Our Vision:
Link Associates will be the recognized leader in providing quality services to persons with intellectual disabilities.

Our Mission:
Providing people with intellectual disabilities opportunities to achieve their personal goals.

Our Values:
Dignity and Respect
Quality Services
Caring Environments
Personal Choice
Long Term Commitment

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Hello all,

Well it seems like 2021 is also going to bring us a few challenges but I am convinced together we will soon move through all of these hurdles and be ready for new and exciting opportunities. How can we all help?

Connection: The longer the pandemic goes on, the more important the need for connection is. The way we’ve been working for the past year leads us to default to just getting the work done in a very transactional manner. When it’s just about getting the work done, connection suffers. That’s a longer-term problem because people need connection to be at their best. One of the best ways of offering thanks for our blessings is to provide help to others without expecting thanks in return. This is something each of you do every single day you are at work. You are the smile, the reassurance, the happiness and the safety.

Optimism: “Optimism may not be the rational choice but it is the moral choice.” So, all of us are going to have to pay a lot of attention to renewing our energy this year so we have the capacity to choose optimism. Optimism grounded in rational analysis and a belief that good people working together can solve problems is a big thing that all teams need this year. We need to deliberately learn how to feel gratitude, just as we do any valuable skill.

Positive Perspective: In case you’re wondering, positive perspective isn’t the same thing as optimism – it’s an approach that creates and reinforces optimism. One way to put positive perspective into action is to practice what is referred to as appreciative
inquiry. Developed years ago by David Cooperrider, appreciative inquiry is an approach to identify and build on what’s going right rather than focusing exclusively on what’s going wrong. The core question in appreciative inquiry is what’s going right and how can we build on that? Asking the question immediately shifts the energy and attention from all the things that are going wrong and sparks the optimism that can lead to innovative approaches to leveraging existing strengths and solving problems.

Since we can’t give what we don’t have, practicing the three big things that your team will need from you this year, will require an intentional and grounded approach to your self-management this year.

Linda Dunshee - Executive Director
What Is Hypoglycemia?

Low Blood Glucose or Low Blood Sugar (Hypoglycemia)

- Hypoglycemia is a condition in which your blood sugar (glucose) level is lower than normal. Glucose is your body's main energy source. Hypoglycemia is most common in people with diabetes. However, a few other conditions – most of them rare – can also cause low blood sugar.

- Hypoglycemia needs immediate treatment when blood sugar levels are low.

- Symptoms of hypoglycemia tend to come on quickly and can vary from person to person. You may have one or more mild-to-moderate symptoms listed in the table below. Sometimes people don’t feel any symptoms.

- Severe hypoglycemia is when your blood glucose level becomes so low that you’re unable to treat yourself and need help from another person. Call and notify your supervisor or agency nurse immediately.

### Hypoglycemia Symptoms

<table>
<thead>
<tr>
<th>Mild-to-Moderate</th>
<th>Severe</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shaky or jittery</td>
<td>Uncoordinated</td>
</tr>
<tr>
<td>Sweaty</td>
<td>Irritable or nervous</td>
</tr>
<tr>
<td>Hungry</td>
<td>Argumentative or combative</td>
</tr>
<tr>
<td>Headachy</td>
<td>Changed behavior or personality</td>
</tr>
<tr>
<td>Blurred vision</td>
<td>Trouble concentrating</td>
</tr>
<tr>
<td>Sleepy or tired</td>
<td>Weak</td>
</tr>
<tr>
<td>Dizzy or lightheaded</td>
<td>Fast or irregular heart beat</td>
</tr>
<tr>
<td>Confused or disoriented</td>
<td></td>
</tr>
<tr>
<td>Pale</td>
<td>Unable to eat or drink</td>
</tr>
<tr>
<td></td>
<td>Seizures or convulsions (jerky movements)</td>
</tr>
<tr>
<td></td>
<td>Unconscious</td>
</tr>
<tr>
<td></td>
<td>CALL 911, THEN YOUR RESIDENTIAL SUPERVISOR</td>
</tr>
</tbody>
</table>

### Symptoms of Hypoglycemia

- Sweating
- Pallor
- Irritability
- Hunger
- Lack of Coordination
- Sleepiness

Treating Low Blood Sugar Levels for Persons Served:

- Follow the Dr.’s orders specific to the individual
- Know each person’s plan and orders for managing their Glucose levels/Diabetes.
- Call the supervisor or on-call supervisor to report any unusual changes or concerns

Thanks for all you do for those we support to live a healthy life!
Monthly, on this page, you will find video clips that may be interesting to you.

Please feel free to click on any of the links and watch the video.

If You See Something—Say Something

https://click.hello.unitypoint.org/?qs=7f681b4756450b88ad2111e3201e3bf4ffb9d23bf12661283cfd00197367086c8e212674b8abbd970ab053c03fa1615c8e2e5ed4722017e2
Hey, did you hear?! Link Associates values Therapeutic Recreation Specialists! Here's a few reasons why:

FEBRUARY IS NATIONAL THERAPEUTIC RECREATION AWARENESS MONTH!

We Play with a Purpose!

"The body heals with play, the mind heals with laughter and the spirit heals with joy."

Leisure Specialists are Certified Therapeutic Recreation Specialists who plan activities that are specifically designed to provide autonomy for our persons served.

Recreational Therapy personnel have a duty to preserve and protect the right of each individual to make his/her own choices. Each individual is to be given the opportunity to determine his/her own course of action in accordance with a plan freely chosen.
Therapeutic Recreation is a systematic process that utilizes recreation and other activity-based interventions to address the assessed needs of individuals with illnesses and/or disabling conditions, as a means to psychological and physical health, recovery and well-being.

Hang on, you're telling me that craft/game/etc. was therapeutic?

That's right! Please do not rush through an activity just to make sure it gets done. Each step is an opportunity for self appropriation. Every activity has therapeutic value, trust me!

We play with a purpose.

HAPPY THERAPEUTIC RECREATION MONTH!
February marks Black History Month, a tribute to African American men and women who have made significant contributions to America and the rest of the world in the fields of science, politics, law, sports, the arts, entertainment, and many other fields.

While Black History Month is synonymous with prominent figures such as Martin Luther King Jr., Harriet Tubman, Rosa Parks, Muhammad Ali, Jackie Robinson, Langston Hughes, Maya Angelou, George Washington Carver and Barack Obama, there are countless other African Americans who've made a profound impact in history: self-made millionaire Madam C.J. Walker, astronaut Mae C. Jemison, open-heart surgeon Daniel Hale Williams, inventor Garret Morgan, media mogul Oprah Winfrey and "Father of Black History" Carter G. Woodson, who lobbied extensively to establish Black History Month as a nationwide celebration, among many others. Explore biographies, videos and articles that celebrate their historic

https://www.usatoday.com/in-depth/news/2021/02/01/black-history-month-2021-essay-only-way-forward-through/
Person of the Month

Holly Grund
Accounting Assistant
1. Where did you grow up? Des Moines, Iowa.

2. What did you want to be when you grew up? I wanted to work in an office like my mom did.

3. If you could have a day/go anywhere, what would you do? I would go to Hawaii and just sit on the beach. We went there when I was a child and I have always wanted to go back.

4. What is your favorite part of the job? The variety of all the things I get to do and the great people I get to work with.

5. What is your full name and do you have any nicknames? Holly Bear Grund. Nicknames: Mom, Mommy, Mommomomomomomommom!

6. Have you ever been told you look like someone famous? If so who was it? Ummm no.

7. What is the best piece of advice you have ever been given? Keep the focus on yourself. Don’t worry what everyone else is doing.

8. What languages do you know how to speak? English.

9. If you had to eat one meal for the rest of your life what would it be? A steak and baked potato.

10. What’s the most embarrassing fashion trend you used to rock? When I was in elementary school I had a pair of jeans with Shawn Cassidy’s picture on them. They were my favorite! I’m so glad there are no pictures.
Maya Angelou once wrote that “the ache for home lives in all of us.” For adults with intellectual disabilities, the longing for a home, a place of independence, is a longing that is rarely fulfilled.

Link Associates, founded in 1953, is a community-based nonprofit that serves more than 900 individuals with intellectual disabilities in the Des Moines area. Link has spent the past six decades helping intellectually disabled adults develop increasing independence by offering job training, residential assistance, and much more.

Last year, thanks to a generous donation from Bankers Trust and the help of Coldwell Banker and Tanzanite Homes, Link made that dream of a home come true for four Des Moines residents. The success of that project led to a second project this year.

“About three years ago, we started looking for a house to renovate,” says Linda Dunshee, Executive Director of Link Associates. “We thought we could find a ranch home that we could modify, but we just couldn’t find anything we could afford.”

After Link discussed the needs and the budget with Sarah Kavalier at Coldwell Banker, Kavalier reached out to fellow REALTOR® Robin von Gillern. “I knew Robin worked with KRM Development and Tanzanite Homes, and they had experience with new construction closer to the price range Link needed,” says Kavalier. “Link’s budget and current housing prices just didn’t allow much wiggle room for the renovations that would need to be made.”

Designer Tracie Burrell at Tanzanite Homes assisted with identifying a floor plan that would work for Link’s needs after some modifications. The next step was finding a lot that suited the residents’ restrictions.

“The lot needed to be on a bus line, have sidewalk access, and be suitable for a slab-built
ranch design,” Kavalier says. “Kirk Mickelson at KRM Development put the word out, and he found four in-fill lots that were perfect.”

That first home, a four-bedroom, was completed last spring. The four adult residents moved in just as COVID restrictions went into place.

“We didn’t get to do the big celebration we wanted to with the new residents and subcontractors because of quarantine,” says Burrell. “But we started talking during the first build about doing a second home. Feedback from those first residents helped us make minor changes to the plan.”

Thanks to the sale of a Link-owned property in Ankeny, which was not handicap-accessible, funding for a second home came together quickly. The second home will feature five bedrooms, each with a wheelchair lift, and two bathrooms. “We broke ground in November on one of the other lots just a few doors down from the first home,” says Kavalier.

The floor plans on both properties include adaptations to make them suitable to safely support adults with both physical and intellectual challenges. Many of these design elements were familiar to Burrell from prior projects, but she says there were other considerations she had not addressed before in her designs. “Things like wider hallways to accommodate wheelchairs and zero-entry showers are not uncommon,” she says. “But there were other features we had to make sure accommodated every resident. So a wheelchair can fit under the counter, all the kitchen and bathroom sinks are designed for wheelchair access. Showers allow chair access so every resident can actually get in the shower and an aide can assist them.”

Dunshee says, “The four residents in the first home never had the opportunity to live with 24-hour/day staff support in their own home. This home has opened up such a world of possibility for these folks. Most of us can’t imagine what they deal with every day, just the little things like being able to take a shower. That hasn’t been possible for some of our clients because their homes or apartments can’t accommodate their needs. Imagine only being able to sponge bathe. The small things that we take for granted are impossible for them.”

Based on feedback from the first residents and to adapt the plan to suit the new residents, Burrell made additional tweaks to the second home’s design. “We’ll be installing metal frames around the doors

“We didn’t get to do the big celebration we wanted to with the new residents and subcontractors because of quarantine, but we started talking during the first build about doing a second home.”

TRACIE BURRELL
TANZANITE HOMES
to protect them from damage from wheelchairs,” she says. “We added special backing behind the walls, too, so they’re sturdier and can stand up to the day-to-day traffic of the residents who are in their wheelchairs.”

The new plan also features a fifth bedroom with a kitchenette and a separate entrance, much like a mother-in-law apartment. “One of the residents is more independent and doesn’t require 24-hour supervision, so we wanted to provide a little more privacy for him,” Dunshee explains.

Working with Link on these projects has not only transformed the lives of the residents who will live in the homes, it’s had a long-lasting effect on Kavalier as well. “The more I learn about what Link does and what these adults deal with every day, it’s just opened my eyes to how hard it is for them to live a normal life,” she says. “These fairly simple changes to a home make it possible for them to live like adults. It’s so exciting to be a part of that.”

Kavalier’s enthusiasm has gone beyond these specific projects. Beginning this year, she will be serving on the Link Associates Board of Directors.

“Link provides services to adults with physical and intellectual disabilities,” says Dunshee. “Our clients are fully capable of living active lives. We try to provide anything a family needs to improve the quality of life for intellectually challenged family members and for the entire family.”

Link owns or rents dozens of properties across the metro, from apartments to houses, to help those served transition to semi-independent living. Each living situation provides what the residents there need, including trained 24-hour staffing.

“We would love to do more homes like these two projects,” Dunshee says. “It’s so much more cost-effective to build a suitable home than try to adapt one. But it all depends on fundraising.”

Thanks to the generosity of donors, contractors, and subcontractors, in less than 18 months, Link has been able to provide a dream come true for nine adults who might never have been able to live such independent lives. B

**LEARN MORE.** Learn more about these projects—and get involved in making more homes possible—by visiting the Link Associates site: LinkAssociates.org or contacting Linda Dunshee at LDunshee@LinkAssociates.org. Check out more photos here: LinkAssociates.org/gehm-legacy-home
Congratulations to the February 2021 GEM pin recipients

Kourtney Horn
Residential Counselor

Josephine Flomo
Residential Counselor
We are proud to announce TABETHA TROWBRIDGE as the LINK GEM for February 2021

About Tabetha
Tabetha is a Residential Counselor working at Gables Way Home and she has been employed with Link for 22 years!! Tabetha shared that her drive to do a good job and pleasing the people she supports is what motivates her. She’s a people pleaser. Her proudest accomplishment at Link would be this GEM award, because it recognizes her hard work at Link. A company she loves and is proud to be a part of the Link family for twenty-two years and counting. Getting together with other Link staff and persons served to socialize and talk about old times along with precious leisure activities is what makes her laugh the most. Tabetha shared spending time with her family and making other people happy are two of the many things that bring her tremendous joy and happiness.

Words from her Supervisor
Tabetha is an amazing staff. She always goes above and beyond for those we serve and is a team player. Anyone that has worked with her knows she is dedicated and hardworking. She is loved by all those we serve and they often ask for her to work with them. Tabetha is a GEM and I am glad to have her as part of our team.

Well Done Shout Outs Received
Thank you for having the guys from Gables Way help make homemade pies and take to other Link sites as well as to their relatives. During times like this when holidays look different, that is a great way for those guys to still be able to see their family. Definite GEM!
We are proud to announce FRANCES SINGLETON as the LINK GEM for JANUARY 2021

About Frances
Frances is a VIP-Flex with the Day Habilitation program. She’s been employed with Link for 1 year 8 months. Frances shared her faith, son, daughter, grandchildren and great grandchildren are her motivation to work hard. Her proudest moment at Link was being able to get a person served to independently get their own cup of water. It took a couple months, but he got it! Frances finds laughter in her grandson. He’s a year old and is truly the Boss Baby. Frances is happiest when she’s at home with her family and looking back on her generation growing.

Words from her Supervisor
Since the first day Frances began working in VIP, I could tell she as passionate about the work she does. She comes in everyday with a positive attitude and goes above and beyond for those she supports each day. We are truly lucky to have her in VIP!

Well Done Shout Outs Received
“Awesome job getting all of the guys involved in the fun craft making! It was extra special seeing GF getting involved with his roommates!”

“Thank you for sending in pictures of the guys at Hull during Day Hab. It is so nice to see what they are up to!!”

Our Values
Dignity and Respect
Quality Services
Caring Environments
Personal Choice
Long Term Commitment

Picture of Frances receiving her award.
<table>
<thead>
<tr>
<th>Sunday</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Saturday</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1</strong></td>
<td>Event: Valley Ice Plaza – Open to Dusk</td>
<td>Location: Valley Community Center</td>
<td>Time: 7am – 5pm</td>
<td>Cost: Free</td>
<td><strong>2</strong></td>
<td>Event: Iowa Ag Expo</td>
</tr>
<tr>
<td>7</td>
<td>Event: Family Fun Day Skating</td>
<td>Location: Skate South</td>
<td>Time: 1pm – 3pm</td>
<td>Cost: $7</td>
<td>8</td>
<td>Event: Illuminate Your Light</td>
</tr>
<tr>
<td>14</td>
<td>Event: Masterworks 4: Immortal Beloved</td>
<td>Location: Des Moines Symphony</td>
<td>Time: 7:30pm</td>
<td>Cost: $15</td>
<td>15</td>
<td>Event: Quilter’s Cupboard – Harper Holdall</td>
</tr>
<tr>
<td>16</td>
<td>Event: Owl Prowl at the ANC</td>
<td>Location: 15565 118th Ave, Indianola</td>
<td>Time: 7pm – 9pm</td>
<td>Cost: Free</td>
<td>17</td>
<td>Event: Half-Price Skate Night</td>
</tr>
<tr>
<td>18</td>
<td>Event: Free Whiskey Tasting at the Foundry Distilling Company</td>
<td>Location: 111 South 11th St, Suite 100, West Des Moines, IA</td>
<td>Time: 5:30pm – 6pm</td>
<td>Cost: Free</td>
<td>19</td>
<td>Event: Leaving Iowa</td>
</tr>
<tr>
<td>20</td>
<td>Event: Leaving Iowa</td>
<td>Location: 831 42nd St, Des Moines, IA</td>
<td>Time: 7:30pm</td>
<td>Cost: $29</td>
<td>21</td>
<td>Event: Wine, Food &amp; Beer Showcase</td>
</tr>
<tr>
<td>22</td>
<td>Event: Valley Ice Plaza – Open to Dusk</td>
<td>Location: Valley Community Center</td>
<td>Time: 7am – 5pm</td>
<td>Cost: Free</td>
<td>23</td>
<td>Event: Bingo Night at The Garage</td>
</tr>
<tr>
<td>24</td>
<td>Event: Half-Price Skate Night</td>
<td>Location: Skate South</td>
<td>Time: 6pm – 8pm</td>
<td>Cost: $3.50</td>
<td>25</td>
<td>Event: Open Mic at Teehee’s Comedy Club</td>
</tr>
<tr>
<td>26</td>
<td>Event: Almost a Full Moon Snowshoe Stomp at Mac Rae Park</td>
<td>Location: 1021 Davis Avenue, Des Moines, IA</td>
<td>Time: 5:30pm – 7pm</td>
<td>Cost: $5</td>
<td>Note: Must register in advance</td>
<td>28</td>
</tr>
</tbody>
</table>

**Note:** this Calendar was made in advance, and some events may be subject to change.

All activities are FREE unless stated otherwise!
Congratulations on your advancement
Audrey Dell

You’re going to do amazing things as Link’s Training Facilitator!
NEW INCREASED REFERRAL BONUS
$500 FOR PART TIME POSITIONS
$1000 FOR FULL TIME POSITIONS
NOW INCLUDING ONCALL
REFER NEW EMPLOYEES AND
AFTER THEY ARE HIRED RECEIVE
$125/$250 AT 3 MONTHS
$125/$250 AT 6 MONTHS
$250/$500 AT 1 YEAR
TOTALS $500 OR $1000
ONCALL POSITIONS WILL BE BASED
ON THE AVERAGE NUMBER OF HOURS
WORKED AT THE TIME OF EACH PAYMENT

EFFECTIVE 01/01/2021
### Staff Anniversaries

<table>
<thead>
<tr>
<th>First Name</th>
<th>Last Name</th>
<th>Month</th>
<th>Day</th>
<th># of Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jay</td>
<td>Bruns</td>
<td>February</td>
<td>1</td>
<td>33</td>
</tr>
<tr>
<td>Joan</td>
<td>Osborn</td>
<td>February</td>
<td>3</td>
<td>29</td>
</tr>
<tr>
<td>April</td>
<td>Tidwell</td>
<td>February</td>
<td>2</td>
<td>22</td>
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<tr>
<td>Cristy</td>
<td>Jennings</td>
<td>February</td>
<td>7</td>
<td>16</td>
</tr>
<tr>
<td>Jessica</td>
<td>White</td>
<td>February</td>
<td>11</td>
<td>13</td>
</tr>
<tr>
<td>Robin</td>
<td>Jones</td>
<td>February</td>
<td>4</td>
<td>12</td>
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<tr>
<td>Jennifer</td>
<td>Muller</td>
<td>February</td>
<td>19</td>
<td>12</td>
</tr>
<tr>
<td>Shandra</td>
<td>Carrigan</td>
<td>February</td>
<td>19</td>
<td>11</td>
</tr>
<tr>
<td>Robin</td>
<td>Stewart</td>
<td>February</td>
<td>15</td>
<td>11</td>
</tr>
<tr>
<td>Allison</td>
<td>Warren</td>
<td>February</td>
<td>28</td>
<td>10</td>
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<tr>
<td>Harrison</td>
<td>Kamwanja</td>
<td>February</td>
<td>20</td>
<td>9</td>
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<tr>
<td>Sonja</td>
<td>Kayser</td>
<td>February</td>
<td>23</td>
<td>9</td>
</tr>
<tr>
<td>Joshua</td>
<td>Tripp</td>
<td>February</td>
<td>2</td>
<td>6</td>
</tr>
<tr>
<td>Bradley</td>
<td>Fessler</td>
<td>February</td>
<td>2</td>
<td>6</td>
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<tr>
<td>David</td>
<td>Spencer</td>
<td>February</td>
<td>15</td>
<td>5</td>
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<tr>
<td>M Jules</td>
<td>Muhunde</td>
<td>February</td>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td>Judy</td>
<td>Rumbaugh</td>
<td>February</td>
<td>5</td>
<td>3</td>
</tr>
<tr>
<td>Charlotte</td>
<td>Chemutai</td>
<td>February</td>
<td>6</td>
<td>2</td>
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<tr>
<td>Bruce</td>
<td>Keslter</td>
<td>February</td>
<td>18</td>
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<tr>
<td>Jackline</td>
<td>Doe</td>
<td>February</td>
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<td>Ronald</td>
<td>Polson</td>
<td>February</td>
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<tr>
<td>Annie</td>
<td>Mwaura</td>
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<td>Stephen</td>
<td>Njuguna</td>
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<td>Nanziza</td>
<td>Nafuraha</td>
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<tr>
<td>Pamela</td>
<td>Luster</td>
<td>February</td>
<td>26</td>
<td>1</td>
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</tbody>
</table>

### Staff Birthdays

<table>
<thead>
<tr>
<th>First Name</th>
<th>Last Name</th>
<th>Month</th>
<th>Day</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caitlyn</td>
<td>Clevenger</td>
<td>February</td>
<td>6</td>
</tr>
<tr>
<td>Duana</td>
<td>Light</td>
<td>February</td>
<td>7</td>
</tr>
<tr>
<td>Judy</td>
<td>Rumbaugh</td>
<td>February</td>
<td>10</td>
</tr>
<tr>
<td>Teresa</td>
<td>Beuter</td>
<td>February</td>
<td>11</td>
</tr>
<tr>
<td>Michelle</td>
<td>Goode</td>
<td>February</td>
<td>12</td>
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<tr>
<td>Melody</td>
<td>Starnes</td>
<td>February</td>
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<tr>
<td>Elizabeth</td>
<td>Greiner</td>
<td>February</td>
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<tr>
<td>Melissa</td>
<td>Lindsay</td>
<td>February</td>
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<tr>
<td>Arianne</td>
<td>Hall-Barnard</td>
<td>February</td>
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<tr>
<td>Patrick</td>
<td>Towey</td>
<td>February</td>
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</tr>
<tr>
<td>Samuel</td>
<td>Mason</td>
<td>February</td>
<td>19</td>
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<tr>
<td>Ubah</td>
<td>Farah</td>
<td>February</td>
<td>20</td>
</tr>
<tr>
<td>Ashley</td>
<td>Clark</td>
<td>February</td>
<td>22</td>
</tr>
<tr>
<td>Amy</td>
<td>Livingston</td>
<td>February</td>
<td>26</td>
</tr>
<tr>
<td>Eline</td>
<td>Niyibizi</td>
<td>February</td>
<td>27</td>
</tr>
</tbody>
</table>
Mike Crandall
Drivers Aide

Gabrielle Cole
Leisure Intern

Annalese Gillespie Klaver
Leisure Intern
WANTED: INK & TONER CARTRIDGES

Please save and donate your used ink or toner cartridges to Link Associates. They are being recycled and exchanged for products. Drop off at the reception desk or give to Renate Shotwell.

Thank you,

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Cookie season starts Feb 6th!

New cookie - Toast-YAY. This is the last year for S'mores. Email Sarah Mapes to order.

Check us out on facebook

Go to https://www.facebook.com/linkassociates

Send things you would like added to Link's page to ldunshee@linkassociates.org

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Thank You