

Dignified and meaningful employment for people with disabilities...Quality services for Missouri.

## Workshop Passion Brings “Two for the Price of One”

by Bob Koch, MASWM President

As we come to the end of 2011, it is a time of reflecting on the past year and looking forward to 2012. Without doubt, the past year has been one of change, challenges and opportunities. In the past issue, we spoke of the loss of loved ones and those who have moved on; and sadly it has continued up to the end of the year.

Looking forward to 2012, it seems we can expect more of the same in terms of the economy and our funding, so we will need to be proactive in our approach to how we run the association and our shops. This past November, I wrote a letter summing up the strategic planning session and the six areas we are looking at. Our goal is to take advantage of the opportunities, address the challenges we are facing and align ourselves more with current trends.

The areas of strategic planning we are looking at are: financial stability, membership services, legislative advocacy, public awareness, organization structure, and agency and department relations.

Along with financial stability, we want to work on funding streams to assure the long-term financial security

of MASWM with the goal of offering more to the membership. Under membership services, we would like to provide services, training and programs that will enhance the mission of our shops, thus enhancing the lives of our employees.

With legislative advocacy, we hope to develop better relationships with our legislative and political leaders at local, state and federal levels to advocate for the financial needs of members and those we serve. Public awareness will cultivate and develop these relationships, along with community and business support.

Next is organizational structure that will address how our meetings run with committee and department reports along with staffing and the best way to accomplish the mission of MASWM. Last, with agency and department relations, we hope to build key partnerships that will utilize the resources of all parties and maximize employment opportunities.

As you can see, we have our work cut out for us, but with the leadership of the board and the entrepreneurial spirit of membership, we will face 2012 and its opportunities and challenges. Our goal is to have a more structured orga-



MASWM President Bob Koch notes several steps the organization is taking to deal with current and future challenges.

nization with a strategic plan in place to guide us.

This is also a good time to be in touch with your legislators informing them of your shop, getting them in for a tour and keeping them abreast of our needs collectively in terms of funding. You will have an excellent opportunity to do this at the meeting in January when we have our legislative breakfast at the capitol on Wednesday, Jan. 25.

## January Meeting Targets 2012 Legislative Session

The MASWM winter meeting will be at the Truman Hotel in Jefferson City Jan. 24-25.

The schedule of events for Tuesday, Jan. 24 includes a meeting and luncheon of the Board of Directors, start-

ing at 9 a.m. The association meeting is from 1 to 4 p.m.

Wednesday, Jan. 25, includes the important legislative breakfast from 7:30 to 9 a.m. From 9 a.m. to noon, members will have the opportunity to

visit individual legislators in their offices. The wrap-up luncheon is from noon to 1 p.m.

Additional information and sign-up forms are available at the MASWM website, [moworkshops.org](http://moworkshops.org).

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# Managers Wanted: Strategic Planning Effort Continues

The MASWM Board of Directors and officers met Nov. 2 and 3 in Columbia for a strategic planning session to address the challenges the orga-

nization and members are facing and to look to the future of MASWM.

President Bob Koch noted that facilitator Don Gereau entitled the session "A Time of Unparalleled Opportunity and Challenge." The session focused discussion on the challenges faced within the organization, at workshops and from outside sources. The meetings also looked to the future of employment opportunities and the services provided to workshop employees.

The session summed up and prioritized strategic areas and defined goals and objectives, as well as assigned action plans with time frames and outcomes. While there will be some preliminary work to be done by board members and officers, the board hopes to be at a point to start assigning committees to work on these areas by the January meeting.

To this end, the board and executive committee will be looking for members to serve on these committees and obtaining feedback from all. It is imperative that all 91 shops have an opportunity to hear what is being discussed and to have input on decisions that will affect all members.

Going forward, the committee will continue discussion and development of the strategic areas at general mem-

bership meetings. This process will take place over the next several months and beyond. Some of the areas will be a little easier to bring to fruition and will develop more quickly, while others will be a work in process and need "tweaking and refocusing" as they develop.

This is just the beginning of the process brought about by the way sheltered workshops are being perceived, funding and employment opportunities and aligning the association into the twenty-first century. *Most importantly, it will be a wonderful opportunity for offering more to the people that MASWM shops serve, their employees.*

President Koch noted a few of the comments from the two days included: the most productive meeting; I felt like I had some real input; it was enjoyable (even on the day it was in the 70s); we are heading in the right direction, etc.

President Koch noted that board and officers are committed to seeing these plans through to completion. "This is an exciting time, yes a time of change, but still an exciting time and a time of unparalleled opportunity and challenge," he said. "We will keep everyone informed of our progress, and we are looking forward to really 'getting going' at our meeting in January."

## MASWM

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### Mission

Sheltered Workshops in Missouri share a common mission of providing dignified and meaningful employment opportunities for people with disabilities.

If you have questions regarding the Missouri Association of Sheltered Workshop Managers, please contact: Richard "Mo" McCullough, (573) 619-1482 or at work through mscamo@embarqmail.com; or President Bob Koch, (636) 239-2744 or e-mail bkoch@shelteredworkshopsinc.org.

## W.A.C. Industries Now Heartland

W.A.C. Industries announced in September that it has changed its company name to Heartland Industries Inc.

The new name focuses on Heartland's central, easily accessible location and the fundamentally important element of human touch that accompanies each project. "Now, to better convey all that we have to offer, we've changed our name to Heartland Industries," said Dee Froneberger, executive director. "While our company name is changing, all core elements of the organization will remain the same. Heartland Industries will continue to provide our customers with the same level of superior service."

Along with the name change, Heartland Industries Inc. has adopted a new corporate identity. The changes are

immediate, and all future business activity will be with the new name.

Incorporated in 1971, and serving the community since 1974, Heartland Industries remains mission dedicated to providing dignified employment to adults who are intellectually challenged.



Gathering at BCI for recent ceremonies were (from left) Becky Greening, Director of Employment Services, BCI; DDRB Board President, Wendy Ortwerth; Crystal Peterson, BCI Community Employment Specialist; and Dustin Peterson.



## Johnson County Shop Opens New Recycling Center

Johnson County Sheltered Workshop in Warrensburg held a ribbon-cutting ceremony for their new recycling center that opened Nov. 23.

State Representative Denny Hoskins, all recycling certified employees, JCSW staff, board members, county commissioners and many Chamber or Commerce associates attended the ceremony.

Operations Manager Robin Austin explained that the original recycling center, consisting of two adjacent carports, had been destroyed in an April storm.

After touring several other recycling centers, the workshop leadership designed their new one, a 40 x 40 foot

pole barn with a drive-through on the east side and a walk up on the west.

A work area with garage doors on each end allows the area to be closed during off hours and increases security for material being recycled. It also keeps goods contained and dry during inclement weather.

Everyone at Johnson County Sheltered Workshop is very thankful for the local SB40 board's funding of this project. Their

support made this project possible, which provides employment and benefits the community.



Staff and supporters for Johnson County Sheltered Workshop in Warrensburg celebrated the opening of its new recycling center.

## Legislative Efforts Cover Diverse Topics for Workshops

MASWM's legislative efforts seem to continually become more intense, and the past several months have been no exception.

Coordinated by MASWM Legislative Chair Randy Hylton, MASWM efforts include direct communication with numerous Missouri leaders, especially those in the state house and senate. Through its membership in ACCSES, MASWM also works to stay abreast of federal issues and to communicate the needs and priorities of its members and, especially, Missouri workers with disabilities.

Some of the most dramatic news this fall involved a bill proposed to revoke section 14c of the Fair Labor Standards

Act. The revocation would phase out special wage certificates under the Fair Labor Standards Act of 1938 under which individuals with disabilities may be employed at sub-minimum wage rates.

Formally called The Fair Wages for Workers with Disabilities Act, H.R. 3086 has drawn interest from a number of well-meaning people who may not have realized its full implication. However, as noted by the mother of an Iowa child diagnosed with autism, the reality is that no one would pay minimum wage for what he can produce and that real-world employment opportunity is only going to be available at sub-minimum wage or with a

heavy tax subsidy—an impossibility in this environment.

Hylton noted that estimates indicate that more than 80 percent of the 7,200 workshop employees in Missouri would lose their jobs under this legislation.

People with disabilities need a place where they can work at their capability level to develop good work skills and habits. Because of their disabilities, it can take a long time to develop these to the point that they can sustain a job in the public sector.

Businesses cannot afford to subsidize a person with a disability until they are ready for the work world. That is where workshops come in as they operate much like a business but with the additional and support it takes for a person to develop good work habits and skills, until they are ready for a job in the community. Sometimes they can even get a job with very little support or they might use a job coach and follow along support.

Workshops also serve as a safety net if a person with a disability loses their job and needs to keep working until they can find a new job.

ACCSES also followed the Senate Health, Education, Labor and Pensions (HELP) Committee and Chair Senator Harkin as they hosted a roundtable.



BCI in Lincoln County opened a satellite facility in Moscow Mills in May. Begun with 20 employees and a few contracts, the facility soon won the opportunity to work with a leading manufacture to package a new product. BCI today has 218 employees with disabilities in the St. Peters facility and 39 in Moscow Mills. In addition, BCI supports 64 community-based employees working at eight businesses in St. Charles County.

# Missouri Shops Announce Changes, Updates

Here is a collection of brief updates from shops around Missouri:

CEO Larry Leek with **Springfield Workshop** in Springfield has succeeded Chuck Bailey. The shop also now operates Polk County Industrial Solutions in Bolivar. Contact information for Leek is phone, 417-866-2339 and e-mail, larry.leek@springfieldworkshop.com.

**Bill and Vicki Barr** have moved to Kansas City and are now working with



*Briggs & Stratton officials recently toured the Manufacturers Assistance Group shop in Poplar Bluff where parts are assembled for the engine company's production department. MAG is currently assembling parts for five different companies that sell to Briggs & Stratton. Those at the tour included (from left) Jeff Arnold, Managing Director of Manufacturers Assistance Group; Mark Melloy, Plant Manager of Briggs & Stratton's small facility in Poplar Bluff; and Mary Peters, Production Manager of Manufacturers Assistance Group.*

Vocational Services, Inc. Contact information is e-mail, bbarr@vsiserve.org, and phone, 816-781-6292, ext. 1325.

**Manufacturers Assistance Group Manager** Jeff Arnold has a new e-mail: jmamag@mycitycable.com. The **Poplar Bluff** shop's fax number has also changed recently to 573-712-2512.

Manager Tom Miller at **Opportunity Workshop Inc. in Stanberry** notes the new email address is owi\_tom@att.net. The phone number is 660-783-2093.

**Pike County Sheltered Workshop's** new manager is Tom Thompson, who succeeded Dennis Helm.

**Perry County Sheltered Workshop** has changed its name to United Enterprises, Inc. They also changed their web address to unitedenterprises.org. In the past four years, the Perry County Workshop had gone through some dramatic changes for the better. Organizers feel that a new name will reflect those changes and portray a new image that better describes the work they do and the people they employ.

**Linda Gifford** is no longer manager of Pulaski County Sheltered Workshop in Richland. She can be reached at lgifford@aol.com. A successor has not been announced.

Manager Martha Nanneman said the **Chariton County Sheltered Workshop** is building an addition to their thrift shop in **Keytesville**. They hope to be complete by spring 2012, at which time they will hold an open house.

**Community Opportunities in Kirksville** has had several changes. Kevin Baiotto is now the business manager, and Dennis Dew is the operations manager. Kevin is working to start a community employment segment under the Department of Mental Health Developmental Disabilities Waiver program. Earlier, the shop's fundraiser for United Way totaled \$538 from a raffle with a top prize of a side of beef from Westerns Smokehouse.

On Dec. 1, Missouri Rep. Jeff Grisamore of Lee's Summit (R-407) made a visit to **BCI while in the St. Charles** area. Greeted by BCI's Director of Employment Services, Becky Greening, and Director of Sales, Tom Barratt, Rep. Grisamore was shown the continuum of employment services at BCI with a tour and demonstration of contract packaging services. As a member of the Appropriations Committee on Health, Mental Health and Social Services, As a member of the Appropriations Committee on Health, Mental Health and Social Services, Rep. Grisamore was able to

see a wide range of abilities served at BCI, from facility-based to the faster-paced community employment.

Crystal Peterson, a Community Employment Specialist for **BCI**, was presented with the award for Direct Support Professional for Employment by the Developmental Disabilities Resource Board of St. Charles County at a ceremony in November. Crystal supervises a crew of three adults who have provided daily janitorial services to a local manufacturing company for the past four years. Peers in the field nominated Crystal for her teaching skills and encouraging techniques that enable her employees to be successful.



*Missouri Representative Todd Richardson (R-154) visited Manufacturers Assistance Group in Poplar Bluff on Nov. 14. Rep. Richardson was given a tour of the facility and was able to see firsthand how the facility operates. He is shown here with Sheltered Workshop Manager, Jeff Arnold (left).*

## Session Addresses Health Insurance

A fall learning session on tax credit for small business employers' health premiums drew intense interest from several workshop managers.

The workshop discussed IRS form 8941, Credit for Small Employer Health Insurance Premiums. Interested persons can learn more by downloading the file from the IRS website, <http://www.irs.gov/pub/irs-pdf/f8941.pdf>.

Shop managers may also be interested in similar information available at <http://www.irs.gov/pub/irs-pdf/f8849s1.pdf>.



## Tantone Industries Is Under “New” Management

Tantone Industries, Inc. in Branson is under new management.

Longtime employee Sarah Baty was recently promoted to General Manager. Sarah has been with Tantone for nine years. Before being promoted to General Manager, Sarah served as Assistant Manager for a year and various other management positions for five years. Heather Ivie, who has been with Tantone for four years, serves as Production Manager. Tantone recently added a new position, Director of Sales and Community Development. Kim Connell has been hired for this position. Before coming to Tantone, Kim worked as the Marketing and Advertising Coordinator at Connell Insurance, Inc.

Tantone Industries is a not-for-profit, sheltered workshop providing meaningful employment to adults with disabilities in Taney County. Tantone has been serving Taney County for more than 30 years. During this time, Tantone has grown and now occupies more than 30,000 square feet, has a staff of eight and employs 42 adults with developmental disabilities.

They provide a long list of services to businesses in Taney County. Just a few of those include commercial laundry, secure document shredding, recycling, assembling operations, labeling services, shrink-wrapping, collating and, most recently, commercial mail courier service.

Sarah Baty says, “If you have a job that needs to be done, we can figure out a way to do it. We offer competi-



*New leaders at Tantone Industries include (from left) Director of Sales and Community Development Kim Connell, General Manager Sarah Baty and Production Manager, Heather Ivie.*

tive pricing for quality work. And best of all, when you choose to work with Tantone, you are ensuring that an adult with a disability has a job.”

Tantone recently opened a thrift store as well. The store is open Monday through Saturday from 8 a.m. to 3 p.m. According to Heather Ivie, “The thrift store has been a great addition to Tantone. It has allowed us to create more jobs for our employees, and it is raising awareness in the community about Tantone.”

With 14 adults currently on the waiting list to work at Tantone and new applicants coming in daily, Kim Connell says, “Our goal is to raise awareness about the services Tantone provides. Working with Tantone is a win-win situation for the community and for our employees. We provide our customers quality work and their business helps ensure a positive, productive quality of life for our employees.”

## Grant Promotes Pulaski County Nutrition Effort

A grant of \$62,917 has been awarded to the Pulaski County Sheltered Workshop, Richland, for the “Eating Green Year Round” project.

Eating Green Year Round is designed to increase the number of persons in and around the Richland area who are eating fresh produce.

The two target populations are clients of the Pulaski County Sheltered Workshop (PCSW) and the families using the Good Samaritans Resource

Center.

The project will include constructing a greenhouse at the PCSW and teaching clients how to grow and harvest fresh produce.

The workshop will also utilize its relationship with the Pulaski County Health Department to further teach clients about the nutritional value of fresh fruits and vegetables.

These trainings will be open to the public and Resource Center families

will be encouraged to attend.

Educational materials will also be posted and available for distribution at each site.

The harvested produce will be available to PCSW clients, and all excess foods will be given to the Resource Center to distribute to needy families. Through the Eating Green Year Round project, produce can be available throughout the year instead of just during the growing season.

## Employee, Workshop Celebrate Major Milestone

*(This article and photo appeared in various forms in several local east-central Missouri area newspapers and in the Emmaus Homes, Inc. Emmaus Messenger Newsletter.)*

In November, Terry Paridy celebrated a milestone few people reach these days. He is the only remaining original employee of TEMCO, Inc., a workshop in Marthasville. Paridy shared an anniversary with his employer—40 years on the job! Paridy was there the day TEMCO opened its doors to business.

In 1971, the Emmaus Homes, Inc. Board of Directors voted to establish an extended employment workshop on its Marthasville campus for people with developmental disabilities. Emmaus Homes, Inc. is a residential provider for persons with developmental disabilities.

TEMCO, originally called Emmaus Enterprises, Inc. when they opened in 1971, changed its name in 1986 to TEMCO, Inc. (The EMmaus COmpany) to better clarify its independence as a separate 501(c)(3) Corporation from Emmaus Homes, Inc. Emmaus Homes, Inc. is a residential provider for persons with developmental disabilities serving Warren, St. Charles, and St. Louis Counties, and the City of St. Louis, respectively.

Today, TEMCO handles a wide variety of jobs for local businesses, including packaging, machined-part assembly and testing/quality inspection.

TEMCO prides itself on providing quality services to its customers, while giving people with disabilities the opportunity to work and to earn a paycheck. Jobs are designed around the unique abilities of each employee and how they can contribute to the work process.

“Our employees have disabilities, but we work with their abilities,” said Bob Engemann, TEMCO Executive Director & General Manager. “We assist and provide direction for our employees, but they do the work. Some can do several steps in a job; others, maybe only one. We assess and see what each can do, then break down the steps to get it done.” Each employee is a successful employee.

Like Paridy, many employees are cross-trained so they can move from one task to another as the workload and customer requests demands.

“Terry is a versatile employee,” said Engemann, “He can be put on a number of different jobs as the work warrants.”

On any given day, Terry (and other employees) could be operating a semi-



*Terry Paridy (center) shared an anniversary with his employer, TEMCO, Inc. in Marthasville, of 40 years on the job! With him are other longtime TEMCO employees, Pat Little (left), 34 years, and Gary Bauer, 39 years.*

automatic poly-bag sealer to package T-shirts or OEM parts, running an air-tool to assemble electrical connectors or refrigeration compressor unit parts, or labeling & loading a conveyor line “feeding” the automatic shrink wrapper.

Engemann is sure to let people know that, “TEMCO is a business that happens to employ people with disabilities.” “Customers come back because of the quality, on-time job the employees do. Many customers have been using TEMCO’s services for 10, 15, and more years.” “Companies “partner” with TEMCO because there is “value” to the work we do for them,” he said.

Today, TEMCO employs over 55 people from the Emmaus Homes and many surrounding communities in Warren County. Each TEMCO employee, besides earning a paycheck, receives paid holidays, paid vacation days, and Christmas pay bonuses!

“We give our employees the opportunity to use their skills and earn a paycheck. There is a feeling of self-worth and gratification in knowing you are producing and contributing to society,” said Engemann. “Our employees are no exception!”

For Terry, this feeling translates into a love for his job that is visible to everyone he works with.

“Terry just loves to come in to work every day. He’s a happy-go-lucky guy...who always has a smile on his face.”



*Opportunity Workshop held their open house on Sunday Oct. 16. This building was partially funded with \$500,000.00 in NAP credits purchased by local banks and individuals in support of the workshop. The Stanberry mayor and board member Charles Lawson performed the ribbon cutting.*



## Project Partners with Risk, Insurance Firm on DeCycleIt!

Project Inc. in St. Louis has partnered with a risk and insurance advisory firm to promote its DeCycleIt!.

DeCycleIt! is the secure document destruction and recycling program started by Project Inc. in the St. Louis region for recycling paper-based material and electronic media.

“Our new partnership with Project, Inc. to deploy their DeCycleIt! program provides our clients with another important risk management solution to assist with the ever increasing variety of risks inherent in their daily commercial business practices,” said Terry Reams, Chief Operating Officer at WFL, a St. Louis-based Risk and Insurance Advisory firm.

“The DeCycleIt! program protects our clients’ sensitive information through the use of a secure best practices approach for document and media destruction. Their five-step approach provides for material and information security starting at the client site, continuing throughout the pick-up and destruction process and even at final disposal,” said Reams. DeCycleIt! delivers a final certificate of destruction and the audit trail back-up for proof of compliance and peace of mind.” Reams continued, “It’s a necessary risk management practice for almost every business today”.

“We’re excited about the partnership with WFL and appreciate the opportu-

nity to assist in their ongoing risk management efforts,” said Matt Burrige, Vice President, Project, Inc. and Business Development Officer for DeCycleIt!. “It’s not just about paper shredding any longer. We started the program in 2011 in response to what we believed was a missing, yet necessary process in many company document management programs. Sensitive company or client information needs to be treated much differently than what’s been done in the past.”

DeCycleIt! has also helped Project Inc. increase meaningful employment opportunities for people with disabilities, creating 11 new jobs in the process.

## Ameren Missouri Donates Land To Valley Industries

St. Louis County Executive Charlie A. Dooley joined other local dignitaries and officials of both Ameren Missouri and Valley Industries Sheltered Workshop for a Transfer of Land Deed ceremony held Dec. 1 at Valley Industries’ facility in Hazelwood. Ameren Missouri donated a 1/2-acre parcel of land to Valley Industries. The property is adjacent to the workshop and has an estimated property value of \$60,000.

This parcel of donated land will be used to improve traffic flow and safety for Valley Industries’ workers by adding a second entrance onto McDonnell Boulevard. Currently, there is only one entrance that handles a high volume of traffic every morning and afternoon when five Metro buses, nine OATS vans, seven Call-A-Ride vehicles, as well as more than 30 private automobiles transport workers to and from the facility. The second entrance will allow the workshop to direct the traffic around the front of the building in order to make the parking lot safer for workers. Also, it will create an accessible driveway for large trucks to deliver production supplies and pick up finished products at the loading docks behind the building.

“We’re in the business of providing dignified, meaningful employment for

nearly 200 adults with developmental disabilities. And, this includes making it safe for our workers to arrive and leave our facility,” said Hank Bruemmer, Valley Industries Board of Directors president. “Most of the people who work for us can’t drive, so they depend on various forms of transportation. The second entrance will make our parking lot safer by improving the flow of traffic and making things less chaotic.”

The workshop specializes in kit building, collation, assembly and disassembly, packaging, shrink-wrapping, blister packaging, mailing and UPS/FedEx shipping, cleaning and commercial laundry. It was the first sheltered workshop in the St. Louis area to achieve ISO 9001:2008 certification through BSI America, Inc. This international standard of quality excellence is recognized in 143 countries.

According to Valley Industries executive director Jim Guyre, “Our workers are very good at what they do. No job is too big or too small. They really enjoy coming to work every day and being productive citizens of this community.”

St. Louis County executive Charlie A. Dooley praised Valley Industries for its efforts in providing value to the North County region. “When you give



*A successful alliance was established between corporate neighbors when Valley Industries executive director Jim Guyre and Board of Directors president Hank Bruemmer shake hands with Ameren Missouri senior vice president of customer operations Richard Mark after finishing the transfer of land deed from Ameren to Valley Industries.*

someone a job, you bring value to that person’s life. What they’re doing here at Valley Industries is extremely important and speaks to every individual in our community,” said Dooley. “Everybody has value and the right to be given an opportunity to work toward their full potential. Valley Industries is doing a tremendous job; there’s no doubt about it.”

## Two Shops Merge To Expand KC Area Business Services

Foundation Workshop, Inc. of Grandview and IBS Industries of Independence have merged to create JobOne, an agency specializing in contract employment, industrial subcontracting, document destruction and recycling.

All of these business services are a means to employ people with disabilities. By offering businesses a wider variety of affordable, quality subcontracting services, JobOne is expanding job opportunities to its workforce of more than 300.

JobOne reflects a new model of social enterprise. The organization is moving away from a reputation of social service provider to that of a highly competitive business partner.

Aaron Martin, CEO of the former FWI explains, "It's not just a good deed to hire people with disabilities today, it's good business." Combined, FWI and IBS have been working with the business community in many contracting capacities for over 70 years.

The two organizations have several assets for building the foundation for JobOne. With a willing workforce, competitive pricing, quality work and an agile workflow process, merging FWI and IBS just made sense to both of their boards.

"Our merger with FWI strengthens our collective management, recycling programs, business development efforts and marketing programs making JobOne more attractive and accessible to our current and future business partners," explains Mark Simcosky, former IBS Board Chair and Vice President of Metzler Bros. Insurance. "Ultimately, JobOne's goal is to become a self-sufficient organization contributing to the economy by creating jobs and paying wages through profit."

FWI specializes in fulfillment contract work such as hand or machine assembly, packaging, mailing, disassembly and salvage, material handling and warehousing, cleaning and refurbishing and labor-intensive handwork. In 2008, FWI opened its highly successful recycling center, a vital service for local residents and businesses.

In addition, FWI provides businesses



*Officials from Foundation Workshop of Grandview and IBS Industries of Independence recently joined to celebrate the merger of their companies to form JobOne.*



the opportunity to hire people with disabilities through the JobConnect program. JobConnect provides businesses with full time, part time or temporary labor and is known for providing highly reliable and hard-working employees.

IBS Industries offers custodial, mailroom and administration services in cooperation with the federal Ability One program. It operates the Eco Care recycling center and owns the Corner Spot General Store in Independence.

IBS also developed Secure Document Solutions that has earned the trust of their business partners. Secure Document Solutions practices National Association for Information Destruction (NAID) certification program standards, which are rigorous principles for a secure destruction and disposal process, including security, employee hiring and screening, operational destruction process and insurance coverage.

The merger is, in part, a response to a trend that promotes more integrated community employment for people with disabilities. In 1983, IBS Industries was one of the first organiza-

tions to employ workers at customer sites. IBS provided clerical service for United Missouri Bank and custodial services at Blue Ridge Mall. A proven success story, IBS still provides clerical work to UMB today.

By joining forces as JobOne, FWI and IBS can scale up their operations and extend their geographic reach in the business community. JobOne will be better positioned to partner with more companies throughout Jackson County and the currently underserved Lee's Summit area.

"There's no magic here. JobOne is a labor resource for the business community. We're no longer simply a social service provider; we're economic developers and job creators. We just happen to have a special workforce," notes Stan Shurmantine, President and CEO of the former IBS Industries.

For more information regarding JobOne's document shredding, recycling, retail and industrial subcontracting services or to request a quote, visit <http://www.facebook.com/foundation-workshop> or contact Aaron Martin directly.

## Luncheon Recognizes Efforts of Missouri Senator Jim Lembke

St. Louis area workshop directors participated in an informal lunch with Missouri Senator Jim Lembke (R-1) on Oct. 28.

Senator Lembke has proven to be an advocate of sheltered workshops through continuous support in Jefferson City.

The lunch provided an opportunity to thank Senator Lembke while keeping him up-to-date on current developments within the industry. In return, Senator Lembke offered suggestions on how to keep the legislators abreast of activities relevant to sheltered workshops. Workshops represented included Heartland Industries, Lafayette, Project Inc., UCP-Heartland, Valley Industries and Worth Industries.