



STEPUP PROGRAM RECEIVES CUTTING EDGE AWARD

By Stacey Elster, Lafayette Industries' Director of Programs

Immediate left: Emma Seyffert, Cat Woerner of StepUp and Stacy Elster of Lafayette Industries,

Lafayette Industries' innovative STEPUP program has been given the prestigious Cutting Edge Award from the Missouri Association of County Developmental Disabilities Services (MACDDS).

Nominated by Amy Meyer, agency and community relations specialist for the Productive Living Board, Lafayette was one of five agencies in Missouri to receive the award, which acknowledges programs or services that

are unique, inclusive, person-centered, respectful and dignified. The program must lead to more interdependence and/or promote a learning culture in which creativity, innovation and risk-taking are supported and team members feel empowered to provide excellent support.

Established in October 2020, STEPUP is an individualized training program designed to showcase the abilities of individuals with intellectual or developmental disabilities to gain or maintain competitive employment. Individuals learn long-term social and job skills through an innovative curriculum created by experienced special educators in both classroom and business environments. Lafayette has partnered with the Pioneer Bakery and Café in Kirkwood, where several graduates from the STEPUP program are currently employed.

Cutting Edge Award article continued on next page



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

STEPUP Program Receives Cutting Edge Award Program – Continued:

Traditionally, the Cutting Edge Award is presented in person at the MACDDS annual conference. Because this year's conference was cancelled due to the pandemic, a virtual ceremony was held where Lafayette Executive Director Rob Libera and Director of Programs Stacey Elster accepted the award along with Pioneer Bakery owners Scott and Sheila Rinaberger.

MACDDS is a leader in local initiatives for people with developmental disabilities. It is comprised of 66 County boards (including St. Louis City), 17 related private organizations and one targeted case management organization that provide local services for people with developmental disabilities.



Established in 1976, Lafayette Industries is the largest, full-time employer in Missouri of adults with developmental disabilities and currently employs more than 400 workers.

HAPPY BIRTHDAY TO OUR NOVEMBER FOLKS



NORTH

WEST

Cynthia	Behan	2	William "Sam"	Williams	1	Dan	Libera	16
De'Marco	Bean	6	Carmen	Dockett	2	Michelle	Watson	16
Kadie	Gallo	9	Kate	Gregor	2	Jon	Munoz	17
Justin James	Newman	9	Todd	Thornberry	2	Jason	Rice	17
Jerry	Ring	12	Suzanne	Myers	6	Joe	Wombacher	18
Michael	Warbington	12	Mary Ellen	Witte	8	Michael	Woolverton	18
Pamera	Burton	14	Cynthia	Jackson	10	William	Taylor	20
Justin	Simmons	14	Timothy	O'Leary	10	Hazel	Owen	21
Samuel	Sullivan	14	Andrew	Furrer	11	Tod	Lomax	22
Allesha	Carter	15	Logan	Weber	11	Michelle	Albers	26
Gary	Arnold	17	Timothy	Gregerson	12	Kristin	Kallansrud	29
Marchelle	James	19	Yvonne "Cherie"	Maloney	12	Twana	Blue	30
Chris	Wiseman	19	George	Schicker	13	Loretta	Jackson	30
Gary	Killiebrew	23	Ed	Zigrye	13	Norma	Schmidtlein	30
Anton	Jones	24	Claire	Gardiner	16			
Michelle	Lee	25						
Alice	Gibson	26						

In Loving
Memory of
Pam Randall



By

Jennifer L

(Proud Lafayette Employee)

Passed away 10/9/2021

Ms. Pam, as we all know was
a wonderful woman and rarely scared
of anything.

She was proud American and
lived a good long life.

I'm sorry it turned out this
way, but we love you and
you will be sorely missed.

Nothing will be the same
without you.

Ms. Pam, one ~~the~~ thing all of us
will miss is singing "Happy
Birthday" on our special day.

I know you are in a better
place.

We Love You, Ms. Pam!



WEST – CAUGHT BEING RESPECTFUL –

SEPTEMBER 2021

Immediate left – left to right: Charlie Bright, Carl Berger of United Healthcare, Doug Miller



WEST – CAUGHT BEING SAFE –

SEPTEMBER 2021

Immediate left – left to right: Debbie Draper, Andrew Zivnuska, and Carl Berger of United Healthcare



2021 FLU SEASON IS HERE!!

Immediate left: Rob Libera gets his flu vaccination from Allen, who is from Walgreens and has done this clinic at Lafayette before. Great job, Allen.

Have you gotten your regular flu vaccination? With the pandemic still going on, it makes sense to get your regular flu shot. It's known to help keep regular flu away or at least not get so bad. In the meantime, the numbers for Lafayette are

staggering who got the shot! There were 40 at North who got their flu shots this year on October 1st. There were 91 at West that got their shots on October 21st. These numbers were up, and at West they were steeply up over last year. We were happy to see this many people get protection against the regular flu. To those of you who haven't, we hope you will find somewhere to get it done.

10-DIGIT MANDATORY DIALING

We had done an article earlier this year for this newsletter about 10-digit dialing. There is only one area code in St. Louis that is effected by the new mandatory 10-digit dialing, and that is the 314 area code. If you live in that area code, then you'll need to dial all 10 digits now to get the person or business you were calling. The dial code 988 was set up to automatically transfer calls to the National Suicide Prevention Hotline. Apparently there are a lot of phone numbers across the country that already use that sequence in their first three digits. In order to keep the calls from being redirected to a service they didn't intend to call, the FCC is changing select area codes to have to dial all 10 digits to get the number they are calling. Do finger exercises to get your fingers in shape, because there are a lot of us in the 314 area code that will be adding them to our dialing experience from here on out.



NEVER TOO SOON TO START TAX PLANNING

By Dick Kallemeier

We plan to offer tax preparation services at Lafayette Industries this year. Even now you can start collecting data and your thoughts in preparation for income tax time. As your tax information begins to come in, keep it in a safe place and find last year's return to begin the file.

Last year retirees were not required to take the Required Minimum Distribution (RMD) from their IRA plan. This year, 2021 the RMD is back so do not forget to contact your broker / banker and make the request.

The charitable donation for Taxpayers who do not itemize deductions has been extended to 2021. Single individuals may take a charitable deduction of up to \$300 for cash contributions made in 2021 to qualifying charities. New for 2021, married taxpayers may deduct up to \$600. Cash donations include those made by check, credit card or debit card. Before donating, people can check the Tax-Exempt Organization Search tool on IRS.gov to make sure the organization is eligible for tax-deductible donations. Other changes this year include child tax credits, education benefits, earned income credits and child/dependent care benefits.

Many Lafayette employees owe no tax but may be eligible for the Earned Income Tax Credit and possibly the Missouri Property Tax Credit (Circuit Breaker). A review of the employee's income, disability status and housing rental expense determines eligibility. Tax returns will be completed using the IRS computer tax preparation system and efiled with the IRS and state of Missouri. Federal income, state income and property tax credit (if applicable) forms completed as one package. Hopefully we will be able take appointments in January, and then begin doing returns the first or second week of February.



SAFETY THOUGHTS FOR NOVEMBER 2021

By Tom Heitert (The Safety Guru)

SAFETY BITS

The Reward System: From finding lost pets to giving monetary gifts to our children for good grades (I never got a penny), rewards have proven effective in all types of endeavors. Lafayette has used them in the safety program for years, and have found them to be "rewarding" (pun intended). The Caught Being Safe Program posts photos of a person caught being safe in the Lunch Room for all their peers to see. A parallel program called Caught Being Respectful has the same attributes, and both programs have proven effective in our shops. There are monthly drawings for winners in each program, who then get to pick a prize and have their photo taken for the monthly newsletter.

Emergency Exits - Home Edition: Our family recently purchased a collapsible escape ladder for an upstairs bedroom. The room is isolated from the rest of the house, and we felt any hallway or stairwell problems could block an individual from getting out in an emergency. It cost around \$25 and comes in a surprisingly manageable box. It has a bracket that skirts the window frame and the ladder unfolds outside. It's only good for one use, but that would be enough to pay for itself.

Fortune Favors The Well-Prepared: So have you got your Ice Melt? Your snow shovel? How about those window treatments? Do you need some auto or truck tire upgrades? Winter's coming, folks!

Balance: It may be useful for some of us folks to look up some exercises that will help our balance. Most are quite simple and can be very beneficial. A simple hug can take you off your feet, as I experienced yesterday. I have seen exercises using stairsteps, variations of the "stork position", and of course, there is the 60uP apparatus you may have seen marketed by Bob Eubanks on a TV commercial. Any or all should help.

SAFETY IS NO ACCIDENT

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MORE LATER!



Far left: Cookies worked on by Kristin and her family for the guests at the wedding.

Immediate left: Kristin sharing a moment at the wedding with her sister, Amy, and her new brother-in-law, Jason.

KRISTIN KALLANSRUD EXCITED

ABOUT SISTER'S WEDDING!

By Karen Kallansrud (Proud Mother)

Kristin is overjoyed to share her exciting news of her sister's wedding with everyone. A few months ago, Kristin and her family began getting ready for the big day. She enjoyed helping put the invites

together with her sister to send out to the guests. The whole family worked as a team to decorate lots of cutout cookies to share with the guests. Kristin especially enjoyed the ones that were shaped like a dog because they looked like her sister's dog. Kristin had friends over to help stuff the favor boxes with mints and chocolate. Some boxes even got confetti, which everyone would throw after the wedding. The big day was finally here and Kristin was all smiles. While the day passed quickly, Kristin made sure that everyone felt welcome and signed the guest book. Everyone looked beautiful! After a touching ceremony, and some dinner, it was on to dancing. Kristin was on the dance floor for most of the evening. As the night came to a close, not only was her sister and her now-husband happy, but Kristin was overjoyed with the whole day. Happiness and love made the day one Kristin and her family will not soon forget!

NOVEMBER 2021

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 All Saints Day	2 Election Day	3	4	5	6
7 Daylight Savings Time ends – move clocks back one hour	8	9	10 PAY DAY	11 Veteran's Day	12	13 K of C Dance – St. Clare of Assisi School Cafeteria - 7:00-10:00p – Thanksgiving
14	15	16	17 No Board of Directors Meeting	18 North Free Lunch West Free Lunch	19	20
21	22	23	24 PAY DAY	25 Thanksgiving Day - Both Workshops are closed!	26 Black Friday – Shop till you drop because..... Both Workshops are closed!	27
28	29 Hanukah	30				