



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

MARLON I. BROWN, DPA  
DIRECTOR

October 3, 2024

Kay Thren and Jamie Thren  
5806 W Weidman Rd  
Weidman, MI 48893

RE: License #: AF370339361  
Investigation #: 2024A1029060  
Thren AFC

Dear Kay Thren and Jamie Thren:

Attached is the Special Investigation Report for the above referenced facility. Due to the violations identified in the report, a written corrective action plan is required. The corrective action plan is due 15 days from the date of this letter and must include the following:

- How compliance with each rule will be achieved.
- Who is directly responsible for implementing the corrective action for each violation.
- Specific time frames for each violation as to when the correction will be completed or implemented.
- How continuing compliance will be maintained once compliance is achieved.
- The signature of the responsible party and a date.

If you desire technical assistance in addressing these issues, please feel free to contact me. In any event, the corrective action plan is due within 15 days. Failure to submit an acceptable corrective action plan will result in disciplinary action.

Please review the enclosed documentation for accuracy and contact me with any questions. In the event that I am not available and you need to speak to someone immediately, please contact the local office at (231) 922-5309.

Sincerely,

A handwritten signature in dark ink that reads "Jennifer Browning". The script is cursive and fluid, with the first name and last name clearly distinguishable.

Jennifer Browning, Licensing Consultant  
Bureau of Community and Health Systems  
browningj1@michigan.gov - 989-444-9614

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
BUREAU OF COMMUNITY AND HEALTH SYSTEMS  
SPECIAL INVESTIGATION REPORT**

**I. IDENTIFYING INFORMATION**

<b>License #:</b>	AF370339361
<b>Investigation #:</b>	2024A1029060
<b>Complaint Receipt Date:</b>	08/08/2024
<b>Investigation Initiation Date:</b>	08/08/2024
<b>Report Due Date:</b>	10/07/2024
<b>Licensee Name:</b>	Kay Thren and Jamie Thren
<b>Licensee Address:</b>	5806 W Weidman Rd Weidman, MI 48893
<b>Licensee Telephone #:</b>	(989) 644-2761
<b>Name of Facility:</b>	Thren AFC
<b>Facility Address:</b>	5806 W Weidman Rd Weidman, MI 48893
<b>Facility Telephone #:</b>	(989) 506-6895
<b>Original Issuance Date:</b>	09/09/2013
<b>License Status:</b>	REGULAR
<b>Effective Date:</b>	03/12/2024
<b>Expiration Date:</b>	03/11/2026
<b>Capacity:</b>	4
<b>Program Type:</b>	DEVELOPMENTALLY DISABLED MENTALLY ILL

## II. ALLEGATION(S)

	Violation Established?
There are aggressive dogs in the facility which puts the residents at risk of harm.	No
Additional Findings	Yes

## III. METHODOLOGY

08/08/2024	Special Investigation Intake 2024A1029060
08/08/2024	Special Investigation Initiated - Face to Face with AFC licensing consultant Mahtina Rubritius and sent email.
08/14/2024	Contact - Telephone call made to Community Mental Health Office of Recipient Rights (ORR) advisors Karen Bresette and Katie Hohner
08/15/2024	APS Referral made to Centralized Intake
08/15/2024	Referral - Recipient Rights - Katie Hohner will also be investigating concerns.
08/16/2024	Contact - Document Received - APS Denial sent back from Centralized Intake.
08/16/2024	Inspection Completed On-site – face to face with licensee Jamie Thren, Resident A, Resident B, and Resident C with Katie Hohner ORR at Thren AFC.
08/16/2024	Contact - Telephone call made to Guardian C1
08/16/2024	Contact - Telephone call made to Citizen 1. Number unavailable.
08/16/2024	Contact - Telephone call received to Guardian C1
08/21/2024	Contact - Telephone call made to licensee designee Jamie Thren
08/22/2024	Contact - Telephone call made to former direct care staff members Alicia and Teagan Esch
08/22/2024	Contact - Document Received from Katie Hohner

08/28/2024	Contact - Telephone call made to former direct care staff member Aleshia Esch
08/28/2024	Contact - Telephone call made to Jamie Thren and Kay Thren
09/18/2024	Contact - Telephone call received from Jamie Thren
09/24/2024	Contact - Telephone call made to Jamie Thren
09/27/2024	Exit conference with licensee Jamie Thren

### **ALLEGATION:**

**There are aggressive dogs in the facility which puts the residents at risk of harm.**

### **INVESTIGATION:**

On August 8, 2024, a special investigation was opened upon reviewing a report from Isabella County Animal Control written by Officer Marble who responded to Thren AFC for concerns regarding their two German Shepherd dogs. According to the complaint these dogs have been an ongoing concern to citizens, Community Mental Health (CMH) staff, and other agencies involved with Thren AFC for the last two years due to their behaviors such as barking and jumping aggressively including two different instances where one of the dogs dog bit myself at the AFC licensing renewal in 2022 and CMH Recipient Rights Officer Karen Bressette.

On August 8, 2024 I spoke with AFC Licensing Consultant Mahtina Rubritius who completed an on-site for another special investigation and reported all three dogs were circling her and barking in an aggressive manner. In her SIR # the following account is listed:

*"On June 5, 2024, I conducted an unannounced on-site investigation at the facility. Upon arrival to the facility, I exited the vehicle and walked towards to door. I heard a dog bark; however, it appeared to be from the neighbor's home. As I was standing at the door, knocking, I was met by a large barking dog. I spoke in a calm voice and let the dog smell my hand. Then, two more large German Shepards came around the corner of the house, barking. I was extremely afraid and fearful. The three dogs were surrounding me, barking. Then the first dog jumped up on my left side, barking. I slowly inched my way towards the state vehicle, the dogs turned away, and I was able to jump into the passenger side of the vehicle. No one ever answered the door or came outside at that time. A while later, I observed a woman walking up to the truck that was parked outside the home at which time I made face to face contact with Jamie Thren, Licensee. I informed her that I was at the facility to complete an investigation and inquired if those were her dogs. Jamie Thren stated they were and informed me that her dogs were now in the house. She laughed a bit, and I explained to her my concerns,*

*she apologized, stating that they only act that way around strangers, not the residents or people with whom they're familiar. I inquired about visitors who may be unfamiliar with the dogs, and Jamie Thren informed me that the dogs were usually in the house and that she had let them out for a potty break. She was apologetic about the dogs."*

Prior to reviewing the Case Review Report from Isabella County Animal Control, I interviewed Officer Marble from Isabella County Animal Control who stated there was not a dog bite at the address, however the dogs were loose and bothering the neighbor's livestock and children which resulted in the neighbor installing a pallet fence to keep the dogs in the home. Officer Marble stated when he knocked on the door there were three German Shepherd dog barking, growling, and acting aggressively. Officer Marble stated, "those dogs are going to hurt someone." Officer Marble stated he had to use the catch pole to keep the dogs away from him during the visit and licensee, Jamie Thren was issued a ticket because none of the dogs were licensed.

On August 15, 2024, I interviewed Community Mental Health (CMH) Recipient Rights advisor, Karen Bresette. Ms. Bresette stated there was a meeting between her supervisor April Higgins and licensee Jamie Thren and they discussed concerns related to the dogs, documentation, credentialing of the staff, consistency of a provider in the home and potential non-renewal of the special certification contract. Ms. Bresette stated she was informed Isabella County Animal Control had been there because of a neighbor who was not happy with a dog the licensee was fostering at the time because the dog was antagonizing their children and pets. Ms. Bresette stated both dogs did complete an obedience training. Ms. Bresette stated when she went to Thren AFC earlier this month, she had to wait just inside the door because both dogs were barking loudly and were loose in the house. Ms. Bresette stated there is a gate in the house now with the dogs and she stated the dogs did not touch her at all. Ms. Bresette stated two dogs remain in the facility after the foster dog was returned. Ms. Bresette stated she has not observed residents interacting with the licensee's dogs because the residents were attending the day program.

On August 16, 2024 I interviewed Guardian B1 from TLC Guardianship. Guardian B1 stated there have been no concerns brought to her attention regarding dogs in the facility. Guardian B1 stated in the past the dogs want to "love on [Resident B] so much." Guardian B1 stated the dogs will run and want attention but they have not jumped on anyone. Guardian B1 stated Resident B has never mentioned anything about being afraid of the dogs but he does not like them, however he is mostly disinterested. Guardian B1 stated she has never had any concerns regarding visitors not being able to visit Resident B in the home due to the dogs in the home.

On August 16, 2024 I received a call from Guardian C1 who stated she has worked with licensee, Ms. Thren for many years and is familiar with her dogs. Guardian C1 stated she has been to the facility many times and has never had an issue with the dogs. Guardian C1 stated the dogs bark but have never tried to bite her. Guardian C1 stated Resident C has been living there for many years and is very happy there. Guardian C1 stated Resident C is no longer prediabetic and her health has been better since moving

into Thren AFC. Guardian C1 stated she has always observed Ms. Thren to be providing the care for the residents and believes Resident C has a good balance in her life living at Thren AFC. Guardian C1 stated Resident C has always been able to have visitors while living at Thren AFC and the dogs have not prevented this from occurring.

On August 16, 2024, I completed an unannounced on-site investigation at Thren AFC with ORR advisor, Ms. Hohner and interviewed licensee Ms. Thren. Ms. Hohner and I were able to enter the home with no issue because the dogs were in Ms. Thren's bedroom when we arrived. Ms. Thren stated the dogs have not caused an issue in the past with Animal Control but they were called because the dogs were going in the neighbor's trash. Ms. Thren stated this has not been an issue lately because fencing was put up. Ms. Thren stated there are two German Shepherds in her home, Stella and Chloe, and she was fostering a third dog but on March 25, 2024 that dog was returned. Ms. Thren stated she did receive a ticket from Animal Control because she did not have a license and vaccination records for the dogs, however, she did have that completed and I was able to verify they were both valid until 2026. Ms. Thren stated the dogs charged at Officer Marble because he used the catch pole with them. Ms. Thren stated the dogs did bite Ms. Bresette in the past from CMH because while there for a visit. Ms. Thren's stated her husband fell during Ms. Bresette's visit and Ms. Bresette was assisting Ms. Thren in getting him up from the floor when the dog Stella bit Ms. Bresette in the face. Ms. Thren stated she did not know the date when this occurred but it was after the same dog bit me during the renewal inspection in 2022. Ms. Thren stated she sent the dogs to a two week stay at a boarding training center Mid-MI K9 Academy on October 21, 2023 and she believes this helped them.

Ms. Thren did agree the dogs charged after Ms. Rubritius on June 5, 2024 when she completed an on-site for a special investigation but Ms. Thren stated the foster dog, Luca, was the main one who jumped on her and scared her and the other two were barking.

Ms. Thren stated the residents do have visitors at the home and the dogs have not caused an issue preventing this from occurring.

During the onsite investigation, Ms. Hohner and I attempted to interview the three residents however, none of them could give details about how they felt about the dogs except for Resident A who said she liked them. None of the residents appeared to be fearful of the dogs during the investigation. Ms. Thren let the dogs out of the bedroom and they were barking and circling Ms. Hohner and I however, neither tried to bite or jump and they calmed down eventually when Ms. Thren called them over to her.

On August 22, 2024, Ms. Hohner and I interviewed former direct care staff member Teagan Esch who stated she left her employment August 16, 2024 and no longer works for Ms. Thren at Thren AFC. Ms. T. Esch stated the dogs could be a little rowdy at times but not toward the residents, but toward the community professionals or people that would drop off the residents. Ms. T. Esch stated they would bark at her but have never tried to bite her. Ms. T. Esch stated there was a third foster dog who is no longer

there and he tried to bite her, Ms. A. Esch, and chased a runner who was running down the street. Ms. T. Esch stated this dog was returned to Animal Control because the owner did not want him back. Ms. T. Esch has never observed any interactions with the residents and the dogs that she was concerned about.

On August 28, 2024, Ms. Hohner and I interviewed former direct care staff member Aleshia Esch. Ms. Esch stated she did not have any concerns regarding how the dogs act with the residents however when they left their bedroom doors open, they would go in and chew on their items because the dogs were allowed to do whatever they wanted, but she denied seeing them show aggression toward the residents. Ms. A. Esch stated the dogs do act better when Ms. Thren is not there because she did not put up with them barking and jumping on anyone when she was working there. Ms. A. Esch stated she did have her 1.5-year-old granddaughter at the home and one of the dogs Stella tried to bite her neck area. Ms. A. Esch stated the dogs jumped on Resident B's guardian in the past and scratched her up. Ms. A. Esch stated the dogs did complete obedience training but there was no follow through with the training.

<b>APPLICABLE RULE</b>	
<b>R 400.1408</b>	<b>Resident care; licensee responsibilities.</b>
	<b>(4) A licensee shall provide all of the following: (b) Opportunity for the resident to have contact with relatives and friends.</b>
<b>ANALYSIS:</b>	There are two German Shepherd dogs in the home that have displayed aggressive behaviors in the past but have not caused harm to the residents at this time nor have the dogs prevented residents from having visitors to the home. Guardian C1 did not report any concerns regarding the dogs in the home and the residents did not appear to be fearful of the dogs during the investigation nor were the dogs aggressive toward the residents or visitors of residents.
<b>CONCLUSION:</b>	<b>VIOLATION NOT ESTABLISHED</b>

#### **ADDITIONAL FINDINGS:**

#### **INVESTIGATION:**

On August 16, 2024, during the on-site investigation, Ms. Thren, was asked to produce training records for direct care staff Aleshia Esch and Teagan Esch on the Person-Centered Plans (PCPs) for Resident A, Resident B, and Resident C. Ms. Thren stated that she did not have copies in the home, but they were available in the Electronic Medical Records (EMRs) for the Residents which Ms. Hohner stated she could retrieve at Community Mental Health.

During the on-site investigation, I reviewed the employee records but did not find documentation that the employees were trained on the individual resident PCP's.

On August 22, 2024, Ms. Hohner reviewed the EMRs for Resident A, Resident B, and Resident C and a training record for Aleshia Esch and Teagan Esch was not found for Recipient A and Recipient C. A training record for Teagan Esch was not found for Recipient B.

On August 22, 2024, Ms. Hohner and I interviewed direct care staff member Teagan Esch. Ms. T. Esch stated the only PCP she ever read was Resident C's right after she started working there but stated she was never trained on other resident PCPs and did not read the PCP for Resident A or Resident B even though she was providing direct care to them.

On August 28, 2024, Ms. Hohner and I interviewed former direct care staff member Aleshia Esch. Ms. Esch stated she was not trained on the Resident PCPs. Ms. A. Esch stated she has worked for other AFC's in the past and she asked Ms. Thren to review them but Ms. Thren did not give her the plans to review.

<b>APPLICABLE RULE</b>	
<b>R 330.1806</b>	<b>Staffing levels and qualifications.</b>
	<b>(1) Staffing levels shall be sufficient to implement the individual plans of service and plans of service shall be implemented for individuals residing in the facility</b>
<b>ANALYSIS:</b>	Licensee Ms. Thren did not have written verification that Ms. T. Esch and Ms. A. Esch were trained on the residents' Person Centered Plans. Both Ms. T. Esch and Ms. A. Esch stated that they provided direct care to Resident A, Resident B, and Resident C despite not receiving training on the Person Centered Plans. On August 22, 2024, Ms. Hohner reviewed the EMRs for Resident A, Resident B, and Resident C and did not find completed trainings for their PCPs.
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

#### **INVESTIGATION:**

During the on-site investigation on August 16, 2024, I observed that Resident A did not have a mattress on her bed or bedding. I observed Resident A had a platform twin bed with an air mattress typically used for camping on her bed. Ms. Thren stated this was because Resident A had incontinence every night for the last two months.

Ms. Thren was able to show us the linens that were on the air mattress which were currently being washed. I informed Ms. Thren Resident A needed to have an

appropriate bed and could not sleep on an air mattress. Ms. Thren sent verification with an emailed picture on August 31, 2024 showing an appropriate mattress had been added to Resident A's bedroom.

APPLICABLE RULE	
R 400.1433	Bedroom furnishings
	(3) A licensee shall provide a resident with a bed that is not less than 36 inches wide and 72 inches long, with comfortable springs in good condition, a clean protected mattress which is not less than 5 inches thick or 4 inches thick if of synthetic construction, and with a pillow.
ANALYSIS:	During the on-site investigation, Resident A did not have a mattress on her bed. Resident A had a platform twin bed with an air mattress on her bed. Ms. Thren sent verification with an emailed picture on August 31, 2024 showing an appropriate mattress had been added to Resident A's bedroom.
CONCLUSION:	VIOLATION ESTABLISHED

#### IV. RECOMMENDATION

Upon receipt of an approved corrective action plan, I recommend no change in the license status.



Jennifer Browning  
Licensing Consultant

09/27/2024

Date

Approved By:



10/03/2024

Dawn N. Timm  
Area Manager

Date