

November 2025



EMPOWERED SERVICES November Events

I'm deeply grateful for my family, whose love, patience, and encouragement have been my foundation through every season of life. They remind me daily of the importance of faith, compassion, and staying grounded in what truly matters. I'm also thankful for the incredible IDD community, the individuals who inspire us with their courage, the families who trust us, and the caregivers whose dedication is nothing short of heroic. You remind me that every life has purpose and every person deserves to be seen, valued, and included. I'm blessed to serve alongside a team that leads with heart and believes in changing lives, not just talking about it. I'm thankful for the chance to make a difference, one life and one moment at a time.

- John Marwin: Owner/CEO

- Nov.13th:
 - Reaching New Heights
- Nov.14th:
 - Empowered Plates
 - Pumpkin Pie Coasters at the Library
- Nov.18th:
 - Blazer Game
- Nov.19th:
 - Sensory Friendly Movie in Oregon City
- Nov.20th:
 - Friendsgiving



What am I thankful for...



As we move into this season of gratitude, I've been reflecting on the blessings in my life—both big and small—that bring meaning, joy, and purpose to each day. I am deeply thankful for my family, who are my constant source of love and strength. Their encouragement lifts me up, their laughter fills my heart, and their support reminds me that I never walk alone. Through life's celebrations and challenges, family is my anchor and my greatest blessing.

I am also grateful for my pets, who bring light to my life in the most beautiful ways. They greet every day with joy, offer comfort without words, and remind me to appreciate simple moments—like warm cuddles, quiet evenings, and wagging tails. Their unconditional love is a daily gift I never take for granted.

Most of all, I am incredibly thankful for my IDD community. The individuals, families, and advocates I have the privilege to know and work alongside inspire me every single day. This community embodies resilience, hope, and the power of unity. Together, we celebrate abilities, break down barriers, and build a world where every person is seen, valued, and included. Being part of this mission is not just work for me—it's a calling and an honor.

Gratitude reminds us that we are connected, supported, and surrounded by purpose. This season, my heart is full, and I am so grateful to be on this journey with all of you.

-Sandi Byers: COO

• BE THANKFUL •
BE
Grateful
• BE BLESSED •

November 2025 Newsletter

As November begins, we are reminded how powerful it is to be part of a community that truly cares. Gratitude comes naturally this time of year, but within the IDD community, it is something we live every day. Whether we are celebrating progress, overcoming challenges, or simply sharing life together, we are surrounded by people who bring kindness, purpose, and heart to everything they do.

This month, our theme “Gratitude in Action” honors those who strengthen the IDD community in meaningful ways. To the families who never stop believing and continue to advocate with love, to the caregivers who show resilience and unwavering support, and to the Direct Support Professionals who empower others with dedication and compassion, you are the foundation of this work, and we are deeply grateful. Your commitment creates safe spaces, builds independence, and reminds us of the incredible impact of human connection. Gratitude isn’t just a feeling, it’s something we share through action. It lives in small moments of encouragement, in acts of service, and in the genuine relationships we build with one another. It shows up when we celebrate abilities, when we listen with empathy, and when we choose inclusion in both big and small ways. Together, we are creating a community where people of all abilities are valued, respected, and given every opportunity to thrive. Thank you for showing up, for believing in what’s possible, and for the difference you make every day. At Empowered Services, we are honored to walk alongside you in this important work, together, we change lives through connection, compassion, and community.



PILLAR OF EMPOWERMENT

Congratulations on being recognized as the Star of the Month. Your dedication and hard work have set a remarkable example!



JANE OUR FEATURED DSP OF THE MONTH

Hi, I'm Jane from Hammond, Oregon, and I'm proud to be the mom of my amazing son, Nicholas. Thirty-two years ago, he came into our lives and changed everything. Around age three, we began Early Intervention, and soon after, Nick was diagnosed with Autism.

Our journey hasn't always been easy, but I chose early on to focus on honor, pride, and education rather than the challenges. About two years ago, I left my longtime job to become Nick's Direct Support Professional (DSP), the best decision I've ever made.

After starting with another company that didn't truly meet Nick's needs, I discovered Empowered Services and the BYOC (Be Your Own Caregiver) opportunity. From my very first conversation, I felt at home and truly supported. That support has meant the world to us.

We've now been with Empowered for almost a year, and I count them among our greatest blessings. And to Jessica (my County Coordinator), you are our Earth Angel. Thank you for being you! 🥰

Jane, we are so blessed to have you apart of our Empowered Services family!



EMPOWERED STAR

Congratulations on being recognized as the Empowered Star. We are so proud of the example you set for everyone in the IDD Community!



NICK

OUR FEATURED CUSTOMER OF THE MONTH

My name is Nicholas, and I live in Hammond, Oregon. I'm 32 years old and love watching sports, shopping, and getting ready for holidays, birthdays, and big games. Now that I have a new nephew, I especially enjoy picking out books and his first Mariners, Seahawks, and Kraken gear. Having my mom as my provider means I'm happy, healthy, safe, and supported. Every day, we learn something new to build my confidence and independence, and we try to fill our days with love, laughter, and respect. I'm grateful to live in a small town where everyone knows me and makes me feel welcome. Some of my favorite experiences include riding in the police car that starts the Warrenton 4th of July Parade, helping with the Christmas food drive, and honoring veterans during Wreaths Across America at Fort Stevens. I love November because it's full of holiday excitement—and Thanksgiving means dressing and pumpkin pie! Being part of Empowered Services helps my mom feel supported in her role as my care provider, and that makes both of us happier, healthier, and stronger together.



Reach New Heights with Empowered Services!

SCAN ME



Rock Climbing Wall Activity



Wednesday,
November 13th



3:30 - 4:30 PM

George Fox University
(Hadlock Building)

Limited Spots - Only 10 available

Register to reserve your spot!



EMPOWERED SERVICES

EMPOWERED PLATES

How to Build Delicious and Healthy Meals

*Fuel your body, balance your energy, and feel
your best one plate at a time*

Learn how food can boost energy, balance hormones,
strengthen immunity, and reduce inflammation.

Discover the basics of macronutrients and
micronutrients, master blood sugar balance, and get
practical tips for building balanced, nutrient-rich
meals that support lifelong health.



**Contact your
County Coordinator
to register**

November

14

1-2pm

*Join us and learn how to turn
nutrition knowledge into action!*





Fun at the Library



EMPOWERED SERVICES



November & December



WHERE: 18878 SW MARTINAZZI AVE,
TUALATIN, OR 97062

November 14th
2:30pm-4:30pm



Pumpkin Pie Coasters!



Come make some cute Pumpkin Pie Coasters for
your Thanksgiving Holiday!

December 12th
2:30pm-4:30pm



Snow Globe Madness!



Come create a dreamy wintery
wonderland with us!



ripcity
runs deep



PORTLAND
VS.
PHOENIX

TUESDAY, NOV. 18
8:00 PM



EMPOWERED
SERVICES
NIGHT

Join us for Empowered Services Night with the Portland Trail Blazers - celebrating inclusion, community, and connection! Enjoy discounted tickets as we celebrate Empowering Lives to Grow Big People in Rip City!



VISIT:
[**Rosequarter.com/events/group-tickets**](https://rosequarter.com/events/group-tickets)

PROMO CODE:
EMPOWERED

CONTACT:

Jacqui Wilson

[**jacqui.wilson@trailblazers.com**](mailto:jacqui.wilson@trailblazers.com)



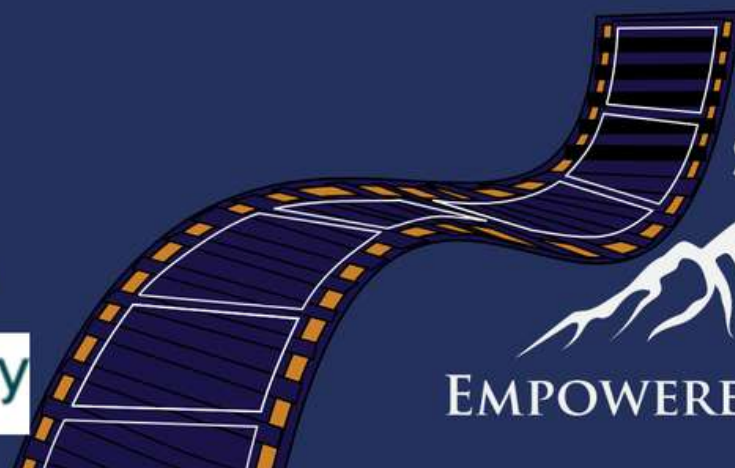
SENSORY FRIENDLY MOVIE NIGHTS

FREE - LIMITED SEATING
THE LINK WILL BE AVAILABLE SOON;
STAY TUNED!

NOVEMBER 19TH | 5:45 PM

REGAL HILLTOP IN
OREGON CITY

325 Beavercreek Rd,
Oregon City, OR 97045



Partnered with



Sponsored
By



NOV 20TH
4PM-6PM



RSVP HERE



JOIN US FOR A...

friends giving

Family Life Church
501 S. Saint Paul Hwy
Scan QR Code to RSVP

Ingredients



Apple Pie Parfaits



Steps...

1. Put 10 cookies in a ziplock and crush up.
2. Get 4 clear cups (8oz)
3. Layer the Cool Whip, Cookies, Cool Whip, Apple Pie Filling, Cool Whip, Cookies, Cool Whip, Apple Pie Filling. Layer until to the top of the cup. Ending with Cool Whip.
4. Sprinkle Crushed Cookies on top for garnishment.
5. Refridgerate until you are ready to eat!

Toilet Paper Roll Turkey



- Toilet Paper Rolls or Paper Towel Rolls (cut down to size)
- Brown Paint
- Small Googly Eyes
- Cardstock—yellow, orange and red
- Glue
- Black Marker

1. Paint the toilet paper roll with brown paint.
2. Using Red, Orange & Yellow construction paper, cut out 5 feathers for your turkey.
3. Write things they are grateful for on each feather using a black marker.
4. Add the googly eyes onto the paper roll using glue.
5. Cut out a small triangular beak and feet using the orange cardstock. To make the beak, fold over a piece of paper and cut out a triangle.
6. Attach the beak and the feet to the painted toilet paper roll.
7. Attach the feathers to the back of the toilet paper roll turkey.

BY

(Bring Your Own Caregiver)



C

Program

Through our BYOC Program,
your trusted person can
become a paid caregiver:
With benefits like Health
Insurance, Dental, Vision,
PTO, and 401K.

*AUTUMN
leaves
& PUMPKIN
please*

At Empowered
Services, we believe
that care should
never feel like a
transaction. It should
feel like trust, like
family, like home.

Because the best
care starts
with someone who truly
knows your heart!

Simple to Apply,
Compassionate by
Design



EMPOWERED SERVICES

Resources & Events



November Community Resources

As autumn deepens, November invites us to pause, reflect, and give thanks for the community we share.

New resources and opportunities await, quiet reminders to keep learning, connecting, and growing together.

Each act of kindness and curiosity strengthens our circle of inclusion and care.

Let's celebrate this season of gratitude, where every voice adds warmth and every step forward is shared.



EMPOWERED SERVICES

Special November Days!



November 2nd: National Deviled Egg Day

This well-loved food wows guests during the holidays. Designers have even created specially designed carrying dishes and plates just so you can deliver your deviled eggs safely and in style.



November 11th: Veterans Day

Veterans Day on November 11th honors military veterans who served in the United States Armed Forces. The federal holiday coincides with Armistice Day and Remembrance Day, which marks World War I. Initially, the United States observed Armistice Day as well. However, it evolved into the current Veterans Day in 1954.

November 14th: National Pickle Day

Pickle lovers pop open pecks of their preferred preserved pickle. It may be a Dill, Gherkin, Cornichon, Brined, Kosher Dill, Polish, Hungarian, Lime, Bread and Butter, Swedish and Danish, or Kool-Aid Pickle. No matter your choice, eat them all day long.



November 25th: National Parfait Day

This versatile dish serves up sweet or healthy in layers of goodness. Usually served in a specially styled glass, a parfait presents ingredients in appealing layers. Fruit, yogurt, or ice cream provide the basis for transitions between nuts, chocolate, or even whipped cream.



November 27th: Thanksgiving Day

In 1621, the Plymouth colonists and Wampanoag Indians shared an autumn harvest feast that many acknowledge today as one of the first Thanksgiving celebrations in the colonies. For more than two centuries, days of thanksgiving were celebrated by individual colonies and states. However, it wasn't until 1863, amid the Civil War, that President Abraham Lincoln proclaimed a national Thanksgiving Day to be held each November.





Giving Tree

Thank you for being a blessing to those in need!

Choose a tag from the tree or call our office to request one, and return your gift to our Tualatin admin office by December 17th.

Please make sure your gift is new, wrapped, and in its original packaging.

Feel free to include a personal note or words of encouragement to make your gift even more special.

Thank you!

For any questions,
contact Shelby:

503-855-3581 ext 109

shelby@empowered-services.org



EMPOWERED SERVICES BOWLING



Bowling Events

Tuesdays: Sherwood Langers (\$4)
3:00pm to 4:00pm

Wednesdays: Wilsonville Bullwinkles (\$5)
3:30pm to 4:30pm

Fridays: The Rec in Keizer (\$4)
3:30pm to 4:30pm



EMPOWERED SERVICES
INSPIRATION. OPPORTUNITY. SUPPORT

8101 SW Nyberg St.
Suite 217
Tualatin, OR 97062

empowered-services.org



DATES: November 11th, 20th, 28th

Entrance & Parking Fee Waived

Blue Lake Regional Park

21224 NE Blue Lake Road in Fairview

Oxbow Regional Park

3010 SE Oxbow Parkway in Gresham

Broughton Beach Chinook

44141 NE Marine Drive in Portland

Chinook Landing Marine Park

55201 NE 223rd Ave. in Fairview

For more information & dates, visit [Oregon Metro's website.](https://www.oregonmetro.gov/)



NOW HIRING!

DIRECT SUPPORT PROFESSIONALS

AT EMPOWERED SERVICES



\$500 REFERRAL BONUS:

Know someone who would
be perfect for the job?

LOCATION:

DSP Positions Available
Across All Oregon Counties

RATE OF PAY:

Competitive Pay rate
Available in Part-time or
Full-time positions

Are you outgoing, energetic, and self-motivated? Do you have a passion for helping others and creating a positive impact in your community? If so, we have the perfect job for you!

Join our family-like team at Empowered Services, where you can make a difference while enjoying flexible hours and community-based work.

OUR BENEFITS INCLUDE:

-  Accrued PTO
-  401K matching up to 3%
-  Future health insurance options

REQUIREMENTS:

- ✓ Must be 18 or older with a High School Diploma/GED
- ✓ 1 year of DSP/Customer Service Experience
- ✓ Obtain First-Aid/CPR Certification & pass a background check
- ✓ Clean Driving Record with Full-Coverage Auto Insurance

Take the first step towards your new rewarding career with Empowered Services today!

Join us in our mission to empower individuals every day. Your future starts here!
Empowered Services is an equal opportunity employer.

GET IN TOUCH :

 503-855-3581

 Info@empowered-services.org
www.empowered-services.org
 8101 SW Nyberg St. Suite 217 Tualatin, OR 97062

TO APPLY, SCAN THE QR CODE BELOW





SUPPORTING YOUR LOVED ONE'S JOURNEY TOWARDS A FULFILLING LIFE

At Empowered Services, we specialize in providing personalized Direct Support services to children and adults with developmental disabilities. Our team of caring and compassionate staff and providers are dedicated to improving the lives of those we serve by connecting them with the best possible providers to meet their unique needs and preferences.

We believe that everyone deserves the opportunity and tools to promote a fulfilling life. That's why we're passionate about providing the support and resources necessary to make that happen. We work closely with families, providers, and other support networks to ensure our customers receive the highest quality of care in a safe, inclusive, and supportive environment.

BRING YOUR OWN CAREGIVER PROGRAM

Experience personalized caregiving with our Bring Your Own Caregiver (BYOC) Program! Our focus is on you and your loved ones, ensuring seamless support with your chosen Direct Support Professionals (DSPs) arriving promptly. Your chosen DSP's will enjoy flexible compensation options tailored to your needs, empowering caregivers for a fulfilling journey. Join countless families benefiting from Empowered Services' compassionate care. Enroll today and empower your family by choosing your own caregiver for a personalized and transformative caregiving experience!

CHOOSE EMPOWERED SERVICES FOR:

- ✓ Personalized Direct Support services
- ✓ Compassionate guidance and support
- ✓ Collaborative approach with families and support networks
- ✓ Meaningful connections between customers and providers
- ✓ Safe, inclusive, and supportive environment
- ✓ Join us in supporting your loved one's journey towards a fulfilling life.
- ✓ Contact us today to learn more about how we can help.



Info@empowered-services.org
www.empowered-services.org



8101 SW Nyberg St.
Suite 217 Tualatin, OR 97062

GET IN TOUCH : ☎ 503-855-3581





¡ESTAMOS CONTRATANDO! PROFESIONAL DE APOYO DIRECTO EN EMPOWERED SERVICES



 **BONO DE REFERENCIA DE \$500:**
¿Conoces a alguien perfecto para el trabajo?

 **UBICACIÓN:**
Puesto de DSP (Profesional de Apoyo Directo) disponibles en todos los condados de Oregon

 **TASA DE PAGO:**
Tasa de pago competitiva disponible en puestos de medio tiempo o tiempo completo

¿Eres extrovertido, enérgico y automotivado? ¿Tiene usted pasión por ayudar a los demás y crear un impacto positivo en su comunidad? ¡Si es así, tenemos el trabajo perfecto para ti!
Unase a nuestra equipo familiar en Empowered Services, donde puede marcar la diferencia mientras disfruta de horarios flexibles y trabajo basado en la comunidad.

NUESTROS BENEFICIOS INCLUYEN:

-  PTO (Tiempo libre pagado) Acumulado
-  Aporte al 401k con igualación hasta un 3%
-  Opciones futuras de seguro de salud

REQUERIMIENTOS:

- ✓ Debe tener 18 años o más y un diploma de la High School/GED
- ✓ 1 año de experiencia como DSP/Servicio al cliente
- ✓ Obtener su certificación de primeros auxilios/CPR y pasar una verificación de antecedentes
- ✓ Historial de conducir limpio con seguro de automóvil con cobertura completa

¡Toma el primer paso hacia tu nueva carrera gratificante con Empowered Services hoy!

Unase a nuestra misión para empoderar a las personas todos los días.
¡Su futuro comienza aquí! Empowered Services es un empleador que ofrece igualdad de.

PARA APLICAR, ESCANEE EL CÓDIGO QR

PONTE EN CONTACTO :

 503-855-3581

 Info@empowered-services.org
www.empowered-services.org
 8101 SW Nyberg St. Suite 217 Tualatin, OR 97062





APOYANDO EL CAMINO DE SU SER QUERIDO HACIA UNA VIDA PLENA

En Empowered Services nos especializamos en brindar servicios de Apoyo Directo personalizado a niños y adultos con discapacidades del desarrollo. Nuestro equipo de personal y proveedores atentos y compasivos están dedicados a mejorar la vida de losn que servimos conectandolos con los mejores proveedores posible para satisfacer sus necesidades y preferencias únicas.

Creemos que todos merecen la oportunidad y herramientas para promover una vida plena. Es por eso que nos apasiona brindar el apoyo y recursos necesarios para hacerlo posible. Trabajamos en estrecha colaboración con las familias, proveedores y otras redes de apoyo para garantizar que nuestros clientes reciban la más alta calidad de cuidado en un entorno seguro, inclusivo y de apoyo.

PROGRAMA DE TRAER SU PROPIO CUIDADOR

Experimente un cuidado personalizado con nuestro programa Traer su propio cuidador (BYOC Bring Your Own Caregiver). Nos centramos en usted y sus seres queridos, garantizando un apoyo continuo con los profesionales de apoyo directo (DSP) que elija y que llegarán puntualmente. El apoyo directo que elija disfrutará de opciones de compensación flexibles adaptadas a sus necesidades, lo que empodera a los cuidadores para que tengan una experiencia satisfactoria. Unase a numerosas familias que se benefician de la atención compasiva de Empowered Services. ¡Inscríbase hoy y empodere a su familia eligiendo a su propio cuidador para una experiencia de cuidado personalizada y transformadora!



SELECCIONE

EMPOWERED SERVICES PARA:

- ✓ Servicio personalizados de Apoyo Directo
- ✓ Orientación y apoyo compasivo
- ✓ Enfoque colaborativo con familias y redes de apoyos
- ✓ Conexiones significativas entre los clientes y proveedores
- ✓ Entorno seguro, inclusivo y de apoyo
- ✓ Únete a nosotros a apoyar el camino de su ser querido hacia una vida plena
- ✓ Contáctenos hoy para obtener más información sobre cómo podemos ayudar

