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inter **ACT** ion

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Alternative Community Training

SPECIAL DAY HONORS AFRICAN-AMERICAN

contributions



BLACK HISTORY CELEBRATION. This year ACT developed a full program to celebrate the accomplishments of African-Americans in Mid-Missouri and beyond. Part of the celebration included a presentation by Nathan Stephens, director of the Gaines Oldham Black Culture Center on the University of Missouri-Columbia campus

Black History Month was celebrated like never before at ACT this year. A full program and carry-in lunch was offered two different times at the end of February to recognize the achievements of African-Americans in Columbia and the world. The day also included displays recognizing the accomplishments of notable African-Americans in Columbia as well as an art exhibit by Ladena Cowper, Larry Barnette, an ACT Community Living Program Supervisor, and Greg Hogan.

In the past, members of the Community Integration Program recognized Black History Month with posters and other means. However, this year ACT decided to do more.

Executive Director Mark Hassemer made the suggestion that more could be done to celebrate Black History Month.

"It's something we can all be proud of, Black History Month," says Hassemer. "You can just acknowledge it, but I think we needed to do more and people have embraced doing more. We're going to build on it every year and make that commitment."

Hassemer adds that many employees took the challenge and developed a full program for the day. "I really want to thank all the men and women who put this together," he says. "I'm very grateful." Employees who helped put on the special event include Ally Taylor, Angie Shockley, Monica Ganaway, Kendale Carter, Donte' Hardin, Vivian Spears and Demetrice Bell.

The presentation included "The Star Spangled Banner," the "Negro National Anthem" and a special presentation by Nathan Stephens, director of the Gaines Oldham Black Culture Center at the University of Missouri-Columbia. The presentation told the story of numerous African-Americans who have made significant contributions to the University of Missouri.

The PowerPoint presentation's common theme was the difficulty for African-Americans to be accepted into the university community. Not until recent years have African-Americans been openly accepted in leadership roles at the university, the presentation explained.

The event also included a large buffet with numerous dishes including fried chicken, sweet potatoes and greens.

In addition to the food, Ally Taylor, one of the coordinators of the event and ACT's Administrative Coordinator, says she hopes consumers learned something as well.

"It was very educational for me and hopefully some of our consumers get an idea of the educational aspect of black history. Hopefully it will help with the cohesiveness of our employees. Maybe we'll all have a little more understanding of each other."

"This was driven by wanting to do this," Taylor adds. "It was something we really felt passionate about—something we really wanted to tell others

We're looking for work

If you or an organization you work for needs help for assembling, disassembling, labeling or other activities please contact ACT. Our employees are experts at providing the hand labor needed to complete many tasks—and at a very reasonable cost! To discuss any ideas you have, contact Jim Williams, Program Manager of ACT Works at 474-9446 or by e-mail at jjmact@socket.net.

Meet Fred Malicoat

CONSUMER'S PARENT JOINS BOARD

New Board of Directors member Fred Malicoat has a unique perspective on ACT. His daughter, Emily, has been part of ACT since the 1980s.

Today she is an active part of the ACT Program working in the facility-based recycling business. Emily also takes part in the Community Integration Program spending an occasional afternoon participating in a wide variety of activities.

"It's a good opportunity," says Malicoat. "It's a great place to work. People are caring. That important paycheck is a real motivator for Emily, he adds. "She tells me when payday is."

Malicoat is owner of Malicoat and Winslow Engineers. The firm focuses on mechanical engineering, particularly electrical and heating and air conditioning for new construction. The firm serves all of Missouri and each contiguous state. The new board member is a native of Hermann, Missouri and earned his mechanical engineering degree from the University of Missouri at Rolla. His firm has been in business for 31 years.

He hopes to contribute ideas to the board, particularly ideas that may relate to being the

parent of an ACT consumer.

"We can get input from the clients that way. When we live with one we can see what they think and we can pass that information along and generate other ideas and situations."

The more ideas from board members the better, he adds. "The more people you have the more ideas are generated and it just sparks other ideas—something somebody may not have thought of before."

He says he's completely sold on the services ACT provides. For Emily and others it's a great place to mingle with others and get a taste of the outside world and get that paycheck. It's just a good place to go for them to have interaction with people other than those they live with. "They get social interaction and they also experience the work ethic. Of course their paycheck is one of the most important things for all of them."

As a board member, Malicoat says he hopes to be a part of ACT's continued growth.

"It's just a great opportunity for people like Emily. I just want to make sure they have continued success. "They're well established and have good leadership in place."



UNIQUE PERSPECTIVE. New board member Fred Malicoat brings the perspective of a parent of an ACT consumer to the Board of Directors. He is the father of Emily who has been part of ACT for many years.

NEW MACHINE TURNS TRASH TO CASH

A giant plastic grinder soon will turn recycled plastic into cash for ACT. Known as a granulator, the six-foot tall machine brings an entire new product for ACT to sell to recyclers. The product is ground up plastic.

"We have a lot more options of who we can sell it to and what to do with it. That'll be good," says Jim Williams, Program Manager for ACT Works. The giant machine includes a conveyor and a bagging system to collect ground plastic or non-useable items such as paper.

The granulator cost \$22,000, the conveyor \$5,000 and rewiring the entire building for electrical service to the unit, \$30,000.

The Missouri Environmental Improvement and Energy Resources Authority funded 75 percent of the cost for the granulator and conveyor. The state-related organization funds projects that benefit the environment. They're particularly interested in the ACT project because of the amount of material that would be diverted from the landfill.

While the investment is significant, returns look promising, Williams says. He says first year revenue could range from \$80,000 to \$150,000 and those amounts could triple by the third year of operation. While unground plastic

went for about three cents a pound, the ground material can be sold for about 35 cents a pound.

ACT will grind CDs and DVDs which are valuable and are made of polycarbonate. CD jewel cases also will be ground because of their polystyrene content. And plastic cases for videotapes are desirable because of their polypropylene content.

Eventually with another device, VHS tapes could be broken apart and ground by the machine. The goal is to keep the machine working 16 to 20 hours per day. "Grind, grind, grind," says Williams. "Hopefully word will get out that we can do this."

"We want to especially thank Jeff Brown and Cory Potter of FedEx Freight and Kevin Pickett of Mid-City Lumber," says Williams. "Without their generosity this would never have worked."

To feed the machine, ACT has been storing truckloads of plastic for the past eight months. Two businesses have generously helped ACT store the raw material. FedEx Freight has hauled more than 20 truckloads of tapes from ACT to a

storage area donated for use by Mid-City Lumber.

"We want to especially thank Jeff Brown and Cory Potter of FedEx Freight and Kevin Pickett of Mid-City Lumber," says Williams. "Without their generosity this would never have worked."

Williams adds "ACT is looking for a supplier of plastic that may be needing granulator services plus the additional revenue such a product produces."

"By increasing the work for ACT, additional employees could possibly be hired," Williams adds. Helpers would be needed to break down VHS and other types of plastic products. Employees would be needed to disassemble

cases from paper covers as well as other activities.

"We hope to be marketing the whole thing and hopefully some of the things will create more work," he says. "Breaking down items will create work. That's the goal."

Spotlight Jon Gilliom

NEW TEAM MEMBER LIKES FOCUS ON WORK

Jon Gilliom is the newest member to the team at two Individualized Supported Living homes. He is the Community Living Program Supervisor for the homes at Briarwood and Hockaday.

It's his key goal, to make a cohesive team, with the focus being the best care for the three consumers at each home.

"My philosophy is that the support staff are there to serve the individuals and I, in return, am there to serve the individuals and the staff," he says. "We're all servants of each other. We're a cohesive team and when that happens things flow real well."

Gilliom joins ACT with 10 years of experience providing care for individuals with disabilities. He worked for an agency in Anchorage, Alaska before moving to Columbia to be near his family and grandchildren.

"I have the 10 years of experience so that part transfers," he says. "It's just a matter of learning differences between the organizations. And it's just a matter of time to become a part of the team."

Gilliom says he enjoys the fact there is flexibility in his work. He can spend time with staff, consumers, or at the office. "I'm not tied to a desk. I'm not tied to a home. I can break my day up and be with different people," he says.

The greatest enjoyment of his job, however, is to work with his consumers. "I enjoy working with this clientele," he says, "the innocence of them, their being so appreciative of small things. I've learned a lot by working with this population. They're really good teachers. They teach us to listen. That is the part I enjoy and appreciate."

Gilliom also says he's enjoyed the friendliness of Missourians as well as the employees of ACT. A native of Indiana, he says he was glad to return to the Midwest.

He was also glad to be a part of an organization like ACT that focuses on work for many of its consumers.

"I like ACT's focus on work," Gilliom says. "That's important for all of us. Our consumers get self-empowerment, a sense of accomplishment and self-worth. I really value the work."



TEAM PLAYER. Jon Gilliom, a new Community Living Program Supervisor, sees his work as that of a team player all focused on the quality of life of the consumers he works with.

Recent memorials were given by:

- **James H. Besleme** in memory of Rita Besleme
- **Leroy and Judith Heman** in memory of Martin and Ella Heman and Harold and Louise Johnson
- **Sylvia Levinson** in memory of Neil Levinson

Recent gifts were given by:

- **Clarence & Sandra Graham**
- **Susan Hart**
- **Anita Hemphill Trust**
- **James F. Hill**
- **David & Marcia Machens**
- **John & Jacqueline Pascucci**
- **Peggy Payne**
- **Guy Schupp**
- **Joan L. Watson**

BEHAVIOR THERAPY LEADS TO BETTER LIVES

Tara Shade sees potential in every ACT consumer. As ACT's new behavior therapist, Shade sees some consumers when they're not at their best. Challenging behaviors may be keeping them from getting involved in groups or even working.

"A challenging behavior is a way of communicating so we need to listen," says Shade. "What are they trying to say?" She has many tools to help her remedy many inappropriate behaviors. Shade can develop a functional analysis of behaviors, motivational assessments and then write a detailed positive behavior support plan. She works one-on-one with the consumer in therapy and also works with the staff to have consistent care of the individual.

"I love helping people figure out better ways to express themselves in more appropriate ways. Seeing them become more socially active is exciting. It's neat to see people be able to do things their behaviors interfered with." She says once a consumer is helped they've entered a whole new world where they

can get involved in groups, the Special Olympics or work, for example.

Shade has spent many years working with individuals with disabilities. Her work with ACT goes back to 1992 when she worked for nearly five years for ACT while a student at the University of Missouri-Columbia. She worked as a direct care staff member while in college. She then learned a great deal about behavior therapy working for many years at the Judevine Center for Autism in St. Louis. She also gained experience working for five years in Colorado as a social case worker.

She returned to Missouri last spring and joined the ACT staff. She says she's already seen some progress with the consumers she's helped. "I'm eager to get in there and make some positive changes—that's the goal."

For the consumers, Shade hopes her work will "make their day-to-day living easier and give them more independence. That's the reward for sure."

Shade, a native of Missouri, and her husband, Scott, have two sons, Rye, 4, and Wyatt, 2.



CHANGE IS THE GOAL. Tara Shade, ACT's new behavior therapist, has the goal of helping consumers reach their full potential by overcoming challenging behaviors they may be having.

MEET DR. BOB CONWAY

Physician hopes to link ACT to patients

ACT is now closer to helping injury-related individuals because of a new member to the Board of Directors.

Dr. Bob Conway, who specializes in muscular skeletal injuries, is one of the newest members of the board. He is a physician practicing in the Department of Physical Medicine and Rehabilitation in the University of Missouri-Columbia Health Care system.

Dr. Conway, who has been part of the University of Missouri Health Care for 22 years, sees injured patients at Rusk Rehabilitation and other sites. As a clinician, he cares for patients at numerous clinic sites in the health care system. He primarily cares for individuals with acute muscular skeletal injuries. Dr. Conway also is a teacher and helps direct medical rounds of a spinal injury team.

He comes into close contact with residents in his area of medicine and would also like to familiarize the interns with ACT. He said he would like the residents to visit ACT and

understand the many services ACT offers.

"I certainly work with patients who need the kind of services that ACT has to offer," he says. "It would probably be a good idea for our residents to come over and visit ACT to see the types of services available. There is an interface between the two organizations. I could see some of the patients we treat at Rusk needing some of ACT's services."

Dr. Conway explains that patients at Rusk might benefit from the Community Living Program and other ACT services.

"We see individuals with brain injuries, spinal cord injuries and some developmental disorders. Many are needing some sort of assistance to live independently in the community which fits in well with ACT."

He says the patients he sees also "have some vocational goals that ACT could help them with. It's a good thing for our residents to be aware that there are services like that."

A native of Columbia, he has lived in the



SYNERGY. Dr. Bob Conway, a new Board of Directors member, sees good synergy between the patients he and interns see and the services ACT could provide

Mid-Missouri area all his life. He is married to Kathleen, an archivist. They have two daughters, Maggie, an education major at the University of Missouri-Columbia, and Jane, an aspiring actress.

NEW PROGRAM OFFERS INDEPENDENCE AND SUPPORT

It's a better life for three ACT consumers each with his own apartment in south Columbia.

The men are the latest consumers to be part of a Supervised Apartment Program that is part of the Community Living Program.

Kathryn Gunn, supervisor in the Community Living Program, believes the new living arrangement gives each consumer the best of both worlds—independent living yet 24-hour care and supervision.

"You're not living in a house with roommates being constantly watched but you're

also not completely on your own," says Gunn. "We've always got staff there. There's something always going on and everybody seems pretty happy with the new situation."

The new living situation provides individual apartments for each consumer and an apartment for a live-in staff. Two of the gentlemen already lived individually in the eight-plex apartment, but needed additional help because of medically related needs.

The two gentlemen were part of ACT's Apartment Program where 20 hours of assistance is

provided each week. They're increasing medical needs required more than 20 hours of support, thus the change to 24-hour assistance.

"It's an in-between option," explains Gunn. "It's between being really independent and living with roommates. You still have staff there. There's always someone available but they're not always right there like in an Independent Supported Living home."

The facility is located in south Columbia close to grocery and convenience stores and bus lines. The landlord for this facility re-

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