



NEW YEAR, NEW OPPORTUNITIES

You know here at Lafayette we have always provided a *choice* for work opportunities for 44 consecutive years starting in 1976, “**Building Dreams and Creating Opportunities**”, that otherwise would not have existed. As we enter into our 45th year, we are pleased to announce that we are extending that spectrum of choice with our new Program, called **STEPUP**. You can read about it on the next few pages and learn about our Staff that will be managing and teaching the program. We have been working on this for some time, and we ran a pilot that resulted in an approval for funding by our wonderful partners, the Productive Living Board. The PLB funds 36 agencies dedicated to providing work, living, transportation, and recreational/social programs for St. Louis County citizens with IDD, and are always looking for new offerings and opportunities. We are also fortunate to have the owners of McArthur’s Bakery so passionate about providing work opportunities for people with disabilities that they have become our first work-experience site. Thank you, both PLB and McArthur’s!

MASKS — I want to applaud all our workers and parents / caregivers for their outstanding compliance with wearing face masks at work, and coming to and leaving work. As a reminder, if you wear a cloth face mask, you must periodically wash and clean it; if you are wearing a disposable face mask, when it gets a little soiled or worn, please throw it away and replace it. As always your compliance with the guidelines is keeping *everyone* safe!

“Re-Imagined Picnic” — finally, as start our new fiscal year Oct. 1st, I look forward to seeing you at our drive-thru picnic this Sunday. What a nice way to start the “new” year, and to reinforce that we will “*keep on, and keep connected*” despite whatever hurdles are thrown our way.

Thank you all for your continued support of our dedicated 400 employees!



Rob Libera

CEO & Executive Director
rlibera@lafayetteindustries.com

Mission: The mission of Lafayette Industries is to provide employment opportunities to persons with developmental disabilities and to persons with other disabilities who are 18 years or older.

Goals: ♦ To provide a meaningful and productive work experience to persons who are disabled ♦ To maintain a safe and pleasant work environment ♦ To teach and to train persons with disabilities to acquire better work habits ♦ To enhance self-worth and dignity through employment ♦ To provide high-quality business service through packaging, light assembly and commercial mailings ♦ To operate the center in a professional, fiscally responsible manner ♦ To provide fair wages and good benefits

THE STEPUP PROGRAM

By Cat Woerner, STEPUP Program Coordinator

Heard the latest news from Lafayette Industries?

The **STEPUP** Program is a free competitive employment training program funded by your local Productive Living Board (www.plboard.org). **STEPUP** provides young adults (18-35) with disabilities with specific training to strengthen their executive functioning skills, social cognition skills and practical work skills. The goal of the Program is that within 1-2 years our graduates obtain and / or increase or maintain full-time competitive employment within their community with minimal supports. This is done through a combination of classroom-based learning and on-the-job training within the community. We are excited that our first partnership for **STEPUP** will be with Pioneer Bakery & Café in Kirkwood (formerly called McArthur's Bakery). Pioneer Bakery will provide our students with not only a chance to display their soft skills, but also provide them with an opportunity to learn new hard skills of the food service industry.

The **STEPUP** curriculum is based upon the instructional hierarchy-based way of designing curriculum. Similar to learning a new language, the fluency and accuracy really happen when you are immersed in that language and use it frequently. In the **STEPUP** program this is how we have built the curriculum. We provide the opportunity and resources for the students to acquire the skill and maintain it through the independent practice. The fluency, accuracy and generalization occur during the practical work experience. **STEPUP** provides individuals with disabilities the opportunity to learn the skill first, and then to be immersed in an experience that will lead to adaptability. This is where the practical work experience in the **STEPUP** program solidifies the skills that are explicitly taught, and leads to lifelong success in competitive employment. The curriculum sessions are composed of three parts: the primary assessments; the lesson which teach the specific session skills; and the skill measurement tests. The **STEPUP** students will also have individualized goals that address their specific needs to also support success upon graduation. **STEPUP** offers flexible block scheduling and is enrolling now!

Classes start Monday, Oct 5th.

For more information about this new program, to fill out an application, or email the **STEPUP** team - please go to:

<https://www.lafayetteindustries.com/programs/step-up/>



STEPUP TEAM IN PLACE FOR NEW PROGRAM OFFERING



CHELSEA JANSEN – ASSISTANT PROGRAM INSTRUCTOR

Chelsea Jansen has been working in special education for 4 years, and she is currently pursuing a Master's degree in Special Education from Webster University. She has worked as a paraprofessional at elementary schools in West St. Louis County since 2016. Chelsea has worked as a volunteer for the Down Syndrome Association of Greater St. Louis. She is also a member of the Gateway Chapter for the Cystic Fibrosis Foundation. She is so excited to join Lafayette Industries in this exciting new endeavor.



COURTNEY DUVALL – ASSISTANT PROGRAM INSTRUCTOR

Courtney Duvall is currently a senior at Webster University. She is seeking a dual certification degree in Special Education Teaching K-12 and Elementary Teaching. Courtney has worked with Special Olympics as a volunteer. She also had the opportunity to work with high school students with disabilities in Student Council on various projects and in planning events. She is very excited to join Lafayette and to work on the STEPUP program this semester.



CAT WOERNER – PROGRAM COORDINATOR

Cat Woerner comes to Lafayette Industries as STEPUP Program Coordinator as a graduate of the University of Missouri-St. Louis (UMSL) with a Bachelor's Degree in 2004. She has over 20 years of working experience in this field in a variety of industries such as previous management in residential, supported employment, sheltered employment and case management with the Department of Mental Health. Cat is excited to join Lafayette Industries in this exciting and innovative STEPUP Project.

WELCOME, LADIES – WE WISH YOU MUCH SUCCESS IN THIS NEW VENTURE!



PRIDE. DIGNITY. SAFETY. WORK. OPPORTUNITY

29th Annual Charity Raffle

\$5 a chance

1st Prize: \$1,000 CASH

2nd Prize: 2021 Cardinal Tickets

3rd Prize: St. Louis Aquarium unlimited passes for four

Buy tickets at lafayetteindustries.com/donate
Contact Alesia Roccia for details and paper tickets:
aroccia@lafayetteindustries.com

Throughout this adjusted environment, Lafayette Industries employees take PRIDE in the DIGNITY of full-time WORK. We practice SAFETY every day and appreciate the OPPORTUNITY and DREAMS we build. Proceeds from the *29th Annual Charity Raffle* directly impact over 400 Lafayette employees through our safety programs, free flu shots, and free monthly lunches.





THE CORPORA FAMILY GETS NEW FAMILY MEMBER

By Jane Corpora (Proud Mother)

Robin Corpora has an announcement to make: Her family has a new member they just added. His name is Bo, and he's a sweet little guy who's already running the house!!



LILLIAN KWOK AND HER DAD, TONY, PLAY PING PONG AND PRACTICE SOCIAL DISTANCING WHILE DOING IT

By Tony Kwok (Proud Father)

LAFAYETTE INDUSTRIES 403(B) RETIREMENT PLAN PARTICIPANT MEETINGS

By Vicki Whiteside (Lafayette HR Department)

Due to COVID we will not be scheduling onsite meetings this year with our retirement plan advisors with Representatives Renaissance Financial.

If you have questions or would like to discuss your 403(b) Retirement Plan Account with Nick Jones, the advisor for our retirement plan, please reach out to him by phone or email to set up time to talk (below):

Nick Jones – Renaissance Financial

Phone: (314) 932-4390

Email: nick.jones@rfconline.com



UNCLE BRIAN DUNN

By Ellen Dunn (Proud Mother)

My son, Brian, welcomed his new nephew, Jonathan Anderson Moran, to the family. Jonathan was born on August 23rd. He weighed 8 pounds, 7 ounces and was 21½” long. His sister, Heather, is one of the proud new parents.

RALPH ST. LEGER TURNS 50!

By Dr. Danielle St. Leger (Proud Mother)



CONGRATULATIONS, RALPH ON 50 YEARS!! NOW ON TO THE NEXT 50!!!!

CHRIS BROCK'S 25 YEAR DRIVE-BY ANNIVERSARY AWARD

On Monday, September 21st, Trisha Brock, Chris Brock's mother, made arrangements for him to have a drive-by for his 25 year anniversary award. His team and several staff, appropriately masked and socially distanced, greeted the Brocks from the safety of their car. There were pictures taken of the occasion, the award was presented to him, and then he drove through over to the patio to wave to his co-workers eating lunch outside. Congrats, Chris, for the many years he has completed, and we hope you have many more.



Above: Staff and Chris's team all get ready to greet him for his drive-by anniversary award.

Far left: Trisha and Chris Brock cruising closer to get a good look and wave at all his fellow employees.

Immediate left: Chris takes a picture for his phone.



RYAN PRESTON AT HIS SISTER'S WEDDING

By Steve Preston (Proud Father)

My daughter's wedding took place on Saturday, September 5th, and was held at the St Louis Marriott Grand Hotel. In the picture at the immediate left, from left to right are Ryan, his sister, Lauren (the bride), his new brother-in-law, Cameron, and Ryan's sisters, Lindsay and Erin.



WEST – CAUGHT BEING SAFE – AUGUST 2020

Far left: Scott Royal

Immediate left: John Langley



WEST – CAUGHT BEING

RESPECTFUL – AUGUST 2020

Far left: Mackenzie Carr

Immediate left: Cathy Schmid

LAURA FORTUS'S MOTHER REMARRIES

(Pictures provided by Janet Fortus (Proud Mother and Bride))



Aunt Becky and Laura



Read Laura's mask



Aunt Susan and Laura



Laura reciting
Ecclesiaste. 4:9-12



Far left: Aunt Susan, Aunt Becky, Janet Fortus (Bride) and Laura Fortus



Immediate left: Mr. and Mrs. John (Janet) Riehl

Editorial note: Janet Fortus's wedding took place on Saturday, September 12th. We wish the newly married couple every happiness, and know that Laura and her family have made him feel right at home. Congratulations to all!



SAFETY TIP FOR OCTOBER 2020 – BLING, SCARVES, AND LANYARDS IN THE DANGER ZONE By Tom Heitert (Safety Captain)

The Safety Captain was reading a tragic article in the local newspaper last week about a member of a tree trimming crew. People working on these crews are always using ropes for various purposes regarding their work. The rope this particular gentleman was carrying was draped across his shoulders. He began manning the wood chipper, when the rope got into the machine. It became entangled around his neck and strangled him.

My mind immediately went to Lafayette and how so many of us wear lanyards around our necks. These are quite handy and useful for our keys and ID's. It is so easy to misplace those things! However, they should be tucked into our shirts, or even taken off all together, while working with or near any of our many machines.

There are plenty of applications to this rule at home as well. We wear chains, necklaces, scapulars or the previously mentioned lanyards. From ceiling fans to mixing bowls, and gutters to lawnmowers, they CAN get caught up in them.

Watches and bracelets should be considered as well.

So beware, and take care my friends!

More later, Tom

SAFETY IS NO ACCIDENT! - MORE LATER! STAY SAFE, MY FRIENDS!!

HAPPY BIRTHDAY TO OUR OCTOBERITES!!!!

NORTH

WEST



Dahnyel	Walters	4
Veronica	Quinn	5
Jamara	Boyd	8
Tony Denise	Bridgett	9
Georgia	Ross	9
Emanuel	Baker	10
Anita	Hightower	10
Charae	Partee	18
Krystle	Conroy	19
Videll	Killiebrew	22
Steven	Johnson	29
Chaunda	Harris	30
Paul	Baker	31
Darrius	Roberts	31

Michael	Siddle	2	Andrew	Zivnуска	13
Stacie	Waller	2	Kathleen	Moore	19
Doug	Miller	5	Maureen	Teschner	19
Alicia	Rutherford	6	Dana	Thebeau	19
James	Riester	7	Colleen	Kelly	21
Jesse	Brooks	8	Karen	Van Berkel	21
Mark	Kinney	8	Louis	Barnhart	22
Julie	Tennenbaum	8	Daniel	Rechtien	22
Adam	Birdsong	9	Tracy	Meyer	23
Jamie	Bovyn	9	Rob	Libera	25
Kurtis	Sharpe	11	Cary	Bankendorf	27
Abigail	Weseloh	11	Stephen	Keller	29
Rebecca	Crump	13	Crystal	Vail	31



MY NEW TEAM

By Diana Hemkens (New Staff at West)

My name is Diana Hemkens, and I recently joined the EDP team at West as an Employee Support Specialist. I am already starting to feel at home at Lafayette, and I am enjoying my new support role out on the production floor. Before coming to Lafayette, I received my Master's in Teaching in mild / moderate disabilities from Webster University in 2015. After my graduation, I began working as an early childhood teacher at The Soulard School Nursery. I stayed with The Soulard School for 4 years before going back to school at Webster. At present I am in a graduate program studying severe developmental disabilities, and it was through one of my classes that I had the opportunity to observe at Lafayette West for a few months. I got to help develop some safety training materials for employees. When I learned that Lafayette

was hiring, I jumped at the opportunity to join this amazing team. In my spare time, I enjoy traveling, camping, hiking, rock climbing and gardening. I look forward to getting to know everyone in the Lafayette community. Please say hi if you see me around.

JESSE BROOKS VISITS HIS CABIN

By Jennifer Brooks (Proud Mother)



OCTOBER 2020

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
4 6 TH EMPLOYEE CELEBRATION “DRIVE THRU” PICNIC – 1:00-2:00 P.M. - WEST 2:30-3:30 P.M. - NORTH	5	6	7	8	9 PAY DAY	10
11	12	13	14	15	16 NATIONAL BOSS DAY	17
18	19	20	21 6:00 pm – Board of Directors meeting	22 WEST FREE LUNCH	23	24
25	26 PAY DAY	27	28	29	30	31 HALLOWEEN