



Cherish Organizational Information

Cherish Mission

Cherish is an organization committed to providing an array of home and community based services to assist individuals with disabilities to live independently, maintain dignity and exercise personal choice.

Cherish services are designed to:

- Increase the person's independence in performing tasks and activities by teaching skills that reduce dependence on caregivers;
- Provide training in an environment where the skill being taught is typically used;
- Increase the person's opportunities to interact with nondisabled individuals who are not paid caregivers;
- Increase the person's opportunities to use community resources and participate in community activities; including recreational, cultural, and educational resources, stores, restaurants, religious services, and public transportation;
- Increase the person's opportunities to develop decision-making skills and to make informed choices in all aspects of daily living, including: selection of service providers; goals and methods; location of residence; daily routines; leisure activities; personal possessions.

Description of Organization and Organizational Plan

The governing\administrative entity of Cherish programs consists of the business co-owners Tracy L. Soderstrom, Kimberly A. Tyler, Nicole L. Potter and designated coordinators. The Cherish business owners will have final approval regarding Cherish programs, policies and procedures.

The Cherish business owners shall have program compliance oversight over the Designated Coordinators and all support services under the authority of the Designated Coordinator.

Cherish business owners and designated coordinators shall have program compliance oversight over the direct service staff.

The Cherish business owners shall be responsible for handling the billing procedure for the Cherish programs as well as all accounts receivable/payable.

Philosophy, Goals, and Purpose

The Cherish programs were developed for the express purpose of serving seniors and people with disabilities who do not need the twenty-four hour supervision found in a residential setting, yet are not ready for completely independent living. The primary goal of Cherish SILS/Waiver program is to prepare the consumers it serves for an independent life style in the community of their choice.



The philosophy of the Cherish programs is to provide for each consumer the necessary supports which will enable them to maximize their independence in the community where they reside. This philosophical goal will be accomplished by providing the consumer with assistance and/or instruction in all areas necessary for independent living. The physical and social integration the Cherish programs provide will assist the program participant in developing an independent life style. The following normalization principles are recognized as fundamental to the participant's continued growth within Cherish programs.

1. Normalization means a normal rhythm throughout the day.
2. The normalization principle implies a normal routine of life.
3. The normalization principle means that the choices, wishes and desires of the consumer are respected and taken into consideration at all times.
4. Normalization means that culturally valued means should be used in all areas to enable the consumer to lead a culturally valued life.

The ultimate goal of Cherish programs is, where possible, to gradually decrease the amount of support each consumer needs until they reach the point where that are living as independently as possible within the community.

The philosophy, goals and purpose of the Cherish programs shall be reviewed annually by the Cherish business owners and staff as applicable.

Service Range and Cost

Cherish current fiscal year and budget cycle runs from January 1, to December 31. The number of hours of service is determined in consultation with the consumer, their parents/guardian/conservator and the Case Manager from the financially responsible county.

The cost of services is paid for through state/county social service funds secured by the consumer's county of financial responsibility. The service cost is calculated according to the reimbursement standards in Minnesota Rules, part 9525.0950 and reviewed on an annual basis. Program participants are informed of the service cost through the MN DHS service authorization which they receive through the MN state system.

Staff pay rates are published on the Cherish website <http://cherished1.co>.

Roles & Responsibilities

Cherish has made every effort to make job descriptions as complete as possible; however, in no way is it stated or implied that these are the only duties required. Other related duties necessary to meet the needs of the managing party may be assigned, as necessary or required by the individual's disability.

Staff must have the ability to provide covered services according to the service recipient's plan. Staff must respond appropriately to the service recipient's needs. Staff must report changes in the service recipient's condition to the Supervisor and/or Responsible Party.



Volunteers - Cherish will ensure that volunteers who provide direct services to consumers receive the training and orientation necessary to fulfill their responsibilities.

Cherish Staff - Cherish will maintain a list of staff including direct service providers and mandated reporters.

Cherish staff will be trained on, and follow all policies and procedures written in the Cherish Policy Manual.

Policy reviewed and authorized by the Cherish owners at a formal Board of Directors meeting

Last policy review: 5/30/2019