NOVEMBER NEWSLETTER



Empowered Star

The "Customer of the Month" feature. It highlights an Empowered Services customer who is making meaningful progress, trying new things, building independence, or giving back to the community. This section celebrates the Calvin's accomplishments, the strides they have made along the way, and the positive impact they are creating through their goals, interests, and community involvement.

Pillar of Empowerment

Amy has shown strong dedication, hard work, and commitment to supporting others. This section celebrates team members who set a positive example through their care, reliability, teamwork, and the difference they make in the lives of customers and the community!



Empowered Wellness Program

Encourages providers to take time to recharge, care for their well-being, and share how they practice self-care. Each month, participating providers are entered into a raffle, with winner, Danielle R being recognized for taking part!



Special Days in November

Seasonal reminders, community connection, and meaningful awareness topics for customers, DSPs, families, and the community.

Recipes + Arts & Crafts

Shares fun, simple activities and ideas for customers, DSPs, and families to enjoy together. This section encourages creativity, connection, and hands-on participation.

Upcoming Events

The Upcoming Events section shares important dates, activities, and community opportunities for customers, DSPs, families, and community partners to look forward to and participate in.



Office (503) 855-3581

empowered-services.org

A NOVEMBER

WELCOME FROM JOHN MARVIN

FOUNDER & OWNER, EMPOWERED SERVICES



A SEASON OF GRATITUDE, A COMMUNITY OF BELONGING

Dear Empowered Services Community,

This month, one story has stayed with me. After our sensory-friendly movie night, Calvin's family told us it was a place where he could be fully himself, without judgment. That is belonging. It is why we do this work.

At Empowered Services, we believe everyone deserves a life that feels meaningful to them. For some, that means trying a new activity, building friendships, or getting more involved in the community. For others, it means familiar routines, time with loved ones, or growing confidence in everyday decisions.

There is no single picture of a good life. What matters is that each person has the freedom, encouragement, and support to find their own.

I want to recognize the people who make that possible.

To the individuals we support, thank you for sharing your choices, personalities, and stories with us. To our families and caregivers, thank you for your trust and partnership. This is National Family Caregivers Month, and our tribute to you is in this issue. And to our direct support professionals, thank you for the patience and kindness you bring every day.

Our care team is growing, county by county. Please welcome Jared Ellis, our new Care Manager for Yamhill County; Hannah Krautscheid, Care Coordinator for Multnomah, Clatsop, and Columbia Counties; and Adan Gonzalez, our new Care Coordinator for Clackamas County.

We also have joyful news to share. Congratulations to Audrey and Will on the birth of their first son, Roland!

On Veterans Day, Wednesday, November 11, we honor the veterans in our community and their families. Our office will be closed that day.

My invitation for November is simple: make someone feel seen, heard, and appreciated. Thank a DSP. Call someone you miss. Celebrate a small win. Small gestures build the connections that hold a community together.

You are what makes Empowered Services a family. I am grateful for each of you, and I look forward to all we will build together.

Wishing you and your loved ones a wonderful November filled with gratitude, kindness, and connection.



If you or someone you love needs support, start here: **Begin your intake**. If you have ever thought about doing this work yourself, start here: **Share your DSP interest**. A real person responsible for your county will follow up.

We are here when you are ready.

P.S. November is full of ways to connect, from sensory-friendly movie nights to our Free Fishing Day on November 28.

Explore the November 2026 Oregon I/DD Resource Guide for the full list & current event details!

MESSAGE FROM THE CEO

This November, we celebrate the many things that help build an inclusive community: honoring different traditions, using our voices, recognizing service, choosing kindness, supporting the next generation and practicing gratitude. As we recognize Diwali, Veterans Day, World Kindness Day, World Children's Day, and Thanksgiving, let's remember that everyone deserves opportunities to participate, be heard, feel respected and know they belong.



This holiday season is about more than simply saying "thank you." It is about taking time regularly throughout the year to recognize and appreciate the people, experiences, accomplishments, and everyday moments that make a difference in our lives. We can be grateful for the relationships that support us, the friendships we have built, the challenges we have overcome, and the qualities that make us uniquely ourselves.

Practicing gratitude regularly can remind us of the good in our lives and encourage us to celebrate both the big milestones and the small moments of joy throughout the day.

As we celebrate, let's take time to appreciate one another and the community we share. A kind word, a thoughtful gesture, volunteering, or letting someone know they matter can make a big difference. When we share gratitude and kindness, we help create a community where everyone feels seen, valued, and included.

Dylan Surrett

EMPOWERED SERVICES

Introducing Jared ELLIS



Hello Empowered Services Family,

My name is Jared Ellis, and I am excited to introduce myself as the Care Manager for Yamhill County!

I have two years of experience as a Direct Support Professional (DSP) and an associate degree in General Health from Chemeketa Community College. I was born and raised in Oregon and adopted at a young age which helped drive my passion for helping others. This is solidified in my dual work as a DSP. I'm grateful to continue working as a DSP alongside my role as Care Manager, allowing me to stay connected to the individuals we support and better understand the needs of our customers, families, and providers. My personal experiences have shaped who I am today and given me a deep appreciation for people from all walks of life. I believe everyone deserves to feel heard, valued, supported, and encouraged to pursue their goals.

Outside of Empowered Services, I'm an assistant football coach at a local high school, where I enjoy mentoring young athletes and helping them grow both on and off the field. Coaching has strengthened my values of patience, perseverance, teamwork, and encouraging others to reach their full potential.

I'm truly grateful for the opportunity to serve Yamhill County and be part of the Empowered Services family. I look forward to building meaningful relationships with our customers, families, and providers. My goal is to be someone you can count on, someone who listens, advocates, communicates, and genuinely cares about your success.

I'm excited for what's ahead and look forward to making a meaningful difference together!

EMPOWERED SERVICES

Jared's Contact Info: 📞 (503) 855-3581 Ext. 115 📧 jared@empowered-services.org

Introducing...

Hannah KRAUTSCHEID



Hi! I'm Hannah, and I'm excited to serve as the Care Coordinator for Multnomah, Clatsop, and Columbia counties with Empowered Services.

My passion for the I/DD field is deeply personal. I grew up here in Oregon spending a lot of time with my cousin, who has autism, and he ultimately helped me better understand my own neurodivergence. That experience opened the door for me to explore the I/DD field and discover a career that truly felt like home. Over the past three years, I've had the opportunity to work as both a DSP and a Care Coordinator. Becoming a DSP was a turning point for me and the first job where I could come home, even after a challenging day, genuinely feeling that what I had done mattered. The first individual I supported changed my perspective on life and taught me the power of advocacy, the importance of empowering people to advocate for themselves, and how even the smallest steps can lead to incredible growth. One of the things I value most about this work is having the opportunity to help someone feel heard, valued, and encouraged to pursue their goals. I also believe in the power of joy and connection. I've seen how something as simple as a laugh or a smile can turn someone's day around, especially in the work that we do. I'm incredibly grateful to be part of Empowered Services and excited to continue learning, advocating, and supporting people in building lives that feel meaningful and fulfilling to them. Most of all, I'm excited to get to know everyone and be part of the team!

A quote that is especially meaningful to me: "I cannot do all the good that the world needs. But the world needs all the good that I can do. "-Jana Stanfield

Hannah's Contact Info: 📞 (503) 855-3581 Ext. 112 📧 hannah@empowered-services.org

Introducing...

Adan GONZALEZ



Hello Empowered Services Family,

I am the new Care Coordinator for Clackamas County at Empowered Services!
With over six years of experience as a Direct Support Professional (DSP) and more than two years working in the medical field, I've developed a true passion for supporting individuals in the Intellectual and Developmental Disabilities (I/DD) community.
Through my experiences, I've learned that everyone has their own strengths, abilities, and unique way of experiencing the world. One belief that has always stayed close to my heart is that “there is no wrong way to be human, only beautiful ways to be you.”
I moved to the United States from Mexico when I was just six years old, and that experience helped shape my understanding of the importance of community, acceptance, and belonging. I've seen firsthand how having people who believe in you, support you, and embrace your differences can make a lasting impact on someone's life.
My time as a DSP has been incredibly rewarding, especially the opportunity to build a meaningful connection with an amazing customer. It has taught me that making a difference isn't always about the big moments. Sometimes, it's the little things—showing up, listening, offering encouragement, and making sure someone knows they matter.
As a Care Coordinator, I'm passionate about building strong relationships with our customers, families, and DSPs while creating an environment where everyone feels valued, respected, and supported.

To me, being human isn't about fitting into a mold. It's about being yourself, finding your community, and knowing that you belong just as you are.

Adan's Contact Info: 📞 (503) 855-3581 Ext. 100 📧 adan@empowered-services.org

Thank you, Sandi BYERS



A Farewell Note:

As I begin a new chapter, I want to take a moment to express my gratitude to everyone at Empowered Services.

Looking back on my time with the company, I am incredibly thankful for the experiences, relationships, and memories that have made this journey so meaningful. It has been a privilege to be part of an organization filled with such compassionate and dedicated individuals.

From our amazing Direct Support Professionals and Care Coordinators to our administrative and leadership teams, each of you plays an important role in making Empowered Services such a special place. Whether we have worked closely together or never had the opportunity to meet, I want you to know how much I appreciate the dedication and heart you bring to the individuals we support.

To everyone who has been part of my journey, thank you. Thank you for the kindness, support, encouragement, and laughter along the way. I will always treasure the memories, friendships, and experiences I have gained during my time here.
Although my time with Empowered Services has come to an end, I will always be grateful to have been part of this incredible team. I encourage each of you to continue making a difference, supporting one another, and taking pride in the important work you do every day.

Thank you for making my time at Empowered Services so special. I wish each of you continued happiness, success, and fulfillment in all that you do.

EMPOWERED SERVICES

With heartfelt appreciation and best wishes,
Sandi ❤️

Welcome, Roland!

CONGRATULATIONS TO AUDREY & WILL

ON THE BIRTH OF THEIR FIRST SON!



BORN SUNDAY, OCTOBER 25TH

NOVEMBER *Events*



Seasonal Gatherings

Eugene:

- Giving Thanks: Free Fishing Day, Alton Baker Park Canoe Canal, Saturday, 11/28 @ 11:30AM-2PM
- Festival of Trees: Ornament Making, The Graduate Hotel, Sunday, 11/29 @ 11:30AM-2PM

Molalla: Save the date!

- Therapy Horse Meet Up & Holiday Card Photos (optional), Big Star Ranch, 17401 S. Callahan Rd, Wednesday, 12/2 @ 2-4pm

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Contact Info

EMPOWERED-SERVICES.ORG

OFFICE: (503) 855-3581

More Events

Upcoming Events

Veneta:

- Empowered Services Meetup, Our Third Space, 24993 West Broadway, Friday, 11/6 @ 12-2PM

Eugene:

- Sensory-Friendly Movie Night, Metro Cinema, Monday, 11/9 @ 5:45-8PM
- Disc Golf, Westmoreland Park, Friday, 11/13 @ 10AM-12PM
  - Optional meet up before at Dizzy Dean's Donuts from 9:15-9:45AM!
- Pony Bead Making, YMCA Kalapuya Room, 600 E 24th St, Thursday, 11/19 @ 11AM-1PM
- Writers Group, YMCA Kalapuya Room, 600 E 24th St, Friday, 11/20 @ 11AM-1PM

Oregon City:

- Sensory-Friendly Movie Night, Regal Hilltop, Wednesday, 11/18 @ 5:45-8PM

November Observances

- National Play Outside Day - Saturday, 11/7
- Diwali - Sunday, 11/8
- Veterans Day - Wednesday, 11/11
- World Kindness Day - Friday, 11/13
- World Children's Day - Friday, 11/20
- Thanksgiving - Thursday, 11/26
- Small Business Saturday - Saturday, 11/28







November Event Highlights

Featured Events



Veneta

Empowered Services Meet Up

Friday, 11/6 @ 12PM-2PM, Our Third Space Public House & Bookstore, 24993 West Broadway

Join friends from the Empowered Services network for a relaxing hangout at Veneta's community gathering spot! Whether you enjoy great conversations, or friendly games, there's something for everyone.



Eugene

I/DD Community Art Day: Messages of Hope for Silver Rail Elementary School

Monday, 11/9 @ 2-5PM, Radiant Community Arts, 110 E. 11th Ave Ste C

Customers, DSPs, and community partners will be making cards and art to be delivered to Silver Rail with love and support from all of us in Lane County.



Giving Thanks: Free Fishing Day

Saturday, 11/28 @ 11:30AM-2PM, Alton Baker Park Canoe Canal, 100 Day Island Rd

Join us for an outdoor fishing trip after Thanksgiving! In collaboration with the Arc of Lane County & Connections NW, folks are welcome to bring chairs or extra poles to enjoy nature together! Introduction lessons provided by one of our volunteers. All ages and experience levels welcome.



Festival of Trees: Social Gathering & Sensory Friendly Ornament Making

Sunday, 11/29 @ 11:30AM-2PM, The Graduate Hotel, 66 E 6th Ave

Indoor event with many local organizations to start celebrating the holiday season. We will be hosting an ornament making craft table alongside various other groups. Come marvel at the decorated trees and sense seasonal joy!



Next Month: Molalla

Therapy Horse Meet Up with Optional Holiday Photos

Wednesday, 12/2 @ 2-4PM, Big Star Ranch, 17401 S. Callahan Rd

Outdoor opportunity to gather, observe, groom and or take photos for seasonal greeting cards with beautiful horses if you wish at a beautiful ranch.

More Events

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Empowered Wellness Connection

At Empowered Services, we focused on wellness and self-care throughout the past month, recognizing how important it is for our providers to take time to recharge and care for themselves. We connected with our providers and encouraged them to take part in self-care activities, challenging them to prioritize their well-being while continuing the amazing work they do every day.

We loved hearing the different ways our providers practiced self-care and supported their own wellness. Your dedication not only impacts those you serve, but also shows the importance of taking care of yourself along the way.

Each month, we will be hosting a raffle for providers who participate in our self-care initiatives. Our **October** winner is **Danielle R**— congratulations! Thank you to everyone who participated, and we look forward to continuing this journey together.

LEARN MORE



Nina F: Going to bed earlier.



Betty A: Pleasure reading while massaging my feet at bedtime.



Juno H: Spent more time with friends.



EMPOWERED SERVICES

Give thanks





Focusing on gratitude helps us hold dear the people, experiences and moments that bring joy.

Simple gratitude practices:

1. **List all of the things you are thankful for.**

Keep your list somewhere special and read it whenever you need a reminder of the good things in your life!



2. **Journal about moments when you felt grateful.**

Let it grow each week as you add special interactions that filled your cup!



3. **Write a thank you letter to someone you love.**

Send when you are ready to brighten their day!
Calls or texts to spread kindness count, too!



EMPOWERED SERVICES











Kindness Includes Everyone



World Kindness Day began in 1998 through the World Kindness Movement and is celebrated annually on 11/13.

The day encourages people around the world to recognize the power of empathy, compassion, and kindness.

Kindness can be a small action, but it can make a big difference. It might look like smiling at someone, inviting a person to join an activity, listening when someone wants to talk, helping a neighbor, giving a compliment, or simply being patient. More examples include helping at a food pantry, delivering meals, caring for animals, beautifying community spaces, or spending time with someone who may be lonely.

Don't Forget Kindness to Yourself

Kindness isn't only about how we treat other people. You deserve kindness, too. Take time to notice what helps you feel happy, safe, calm, and supported.

- Speak to yourself with encouragement.
- Celebrate something you accomplished!
- Ask for a break when you need one.
- Remember that asking for support is okay.





Keep the Kindness Going

World Kindness Day happens once a year, but kindness and inclusion can happen every day. Help create a community where everyone has a chance to participate, contribute, connect, and belong!











Empowered Star

Congratulations on being recognized as the Empowered Star. We are so proud of the example you set for everyone in the I/DD community!



CALVIN

Our Featured Customer of the Month

Some of his favorite things to do and shows he likes:
Calvin has always loved music, dancing, listening to his favorite stories and reciting his favorite parts. Currently he's very into Thomas and Friends and Blues Clues. He likes to play hide and seek, silly basketball, and games with his sister.

His personality:
Calvin is a sweet, gentle, and loving kid. He's enthusiastic about his favorite things and loves to share his joy with others. He is persistent and works through challenges. He loves his family and favorite people!

What do you find most fulfilling about being a part of Empowered Services?
Watching Calvin form a bond with someone outside our immediate family has been really special. He's grown a lot with the one-on-one support and engagement and genuinely has a great time with his DSP. Being able to focus on the other kids, chores, errands, or even myself while I know Calvin is being well looked after is so reassuring.

Can you share a positive experience where you felt fully included and valued in your community?
Going to the sensory movie that Empowered put on was really special for our family. Being out and enjoying a movie all together in a space where Calvin could fully be himself without judgement, where there were resources and understanding families around us.









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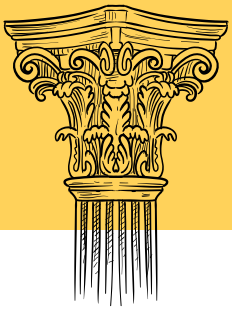
Pillar of Empowerment

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



AMY

Our Featured DSP of the Month



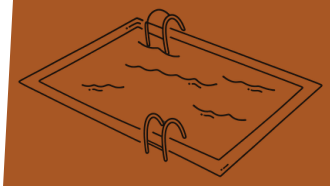
I am a DSP for my grandson. He is the reason that I became a DSP and why I am involved in the I/DD community. Previously, I was a CNA working with the elderly.

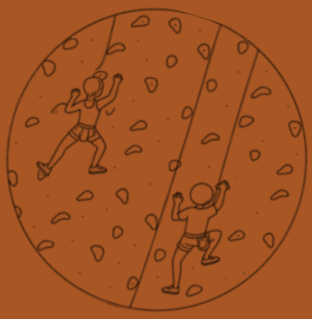
My grandson was diagnosed with autism at the age of 3 and is nonverbal and developmentally delayed. He is the most precious person in my life and the fact that I can work with him, that I can be the one to help him fulfill his goals is so amazing to me.

We love our adventures, whether it's a new hike, riding a miniature train, learning to ride a bike, soaking in the soaking pool at McMenamins, rock climbing or hanging out at a park.

I love working for Empowered Services, it's such a supportive environment. We go to all of the activities that we can. I enjoy the monthly chats with Evy and have even popped into the office to say hi!









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HONORING CAREGIVERS

Before the alarm.

After the shift.

On the days no one else sees.

November is **National Family Caregivers Month**. Across Oregon, parents, grandparents, siblings and friends give care every day. They know the routines by heart and notice the small changes first.

We see you, and we thank you.



You know things no plan can capture: what calms them, what makes them laugh, what a good day really looks like. That knowledge makes everyone's support better, including ours.

"I can be the one to help him fulfill his goals." — Amy, our Pillar of Empowerment, who supports her grandson

Care for the caregiver: take the break, say yes to help, and ask your Services Coordinator or Personal Agent about Relief Care, which may be available through the Individual Support Plan (ISP). If something changes at home, tell your care team. You don't have to manage it alone.

Already caring for someone you love? Ask about Empowered Choice, a pathway for a family member, friend or trusted supporter who may be able to become a paid DSP. Eligibility and authorization apply.

Start Customer Intake

EMPOWERED SERVICES



REGISTER HERE

SENSORY FRIENDLY MOVIE NIGHTS

FREE - LIMITED SEATING

Wildwood

MONDAY, 11/9
@ 5:45-8PM

METRO CINEMAS 888
WILLAMETTE ST,
EUGENE, OR 97401

Partnered with:

Autism Society Oregon

Sponsored by:

EMPOWERED SERVICES

Learn More



REGISTER HERE

SENSORY FRIENDLY MOVIE NIGHTS

FREE - LIMITED SEATING

The Cat in the Hat

WEDNESDAY, 11/18
@ 5:45-8PM

REGAL HILLTOP CINEMA
325 BEAVERCREEK RD
OREGON CITY, 97045

Partnered with:

Autism Society Oregon

Sponsored by:

EMPOWERED SERVICES

Learn More

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Date: Friday,
November 13th
Time: 10AM–12PM
Location: Westmoreland Park in Eugene
Meet up at Dizzy Dean's Donuts,
2380 W 11th Ave, Eugene, OR 97402
before from 9:15-9:45AM

disc golf



EMPOWERED SERVICES BOWLING









More Events

Bowling Events

TUESDAYS: SHERWOOD, LANGER'S
2:45–4 PM ($4)

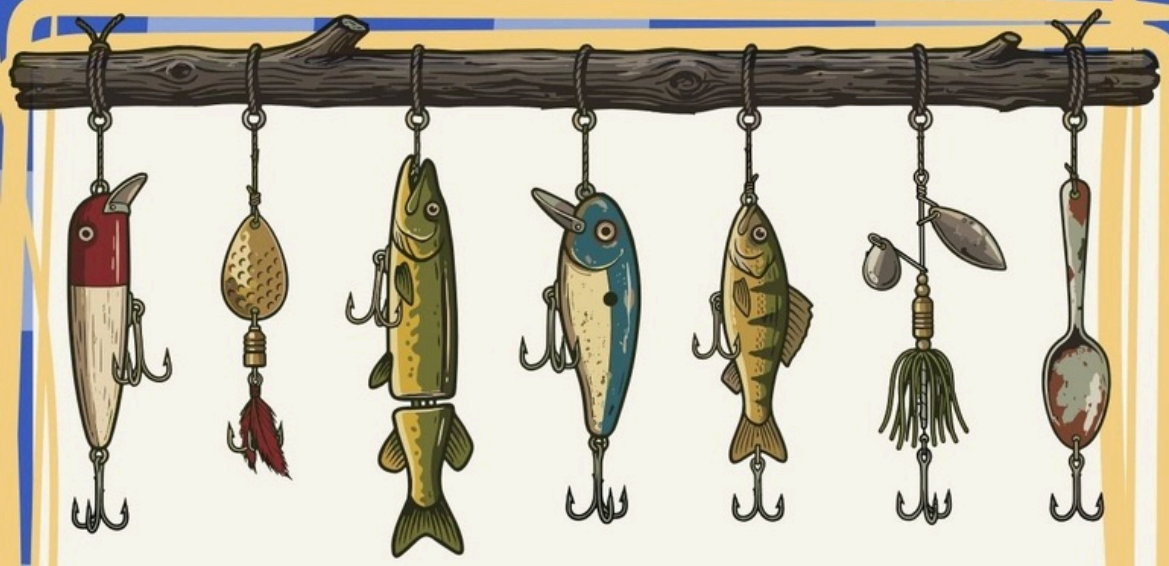
WEDNESDAYS: WILSONVILLE, BULLWINKLE'S
3:30–4:30 PM ($5)

FRIDAYS: KEIZER, THE REC
3:30–4:30 PM ($4)

EMPOWERED SERVICES

8101 SW Nyberg St.
Suite 217
Tualatin, OR 97062

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GIVING THANKS:

FREE FISHING DAY MEET UP

IN COLLABORATION WITH THE ARC LANE COUNTY & CONNECTIONS NW, FOLKS ARE WELCOME TO BRING CHAIRS OR EXTRA POLES TO FISH AND ENJOY TOGETHER! INTRODUCTION LESSONS PROVIDED BY AN EMPOWERED SERVICES VOLUNTEER.

ALL AGES & EXPERIENCE LEVELS WARMLY WELCOMED.

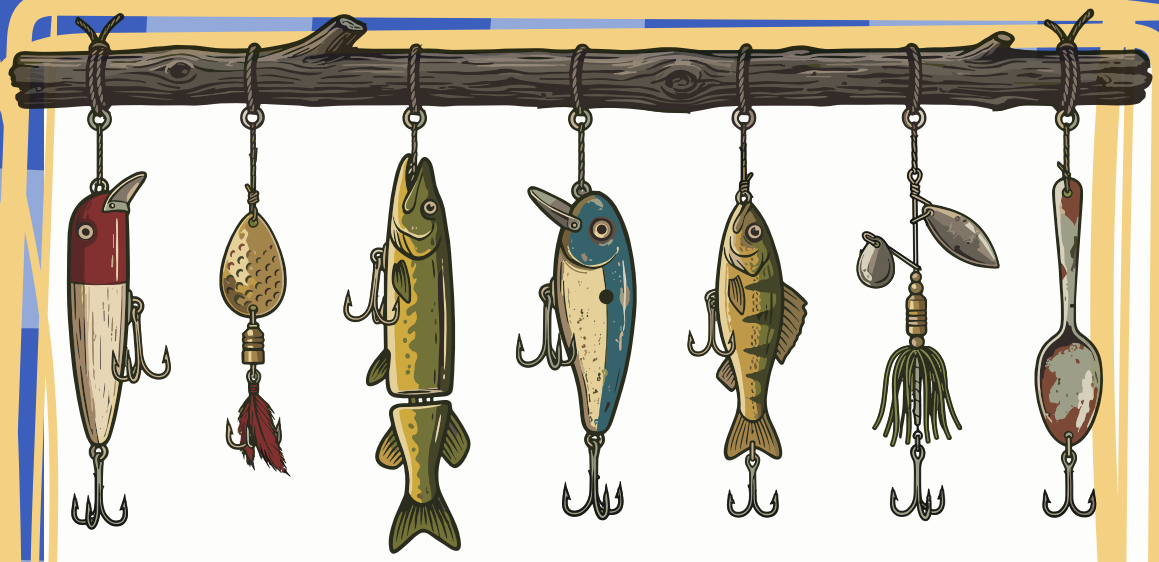
connectionsNW

EMPOWERED SERVICES

The Arc Lane County families connected

SATURDAY, 11/28 11:30AM-2PM

ALTON BAKER PARK CANOE CANAL, 100 DAY ISLAND RD, EUGENE OR



DANDO GRACIAS:

ENCUENTRO DEL DÍA DE LA PESCA GRATIS

EN COLABORACIÓN CON THE ARC LANE COUNTY Y CONNECTIONS NW, LA GENTE ES BIENVENIDA A TRAER SILLAS O CAÑAS ADICIONALES PARA PESCAR Y DISFRUTAR JUNTOS. LECCIONES DE INTRODUCCIÓN SERÁN PROPORCIONADAS POR UN VOLUNTARIO DE EMPOWERED SERVICES.

TODAS LAS EDADES Y NIVELES DE EXPERIENCIA SON BIENVENIDOS.

connectionsNW

EMPOWERED SERVICES

The Arc Lane County

familias en conexión

SATURDAY, 11/28 11:30AM-2PM

ALTON BAKER PARK CANOE CANAL, 100 DAY ISLAND RD, EUGENE OR

Pumpkin Pie Turkeys



Ingredients

- One 9-inch pumpkin pie (or more if you'd like to make a larger flock of turkeys)
- Decorator's icing (for adhering candy)
- Mini Reese's Peanut Butter Cups
- Candy eyes
- Orange Reese's Pieces (halved)
- Candy Corn



Prep time: 15 mins
Makes 8-10





1. Using a 1.5-inch biscuit cutter or round cookie cutter, cut out circles in pumpkin pie.
2. Attach a Peanut Butter Cup to pumpkin pie (narrow side down on the lower half of the circle) using decorator's icing.
3. On top of the Peanut Butter Cup, attach two candy eyes with decorator's icing. Then take half a Reese's Pieces and attach it longways under the eyes with icing to make the beak.
4. Place 5 pieces of candy corn at the top of the circle to form tail feathers, narrow side pointing down.
5. Serve immediately or store in the fridge

EMPOWERED SERVICES





November Theme Craft
Beaded Corn Decorations

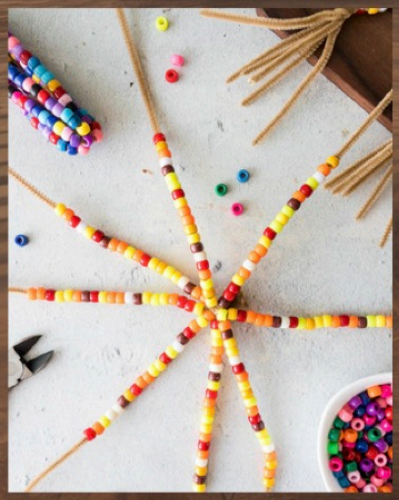
Instructions

- **Step 1:** Using 7 pipe cleaners, twist the bottoms together then spread them out (almost like a spider)
- **Step 2:** Place 20 assorted pony beads on each pipe cleaner.
- **Step 3:** Once all 7 pipe cleaners have 20 beads, pull the tops up together with the twisted bottoms on the inside of the “corn”
  - You can use more pipe cleaners to create a fuller ear of corn!
- Step 4: Twist the top of the corn together and trim it with wire cutters if too long. Make sure to leave them fanned out a bit for that signature corn-like look









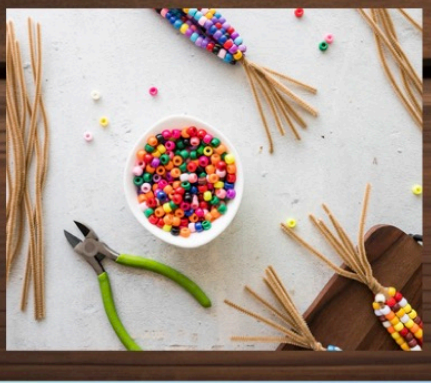






EMPOWERED SERVICES





Supplies

- Pipe cleaners
- Assorted craft beads
- Scissors or wire clippers

November 2026 I/DD Resources

Explore the November 2026 Oregon I/DD Resource Guide for activities, classes, adaptive sports, sensory-friendly outings, and community meetups across the state. Event details can change—confirm with the organizer before attending.

Open the November Resource Guide →





CLICK HERE

JOIN US













EMPOWERED SERVICES

CALL FOR ARTISTS

Have you ever learned something new while making friends, handling a social situation, or practicing an everyday life skill?

Turn your experience into a comic strip!
Submit your comic for a chance to be featured in a future newsletter.



Email submissions to lily@empowered-services.org

EMPOWERED SERVICES

EMPOWERED SERVICES

OREGON I/DD
ATTENDANT CARE

The right support starts with the right relationship.

One-on-one attendant care built around the person's routines, choices, communication, safety, and goals — at home and in the community.



Person-centered support. Thoughtful DSP matching. Local care-team guidance.

What attendant care may support

01 Personal care & daily routines
Authorized help with hygiene, household routines, reminders, safety, and everyday tasks.

02 Community participation
Support with appointments, errands, recreation, events, and meaningful community life.

03 Skills & independence
Practice everyday skills at the person's pace in ways that support choice, confidence, and independence.

04 A DSP who fits
Matching considers support needs, communication, schedule, personality, and what works in real life.

Already have someone you trust?

Ask about Empowered Choice — a pathway for a family member, friend, or trusted supporter who may be able to become a paid DSP.

START INTAKE

Statewide across all 36 Oregon counties • English & Spanish support • (503) 855-3581 • empowered-services.org

No cost to ask. A real person typically responds within 1–2 business days. Eligibility, authorization, and service availability apply.

INTEGRITY EMPATHY SYNERGY COMMUNITY ADVOCACY LEGACY

EMPOWERED SERVICES

NOW HIRING • DIRECT SUPPORT PROFESSIONALS

Do work that changes a life — including yours.

Meaningful one-on-one work helping someone build skills, independence, and a fuller everyday life — with a team that supports you, too.



A practical career with real support

1 **Competitive pay + benefits**
Benefits are available to eligible employees; compensation varies by role and assignment.

2 **Flexible local schedules**
Find opportunities by county and schedule so work can fit your life.

3 **Paid training**
24 paid training hours annually, including safety, documentation, communication, and quality care.

4 **Care-team guidance**
You are not working alone — local Care Coordinator support helps keep services aligned.

5 **Mileage reimbursement**
Approved customer community outings may qualify for mileage reimbursement.

6 **Room to grow**
Career pathways can move from direct support into coordination and leadership.

Many great DSPs come from caregiving, retail, food service, education — or simply caring for family.

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INTEGRITY EMPATHY SYNERGY COMMUNITY ADVOCACY LEGACY



CLOSED ON VETERANS DAY

WEDNESDAY, NOVEMBER 11TH