

# ICAN Missouri Foundation Promotes from Within!

One of ICAN Missouri Foundation's main focuses, when hiring new staff, is being able to offer positions to candidates that we know will excel within the company and become an integral part of our team. We as a company want the absolute best for all staff; whether they have been with us for six months or six years. We believe that promoting from within the organization gives employees the opportunity to take the experience and knowledge they have and use it in a way that will allow them grow right along with us.

Please take a few minutes to read the stories of four amazing employees who have moved up within our organization.

**Deb Buckler** started working at ICAN as the front desk receptionist in July 2018. After working this position for a few short months, she applied and was offered the position of Children's Program Coordinator in November 2018. Deb graduated with her Bachelor's in Education from Central Methodist College in Fayette in 1977. She is a retired school teacher of 32 years. Deb spent twenty-two of those years teaching in the Moberly School District. ICAN asked Deb how she thought the internal hiring process went and she said, "It was great to be hired internally as I knew a lot of the staff and individuals. I, also, knew a lot of the procedures/policies. The transition was smooth due the management team".



**Brittany Esry** started as a Direct Support Staff employee with the Children's Program when it first opened in the Fall of 2013. She transferred into the role of Case Manager with RCDDS and then accepted the position of Director of Community Services for ICAN Missouri Foundation in February 2017. Brittany is a lifelong resident of Moberly, Missouri. She graduated from Columbia College with a Bachelor's Degree in Human Services in 2013. Brittany also worked at Camp Wonderland for a summer. Words from Brittany; "I've always imagined myself in a field where you give back to others, feel like a team and stay somewhere long-term and ICAN is where that's at".



**Hayley Dubbert** started working for ICAN as a Direct Support Staff in February 2017. Shortly thereafter she was promoted to the Residential Lead Staff and then Community Living Program Manager in May 2018. Hayley grew up in Madison, Missouri. "I have always loved this field. At times it is not easy, but I love the challenge it brings. I have been in this field for about eight years now. It was a highlight of my life that I was able to move up into a company that I love and care about. Being hired internally was great by already knowing the staff and having that relationship with them made my transition easy. I have learned a lot and continue to learn. I am grateful to be a part of an amazing team here at ICAN Missouri Foundation" as stated by Hayley.



**Dawn Perkins** started at ICAN in May 2015 as the Financial Director. In January of 2017 the organization made the decision to separate from (RCDDS) Randolph County Developmental Disabilities Services and (RCSI) Randolph County Sheltered Industries to be a stand alone 501c. During this transition Dawn was offered the Executive Director position. Dawn has been a resident of Randolph County for 31 years, she and her family have been residents of Huntsville for many years. Dawn came to ICAN after 21 years of management experience within the DHSS/nursing home field. Dawn's feelings about working at ICAN, "When I was offered the position of Director of Finance, I was grateful to be a part of such a wonderful team. Now that I am the Executive Director, I truly believe in the service(s), our mission, and that we provide positive change in people's lives. I know this is where I want to be."



**Abbey Price** started ICAN as a Direct Support Staff in May 2017 and has recently been promoted to Offsite Program Manager in the Home and Community Department. Abbey is a lifelong resident of Moberly, Missouri. She recently graduated from the University of Tampa with a Bachelor of Science Degree in Human Performance with an emphasis in Exercise Physiology. She has a passion for serving others and has a drive to create new opportunities for our individuals within the community. ICAN asked Abbey what her thoughts about her new position and here is what she said, "It was a blessing to be hired internally as I am very familiar with all the departments, staff, and individuals. I thoroughly enjoy what I do as it is so rewarding and fulfilling. I am excited for my journey to continue".



set the stage >>>

# What's Happening Around the Building



ICAN encourages our individuals' and staff to make healthy choices. One of the many ways we do this is through the "ICAN Walking Club". When steps are achieved, you are

awarded a 'Verified' t-shirt. Everyone is encouraged to participate in this program. To help the individuals and staff achieve their healthy goals, we host fitness days, with our various exercise equipment, healthy cooking demonstrations and a lot of dance parties.



Did you know that ICAN is energy efficient? In 2019 ICAN took advantage of the Ameren Missouri Bizsavers Program and was able to change out all our lighting

to more energy efficient LED's. A lot of the rooms in the building are also motion activated as well. In 2020, the building was tuck-pointed and then re-painted, as well as a new roof. As ICAN continues to make improvements to the building and upgrades for the longevity. It's a given that we continue to improve the

lives of the individuals we serve. Now that the gardening season is over, we have transformed the beds to what's known as "Imagination Gardens" where imaginary play, friendships, teamwork and much more come about through some dinosaurs, zoo animals and dirt. ICAN has added new vehicles to our fleet. In the Fall of 2020, ICAN paved the back-parking lot and did much needed improvements – so many more activities to be had out back once the weather cooperates!



## History of the ICAN Building

Before ICAN became what it is today, the building itself went through quite the history list. Originally, it was the Moberly Produce Company, owned by C. C. and Billie Sullivan. C.C. had it built in the late 40's and ran the company there until the late 60's/early 70's when he sold the building to Mr. Joe Knabel Sr. When built, the building was known for being a "state of the art" produce warehouse/office building. The building had banana ripening rooms that could hold one or more boxcar loads and essentially could duplicate the climate where bananas were grown; including mist, temps and ripening gas - all completely controlled. Refrigeration rooms were so big that you could have driven a truck into them. When Mr. Knabel purchased the building and was partners with Lee Webster, a wholesale lumberyard supply business came about. Today, this is known as MidAm. This is where MidAm had their 1<sup>st</sup> location, right here at 105 North Avenue. Years later, MidAm opened up into their new location and left many stories and memories here with them.

### Meet the Administration Team:

- Dawn Perkins, Executive Director
- Brittany Esry, Service Director
- Keli Hunt, Administrative Manager
- Lori Lawrence, Executive Assistant
- Abbey Price, Off-Site Manager
- Hayley Dubbert, Community Living Manager
- Enola Bell, On-Site Manager
- Deb Buckler, Child & Youth Coordinator

# History of the ICAN Building Cont'd

A lot of times this building may get confused with the Dairy Belt Cheese Company at North Ault and Washington Street owned by George Fleischmann and Earl Nichols; however, this is the building that produced the dried whey. The Dairy Belt Cheese Company was a grade B Dairy, which meant they used the milk to make cheese and the by-product was whey. Here is where they bought the whey from plants and dried it to make cattle and hog feed.

As we move down the timeline of years, in 1994, Doug Stansberry purchased the building with the operation of Premiere Paper & Packaging. This was a paper distribution company that took paper products and sold them to schools, businesses, government contracts and so forth. In the late 90's, Doug moved his business to a different location in Moberly and decided to sell the building to the Lawrence family and it became the business of L & J Development. L & J did a lot of remodeling to the inside of the building and created a lot of office spaces to run their business out of.

In 2012-2013, ICAN Missouri Foundation was formed and made this location home. Randolph County Developmental Disability Case Management services was also housed in this building for a few years as they were under the same umbrella as ICAN Missouri Foundation (as well as the Sheltered Workshop), until targeted case management became conflict free and they moved into what's now their current location.

As it stands now, ICAN has the entire location to serve those who need or want a service and have a disability. If you would like further information on this, be sure to link up with us as we'd love to show you more of our building and are happy to show you around!



## How to get ICAN services:

*Contact your Case Manager and let them know you want services from ICAN. Don't have a Case Manager yet?*

*Contact CMRO at (573)441-6278*

## DONATIONS:

Interested in giving? We are always grateful for donations; whether it be monetary or in-kind. Some in-kind ideas would be coffee, craft supplies, board games, prom dresses, interview attire, headphones, Kleenexes, germ-x, cooking supplies, paper products and so forth. Anything would be helpful and much appreciated.

## "Shout Outs" >>>

As always, we want to THANK everyone who supports us; whether that be financially or simply by word of mouth as it means so much to us and we thank you for your confidence and trust. Within the past year, ICAN was awarded funds from Enbridge, Inc., Moberly Knights of Columbus, the Fraternal Order of the Eagles (Moberly), Unfinished Pieces and RCDDS (Randolph County Developmental Disability Services).

To anyone who frequently shop via Amazon, be sure to make your AmazonSmile account with ICAN Missouri Foundation and we thank those who have already marked us as their non-profit of choice.



# final thoughts...

*What does the future hold?*



Some things to be looking forward to in the near future is an ICAN cookbook that will be available for all. This cookbook will have the staff and individual's favorite recipes featured in it. We've also recently have added other services to our contract as well that only benefits those being served to best provide what they need. The facilities at ICAN offer a wide variety of endless possibilities. We have an onsite gym and library, a sensory room that is also open to the public,

a training kitchen to teach cooking and other daily living skills, a computer lab for individuals to access, outdoor areas to play and workout equipment as well. This doesn't include all the lessons, crafts and outings they go on either. 2021 is the year for endless possibilities and pushing ourselves to the next level. We're excited to see what the future brings, maybe even more improvement to the building! Be sure to follow us on facebook and check out our website for the latest info.

## THANK YOU!!!

*We appreciate everything YOU do and continue to do for us as an agency and as a whole. Here at ICAN, we are a FAMILY!*

### Programs we offer >>>

- Employment Services
- Assistive Technology
- Support Broker
- Transportation
- In-Home Respite

- Day Program (Individual, Group, Medical, Behavioral)
- Children's Program (Individual, Group, Medical, Behavioral)
- Personal Assistance, (Individual, Group, Medical)
- Community Inclusion
- Residential



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[www.icanmo.org](http://www.icanmo.org)