



# THE CONNECTION

October 2006

Volume 1, Issue 6

*CCRSI respects individual choice by providing quality services and supports to people who have developmental disabilities.*

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## A Little Reflection on 20 Years.... By Jim Casey

September 29, 2006 marked the 20<sup>th</sup> anniversary of my tenure as the Executive Director of Cole County Special Services (CCSS) – formerly known as Cole County Group Homes for the Developmentally Disabled. Cole County Residential Services, Inc. (CCRSI) was the agency created by CCSS to fulfill its Mission to provide residential and other services to citizens of Cole County with developmental disabilities. While most people know me as someone who does not “dwell” on anniversaries, birthdays, etc., this is one of which I am particularly proud.

In 1986, CCRSI had 25 employees and a combined budget (with CCSS) of \$595,000/year. We had 20 people, in three homes, utilizing 24 hour residential supports: a Day Program supporting 28 individuals; 6 people receiving anywhere from 4 – 16 hours per month support in their own homes; respite supports if we had a residential vacancy; and, recreational activities, particularly the “College for Life” program, for 45 consumers.

In 1985, the Board started giving money to other programs such as the sheltered workshop and later, The Special Learning Center. In 1987 and for the next several years, the Board gave significant grants to the sheltered workshop for vehicles, building renovations, staff and general operation funds. In 1989, they purchased a building, paid for extensive renovations and purchased some equipment. In the early 90’s they contributed over \$400,000 for the new Special Learning Center building and have helped fund therapy services since 1988. In 1994, the Board started giving support to Jefferson City Transit to continue providing



*Alan Mudd presents a resolution recognizing Jim Casey’s 20 years of service at the September 2006 Board of Director’s Meeting.*

its exemplary Handiwheels service and has supported various other organizations these past 20 years.

Today, CCRSI has over 80 employees and a combined budget (with CCSS) over \$4,138,000. CCSS, the county board, funds a major portion of residential services for over 50 individuals in four apartment buildings and one group home; maintains a 6 – bed residential facility we call Capital Care which is temporary residential services for over 45 individuals; funds the Medicaid match for 13 individuals attending the Easter Seals Day Program; contributes \$30,000 Medicaid match for Handiwheels; partners with the Jefferson City Parks and Recreation department for recreation; contributes to other activities for people who have developmental disabilities; and, provides Case Management services for 200 citizens of Cole County.

These supports would not be available if not for the generosity of all the citizens of Cole County. We thank you and ask you to please stay partnered with us as we work to improve our “system” and support individuals with developmental disabilities as they live, work and play in the community.

## Spotlight On Board Member Alan Mudd

Alan Mudd taught mathematics in Jefferson City Public Schools for 27 years and coordinated half time for an additional seven years. Presently, he sells real estate and has been selling it for the past 31 years. Alan grew up in eastern Missouri on a farm. He and his wife, Betty, who is a retired assistant professor at Lincoln University, have been married for 37 years. They have four children and five grandchildren.

Alan was appointed to the Cole County Special Services Board on March 1, 2002. He was elected to the office of Vice Chair to replace Mary Flowers after her board tenure was ended. Alan serves as Chair of the Board Property Committee.

When asked why he volunteered to be a board member, Alan replied, "A close friend, David Newsam, talked me into it. I consider it a major honor to



*Alan Mudd, Vice-Chair*

serve in this way. The mission of the board is to ensure wonderful care for our clients."

When Alan is not volunteering his time as a board member, he sells real estate. When he is not doing that, he enjoys interacting with his family; and he likes to read. Alan also volunteers his time at church and in other community activities.

Alan says the most important lesson

he's learned by serving on the board is great things can be accomplished working together in a cooperative way. Alan says the needs of our clients are changing throughout the years. It is a challenge that we must face.

Alan states he wants to share with the readers of our newsletter that CCRSI has fantastic staff. The accomplishments achieved are the result of the talents and loving attention this staff exhibits every day of the year. He is especially proud of the workshops, training and experiences our clients enjoy due to staff involvement.

Alan has demonstrated that he really cares about the clients our agency serves. Alan, as Property Committee Chair, has seen that improvements have been made to the various facilities, and has overseen the purchase of the additional land on East McCarty.

Thanks, Alan, for all your energetic spirit and for all you have done while serving on the Board.

*By Selena Fuller, Executive Assistant*

## CCRSI 2007 Calendars

Here at CCRSI, over 30 clients in our residential program participated in our art program and contest to be selected for the 2007 Calendar. The twelve winners who donated original blue ribbon artwork that had been painted in an art class for the CCRSI Calendar are: Cletus D, Glenn S, Lisa J, Roberta R, John K, Ton T, Tom P, Jason M, David T, Jimmy C, Greg T and David F. These pictures were displayed at the Etta & Joseph Miller

Performing Arts Center in Jefferson City for the month of July 2006. All the art was wonderful and a special congratulation goes out to our 12 Calendar winners. A thank you to our very own Charlotte Jones of Sentimental Life Photography for shooting the pictures to facilitate the making of the Calendar. A special thank you goes out to Central Bank, and in particular, David Meyer, for it was their funding and support that made this Calendar possible. Suzanne

Wilson, former art instructor at CCRSI, was pleased with all the art work of all that participated. Suzanne Luther, our current art teacher, was impressed with the art work and is getting into the swing of things here at CCRSI. Through Central Bank's funding, all proceeds from Calendar sales will go directly to the CCRSI Client Emergency Fund. Calendars are currently for sale at the facilities and at the main office for \$5 each.

*By Kyle Ament, Program Services Director*



*Lisa Johnson's March*



*Tom Pohlman's July*



*Greg Thurston's November*

## Welcome Emily Aughtman!

Emily Aughtman began part-time as CCRSI's Registered Dietician on August 9. Since that time Emily has been at each of our five residences and met with most of the people that live in our residences and also with many of our staff. Her focus has been on healthy choices, exercise and portion control.

Emily graduated in 1988 with a Bachelors of Science degree in Dietetics from (Southwest) Missouri State University in Springfield, MO. After graduation, she did a one year internship at BJC in St. Louis before qualifying to

take the examination to be a Registered Dietician. Emily has worked in the dietetics and nutrition field at a variety of settings including: Bellefontaine Habilitation Center, a hospital in Georgia, as a WIC Coordinator and currently at St. Mary's Hospital where she focuses on diabetes education.

Emily resides in Loose Creek and is married to Tim Aughtman. She has an 11 year old son named Zach, a 9 year old daughter named Mallory and keeps in close contact with her sister, Julie Lock, who works at Capital Projects here in Jefferson City. Welcome Emily!

*By Kyle Ament, Program Services  
Director*



*Emily Aughtman  
Registered Dietitian*

## A Night to Remember

*(As Seen Through a Client's Eyes)*

It started out a hot day, and many of Judy's friends, some of whom I knew and many I didn't, worked and worked in the back yard and out of that, the Newsman Gardens were born. It turned out to be a beautiful park-like setting. As Phyllis and Kelly, a couple of my wonderful support staff, looked on the idea of a camping trip came to mind. They asked all my housemates if they would like to participate in what could possibly be the first annual Newsam Gardens camping trip. I, myself declined as I am more comfortable in my own bed. Charlie decided it was in his best interest to just



*Newsam Garden's Campsight*

go for a visit for the activities then return home. Mike wasn't up for the challenge either until later that week.

Kelly was working on gathering up some picture cards so Mark could help with planning what was needed. (She only knows her language and not his, so she thought this would help her understand what he wanted for the trip as well.) Mike saw a picture of a tent, and at that point he became the most excited housemate to participate. Jim, Mark and Mike sat at the table that night and the planning began. Mike wanted to roast hot dogs, Jim wanted to make smores and Mark wanted to have root beer and music. Glenn went to shop for the supplies. One of the things they got was a neat fire pit, which Phyllis and Glenn assembled. Once the supplies were all gathered they were all lugged down to the garden. Kelly kept losing the directions for putting up the tent and Glenn volunteered to follow her around with the directions as Mike helped her put the tent together. Glenn was wondering why Kelly kept losing the directions, when Phyllis didn't lose them for the fire pit. After all that, the camp was all set up, they sat back, had a soda and talked about how much fun this camping trip would be.

It was cloudy and muggy out. We wondered if it would rain or would we

be able to look at the stars through the telescope. As Phyllis started the fire, Erica put me in a really comfortable chair where I watched all my friends enjoy camping. Charlie was also there enjoying the fire and music. We roasted hot dogs and ate chips and drank beer (root beer of course). What would camping be without these things? I was really relaxed until Kelly started telling us ghost stories. We didn't really believe them, but we pretended we did for the staff. It was fun to fool them. Bloody Mary was the first story, and then came The Headless Horseman. We looked in the woods for him, humoring Kelly, Phyllis and Erica. It was funny, we had them fooled and then we all started to laugh. Phyllis tried to scare us one more time with the Ghost of the Black Dog story, but that didn't work either because we all laughed again. A few of us decided to check out the telescope, and we looked up to the skies and there were stars. The clouds seemed to disappear long enough to see the heavens.

Charlie and I decided it was time to go home to our beds inside. The next day I heard that shortly after they all went to bed. Before calling it a night, Joy came for her shift and Kelly pretended she was Bloody Mary  
*(See Night to Remember — page 6)*

## Careers At a Blink

Two staff, Jim Casey and Judy Stacey, have either reached or exceeded the 20 year milestone with Cole County Residential Services, Inc.

Many people start work with an employer thinking they are taking a part-time or temporary job and when school is over, they will leave to begin another job. Twenty years later, they are celebrating their 20<sup>th</sup> anniversary. I remember a Director of Nursing I worked with at Marshall Habilitation Center who always said she came to that facility to work for the summer and did not leave until 30 years later (long summer!). I talk with applicants at CCRSI who are students at Lincoln University. The students are already into their degree program and know what they want to do when they finish. I also see graduates from Lincoln University who have graduated recently or within the last two years, who are still with us.



*Jim Casey, Executive Director, celebrated 20 years with CCRSI in September 2006*

Many people tell me that it is very hard to leave employment with CCRSI once you start, because people like the work they perform. Staff like the clients with whom they work, and they like an agency that listens to them, works for them, and is flexible to help them also participate in their own family life.

Literature in the human resources

## *Linda Morris Appointed to Serve on Board*

Linda Morris was appointed by the Cole County Commissioners to the Cole County Special Services Board (CCSS) in September of 2006. The CCSS Board appointed Linda to the Cole County Residential Services, Inc. Board at their September 26, 2006, Board meeting.

Linda was born and raised in Jefferson City. She and her husband moved to Texas for 3½ years while her husband was in the Air Force. After serving in the Air Force, they moved back to Jefferson City. They have raised 4 children, and they have 2 grandsons and 3 granddaughters. Linda works for the Office of Administration, at the Department of Health and Senior Services.

Linda facilitates a support group for the National Alliance on Mental Illness (NAMI) and co-teaches a Family to Family class through NAMI to help

people learn about their family members with mental illness. She is a member of Our Saviors Lutheran Church and participates in their handbell choir. Her favorite pastime is spent with her grandchildren.

Linda says she volunteered to be a board member because “I hope I can help make a difference for my children and others with disabilities”. Linda says



*Linda Morris, Board Member*

field describes agencies trying to develop employment practices and policies that help employees feel like they can participate in their family's life as well as work and other interests. Creating a “family friendly” organizational culture is not an easy job. The agency has to have a “bottom line” financially sound organization, but they also have to provide a place where people want to work. The work performed by CCRSI staff might not be considered hard physical labor, but it does have its own characteristics that make the work difficult, e.g. keeping track of medications, individual plan components, schedules, day to day operations, transportation, etc. The employee juggles many issues that directly affect other people.

New full-time staff soon discover that the added value of their benefits make their total salary even more

*(See Careers at a Blink, page 5)*

after attending only one Board of Directors' meeting, she has learned she has much more to learn.

Linda feels the greatest needs facing the Board in the up-coming years is housing, now and in the future. She says, “There are so many families who have adult children with disabilities still at home.” Also she thinks there is a need to maintain highly qualified and dedicated staff.

Linda wants people to know that she has a passion for educating people about mental illness and developmental disabilities. Many times the discrimination is due to a lack of knowledge. Individuals with disabilities suffer from many forms of discrimination, and if possible, she wants to help make a difference for them.

We are very pleased to have Linda working with the Board and thank her for volunteering her services.

*By Selena Fuller, Executive Assistant*

## Come to My Garden Party

You could almost hear Ricky Nelson in the back ground singing that song on August 15<sup>th</sup>, 2006 as Tanner Bridge Group Home and Newsam Gardens hosted the first of several evenings in the garden. The weather was perfect and all the tables and chairs were set up. The supplies were assembled and now all we needed were people to help enjoy the evening. Then they started coming. They kept coming until they filled all the seats, tables and more. In all there were 23 clients and 20 staff, Master Gardeners, Administration, case



*Clients walk on the trail to find hidden turtles, mushrooms, and frogs.*

*(Continued from Page 4)  
Careers at a Blink*

attractive when considering other employers. Each fall we review benefit packages for the following calendar year. The options made available to employees will affect their total compensation and take home pay. Yet, the balance of work and family life have to be considered to make the agency a preferred place to work regardless of the position the person fills. Open enrollments for benefits are held in December, forcing the employees to once again consider the total package and weigh all their options.

So, after 20 years of considering options, working the job, and promoting the agency, we can see two of our own who have decided that CCRSI must be a pretty good place. Those decisions speak volumes about who we are and what we do. The balance of job/family/work/community and other

management, board members and friends. The event was also covered by the News Tribune. That article appeared in the September 7<sup>th</sup> paper on the Garden page entitled "Developmentally Disabled Residents Enjoy Outdoors Courtesy of Volunteers."

First every one who wanted to or could, walked on the trail to find the hidden turtles, mushrooms, frogs etc. As they found the item on the list, they marked it off. The goal was to find as many of the hidden items as possible.

After the trail game our special guests from the Mid-Missouri Master Gardeners were introduced. They were Don Whitener, Bob Phillips, and Steve Stacey. They talked to us about how to pot our own plant and keep it alive and growing when we take it home. Each Master Gardener told us about a different step in potting our plant.

We learned about :

- Proper drainage so the roots don't stay wet and rot.
- The right soil to use so the plant will get the food it needs.



*Clients learned how to pot their own plant that they took back home.*

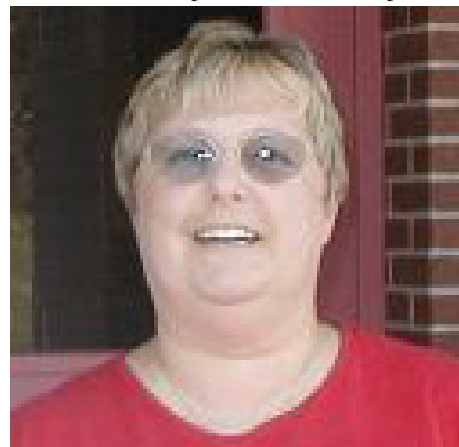
- How to water each plant so it will grow.
- What kind of light it needs to keep it happy.

When they finished explaining how to pot a plant, we all actually did it. They helped us with each step. Every person got a nice house plant to take home with them to take care of for themselves.

Update: Since the Garden Party, I've been to several of the homes around the agency. There I see the plants well taken care of and proudly displayed...a tribute to the evening in the garden, that late summer day.

*By Judy Stacey, QMRP*

interests always compete for their place at the decision table. We recently celebrated with Jim and Judy, noting their 20 years of service, but we also celebrate with each employee the work they perform daily, and the decisions that make CCRSI a part of their life picture.



*Judy Stacey, QMRP at the Tanner Bridge Group Home, celebrated 22 years with CCRSI in June 2006.*

We encourage staff to look at the "big picture" of their job, understand the complexities of their job, the services they provide and the seriousness of their actions. We also encourage staff to look at all of their achievements over the last year, juxtaposition those achievements to how far the agency has come over the last 20 years. Most would agree that "We've come a long way." Sometimes it helps us make important decisions if we step back and look at our "big picture" at work, as well as at home. I hope you will congratulate Jim Casey and Judy Stacey for their many contributions over the last 20 years when you see them next, and then congratulate yourselves for the work you do. Just don't blink, because this is your career; make good choices too!

*By Jim Lowery, HR Supervisor*

*(Continued from Page 3)*  
*Night to Remember . . .*

coming for them. Jim put his arm around Kelly and said he would save her. Then Joy looked over and Jim began to say Hi Mary...hey you Mary...your name is Mary. Joy came down to check out the campsite and they all laughed and laughed at Jim.

Mike nestled in his sleeping bag and slept peacefully, Glenn and Mark stayed awake long enough to hear the rain come down on the tent for a short time, and then they drifted off to sleep. Jim missed his bed so he stayed up all night listening to the crickets, and other noises of the night. Sleeping in a tent just wasn't his thing. They woke up and had some breakfast then broke down the camp and went back to the normal grind of life. Mike and Glenn were such a help taking down the tent. They talked a lot about doing it all again sometime. Perhaps it's the beginning of an annual summer event.

*By Kelly Murphy, Support Staff II*

## **Client Nutrition Training**

CCRSI residential clients were treated to a "Lunch and Learn" on Saturday, August 12<sup>th</sup>. They attended a Nutrition Training conducted by Shirmere Singleton and Brian Valentine, both Outreach Workers for the Lincoln University Cooperative Extension Paula J. Carter Center on Minority Health and Aging. Kathy Deeken, QMRP, and Grace Chambly, Manager, worked with Shirmere and Brian to ensure the presentation would be both understandable and enjoyable to our clients.

And, despite the air conditioning not working, it seemed to be both. Shirmere and Brian brought visual aids, demonstrating proper portion sizes and what a "healthy plate" looks like. They talked about the importance of all the food groups, different healthy meals, and why moderation is key and exercise is vital. An item of exceptional interest

## **Welcome Suzanne Luther!**

Suzanne Luther began part-time as CCRSI's Art Instructor on August 23. She has held six art classes since that time with different art projects including stained glass replicas and amate paper paintings and future plans include pastel glue pictures, masks and greeting cards.

Suzanne graduated in 1983 with her Bachelors in Fine Arts from the University of Missouri in Columbia. In 1989, she graduated with her Art Certification K-12 and her Masters in Education also from MU. Suzanne has taught art in a variety of settings including for gifted children and for both private and public elementary schools in Jefferson City. Currently, she is teaching art at the newly opened Calvary Lutheran High School and also runs her own art workshops under the company name of Luson, LLC. One might recognize Suzanne for her work in CCRSI's past program, "College for



*Suzanne Luther, CCRSI's  
New Art Instructor*

Life" in 1991 and also her work with Dale Branson's Adult Scouting troop.

Suzanne resides in Jefferson City and is married to David Luther. She and David have two children, Adrienne age 10 and James age 9. We all welcome Suzanne and are looking forward to more art opportunities!

*By Kyle Ament, Program Services  
Director*



*Clients learn the importance of all food groups, different healthy meals, and why moderation is key and exercise is vital.*

was a large rubber mass of what looked like whale blubber. Shirmere explained that it represented what 5 lbs. of fat actually looked like, and then showed how it might look on hips, upper arms, etc. She also showed them how much sugar and salt were actually in foods such as soda, chips, etc., and everyone was surprised at the size of the vials.

At the end of the training, clients were treated to a healthy lunch. Shirmere and Brian tested the audience

with a few questions and then raffled off prizes, with each client receiving a prize.

The purpose of the training was to provide information that would be useful for clients in making their own food choices, as our clients are faced with the same fast food temptations we are on a daily basis. We also wanted to stress to them the importance of exercise and the variety of activities available as "moderate" exercise.

*By Kathy Deeken, QMRP*



## Always ready to roll

Mark Warmack folded and rolled the newspaper with look of concentration. On his left, Glenn Strickland finished a roll and tossed it with the others.

Ten minutes later, they were ready to go.

International Carrier Day this week highlights the important role of those who pick-up, roll and deliver the paper to your doorstep each day.

Seven days a week for more than three years, the two residents of the Cole County Residential Service have delivered the newspaper to the 35 homes on their routes.

"They do it in all kinds of weather," said Judy Stacey, staff member of the Cole County Residential Service.

Except in cases where weather is dangerous - in which case staff members fill in - the two paper carriers make a dedicated showing.

Strickland usually waits for the News Tribune truck to arrive from his porch while Warmack sits inside.

When it arrived Friday, he carried the packages inside, calling out its arrival. Warmack quickly joined him at the kitchen table where they set to work.

They take their job seriously - "very seriously," Stacey said.

Strickland and Warmack use their newspaper income as spending money for a trip to movies, eating out or to invest in a hobby.

Glenn likes model cars. Mark likes to watch sports.

Recently, they used their money to go to a Cardinals game.

The men started delivering the paper when Strickland noticed another delivery worker in their area.

As someone who likes to know what's going on around him, his curiosity was piqued watching the driver toss the paper to the designated homes.

Staff members decided to help Strickland and Warmack give the job a try.

It's now an anticipated part of their routine.

Erica Johnson is one of two staff members who usually drive Strickland and Warmack's 45-minute route with them.

The trip is mixture of jovial and serious, she said - a bit like the pair themselves.

Strickland carries an almost perpetual wide smile and makes silly jokes.

Quiet and businesslike, Warmack offers affable nods to questions or waves in greeting.

Stacey asked Warmack if he was ready to go.

He stepped straight to the bag stuffed with newspapers, pulled it over his shoulder and carried it to the car.

"They just like doing their job and doing it well," Stacey said

*By Christina Knott*

**News Tribune**

*Reprinted with Permission*



*Mark Warmack, left, and Glenn Strickland roll newspapers in preparation of delivery to residents at Broadmoor and Hidden Oaks Apartments. The duo, who both live at Cole County Residential Services house on Tanner Bridge Road, have been delivering the News Tribune to customers for several years. (Julie Smith/News Tribune photo)*

## *Employees of the Month*

Congratulations to the staff members pictured below for being selected as Employees of the Month. Our sincere thanks to each of them for their service and dedication to those we serve.



**June 2006**

Jackie Bolden (left) pictured here with Keith Pritts. Jackie works at 616 Delaware.



**July 2006**

Kathleen "Kelly" Murphy (left) pictured here with Charlie Taube. Kelly works at 1800 Tanner Bridge Road.



**August 2006**

Kathy Deeken (left) pictured here with Audrey Dick. Kathy is the QMRP at 343 Eastwood.

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Please let CCRSI know if you want to stop receiving this newsletter or if you would like to receive it electronically. You may call, fax, or e-mail us. Also, please let us know if your address has changed. Thanks!

## HOT NEWS FROM CCRSI RECREATION PROGRAM

We are one-half way through our Fall Travel Opportunities. We have enjoyed the beautiful weather at the Lake of the Ozarks attending the Mountain Man Rendezvous and the Hillbilly Fair in Laurie. We went to St. Louis to the Cardinal Baseball game. This will be the last year for us to take a large group which was 50 this year. We will be going more often with less people in the 2007 season. This past weekend we went to the KC Renaissance Festival. We enjoyed a six course

meal, while we were entertained by the King and Queen of the 16th Century. We saw various acts such as a fire eater, juggler, singing groups, and comedy groups. We saw out in the fairway live elephant and camel rides.

We have a Train Ride to Sedalia coming up the last of October and November. The reason for the two trips are to accommodate the number of responses. Then off to the Circus and ending with the Christmas Show. Friday Night Recreation has been busy with dances, bingo, movie night and the upcoming Hayride and Hot Dog Roast at

Binder Lake, October 13, 2006, at 6 PM—8 PM.

The Special Olympics Area Bowling Tournament will be held December 1-3, at the Westgate Bowling Alley located in Jefferson City, MO, on Christy Lane. This event will begin at 9:30 AM with the participants arriving one-half hour earlier than the scheduled event.

Happy Halloween to all you Trick or Treaters!

*By Sandy Donelin,  
Recreation Coordinator*

## Important Events November thru December, 2006

**November 4, 8 am-7 pm - Train to Sedalia** — Meet at the Jefferson City Amtrak station. We will ride the train to Sedalia to have lunch and check out the current events before returning by train. Bring extra money for souvenirs and extra snacks. Cost: \$30.00

**November 18, 8 am-6 pm - Ringling Bros and Barnum Circus** — Come with us in going to the Savvis Center to see the New 135 Edition of the Greatest Show on

Earth! Eat breakfast before leaving home. We will have lunch before returning. The performance starts at 11:30 a.m. Bring extra money for snacks and souvenirs. Cost: \$35.00

**December 9, 5 pm-10 pm - Christmas Show** — Get in the Holiday Spirit with the Christmas Show at the Main Street Opry in Osage Beach. We will go eat at a majority choice restaurant before the play. Bring extra money for snacks and souvenirs. The

date was changed from December 2 due to a conflict with the Special Olympics State Tournament being held December 1-3. Cost: \$30.00

**NOTE:** Only 5 people will be signed up for each TRAVEL OPPORTUNITY. In the event of a last minute cancellation others interested in the filled trip will be contacted. In the event that an opportunity has a big response this opportunity may be repeated until everyone gets a turn. Contact Sandy Donelin at 634-4555 for further information.