

Immacolata Manor Plans to Go Smoke Free

Immacolata Manor, a non-profit service provider to individuals with developmental disabilities in Liberty, is a place where individuals are empowered to lead healthier and happier lives, to achieve their highest potential and to live with dignity and mutual respect.

In November, the Manor began implementing a smoke-free policy that will promote the health of its staff, residents and day participants. Immacolata Manor (IM) considers it its responsibility to provide employees and individuals served with the resources to lead healthier lives, in accordance with the Manor's Vision.

The smoke-free policy, to be implemented in phases over a three-year span, covers all agency locations and vehicles. Members of Immacolata's Smoke Free Committee said the agency chose to put the smoke-free policy into effect after



complaints were received from Manor consumers. "The health and wellbeing of individuals served, as well as our employees, is our top priority. A smoke-free agency is safer and contributes to a better living environment," they noted. "We want Immacolata Manor to be a home all residents will enjoy."

IM currently provides direct care via residential services to 37 adult residents in the Liberty area. Services include room and board, transportation, health care coordination, nutrition, personal care and hygiene. In addition, the My Day program provides day habilitation and community integration to 58 individuals at two Liberty locations. The overall goal is to help each person explore new interests and to expand on his or her past successes, while helping retain and enhance daily living skills.

Phase one of the smoke-free initiative began with the Great American Smoke Out, held the third Thursday of November each year, by encouraging smokers to use the date to make a plan to quit smoking.

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This phase includes education and awareness initiatives, cessation support, extensive communication with stakeholders and a review of policy and procedure.

Phase Two will be implemented on the third Thursday of November, 2015 when smoking or use of tobacco products will be prohibited on agency time and grounds Monday-Sunday, 9am-5pm. Vapor cigarettes and e-cigarettes will be strictly prohibited. Smoking will also be strictly prohibited in agency vehicles.

IM's third and final phase will be realized on the third Thursday of November, 2016, when smoking or use of tobacco products will be prohibited on agency

time and grounds and in agency vehicles (24 hours a day, 365 days a year).

By Thanksgiving 2016, Immacolata Manor will officially be smoke-free. Julie Grower, Executive Director of Immacolata Manor, is excited to see the policy go into effect. She commented, "Going smoke free gives us a great opportunity to promote a completely healthy environment for our residents, participants and staff. Employee wellness is crucial to the success of the agency, so going smoke free was a natural choice."

"Immacolata Manor is a beautiful property and the smoke-free policy will enhance its natural, healthy setting. They are doing a wonderful thing for their residents by offering a completely smoke-free living environment," said Jeanie Wesselschmidt, Community RN for Immacolata Manor.

Committee members agreed the change will be difficult for many employees. "For those who wish to stop smoking, we have collected valuable information on numerous resources specializing in smoking cessation assistance," they noted. "A list of those resources is available from the Development office. We encourage employees who wish to stop smoking to take full advantage of these opportunities."

Currently, Immacolata Manor has designated smoking areas. Smoking in buildings is prohibited.

"As you are aware, many other organizations in Missouri and across the country have moved in this direction," said Grower. In the past 15 years, more than 500 public housing authorities (PHAs) throughout the nation have adopted and implemented smoke-free policies. The rate of adoption of smoke-free policies accelerated quickly, following the publication of an official notice by the U.S.

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Pathways

Pathways is published quarterly for Clay and Platte County residents with developmental disabilities, their families and other interested persons. Funding is provided by participating agencies which include the Arc of Clay and Platte counties, CEADD, Center for Human Services, Concerned Care, Inc., Easter Seals Midwest, Immacolata Manor, Northland Early Education Center, Platte County Board of Services and Vocational Services, Inc. Contributing occasional articles will be Down Syndrome Guild, EFECT, Tri-County Mental Health Services and the Maple Valley State School.

Editorial contributions are welcome. Content is intended to be positive and informational. Material may be edited and will be printed as space allows.

If you wish to receive Pathways and do not, contact Betsy Keleher at 604-3043. We also appreciate help eliminating duplicate issues at a single address or unwanted issues.

Gladstone Thrift Store Undergoes Renovation

If you haven't visited The Arc's thrift store in Gladstone this year, you will be in for a pleasant surprise when you do.

During the first week in January, the store was closed for a total renovation of its retail space. To facilitate this work, it was necessary to find a temporary home for the contents and for volunteers to undertake the move. A small band of volunteers braved the cold and helped transfer the bulk of the contents to a 25ft x 9ft container. Red noses and chilled fingertips were their reward.

As part of the update, it had been decided to replace the carpeting and modernize the lighting. Armed with KCP&L's incentive program, it was decided to refit all the present light fittings with LED units. This,



The Arc's Gladstone Thrift Store recently went through a complete renovation. The results are more efficient and look better, too!

This has provided a better use of the space on the upper floor for larger items and furniture.

So if you haven't visited the store since early January check out the new look. They receive comments daily about how much their customers enjoy the improvements.

The Arc of Clay & Platte counties generates the bulk of its funding via its thrift stores in Gladstone and Smithville. This funding, in turn, is used in support of people with intellectual and developmental disabilities through its disbursement programs to agencies and schools in the Northland.

People with intellectual and developmental disabilities receive substantial discounts on all merchandise.

The Arc extends a special thank you to their regular supporters, donors and shoppers. If you haven't visited them lately come check it out.

As an all-volunteer organization, Arc is always in need of help. If you have a little time to spare, why not volunteer at one of their stores. It is fun and supports a good cause. Anyone interested in volunteering, please contact Terry on 816.699.0813.

Arc

together with some redistribution and additional light fittings, has had a dramatic impact on the brightness, not to mention a substantial reduction in energy consumption.

With the carpeting and lighting completed, the work of the small band of volunteers was resumed. Painting, replacement of fittings and signs, wiring for piped music and the extension of the security system were a few of the tasks to be undertaken before bringing all the temporarily stored merchandise back into the store.

The cash register unit has been relocated and is now adjacent to the entrance.

Summer Activities Planned for College

The spring semester of College Experience for Adults with Developmental Disabilities is over, and summer is approaching quickly.

CEADD ended the session with Dino O'Dell and his wonderfully engaging musical entertainment.

For summer, there are some special activities planned for new and returning students. Confirmed at this time are fishing at Immacolata Manor and the Coterie Theatre at Crown Center. The theatre will feature the play, A Year with Frog & Toad, which is about an enduring relationship between unlikely personalities.

CEADD is also working to schedule a trip to the Kansas City Zoo and entertainment from Theatre for Young Americans. Those dates are yet to be determined. Registration forms should be available in early May for the June classes.

CEADD



Changing a Negative to a Positive

(The following success story deals with a client of the Center for Human Services in Clay County.)

As a result of needing an accommodating living situation to recover from a broken ankle, it was necessary for Gary to move from a two-person Independent Supported Living location to an eight-bed group home while he healed.

Gary's recovery took several months, but within that time span, he has increased his communication, socialization with others and his participation in his community. Although Gary got along well with his previous roommate and accessed the community, it is the combination of the peers he shares a house with and the "family" atmosphere that seems to have enriched Gary's life as a result. Due to the structure of the house, he can choose to be among his peers in the common living areas or enjoy some private time in his apartment within the house when he needs his space.

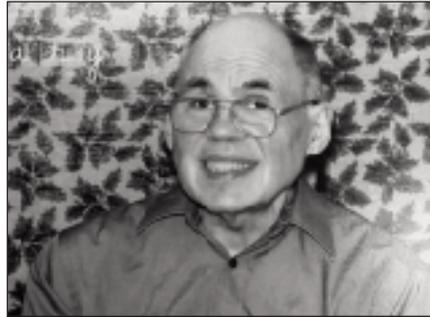
His brother and sister-in-law have seen a very positive change in Gary's communication; he uses more eye contact and is more tolerant of others in his space, combining more words to communicate and smiling a lot more. Gary has a great smile!

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Department of Housing and Urban Development (HUD) that strongly encouraged PHAs to adopt smoke-free policies. Also, a growing number of nationwide property management firms are going smoke free across all properties.

A major reason HUD is committed to encouraging property owners/agents to implement smoke-free policies is that the movement of secondhand smoke cannot be controlled. Research has shown that ventilation and other air filtration tech-



Gary faced real challenge while recovering from a broken ankle, but he used the time to add dramatically to his abilities.

He attends music class, loves to sing, is attending church every Sunday and has even begun participating at a drumming circle in his day services program. He also receives service coordination from Center for Human Services.

Gary's new beginning offers him the ability to take advantage of the many choices presented to him to live a fuller life.

nologies cannot eliminate the health risks caused by secondhand smoke exposure.

HUD also supports smoke-free policies because they reduce property maintenance costs and the risk of fires.

In 2009, voters in the City of Liberty approved a petition-driven smoking ordinance that prohibits smoking in enclosed spaces of employment and public places.

For more information on Immacolata Manor, call 816.781.4332 or visit www.imanor.org.

Concerned Care Practices Safety First

Concerned Care's Therapeutic Recreation Department has developed a series of programs to provide participants information about situational awareness, self-confidence and basic self-defense techniques.

In April, several consumers attended the "Community Safety" program taught by deputy sheriffs employed by the Clay County Sheriff's Department. The deputies are also certified defensive tactics instructors.

The event provided consumers with the opportunity to not only meet and know the Sheriff and staff but to ask questions and discuss ways to handle situations they might encounter in real life.

Previously, a program on water safety was held at North Kansas City Hospital, and plans are being coordinated with the North Kansas City Fire Department to host a fire safety program.

People First

People First is an international organization with 10 to 15 chapters in Missouri. The purpose is to encourage people with developmental disabilities to advocate for their own rights and the rights of those who are not able to advocate for themselves.

The Concerned Care Chapter was started over 12 years ago and meets at the administrative office each month on the third Tuesday.

On March 31, several members attended the Disability Rights Day at the capital in Jefferson City. The group participated in a rally inside the capital building and then spoke with local representatives about issues important to them.

The Jefferson City trip is an annual event. However, the group has their own projects and fundraisers and also solicits guest speakers to help them keep aware of issues.



State Representative Lauren Arthur (right) met with consumers at Concerned Care.



Sheriff's deputies worked with a CCI participant.



CCI won second place in Snake Saturday Parade's Rainbow Division.

Easter Seals Midwest Makes a Difference

Lexi is a beautiful, four-year-old girl with spastic quadriplegic cerebral palsy who is making great strides in her development, thanks to the speech, physical and occupational therapies she receives each week at Easter Seals Midwest, formerly Triality.

Lexi was diagnosed with cerebral palsy after contracting meningitis, just two weeks after she was born. As a result, she does not speak and cannot sit unassisted, but she does walk with the help of a walker, and she loves being as active as that walker will allow.

She attends Easter Seals Midwest's early education center in Pleasant Valley. This center allows children without and with disabilities to grow in an environment rich with play-based learning activities designed to bring out each child's individual strengths.

At the center, Lexi is surrounded by other children who love to help her and play with her. "It really warms my heart to see how welcome everyone makes Lexi feel," says her mom, Whitney Dawson. "She is very social and enjoys interacting with the other kids, and this particular environment fosters children of all abilities participating in activities together. I think that sets a good foundation for children to learn acceptance and not to bully kids with disabilities later on in school."

While there is no cure for cerebral palsy, treatment and therapies can dramatically impact an individual's quality of life. Someone with cerebral palsy may have diminished motor skills, but with therapy may develop a high level of independence. Another individual who has a vision or hearing impairment can learn to use assistive technology to foster communication with others.

Because she is completely nonverbal, Lexi is learning to use communication boards and eye-gaze technology. "Easter

Easter Seals Midwest

Seals Midwest has helped Lexi with different resources and technologies that I didn't even know existed," Whitney states. "With the assistance of communication boards and eye-gaze devices, Lexi is able to communicate her emotions and needs with the other kids in her classroom and with her family. Additionally, the physical and occupational therapies that she receives from Easter Seals Midwest are helping her so much with muscle development and coordination. They have helped Lexi more than I could ever thank them for!"

Lexi's mom hopes that Lexi will be independent one day, able to walk by herself and to express her wants and needs through effective communication. For now, Lexi's favorite activities are playing with bubbles, chasing her two brothers using her walker, dancing to music and being tickled. She will begin kindergarten in the fall of 2015.



Lexi Dawson, an enthusiastic and social four-year-old with cerebral palsy, attends Easter Seals Midwest's early education center.

Janey's Ride Registration Now Open

Last year, more than 300 riders enjoyed what some called, "the best day on their bike." Registration is open now for the 18th Annual Janey's Ride scheduled for June 28 at www.JaneysRide.com.

The 80-mile group motorcycle ride through the Northland supports individuals with developmental disabilities who rely on the personalized services provided by Immacolata Manor in Liberty, Mo.

Riders can pre-register online on the website. Early bird registration is \$30 for biker only and \$45 for biker plus passenger. Register before May 30 to guarantee a ride t-shirt in the size ordered.

Registration also includes one entry into the high/low dice-roll game. Additional entries are available for purchase. Also included is an entry into the bike show. Trophies are awarded for touring, custom, cruiser, sport, best of show and resident's choice.

There are also Over the Top giving options for those who want to help out even more. Choose one of their tiered pricing options when registering, or rally the troops and invite your friends, family and co-workers to donate in support of your ride. All donations go to sustaining Immacolata Manor's life-giving programs.

Registration is also available on the morning of the ride for \$35 and \$50. The registration tables open at 8 a.m. on Sunday, June 28. The ride leaves the Manor at 11 a.m. Before the ride begins, participants are invited to enjoy a benefit biscuit and gravy breakfast, peruse the vendor booths or bid on items in the silent auction.

Riders will depart the Manor and head to Kearney, then stop in Lathrop for a complimentary lunch before returning to the Manor by way of Smithville. The festivities conclude with the announcement of the bike show, silent auction and 50/50

Immacolata Manor

raffle winners. Black Sky Radio will broadcast live during the celebratory finish.

There are volunteer opportunities for those who would like to help but don't want to ride. To register as a volunteer or make a donation, visit www.JaneysRide.com.

LCC Powersports owner, Jeff Heishman, founded Janey's Ride in memory of his mother, Janey Heishman, who died of lung disease in 1996. In 2003, he teamed up with Kevin Broderick, founder of another benefit motorcycle ride, Over the Next Hill for Immacolata Manor, and the two rides were combined.

Manor Ball, Celebration Raise \$15,000 for Immacolata Manor

In February, the third annual Embrace the Manor Ball and Couples Celebration raised \$15,000 for Immacolata Manor, a nonprofit service provider to individuals with developmental disabilities.

Over 200 guests were in attendance for the event, which was hosted by Dick Wilson of the 94.9 KCMO morning show. The evening also featured a video performance by the Manor's "Merry My Day Chorus" and the awarding of "Embracing Hearts" awards to three outstanding couples: Bob and Jodi Capps of Liberty, Dan and Wanda O'Dell of Liberty and Scott and Robin Page of Liberty.

VisionsKC sponsored the use of the venue, The View at Briarcliff, in the Courtyard by Marriott. The menu for the evening featured a truffle, cheese-stuffed smoked chicken breast, prepared by Salt Catering and donated by Smart Chicken, so more of the event's proceeds directly benefited the Manor.

NEEC Teacher Receives National Award

The Terri Lynne Lokoff Child Care Foundation honored 50 childcare teachers, including Northland Early Education Center's lead teacher, Natasha Lehman, with its prestigious National Child Care Teacher Award, during a special ceremony held on Thursday, April 16, 2015 at Please Touch Museum in Philadelphia. The 50 teachers were honored for dedication and excellence in providing high-quality early education to the children in their classrooms.

Applicants from across the country and on U.S. military bases and installations around the world see themselves as a group of professionals shaping and changing the future, one child at a time. Candidates were asked to think about their classroom and the children they teach and create a written "picture" to convey to people what their classroom looks like and how it meets the needs of children.

Teachers were asked to describe their typical morning schedule and how they interact with their students. They also had to create an enhancement project for their classroom and discuss what their role in the project would be and how the children would benefit. As a result, all of the applicants gained a new perspective of their classroom, their teaching style and the children in their classrooms. This year's winners hailed from 19 of the lower 48 states.

Lehman was personally awarded \$500. In addition, she received a plaque and \$500 to purchase the materials needed to build her classroom's enhancement project, which is a mobile garden. As a classroom project, her students and their parents will be involved in creating it. Lehman, the lead teacher in the 3 to 5-year-old Orange Orangutans' room, has been a teacher at NEEC for 11 years.

Since its inception in 1994, and including the class of 2015, the Terri Lynne

NEEC

Lokoff Child Care Foundation has recognized 843 childcare teachers with its prestigious National Child Care Teacher Award and presented awards totaling more than \$800,000 in support of recipients and their classrooms. The awards program is a success due to the support of McNeil Consumer Healthcare Division of McNEIL-PPC, Inc., the makers of Children's **TYLENOL®** (the title sponsor) and additional sponsor Children's **ZYRTEC**.



Natasha Lehman was one of only 50 childcare teachers in the United States to receive the 2015 National Child Care Teacher Award.

Pathways Calendar

June 2-5—Arc Summer Camp.

Sept. 1—Arc Annual Picnic.

Aug. 16-18—Real Voices, Real Choices, Consumer Conference. Tan-Tar-A Resort Osage Beach. For more information, send email to ConsumerConference@dmh.mo.gov.

PCBS Marks Fourth Decade of Services

This year marks the 40th year of services provided by Platte County Board of Services for the Developmentally Disabled (PCBS)!

PCBS kicked off its 40th Anniversary Celebration during the month of March, which is also Developmental Disabilities Awareness Month, by creating a billboard announcing the celebration.

The citizens of Platte County authorized a tax to provide services for its residents with developmental disabilities in 1974. The first board of directors, appointed by the County Commission, met in August of 1975 and began providing services

The new board agreed to fund two programs already in existence, a day program and a sheltered workshop. Both of those programs exist today.

The day program was the Developmental Work Activity Association (DWAA), which became Triality and is now Easter Seals Midwest. The sheltered workshop was and still is Vocational Services, Inc. PCBS has funded these two programs continuously since 1975.

In 1976, PCBS opened its first group home. Some of the individuals served in that home are still receiving residential supports from PCBS. And one of the original staff is still working for PCBS.

PCBS currently provides seven group homes for 40 individuals as well as 18 individuals in Supported Living. Around 1980, PCBS hired its first executive director, Bob Sharkey, who remained in that position until 1986. When he left, Janice

PCBS

Tilman was hired for that position and has continued to serve in that capacity.

Other landmarks for PCBS include:

- 1982—added transportation services. Last year, PCBS drove 140 individuals 743,000 miles to and from work and other activities at a cost of \$987,000.

- 1990—added recreation program providing events such as monthly dances, bingo, arts and crafts, concerts, shows and local sporting events, and Special Olympics for 156 individuals.

- 1992—launched its day habilitation program currently serving 41 individuals in center-based and community activities.

- 1993—PCBS received its first accreditation through CARF. Last year PCBS received its eighth consecutive, three-year accreditation.

- 1999—PCBS began providing service coordination for adults who chose the agency as their provider. In 2003, the Kansas City Regional Office turned over all the service coordination for Platte County residents to PCBS. Last year, PCBS served 505 individuals with developmental disabilities. Of those, 436 received service coordination as one of their services.

To follow PCBS' anniversary activities, visit www.pcbsdd.org or to the Facebook page at www.facebook.com/pcbsdd.

VSI Continues Providing Quality Services

(State and federal legislation often plays a big role in local services. This article examines major federal legislation that is impacting work programs nationwide.)

Vocational Services, Inc. has a long-standing commitment to high-quality, individualized services. It is the mission of the organization to enhance the quality of life for individuals with disabilities by offering choices for employment and community integration. To fulfill its mission, VSI provides a strong habilitation program that is driven by individual service plans. The organization adopted this program model in the early 1990's, and, as a result, hundreds of Clay and Platte county residents with disabilities have been successful in their employment efforts.

The program model used by Vocational Services is not the same model that is used by all employment providers, and there have been situations across the country in which individuals with disabilities were not provided with the resources needed to seek employment of their choice.

On July 22, 2014, The Workforce Innovation and Opportunity Act (WIOA) was passed by a bipartisan vote of congress. This act made changes to the Rehabilitation Act of 1973, which established the Vocational Rehabilitation (VR) program. An integral part of the amended (WIOA) is intended to improve services and access to those services for individuals with disabilities.

Through amendments to the Act, WIOA prioritizes, and places heightened emphasis upon, the provision of services that maximize opportunities for competitive integrated employment for individuals with disabilities, including those with the most significant disabilities, consistent with their unique strengths, resources, priorities, concerns, abilities, capabilities, interests and informed choice.

WIOA requires individual states to



adopt regulations that meet the standards outlined within the Act. Part of these regulations will have an impact on Sheltered Workshop and Supported Employment (Vocational Rehabilitation) programs.

Section 511 of WIOA imposes limitations on employers who hold special wage certificates that must be satisfied before the employers may hire youth (24 years or younger) with disabilities at subminimum wage or continue to employ individuals with disabilities of any age at the subminimum wage level.

In particular, such employers are prohibited from hiring youth (24 or younger) with disabilities at a subminimum wage level, unless the youth are afforded meaningful opportunities to access services, including transition services under the Act or IDEA, so they may achieve competitive integrated employment in the community and/or the youth have had community-based work experience that with reasonable support was not successful.

Additionally, employers will be required to provide certain information and career counseling to the individual and, if applicable, his or her guardian every six months of the first year of such employment and annually thereafter, for as long as the individual receives compensation at the subminimum wage level. And, this service must be documented.

The proposed regulations in this part focus exclusively on those requirements under the purview of the Department of Education. Therefore, the Missouri Department of Education has been charged with writing and implementing regulations that satisfy WIOA. The leadership at Vocational Services will remain attentive to these regulations and will remain steadfast in their mission.

Pathways
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