

We believe it is our mission to support individuals with disabilities by encouraging and assisting them to accomplish health and fitness goals, value personal goals, and a sense of belonging in their home and community. We will provide a supportive atmosphere of love, care, acceptance, dignity, and respect while upholding their right to:

- BE FREE TO MAKE DECISIONS/CHOICES
- BE AN INTEGRAL MEMBER OF THE COMMUNITY IN WHICH THEY LIVE
- BE THE BEST THAT THEY HAVE THE DESIRE TO BECOME



Work Hard Play Harder

Team building exercises have become a staple during our quarterly meetings. Not only is this Restoring Hope family passionate, they are competitive! When faced with ten unique rounds of minute-to-win-it games, they took their tasks very seriously. The group pictured above, each, came away with a lottery ticket and a proud sense of team camaraderie. Way to go Team One!



Blessings Host Homes Make Possible

Mark and David, pictured above, enjoyed a horse drawn sleigh ride in Newport, Florida. We just can't say enough positive things about our incredible Host Homes who not only bless our clients with unforgettable memories, but are helping provide them with new and fun experiences!



restoring hope

Restoring hope one relationship at a time.



Client and Host Home Spotlights

Chase Redinger (pictured above, left) was celebrated this past October during Disability Employment Awareness Month. Chase has been working at Woods Supermarket in Sedalia, MO going on two years. Laylea (pictured above, right) expressed pure joy on her way to see the *Frozen* musical! Host Homes like the one who took Laylea to such a magical experience are making a huge difference in her life. Laylea is new to the Restoring Hope family, but she is already becoming so richly blessed by one our loving and incredible Host Homes!

Your Body Is Listening

BY WHITLEY LEMON

While many make a New Year's resolution, the majority have a hard time sticking with it, and as Benjamin Franklin once said, "By failing to prepare, you're preparing to fail." So, we can presume in order to achieve our resolutions and goals we must make a plan, then continually visit, tweak, and follow through. To my kind readers, I'm proposing a New Year's resolution for you to adopt this year. Many of you will be pleased to know it requires no treadmill or fitness club membership, nor does it involve a depressingly low-carb and low-sugar diet, yet it will do wonders for your mind, body, and spirit. Not only that, the results that follow will positively influence those around you in ways you could never imagine. The key - your mind. "Breakthrough neuroscientific research is confirming daily what we instinctively knew all along: what you are thinking every moment of every day becomes a physical reality in your brain and body, which affects your optimal mental and physical health." - Dr. Caroline Leaf

So, how do we make this switch in our brain - especially when we have negative thoughts or regularly say things like this: "I'll never be good enough, I can't do it, I'm not surprised - I can never catch a break, always a day late and a dollar short. Friends, it's time to clean up this stinking thinking and discipline our mind and mouth to better serve us and others around us. Take a moment and think of someone you avoid because they have nothing positive to say. All they do is complain about their situation, the people in their lives, their lack, poor health, the economy, the price of gas or groceries. The list goes on, and we walk away from these people feeling drained, depressed, and overwhelmed. We know these people - some of us may even be these people (eek!). I will be the first to admit it's much easier to complain than to be grateful. Not that it's solely to blame, but our society is hyper-focused on the negative, however, we do NOT have to conform to those ideals and practices. It's a choice. We decide whether we allow the negative around us, in us. Our bodies are listening. Do yourself a favor and become more intentional with your thoughts, your words, and holding one another accountable for what's spoken.

"We've been sold such a lie that your brain controls you," says Dr. Caroline Leaf. We have the ability to change how our brain thinks, feels, and the choices it makes. We must consciously ask ourselves, "How can I improve the energy of the situation I am involved in today?" We cannot always control the outcome, but we can influence it. Shift your thinking from the symptoms and behaviors of others and yourself and hone in on how you want the story to play out. Change is hard, but we increase our chances of success when we make a plan, give ourselves grace, and find accountability partners to help keep us in check. It's time to detox negative thinking and rewire our brains to be of better use to us! I want to encourage you to make a plan today and begin to evaluate your thoughts and words. Make a plan to think more positively and speak that way, too. Put some encouraging sticky notes on your mirror, in your work area, or a reminder on your phone to think, speak, and be more positive and affirming. It will impact you and those around you. Let's make 2023 a year of positive change! I believe in you, friend.



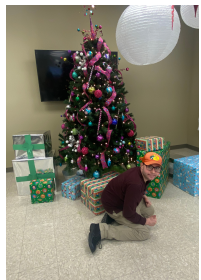
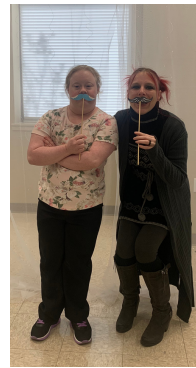
NIXA EXCEL DAY PROGRAM

Madison, Nixa Excel Program Coordinator, and her team have been enjoying all that this season brings with participants. Whether that's bell ringing for the local Salvation Army, painting reindeer faces as a group, or going to a coffee shop to warm up and socialize with the community and each other. Show and tell day brought with it an unexpected visitor, a pet snake which many participants quite enjoyed.



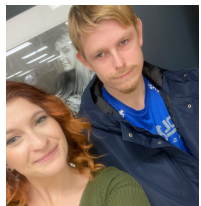
BUFFALO EXCEL DAY PROGRAM

"Buffalo Excel has had an active few months. Participants continue to work on skill stations, building their knowledge on money identification, making change, packing a first aid kit, measurement, and learning sign language basics. Buffalo Excel has been able to partner with Dallas County YMCA and has assisted them in preparing for their recent Cookies with Santa Event. Participants have continued their volunteering experience with New to You Thrift store in Buffalo (pictured below, middle) and have enjoyed attending coffee classes at Espresso 825. Buffalo Staff have done an exceptional job in creating a space where our individuals truly can excel!" - Emma O'Dell



SPRINGFIELD EXCEL DAY PROGRAM

Abbie, Springfield Excel Program Coordinator, and team have had an incredibly busy and fun season. Participants were privileged with a carnival day, knocked over pins at the bowling alley, learned to cook lots of yummy food, and no doubt enjoyed eating it all! To wrap up the year, participants had fun at the Excel Christmas formal with one another.



KIRKSVILLE EXCEL DAY PROGRAM

The final inspection has been passed and the Kirksville community is now blessed with a Restoring Hope Excel Day Program! We'd like to give a special shout out to Kristin and Veronica Snyder, along with their families to thank them for the hard work they've poured out to bring this program to life! We will begin serving clients, Monday, January 9th. Pictured right, Kristin Snyder and Tim Berry are seen planning the monthly calendar. Open House will be held January 6th. Community members are encouraged to stop by and meet our staff!



Medical ISL's - Lincoln



LABOR OF LOVE

"Both ISL's in Lincoln are doing well. We are currently supporting boys and one girl with two open rooms in hopes of being able to provide two more kiddos with a loving environment. All of our staff are enjoying the holiday season and the kids received a special visit from Santa for some story time and a little fun. The staff and kiddos at the Lincoln ISL's would like to say a special thank you for all of the love and support that has been given from Restoring Hope. From our business office to all of the managers that stop by, it's nothing but support and encouragement. The direct support professionals love to show what they do and the care they put into it. The first medical ISL was opened two years ago now and it has been a labor of love for everyone involved. It's a place anyone can come see our 'WHY'." - Aaron Harms, CMO Regional PM



Traditional ISL - Buffalo

INDEPENDENT LIVING

"The Buffalo ISL is up and running! We have some amazing Direct Support Professionals that have taken the challenge of opening a new traditional ISL and they are running with it. A program is only as good as its people and we have some of the best. Bay, (pictured left, with the dinner she made) has really taken to living on her own and is thriving! She is learning to take care of her own home and how to "adult." It's not all business though and the wonderful staff make sure even the worst task is done in a fun way. We had a recent visit with a roommate for Bay and she is excited to have someone to hang out with and just enjoy growing as a person. Goals have been set and 2023 will be amazing year for our young ladies as they become more and more independent." - Aaron Harms, CMO Regional PM

Medical ISL - St. Louis



HOLIDAY HAPPINESS

The St. Louis ISL experienced a fairly uneventful quarter, however, everyone is happy, healthy and enjoyed their holiday. These are times when good health and joy give us the most to be grateful for and we're sure glad to report such positive news for not only our medically fragile ISL friends, but for our staff. The St. Louis ISL staff enjoyed their gifts and festivities with one another at their Christmas party a few short weeks ago.

Anniversary Dates

Each quarter we continue to grow and grow! So, for our contractors and staff who started their journey with us between October-December of 2022, we want to say thank you, for their year(s) of serving others!

Contractors

9-10 Years

Jennie Robinson, Ron Robinson, Patricia Holesapple

7-8 Years

Carletta Adams, Marti Fewell, Emily Styles, Edward Bales, Donald Glenn, Kathy Jo Glenn, Dawn Squires, Steve Squires

5-6 Years

Julie Bruton, Lance Bruton, Michelle Caudill, Beatrice Dobrick, Steven Dobrick, Stan Kubat, Laura Mouliom, Livia Palacios, Wanda Palmer, Dwayne Rogers, Colette Robers, Lynn Richert, Candy Younce, Aletha Calvert, David Calvert, MacKenzie Howard

3-4 Years

Julian Bailey, Danielle Coffey, Svetlana Melnic, Linda Russell, Sandra Smith, Tanya G. Seu, Eunicia Waldron, Jacob Waldron,

Eugene Belinskiy, Galina Belinskiy, Cody Meadors, Debra Jones, Lorilee Mitchell, Beverly Sauerbrei, Isamar Sauerbrei, Denise Hawkins, Sharon Stolz, Diana Throckmorton, Tyler Throckmorton, Whitney White, Greg Stafford, Tami Stafford, Kelsey Merrick, Olivia Johnson

1-2 Years

Riley Phillips, Racquell Cunningham, Essence Edgar, Teresa Byers, Heather Childress, Pamela Howard, Katie Ochoa, Emma O'Dell, Mardy Stevens, Robert VanOrden, Ben Hunt, Josh Vincent, Christy Wilkins, Christina Wilkinson, Wendi Perkins, Emilee Daleen, Melanie Kamery, Camina Showman, Dallas Showman, Vickie Smith, Jerry Smith, William Tingley, Sarah Weatherby, Gilbert Crose, Grace Dunlap, Tamara Bennett, Pam Broeker, Hannah Thorn, Charnez James-Graham

Staff

7-8 Years

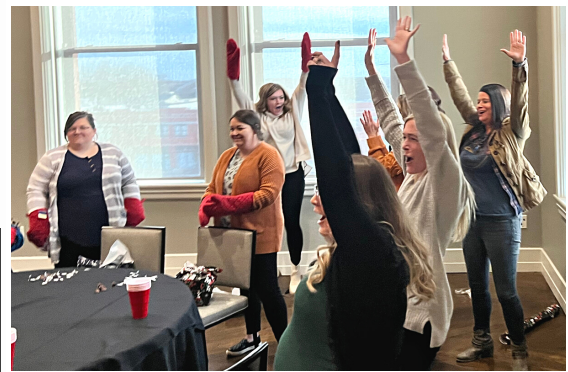
Staci Owen

3-4 Years

Jamie Nunez

1-2 Years

Coraleen Balke, Ashley Bancroft, Junior Crose, Emilee Daleen, Elmeda Gemes, Taylor Hampton, Christina Hodges, Jessica Hoffman, Lyndi Robertson, Elizabeth Smith, Dalton Stephens, Kelsey Tooley, Shimika Adkins, Michael Cox, Kim Dowling



Workforce Opportunities Recognizing Key Skills



W. O. R. K. S.

Katelyn Hellmer, Employment Specialist (pictured, left) and Danielle Coffey, Director of Community Based Services have been working diligently to find the right employer(s) for our newly added WORKS program. Our goal is to establish open communication with employers and to work on different skills and trainings, while providing flexible, part-time hours.

So far, in the Springfield area, our program jump point has provided a couple of promising and potential business partnerships, those being Incredible Pizza and CC Boutique. CC Boutique is a small shop located on Republic Road.

Katelyn is continually seeking referrals and networking with employers, in hopes of building up our employment option pool for our program clients. A few new places she intends to contact are local restaurants and Entertain Mart, as a lot of our clients have a passion for music and/or media.

Katelyn has been creating lessons that will prepare clients for employment. The curriculum she's building consists of time management, budgeting, and activities involving cash handling to help instill smart spending habits. We are hopeful this program will provide a great deal of success and fulfillment in the lives of our clients, as well as build positive relationships with Springfield businesses and beyond!



***New* MARKETING PROJECTS**

As Restoring Hope continues to grow, we are on the search for new and impactful ways to find loving homes for our clients. Our most recent and newest marketing endeavor has been the filming of a 30 second commercial, to be aired multiple times at the movie theater in strategically targeted growth areas throughout the state.

We'd like to give a special shout out and thanks to Ryan and Ruby Pace for opening their home and for being willing to participate in our commercial. As well as, Willie Stephens for being the focal point in our commercial. We hope that you can make it out to one of the theaters shared below to see our commercial! ***In fact, let us know if you see it and what you think!***

View at these theaters in a city near you: Sedalia, Cape Girardeau, Houston, Monett.

Word of mouth continues to be our most prevalent advertisement and we owe that to so many of YOU, our incredible Host and Relief caregivers. You are making such a difference. We appreciate all you do and for spreading the word of HOPE to others!



We Made It On The Big Screen!



If you're aware of any businesses that you feel would consider partnering with us, feel free to send your referral to: katelynhellmer@werestorehope.com

Taxes

Tips for 1099 and W2 Recipients

- Ensure the Business Office has your correct email address
- Check your spam folder
- We are required to e-file with the IRS, so all 1099's and W2's will be sent by email to recipients immediately following the e-file submission
- For those accessing their 1099, you'll need to input your EIN number, not to be confused with your social security number

All questions may be sent to payroll@werestorehope.com and the Finance team will get back with you promptly. You may also call the Business Office at 417-255-8781.

Looking for your next, good read? Try out this book:
Switch On Your Brain
Dr. Caroline Leaf

Updates From the Business Office

***New* Relief Record Submission**

We realize change can be hard, but it is change and growth that demands smarter and more efficient systems. Starting this year, all Host Home Relief and Out-of-Home Respite Providers will now be required to submit their time electronically, on our easy to use fillable form. Each month caregivers will receive a reminder email to submit their time. Instructional forms and a training video have been made available on the website at: www.werestorehope.com > Login > Forms. Additionally, our Finance team and Business Office will be available to assist all caregivers with this transition. We appreciate the cooperation of everyone as Restoring Hope continues to grow and provide even more care to those who desperately need it, one relationship at a time!

***New Role* Host Home Development**



Tammy Younger

Tammy joined Restoring Hope in July of 2022, as a Finance Assistant. Since joining, she was presented with an opportunity to take over Host Home Development, in light of Diane Smithy's retirement. We're excited to see Tammy in this role and know she will do a wonderful job! "I'm really look forward to getting to know our Host Homes and keeping a strong relationship with them all."

***New Role* Director of Business Operations**



Kelli DeBoard

We're excited and happy to see Kelli thrive in her new role! Her primary focus will be in the HR and Credentialing departments of the Business Office, as well as developing and maintaining efficient systems and processes across both. "I love to see the team members that specialize in each department develop their personal leadership styles and I look forward to navigating our Business Office through a lot of upcoming growth and change. I love working with Restoring Hope, I am honored to be part of a diverse team of women and men that rock what they do, from the teams in our Business Office to the Program Managers in the field. I have been with RH for almost seven years now and I have seen so many positive changes, I truly love that I get to influence some of that in my role, and as we have learned, "leadership is influence, nothing more, nothing less..."

Community Funds Report

The West Plains | Poplar Bluff Program Management team used some of their yearly allotted community funds to sponsor 44 kids at Birch Tree Elementary with new Christmas Pajamas!

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"What the new year brings to you will depend a great deal on what you bring to the new year." - Vern McLellan