



CLEAR VISION, CLEAR CHOICE FOR A NEW YEAR & NEW DECADE

(Immediate left – left to right – Kathie Boyer, Joyce Klipsch and Rob Libera)

We start the beginning of a new year - and a new decade for that matter - our **6th decade** of providing employment opportunities to adults with developmental disabilities - with exuberant optimism and a continued journey of improving and expanding service to our

folks. We will be hiring more workers off of our waiting list in January and February, and expanding our business opportunities as well as our training programs.

During our last fiscal year which ended the past September 30th, we surpassed the \$2 Million mark in wages paid for the year to our workers — quite an achievement that will be visibly noted by a gift from Kathie Boyer (who retired last year) with a symbolic check that she made. It has been framed by an anonymous donor, and will hang in the main conference room/board room. An opportunity to work, respect for your abilities, socialization with your peers, and training and support in a safe environment are the main drivers for choosing to work at Lafayette as we all know; and earning a paycheck adds the ability to say, “I have a job too!”

I want to personally thank all of those who have contributed to our Annual Appeal. Your generosity has provided our workers with a valuable lifelong asset, a job that they can call their own, as well as our programs of free lunches, work recognition, improved work spaces, wellness programs and so much more. The Appeal runs through the end of January, so please consider us in your giving this year if you haven’t done so already. We also have had inquiries on how to donate stock to Lafayette Industries and to set up a Charitable Trust that will benefit Lafayette. If you are more interested in doing this, please give me or Alesia a call.

I hope to see you at the Life@Lafayette gatherings this month—a great opportunity to socialize with your fellow parents and guardians, learn how to access services that are available to you, and have some fun in the process.

And remember, at Lafayette Industries: **It’s all about our workers!**




Rob Libera

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

CEO & Executive Director
rlibera@lafayetteindustries.com

PRIDE DIGNITY SAFETY WORK OPPORTUNITY

LIFE @
LAFAYETTE
INDUSTRIES

FAMILIES AND GUARDIANS

Join us as we discuss Lafayette's
current state of affairs.

There will also be presentations by
Sunnyhill Inc., IDDHHelp, United
Healthcare and Rainbow Village.

1:00pm January 5th at West
2:30pm January 12th at North

RSVP to Kate Gregor at
kgregor@lafayetteindustries.com
636-227-5666 ext. 1103

PRIDE DIGNITY SAFETY WORK OPPORTUNITY

HAPPY BIRTHDAY TO OUR JANUARY FOLKS!

NORTH

Bertrian	Thomas	7
Emmanuel	Lowe	4
Jessie	Carpenter	9
Telly	Mays	11
Briana	Beasley	15
Eddie	Brown	18
Duvunier	Gear	19
Dalana	Graves	19
Homer	Wells	20
Tobias	Barnett	24
Terry	Stevenson	26
Dawn	Kirkendall	30
Marina	Raskin	30

WEST

Allison	Branham	3	David	Reardon	14
Craig	Conrad	4	Robin	Owen	17
Matt	Marien	5	Bob	Thoele	18
Julie	Wefel	5	Patricia	Redd	23
Mary	Klevorn	7	Patti	Hodges	26
Mary	Boyle	9	Brian	Dunn	27
Laura	Meyer	9	Arthur	McCarver	29
Deborah	Walker	9	Hamid	Tariq	29
Stacey	Elster	10	Sam	Biondo	31
Bryon	Minkemann	12	Brendan	Sonnabend	31
Julie	Aufdenspring	14			



TAX PREPARATION SCHEDULING

By Dick Kallemeier

Becky Stillwell and I will begin accepting email requests for 2019 tax preparation appointments January 27, 2019. This year completing the intake / quality review form is mandatory for us to file a tax return electronically. This document now includes 1 form giving us permission to use your information for tax purposes, personal background information and permission to share your tax return history with other AARP sites. The Intake form and Tax Preparation Guide will be available at the Lafayette West office.

Appointment times are scheduled for an hour and a half. Appointments at the Lafayette West office will begin Monday, February 10th and each Monday thereafter until we have completed all returns. This free service is available to all Lafayette employees and immediate family members. If you don't have access to a computer to make the appointment please call Becky Stillwell at (636) 227-5666, ext. 1100.

Remember to bring all income forms W2, 1099R, Social Security, SSI Letter, Interest, Dividends, Capital Gains, adjustments to income IRA contribution, student loan interest, etc., Real Estate Tax receipts, rent receipts, Form 1095 proof of medical insurance and health insurance premium expenses, and if you itemize (mortgage interest, charity gifts, medical expenses including mileage). If you are expecting a brokerage report it is recommended you schedule your appointment for after the 1st of March. Also, needed for each person listed on the tax return is a photo ID, Social Security card, proof of age, direct deposit account numbers and a copy of last year's tax return. If you or a family member were a victim of identity theft you may have a new PIN number issued. If the IRS sends a PIN, please bring it with you.

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 on 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 are completed as one package,

Becky Stillwell bstillwell@lafayetteindustries.com • Dick Kallemeier dickkall@charter.net



CHARLES E. BUCHANAN (From his Celebration of Life on Dec. 23, 2019)

Sunrise: December 15, 1959

Sunset: December 15, 2019

Charles E. Buchanan was born on December 15, 1959 to Cecil and Carline Buchanan.

Charles attended a special school program for a while at the age of 4½ . He later attended Huber Wheeler School until he was twenty years old.

Charles started working working at a sheltered workshop – Lafayette Industries – for thirty-six years until he retired on May 31, 2019.

After his retirement, he attended St. Elizabeth Day Care for Adults, where he was very happy.

Charles was a nice young man who enjoyed going to the store and to the YMCA, where he would exercise. His sister, Carol Ann, would stop by the house after work and would take him out for recreations.

He was a very friendly and polite young and would always say “Thank You”, when anyone would give him something or would take him somewhere. His sweet mannerism will never be forgotten.

Charles departed this life on his sixtieth birthday, Sunday, December 15, 2019.

He leaves to cherish his memories: his mother – Carline Buchanan; his devoted sister – Carol Ann Young (Darrin); two brothers – Curtis Buchanan (Agnes) and Cecil Buchanan (Debra); many nieces, nephews, aunts, uncles, cousins, and friends and two special friends – Pam and Cheryl, who would talk to him over the phone daily.

“We love you and you will truly be missed”

-- Love your family --

THOUGHTS FROM DAVID MARKHAM’S AUNT Shared by Sheri Markham (Proud Sister and Proud Mother)

How does one begin when the odds are stacked against you? People who you say are experts, really aren't! Isn't the only expert in this arena those parents who live the life of having an adult with intellectual disabilities? Have these experts gone to sleep at night worrying about their loved one, the constant seizures, knowing without the workshop their loved one will be at home without hope or choice? How can I speak on this? My sister's son is in a workshop. I am a retired special education teacher with 37 years' experience and I am the Board president of a sheltered workshop. We know that choice can be a good and positive thing for those who can have supported employment. However, there are just as many instances where an adult with a disability will never be able to function in a job outside the workshop. Many reasons can interfere with working outside of the workshop - medical, medicine schedule, anxiety, fear of ridicule, transportation, safety and so much more.

Why force choice on everyone? Everyone should have a choice, including those with disabilities! Do we force typical people on disability to get a job or lose their benefits? Do we force people on welfare to get a job or lose those benefits?

My nephew does not want to leave the workshop! When asked he will say no to anyone. The happiest place on Earth isn't Disney - it is a sheltered workshop, where clients are working on jobs, providing a service, maintaining friendships and so much more. The one thing they are is HAPPY! You chose your career, I chose mine, it is time to let the clients and their families choose theirs. This is not a one-size-fits-all philosophy. This should be everyone is different and let's have as many options for them as we have for typical adults. Listen to the voices of the parents!! To throw an adult in the 50's would be cruel and can cause anxiety and panic and fear but more importantly their happiness! I will fight for sheltered workshops to remain in some form for those who need it!

Janice Crawford

Retired special education teacher

Aunt of a man with a disability

Board member of Human Support Service

Board member of Monroe County YMCA

President of Monroe County House of Neighborly Service

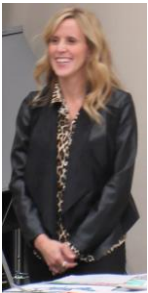
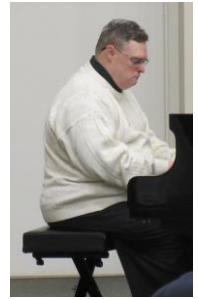
Rotarian

Board member of Columbia IL play foundation

WEST 2019 ART CONCERT

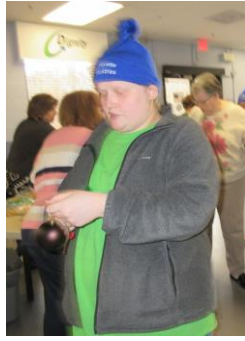


WEST 2019 ART CONCERT – DECEMBER 9, 2019 – CONTINUED:



SEE YOU NEXT YEAR??

ARTISTIC FRIENDS CLUB VISIT TO WEST – 12/20/2019



**WEST – CAUGHT BEING
SAFE FOR NOVEMBER 2019**

Immediate left: Kim Lamb, Steve Dolan, Charlie Bright, Kathy Schmid and Rob Libera



**WEST – CAUGHT BEING
RESPECTFUL FOR NOVEMBER 2019**

Far left: Suzy Morrow, Kim Lamb

Immediate left: Kim Lamb, Schmidtleine

EDWARD JONES CHARITY EXPO CHECK



Immediate left: Megan Wallace and Norma Schmidlein

Thanks to Megan Wallace for connecting Lafayette to Edward Jones Charity Expo. Edward Jones employees wear jeans to work and donate toward a group of charities, and we are thrilled to have been chosen. Joining Megan is Norma Schmidlein. Norma came to Lafayette from Columbia, Missouri where she worked with Megan's brother, Tim. Thank you again Megan!

KNIGHTS OF COLUMBUS MARIAN COUNCIL 9522 AND KNIGHTS OF COUNCIL 13604 CHRISTMAS DINNER CHECK PRESENTATION



St. Joseph Marian Council #9522

Far left – Phil Desloge, Tootsie Roll Chair & Rob Libera giving talk
Immediate left – Rob Libera talking about Lafayette

Lafayette Industries is lucky to have so many Knights of Columbus Councils at both North and at West that partner with us through their Tootsie Roll Drives and one of them through a golf tournament. We appreciate their unwavering support. On Wednesday evening, December 11th, Rob Libera accepted donations from the Knights of Columbus Marian Council #9522 at St. Joseph parish. It was a great event, and we are appreciative of ALL our Knights of Columbus that partner with us to make their Tootsie Roll drives successes every year. On Thursday evening, December 12th, Rob again accepted a check from the Knights of Columbus Council #13604 at St. Clement parish. We have the picture from that Christmas dinner below. We even had one of our families from the parish that works at the workshop representing them that evening. Thanks you to our Knights and all they do for us. We appreciate you!!



St. Clement Council #13604

Immediate left: Rob Libera, Anne Zivnuska and her son, Andrew Zivnuska of Lafayette, Tom Daly, Tootsie Roll Chair

Not pictured was Judy Maurer and her son, Bill Maurer, both of Lafayette, who were unable to come due to illness.

ST. JOHN'S UCC ANNUAL CHRISTMAS PARTY By Kay Martinez (Proud Mother)

Santa, as always, was the most anticipated guest at this annual party. The joyful volunteers from St. John's Church provided the spirit of happiness and fun for all the guests. The afternoon began with a delicious luncheon, then the guests moved on to make a craft to keep. Santa arrived to an excited crowd. The best part now began – the singing! Everyone got a chance to show off their vocal talents. This year we had the employees from Heartland Industries join in all the fun. “The more the merrier” was heard in the shouts for Santa. Everyone was able to visit with him before we said goodbye. Each person went home with an ornament about the Reason for the Season. The Lafayette employees enjoy this party every year!



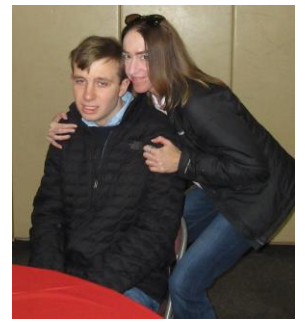
NORTH 2019 HOLIDAY PARTY



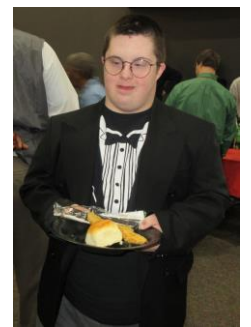
NORTH 2019 HOLIDAY PARTY – CONTINUED:



WEST 2019 HOLIDAY PARTY



WEST 2019 HOLIDAY PARTY – CONTINUED:



ANNIE WALTERS' TRIP TO NEW ZEALAND

By Trish Walters (Proud Mother)

In November Annie Walters, with parents and friends, spent 3 weeks in New Zealand. After a 16½ hour plane ride, she arrived in Auckland. On the North Island, Annie took a yacht around the Bay of Islands, visited a Maori Village, and took a tour of Hobbit on where the movie The Hobbit was filmed.

Then she flew to the South Island and visited Christchurch, and took a train across the Southern Alps. We stayed in Franz Josef near Mount Cook. In Queenstown and Manapouri, she went to a Glowworm cave, hiked around sites that Lord of the Rings was filmed, and took a catamaran ride on Doubtful Sound.

Annie had a great time!!



VALERIE SHAW SKIING IN COLORADO WITH HER FATHER

Photos provided by Brenda Shaw (Proud Mother)



Far left: Valerie Shaw and her father, Peter, pose for a skiing photo opp

Middle left: Valerie poses on the way down the hill for a photo break

Immediate left: Close up of Valerie wearing her new Lafayette Industries hat

SAFETY TIP FOR JANUARY 2020

By Tom Heitert (Safety Guru)



Safety glasses have long been a facet of our safety programs here at Lafayette's.

Now comes a study that only 35% of people wear safety glasses while doing home repairs and projects. Wearing them would have prevented 90% of the eye injuries.

Even cooking with oil and grease threaten any who are near stoves. Mowing the yard should require safety gear as well.

And watch out for that champagne cork on New Year's Eve!!!

SAFETY IS NO ACCIDENT!

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MORE LATER!

HAPPY NEW YEAR, EVERYBODY!!!

JANUARY 2020

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1 <u>Both Workshops are closed for the holiday.</u>	2	3	4
5 1:00 p.m. – Life@Lafayette Industries at West	6	7	8	9	10 PAY DAY	11
12 2:30 p.m. – Life@Lafayette Industries at North	13	14	15 6:30p – Board of Directors meeting	16	17 North Free Lunch	18
19	20 Martin Luther King holiday – <u>Workshops ARE OPEN!!</u>	21	22	23	24 West Free Lunch PAY DAY	25
26	27	28	29	30	31	