



Chanute 7/2/19

Pictured, from left, Tricia Campbell, Tri-Valley special projects coordinator, Tim Cunningham, Tri-Valley executive director, winners Jane and Wayne Turner, and Dick Kelly of Merle Kelly Ford.

## Missouri couple claims Tri-Valley truck

On Monday, Wayne and Jane Turner of Boonville, Mo. arrived in Chanute to collect their prize of a new 2019 Ford F150 Platinum Edition Truck from the annual Friends of Tri-Valley Foundation truck drawing. This year's drawing marks the Foundation's 19th raffle. This year, the drawing raised \$24,638 with 1,767 total

entrants, which will go to benefit Tri-Valley Developmental Services, Inc. and the individuals with disabilities they serve. Since 2000, the Foundation has built six homes and as acquired a duplex and two additional homes. These properties are now home to 48 individuals with disabilities.

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## Tri-Valley truck winners

FS Tribune  
7/3/19



Submitted photo

**On July 1, Wayne and Jane Turner of Boonville, Mo., arrived in Chanute to collect their prize of a new 2019 Ford F150 Platinum Edition Truck from the annual Friends of Tri-Valley Foundation Truck Raffle Drawing. This year's drawing marks the Foundation's 19th raffle. This year, the raffle drawing raised \$24,638 with 1,767 total entrants, which will go to benefit Tri-Valley Developmental Services, Inc. and the individuals with disabilities they serve. Since 2000, the Foundation has built six homes and has acquired a duplex and two additional homes. These properties are now home to 48 individuals with disabilities.**

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YCN 7/4/19

## ***19th Annual Friends of Tri-Valley Truck Raffle Drawing***



**Those featured are (from left to right):** Tricia Campbell, Special Projects Coordinator; Tim Cunningham, Executive Director; Jane and Wayne Turner (this year's winner); and Dick Kelly of Merle Kelly Ford.

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*Courtesy Photo*

**TRI-VALLEY** executives, Tricia Campbell, special projects coordinator, (from left) and Tim Cunningham, executive director, recognized Jane and Wayne Turner, as this year's winner of the 2019 Ford F150 Platinum Edition Truck, along with Dick Kelly, of Merle Kelly Ford.

## *19th Annual Friends of Tri-Valley truck raffle drawing*

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This year's drawing marks the Foundation's 19th raffle. This year, the raffle drawing raised \$24,638 with 1,767 total entrants, which will go to benefit Tri-Valley Developmental Services, Inc. and the individuals with disabilities they serve.

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*Humboldt 7/1/19*

FS 7/6/19



### **Tri-Valley winners**

Wayne and Jane Turner of Boonville, Mo., center, recently collected their prize of a new 2019 Ford F150 Platinum Edition Truck from the annual Friends of Tri-Valley Foundation Truck Raffle Drawing. With the Turners are, from left, Tricia Campbell, special projects coordinator with Tri-Valley, Tim Cunningham, Tri-Valley executive director, and far right, Dick Kelly of Merle Kelly Ford. This year's drawing marks the Foundation's 19th raffle, which raised \$24,638 with 1,767 total entrants. The money will go to benefit Tri-Valley Developmental Services, Inc. and the individuals with disabilities they serve. Since 2000, the Foundation has built six homes and acquired a duplex and two additional homes. These properties are now home to 48 individuals with disabilities. *Courtesy photo*

# Friends of Tri-Valley to host annual golf tournament

FS  
7/29/11

## SUBMITTED TO THE TRIBUNE

The 2019 Friends of Tri-Valley Foundation Fall Golf Classic is set for Sept. 14 at Woodland Hills Golf Course, 2414 Horton St.

Deadline to enter the event, which is a four-person scramble, is Sept. 6.

Cost to participate is \$200 per team, which includes green fees, cart and lunch.

The event helps the foundation support programs for people with intellectual/developmental disabilities in Allen, Bourbon, Neosho and Woodson counties.

For more information, contact Tricia at (620) 431-7401, extension 230, or by email at tcampbell@tvds.org.

Chanute

7/30/19

## Larry A. Green 1961-2019

Larry A. Green, 57, of rural Erie, passed away early Friday morning, July 26, 2019 at his home.

Larry was born on September 27, 1961. His parents were Clifford and Dolores Green. He grew up in Walnut and attended Walnut and Girard schools.

He entered the United States Army where he served in Korea in the 3rd Platoon as a heavy equipment operator earning the rank of Specialist 4. He was honorably discharged in 1984.

Larry worked at the Parsons State Hospital and Training Center in Parsons and SKILLS in St. Paul. For several years until his death he was working with Tri Valley Developmental Services in Chanute as a Day Service Specialist. He loved the people he worked with.

Larry enjoyed music, playing the guitar, collecting swords, and his work at Tri Valley. He was a black belt in the martial art of Taekwondo. He attended the Stark Friends Church in his earlier years. Larry was a gentle, quiet, kind, private person who will be missed by all who knew him.



He and Anita Mae Rush, the love of his life, were married on July 14, 1991 at the Stark Friends Church. She passed away on September 21, 2014.

Larry is survived by his brothers-in-law, Glen Rush and his wife, Ellen, of Erie, Steve Rush and his wife, Carla, of Erie, and Ed Rush of the Springfield/Branson, MO area; his sisters-in-law, Donna Morrison and her husband, Gary, of Erie, and Mary Grady and her husband, Archie, of Erie; many nieces and nephews; and his faithful dog, Boomer. In addition to his wife he was preceded in death by his parents and a sister-in-law, Peggy McGuire.

Private services will be held at a later date in the Shaw Cemetery with military honors conducted by the George L. Hendricks Post, 102 American Legion of Erie. Memorials are suggested to the American Cancer Society or Tri Valley Developmental Services and these may be sent to Pierce-Carson-Wall Funeral Home P.O. Box 182 Erie, KS 66733. Online condolences may be left at [www.wallfuneralservices.com](http://www.wallfuneralservices.com)

# 'Appreciation'

One of the biggest challenges of being a supervisor is telling employees how much you value them. Supervisors are supposed to be the organization's cheerleaders, boosters, promoters and I will be the first to admit that over the last few years this has not been one of our strongest traits. With the advent of managed care and other changes in our system, it has been very difficult to stay positive. We were continually beaten-down, bruised and battered, and many people have retired or left the system for jobs that were less stressful. When almost all news is bad news, there is only so many times you can fake a smile and maintain that stiff upper lip. Some people would argue that is what supervisors get paid the "big bucks" for, but to be honest with you, sometimes it is not worth the money.

Over the years, Tri-Valley has spent quite a bit of time planning and discussing what we could do to retain good employees. We already had some great benefits. For example, for the past 12 years, employees have either received a raise or a one-time bonus. We have kept health care costs low by utilizing generic drugs and telemedicine. We have even received refunds for our health insurance which we passed on to our employees. We have a great retirement program with KPER's. We have a free life insurance policy for employees and the list goes on.

In the past, studies indicated that money was not always the first answer when people were asked why they remained with their employer. It was usually further down the line, but one thing that has happened over the last couple of years is that money is becoming more and more important to employees. The number of available openings has created an employee's market where they can shop around for jobs. Money is one thing that non-profits do not have a lot of, and it is difficult for us to compete against for profit businesses.

To cope with low unemployment, we created a retention task force several years ago that came up with some great ideas, ideas that focused on showing appreciation for hard work. In the past a thank you was

## Tim Cunningham

Executive director, Tri Valley  
Developmental Services



enough, but modern workers expect more. For example, we send out gift cards on employees birthdays, we provide gift cards for employees that receive a "pat on the back," we have employee luncheons, pizza parties, public recognitions, and I send cards to employees who go above and beyond their job descriptions. In addition, I send out employment anniversary cards. In our executive team meetings we go around the table ask the supervisors what they have done for their employees or co-workers in terms of appreciation. That way we stay focused on that aspect of our jobs.

I have spoken to local business owners about employee turnover and what they do to retain them, including benefits and other types of compensation, and for the most part we are on par or ahead of what many for profit companies do to show appreciation to their employees. The one thing we are always lacking is pay, which many non-profits cannot change, especially if the vast majority of your funding is from government sources.

So the question is, what can we do to ensure our employees are happy? We are currently conducting an extensive survey to gauge employee satisfaction with their supervisors. It has been said that high employee turnover in a department can be attributed to poor supervision. Once that is complete, we have another survey that will examine other aspects of our employees jobs such as pay, benefits, communication, etc. From this data, we hope to be able to find other ways in which we can increase employee morale and appreciation. We have some fantastic employees in Yates Center, Humboldt, Iola, Fort Scott and Chanute, whom are dedicated, compassionate, and willing to go above and beyond, but I know there is more we can do to ensure they are satisfied with their jobs.

# OBITUARIES

## Larry A. Green

8/1/19

Erie

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He entered the United States Army where he served in Korea in the 3rd Platoon as a heavy equipment operator earning the rank of Specialist 4. He was honorably discharged in 1984.

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Larry is survived by his brothers-in-law, Glen Rush, and



his wife, Ellen of Erie, Steve Rush, and his wife, Carla of Erie, and Ed Rush of the Springfield/Branson, MO area; his sisters-in-law, Donna Morrison, and her husband, Gary of Erie and Mary Grady, and her husband, Archie of Erie; many nieces and nephews; and his faithful dog, Boomer. In addition to his wife he was preceded in death by his parents and a sister-in-law, Peggy McGuire.

Private services will be held at a later date in the Shaw Cemetery with military honors conducted by the George L. Hendricks Post, 102 American Legion of Erie.

Memorials are suggested to the American Cancer Society or to Tri Valley Developmental Services and these may be sent to the Pierce-Carson-Wall Funeral Home P.O. Box 182 Erie, KS 66733. Online condolences may be left at [www.wallfuneralservices.com](http://www.wallfuneralservices.com)



# "Appreciation"

YCN  
8/1/19

By Tim Cunningham

One of the biggest challenges of being a supervisor is telling employees how much you value them. Supervisors are supposed to be the organizations cheerleaders, boosters, promoters and I will be the first to admit that over the last few years this has not been one of our strongest traits. With the advent of managed care and other changes in our system, it has been very difficult to stay positive. We were continually beaten-down, bruised and battered, and many people have retired or left the system for jobs that were less stressful. When almost all news is bad news, there is only so many times you can fake a smile and maintain that stiff upper lip. Some people would argue that is what supervisors get paid the "big bucks" for, but to be honest with you, sometimes it is not worth the money.

Over the years, Tri-Valley has spent quite a bit of time planning and discussing what we could do to retain good employees. We already had some great benefits. For example, for the past twelve years, employees have either received a raise or a one-time bonus. We have kept health care costs low by utilizing generic drugs and telemedicine. We have even received refunds for our health insurance which we passed on to our employees. We have a great retirement program with KPER's. We have a free life insurance policy for employees and the list goes on.

In the past, studies indicated that money was not always the first answer when people were asked why they remained with their employer. It was usually further down the line, but one thing that has happened over the last couple of years is that

money is becoming more and more important to employees. The number of available openings has created an employee's market where they can shop around for jobs. Money is one thing that non-profits do not have a lot of, and it is difficult for us to compete against for profit businesses.

To cope with low unemployment, we created a retention task force several years ago that came up with some great ideas, ideas that focused on showing appreciation for hard work. In the past a thank you was enough, but modern workers expect more. For example, we send out gift cards on employees birthdays, we provide gift cards for employees

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**Tim  
Cunningham**  
*Executive Director  
Try Valley*

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as pay, benefits, communication, etc. From this data, we hope to be able to find other ways in which we can increase employee morale and appreciation. We have some fantastic employees in Yates Center, Humboldt, Iola, Ft. Scott and Chanute, whom are dedicated, compassionate, and willing to go above and beyond, but I know there is more we can do to ensure they are satisfied with their jobs.

# Trying to stretch our appreciation

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To la 8/12/19

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## Delbert Stokes

Delbert Ray Stokes, age 56, of LaHarpe, passed away on Saturday, Aug. 10, 2019, at Neosho Memorial Regional Medical Center, Chanute.

He was born Sept. 22, 1962, in Iola, the son of Harlen B. and Revona (Odam) Stokes.



Delbert Stokes

Delbert went to Tri-Valley in Chanute and Iola areas. He came to live with Edward and Barbara A. (Vest) Stokes after his father passed away in 1994.

He sure was a joy to us both and everyone around him.

Delbert was preceded in death by his parents, Harlen B. and Revona Stokes; two brothers, Harlen L. Stokes and Archie Stokes; one sister, Donna Hollingsworth.

He is survived by two brothers, Ed Stokes and wife Barbara of LaHarpe, Willis Stokes and wife Barbara of Herington; two sisters, Linda Cole of Nevada, Mo., Lois Mix and husband Doug of Strongsville, Ohio; several nieces and nephews.

Funeral services will be at 10 a.m, Thursday at Feuerborn Family Funeral Service Chapel, Iola, with burial to follow in LaHarpe Cemetery. The family will greet friends from 6 to 8 on Wednesday evening at the Venue, Iola.

Memorial contributions may be made to Tri-Valley Developmental Services of Chanute and can be left in care of the funeral home.

You may send your condolences to the family at [www.feuerbornfuneral.com](http://www.feuerbornfuneral.com).

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