



Accolades

Area Residential Care's Quarterly Newsletter

Fall 2016

Hundreds Enjoy the 2016 Dubuque Baconfest!

By: Ellen Dettmer, PR & Marketing Director

You could smell the bacon from a mile away, and you know what that means- Dubuque's Annual Baconfest!

Area Residential Care hosted its fourth annual Baconfest fundraising event on Thursday, October 6, 2016 at the Grand River Center.



Richard Brimeyer and Alicia Fleege assist Alex Ellerbeck of Chocolaterie Stam at Baconfest

new restaurants that showed off their bacon skills. Area Residential Care wants to extend a deep thanks to 1st & Main, J&D Catering, Blaum Bros. Distilling Co., University of Dubuque Dining Services, Hy-Vee, Rhody's Fine Food & Spirits,

Over 500 people gathered together to help raise more than \$10,000 to support Area Residential Care's mission of empowering those with intellectual disabilities to achieve their highest quality of life. They enjoyed tasty bacon creations from 17 vendors from the tristate area, including shrimp bacon taco pizza, bacon mac & cheese, bacon cheesecake, bacon stuffed brats and many, many more.

Cremer's Meats, Courtside, Lot One, Dubuque Marina & Yardarm, Pizza Ranch, Catfish Charlie's, Freddie's Popcorn, Off-Shore Bar & Grill, Mario's Italian Restaurant, Chocolaterie Stam and Charlotte's Coffee House for being vendors at this year's event.

Dubuque Area Baconfest also crowned its first "Bacon Princess" by awarding the title to Clare Szalkowski of Clare Cares. Clare helped to promote Baconfest and is

This year, there were returning vendors and several

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Thoughts and Reflections From a Retiring Executive Director

Jon Romaine, Executive Director



I was asked to write a final newsletter article that would focus on my retirement and the things that go along with retiring from something that you have done for the majority of your adult life. As I thought about things that I have read from people retiring or the speeches I have heard; and coupled that with my own

perceived inability to write something that does not wander all over the place, I decided to simply share a list of things that I hope I have learned through the past forty plus years. They are in no particular order, and are intended to be examined and accepted or rejected in part or in the whole as you see fit.

- No matter how many times I have done something, or how many times I have learned about how to do it in some class or training session, somebody always shows me a new way to think about it. That somebody has often been a person I least expected to learn something from.
- In every situation in life I have played one of three roles. I have either been one of the sheep, the wolf, or the shepherd. It took a while to learn, but I am now convinced that the secret to being successful and happy in your job and in your life is to be the shepherd more often than you are the wolf.
- The least appreciated thing that I have ever encountered, on the golf course or at work, is unsolicited advice.
- It was absolutely essential when I was feeling like I had accomplished something special or had made a particularly good decision at work, to have someone who reminded me that it was my turn to take out the garbage, change the cat litter or sweep the kitchen floor.
- My parents raised their children to use the skills we had to work hard and overcome obstacles that presented themselves, and I have tried to do that throughout my working life. However, my efforts and the obstacles that presented themselves in my life are so miniscule compared to the obstacles and efforts of the people with disabilities who come to ARC every day that I should be ashamed to say they were obstacles at all.
- It has been difficult for me to realize and remember that the way I choose to do something is not the only way it can be done and often not the best way it can be done.
- Communicating with people is crucial because it seems that so many conflicts arise when we make assumptions about who someone else is or what they are thinking or planning. I have made my biggest mistakes when I didn't take the time to listen and try to truly understand where someone was coming from before I responded or made a decision.
- Doing a job that you enjoy doing for mediocre or terrible pay is still better in my experience than doing a job you can't enjoy even though it pays great. Most of the staff members at ARC are doing this type of work because they know that it is making a positive difference in the lives of people who are less fortunate, and they enjoy that even if the pay is less than mediocre.
- And finally, no one ever says thank you too often. So **THANK YOU** for the opportunity to work with each and every one who is reading this, or who has been a part of my 27 years with Area Residential Care. I truly consider myself a lucky man because of you. ✘

2016 Baconfest continued...

Baconfest cont'd from p. 1

a driving force in the community in bringing awareness to non-profits.

“If there’s one thing I LOVE more than bacon it’s helping others and making a difference in our community. So it was with great honor that I got crowned Bacon Princess by Area Residential Care, an organization that is doing so much for so many in our community and I look forward to future projects with ARC,” said Clare.

Other entertainment included the Hormel Bacon Eating Contest, where Adam Raab was crowned the winner by eating one and a half pounds of bacon in just about 15 minutes.

This event would not have been possible without our sponsors. Area Residential Care and Dubuque Area Baconfest want to extend a heartfelt thanks to its Whole Hog sponsor, Hormel Foods; Boss Hog sponsors TownSquare Media and Grand River Center, Top Hog sponsor QueenB Radio, and Hog Wild sponsors Dubuque Bank & Trust, Friedman Group, Best Western Plus and Champps Americana, Dubuque Chamber of Commerce, A.Y. McDonald, Tri-States Night Out, Dubuque 365 and Rousselot. Also thank you to our in-kind sponsors Big River Sign Co., Union-Hoermann Press and Dubuque Photography.

After all the ballots were cast, the winners of the 2016 Baconfest were:

- **Best Beverage:** Blaum Bros. Distilling Co. with Bourbon Bacon Milkshake
- **Best Appetizer:** University of Dubuque Dining Services with Chicken Bacon Bites
- **Best Main Dish:** Off-Shore Bar & Grill with Bacon Wrapped Meatball Sandwich
- **Best Dessert:** 1st and Main with Carmel Bacon Pecan Brownies
- **Best Overall:** Blaum Bros. Distilling Co.

Thanks to everyone that helped make 2016 Baconfest a success! ✨



Photos taken by General Bob Photography

Fall Events



J'Shon Hawkins plays a game of "Bags" at the consumer picnic. Consumers and staff gathered together at Flora Park to play games, grill out and have a fun time!



Ralph Fiedler, along with other consumers in DayHab, recently visited the Dubuque Regional Humane Society. They were able to give the dogs homemade dog treats they had made in ARC's Day Habilitation program.

Phil White, Across Five Decades

by Bill Cullen, DayHab Instructor

One of the longest-served consumers of Area Residential Care is Phil White, who moved into our Kaufmann facility in November, 1970.

When Phil moved in, he joined the Young Men living unit. He remembers having six "dorm-mates" in the unit, and George Lippe was his Lead Instructor beginning in 1973. Phil says he also remembers the radiator heat was so hot in that area! "And it was dry!"

Phil was a student in Audobon School, 1970 – 75, then attended Hempstead High School. He graduated in 1980.

Phil is known for his good-nature, with good sense of humor, for his intelligent conversations and excellent memory! He is always curious about others and families. On his first day, Phil remembers Allen O'dell greeting him, as Allen "stood near the front door with his arms folded," as Phil reminisces on his familiar pose. Phil adds, "near Roy Schmeichel's office."

Phil left the Kaufmann residence and moved to the University Community Home, and he also lived in the Adeline Community Home. He mentioned, "I helped

open the Castlewood Home, in 1992." He now resides in his Kennedy Point

apartment, with friend and roommate, Mark Anderson.

Phil lets everyone know he's a diehard Cubs fan! He adds that he "hates the Cardinals, with a passion!" And adds the exclamation for Bill and Linda Phillips' sake!

Phil's also a lifelong Hawkeyes fan. Ask him what Chicago high school Ronnie Lester attended, and you'll be informed in the next instant!

Phil is the son of Dr. Tom and Betty White, Cascade. He has one sister and four brothers, then proceeds to name his two nieces and two nephews. ✖



Welcome Amy, Human Resources Director



Area Residential Care is pleased to welcome Amy Gullikson as the new Human Resources Director

Amy is originally from Andover, Minnesota and moved to Eau Claire, Wisconsin seven years ago to attend the University of

Wisconsin, Eau Claire. She graduated in 2013 with a Bachelor's degree in Human Resource Management and started working as an HR Coordinator for Menards

shortly after. She then worked for the School District of La Crosse for a short time before moving to Dubuque with her long term boyfriend Joe.

In their free time, they enjoy camping, hiking, and snowboarding. They've also enjoyed getting familiar with the Dubuque area since moving. Amy is excited to support the mission of ARC and looks forward to getting to know all of the staff who make it possible! Don't be afraid to stop and say hi when you get the chance!

Welcome to Area Residential Care, Amy! ✨

Welcome Cheryl, ICF/ID Director



Area Residential Care is pleased to welcome Cheryl Scheele as the new ICF/ID Director

Cheryl was raised on a farm in rural Steele City, Nebraska (Southeast corner of the state, 2 miles from Kansas border).

She attended Steele City Public School, Kindergarten through 8th grade and attended Odell Public High School in Odell, Nebraska. Upon graduation from High School, Cheryl attended Southeast Community College in Beatrice, Nebraska where she received her Associate of Arts degree. She attended the University of Nebraska for approximately three years and then attended Peru State College in Peru, Nebraska where she graduated with her Bachelor of Science Degree.

Cheryl has worked with intellectually disabled individuals for a total of 20 years. She worked at Martin Luther Home (now Mosaic) from 1989–1998 as a Home Manager and the Beatrice State Developmental Center from 1998–2009 as Unit

Manager/QMRP and Administrator. Cheryl also worked as an Assistant Director for a Correctional Facility in Gillette, Wyoming; worked at the Lincoln Regional Center as a supervisor in the forensic unit and as Compliance Specialist and was a State Surveyor for the State of Nebraska for ICF/ID facilities and Psychiatric Treatment Facilities for individuals 21 and under.

Cheryl loves sports and exercising, (coming from Nebraska, she is not a Husker fan, she is quite the fan of OU Sooners)! She played college volleyball and basketball and is very competitive when it comes to sports! She enjoys being outdoors, camping and boating, being with family and friends, bowling, NASCAR racing, going to flea markets, auctions and art and craft fairs, collecting antiques, concerts and any music events, venturing out to new places and traveling.

Cheryl is very excited to be with ARC and she's very much looking forward to working with the consumers and employees at ARC!

Welcome to Area Residential Care, Cheryl! ✨

Area Residential Care Celebrates 48th Anniversary

Area Residential Care opened its doors on August 18, 1968 and each year, the agency comes together to celebrate the many years it's been of service to the community.

Throughout the week, the agency honored its anniversary with food, trivia and cake. Employees and consumers were treated to Freddie's Popcorn, Candle Ready Cakes and Wild Fryers throughout the week.

Staff tested their knowledge of the agency with two trivia games during the week, and everyone gathered together to cut the obligatory anniversary cake. Also, to highlight the services that Area Residential Care provides, there was a different consumer and

staff member featured each day of the week on Facebook. The pairings featured were Bill Cullen and Rodney Jasper, Darlene Mauss and Sara Albert, Dave Spahn and Phil White, Lynn Bries and Nate Geraghty, and Edie Lindauer and JoAnn Mullis. These pairs told their stories of being at Area Residential Care and what they've enjoyed over the years.

Bill Cullen, who works in DayHab, said, "I enjoy the work itself and the value of assisting our consumers in living more independently in the Dubuque community. I look forward to my interaction with consumers, their humor and sense of accomplishment when they make progress." ✖

ARC Appreciates Staff During Week Long Celebration

Area Residential Care said a big "Thank you!" to staff on the week of September 12-18.

Staff was treated to many fun events and activities throughout the week. There was an agency wide "Guess that Baby" contest, where staff tried their best to match co-workers with their baby photos. Also, there was a staff scavenger hunt, a morning breakfast, pizza lunch and an agency-wide garage sale. The week concluded with a staff picnic at Area Residential Care, where guests enjoyed food, prize giveaways and games.

Area Residential Care is thankful for its hard-working staff of around 300 people every day of the year. Every



Michelle Teply enjoys the staff picnic with her family

staff embodies the mission of empowering those with intellectual disabilities to achieve their highest quality of life. We thank you! ✖

“Feature Friday” Highlights ARC Workers

by Mike McDonough, Support Services Supervisor

Every Friday, Area Residential Care has been featuring a consumer that is employed in the community, on our Facebook page. We call it our Friday Feature and it has a picture of the consumer working at a business. We provide some background information and some quotes from the consumers on how they like their jobs. It gives us a chance to highlight the consumer and provides advertising for the businesses that have hired our consumers.

Listed below are some of the consumers that have appeared on recent Friday Features:

Julie Ackerman, works at Texas Roadhouse every day wrapping silverware. Kelley Rice, the General Manager, says Julie does a great job and he is appreciative of her great attendance, as she shows up to work every day.

David Splinter, works at Stonehill Franciscan Services on our enclave. David has grown as an individual since working at Stonehill. He says, “The discipline from work brings me independence and the inspiration to get the job done.”



David Murray at University of Dubuque

David Murray (left), works at the University of Dubuque, in the Peters Commons. David cleans tables and washes windows amongst other duties. During the summer break, David rejoined our evening cleaning crew, which cleans businesses around the community.



Sue Flachmeier at Mainstay Suites

Llonda Manning, works two jobs. She is on the evening cleaning crew and she also works at McDonalds. Llonda likes the people she works with, especially her boss, and she enjoys meeting new people in the community.

Sue Flachmeier (above), works at the MainStay Suites. Sue cleans hotel rooms. Sue says, “I like the people I see and I like making beds. I’m thankful to be working at MainStay and to be more independent.”

Eric Fitchen, works at the National Mississippi River Museum & Aquarium. Eric is a housekeeper and can be found sweeping, cleaning restrooms, mopping floors, cleaning glass and doing general cleaning. Eric receives a lot of praise from his employer as he does a great job.

Please “like” Area Residential Care on Facebook to keep up with what is happening at ARC.

Our consumers gain their employment through the community employment program at Area Residential Care. The consumers are looking for part time work and they have a wide range of skills. If you would like to create a partnership with Area Residential Care, please call 563-557-4743. ✦

Area Residential Care Hosts 2016 Annual Board Dinner

On Tuesday, October 18th, Area Residential Care's Board of Directors held their Annual Board of Director Awards Dinner to honor retirees, celebrate staff awards, and present service awards. The Diamond Jo Casino again graciously hosted the event. Guests enjoyed a delicious dinner, an awards presentation, and a lively Jeopardy game of game show trivia.

Those who were honored are as follows:

Recognition of Retirees

Mike Beschen
Mike Hickey

S.T.A.R. Award Recipient

Alicia Fleege

Worker of the Year

Lacey Kutsch

Businesses of the Year

A.Y. McDonald
Texas Roadhouse
Hormel

Special Recognition

Avalon Body Shop
Doug & Kris Roebken
Steve Hemmer

Benefactor of the Year

George Murphy



Area Residential Care honors Mike Hickey, who retired after 41 years of service.



Area Residential Care awards a Special Recognition award to Doug & Kris Roebken.



Area Residential Care awards a Special Recognition award to Dale Wilgenbush of Avalon Body Shop.



Area Residential Care awards one of the Business of the Year awards to Hormel.



Area Residential Care names its Benefactor of the Year as George Murphy, of Murphy Construction.



Area Residential Care names its Worker of the Year as Lacey Kutsch.

Staff Length of Service Awards



Celebrating **5 years** of service (l. to r.) Anita Odobasic-Gonyier, Todd Ellison, Kayla Heiderscheid, Jerry Connors, Karl Stieglitz. Not pictured are Diann Hanson, Dina Schwendinger, Joquetta Rolle.



Celebrating **10 years** of service are (l. to r.) Nikki Tigges, Angella Detweiler. Not pictured are Patricia Byars, Karla Chapman, Linda Kuennen, Barbara Sweely, Janet Wenzel.



Celebrating **15 years** of service are (l. to r.) Zlatko Odobasic and Julia Feltes.



Celebrating **20 years** of service is Kim Hedrick.



Celebrating **25 years** of service is Bill Cullen.



Celebrating **30 years** of service are (l. to r.) Cindy Leifker and Jim Potter.



Celebrating **40 years** of service is Darlene Mauss.



Celebrating **45 years** of service is Dave Spahn.

wish list

- board games
- under 500 piece puzzles
- adult coloring books
- colored pencils or fine tip markers
- craft supplies
- 1” and 2” binders

You can help our wishes come true! Area Residential Care is in need of the following items. At this time **we can only accept new items** unless otherwise noted. Thank you. Contact Public Relations & Marketing if you have questions at 563-557-4743. Thank you for your support!

- office desk chairs
- functional, slightly used refrigerators
- household toiletries
- copy paper
- thermal/insulated lunch boxes
- small white boards and markers
- new pots & pans
- new dishes
- cash register (this is the only item that can be gently used, it will be for vocational training purposes)

Board Member Spotlight

We appreciate everything that our Board of Directors do for Area Residential Care. In upcoming issues of Accolades we will be “Spotlighting” a Board Member by getting to know who they are, learning about their passion for our organization, and much more!



Sarah Golick

Sarah Golick

Why I chose to become a Board Member for Area Residential Care:

I’m always interested in being more active in the community and ways to be part of something that positively impacts others, so when the opportunity was proposed, joining the ARC board was an obvious choice for me. Since joining last November, I’ve really learned about ARC. I’m amazed at how far into the communities that the organization and programs reach. There are so many more resources and programs than I was aware of and many more people who make it all run smoothly. I’m really impressed with ARC as a whole and I look forward to being part of this board for years to come.

What do I enjoy most about being a Board Member:

I really enjoy being part of such a positive group of people. Discussions and decisions on what to do to either benefit or remedy an issue pertaining to the consumers, employees or the long term sustainability of the ARC in general is always handled with a “glass half full” outlook on things and I absolutely love that.

How I’ve been inspired by the mission of Area Residential Care:

The mission statement of Area Residential Care is to “empower people with intellectual disabilities to achieve their highest quality of life.” To build up others and positively impact everyone you meet; to empower each other should really just always be part of how everyone operates every day with every person they meet. ARC really seems to always focus on how to make sure everyone is not just surviving, not just getting the basics, but really THRIVING in life and I think that is so important.

Why I think others should get involved with ARC:

Area Residential Care plays a pivotal role for so many of our families and friends. There are so many ways to become involved that there is really no reason NOT to be involved in some capacity. Joining the board, utilizing the vocational programs for your business, and volunteering your time at one of the fundraisers or even just by buying a ticket or sponsorship to the fundraising events like Baconfest or Corporate & Community Games. It takes so little for each of us, but as a whole, can make such a positive impact on something so essential and something so positive in our community. ✖



Day Services Instructors

ARC is searching for Day Service Instructors to oversee the daily schedules and activities of five to seven individuals served in one home. This is a Full-Time, 1st shift position.

Community Living Instructors

ARC currently has openings for full or part-time Community Living Instructors for 1st, 2nd, and 3rd shift positions. The CL Instructor is responsible for assisting, training, and instructing individuals with their daily schedules and program activities and different skill building activities.

Community Trainer

ARC is currently accepting applications for a Job Coach; responsibilities include building positive relationships with employers while assisting individuals in learning the tasks of their job. Other job duties include assessing, training and supervising individuals with disabilities in the skills and behaviors necessary to gain their highest quality of life.

To apply contact:
Area Residential Care—HR
3355 Kennedy Circle
Dubuque, IA 52002
(563) 557-4748

careers@arearesidentialcare.org

or visit our website www.arearesidentialcare.org

EOE/Pre-employment drug testing required.

Entry Level Position: High School diploma/G.E.D, AND 6 months general work experience.



Directory

Area Residential Care

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Associate Executive Director | Sue Freeman

Financial Director | Tammy Hendricks

Public Relations & Marketing Director | Ellen Dettmer

Human Resources Director | Amy Gullickson

Residential & Community

Services Director | Elly Day

Day Services Program Director | Cindy Leifker

Facility Operations Director | Karl Stieglitz

ICF/ID Services Director | Cheryl Scheele

Manchester/Dyersville

Services Director | Michelle Steege

Board of Directors

The agency's Board of Directors is a group of volunteers dedicated to promoting the vision and mission of Area Residential Care. For more information about them, please contact our Executive Director.

President | Mark Rellihan

Vice-President | Kandice Kerr

Treasurer | John Splinter

Secretary | Kevin Stevens

Duane Frick

Charles Davis

Teresa Johannsen

Tim O'Brien

Guy Gard

James Schilling

Karen Dorschkind

Sarah Golick



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www.areasresidentialcare.org

Accolades Fall 2016 Edition

Thank you for supporting Area Residential Care.

If you'd like to receive this newsletter electronically by e-mail please e-mail info@areasresidentialcare.org. Thank you.

Please "like" us on Facebook.



EMPOWERING PEOPLE WITH INTELLECTUAL DISABILITIES
TO ACHIEVE THEIR HIGHEST QUALITY OF LIFE

ANGEL TREE NOMINATIONS

It's that time of year! The annual Angel Tree program has started at Area Residential Care! This is our way of spreading the holiday spirit by providing gifts to staff, family member, and consumers in need. If you know someone who may not be able to afford Christmas gifts, you can nominate them for the Angel Tree by contacting Amy Gullikson (563-557-4740).

Our tree will be set up in early November in the main building, with gifts tags available for any staff to grab and purchase an item. Items must be purchased, wrapped, and turned in to HR by December 2nd!

You can also donate extra PTO to be put towards gifts. Requests must be submitted to Tammy Hendricks, Finance Director, by November 21st.

Let's all get in the holiday spirit of giving at ARC!

