



*Preferred Community Lifestyles for People with Severe Developmental Disabilities*

801 2<sup>nd</sup> Ave South  
Nashville, TN 37210  
615-255-8870

February 6, 2015

Hello families and friends:

Attached you will find the current Tennessee Family Solutions newsletter. We hope you enjoy reading about our events and the wonderful people that we serve. We recently enjoyed our annual Holiday Party at the Smyrna Towne Center where many of the families joined us as well. See page 6 for some of the photos from that evening.

Later this year we will be taking the individuals on a trip to Gatlinburg. As a fundraiser, we have custom-made t-shirts on sale for anyone who would like one (see page 8). The design speaks volumes and are beautifully made. If you would like to order one please email Susan at [susansawyer@nashvilletfs.org](mailto:susansawyer@nashvilletfs.org) or call 615-255-8870.

Also in this newsletter you will find some great articles and delicious recipes like Chocolate Lasagna and No Bake Granola Bars (see page 10). Feel free to send some to the address above. Seriously...

Let us know if you have any feedback or would like a story, photo or other interesting items considered for the next issue. If you would like to see our previous issues, visit our website [www.nashvilletfs.com](http://www.nashvilletfs.com).

Enjoy!

Cathy Klein

# TENNESSEE FAMILY SOLUTIONS



## STATE BUDGET CUTS

### Potential state budget cuts put help for thousands of disabled in jeopardy, advocates warn

January 28th, 2015 by Kate Belz Times Free Press

In the small building that houses the day center for Open Arms Care in Ooltewah, dozens of languages circulate every day. Not all the languages are spoken. Some people tap messages into computers or boards. Others communicate their preferences and personalities through a particular wave or word, a special smile or frown. Some paint, or point lasers to show staff members where to put color on a canvas. Some are learning to speak aloud for the first time.

Each client at Open Arms communicates in a completely unique way. That's because the center provides care for people with a wide range of developmental disabilities -- severe autism, long-term brain damage, cerebral palsy, or those impacted by severe injuries. While many are non-verbal, Open Arms works to give them a voice in other ways. But Director Lisa King worries that these voices will not be heard by state officials as budget season approaches.

Organizations that work with those developmental disabilities -- places like Open Arms Care and Chattanooga's Orange Grove Center -- say they face "a critical threat" as budget season gets underway. Proposed state budget cuts to the Department of Developmental and Intellectual Disabilities (DIDD) amount to \$21.9 million -- with the potential to lose millions more in federal funding because of the match that comes through the state's Medicaid waiver.

"We still have to provide these services to our clients. With cuts, how do we do that?" asked King. "Are we going to cut speech therapy? Physical therapy? We will have to pick."

Advocates say such cuts, if adopted and approved, could "devastate" agencies already stretched thin as they try to care for 11,000 of the state's most vulnerable residents on a budget that only gets tighter.

*Continued on p. 2*

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## UPCOMING EVENTS

Hello family and friends!

I hope that you all made it to the Holiday Party in December and had a great time. Please see page 6 for photos from that event. We also have outings for each of our HUBs on a monthly basis.

On January 28th many of our Nashville/Hermitage homes came to the office and made their own custom made screen printed T-shirts.

Thanks to Chris Rosenbaum for such a wonderful design and for helping make that a fun

event for all! (see p.7).

Be sure to join us on Friday, April 10th for our Annual Spring Party at the Cedars of Lebanon State Park.

Until then, stay warm!

## STATE BUDGET CUTS (CONTINUED)

"It's very difficult, because the population we're serving is not one where you can easily say 'this is not needed, that's not needed.' These services are ongoing and extensive," said Kyle Hauth, executive director of the Orange Grove Center, which serves about 1,000 people in the region.

While funding for the department has decreased over the last decade, costs have only gone up as health care costs climb and as people with disabilities live longer. And 6,500 people linger on a state waiting list for disability care.

"We get calls constantly, people begging for help," said Robin Liner, who is program director for Open Arms and whose 40-year-old daughter Lori -- who has Down syndrome -- has lived at Open Arms for 12 years.

Cara Kumari, spokeswoman for the state's Department of Developmental and Intellectual Disabilities, said the cuts had to be proposed, since Gov. Bill Haslam requested a plan for a 7 percent reduction from each department for his upcoming budget. "We try to make [administrative] cuts to ourselves before we ever look at impacting our services," Kumari said. And it remains to be seen, she said, whether the governor will actually include the cuts in his budget.

The governor's spokesman, Dave Smith, did not comment directly to the proposed DIDD cuts, saying the governor's budget for this next fiscal year has yet to be presented. But just because departments proposed 7 percent cuts, Smith said in an email, "doesn't mean those will be taken."

Still, advocates say they cannot sit back. At least 60 providers in the state could be affected by cuts, says Anthony Hicks, who works at SRVS, an agency in Memphis similar to Orange Grove. Ultimately, he said, the cuts could affect thousands of people "who cannot take care of themselves -- the 'least of these,' so to speak." "We just feel like this is urgent," Hicks said.

### **'NOT A BABY-SITTING SERVICE'**

To describe the importance of long-term disability services, on Tuesday, Lebron Sterchi just had to look to his right and to his left. On his right sat his brother Michael Sterchi, who started going to Orange Grove's original day program in the late 1950s. Michael had suffered brain damage during birth, and as a young boy was so aggressive his mother did not know how to care for him.

But Orange Grove helped change Michael. Now 62, he is cheerful and calm. He lives in a group home that is run by the center. He has worked various jobs, and now works at Orange Grove's recycling intake center. He's a big Vols and Titans fan, and has not decided who to root for in the Super Bowl.

Staff member Cathey (CQ) Williamson assists client Nathan Smith as he has lunch on Tuesday, Jan. 27, 2015, in Collegedale, Tenn., at Open Arms Care of Ooltewah.

On Lebron Sterchi's left sits Rebecca, his niece on his wife's side. Rebecca has long suffered from debilitating seizures. At 28, she also has schizophrenia, is largely wheelchair-bound and is non-verbal. After her mother died seven years ago, the Sterchis thought one of them would have to retire to care for Rebecca full time. But then she was accepted into Open Arms, where she is provided residential care and day services.

"Till you walk in the shoes of someone who has a loved one with disabilities, you have no idea what a blessing it is to have these services," said Lebron Sterchi.

DIDD was created to help provide basic, daily care for those with disabilities. But centers like Orange Grove and Open Arms do much more. Clients are taught self-care and work skills. They receive sensory therapy, with lights, smells and textures. They are able to work at the greenhouse and the recycling center. And with such tailored care, many clients exceed their parents' and doctors' expectations.

*Continued on p. 3*

## STATE BUDGET CUTS (CONTINUED)

Melinda and Kenneth Collier saw that happen with their son Paul, now 42. Paul, who was born with brain damage in his left temporal lobe, first came to Open Arms in 1992. He was an elective mute with the intellect of a 5-year-old. "He would sit around with his head down and not talk to anyone," Kenneth Collier said. "But through the treatments, interactions and medications, he just..." "He blossomed," Melinda finished. "He won't stop talking now." While Paul has learned many skills, his parents say one of the most crucial things is that "he knows he is important." "These are not baby-sitting services," stressed Kenneth Collier. "This is an educational experience for all here."

"These people are just like you and I," Melinda Collier said. "They just need a little bit more than you and I. If anything, there need to be more facilities like this."

### THE CUTS

Like other departments, DIDD suffered a blow during the recession, seeing about \$36 million in funding cuts between 2008 and 2013, Kumari said. The department has been spared cuts in recent years, she said, and has seen some funding restored.

This year, though, three key cuts worry local agencies. The first is to the Medicaid waiver program, which allows the state to receive matching federal money to pay providers like Orange Grove. The waiver program, which supports services for about 7,800 people, faces a 2.75 percent cut. Their second concern is about a 4 percent cut to "intermediate care facility services," designed for the most medically fragile cases that require around-the-clock care.

Providers are also worried about the proposed elimination of a program called Family Support services. Those services, considered a "last resort" for people who cannot find help elsewhere, help pay for everything from wheelchair ramps to doctor visits.

Family Support dollars also help families on the 6,500-person DIDD waiting list. The program serves about 4,000 people in the state, and Orange Grove helps about 400 local families each year. If the proposed cuts go through, the entire \$7.4 million program would be gone. But, Kumari pointed out, Family Support has been put on the table before, and has always survived.

If passed, the proposed cuts could translate to a \$1.6 million total loss for Orange Grove, which has a \$36 million budget, and a \$376,000 hit for Open Arms, which has a \$9 million budget. While those may seem like small percentages, the organizations' representatives say, many of the funds they receive are assigned to specific services, and the cuts would be compounded by rising costs and slowed donor giving. Local lawmakers on both sides of the aisle say they want to avoid cutting DIDD if at all possible.

"Places like Orange Grove have helped so many families," said Rep. JoAnne Favors, D-Chattanooga. "I would hope we would strengthen them instead of cutting."

Senate Speaker Pro Tempore Bo Watson, R-Hixson, said "the Legislature has worked hard to preserve funding in the past, and will try to do so again this year."

But, added Watson, this is "the great challenge" in budgeting, as everyone from educators to health care providers is seeking funds from "a pie that's not getting bigger."

Lebron Sterchi says he gets that.

"This is a small population," he said. "But these adults and children are just as important. They already deal with so much. They deserve the best possible."

Contact staff writer Kate Belz at [kbelz@timesfreepress.com](mailto:kbelz@timesfreepress.com) or 423-757-6673.

## TEACHING WITH CREATIVITY

### Promoting Independence & Self Determination through Teaching with Creativity

Glancing at the clock you slowly make your way to the window. You see your tired reflection, blink a few times and gaze out the frosty window. Before you lay a blanket of glistening, white beauty...the one thing you hoped to not face today! You shake off the chill, step back, and listen. Faintly you hear the words "I won't, I won't. I can't." Deep breath and on to scoop snow.

Skip forward, that same morning. Walkway is clear to the driveway...salt scattered to and fro....and a van is waiting every so patiently. An elderly man is standing inside the front door yelling "I won't, I can't...you can't make me go to work." Ever so gracefully you begin to implement "the snow plan." Green AstroTurf is placed square by square to ensure safe passage to the awaiting transportation....why you ask?

Imagine if you will a man living in your neighborhood. A man who was previously institutionalized because a doctor, 67 years ago, labeled him "retarded." Robert moved from the state ran institution to a lovely home on a hill with 3 other housemates. All four gentlemen were dually diagnosed with a developmental disability and mental illness. These 4 gentlemen became housemates, not because of common interests, but because they all displayed unsafe behavior which limited their ability to work and play in their own community.

The first winter after moving into his new home, Robert slipped on ice going out to the van which would have transported him to his day program (or workshop, according to Robert). At the workshop, Robert screwed nuts on bolts all day long. It wasn't an hourly paid job, but it was Robert's job. He kept track of each piece completed to ensure he was paid for all work done...he loved his job at the workshop! When Robert slipped that first winter, it caused an injury that prevented him from going to work for several weeks. When released by the doctor to return...snow became an obstacle and Robert stayed home for the remainder of the winter.

We tried everything that winter to figure out how we were going to get Robert to leave the house, he simply would not go anywhere. Spring started creeping in and Robert began peeking out the windows more often...blooming flowers, trees getting leaves, and green grass! Robert left the house!

So the plan started that next winter with the color green....we painted the sidewalk green, but that meant nothing to Robert when the snow piled up. Green towels covering a freshly scooped sidewalk...nope, he was nervous about tripping and he stayed home.... Green AstroTurf....it had to work!

"The Snow Plan" was developed to include two pieces of AstroTurf, both the size of a doormat. The Astro Turf would be laid down on the freshly scooped sidewalk, Robert would walk to the end and we would just keep moving forward; placing one mat in front of the other. He inched out the front door, but never made it to the end of the first mat...you could see the fear in his eyes....he felt stranded on a small island! So we grew the plan...6 squares of AstroTurf...always a path of green grass in front of him and behind, should he look back. We were sure to look crazy...but simply did not care as Robert changed his mantra from "I wont. I cant." to "I can. I will. I did it!" He always wanted to go to work, but the fear was deliberating to him, so we as his teachers or mentors had to become a part of his world and create a teachable opportunity that lead him to a place where he felt empowered, independent, and by TFA standards, an example of self-determination. Although we created and gave him the tools, Robert made this happen. He conquered his fear and now independently implements "the snow plan" so he doesn't miss a day of work!

The Teaching Family Association has created a wonderful model that has proven its effectiveness in many settings. TFA impacts lives, no matter what their age is or their level of development, that's what makes it so wonderful. Some may think that the model doesn't always "fit" the clientele, but we know that isn't true. We don't scrap it and say forget it....we have learned to stretch our boundaries...sometimes coloring outside the lines! So how exactly are we expected to promote independence or self-determination in a population that is lacking developmentally or presents a more complex challenge than those we have typically served before? Teaching with creativity!

Oftentimes, we find ourselves looking for fun activities, new outings, or clubs to join. Oftentimes, we reach out to another Family Teacher inquiring...what now or what would you do? Oftentimes, I find myself perplexed. Developmental disability, mental illness, self-determination? So I remind myself: ***If typical teaching doesn't meet their needs...step outside the box and teach with creativity...***

Amber Rosenbaum, Family Teacher

## EMPLOYEE SPOTLIGHT

The Murfreesboro Hub would like to recognize Candice Searcy for her ongoing dedication as a Family Teacher. Candice began her career at Tennessee Family Solutions as a Direct Support Professional in June of 2009. Candice was quickly promoted to a Family Teacher. During Candice's tenure she has also provided leadership as a Program Director and has settled in as a permanent Family Teacher over FTM-6. Candice became a Certified Family Teacher in 2014 exhibiting wonderful Teaching skills, Self-determination skills and implementing Family Style Living. Candice not only exemplifies the necessary skills to be a Family Teacher but she is also a person that will take initiative and help as needed. Over the last few months Candice has provided additional assistance within the Murfreesboro Office. She has helped to complete everything from filing paperwork, conducted home visits and provided plenty of assistance with the new system implementation. When Candice was asked "What's your favorite part of being a Family Teacher?" her excited response was the interactions and the family environment that she has with the three gentlemen that she supports. Candice is proud of the milestones the three gentlemen have accomplished.

Candice has her Associates Degree in Psychology and on top of everything she does for TFS she is going to school to obtain her Bachelor's Degree. Candice goes to MTSU and is studying Psychology with minors in Mental Health Services and Science. When she's not at work, Candice enjoys spending time with her family. The Administrative staff would like to give a big shout out to Candice for all of her work and most of all the love she shares with the gentlemen she supports!



*Candice enjoying time out with a couple of her favorite guys*

## SUPPORTED EMPLOYMENT CORNER



Bradley Hickerson began work at Marshalls in November of 2013, after participating in a Vocational Rehabilitation Assessment where it became evident that Bradley loves shoes and clothing. He obtained a position in the Step it Up Program for Marshalls. Bradley works Monday through Friday in the shoe department where he checks boxes for correct shoe sizes, the security tags as well as ensuring the appropriate price tag is on the shoe. Bradley's favorite part of the job is that he gets to be one of the first people to see new shoe styles! Bradley states that over the last year and a half he has learned to become more patient and pay attention to what his task for the day is.

Bradley loves to utilize his paycheck to buy new shoes and clothes that he sees at Marshalls. Bradley is a well-dressed gentleman and really enjoys looking good. When Bradley is not at work he enjoys participating in Special Olympics. Bradley plays flag football, basketball and track and field with Special Olympics. Bradley LOVES sports! His favorite teams include but not limited to; the Tennessee Vols, Giants, Saints and anything basketball. He also enjoys spending time with his Uncle Chris, his family and his housemates. If you are ever in Marshalls stop by and say "hello" to Bradley. TFS is so proud of the accomplishments Bradley has made at work! Way to go Bradley!



*Bradley enjoys his work*



## TFS CHRISTMAS PARTY



*Johnny and Family*



*Henry & Jake Hamming it up*



*Maurice with Santa and his elves*



*Sister elves with Santa*



*Chase enjoying his first  
TFS party*



*Billy with Santa and his elves*



*Bradley with Santa and  
his elf*



*Joanna is excited about her gift!*



*Alonzo with Santa and his elf*



*Brittney & Butch all smiles*



*Carmen & Kevin enjoying  
Christmas dinner*



*Jennifer & Marla with  
Santa and his elves*



*Jerry & Andrea*



*Admin staff with Santa*

Please email any photos of outings, activities or special events to [cklein@nashvilletfs.org](mailto:cklein@nashvilletfs.org) to be considered for the next newsletter. The sooner, the better. Thanks!

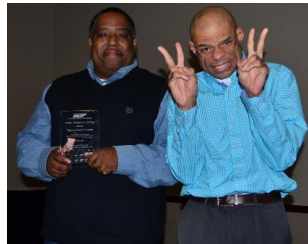
## RECOGNITION & AWARDS

On Saturday, December 13<sup>th</sup>, Tennessee Family Solutions had its annual Christmas Party at the Smyrna Town Center. Music was provided by the talented Jeff Thomas during the delicious sit-down dinner. The Silent Auction was also a big hit and raised \$950.00 for the 2015 Fall Gatlinburg trip. A special thanks for all those who participated.

TFS also had an opportunity to recognize a variety of people at the Christmas Party. Candice Searcy, Dee Stevenson, and Chris and Amber Rosenbaum were recognized as certified Family Teachers for 2014. Frazier Lemon received an award for Family Teacher of the Year. Kelley and Jeremy Miracle received the annual Family Teaching Couple of the Year award. And John Engelman was recognized as the TFS Administrator of the Year. TFS is proud of the accomplishments that the award winners have displayed.



*Candice & Ralph*



*Frazier & John*



*Ralph & Dee*



*Chris & Amber*



*John & Kim*

Each year TFS also has an annual decorating contest for indoor and outdoor decorations. The competition was tough this year and the judges had a difficult time determining the winners. TFS wants to thank the following homes for participating; FTM-8, Med Res 3/3a, FTM-5, FTM-5a, Med Res 10 and FTM-3H. FTM-4H received the award for best indoor decorations. FTM-6H received the award for best outdoor decorations. FTM-6 was the overall winner for the decorating contest. Congratulations to everyone who participated!

The evening ended with a visit from Santa Claus and his two elves. A great time was had by everyone who participated in our annual Christmas Party. TFS encourages everyone who didn't have the opportunity to attend the 2014 Christmas Party to save the date for the 2015 Christmas Party on Friday, December 11<sup>th</sup>, 2015.



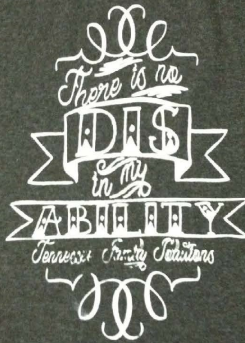
*Michele awarding Bradley as the overall winner of the Christmas Decorating Contest*

*Nicole Kelley, Executive Director, Murfreesboro*



## FUND RAISER

Your support will go toward the TFS  
2015 Gatlinburg trip!  
A once in a lifetime experience for a  
lot of the people we support.



# Sale!

An original, hand-made silk  
screened shirt made  
with love!

**\$15**

**\$20**

Sizes S, M, L, XL

Sizes 2XL, 3XL

To order shirts, please contact Susan Sawyer @  
[susansawyer@nashvilletfs.org](mailto:susansawyer@nashvilletfs.org)  
or call (615) 255-8870

### Tennessee Family Solutions, Inc

*Preferred Community Lifestyles for persons with  
developmental disabilities*

801 2<sup>nd</sup> Ave South  
Nashville, TN 37210  
143 Veterans Pkwy  
Murfreesboro, TN 37128

As we have in the past, we will be raising money to take our clients on a trip to Gatlinburg. One of our fundraising efforts this year will be T-shirt sales with a custom design by Chris Rosenbaum that states, "There is no DIS in my ABILITY." On January 28th many of our clients worked with Chris to make their own hand-made silk screened T-shirt. Would you like one for yourself? You can order them by contacting Susan in the Nashville office. Get a custom shirt and help a great cause!

Thanks!

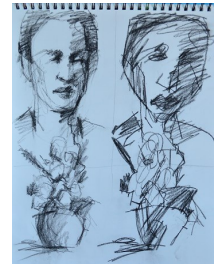
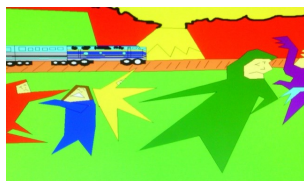
## LOCAL ARTISTS

TFS is fortunate to have some amazing artists in its midst. It is always so wonderful to see the talent at work within our population. Whether it be arts and crafts, paintings, or computer generated drawings, our individuals truly shine with their unique interpretations of the world in which they live. In some ways, creating art in whatever form is their most effective (and fun) way to express themselves.

Here are some prime examples of our talented folks:



Thanks to Dennis,  
Michael, John and  
Triston for sharing  
your art with us!



## RE-ACCREDITATION BY TFA

NASHVILLE, TENNESSEE -- The Teaching-Family Association recently announced the re-accreditation of Tennessee Family Solutions of Nashville, Tennessee as an Accredited Sponsor Agency – the highest recognition of successful implementation of the evidence-based, trauma informed Teaching-Family Model.

Tennessee Family Solutions achieved excellent scores from Teaching-Family Association on-site reviewers, meeting and surpassing expectations of certification in the 14 key areas of review including community-based goals, integrated administrative systems, and core Teaching-Family elements.

Accredited Sponsor Agencies demonstrate excellence in their ability to provide administrative support, training, consultation and evaluation services for themselves and to other agencies where these services are not available due to resource or capacity limitations. They have also exceeded criteria in supporting the approach of the Teaching-Family Model as demonstrated through application of the six elements of the Model: teaching, self-determination, relationships, client advocacy, family sensitive approach and diversity. This has all been done while achieving excellence in reaching the four goals: humane, effective, individualized and consumer satisfaction.

Reviewer Michele Boguslofski was especially impressed with Tennessee Family Solutions efforts in self-determination. “Tennessee Family Solutions does a fantastic job of providing all individuals who received services numerous opportunities to make decisions and participate in determining their own treatment,” she said. “Practitioners absolutely rely on communication styles and methods that give clients choices for nearly everything they do.”

Accreditation by the Teaching-Family Association indicates an organization's commitment to maintaining a level of excellence through continued evaluation and development. “It is a privilege to be able to watch these folks work with the individuals they serve,” said Boguslofski. “The patience, compassion and respect that is demonstrated and woven throughout every interaction, touch and moment is incredible.”

CEO of Tennessee Family Solutions, Ralph M. Kennedy, is proud of the work done by TFS staff in reaching this milestone. He stated that “my wife and I dreamed of bringing the Teaching-Family Model of care to Tennessee when we first witnessed it in operation in 1999 in another state. I am proud that our organization has successfully completed our second accreditation review with the Teaching-Family Association.”

### **More information about Tennessee Family Solutions**

Tennessee Family Solutions was founded in 1999 by families and guardians specifically to meet the needs of people with intellectual disabilities who were in transition from living in a state Developmental Center and people with similar needs. Tennessee Family Solutions was first accredited by the Teaching-Family Association in 2011, demonstrating their commitment to high quality, innovation, use of best practices, comprehensive and ongoing quality evaluation and program improvement.

Read more at <http://nashvilletfs.com/>.

### **More information about the Teaching-Family Association**

The Teaching-Family Association was founded in 1975 to provide a framework for the quality of care provided by professionals who use the integrated systems approach of the Teaching-Family Model in the treatment of children, families, and dependent adults. The goals of the Teaching-Family Model are to provide individualized, humane and caring treatment that is family-centered and consumer driven resulting in excellent outcomes for children and families. The Teaching-Family Model provides an organized and systematic approach that informs and evolves best practices at all levels of an organization.

Read more at <http://www.teaching-family.org>.

## CHOCOLATE LASAGNA

### Ingredients:

Chocolate Lasagna  
1 package regular Oreo cookies (not Double Stuff)  
– about 36 cookies  
6 Tbsp butter, melted  
1 – 8oz package of cream cheese, softened  
¼ cup granulated sugar  
2 Tbsp cold milk  
1 – 12 oz tub Cool Whip, divided  
2 – 3.9 oz package of Chocolate Instant Pudding  
3 ¼ cups cold milk  
1 ½ cups mini chocolate chips

*Thanks Michele!*

Begin by crushing 36 Oreo cookies. You can use a food processor or place in a Ziploc bag and crush with a rolling pin. The Oreos should be in small crumbs. Transfer the Oreo crumbs to a large bowl. Stir in 6 tablespoons of melted butter and use a fork to incorporate the butter into the cookies crumbs. When the butter is distributed, transfer the mixture to a 9x13 inch baking dish. Press the crumbs onto the bottom of the pan. Place the pan in the refrigerator while you work on the additional layers.

Mix the cream cheese with a mixer until light and fluffy. Add in 2 Tablespoons of milk, add the sugar, and mix well. Stir in 1 ¼ cups Cool Whip. Spread this mixture over the crust in the baking dish.

In a bowl, combine chocolate instant pudding with 3 ¼ cups cold milk. Whisk for several minutes until the pudding starts to thicken. Use a spatula to spread the mixture over the previous layer of cream cheese.

Allow the dessert to rest for about 5 minutes so that the pudding can firm up further. Spread the remaining Cool Whip over the top. Sprinkle mini chocolate chips evenly over the top. Place in the freezer for 1 hour or the refrigerator for 4 hours before serving.



## NO BAKE GRANOLA BARS

1. Process dates in a food processor until small bits remain (about 1 minute). It should form a "dough" like consistency. (mine rolled into a ball)
2. Optional step: Toast your oats in a 350 degree oven for 15-ish minutes or until slightly golden brown. Otherwise, leave them raw - I just prefer the toasted flavor.
3. Place oats, almonds and dates in a bowl - set aside.
4. Warm honey and peanut butter in a small saucepan over low heat. Stir and pour over oat mixture and then mix, breaking up the dates to disperse throughout.
5. Once thoroughly mixed, transfer to an 8x8 dish or other small pan lined with plastic wrap or parchment paper so they lift out easily. (A loaf pan might work, but will yield thicker bars.)
6. Press down until uniformly flattened. Cover with parchment or plastic wrap, and let set in fridge or freezer for 15-20 minutes to harden.
7. Remove bars from pan and chop into 10 even bars. Store in an airtight container for up to a few days. I kept mine in the freezer to keep them extra fresh, but it isn't necessary.

ENJOY!!

*Author: Minimalist Baker*



### Ingredients:

1 cup packed dates, pitted\*  
1/4 cup honey (or sub maple syrup or agave)  
1/4 cup creamy salted natural peanut butter or almond butter  
1 cup roasted unsalted almonds, loosely chopped  
1 1/2 cups rolled oats (gluten free for GF eaters)  
*optional additions:* chocolate chips, dried fruit, nuts, banana chips, vanilla, etc.

\*If the dates don't feel sticky and moist, soak them in water for 10 minutes then drain before processing. This will ultimately help hold the bars together better.

*Do you have a recipe that you would like to share? Email [cklein@nashvillefs.org](mailto:cklein@nashvillefs.org)*



# CROSSWORD PUZZLE

For more NY Times Crossword Puzzles visit <http://www.nytimes.com/crosswords>

Tuesday, November 19, 1996

**The New York Times**

G. E. Paul / Edited by Will Shortz

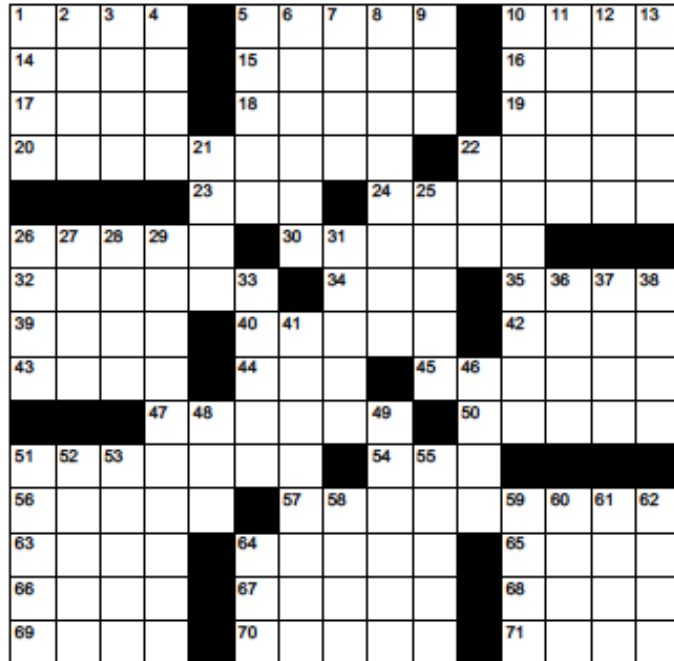
## ACROSS

- 1 Help in a heist
- 5 Neighbor of St. Pete
- 10 \_\_\_ podrida
- 14 Etna output
- 15 "Our Town" role
- 16 Close
- 17 Cereal "for kids"
- 18 Pitcher Ryan
- 19 Restrain
- 20 John Stuart Mill treatise
- 22 Senator Hatch
- 23 Airport sched. abbr.
- 24 "Erotica" singer
- 26 Part of a place setting
- 30 Angola's capital
- 32 Stinging wasp
- 34 Amtrak stop: Abbr.
- 35 Colorless
- 39 Party to a defense treaty
- 40 Old-time anesthetic
- 42 Cunning trick
- 43 Fluctuate repeatedly
- 44 West of Hollywood
- 45 Sadistic sort
- 47 Diamond arbiter
- 50 Small fry
- 51 Spat
- 54 Early Beatle Sutcliffe
- 56 Single entities

- 57 In a precarious situation
- 63 "Make \_\_\_" (captain's directive)
- 64 Astronomer Tycho
- 65 Just
- 66 Scrabble piece
- 67 Russo and Magritte
- 68 Christmas tree topper
- 69 Bullring cheers
- 70 Idolize
- 71 Bill Clinton's birthplace

## DOWN

- 1 Like Charlie Parker's sax
- 2 Farm building
- 3 Wicked
- 4 It's hailed by city dwellers
- 5 Principle
- 6 Lacking principles
- 7 Jazz bassist Hinton
- 8 Schoolyard friend
- 9 Novelist Rand
- 10 1963 Drifters song
- 11 Live's partner
- 12 What Mr. Chips taught
- 13 Gladiator's place
- 21 Nota \_\_\_
- 22 Peculiar
- 25 Cost \_\_\_ and a leg
- 26 Open carriage
- 27 Sport shirt
- 28 Paris airport



- 29 Rodgers and Hart musical
- 31 Theater employee
- 33 Site of Super Bowl XXX
- 36 Milieu for Lemieux
- 37 "I cannot tell \_\_\_"
- 38 Hive dwellers
- 41 Fitted
- 46 Sundries case
- 48 "\_\_\_ Doubtfire"
- 49 Book before Job
- 51 Capital just south of the equator
- 52 "Wait \_\_\_ Dark"
- 53 Supermarket section

- 55 "\_\_\_ Eyes" (1969 song)
- 58 Prefix meaning "one-billionth"
- 59 Snack
- 60 Passionately studying
- 61 Thunder sound
- 62 Bronte heroine
- 64 Maidenform product



14. Help in a heist





*Preferred Community Lifestyles for People with Severe Developmental Disabilities*

801 2nd Avenue South  
Nashville, Tennessee 37210

Ralph Kennedy, CEO	Tracy Kennedy, Admin Assistant	Mandy Parton, ADON	Emma David, Program Director
Nicole Kelley, Executive Director, Murfreesboro	Kay Collier, Admin Assistant	Sarah Harrison, Hub Nurse	Larry Hickey, Program Director
Shelly Hall, Executive Director, Nashville	Cathy Klein, Service Coordinator	Debora Colwell, Hub Nurse	Tere'sa Turnage, Program Director
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Susan Sawyer, Office Manager	Carmen Trimble, Clinic Coordinator	Ashley Estes, Director of TFM Implementation	John Engelman, Maintenance
Michele Callahan, Murfreesboro Office Manager		Dawn Ashley, TFM Consultant	
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