



MY VOICE, MY CHOICE, MY LIFE

NOVEMBER 2022 NEWSLETTER

Edited by Erica Allcorn
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FROM THE DESK OF TRAVIS DEMOSS

Culture Battle

Maintaining the culture you want for you organization is a constant battle. A war of wills and a contest that you can not afford to lose. A mistake in your messaging, hiring the attitudinal employee and applying policy that creates tension are ways that you can lose your grip on the culture that you want to promote. These three items must stay in balance in order for the organizational leader to expect the best work from the team(s) within the structure provided. I was reminded of the attention this takes last week when we had two employees have

their second work anniversary. They are two highly motivated individuals with a solid work ethic, integrity and are firm believers in our mission. They were just the right employees, hired at just the right time to complete the framework of our employee-first culture. Their presence in our organization not only makes us complete, it sets us up for future successful hiring situations because we now know what we're looking for. I have maintained for many years that happy employees are productive employees. I consider it my role to set forth a culture where the employee is my highest priority. Hiring

right the first time and setting policy that supports the employees are critical in setting a culture that produces the highest quality outcomes for in all areas of interest.



Travis DeMoss
Executive Director

MESSAGE FROM HR

- MPower will be closed for the Thanksgiving Holiday on November 24th and 25th.
• Surprisingly enough, Thanksgiving isn't just celebrated in America, similar to America, "Harvest festivals" take place in other countries as well.

- Thanksgiving is a national holiday celebrated on various dates in the United States, Canada, Grenada, Saint Lucia, and Liberia. It began as a day of giving thanks for the blessing of the harvest and of the preceding year. Similarly named festival holidays occur in Germany and Japan. www.wikipedia.com



Cheyenne Freeman
Manager of Administrative Services

MPowers VISION STATEMENT:

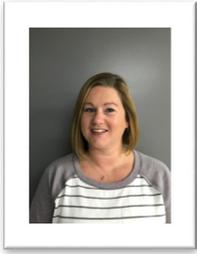
We are committed to the belief that promoting an individual's hopes, wants and dreams is the first step to achieving self-determination.

MEET THE TEAM

- Erica Allcorn Angela May
Laurin Bartlett Erica Rennison
Kellie Berry Alex Rutledge
Dakota Cantwell Sonia Setzer
Christy Coslet Tanya Steele
Erica Cox Melissa Stockwell
Diana Crouch Caitlyn Tanner
Travis DeMoss Jennifer Trent
Jessica Elgin Tim VanBebber
Tyler Emerson Tammy Waggoner
Cheyenne Freeman Elizabeth Washington
Kami Hruska Ashlea Withers
Nik Langston

INSIDE THIS ISSUE:

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*Elizabeth Washington  
Saline Supervisor*

## FROM THE DESK OF ELIZABETH WASHINGTON

Special Olympics MyHealth, made possible by the Golisano Foundation, in the United States in collaboration with the U.S. Centers for Disease Control and Prevention has partnered with Special Olympics and is excited to announce the release of MyHealth, an online space for health education resources geared towards Special Olympics athletes and other people with intellectual disabilities: [www.specialolympics.org/MyHealth](http://www.specialolympics.org/MyHealth).

MyHealth offers a fun online learning environment through visually engaging

materials that allow users to learn more about their health at their own pace. For example, learn how to identify the signs of stress, dehydration, common dental problems, and much more.

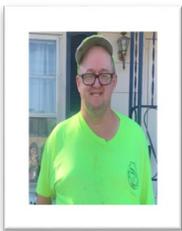
The goal of MyHealth is to equip athletes and other people with intellectual disabilities with the educational resources to not

only live healthy, longer lives, but also to become actively involved in their own health.

<https://www.cdc.gov/ncbddd/humandevelopment/newsletters/2022-august.html>



## THE MPOWERED CONSUMER



*Chris Williams*

One of the best things about being a service coordinator is having the opportunity to watch individuals meet the goals they set for themselves. One thing to know about Chris Williams is that he takes his goals seriously. Chris loves to work and is currently employed with the City of Marshall where he picks up trash along a route with the assistance of a job coach through CHS Supported Employment. His coach drives him along his route and Chris will alert them to pull over when he spots things that need to be picked up, turning on the safety lights. He also helps at the

parks, where he has even saved a few turtles along the way. This spring, at his annual planning meeting, Chris mentioned that he would like to learn how to mow the grass. Within a couple of months, with the help of his coaches, Chris was using the mower and the weed-eater at work and helping keep things beautiful for the season. Chris shows determination every day and is often praised for his work ethic. He loves his job and is always looking for new tasks he can learn. He is considerate, friendly and a go-getter. Being a part of his team and watching him work to

achieve his goals each year is exciting. His team is so proud of him, and we can't wait to see what he chooses to tackle next!

By Kellie Berry

## FROM THE DESK OF ERICA RENNISON

When a Service Coordinator develops an ISP, there is a section called “What is important to know about the individual’s cultural background and traditions?” When I think about this question and how it might apply to me, it’s easy. I think about the holidays and years and years of memories surrounded by family, food, laughs, games, etc. I think about the warm feelings the holidays bring and how, even as an adult, I look forward to getting with my family, sharing stories, hearing about life updates, getting a good recipe, watching kids grow, laughing, learning a new game, etc. I’ve been blessed for sure and these memories

that surround our family traditions and celebrations are some of the best memories of my life.

There’s a saying and remembrance that most of us on staffing and Service Coordination side of client services know about this time of year as well. For many we serve, “it’s a tough time of year.” Many individuals we serve dread the holiday season. They don’t have warm, fuzzy memories about the holiday season and family gatherings. In fact, there’s a good portion of our clients that dread this season. It’s an annual reminder of that which they *didn’t* have. A discouraging period of

songs, advertisements, and other people’s traditions that remind them that they got the short end of the stick. I think it’s important to remember during this time of year that while some of us may be smiling a little more, feeling a little more thankful and giving, that these same feelings don’t apply to us all. I have to remind myself to generate conversations that don’t always revolve around the holidays when visiting with clients during this time of year. It’s tough but just a thought to keep in mind as we venture into the season.



*Erica Rennison*  
*Pettis County Board*  
*Manager*

## THE MPOWERED CONSUMER

If you’ve been working at the Pettis County office for any amount of time at all, you’ve heard of Miss Briseida Pineda. She has become very popular among us, as we have all been working to find support for her for about a year now. You may have heard her name in passing, but I would like to introduce her to you all, as she has become one of my favorite humans this past year.

Briseida is a 16-year-old young lady that lives with her mother in Sedalia. Briseida has beautiful curly hair, and the longest eyelashes I’ve ever seen. She loves being tickled by her mom, and listening to her whistle! She has been diagnosed with Q99.9 Chromosomal abnormality

(unspecified), quad cerebral palsy/GMFCS 5, Spasticity, Dystonia, Hip Subluxation, Scoliosis, Torticollis, Asthma, Tetrasomy 9p, GERD, Dysphagia, Epilepsy, just to name a few. Briseida is eligible for State Plan nursing, but due to the current nursing shortage, she has been left with only one nurse. Briseida’s mom has been doing her absolute best to care for her, while maintaining a full-time job.

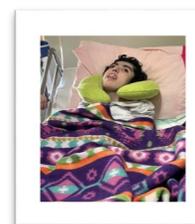
Because Briseida is only 16, she does not qualify for waiver funding for placement. After a years’ worth of research, and work, Children’s Division decided to step-in to help!

Because they have stepped in, Briseida will finally receive the

funding she needs to be placed in a Restoring Hope Host Home! The home is excited to have her, and mom is happy she will still be such a major part of Briseida’s life.

Though this new placement, means Briseida will have a new service coordinator, I am so happy to have met this sweet young lady, and her wonderful family, and was able to see her finally placed where she will receive the services she needs to thrive!

By Tyler Emerson



Briseida Pineda

COMMUNITY INFORMATION

**JOIN OUR TEAM!**  
**MPOWER IS HIRING**

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- Major Medical, Dental, Vision, and other Insurance options
- Retirement Fund
- Generous Vacation and Sick Leave
- Flexible Schedule
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[WWW.MPOWERTCM.ORG](http://WWW.MPOWERTCM.ORG)

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**MPOWER'S MISSION STATEMENT**

*Empowering people to manage the direction of their life.*



**MPOWER**

Derived from the word "Empower" and meaning "to promote the self-actualization or influence of one's self".

Welcome to MPower, an agency developed to meet the Targeted Case Management needs of adults with disabilities in Pettis and Saline Counties. At MPower, we have dedicated ourselves to providing the highest quality case management services available in Central Missouri. We believe that the individuals we serve deserve an advocate that is highly trained, well-educated on the latest trends and highly motivated to assist people in navigating the intricate systems of State and Federal funding sources and the growing list of qualified providers.

We believe in you, we believe in your hopes, wants, and dreams. We believe that when you are "MPowered" to make your own choices and have the proper supports, then you have the greatest potential for success.

It is our pleasure to walk beside you.