



IN THIS ISSUE

ACT Works Honors Four
Workers for Decades of
Service
-Page 2

ACT Career Services
Welcomes Career Specialists
Paul Weatherford and Kelsey
Payne
-Page 2

Community Living's New
Team, New Nurse, New Roles
-Page 3

Mizzou Football Fan's
Birthday to Remember
-Page 4

ReachOut Helps Many - An
Opportunity for Giving
-Page 5

Dear Friends of ACT,

www.actservices.org



Some white balloons went skyward on November 29th behind Memorial Funeral Home. We were standing by the last resting place of Charlie who passed away five months to the day earlier.

But the story about Charlie actually started over twenty years earlier. At least for those of us from ACT who knew him.

For some who didn't know him then, I was able to share a little about Charlie..

Charlie was one of the first persons supported by ACT in a home here in Columbia. He came to us from a private institution where he could no longer live. Apparently his behaviors were too difficult, and he had to leave.

The problem was he had few options. When he displayed difficult behavior, he would be moved to another institution. His last family contact was 1966.

Charlie spent almost fifty years of his life bouncing around these places. When he displayed difficult behavior, he would simply be moved to another institution.

These congregate living environments didn't work for Charlie. Come to think of it, I don't think they work well for anyone.

I think institutions are noisy, chaotic places with little privacy or respect for personal belongings. Charlie could not choose what food he wanted to eat, or the clothes he wanted to wear. He was made to do things he didn't want to do. He didn't even own a chair of his own.

So in the fall of 1990 a private institution where he was living said he could no longer stay there. Behaviors, they said. Charlie was heading back to a large public institution.

In 1990 a new approach in Missouri called individualized supported living challenged the traditional way things were done. This approach suggested that individuals with disabilities might do better if they lived in a home in the community. A home where they had their own bedroom and other stuff. Like their own chair. It would be quieter than the institution because they would only have a roommate or two.

In 1990 Charlie moved to a rural home. He had two roommates, one person had a disability and the other did not. Charlie had his own chair, and his own room. He liked looking through magazines and going to the refrigerator to get his own food. You know, all the things you and I take for granted, but were for so long denied to him.

Oh, and Charlie didn't have behavioral issues any more. He was finally listened to.

It was good to know you Charlie. Rest well my friend.

Until next month,

Mark Hassemer
Executive Director, ACT

ACT Works Honors Four Workers for Decades of Service

Later this week at the annual employee Holiday party, ACT Works will acknowledge four workers for their tremendous longevity on the job in ACT's Recycling Services.

They currently recycle CDs, DVDs, and VHS tapes. They have all worked on different jobs over the years as ACT Works' process has evolved, including the fulfillment

of orders for diskettes and VHS tapes. At one time ACT refurbished and sold diskettes and VHS tapes. Now all of our media operations are focused on recovery of plastics for recycling.

Edward and Randee have each worked at ACT for 20 years.

Congratulations, Randee and Ed, for your amazing contribution to ACT's Recycling Services.

Both Stacy and Louise have worked at ACT for 15 years.

Congratulations, Louise and Stacy, for your work and dedication to ACT's Recycling Services.

We are so proud and impressed by the commitment each of you has to the work we are accomplishing at ACT. This level of service and longevity is truly rare in today's workplace. Thank you! ■



Edward



Randee



Stacy



Louise

ACT Career Services Welcomes Career Specialists Paul Weatherford and Kelsey Payne

Earlier this year ACT Career Services added two new Career Specialists to the team, Kelsey Payne and Paul Weatherford.

Career Specialists provide a crucial service to job seekers working with ACT Career Services. Staff working in this role assist job seekers with career planning, career placement, and support for retention and

advancement. The work performed by Career Specialists is the reason many people are able to work or return to work each year. ACT Career Services is excited to welcome these two new staff additions

Paul Weatherford started working for ACT in September 2011 as a Direct Support Professional. He

moved to the Career Services team in August 2012.

Originally from Kansas City, Paul moved to Columbia to attend the University of Missouri. Paul received a Bachelor's Degree in History and International Studies, with an emphasis in Peace Studies,

Continued on page 3

Continued from page 2

along with a minor in Russian.

Paul says he enjoys working with ACT and is ready to make his contribution to the field of Employment Services.

Kelsey Payne joined ACT in October 2011, also as a Direct



Kelsey Payne and Paul Weatherford

Support Professional. She transitioned to the Career Services team in November 2012.

Kelsey is originally from Marshall, Missouri. She moved to Columbia to attend Stephens College, where she majored in Psychology.

Kelsey has years of experience interacting with people with various disabilities, including her 13 year-old brother who was diagnosed with Autism at the age of three. Kelsey looks forward to “working closely with job seekers and building strong business relationships in the community.” ■

Community Living’s New Team, New Nurse, New Roles

Earlier this year Community Living staff and services were divided into three teams; up from the two teams that were already in place. The teams are headed by Program Managers Carrie Griffith, Tricia Mumma, and Terri Kruger.

At that time, plans were initiated for each team to have its own part-time nurse. So Carrie Griffith and Terri Kruger began the process of finding and hiring new nurses.

Community Living nurses visit each individual in his or her home at least once each month to check health status, develop a report, monitor any on-going health issues, assist with making medical appointments, and review lab results.

We’re happy to welcome Chris Temporal, RN to the Community Living staff. She started at ACT on September 17. She is a member of Carrie Griffith’s team.

Chris came to ACT from the St. Thomas More Newman Center. Before that she taught adult Certified Nursing Assistant (CNA) classes at the Columbia Area Community Center. She was also a nurse at Rusk Rehabilitation Center.

Chris says when she saw the ad in the newspaper the opportunity “jumped at me.” “This work sounded so interesting. So I applied,” she said. Now that she’s on the job, she says, “I

love it. It’s so much fun.”

Because of her extensive teaching experience, Chris will also take on the role of conducting medication administration trainings for new employees and refresher courses for existing staff.

But that’s not all. Chris is also breaking new ground in a completely new area of service for the Community Integration program. She is monitoring medication administration every day at noon,



helping staff get medications administered, keeping medication administration records, and helping staff understand why they do each step in the process.

It takes a unique individual to wear so many hats, report to two different supervisors, and initiate a new area of work. We’re excited to have Chris as a new and valuable member of the ACT team. ■

Mizzou Football Fan's Birthday to Remember

What would any die-hard Mizzou football fan want for his birthday? How about a once-in-a-lifetime opportunity to rub elbows with a Mizzou Tigers football player!

Joey experienced the thrill of a lifetime on November 26 when his birthday celebration at ACT was capped off with visit from Kerwin

Stricker, a wide receiver, from Washington, Missouri.

Mr. Stricker greeted Joey, joined in birthday festivities, and stuck around to chat with Joey, staff, and other individuals who were there to wish Joey well.

Joey was thrilled.

Joey is a serious Mizzou fan. He wears team apparel every day, his room is decorated completely with Mizzou memorabilia and fan gear, and he never misses a televised game.

Happy Birthday, Joey! And thank you Kerwin Stricker for this amazing gift. ■



Joey and Mizzou Football wide-receiver Kerwin Striker



Joey and Tom

“Avoiding danger is no safer in the long run than outright exposure. The fearful are caught as often as the bold.”

— Helen Keller

UPCOMING EVENTS

December 24-25 - Christmas Holiday.
ACT Offices and facility-based programs are closed.

December 31-January 1 - New Years Day Holiday. ACT Offices and facility-based programs are closed.

January 14 - New Hire Orientation at the Training Center.

January 14 - Therap/Documentation Training at the Training Center.

January 15 - Medication administration training at the Training Center.

January 16 - Abuse/Neglect Prevention training at the Training Center.

January 16 - Positive Behavior Support training at the Training Center.

January 17 - Medication administration training at the Training Center.

January 17 - Medication administration refresher training at the Training Center.

January 18 - CPR/First Aid at the Training Center.

For more events, please check out actservices.org/about-us/events

ReachOut Helps Many – An Opportunity for Giving

It's the season of Holidays. For many it's a time for reflecting on the good things in life and giving gifts.

We want to remind you that your kindness and generosity can help people with disabilities who receive support through ACT.

ACT's ReachOut fund was established in 2001 and continues today as a means to offer support and

services to people with disabilities in the mid-Missouri area.

If you'd like to make an tax-deductible end of year contribution, you may do so by using your credit card at this PayPal link: [click here to donate to ReachOut.](#)

If you'd like to donate by check, simply make your check out to ACT, and mail it to:

ACT
2200 Burlington
Columbia, MO 65202

Please mention if your gift is a memorial or honorarium, or if you'd like your donation to be used for a specific purpose.

Happy Holidays. Thank you for your interest and involvement in the work we do. ■

“I have learned that success is to be measured not so much by the position that one has reached in life as by the obstacles in which he has overcome while trying to succeed.”

— Booker T. Washington

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Alternative Community Training

