

Celebrating 40 Years of Community Opportunities

We celebrated 40 years with an Open House on Sunday, September 18. Those in attendance enjoyed sharing fond memories, visiting, some fun craft projects and fabulous food.



There was much to celebrate in conjunction with our 40th Anniversary. Diane Campbell, who was a board member with the Adult Day Program (SELS), and then served on our Board after the dissolution of the SELS Board, retired after 29 years of service.

Diane served on the Board from July 1987 to July 2016 and was Board Secretary from August 2010 through July 2016. Diane was an effective advocate for the people we support and served as the Board Secretary for many years. Diane was presented with an engraved plaque commemorating her years of service on the Board along with a letter of recognition for distinguished service from Governor Nixon.



We also celebrated Susan Mudd's 25th year anniversary with the organization. Susan joined the organization on July 27, 1991 as a Program Manager II/QDDP in Residential. In 1995 she was promoted to Early Intervention Director (later renamed "Director of Children's Services") and served in that capacity until 2009 when the schools took the program in house. (continued on page 2)



Susan then served as Director of Quality & Education with special funding from Medicaid. In 2011, she was appointed Director of Residential Services where she serves today. Susan provides outstanding leadership not only to the Residential Dept., but for the entire organization through her professionalism and wicked funny humor. Susan said “During the past 25 years, I have had the privilege of getting to know some of the most giving and caring people I will most likely ever meet, both those we support and



the individuals providing direct support. As with many careers there are ups and downs and I have had those. But when reflecting on the experiences I have had with this agency I cannot imagine being anywhere else.”

There is a timeline posted in the Program building highlighting the history of our organization. Take a few minutes to read it if you haven't had the opportunity to do so. Many thanks to the staff and clients who helped organize and host this great event. Sarah displayed her beautiful artwork and demonstrated her painting skills for our guests. Zach shared his talents



in car re-finishing by displaying some of his projects. Many clients who participate in the craft classes encouraged visitors to participate in fall craft activities. We had representatives from BCI Employment Services and Aqua Ability present to share information about their services. Brenda with assistance from Crystal, Katrina, Eric, Regina, Vanessa, Donna, Kim and Deanna prepared an amazing buffet of delicious appetizers. Cindy, Jeanne, and Amanda organized the craft demonstration



while Yaelie, Tim, Robert and Curtis assisted. (continued on page 3)





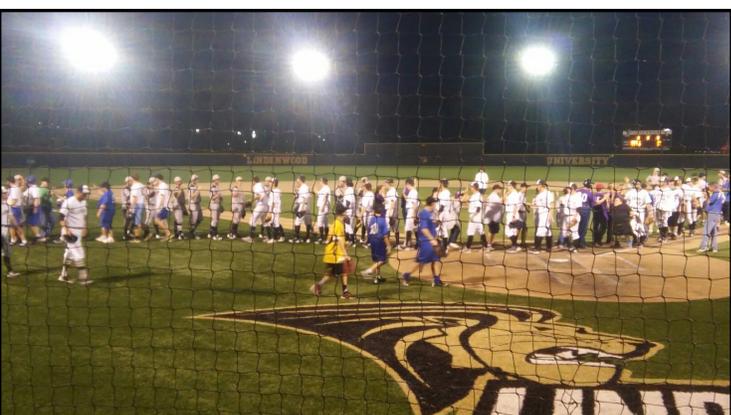
There were over 125 friends, family, former and current board members, staff, clients and community members in attendance. We would also like to thank our local business who donated items for the various door prizes awarded during our 40th Anniversary Open House - KFlynn Insurance Agency, Peoples Bank and Trust of Lincoln County and Mercy Hospital Lincoln.

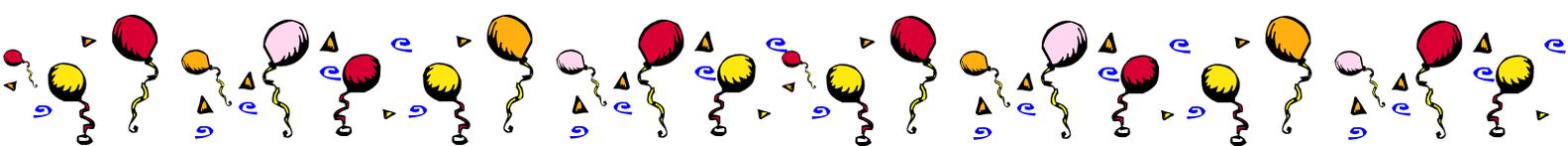
Thank you to everyone who assisted in making this event a success!



Batter Up!

Lincoln County Roadrunners took the field at Lindenwood College at 6 pm on Oct. 4. After a summer of amazing play, this game was a great way to end the season. Before the game, all the players enjoyed a meet and greet with the Lindenwood University players. Everyone played extremely well and embraced the good sportsmanship.





EMPLOYEE ANNIVERSARIES

ONE YEAR

Pamela Robertson

TWO YEARS

Sonya DeMerchant
Deja Jones

FOUR YEARS

Gina Gipson
Constance West

FIVE YEARS

Margaret Hill

SEVEN YEARS

Misty Todd

EIGHT YEARS

Tracy Carroll
Robert Lawson

NINE YEARS

Janelle Wall
Dustyn Briggs

ELEVEN YEARS

Julie Privett

TWELVE YEARS

Roger O'Connor
Kimberly Wester

SEVENTEEN YEARS

Cynthia Stanek

NINETEEN YEARS

Angela Hager

TWENTY YEARS

Joan Story

TWENTY FIVE YEARS

Susan Mudd

TWENTY NINE YEARS

Darla Gamble

Happy Anniversary!

Day Program held a luau on August 18. Everyone enjoyed fruit kababs, slushies, playing tropical music and attempts to hula hoop. While some participated in the limbo, others cheered them on!





Hats Off to...

- ★ ...Barbie for helping Tom to get used to the residential case management monitoring and for answering all his questions.
- ★ ...Cindy T. for getting placement for her individual.
- ★ ...Joan for another two vans.
- ★ ...Norm and Tom for getting the two new vans ready.
- ★ ...Tom S. & Ryan for assisting in making the lift and transferring videos.
- ★ ...Brenda, Cindy, Vanessa, Donna, Jeanne, Kim, Deanna, Dustyn, Yaelie, Tim, Robert and Curtis for all they did to make the 40th Anniversary Celebration such a success!

On Friday, July 9th, everyone gathered together to celebrate the artwork from Jessica S. at the Administration Building. Jessica is very creative and has been crafting different projects for many years. She was asked to make some artwork for the Administration Building. Stop by and check out her amazing creations!



David got to be the bat boy for the Storm baseball game on Wednesday night, 9/28. David goes with the team to the batting cages and does give the catchers and pitchers some good pointers. The Storm is based out of Hawk



Point and ended the Spring Summer season as the 2016 Lincoln County Juvenile Division Champions. The Storm is coached by our own Brian Scott. Way To Go!!



Upcoming Training & Events

- ⇒ **Self Advocacy Training for Clients and Support Staff** - Friday, Dec. 9, 2016, 2:30-3:15 p.m. Sun Room located in the Program Building; please RSVP - 636-462-7695, ext. 130
- ⇒ **Annual Staff Required Trainings**
Just a reminder, staff annual required trainings (HIPAA, Abuse & Neglect, SDS, Ready in 3 Emergency Preparedness, H&S Emergency Policies & EMT Report Writing) are now assigned to staff to complete in College of Direct Support. Check your agency e-mail regularly for assigned trainings/messages!
Remember –staff are required to attend/complete scheduled trainings & in-services!



Increased HRA Reimbursement for Staff Deductibles –Keeping Your Out-of-Pocket Costs to a Minimum

Full-time staff enrolled in our group medical plan through United Healthcare now have a \$2,500 individual deductible for the plan year that began October 1, 2016 and ends September 30, 2017. In an effort to keep our employees' out-of-pocket costs with the increased deductible to a minimum, our Board has generously agreed to increase the portion of deductible the agency will reimburse through our Health Reimbursement Accounts (HRAs). As of October 1st you are now be responsible for the first \$750 of your individual deductible & the agency will reimburse the remaining \$1,750!

Reimbursements claims via TASC can now be made/submitted electronically at www.tasconline.com. Click the "My Task" tab in the upper right corner of the home page & that will direct you to your log-in. If you have not enrolled in TASC's on-line access, you can call their toll-free number for assistance with registering for the first time at 1-800-422-4661 8am-5pm Monday-Friday. You can also call the same toll-free number if you prefer to submit reimbursements via Fax or Mail by asking for a "Request for Reimbursement Form" to be sent to you via mail/email.

Healthcare costs continue to skyrocket causing many companies/individuals to sacrifice or cut benefits to offset the difference. Our agency continues working hard to provide our staff with the highest quality health coverage and many other fantastic agency-paid benefits!

Reminder from the Health and Safety Committee:

Please remember Norm is performing monthly safety and maintenance checks on all of the vehicles. However, it is still staff's responsibility to complete pre-trip walk arounds; checking all wheelchair straps and seatbelts in ramp vans; maintenance (tires and fluids) checks when fueling the vehicles; cleaning and vacuuming your location's assigned vehicles and reporting any known issues to your immediate supervisor.

Direct support staff use the vehicles on a daily basis need to be alert for any issues which could become larger requiring extensive and expensive repairs. Any needed maintenance should be reported to Teresa as well. On a great note, we have received two new ramp vans, the CO-22 and the CO-30 (yes, we have 30 vehicles)!!



FRIENDLY FACES

Name: Susan McDannold Mudd

Family: Steve, husband – Andrew (19) & Avery (17) sons, Dad, 2 sisters, 1 brother, father-in-law, brothers-in-law & sisters-in-law.... Numerous nieces, nephews and a few great nieces and nephews.

Tell us about you: My family is everything to me.... this includes my Dad and sisters and brother (and their families too). I like people, but not typically large crowds. I love to travel, but cannot wait to get back home. I speak in sarcasm, break out in song frequently and quote movies. My life is simple, yet busy. I love my faith and church community. I cannot leave the house without lipstick.



Who is your personal hero and why: my friend, Ginny – she has the deepest faith of anyone I know.

Favorite Hobby: I don't have a favorite hobby...but, I like to paint/upscale furniture, recycle things...bottles, dishes, vases, etc. and come up with new uses for them.

Favorite Junk Food: I can't just choose one...so instead I will tell you my favorite "junk drink", Diet Coke.

List one personal phobia or odd habit? Not really a phobia....but I do not like movies which portray "end of the world/devastating to man-kind kind of things" such as huge natural disasters, aliens, etc. When I was young, at a very impressionable age I suppose, I saw the original Planet of the Apes movie... the scene where part of the Statue of Liberty is on the beach...scared me to death! If you have seen the movie, you know what I am talking about, the people realized they were still in the US and apes had taken over! Makes me shudder just writing this...

How do you unwind after a long day? There's not much "unwinding" at the end of my day. Sometimes between 9-10p I get to watch TV.

What unique talent do you have? I can raise one eyebrow.

Best advice for new employees? Work hard, but have fun too and having a good sense of humor will many times get you through the day!

In your 25 years, what is your favorite memory? My favorite memory is kind of a sad one for me too. In the spring of 2009 as the Early Childhood Special Education program was winding down its last session (this was the last year we were providing those services) we had a family event. It was a literature night & the students and parents were invited to wear their pajamasit was like a pajama/story-time party. What you first must know, is that I despise "pajama day" at school and would not let the teachers ever have a day such as this. But, for this evening, family event I had agreed .I went from classroom to classroom and watched the teachers through their classroom windows. My heart was filled with love for all those participating that night as I watched the children soak in the stories, the teachers & parents enthusiastically reading and all having so much fun with the activities. I particularly watched the teachers that night, a group of women who I had known for a number of years. I had been concerned about our little "group" no longer being together. But, as I watched them that night I knew they were doing what they loved and, even after the preschool closed, those women would go on to do what they love and enrich others' lives.

If you won the lottery, what would you do? Give money to my church, St. Clement, share with my family and travel and Darla too!



Tom Wehmeyer



Health & Safety Corner



Safety Tips

Fall Safety Tips:

Fall means a number of wonderful things, like warm, comfy sweaters, foliage, and baking pumpkin pies. For drivers, fall also brings unique dangers to the roads. Being prepared for fall's inclement weather and hazardous driving challenges is half the battle. Check your tire pressure: Since fall weather rapidly changes from warm to cold, your tires will often expand and contract. This can lead to a loss of pressure. Weather conditions can be unpredictable in the fall. Weather can turn rainy and cold in minutes. And with days getting shorter, you could find yourself commuting to or from work in darkness.

Back-to-school traffic

Fall means back to school for kids, which means more cars and buses on the roads. Watch out for increased pedestrian traffic in the morning and afternoon as children walk to and from school and their neighborhood bus stops.

Rain

The first rain in a few weeks can be particularly dangerous, as water pools on top of dust and oil that haven't had a chance to wash away and makes the pavement extremely slippery.

Leaves

Fall foliage is beautiful, but as leaves begin to fall, they litter the roads, making streets slick while obscuring traffic lines and other pavement markings. They also hide potholes and other hazards. When it rains, it can make those wet leaves on the roadway as dangerous as ice.

Fog

Cold fall mornings often lead to fog, which can limit your driving visibility and perception of distance. Fog tends to occur in low places or areas surrounded by hills, water and trees. One common mistake drivers make during foggy conditions is putting on their high beams instead of staying with their low beams. This only makes visibility worse because your high beams will bounce off the fog and create glare. When driving through fog, slow down and stay well behind the car in front of you so you'll have adequate time to stop if you need to.

Frost

During the fall, temperatures tend to drop dramatically during the night, which can lead to morning frost and icy spots on the road. This is especially common on bridges, overpasses, and shaded areas of the road.

Deer

The fall season brings an increase in deer activity because it's their time for mating and migrating. If you live in a deer-heavy area, watch for darting deer, especially when driving at night.

Out & About in the Community

Megan, David, Terry & Jessica stopped at Burger King for lunch.



Terry & Jessica couldn't resist clowning around while Megan

and David put on their best smiles for the camera.



Jerry took advantage of a warm September day to play some Frisbee golf with Kim, at Indian Camp Creek Park.



More Fun at the Muny

The Muny Season continued to provide enjoyment for everyone. Pictures here are from the Music Man and Mama Mia.



Fun Times!

L.C. Health Department Celebrates 50 Anniversary!



We helped the L. C. Health Department celebrate their 50th Anniversary on August 5. Everyone had the opportunity to see the ambulance, the medical



helicopter and K-9 unit. In addition, there were snacks that included special cupcakes made by our own, Gina Gipson!



Welcome New Employees!!

Emma Farris - CST,
Community Skills

Diana Bechtel - CST,
Day Program

Donna Hughes - Job Consultant,
Employment

We are hiring!

Residential Life Skills and Community Skills Teachers!

You must be 18 years old, have a HS Diploma/GED,
Valid Missouri Drivers License and a clean background.

Applications are accepted Wednesdays 9-11 am



On August 27, Doug, his mom, Dot, his sister Julie and staff, Robin traveled to Clarksville, MO to attend the annual 'A Day in Oz Festival'. This magical festival starts early in the day with the great Oz characters - Dorothy, Scarecrow, Lion, Tin Man, The Wicked Witch and Glenda.

Everyone was able to see skits by the Oz characters, puppet shows, Dunk the Wicked Witch, Miss Dorothy Look-A-Like Contest, Little Mr. Scarecrow Contest and many more activities throughout the day. Doug was treated to lunch at Tubby's that included ice cream! Everyone had a wonderful time and look forward to next year's event!

Employment

Employment Services Congratulations to:



Dennis R. -



Paige G. reached her 90 days at Daddy Ray's on 9/28/2016.



Joseph M. started at Excalibur Packaging on 7/26/2016.

Congratulations!



Regina was recognized as Employee of the Month at BCI for the month of August 2016. She was selected because of her increased productivity and her attendance became more consistent. In months prior, she had been in a bit of a slump, but increased her efforts and quickly became a more productive employee. BCI stated, "Lately she has demonstrated the qualities we look for in an employee...This was our way of saying that we notice the changes that she made and hope that she continues on the right path." Good job Regina -keep up the good work!

Supported Employment welcomed:

Tony J.



Johnie C.



Brian J.



William W.



Cody C.



**Best wishes in your
employment endeavors!**

Community Opportunities recently lost 3 friends ~ Ellen Creech, Sharon Hensley and Bob Bishop

Ellen & Sharon....well, for many years they kind of came as a “package deal”. They lived together for 24 years while receiving residential services through Community Opportunities. Staff who supported these ladies for many years said they sometimes acted “like an old married couple”....as they bickered a little back and forth, but dearly loved each other. The two ladies lived in an apartment on Main St., but spent most of their time together at Hackberry. Until his passing, Ellen’s dad came every Saturday to visit her. He also visited with Sharon....those two had so much fun together. Sharon looked forward to those visits as much as Ellen.

They both attended the day program. Sharon was joker and found delight in make others laugh. Ellen liked to play tricks on others too as sometimes she would shut the door and shut out a support staff from someone’s office or room and would laugh as the staff then opened the door. Ellen was a gentle soul who patted others and said “aww” and blew kisses to express her love for others. As Sharon’s health declined she moved in January 2014 and Ellen missed her. She checked in her old room for her and sat near her front window watching.

Ellen continued living at Hackberry until her passing in Sept. 2016. However, to some it just wasn’t the same without those two together. It is not surprising, that although the two had not seen each other for about 2 ½ years, Sharon passed away two weeks after Ellen.

Have fun ladies ~ enjoy ice cream shakes (compliments of Mr. Creech) and lots of laughs!



Bob was probably the agency’s most loyal Cardinal fan. He watched games, went to games, had memorabilia and sometimes scheduled his life around watching a game on TV. Bob not only enjoyed watching baseball on TV but could also be found watching CNN or other news channels.



He was a kind hearted man, always asking about others and thanking those who helped him. For a number of years Bob attended Sacred Heart Catholic Church and was a member of the Knights of Columbus. He was quite proud of his membership and told others of this accomplishment. He also attended other nondenominational Christian churches in his later years. Bob attended the day program when he first came into services with Community Opportunities, but then went to work at EarthWise Industries. He retired from there in 2014 and enjoyed his retirement!

Bob moved in August of 2015 and during the last several months of his life lived in St Charles. He will be missed by his family and those who knew him. Rest in peace Bob.

A Couple of Reminders....

- ...Please be sure to turn receipts in! All medical receipts go into envelope provided, then directly to Joanie’s inbox.
- ...Wal-Mart, gas and grocery receipts go in the hanging file by Teresa’s desk at the Program Building. **Please be sure to mark on them which location & EBT information if applicable.**
- ...Complete and turn in Personal Purchase Forms
- ...Remember pay periods have changed. If you have questions, please see your supervisor.
- ...Please remember to turn in Monthly Inspections to your supervisors by the 20th of each month.
- ...Limit cell phone usage to work related calls.
- ...Per Diem Staff—availability calendars are due by the 5th of each month.
- ...Be mindful of the dress code.
- ...Be positive role models!
- ~Thank you for everything you do to make a difference!