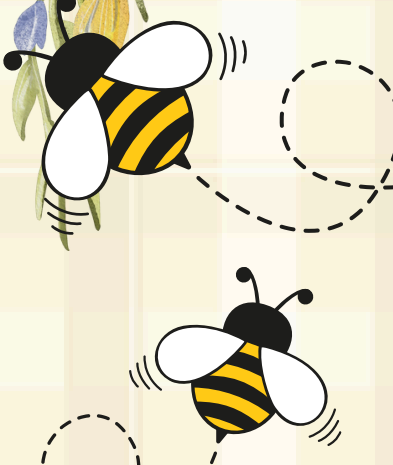




EMPOWERED SERVICES

empowered-services.org

March 2026 Newsletter



Marching Forward Together

IDD Awareness Month

As we welcome March, we celebrate Developmental Disabilities Awareness Month a wonderful season to honor the beautiful tapestry of our community and the power of belonging. This year's theme, "Nothing About Us Without Us," carries such a powerful heartbeat. It reminds us to uplift the voices of individuals with IDD, ensuring that the people whose lives are impacted are the ones holding the pen and writing their own stories.



At Empowered Services, we're committed to meaningful support that builds confidence, independence, and connection. This month you'll find community events, sensory-friendly options, inclusive activities, and ways to stay engaged, plus a new wellness initiative to help caregivers and teams thrive.

Office: 8101 SW Nyberg St., Suite 217,
Tualatin, OR, 97062
Phone: 503-855-3581



A Message from Our Founder...

Thanks for joining me here! March brings a sense of renewal. As the seasons begin to shift and signs of spring appear, we are reminded that growth often starts quietly, with small steps, steady support, and the courage to try again.

WHERE TO START

At Empowered Services, March is a time to celebrate progress, the first independent choice, the confidence to try something new, and the pride that comes from building a skill. These moments are powerful because they represent possibility. Independence does not happen overnight. It grows through encouragement, partnership, and community. It grows when families, Direct Support Professionals, and individuals work side by side toward self-directed goals.



John Marvin

March Is Developmental Disabilities Awareness Month

Centering Voices. Growing Belonging.

March is Developmental Disabilities Awareness Month, a time to celebrate inclusion, community, and self-advocacy, and to honor the many ways individuals with intellectual and developmental disabilities (IDD) strengthen and brighten our communities. This year's theme, "Nothing About Us Without Us," is both a reminder and a promise: people deserve to be included in the decisions that shape their lives, their goals, and their future.

At its heart, this theme is about dignity. It says: "I am not an afterthought. I am not a checkbox. I am a person with a voice."





March Is Developmental Disabilities Awareness Month (cont'd)

Why This Matters So Much

For many years, individuals with IDD were too often spoken about rather than spoken with. Even when intentions were kind, systems sometimes made plans for people instead of partnering with them, and that can leave someone feeling unseen, as if their preferences don't matter or their dreams are "too hard."

But inclusion is not a favor. It is a right. And when people are truly included, something beautiful happens: confidence grows, relationships deepen, and communities become gentler and stronger.

What "Nothing About Us Without Us" Looks Like in Real Life

Inclusion is not just being present in the room, it's being heard in the room.

It looks like:

- Asking the person first, not last: "What do you want?"
- Making sure information is accessible and understandable.
- Offering choices that are real (not rushed or predetermined).
- Supporting communication in whatever way works best for the individual.
- Treating goals and preferences with respect, whether they're big or small.

Sometimes it's something simple, like pausing long enough for someone to finish their thought, and then watching their face change when they realize you truly meant it.

The Quiet Power of Self-Advocacy

Self-advocacy is the ability to say:

- "This is what I need."
- "This is what I prefer."
- "This is what I don't want."
- "This is what I'm working toward."

When we support self-advocacy, we're not just teaching skills, we're nurturing courage. We're helping someone practice using their voice, trusting their choices, and stepping into greater independence at their own pace.

How We Can Honor This Month Together

If you're wondering what you can do this March, it doesn't have to be complicated. Small, consistent actions make a real difference.

You can:

- Listen more intentionally and leave space for answers.
- Invite input in planning, programming, and everyday choices.
- Use respectful language and ask what support is preferred.
- Create accessible opportunities for community involvement.
- Celebrate strengths, not just needs.

And one gentle question can change the tone of an entire interaction:

"How would you like to be supported?"

A Gentle Commitment We Can All Make

This month is a celebration, but it's also a chance to recommit to something deeper: a community where people are not only included, but truly valued.

"Nothing About Us Without Us" invites all of us, families, providers, employers, neighbors, and decision-makers, to choose partnership over assumption, and listening over speed.

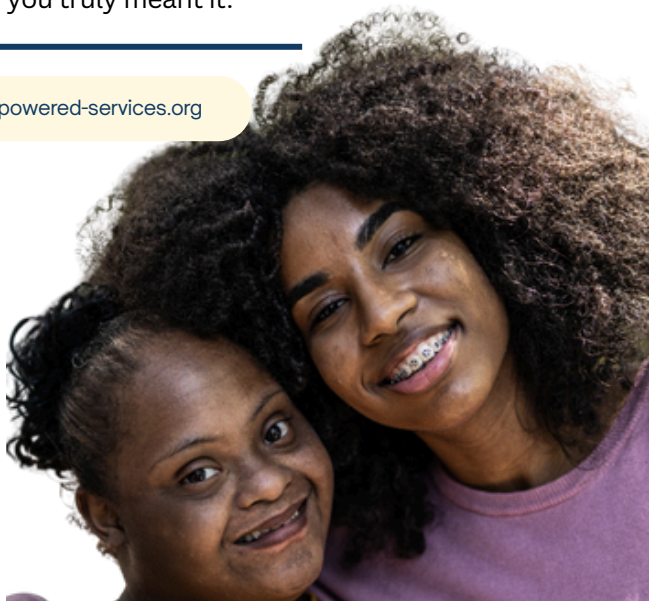
Because when we center the voices of individuals with IDD, we don't just build better services.

We build more belonging.

We build more trust.

We build a community where people feel seen and where they know they matter.

empowered-services.org





EMPOWERED SERVICES

The Empowered Services Commitment



These values live in everything we do —
because **WHEN CARE STARTS WITH HEART**, everything changes.

At the Heart of Everything We Do — Is You.

There's a moment every morning, before the schedule starts, before the phone rings, when a provider walks through the door and someone's face lights up. No clipboard. No checklist. Just recognition. That quiet knowing that says: you see me.

That's the moment everything we do is for.

At Empowered Services, the customer isn't part of the mission, they are the mission. No one stands alone here. Around every person we serve is a living circle of people who chose this work because they couldn't imagine doing anything else. Providers who don't just show up, they stay. Families who trust us with the most sacred thing they have. A care team that sees the person before the paperwork.

We call them values because they cost us something every single day:

Integrity — We lead with honesty, even when it's harder. **Empathy** — We listen with our hearts before our checklists. **Community** — We build belonging, because no one was made to walk alone. **Synergy** — We're stronger together than any of us could be apart. **Advocacy** — We speak up and stand beside — never behind, never above. **Legacy** — We plant seeds for a future we may never see, and we plant them anyway.

These aren't words on a website. They're promises we keep in the quiet moments, the car ride home, the kitchen at lunchtime, the first smile of the morning. When care starts with heart, everything changes. *It always starts with heart here.*



EMPOWERED SERVICES

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!



ASHLEE

OUR FEATURED CUSTOMER OF THE MONTH

I am Ashlee. I love fashion and shopping at the mall because it feels like the happiest place on earth. I also enjoy going fishing in the ocean with my mom and stepdad. We love catching salmon and crab together.

I enjoy spending time with my provider, Dyann, because she is a Christian and likes shopping with me too. I also enjoy attending Women's Bible Study, where we share our answers to the weekly study questions. We decorate, attend events at Hilltop Church, and love baking and cooking meals together.

Summer is my favorite season because I enjoy swimming and going to the beach with my family. I also really like going bowling with my friends at Empowered Services.



PILLAR OF EMPOWERMENT

EMPOWERED SERVICES

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



DYANN

OUR FEATURED DSP OF THE MONTH

I am Dyann. I came out of retirement through an act of faith and necessity. After meeting a DSP from Empowered Services who shared they were hiring, I looked into the company and felt it was a great fit with my background in customer service and care. I started with Empowered Services in August 2022.

Spending time with Ashlee is such a joy and often feels like reliving the carefree years of my younger self. Her bubbly personality and outlook on life are encouraging and uplifting. We laugh, cook, work on projects, shop (a lot!), travel, and enjoy learning about the world around us. I also love photography and enjoy capturing pictures of Ashlee during our fun activities and adventures together.

In my free time, I enjoy gardening, kayaking, hiking, and soaking up the summer sunshine. My favorite season is spring because of Jesus's great gift to us all and the celebration of new life that the season brings. I live in Oregon City with my husband, Ron, and our cat, Boo-Boo. I also have a daughter, a wonderful son-in-law, and two amazing grandchildren.



Educative
Read

Beyond Burnout: Caring for the Caregiver

CAREGIVER BURNOUT IS REAL, AND IT BUILDS OVER TIME THROUGH PHYSICAL, EMOTIONAL, AND MENTAL EXHAUSTION. EMPOWERED SERVICES BELIEVES CARING FOR THE CAREGIVER IS NOT OPTIONAL; IT'S THE FOUNDATION FOR QUALITY SUPPORT.



SIGNS TO WATCH FOR:

- CONSTANT FATIGUE THAT DOESN'T IMPROVE WITH REST
- FEELING NUMB, DETACHED, OR "ON AUTOPILOT"
- INCREASED IRRITABILITY, ANXIETY, OR HOPELESSNESS

TRY THIS (1-MINUTE RESET):

- PAUSE . 3 SLOW BREATHS .
- UNCLENCH SHOULDERS . SIP
- WATER . NAME ONE THING
- YOU'RE DOING WELL TODAY.



READ MORE

March “Go Green”



SELF-CARE LIST

Refresh your mind, body, and spirit with green-themed self-care & wellness activities.



Nourish (Green Nutrition)

- ✓ Green smoothie challenge (spinach, kiwi, avocado, mint, matcha)
- ✓ Daily leafy-greens goal (arugula, kale, romaine, chard)
- ✓ Green detox soup night (broccoli, zucchini, herbs)
- ✓ Matcha latte morning ritual
- ✓ Cucumber mint infused water

Grow (Green Living)

- ✓ Start an indoor herb garden
- ✓ Care for your houseplants
- ✓ Try a new plant-based recipe
- ✓ Spend time in nature

Give Back (Green Impact)

- ✓ Plant a tree or herb
- ✓ Donate to an environmental cause
- ✓ Reduce plastic week challenge

Glow (Green Beauty + Body Care)

- Green clay facial mask
- Aloe vera skin reset night
- Matcha under-eye mask
- Herbal green bath soak (rosemary + mint)



Move (Green Movement + Outdoors)

- Park walk or forest therapy session
- Outdoor yoga in a green space
- Bike ride through tree-lined trail



Restore (Green Mental Wellness)

- Journal with green ink
- Declutter a 'green' zone in your home
- Read a book outside
- Meditation visualizing green light

Weekly Theme Structure:

Week 1 – Nourish

Week 2 – Glow

Week 3 – Move

Week 4 – Restore + Give Back



St. Patrick's Day (March 17)



MEANING:

Saint Patrick is an enduring symbol of Ireland, even though he was actually born in Roman Britain! He spent much of the 5th century building schools and communities across Ireland, and we now honor his memory and impact on March 17th, the anniversary of his passing.

IDD-friendly ways to celebrate:



- Wear green
- “Go Green” Self-Care for Caregivers
- Shamrock scavenger hunt (find 5 green items)
- “Lucky compliments” circle: everyone shares one kind thing about a friend



Fun IDD Craft for St. Patrick's Day

“Shamrock Kindness” Craft

Skill goals: fine motor, choices, social-emotional learning



Supplies:

- Green paper (or white + crayons/markers)
- Glue stick
- Scissors (or pre-cut shapes)
- Markers/stickers
- Optional: cotton balls / glitter



Steps:

- Cut out a big shamrock (or glue 3 hearts + a stem)
- Write one word on each “leaf”: Kind • Brave • Helpful • Love • Share • Proud • Fun • Give • Awesome
- Share: “One way I can be kind this week is _____.”



Make a “Lucky Wall” with everyone’s shamrocks.





Ingredients



Pretzel Sticks



Mini Pretzels



Rolo Candy

Green M&M

DIRECTIONS

Arrange three mini pretzels in a circle. Insert a pretzel stick into a Rolo, place it with your pretzels, and bake at 250°F for 3 minutes until soft.

Gently press a green M&M on top, let cool for 2 minutes, and enjoy your sweet treat!



Lucky Green Yogurt Parfaits (No-cook)



INGREDIENTS

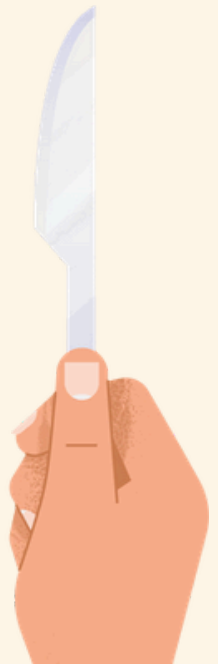
- Vanilla yogurt (or dairy-free)
- Green fruit: kiwi or green grapes (cut as needed)
- Granola or crushed cereal
- Optional: honey or cinnamon

STEPS

1. Spoon yogurt into a cup
2. Add fruit
3. Sprinkle granola
4. Repeat layers
5. Enjoy!



Safety note: Support as needed for cutting and choking risks.



EMPOWERED SERVICES



Understanding the Impact of Seasonal Changes on Autism and Time to Spring Forward March 8th

The transition from winter to spring is often marked by longer daylight hours, warmer temperatures, and louder, more active environments (think birds chirping, flowers blooming, or outdoor play areas becoming busier). For anybody with autism, these changes may disrupt their sensory experiences, daily habits, and emotional regulation.

Sensory Overload: As nature comes alive, it might be difficult to cope with the increased sounds, brightness, and bustling outdoor spaces. This can be overwhelming for those with sensory sensitivities.

Routine Disruption: The shift in the weather often brings changes in schedules, such as longer school days, outings, or special events. This may feel unsettling for children who thrive on predictable routines.

Mood Swings: With daylight hours increasing, some

may have difficulty adjusting to the changes in sleep patterns, which could affect their mood and energy levels.

While change is inevitable, maintaining a stable routine can provide a sense of security for anyone on the autism spectrum. The familiar structure of daily routines offers predictability, which is especially important during seasons of transition.

Here are strategies for managing the seasonal shift while maintaining a comforting routine:

1. Create a Visual Schedule for Spring

A visual schedule is an excellent way to help your child see what to expect each day, especially when changes in routine might occur. A spring-themed visual schedule can help adjust to new routines, such as outdoor

activities or spring cleaning. Be sure to include familiar activities like mealtime, bath time, and bedtime to provide stability.

Tips:

Use color-coded icons for different activities (e.g., green for outdoor play, blue for indoor quiet time).

Include "transitions" between activities, such as snack time or a 5-minute break to help them prepare for the next event.

2. Gradual Introduction to Outdoor Activities

As the weather gets warmer, some might be eager to spend more time outside. However, sudden exposure to unfamiliar environments or loud outdoor spaces can be overwhelming. Introduce outdoor activities gradually to help them adjust to the sights, sounds, and smells of spring.



Featured MARCH EVENTS

OCDD DD Awareness Month Events

(Free | Virtual + In-Person)

- Tue, Mar 3 - Virtual Kick-Off (12:00-1:00 PM)
- Tue, Mar 10 - Main Event (11:00 AM-12:30 PM, Salem + Livestream)



Oaks Park Sensory Skate (\$13)

★ Wed, Mar 25 • 10:00–
11:30 AM

Suicide Prevention Coalition of Clackamas County

Youth & Young Adult Action Team

Date & Time:
March 10, 2026
4:30 PM – 6:30 PM

Location:
Virtual on
Zoom

[Register Here](#)



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empowered-services.org/empowered-resources



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COMMUNITY EVENTS



Weekly Bowling

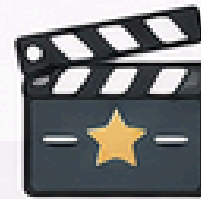
All abilities welcome

- **Tuesdays**
Sherwood Langer's
- **Wednesdays**
Wilsonville Bullwinkle's
- **Fridays**
The REC in Keizer

\$4 per session

Wheelchair accessible &
ball ramps available

Call (503) 456-2428
for times/details



Sensory-Friendly Movies

Open to all, free entry

- **Regal Hilltop** (Oregon City):
3rd Wednesdays
at 5:45pm
- **Metro Cinemas** (Eugene):
3rd Mondays
at 6:30pm

Registration required at
[empowered-services.org/
empowered-resources/](https://empowered-services.org/empowered-resources/)

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Must Register
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- **\$7 KIDS MEALS & \$5 SNACK PACKS**
- **POST GAME PHOTOS**



BUY NOW





MARCH

7

10 AM
- 2 PM

PIONEER
COMMUNITY CENTER

Learn. Connect. Get Involved.

Join us for a FREE, family-friendly community event.

- 30+ local vendors
- Tote bags for the first 100 attendees
- Raffle prizes
- Craft activities
- Resources for all ages

SCAN THE QR CODE
to learn more details



www.cityoforegon.org/spring-forward





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12 WEEK PARENTING SERIES

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Thursday Nights: April 2nd – June 18th 2026

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The production of this flyer was supported by Grant 90ZJ0117 from ACF. Its content are solely the responsibility of NWFS and do not necessarily represent the official views of ACF.

March 2026: Empowered IDD Resources

Activities, classes, adaptive sports, sensory-friendly outings, and community meetups, updated for March 2026. Confirm details before attending.

(empowered-services.org/empowered-resources)

CLICK HERE



— EMPOWERED CHOICE PROGRAM —

Care by the Ones Who Know You Best

Where care feels like family



Empowered Services · Making a Difference Every Day

empowered-services.org | (503) 855-3581

How It Works

Whether it's a parent, sibling, cousin, or a close friend, the Empowered Choice Program turns natural supports into paid, professional caregivers, honoring the relationships that already bring you strength.

Choose Your Caregiver

Select someone you already know and trust, a family member, friend, or long-time supporter who understands your needs.

We Handle the Details

Our team manages training, paperwork, payroll, and compliance so your caregiver can focus on what matters most: you.

Care Begins

Your chosen caregiver becomes an official Direct Support Professional, providing quality care rooted in genuine connection.



LEARN MORE



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www.empowered-services.org



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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 :

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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.



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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.

PONTE EN CONTACTO :

 503-855-3581

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 www.empowered-services.org
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PARA APLICAR, ESCANEE EL CÓDIGO QR





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

