/ViaQuest Community Solutions
Kestrel Behavioral Health
Keys For Success, LLC
LEL Home Services
LOGAN Community Resources, Inc.
Merry Juerling and Balanced Cents

Morning Light Inc.
New Horizons Rehabilitation, Inc.
New Star
Night Owl Support Systems
Optimal Rhythms, Inc.
Pure Abilities
REACH Columbus, Inc.
Resounding Joy
Southern Indiana Resource Solutions, Inc. (SIRS)
StationMD Professional Corporation
Stone Belt ARC, Inc.
Sycamore Rehabilitation Services, Inc.
Tangram, Inc.
Tendercare Home Health Services Inc.
The Arc of Evansville
The Arc of Greater Boone County
The Arc of Indiana Foundation-Erskine Green Training Institute
The Arc of Northeast Indiana dba Easterseals Arc of Northeast Indiana
Volunteers of America Mid-States
Wabash Center, Inc.

IPP Phase 2

- Phase 2 offered applicants an opportunity to expand on and further develop their Phase 1 applications.
- Phase 1 Grantees will all be offered Evaluation and Outcome Measure Technical Assistance.
- Phase 1 Tier 3 Grantees will also be offered the opportunity to expand their knowledge of LifeCourse through a 1 day in-person LifeCourse summit, and a targeted Strategic LifeCourse Ambassador Series.



IPP Considerations

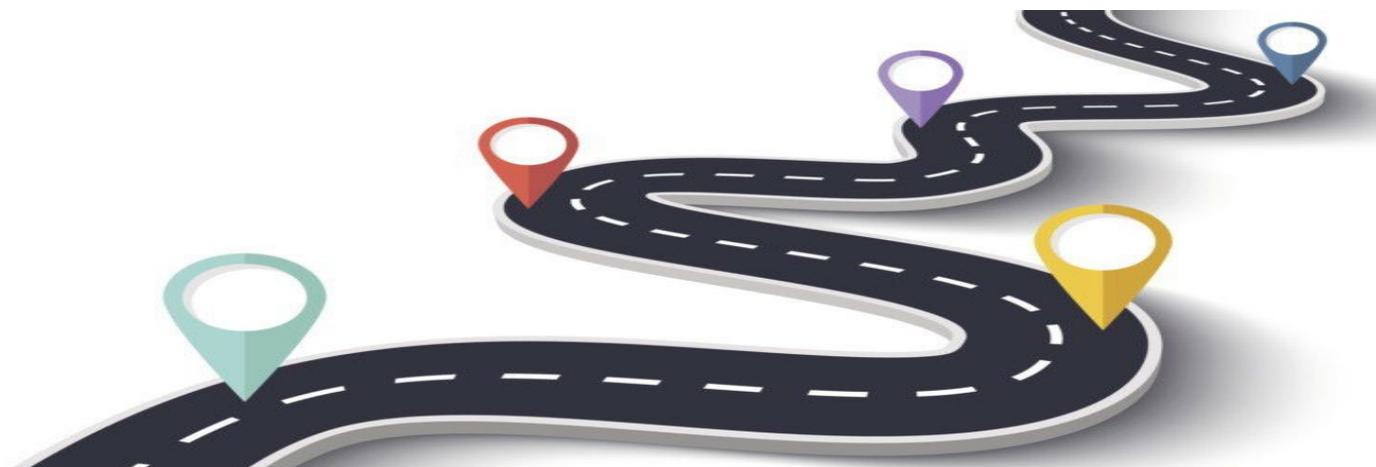
- Stakeholder engagement, awareness and updates.
- Timelines will vary with end date of March 31, 2025.
- BDDS role in supporting projects.
- Communication plan related to projects.
- Case Management role in supporting individuals involved in a project.
- Data needs.
- What projects/ideas are pursued after 2025?





Waiver Redesign

- Path Forward
- Stakeholder engagement post Waiver Transition





EVV Compliance

- Federal law requires personal care service and home health service providers to use an electronic visit verification (EVV) system to document services rendered.
- The Indiana Health Coverage Programs (IHCP) announced in IHCP Bulletin BT202248 that the IHCP would begin denying claims for personal care services that are not EVV compliant beginning with dates of services on or after Jan. 1, 2023.
- The IHCP has decided to postpone this final enforcement date for personal care services until later in 2023. However, personal care services providers that are found to be out of compliance with the EVV requirement will begin seeing select claims recouped beginning with services provided in January 2023.



EVV Compliance Resources

[Electronic Visit Verification Training](#)

Virginia Hudson at inxixevv@gainwelltechnologies.com

FSSA at evv@fssa.in.gov



BDDS Employment Collaboratives Transformation Grant

Information Session

Transformation Grant Goals

Enhancing Community Employment and Inclusion

- Build the capacity of Employment Collaborative members to increase Competitive Integrated Employment (CIE) outcomes
- Support transition from facility-based prevocational services
 - Aligns with DDRS Systems Transformation planning to fully phase out Medicaid funding for facility-based prevocational services by 2026/2027
- Explore and implement innovative service/agency transformation



Competitive Integrated Employment

Project Focus on CIE Outcomes

- Project proposals should demonstrate a primary focus in enhancing CIE outcomes, both in terms of:
 - Transitioning individuals from non-CIE employment setting
 - Increasing number of hours individuals work in CIE settings
 - Increasing wages of individual working in CIE setting
- Any proposed grant activities not explicitly about increasing CIE outcomes should be limited and project scope/narrative should include clear justification for how it supports primary CIE goals



Supported Grant Activities

Proposals can be customized to carry out the following:

- Implementing facility transition plans
 - Employment Transformation Collaborative cohort only
- Diversifying business models and funding streams to sustain transformation
- Building agency capacity to deliver quality community employment services
- Testing new service models that support person-centered, individualized outcomes
- Building community partnerships and employer engagement strategies
- Exploring and implementing national best practices in achieving CIE outcomes



Leading Edge Areas

Potential areas to explore:

- Ensuring/enhancing access to benefits counseling
- Increasing capacity to support self-employment
- Navigating social enterprises and workshop conversions
- Piloting family and employer engagement strategies
- Mitigating barriers to accessing Vocational Rehabilitation



Proposal Tracks

Flexibility to Meet Agencies Where You Are

1. Planning Proposal + Follow-Up Full Proposal
 - Planning proposals are not required
 - Intended for agencies that need some additional support/capacity to plan for full transition/transformation proposal
2. Full Proposal



LifeCourse Planning Tools

Conducting Person-Centered Grant Discussions

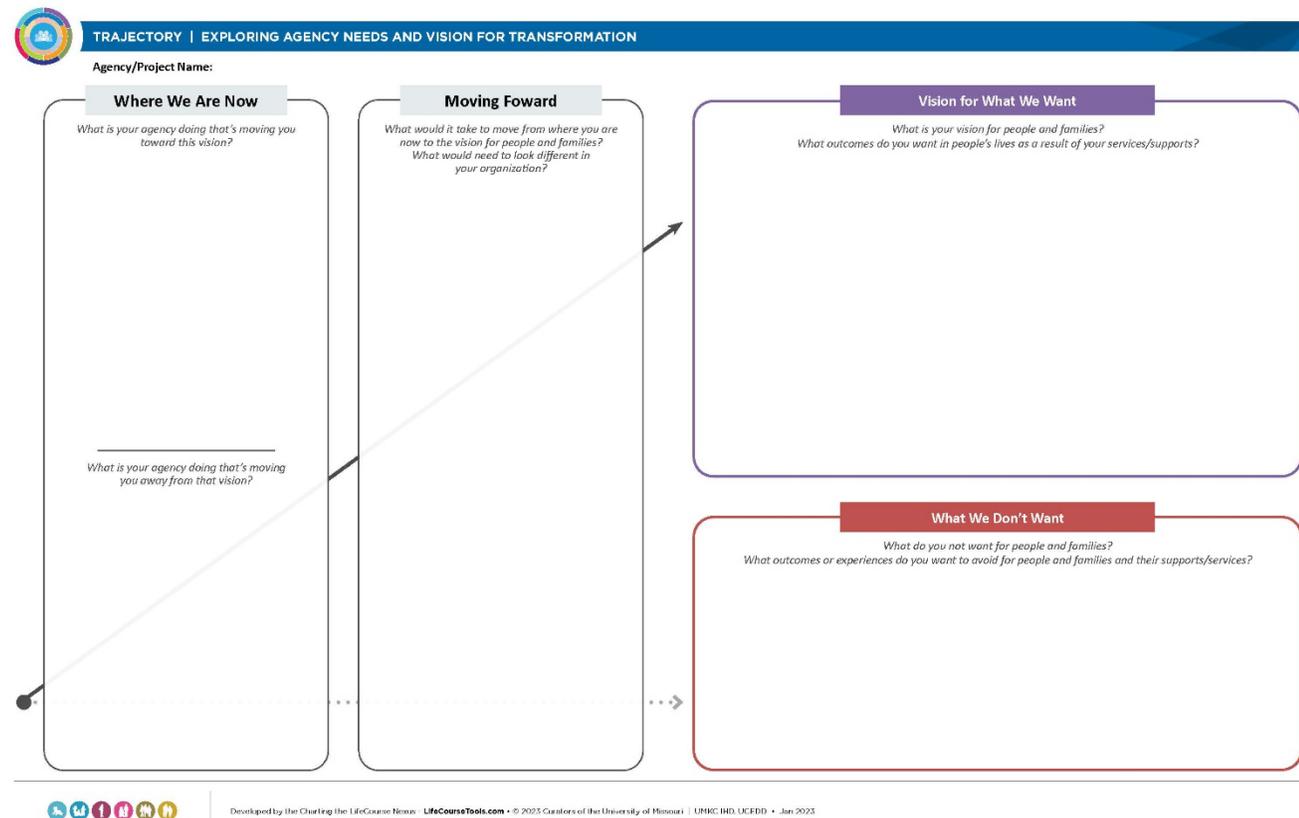
- The following required documents were developed in partnership with the LifeCourse Nexus out of the University of Missouri - Kansas City:
 - Strategic Exploration Trajectory
 - Strategic Thinking Tool
 - Organization Support Star
- We encourage you to use these tools in initiating conversations with staff, board members, individuals, and families around your planned transition or transformation activities.



LifeCourse Planning Tools

Strategic Exploration Trajectory

- Required in either track
- Recommend using this first before other tools
- Brainstorming Tool
- Prompts:
 - Where We Are Now (Past/Current)
 - Moving Forward
 - Vision for What We Want
 - What We Don't Want



The diagram illustrates the Strategic Exploration Trajectory tool, which is a structured process for exploring agency needs and vision for transformation. It consists of four main sections arranged in a flow from left to right:

- Where We Are Now:** A box with a grey header containing the prompt: "What is your agency doing that's moving you toward this vision?" Below this is a horizontal line and a second prompt: "What is your agency doing that's moving you away from that vision?"
- Moving Forward:** A box with a grey header containing the prompts: "What would it take to move from where you are now to the vision for people and families?" and "What would need to look different in your organization?"
- Vision for What We Want:** A box with a purple header containing the prompts: "What is your vision for people and families?" and "What outcomes do you want in people's lives as a result of your services/supports?"
- What We Don't Want:** A box with a red header containing the prompts: "What do you not want for people and families?" and "What outcomes or experiences do you want to avoid for people and families and their supports/services?"

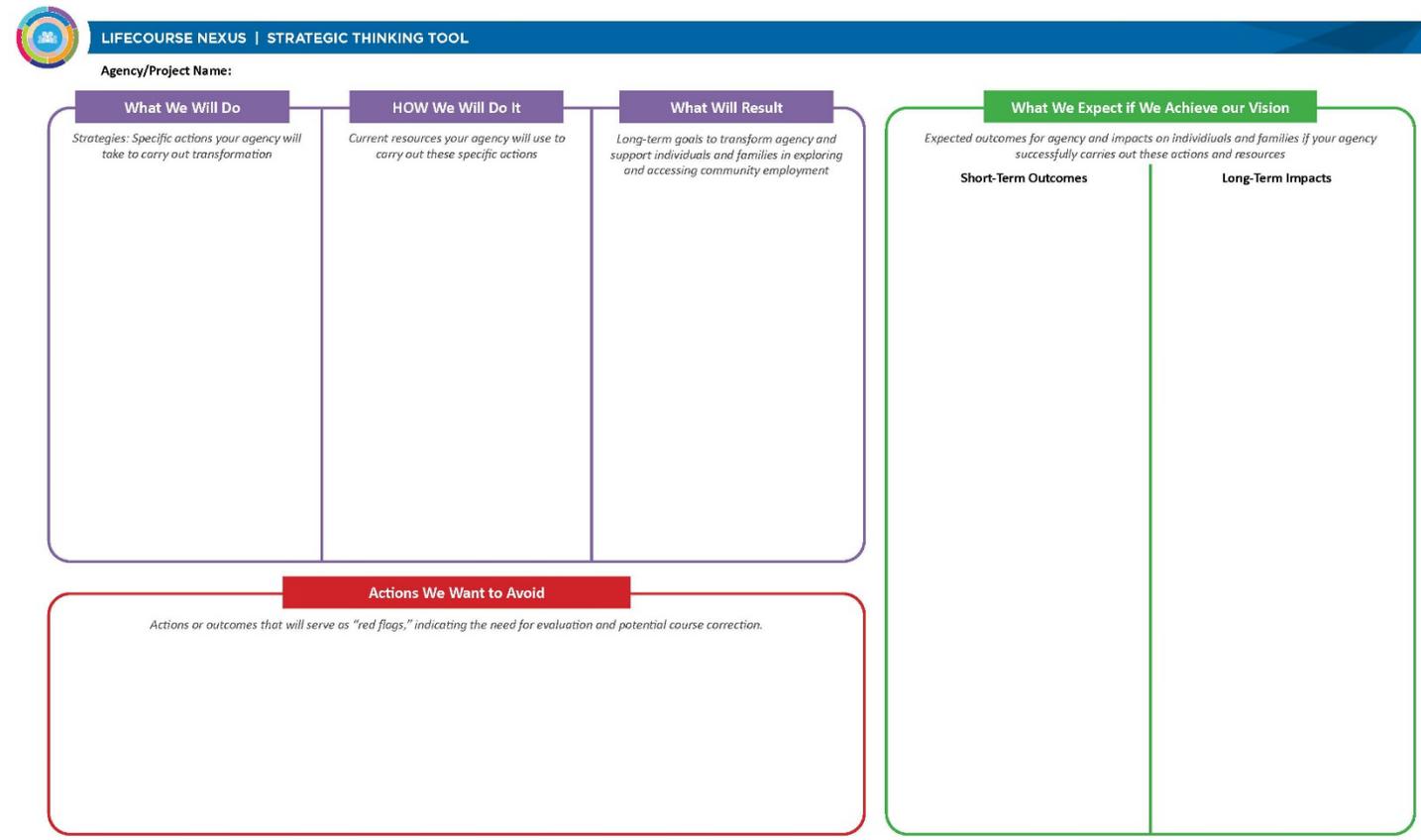
The tool is titled "TRAJECTORY | EXPLORING AGENCY NEEDS AND VISION FOR TRANSFORMATION" and includes a field for "Agency/Project Name:". A large diagonal arrow points from the "Where We Are Now" section towards the "Vision for What We Want" section, indicating the progression of the tool. A dotted arrow at the bottom points from the "Where We Are Now" section towards the "What We Don't Want" section.

Developed by the Charting the LifeCourse Needs - LifeCourseTools.com • © 2023 Coauthors of the University of Missouri | UMRH, IHD, UCEDD • Jun 2023

LifeCourse Planning Tools

Strategic Thinking Tool

- Required in Full Proposal
- Chance to fine tune goals and plans for agency
- Prompts:
 - What We Will Do
 - How We Will Do It
 - What Will Result (Future)
 - Actions We Want to Avoid
 - What We Expect to Achieve



The form is titled "LIFECOURSE NEXUS | STRATEGIC THINKING TOOL" and includes a field for "Agency/Project Name:". It is divided into several sections: "What We Will Do" (Strategies), "HOW We Will Do It" (Current resources), "What Will Result" (Long-term goals), "Actions We Want to Avoid" (red flags), and "What We Expect if We Achieve our Vision" (Short-Term Outcomes and Long-Term Impacts).

LIFECOURSE NEXUS | STRATEGIC THINKING TOOL

Agency/Project Name: _____

What We Will Do	HOW We Will Do It	What Will Result
<i>Strategies: Specific actions your agency will take to carry out transformation</i>	<i>Current resources your agency will use to carry out these specific actions</i>	<i>Long-term goals to transform agency and support individuals and families in exploring and accessing community employment</i>

Actions We Want to Avoid

Actions or outcomes that will serve as "red flags," indicating the need for evaluation and potential course correction.

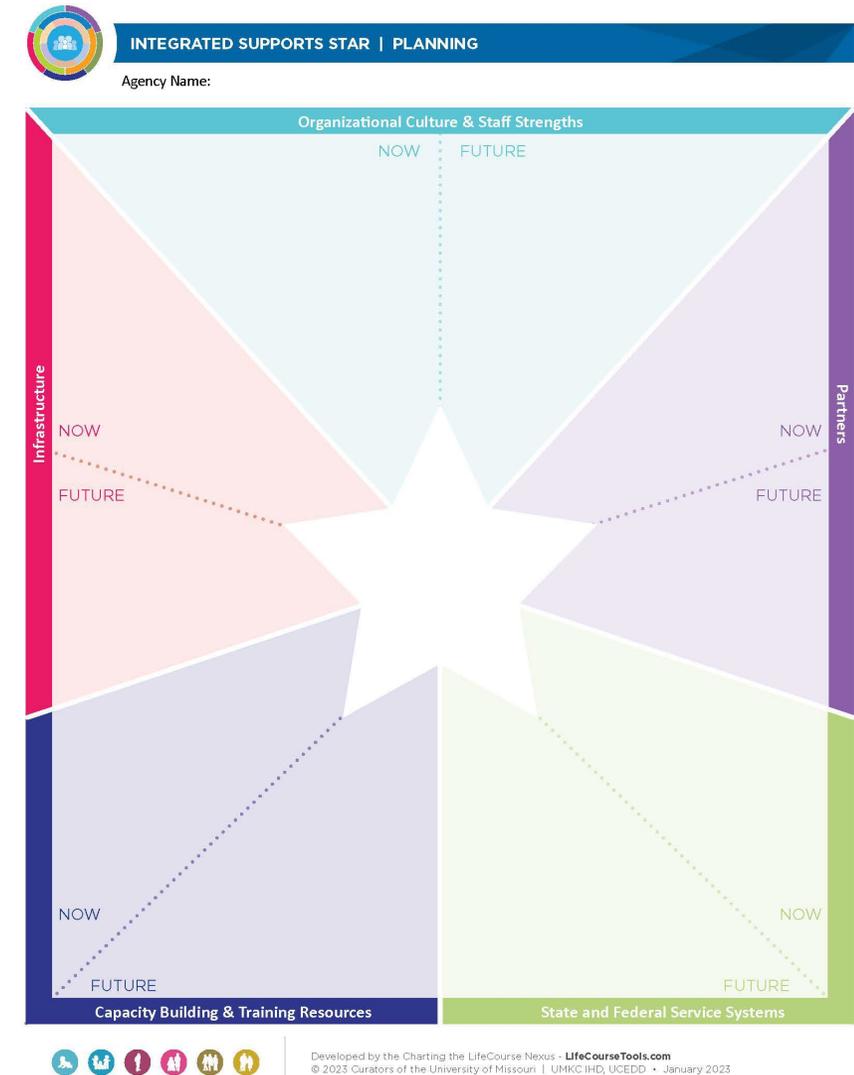
What We Expect if We Achieve our Vision	
Short-Term Outcomes	Long-Term Impacts
<i>Expected outcomes for agency and impacts on individuals and families if your agency successfully carries out these actions and resources</i>	



LifeCourse Planning Tools

Organization Support Star

- Required in Full Proposal
- Planning for Current and Future Agency Supports
- Prompts:
 - Organizational Culture & Staff Strengths
 - Partners
 - State and Federal Service Systems
 - Capacity Building & Training Resources
 - Infrastructure



Webinar: LifeCourse Tools

Guidance on using LifeCourse Tools for Proposal Planning

- Wednesday April 5, 1:00 – 2:45 pm Eastern
- Conversation on how to use the tools and how to integrate it with Value Stream Mapping and other agency planning efforts.
- [Register](#) for the Webinar



Proposal Timelines

Timelines for Submitting and Reviewing Proposals

- Agencies can begin submitting proposals as soon as they have completed all required proposal materials and determined they are ready to initiate transition/transformation activities.
- Proposal submissions will be evaluated and approved on a rolling basis, as they are received.
- **It is recommended that agencies submit their full proposals no later than March 31, 2024 to ensure a sufficient time period for approval and carrying out of grant activities.**



Proposal Review and Approval

Revision and Approval Process

- Not a competitive grant opportunity
- Goal for each proposal – arrive at proposal that satisfies evaluation criteria
- Agencies will have the opportunity to refine/amend proposal activities to satisfy evaluation criteria.
- **It is critical that your agency does not incur any grant-related expenses before the start date of the agreement as reimbursement is not retroactive. Costs incurred before the start date will not be reimbursed.**



Grant Contact Information

Questions about Proposal Development or Submission

- Contact Kyle Ingram at kyle.ingram@fssa.in.gov





Questions?





Thank you!





Association Update

Nanette Hagedorn, INARF

Introducing: [Bi-County Services, Inc.](#)

Located in Bluffton, Bi-County Services, Inc. opened its doors in 1968 as the Association for Retarded Children (Arc) of Adams and Wells County. Its mission was to provide educational opportunities for intellectually, developmentally, and physically disabled school-age children. A few years later the organization opened a sheltered workshop for adults with intellectual, developmental, and physical disabilities. In 1974, they opened their first Residential Group Home, and in 1989, they moved to their current location in Bluffton and unveiled their new name – Bi-County Services, Inc. They currently offer the following supports in Adams and Wells Counties:

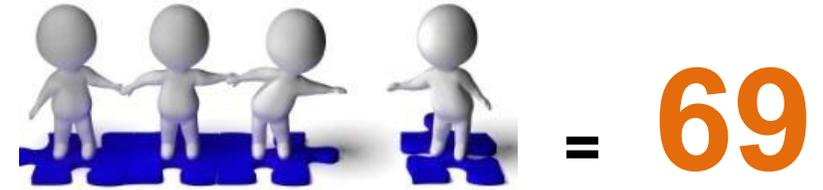


Community and Residential Habilitation
Facility Based Supports
Music Therapy

PAC
Supervised Group Living
Transportation

Wellness Supports

Introducing: [Full Potential, Inc.](#)



Located in Fremont, Cynthia Church's inspiration for [Full Potential, Inc.](#) was, and remains today, her son's diagnosis of Autism and moderate mental disabilities. Cynthia, President/Owner of Full Potential, Inc., has proven her dedication to sharing her trials and successes while assisting her rural community for over 20 years. She hosts a resource support group as well as a non for profit 501(c)(3) ministry to families with individuals who are diagnosed with disabilities. Cynthia continues to extend her hand of encouragement to families struggling with disabilities. She longs to help all of her clients succeed and meet their Full Potential. They currently offer the following supports in Allen, DeKaulb, Elkhart, Huntington, LaGrange, and Steuben counties:

Community and Residential Habilitation
Environmental Modification
Extended Services

Family & Caregiver Training
Respite Care Services
Transportation

Wellness Coordination



Key Activity Timeline:

- Open – Exhibit, Sponsor, and Artisan Opportunities
- May 1 – Annual Awards & Scholarship – Call for Nominations
- June 5 – Registration Opens
- October 3 – Pre-Conference: Leadership Symposium
- October 4-5 – Annual Conference



Industry Update

Katy Stafford-Cunningham, Brian Carnes,
and Courtney Scott, INARF

What We Know

- General input areas used in rate calculations such as:
 - Staff and Supervisor Salary and Wages
 - Employee-Related Expenses
 - Transportation and Fleet Vehicle Expenses
 - Administration, Program Support, and Overhead
- 

What We Know

- Key policy decisions that informed assumptions within the rate models:
 - Competitive wages for all professionals providing direct HCBS care
 - \$15.43 (DSPs) Hourly wages based on 2021 BLS Survey data, inflated by 15% to 2024. Proposed DSP wage is approximately the midpoint between DA surveys (\$14.64) and DDRS surveys (\$16.31)

DDRS surveys midpoint wage was \$16.31 for direct care

- This was the median or 50th percentile so half were above and half were below
- 42 of the DDRS respondents reported direct care wages above \$16.31
- The rate calculation assumes a direct care wage 5.4% below the DDRS median of \$16.31 or \$15.43

DDRS Survey median wage of \$23.06 for case managers

- This was the median or 50th percentile so half were above and half were below
- 2 of the DDRS respondents reported Direct care wages above \$23.06
- The rate calculation assumes a case manager wage 15% above the DDRS median of \$23.06 or \$26.57

Employee Related Expenses Include

- Employee related tax and fees
- Health Insurance (\$7524 was used which was 58% higher than the median of the 70 DDRS [valid] responses
- Retirement Benefits (\$983 a year for DSPs which was 7.3% above the median of the 43 DDRS [valid] responses
- Other Employee Benefits

Proposed 2023 Rate Review (DA and DDRS)

- PTO/Training
- 2.8% - 3.0% (varies by staff)
- Annual hours:
 - 40 hours PTO
 - 12 hours ongoing training
 - 10-24 hours new hire training

Travel: 12% Travel allowance

- Travel costs are approximately 12% for Attendant Care or other services that involve travel to the home. Travel costs align with either Indiana mileage reimbursement or estimated vehicle ownership costs.
- Travel costs estimated separately:
 - 20-40 minutes per service
 - \$ 0.49 mileage reimbursement or estimated fleet ownership costs

Administrative and Program Support Summary

Administrative Costs Review		<u>Percent of Total Expenses</u>	
Cost Category	DA Survey	DDRS Survey	Assumption
Subtotal Admin Costs	14.4%	16.4%	15.0%

Travel assumptions mostly align with reported information in the provider surveys; provider surveys had unreliable data for administrative and program support costs and the assumed factor aligns with industry standards

Estimated fiscal impact if fully funded*

- Current rate calculations reflect a 23.1% increase for DDERS; **most cost increases are attributable to increased wages and benefits**
- Note: Estimated fiscal impact % reflects current service rate estimates and 2021 service utilization.

*Note: Proposed rates and the resulting fiscal impact will be finalized in parallel with the biennial State budget process. The estimated fiscal impact is NOT a reflection of the funding included in the budget bill. Final rates will be reflective of the final, approved appropriation.

Planning for Future Rate Updates

- Rate Review every 4 years and annual adjustments of the rates by 2% to enhance sustainability and predictability
- Likely implementation schedule:
 - 1/1/24 Rate changes from rate review
 - 7/1/24 Annual rate adjustment of 2%
 - 7/1/25 Annual rate adjustment of 2%
 - 7/1/26 Annual rate adjustment of 2%
 - 7/1/27 Rate changes from rate review

State funds Required for Rate Study Recommendations

FY 24 \$78.9 million

FY 25 \$82.1 million

Biennium \$161 million

Current House Version of HB1001

FY 24 \$54.2 million

FY 25 \$59.1 million

Current Senate Version of HB 1001????????

Major issues raised:

- A desire to see and understand the rate methodology and calculations
- Training hours were low
- The “Other” category
- More provider involvement in the survey and review process
- Low increase comparatively for behavioral management
- Increased waiver caps

Major issues raised:

- Annual rate adjustments between rate reviews
- Rates from the rate review are not likely to change based on our feedback, but they serve as a placeholder for rate reviews in the future

EVV Temporary Recoupment Process:

- Monthly claims are used to identify a random sample of providers with at least one failed EVV verification.
- After the provider is paid, Gainwell will recoup the identified payment.
- Providers will receive notification from FSSA of this recoupment and will have time to fix the failed verification and receive their payment back.

EVV Temporary Recoupment Process:

- Any additional services billed in the same time frame will be denied as well, not just the failed visits.
- INARF is looking into this practice to understand more about the unjustified recoupment of services that were provided correctly.

ICFs Vaccine Mandate:

- Vaccine mandates were locked into CMS rules in 2021
- Many mandates were stricken from federal rules through various court cases
- The PHE unwinding does not include any reversal of the current ICF vaccine mandate
- The Republican majority House introduced and passed a bill to remove this mandate, but the Democratic controlled Senate has refused to hear the bill
- President Biden has stated that he would veto any bill to remove this mandate

Mask mandate:

- No changes have been announced
- ICFs are required to have a plan to prevent the transmission of disease
- Masks are one of many options to accomplish this, but the plan must be published and shared

- CMS completed on-site visits to a few sites undergoing the heightened scrutiny process in late 2022 and in CMS's response, they stated that DDRS needs to revise the definition of a Provider Owned or Controlled Setting (POCO).
- DDRS POCO Definition:
 - Residential settings that are owned by a provider or residential settings in which individuals who are not living in their family home, and utilize residential hab & support- level two, residential hab & support daily, or structured family caregiving.

Next Steps from DDRS

- Are there specific areas or elements of POCOS where there is more confusion around the concept?
- What are the areas of greatest concern around the definition of POCOs need to be addressed as the current definition is reconsidered?

- Effective March 31st, 2023, the continuous eligibility will end, and members will be subject to standard Medicaid eligibility rules as of April 1st, 2023.
- Phase out of enhanced federal Medicaid matching funds through December 2023:
 - January 1-March 31: 6.2 percentage points
 - April 1-June 30: 5 percentage points
 - July 1-September 30: 2.5 percentage points
 - October 1-December 31: 1.5 percentage points
- [Appendix K Unwind Tracker](#)

HB 1342 – DSP Training Curriculum

- Senate Health Committee amended the bill to remove the registry language leaving the Training language as the only provision in the bill
- The State must consult with stakeholders on the development of a DSP Training Curriculum

HB 1342 – DSP Training Curriculum

- Training Curriculum must have two tiers – one being basic training requirements similar to what is required today. The second being advance training in a specialized area such as person-centered choice
- Upon completion of one or both tiers and a test of skills, DSPs will receive a certificate
- By January 1, 2024, the State must publish an RFP for a vendor to operate the DSP training program with the goal to have a vendor in place by January 1, 2025

HB 1213 – CIHW – Changes from Last Month

Service Review Team (SRT) to

- Review denied emergency CIHW applications submitted between July 1, 2023 and December 31, 2024 from **BDDS Districts 1, 4, and 8**
- Review the decision criteria for **approval and denial**
- Changes the timeframe for review of denied applications from **3 days to 5 days**
- Includes conflict of interest language for Review Team members
- Provides liability protection for DDRS staff
- Requires the Division to obtain consent from the individual before sharing waiver application information

HB 1213 – Community Integration and Habilitation Waiver

Changes the emergency waiver placement criteria to include:

- Death of a primary caregiver (currently in code)
- Primary caregiver is at least **70 years old** (amended language)
- Evidence of abuse or neglect in current setting (currently in code)

Your contributions to the INARF PAC are a critical part of INARF's legislative advocacy efforts. They are used to support elected officials who serve as champions of the provider community. Please consider supporting the INARF PAC today.



For more information and to contribute, scan the QR code or visit: www.INARF.org/INARF-PAC



Congratulations to
Marie Dausch
and
Julia Huffman
on your
Retirements!



INARF Annual Meeting of the Members

March 24, 2023

Welcome

- Debbie Bennett, CEO, Hillcroft Services, Inc.

Today's Agenda

- Approval of Minutes from 2022 Annual Meeting of the Members - Debbie Bennett
- State of the Association Remarks - Katy Stafford-Cunningham
- Recognition of Outgoing Board Chair
- Recognition of Incoming Board Members - Debbie Bennett
- Recognition of Outgoing Board Member
- Board Chair Special Leadership Award
- Other Business

Financial Position

- INARF: At the end of 2022, INARF had an increase in net assets from Operations of \$41,000 and total net assets of \$2.3 million.
 - Ability Indiana: At the end of 2022, Ability Indiana had a decrease in net assets from Operations of (\$104,000) and total net assets of \$1.7 million.
 - Our financial position remains strong and positioned well for the work of 2023 and beyond.
- 

Membership Engagement

- Membership **retention** remains high following the Annual Membership Renewal Campaign with retention of 97% of Organizational Members and 92% of Associate Members. In 2022, **recruitment** efforts resulted in five new Organizational Members and six Associate Members joining the Membership.
- **Participation** in all Professional Development opportunities such as: Member Forums, Professional Interest Section meetings, DSP Series, Annual Conference and Stand-Alone Professional Development trainings remains very high, with 93% of Organizational Members participating in one or more opportunities.
- **Satisfaction** ratings and feedback on INARF meetings and events achieved a 4.3 Overall Event Satisfaction Score in 2022 (scale of 1 to 5).

Key 2022 Achievements: Member Services

- Recruitment - Welcomed five (5) new Organizational Members to the Membership
- Retention - Achieved a 97% Organizational Membership Retention Rate
- Satisfaction - Received an Annual Overall Membership Satisfaction Rating of 4.6 (1-5 Scale)
- Development - Graduated the Fourth Class of the INARF Leadership Academy raising the ILA Alumni count to 89
- Sustainability - Delivered the highest net ever for the INARF Annual Conference
- Teamwork – Maintained all of the above in the midst of three (3) Member Services Team Member transitions

Key 2022 Achievements: Operations

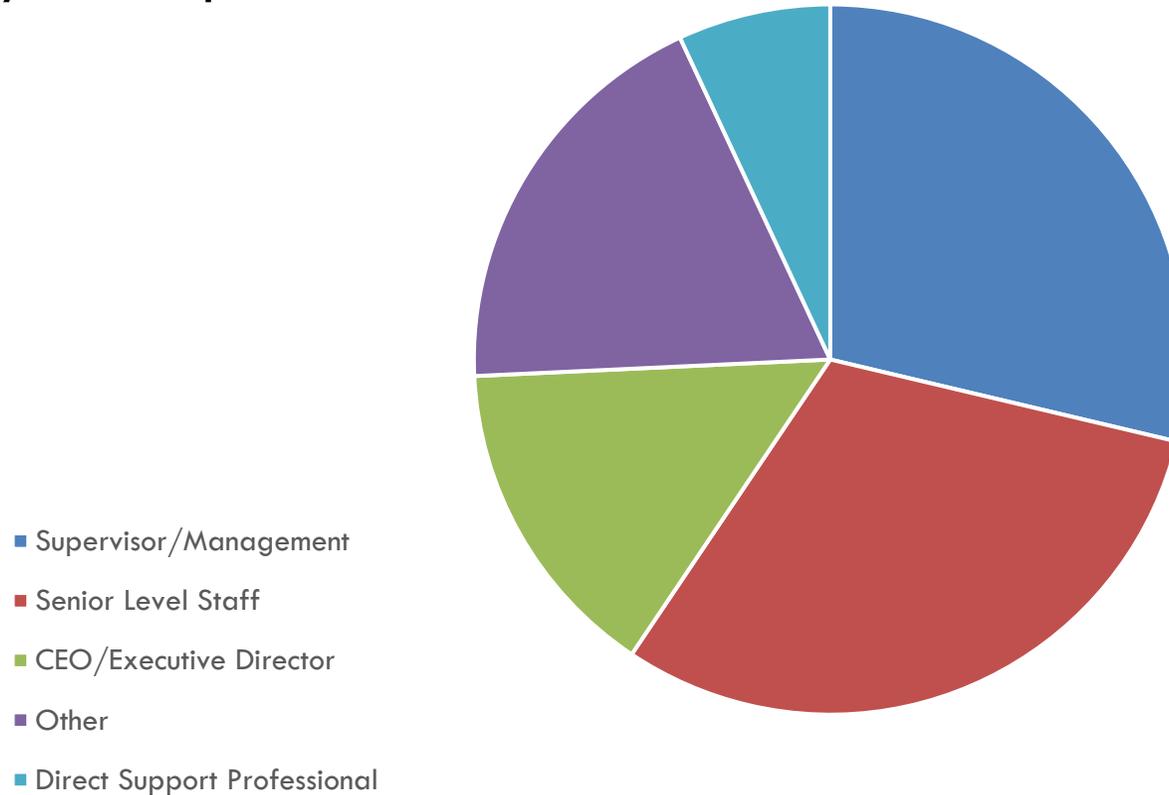
- Compiled biennial INARF Salary Survey
 - Participated in strategic planning meetings for 2023 IT projects
 - Fostered growth opportunities for staff
 - Expanded on Ability Indiana contract, sales and employment data in Salesforce
 - Streamlined the receipts' process as customers wish to pay via ACH
 - Received clean audits for INARF and Ability Indiana
 - Coordinated HR support during staff changes
- 

Key 2022 Achievements: Public Policy

- Honored Chairman Tim Brown with INARF PAC Lifetime Achievement Award and Rep. Greg Porter with INARF Legislator of the Year Award
- Advocated for continued Provider support through
 - VR rate increases
 - First Steps rate increases
 - HCBS Stabilization Grants (Phases 1 & 2)
 - HCBS Workforce Grants
 - Funding for 14c conversion
- DDRS and IDOH coordination on day services vaccination requirements
- Organized 460 IAC workgroups to provide input to State on administrative code update

Annual Membership Satisfaction Survey:

– Survey Participation



Annual Membership Satisfaction Survey:

- Overall Satisfaction by Audience (1 to 5 Scale)

<u>Position</u>	<u>2023</u>	<u>2022</u>
CEO/Executive Director	4.81	4.74
Senior Level Staff	4.65	4.68
Supervisor/Management	4.63	4.23
Other	4.50	4.53
Direct Support Professional (sampling of 10 DSPs)	3.8	4.25

Annual Membership Satisfaction Survey:

- I. **INARF Legislation & Advocacy** initiatives positively influence change to the industry by being the voice for the IDD provider community...

<u>2023</u>	<u>2022</u>	<i>“INARF Team does an exceptional job advocating on behalf of the industry, including members in this process when appropriate, and responding quickly to urgent needs.”</i>
4.6	4.6	

- II. **INARF Technical Assistance** is a valuable service that offers customized guidance to my organization...

<u>2023</u>	<u>2022</u>	<i>“We appreciate the proactive assistance in navigating EVV in the past year. We generally do not need a lot of technical assistance, so this has been a new use of benefits this year.”</i>
4.4	4.3	

Annual Membership Satisfaction Survey:

III. **INARF Support During Changes and Challenges** enabled me and my organization to successfully maneuver through changes and challenges...

<u>2023</u>	<u>2022</u>
4.5	4.5

“INARF has been amazing through this rough period, and still continues to be. Your involvement with seeking grants has been paramount to our organization. Rate increases have allowed us to assist and retain our essential direct care staff. Thank you.”

IV. **INARF Communications & Resources** help my organization remain current with vital industry information...

<u>2023</u>	<u>2022</u>
4.6	4.7

“INARF is fantastic at networking and getting information out there for all. The amazing and easy access to knowledge is fantastic and makes it easy as a staff of such a company but to help pass the knowledge along to someone who may not know how easy it is to access.”

Annual Membership Satisfaction Survey:

- V. How satisfied are you with the various **INARF Professional Development** opportunities offered in an effort to educate and engage me, or members of my organization, meet or exceed our needs...

<u>2023</u>	<u>2022</u>
4.5	4.3

“The INARF Leadership training is fantastic and I can not say enough about it! It truly is a GREAT tool to connect leaders across the state together and that really is priceless! Our Leadership team has stayed connected and lean on each other for resources. In fact, a few of us have gotten together outside of work and it has just changed my world as a leader. Very helpful in my progression as a leader in the state!”

“The Annual Conference was a fantastic experience. Not only did I learn so much about the future of our community, but networking with people I may never would have gotten the opportunity to meet was something I wouldn't get anywhere else.”

Annual Membership Satisfaction Survey:

VI. How likely are you to **recommend INARF membership** to another provider organization?

<u>2023</u>	<u>2022</u>
4.6	4.7

“The information and resources shared are invaluable in staying on top of industry best-practices, state changes, and other information to ensure we are providing the best services for the individuals we serve.”

“INARF has been a tremendous resource for us especially as a smaller organization. They are always very responsive to questions and guidance and open to suggestions. All of the opportunities that are offered are very well done, professional and valuable.”

“Our membership in INARF is a critical part of our operations. I couldn't imagine trying to run an agency without the resources that INARF provides.”

Staff, Years of Service, and Why They Love Working at INARF!



Barb Young, 31 Years

Vice President-Finance / CFO

The thing I love the most about working for INARF is knowing there is a bigger audience who may benefit from my simple contributions in managing the fiscal and operational areas of the association.



Nanette Hagedorn, 18 Years

Vice President, Member Services

The thing I love most about working at INARF is the ability to play one small part in supporting our members in their passion and commitment to Hoosiers with disabilities.



Katy Stafford-Cunningham, 8 Years

Interim President/CEO

I love that INARF allows our Members to focus on the important work they do every day, while taking a burden off them – be that professional development, technical assistance, or advocacy.

Staff, Years of Service, and Why They Love Working at INARF!



Kim Wasiak, 8 Years

Member Services Coordinator

My favorite thing about working for INARF is the work that INARF does helps to make our members better providers for the individuals they serve.



Mindy Duddy, 6 Years

Accounting Coordinator

I love getting a glimpse into the programming that our members do with their clients, such as art programs, business enterprises, etc. I love that our team is somewhat small but very mighty.



Brooke Brown, 3 Years

Account Executive

One reason I enjoy working at INARF is that everyone shares the same vision and is dedicated to the mission. I also love that my job doesn't require sitting in a cubicle all day long and I enjoy interacting with the CAIOs and finding new ways to market their products and services!

Staff, Years of Service, and Why They Love Working at INARF!



Brian Carnes, 2 Years

Director, Technical Assistance and Public Policy

My favorite thing about working at INARF is the commitment that our members have to improving the industry and working together with a unified voice toward better outcomes for all providers.



Courtney Scott, 10 Months

Public Policy Analyst

The thing I love most about working for INARF is visiting providers and connecting with the people that they serve.

Staff, Years of Service, and Why They Love Working at INARF!



Ethan Newett, 2 Months

Communications & Marketing Coordinator

I really like how willing to help everyone is around the office. As someone who has been with INARF for a little over 2 months, I have yet to have a problem that someone wasn't willing to step up and help with. I really enjoy working with a team that cohesively exists, each team helping the other every chance they have.



Alivia Duerlinger, 2 Weeks

Operations Coordinator

I am looking forward to learning about the services our members provide and meeting people in our industry that are passionate about seeing positive change take place. I have already been so inspired by the INARF team and the drive to advocate for real impact in the service industry supporting all people with disabilities!

Debbie Bennett

- President/CEO, Hillcroft Services, Inc.
- INARF Board of Directors Chair 2021 - 2023



Incoming INARF Board Members



Jacque Pulling - Assistant Vice President,
Care Coordination, The Columbus
Organization

Jeff Frady - Vice President,
Benchmark Human Services



Danielle Tips - President & CEO,
Pathfinder Services, Inc.



Rick Adams

- Vice President, Benchmark Human Services
- INARF Board of Directors 2015 - 2023



April 1, 2023 through March 31, 2024

- Chair: Donna Elbrecht, Easterseals Arc of Northeast Indiana
- Immediate Past Chair: Debbie Bennett, Hillcroft Services, Inc.
- Vice Chair: Neil Samahon, Opportunity Enterprises
- Secretary: Yolanda Kincaid, Janus Developmental Services, Inc.
- Treasurer: Patrick Cockrum, Sycamore Services, Inc.
- Interim President/CEO: Katy Stafford-Cunningham, INARF

Marie Dausch, Executive Director, New Horizons Rehabilitation, Inc.



“Thank you for serving and leading INARF’s cause to support Indiana providers to make a positive difference in the lives of people of all abilities.”



- Other Business
- Adjournment

Other Business



Thank you!

615 N. Alabama St., Ste. 410, Indianapolis, IN 46204

(t) 317-634-4957 / (f) 317-634-3221

inarf@inarf.org / www.inarf.org