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inter **ACT** ion

Winter 2002

Alternative Community Training



Be Santa's Helper this year

The holiday season brings to light needs for some ACT participants. A few no longer receive family support. Only a generous holiday spirit can provide what many of us take for granted.

This year, consider contributing to ReachOut, the special giving program that will directly help ACT clients. ReachOut was established one year ago to help ACT participants or programs. This time of year, your contributions can be designated for:

- Holiday gifts
- A Christmas tree
- ACT's annual holiday party

With your contributions you'll be Santa to many individuals. Consider making your ReachOut contribution today. Just use the enclosed envelope and designate how you'd like to see your gift used.

Experienced managers take new roles

New challenges are on the horizon for two recently appointed ACT managers.

Former board of directors member and president Jim Williams joins ACT as director of the Affirmative Industry Program and the Personal and Social Services Program.

Don Lafferty, who held the position Williams now holds, serves as director of the Supported Living Program.

Williams brings to ACT strong operations experience, industry contacts and a commitment to help those with disabilities. A few of his accomplishments include:

- ACT Business Advisory Council member, board of directors member and president of the board of directors
- Central Missouri Sheltered Enterprises production manager for 12 years
- DATASTORM Technologies operations manager and director of operations

Underlying his broad experience is a desire to help those with disabilities. "I've always enjoyed enabling individuals with disabilities to be successful," he says.

He did so at DATASTORM by providing job opportunities to many with disabilities. At DATASTORM Williams also helped ACT enter the computer diskette recycling

business. In 1994, while a member of ACT's Business Advisory Council, he placed an article about ACT's recycling program in a software manufacturers' publication. That attention led to ACT's relationship with GreenDisk, ACT's recycled diskette distributor.

The many contacts Williams has with the computer and manufacturing industries will be used to expand ACT's Affirmative Industries Program, he says. He also hopes to develop long-term relationships with manufacturers that may need "hands-on type labor." Another goal is to expand the program by establishing reciprocal work relationships with sheltered workshops.

"Anytime we can bring in a job and break it down into small enough steps for our clients to do that work and become successful, that makes me feel good," he says.

Don Lafferty, Supported Living Program director, assumes his new role with 10 years of experience at ACT.

After joining ACT in 1992 as an on-call staff with the Personal and Social Services Program, he quickly became program manager and then director of the Affirmative Industry and Personal and Social Services programs. He held that position for the past nine years.



NEW ROLES. Don Lafferty, left, is ACT's new director of the Supported Living Program and Jim Williams is the director of the Affirmative Industry and Social and Personal Services programs.

While serving as director he also chaired ACT's Rights, Health and Safety Committee and Case Record Review Committee.

In his new position, Lafferty will be responsible for 37 ACT clients assisted by the Supported Living Program. The program includes a recently launched apartment program as well as 12 homes. A total of 68 full- and part-time staff serve client needs.

"It is a challenge, it's new and it has a lot of responsibilities," he says of his new job.

"I really want to ensure that the individuals are living the lifestyle they want and are living safely and comfortably in a home. The rights, safety and health of the individual are at the top of the priority list."

STATEWIDE TRAVELERS



Numerous fall trips filled the calendar of ACT's Personal and Social Services Program. Photos brought back from the visits include, above, a Kansas City Royals baseball game; top right, Joe's welcome to the Mark Twain Museum at Hannibal; and right, Brian's visit with actors of Kansas City's Renaissance Festival. Other trips included visits to the Nelson Art Gallery in Kansas City, the St. Louis Science Center, the Fulton Historical Society, a hayride, and much, much more.

ACT now recycles CD jewel cases

The dream to someday recycle CD cases, known as jewel cases, has finally come true.

Four years ago ACT investigated recycling the thousands of CD cases ordered from record clubs but returned to the post office when undeliverable. Several obstacles prevented the plan from ever becoming reality.

This year, however, ACT put the wheels in motion by acquiring 300,000 jewel cases. With the product in hand, plans took shape to sell 10 jewel cases in a pack through ACT's key distributor, GreenDisk.

Several ACT clients are now busy preparing the jewel cases and filling each GreenDisk package with 10 CD cases. The packages are boxed in a padded master shipper box and then sent to office supply firms around the country.

To promote the new product, a professionally designed sales sheet has been developed. The sales sheet touts the many benefits of purchasing recycled CD cases. "You save your CDs while you help save the planet," the promotional piece states. By recycling, the material is "kept out of our landfills, where according to the EPA, they take up to 450 years to break down. The need is apparent, the time is right."

In addition to recycling the 300,000 cases acquired earlier this year, ACT will recycle jewel cases that are included in recycled software.

The new product translates into new jobs for ACT clients. The jewel cases also represent growth in the future because many software programs now are written on CDs rather than diskettes.



MILESTONE. ACT recently hit a new milestone when 40 pallets of obsolete software were shipped to be processed. The service involves certifying the quantity of products that are recycled or destroyed. A major electronics firm hired ACT to remove the CD software from the packaging and then report the exact quantity recycled. The work is known as the Certified Destruction of Intellectual Property service. The recent project alone provide one month of employment for several individuals including Leonard, left, and Jan.

New officers selected

New officers of the board of directors have been elected to one-year terms.

The new officers are: Anna Hargis, director of advertising, Shelter Insurance, president; Gerald Braznell, retired St. Louis executive, vice president; Rick Bartelt, vice president, QuesTec Constructors, Inc., secretary; and Bob Scribner, president, Executive Advantage, treasurer.

Leaving the board of directors are Jim Williams, who served as president most recently, and Linda Arnold, vice president of human resources, Salton, Inc.

ROB GAINES

New board member passionate about ACT

Don't let the youthfulness of one of the newest board members fool you. Rob Gaines, 34, brings to the board 18 years of business experience plus a deep passion for ACT.

"Whenever you're exposed to what ACT does, you want to see ACT do more of it," says the owner of Columbia's oldest computer firm, Computer Answer. "It's just obvious ACT is truly helping people and making a difference in their lives."

What impresses Gaines most is ACT's ability to help clients earn paychecks. "A job is a truly powerful thing," he says. "You just see them smiling," when working in the on-site media recycling business or businesses throughout Columbia.

The power of work is something the youthful Gaines learned as a very young man. At age 14 his passion for computers led him to a non-paid job at the firm he now owns. After two years of helping around the business, he was given a paid position. Quickly he moved on to jobs as a key salesperson, then head of networking, vice president, co-owner and sole owner.

Given his passion for work, Gaines has an instant affinity with the mission and values of ACT. "I have a heart for the people that ACT serves," he says. Through ACT, "I see a positive impact that can be made. Every step is being taken to help people maximize their potential."

His passion for ACT also comes from his personal friendship with an individual with disabilities. He has done work for Lenoir, Woodhaven, the Boys and Girls Club and other non-profit organizations.

And while this new role is the first board position he has held, he looks forward to being part of a proactive board.

"I want to watch what goes on, but I think I can be passionate about what more can be done. I'm interested in different approaches that not only can be conceived but can be fulfilled."



SUSAN HART

Business skills come to the board

A strong business perspective comes to the board of directors with Susan Hart, one of two new ACT board members.

Hart has 12 years of construction management experience. She is vice president of Huebert Builders, Inc.. During Hart's tenure with the firm it has grown to become a major builder in the mid-Missouri market and today has 35 employees.

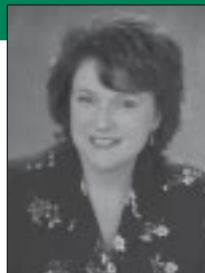
"I feel like my background in construction and manufacturing helps with the business aspect because ACT is involved with GreenDisk and other areas," says Hart. "I think that my perspective from a business standpoint will help."

She joined the 11-member board this October along with Rob Gaines, owner of Columbia's Computer Answer.

Hart, who is involved in the community in many ways, "heard great things about ACT," she says. "ACT helps make our community even that much better. When you have an organization with its history providing this wonderful environment for people of all different skill levels, it just makes the community better."

Hart has been involved in the community through the Columbia Metro Rotary where she served as president and board member. But it's ACT's unique role in providing opportunities to those with disabilities that drives Hart to take on a new role with ACT.

"I feel like I've been fortunate in my life. If an individual has any disability, physical or mental challenge we need to be cognizant of that and try to help."



CALENDAR

ACT's offices and facility-based programs will be closed for the following holidays:

December 24, 25 — Christmas

December 31 - January 1 — New Year

January 20—Martin Luther King Day

February 17—Presidents Day

May 26—Memorial Day

WEB SITE DRAWS TAPE DONORS

ACT's new Web site already is paying off. Quickly after the Web site was completed a major media company saw the site, contacted ACT and donated several thousand videocassette tapes. Since that success, the Web site has landed another major media company interested in donating tapes. You can visit the site at www.actservices.org.

TWO CLIENTS BEGIN FOOD SERVICE JOBS

Recently ACT successfully placed two clients for jobs with University of Missouri-Columbia Campus Dining. Mario and Sheila have begun their jobs as customer service assistants in the Bingham residence hall's Bingham Connection. The work includes a variety of duties at the dining halls. Their daily tasks range from food preparation to stocking condiments. Both also are receiving training as grill cooks. The new placements boost the number of placements to four with Campus Dining.

MOBILE CLEANING CREW ADDS TWO

Two ACT clients recently joined the mobile cleaning crew. Brandy and D.J. now work with the crew which cleans ACT's facility as well as off-site locations. Both new crew members also participate in ACT's Supported Living Program.

DONATION UPDATE

The following, memorials or general donations have been received recently.

Honorarium

Thomas Baker in honor of Jennifer Baker

In memory of Elizabeth Conner:

Elizabeth Anderson

Bud and Marilyn Stone

Mike and Carolyn Little

Delores Wagener

Mr. and Mrs. James Berkely

General Donations

Missouri State Employees Charitable Campaign

CONGRATULATIONS!

First-year milestone

FOR MBS EMPLOYEE



ONE-YEAR ANNIVERSARY.

John, who is part of ACT's Supported Employment Program, reached his first year of employment with MBS Textbook Exchange this August.

August 1 was a very special day for John. The day marked the first anniversary for John's employment with MBS Textbook Exchange.

John, who is part of ACT's Supported Employment Program, looks forward every work day to his job with MBS.

"Oh, I like it very much," he says. "The best thing about working here is keeping myself busy in the mornings."

From 8 a.m. to noon, Monday through Friday, John works at the MBS call center sorting hundreds of invoices alphabetically. What may sound like a simple task can be a brain-teaser that requires sorting to the fourth and fifth letter sometimes.

To master his job, John worked with a learning specialist and also practiced at home.

His parents, John and Jackie Pascucci paid privately for the learning specialist and worked with him to hone his skills at home.

"John's parents have been instrumental in supporting him," says Ray Handy, director of the Supported Employment Program.

ACT's partnership with MBS, too, has been key in John's career. ACT was introduced to the firm through former board member Jim Williams. Eventually ACT was further introduced to the firm's personnel director Jerome Rader who initially helped John find a job at the firm's main facility.

"John also has the support of his co-workers," says Handy. The MBS employees "help him stay focused and check his work for accuracy."

For MBS, the benefits are John's reliability and the fact that he frees up co-workers to make sales calls.

ACT also benefits from the expertise of Rader and MBS employee Dave Brown who serve on the Business Advisory Council.

"It's a successful venture for John and MBS," says Handy. We hope our relationship can lead to others working with MBS. It's a great partnership."

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