

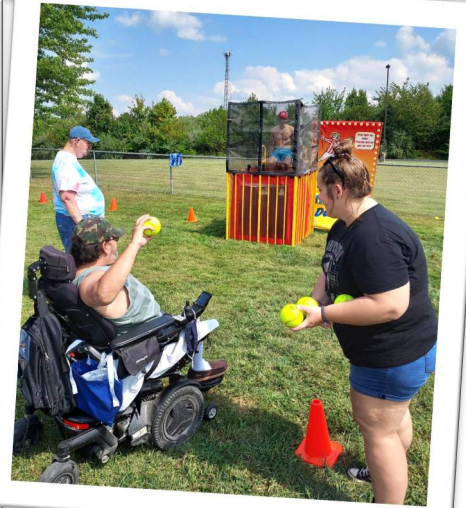
Opportune Times News & Views

Direct Support Professionals Recognition Week was September 12th-16th this year! This was an opportunity to highlight the dedication and incredible supports our DSPs provide on a daily basis. To say “Thank You!” the committee planned daily celebrations to make it a week-long affair for all to enjoy!

Monday, Agency shirt give-away, Tuesday, a visit from The Coffee Camper, Wednesday, Lilly’s Snow Cones, Thursday, Slim Chickens and Friday, the end of Summer Bash with yard games and a dunking booth!

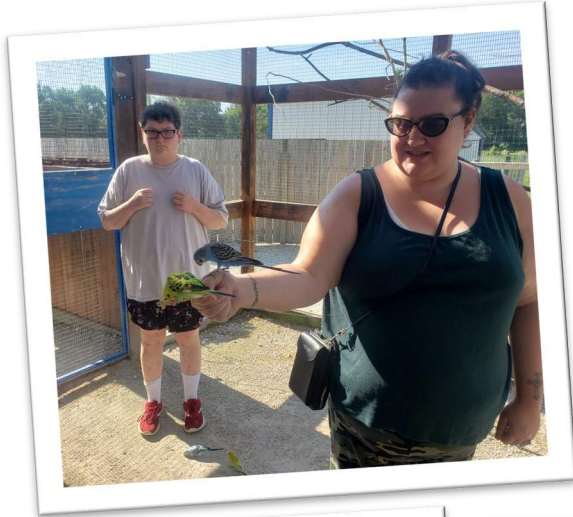
Congratulations to the Guess the Baby Picture contest winners, Kelsey Matthews and Jen Winter both correctly guessed 17/22, and were rewarded with \$10 Walmart gift card. Honorable mention goes to Kelsey Cannon and Cindy Stanek who tied for 2nd place with 16 correct guesses!

Thank you, to the amazing DSPs we are fortunate to have working for our agency.

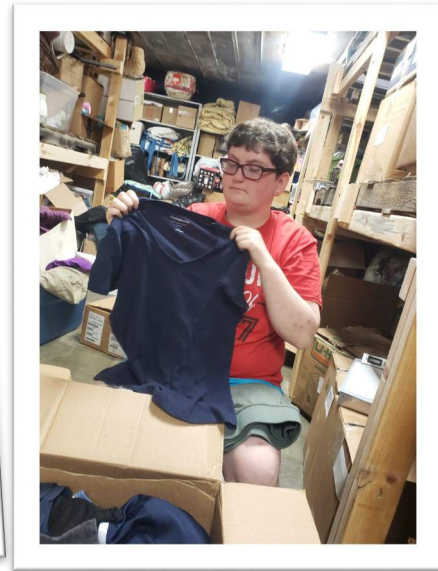


Community Services...

All work & no play -NO WAY!



Britney & Lexi enjoyed their morning at Big Joel's Safari and Zoo.



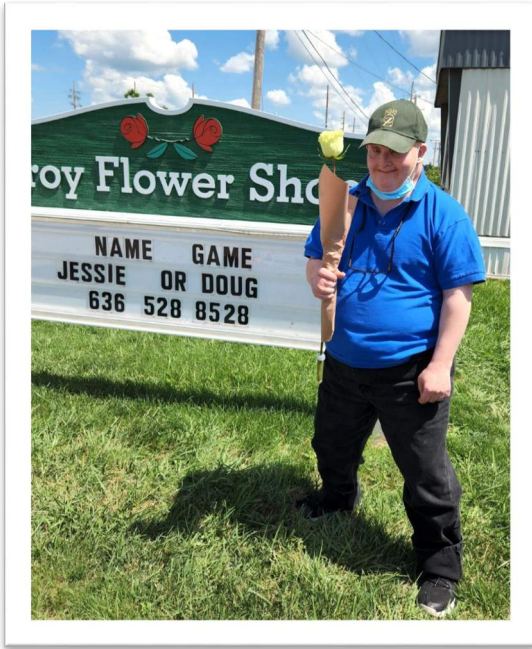
Ty (far left) is pictured boxing food at Moscow Mills Methodist Church food pantry and Lexi volunteers at Restore. Awesome examples of how our CS clients give back to our community!



Karaoke is always a favorite afternoon activity at Day Program ~ especially, on a mild-summer day. Singing, dancing and relaxing was enjoyed by all!



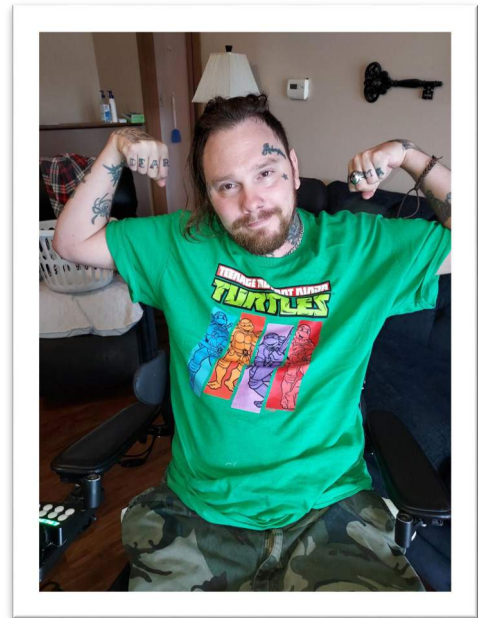
Busy in Residential Services



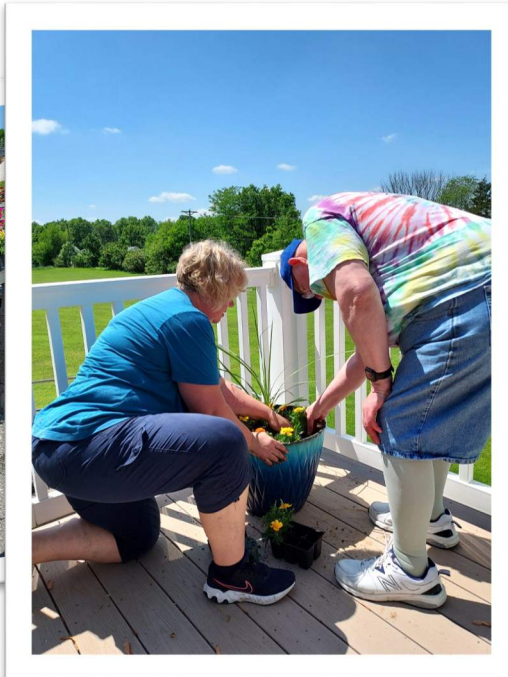
Everyone smiles when their name is on the Troy Flower Shop board! Doug got his rose and was super excited. The lady in the flower shop asked if she could have a list of our friends so they can make sure they all get a rose. What an awesome & supportive community partner!



Josh (right) is sporting his new t-shirt, a gift from a friend. He also enjoys showing off results from weight lifting. Keep up the hard work Josh!



Ray (bottom left), choosing beautiful flowers with Jerry and Donna (center) for planting. Friends working together for their outdoor living space. Donna enjoys gardening and shares tips and tricks with her friends!





Chef Jerry's housemates say he makes the best taco pizza! Oh my goodness! Doesn't that look delicious?!



Ray made a Fall hanger for his home. Pictured left, he masters his top stitch to finish his project.



Steven (below) visited Jonesburg on October 4th. Steven had lunch with his cousin, Cookie, at "The Warehouse Bar & Grill" in Jonesburg. He was impressed with the number of TVs on the walls and ate a delicious hamburger and all the fries he could eat! He also visited his parents' gravesite at Jonesburg Cemetery. He was so excited to tell people all about his adventure and invited "everyone" to come have fun at Jonesburg next time, "the whole gang!"



Employment Services

The Employment Department is having a hard time hiding their excitement with all the new jobs people are starting!



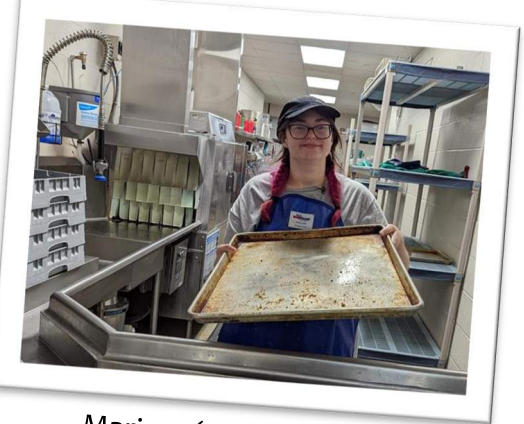
May (above) is working at Zaddock's as a Hostess. She started in August.



Caleb (above) has been working at County Market as a Stocker since August.



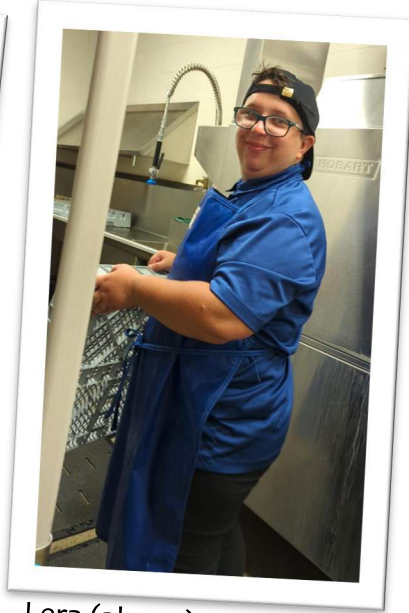
Eric (above) is working at LCR-3 School District as a Janitor since August.



Marissa (above) is working at Chartwells as a Dishwasher since September.



John (above) is working at Polar Station as a Crew Member and started in September.



Lera (above) is working at Chartwells as a Dishwasher and started in August.



Nadine (left) is working at County Connections as a Cleaner since August.

This quarter also welcomed several new faces to Employment - Austin T. and Jared S. started in Discovery and Exploration, Brant W. returned for Job Placement services and Seth A. came in for ES services.

Thank
you!

On Aug. 28, Sacred Heart Parish Knights of Columbus Council 6525 in Troy, held it's first **"Dottie Hibbeler Memorial Fundraiser"**.

Funds were raised through amazing, action-packed Ping Pong and Corn Hole tournaments. The day was packed with hundreds of people having a wonderful time being competitive in the games, and enjoying tasty food and music.

Sacred Heart Parish Knights of Columbus is privileged to be able to donate \$4,065.50 to the American Cancer Society and \$4,065.50 Community Opportunities.

Thank you to the Sacred Heart Knights of Columbus Council #6525 for hosting the **"Dottie Hibbeler Memorial"** and your generous donation to our agency!

Congrats, Brittany, for placing FIRST PLACE in the brownie contest! Below is Brittany & her award-winning recipe!

Brittany's Award-Winning Peanut Butter Frosted Brownies

Brownies:

- 1 cup Reese's chips
- 1 pkg peanut butter cookie mix
- 1 pkg Triple Chocolate Brownie Mix
- 1 can diet sprit or other citrus soda
- 1 snack cup of applesauce

Directions:

1. Prepare peanut butter cookies following package directions. Allow to cool and chop cookies into pieces. Set aside.
2. Prepare triple chocolate brownie mix batter, substituting diet soda for water and use apple sauce snack cup instead of oil.
3. Fold chocolate chips and chopped cookies into the brownie batter.
4. Bake following brownie package instructions. Allow to cool. Frost and enjoy!

Frosting Recipe:

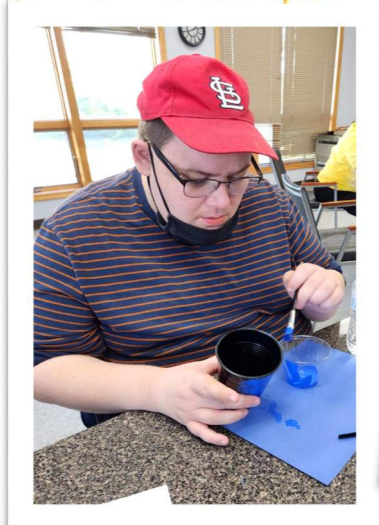
- 1 cup unsalted butter softened to room temperature
- 1 cup creamy peanut butter
- 3 cups powdered sugar
- 1 teaspoon vanilla extract
- 2 tablespoons milk

Directions:

1. Combine butter and peanut butter in a large bowl and use an electric mixer to beat until creamy and well-combined.
2. Gradually (about 1/3 cup at a time), with mixer on low speed, add powdered sugar until completely combined.
3. With mixer on low-speed, add milk and stir until well-combined. Gradually increase speed



Fall Crafts





Bowling is back and everyone is excited! Smiles shine extra bright on Mondays and athletes proudly wear their team shirts as they look forward to visit with friends and knocking down pins! Athletes were recognized at the Special Olympics banquet - dancing, dinner served by the cub scouts and trophies were presented.



CARF Survey Dates

We have received our CARF Survey Dates –**December 12th & 13th!** For those of you who do not know what this is...let me break it down:

CARF International (the Commission on Accreditation of Rehabilitation Facilities), is an independent, nonprofit accreditor of health and human services.

The CARF accreditation process starts with a provider's commitment to continuous improvement and culminates with external review, the 2 day survey by 3 external surveyors,) to ensure policy/procedures and service practices meet international standards of quality.

CARF establishes written standards that providers must meet and updates/develops new standards as needed each year. The review of over 1078 CARF standards were assessed during our last survey in 2019.

This will be the agency's eleventh CARF survey. Thus far, we have maintained the highest level of accreditation, which is a 3 year accreditation. We are confident that the excellent services and supports we provide each day will result in another successful survey!



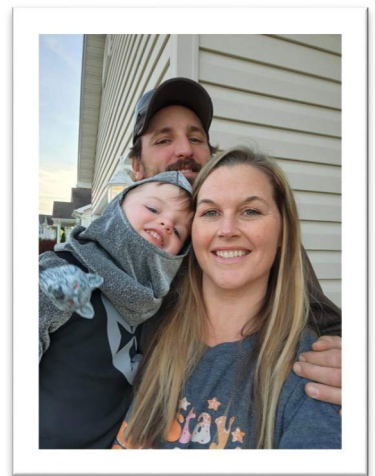
C.A.S.E. Award Winner!

Angela is a shining star within Community Opportunities. She was nominated by Count connection's Tiered Support Team for displaying connection, advocacy, and support excellence (C.A.S.E.). She goes above and beyond for the individuals she supports. She is able to connect with those she supports and knows them all very well. She is able to stay cool and calm during a crisis situation. Recently, (August) she was able to support an individual through a mental health crisis. Using her training and skills, as well as her rapport, she successfully was able to calm the individual and ensure their safety and the safety of the housemates as well during the crisis. Her positive attitude and down to earth demeanor is to be commended. Angela goes above and beyond each day she arrives to support her clients. She is a true asset! Congratulations, Angela!



Hello! I'm Kim Kallash...

I was born and raised in Troy, MO. I have been married for almost 11 years, to Kane, and have a three year old son, Kole. Both boys are nonstop busy and keep me on my toes. We have one dog, Axl and a pot bellied pig, Oscar. I have 2 older brothers, one of which you may know, Tony J. I have always enjoyed taking care of others and decided to start a career in health care. From 2011-2017 I worked at Community Opportunities starting in residential services, then in Day Program, did some PA hours, and overnights. I decided to further my healthcare career and started nursing school, graduating in 2017. Since then I have worked at SSM Lake St. Louis, a Home Health company, and currently work at Progress West. I am excited to rejoin Community Opportunities under a new roll as the RN consultant and see some familiar faces and get to know the new ones.



Email Etiquette



Every email you write has the same basic structure: Subject line, greeting, email body, and closing. But as with every written form of professional communication, there's a right way to do it and standards that should be followed. Here's how to write a proper email:

- 1) **Subject Line:** The subject line could be the most important part of the email. Write a clear, concise subject line that reflects the body of the email. Avoid subject lines with general words like, "Hi," "Touching Base," or "FYI," and do not leave the subject line blank.
- 2) **Openers:** you'll want to include a quick professional greeting to acknowledge the reader before diving into your main message or request. The exception: When you're on an email chain with close colleagues, it often becomes more natural to drop the opener (as well as the closing). Though it may initially feel like a faux pas, it signals a better professional rapport.
- 3) **Body:** Keep it as focused as you can. Nobody wants to receive a novel.
- 4) **Reply All: Avoid using "Reply All" unless everyone needs to know.**
- 5) **Punctuation:** Enthusiasm is great. But in certain contexts, the overuse of exclamation points and other punctuation can do more harm than good.
- 6) **Attachments:** Only send attachments when necessary. If the attachment is only one page, go ahead and take an extra moment to include it in the body of the message as well. Double check that the attachment is fully loaded before you send.
- 7) **Draft:** After you've written your email, do a quick proofread before you hit send.
- 8) **Stay Positive:** It's inappropriate to email negative comments. An email in all uppercase letters connotes anger in an email. Face-to-face communication is best when relaying bad news.

You are, after all, a representative of your agency when you use a company email address.



Healthy Living

“How to Stay Healthy During the Holidays”

- Excerpt Source: Noma Nazish, Forbes magazine 12/28/18

Here's some simple steps that allow you to enjoy the holidays without sabotaging your health or waistline:

- 1) **Eat Mindfully.** It takes as long as 20 minutes for your brain to register your stomach that it's full. Before taking a 2nd helping - relax, enjoy your company, and let your first plate of food digest.
- 2) **Stay hydrated.** If you consume alcoholic beverages, alternate with glasses of water and limit your intake of high-calorie drinks like eggnog.
- 3) **Choose healthy substitutes.** Load up on roasted veggies and lightly-dressed salads before reaching for the ham or green bean casserole. Swap mashed sweet potato for regular mashed potatoes Greek yogurt for sour cream and lighter dips (like hummus) for heavier dips.
- 4) **Reinvent your holiday workout.** Don't forget to exercise during the holidays. Try splitting up your physical activity into smaller, more manageable time intervals.
- 5) **Boost your immune system.** Eat a variety of colorful fruit and vegetables, to bolster your immune system. Add vitamin C and A to your supplements during the holidays. It's also recommended to eat a handful of nuts and seeds daily to fight off illness, as they contain immune-boosting zinc and selenium.
- 6) **Make time for self-care.** Don't let the madness of the holiday take a toll on your mental and emotional health. Take time off to relax and unwind. Delegate some of the cooking, cleaning or shopping chores. Do at least one thing every day that makes you truly happy. And lastly, get enough sleep! Lack of sleep can alter your hormone levels and encourages weight gain and cravings for less healthy food.
- 7) **Change your mindset.** Reframe the “now or never” attitude and nature of the holidays. When you “demystify holiday food and recognize you can eat it any time, you're in better control of your food choices.” And, if you do eat excessively, don't throw in the towel and let it derail you. You always have a clean slate with the next meal, so make the decision to eat more healthfully. The more consistent your healthy habits are, the better you'll feel – now and when the holidays are over.

Please remember...it literally PAYS to refer! If you refer someone who is hired, you get paid a \$100 referral incentive. Our staff are our best recruiters because you know the job better than anyone...so spread the word & possibly earn yourself some extra moolah!



**Congratulations
to Sandy, Kailey, Kelsey C. and Gina
for your referrals!**

HEALTH

&

SAFETY



By Donna Jacobsen, H&S Chairperson

How to Safely Help Someone to Get Up

- Do not hurry. Do not try to get the person up right away.
- Calm the person and yourself.
- Check for injuries. If they are badly injured, call 911. While waiting for help, keep them warm and comfortable.
- If the person is not badly injured and think they could get up, get two sturdy chairs. Place one near the person's head and one near their feet.



1) It is important that the fallen person does the work.



2) The helper should only guide lightly, helping the person to roll on their side.



3) Help the person to kneel. If they have sore knees, place a towel underneath as cushioning. Place one chair in front of the person.



4) Ask the person to lean on the seat of the chair and bring one leg forward. Put that foot on the floor.



5) Place a second chair behind the person. Ask them to push up with their arms and legs, then sit back in the chair behind. Guide them into the seat. Do not lift them.

Always call their healthcare provider to tell them about the fall.



"Don't fall for it. Falls can be prevented!" State Government of South Australia, 2004. Copyright Commonwealth of Australia. Reproduced by permission.



If you are unable to assist the person to get up on his own, call for help. Keep the person comfortable until the help arrives.

Equity &



A recent collaborative study between the Harvard Medical School, University of Texas, The City University of New York, along with researchers at the Public Citizen's Health Research Group, assessed healthcare use by white and black Americans going back to 1963. Findings showed that white Americans receive, on average, 3.2 more doctor visits per year than black Americans, which is the "largest gap on record".

In addition, funding from insurers, public/governmental agencies, and patients are paying \$1880 less per year for black healthcare than white healthcare. These findings corroborate "the growing body of evidence that reveals systemic racial discrimination in health care." In a study from Health Affairs, black patients were more than twice as likely as white patients to have negative or stigmatizing descriptors in their health records." Finally, the American Medical Association is listening to all of this collective evidence and created new guidelines to address "the effects of racism, including discrimination, bias, and abuse" at the hands of health care professionals. The A.M.A. urged physicians and medical students to "acknowledge the realities of structural racism in medicine" and follow their new guidelines.

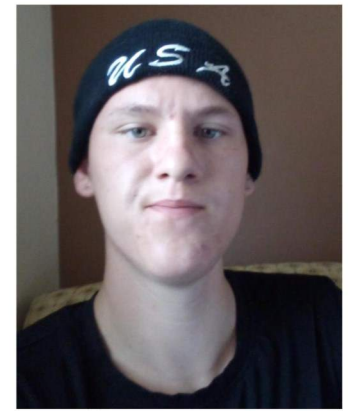
Study co-author Alecia McGregor, Assistant Professor at the Harvard School of Public Health noted, "It's outrageous that black people get the least care despite facing some of the greatest risks for adverse health outcomes across the board. But the trends we found tell us how to create a fairer health care system. Civil Rights-era reforms reduced poverty, narrowed health disparities, and enhanced equity, but policies and court decisions since 1980 have undermined social programs, racial justice and voting rights, and exacerbated health inequities. Health care equity, or inequity, is a policy choice."

By voting for and supporting Health Care for All reform, we support not only equitable treatment in our healthcare system between black, indigenous and people of color and white Americans, but we're supporting people with disabilities too.



Highlighting Zachary Deutsch

Zach is a very likable, 19 year-old young man with a great smile! He's new to services and started receiving case management with our agency in April of this year. Zach was homeless for almost six months until he connected with a local church that took him under their wing and provided his room and board costs.



In August, he moved into the new Star Residential Care Facility in Troy (previously known as Elderhaus Inn). He is receiving homebound education from High Road school and is expected to graduate by the end of this year. He was approved for waiver services, and after being in a stable environment, and getting consistent support, his quality of life is definitely improving. He joined the Lincoln County Roadrunners and he had a blast playing softball and was very proud of hitting a homerun. Since softball is over, he started bowling, and observers say he is a really good bowler! Zach is hoping to start working when he graduates and applied for Voc. Rehab. services. He would like to find a job where he can be outside and active, such as working for a lawn maintenance company.

Why did the chicken, the pheasant, turkey, duck and goose get in trouble?

A: Because of their fowl language.





Employee Anniversaries



Rebecca Honerkamp (1)
April Jennings (1)
Kailey Miller (2)
Courtney Greber (2)
Tori Linneman (3)
Jessica Comer (3)
Abygail Rueither (3)
Tammy Tipton (3)

Jennifer Winter (3)
Cherie Nuss (4)
Jessica Carter (4)
Sandy Wood (5)
Sonya DeMerchant (8)
Gina Gipson (10)
Connie West (10)
Margaret Hill (11)
Misty Todd (14)

Janelle Ray (16)
Julie Privett (17)
Kim Wester (18)
Roger O'Connor (19)
Cindy Stanek (23)
Angela Hager (25)
Joan Story (27)
Susan Mudd (31)

Thank you for your years of service!

FRIENDLY FACES

Angela Hager (Administrative Assistant & Human Resource Coordinator)

Family and pets? Husband Tim, 2 daughters, 6 grandkids and 3 dogs

Favorite vacation? Pensacola Beach, Florida

Favorite saying or quote? *When nothing is certain –anything is possible. And the lyric (from the song ‘You’re Somebody Else’): It’s like you told me, go forward slowly –it’s not a race to the end.*

What unique talent do you have or hobby? I do small furniture restoration/ repurposing and reupholstering

What is the best surprise you have ever received? Finding out I had two grandkids (one from each daughter) due in the same year

What is your favorite song? Really depends on my mood, but I do love pretty much anything by Pink Floyd or Queen

The movie version of my life should be titled? *I can’t believe I’ve made it this far!*

If I won the lottery I would: If it was a huge \$\$ lotto I would buy land and have a tiny animal rescue farm and build houses for my kids and parents on the property so we could be close (but not too close... maybe A LOT of land).

One thing people are surprised to find out about me is: I’ve worked here half my life (25 years as of August); and I got married when I was 17 (happily still for 32 years)

If I were a superhero I would be: Like I mentioned, I’ve been here 25 years, doesn’t that qualify?

What are you passionate about? My family’s happiness

What is your favorite family tradition? Inking my grandbabies feet at birth & again at 6 months and putting them on the wall in the kids playroom in my house (with a frame around them of course). Each grandkid has their footprints framed on the walls in that room with their name and DOB & I LOVE it!

Pet peeve? Rude people who block isles in the stores while they are on their phones.

What is the best meal you have ever had? Prime Rib, mashed potatoes and corn on the cob.





New Employees!

Keturah Bischof 10.11.2022 - Residential (FT)

Catherine Harrison 08.03.2022 - Residential (FT)

Jordan Hurt 10.11.2022 - Residential (FT)

Kimberly Kallash 07.27.2022 - Agency R.N. (PD)

Connie Schneider-Leitman 10.24.2022– Office Assistant (PD)



Congratulations Quinton!



The DSP of the 3rd quarter of 2022 is Quinton Burks!

Quinton has worked for Community Opportunities for just under a year as a Community Skills Teacher in the Community Skills department. Quinton is a newer employee who has made a big impression on his coworkers and the individuals he supports- everyone likes Quinton! The person who nominated Quinton said that “Quinton adds value to the lives of those we support by always having a positive attitude. He outwardly demonstrates that this is not just a job but that he truly cares to be here and make a difference in the lives of those he serves.”



Thank you, Quinton, for everything you do to support individuals with disabilities and congratulations on your award!



Upcoming Training & Events



- CPR & First Aid Full Certification, November 7, 2022, 5:30-7:30 pm
- Med Class—Full Certification, November TBD
- CPI Re-Certification, November 18, 2022, 9:00 am—1:00 pm, Troy City Hall

Please check your email regularly for automatic Relias required training notifications & reminders!



Offices and Day Program will be closed:

Thursday, November 24, 2022 Thanksgiving
Friday, November 25, 2022 Day Program & BCI Closed
Friday, December 23, 2022 Day Program & BCI Closed
Monday, December 26, 2022 Christmas Observance
Monday, January 2, 2023 New Years



