



Accolades

Area Residential Care's Quarterly Newsletter

Summer 2016

2016 Corporate and Community Games a Success!

By: Ellen Dettmer, PR & Marketing Director

On June 24th, over 500 people joined the cause of *Silly Games for a Serious Mission* at the 15th Corporate and Community Games. These annual games bring teams together from the Dubuque community to play fun, silly games and to raise funds to support the mission of Area Residential Care of empowering those with intellectual disabilities to achieve their highest quality of life.



sponsors included Mystique Casino, River Valley Capital, Theisen's Farm Home Auto, American Trust & Savings Bank, Dubuque Bank & Trust, Dutrac Community Credit Union, Prudential Retirement, Anderson Eagle Window & Door, Murphy Construction, Rousselot, Spahn & Rose, All Seasons Heating & Cooling, Bird Chevrolet, Diamond Jo Casino, Dupaco Community Credit Union, Eide Bailly, Friedman

This year, 67 teams from 45 different companies came to the Port of Dubuque for an evening of fun, laughter and teamwork. Teams were tested with games such as Big Bungee Battle, Silly Scramble, Bermuda Triangle and Fish Fly Stomp, to name a few.

Group, Hartig Drug, John Deere Dubuque Works, Runde Auto Group, TriCor Insurance, Black Hills Energy, Colony Brands Inc., Envision Tees, Floorshow Companies, Hub, McCullough Creative, Rainbo Oil Company, BMW Music, Brand L Embroidery, Oak Park Place, J&R Rentals, Paramount Ambulance, Tri-State Porta Potty, Inc. and Welu Printing.

Congratulations to this year's winners:

1st Place: Team RE/MAX

2nd Place: John Deere Dubuque Works

3rd Place: Mi-T-M Wrenchbombs

Best Costume: Unified Therapy Services

Best Team Spirit: Rotary Club of Dubuque

Also, congratulations to this year's Athletic Supporter Contest Winner, Team RE/MAX who raised an additional \$2,000! The Athletic Supporter Contest is an opportunity for teams to win game day perks by raising money to support Area Residential Care's mission.

Also, Area Residential Care couldn't have ensured such a smooth night for everyone without the generous help of our 100+ volunteers.

Finally, special recognition goes out to the 2016 Corporate & Community Games Planning Committee which included: Earl Brimeyer, James Doepke, Alicia Fleege, Brooke Huttenlocher, Kristina Johanns, Lynne Kirchoff, Viva MacDougall, George Murphy, Teri Pitzen, Eric Rechtenbach, Mike Schroeder, and Karl Stieglitz.

A HUGE thank you goes to the 2016 sponsors, who supported Area Residential Care's mission by raising over \$36,000. 2016

Again THANK YOU to everyone who supported the 2016 Corporate and Community Games. We look forward to seeing you next year!

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Changes in Sheltered Employment

Jon Romaine, Executive Director



In May of this year, the State of Iowa's Department of Human Services announced that it was changing its policy to only fund vocational training and work services for persons with disabilities that occur in an "integrated" setting. The County Boards of Supervisors that comprise the Mental Health and Disability Services of the East Central Region then

made a decision to terminate all funding for persons with disabilities that occurs in a sheltered work environment. Within a month, a method of employment for persons with severe disabilities that had been in existence for six or seven decades was essentially done away with. Both the Department of Human Services and the Disability Services Regional Governing Board took these actions based on the strong beliefs of some advocates for persons with disabilities that everyone who is capable of doing paid work should do it in businesses owned by private enterprise while working alongside persons without disabilities; contending that this is the only definition of truly integrated work.

While many people have heard of the term sheltered workshop, probably only those who have relatives that worked in them, or those who staffed them, actually have experienced much of what went on inside them, why they existed and what happened within them. Sheltered work was established as a concept whereby persons with disabilities who had limited vocational skills and/or behaviors that interfered with their ability to work in a typical work environment could gradually learn typical work skills and behaviors while earning some pay under government licensed sub-minimum pay regulations. Most of this training and work occurred in what came to be known as sheltered workshops. Such sheltered workshops were/are generally run as part of a non-profit organization that provides other services for persons with developmental disabilities. As the sheltered work concept grew over time, it developed issues that indicated it was not a perfect solution for everyone with a disability.

First of all, the system became clogged with participants who entered sheltered work but never exited it after they had learned enough work skills and behaviors to work in a typical work environment outside of the sheltered workshop. Another problem that eventually surfaced was the occasional abuses where unscrupulous people took advantage of government regulations that were outdated and

poorly monitored; like the infamous Henry's Turkey Farms. However, for every example like that, there were hundreds of examples where human service professionals designed and implemented sheltered work programs that allowed persons with disabilities who otherwise would not have had the chance, to start learning what work was about while earning a paycheck. Many of the persons with disabilities, who entered good sheltered work programs, grew in their skills, progressing through enclaves, work crews, job coaching and eventually obtained jobs outside the sheltered work system with private employers, right alongside persons without disabilities.

Why then, is sheltered work no longer an option that makes sense to many of the vocal advocates for persons with disabilities? Probably because the sheltered system took too long to move people into private employer jobs and because some of those with disabilities got "stuck" in the sheltered work phase of it, preferring to stay in a place that they had found to be comfortable, secure, and not too threatening. Somewhat akin to those of us who don't carry the disability label not taking a chance for that promotion where the pay and perks are better, and instead deciding to stick with the steady job we have now.

Some of us, who have been involved in the employment of persons with disabilities for an extended period of time, think of ending sheltered work completely as very much like using a machete instead of a scalpel to perform a necessary surgery. We are destroying a valuable tool that helped people with disabilities move into the world of work mainly because there were parts of the sheltered work system that were exposed as problematic over the course of time. Why don't we try to clean the system of its problems before doing away with it completely? Why not incentivize the sheltered work providers and participants to move into community based jobs by increasing the government funding for those who do, instead of telling everyone with a disability that they have to do it that way or they can't work at all?

The new concept that is to replace sheltered work is to have all persons with disabilities work in a job with a private enterprise community employer, at minimum wage or better, for as many hours per week as they can, with whatever staff support they need to accomplish their work tasks. This is a marvelous concept and should be put in place wherever it can be. The question that comes with it though is – why is it the only method now, instead of just the better method, and what happens to those who don't achieve that full time job with a community employer, why don't they get to work at all? ✕

Partnership provides volunteer opportunities, jobs

by Cindy Leifker, Day Program Services Director

A new partnership is mutually beneficial for Area Residential Care and the Dubuque community, providing integration and enjoyment for Area Residential Care's consumers.

In the fall of 2015, Business Coordinator Mike McDonough was looking for volunteer opportunities for consumers in the day programs and contacted the National Mississippi River Museum to see what options might be available. Over the next few months, 12 consumers and the staff who would assist them filled out volunteer applications, underwent background checks, and attended orientation sessions at the Museum. Small groups started volunteering one day a week monitoring the water area and cleaning 3-D glasses. Bill Cullen, one of the staff who assists the volunteers, said the exposure to culture and history are positive outcomes of the experience for individuals who volunteer, as well as the opportunities to connect with the pleasant museum staff and other volunteers. Gidget Maas said she likes knowing she is helping out, and relishes when she sees acquaintances enjoying the museum while she is there. At this point, individuals from the day program are monitoring that the floor stays dry and the boats are picked up and cleaned while in the water area, and cleaning several hundred pairs of glasses, three days a week. More volunteers are in the process of signing up to share in the experiences.

While in the process of enrolling the initial group of volunteers, Mike had further discussion with museum staff about prospects for people served. A position came open for a barista at the concession stand in the lobby of the museum. One of Area Residential Care's consumers had been operating the snack shop at NICC for several years, which had recently closed. The consumer interviewed for the position and started working a few hours a week in March. This was a good fit for him due to the cash register and the tasks he needed to perform being very similar to those he did at NICC. The museum was able to make a few environmental accommodations to enable him to reach everything he needed, and now he works nearly

40 hours a week. This opportunity meant the world to the consumer, who was facing going from work he enjoyed to the difficulties of searching for suitable employment.

Mike continued to talk with museum staff about the facilities' needs for employees, and in May, two consumers were employed part time in janitorial positions. These men, with the assistance of a job coach, clean glass and restrooms, dust, and polish. They work five days per week, and are able to utilize community transportation to get to work and return home. Museum staff comment that the glass "has never been so clean." Eric Fitschen (pictured right), one of the happy employees, said his favorite part of the job is cleaning glass, "and there is a lot of glass!" Both men appreciate looking at the fish, and one visits the petting tank regularly on his breaks and after work.



Erin Dragotto, Director of Development, said, "We appreciate all of the time, attention and hard work that the ARC consumers have dedicated to the National Mississippi River Museum & Aquarium. This partnership provides a stellar example as to why connections like these are important for community engagement. We hope to continue these great efforts for years to come." The staff and people served by Area Residential Care are delighted with this connection and are committed also to continuation of the mutually beneficial partnership long into the future. ✕

Summertime Events



Nancy Hauptli enjoys the view of the Statue of Liberty in New York City. Nancy traveled out East for a family reunion during the week of the fourth of July.

In May about 12 consumers traveled to Fredricksberg, IA to Hawkeye Buffalo Ranch! They got to learn about the history of the farm, go on a hay ride, and even get samples of buffalo jerky. Pictured are Jim Ludwig (l.) and Mary Sweeney feeding some of the buffalo.



Celebrating the Fourth of July at Area Residential Care was the Day Habilitation program! Carl Peiffer (left) was one of the many consumers who assisted in painting pallets of wood into the American flag.

The Pinta and the Nina, replicas of Christopher Columbus' ships, arrived in the Port of Dubuque in mid-June and a group from Area Residential Care's Day Habilitation program made a visit. Jim Ludwig (l.) and Brittany Pitz, enjoyed going onboard the ship and exploring what was on deck.



Thank you to Doug & Chris!

Area Residential Care wants to extend its deepest thanks to Doug and Chris Roebken, of Murphy Construction, for donating their skilled labor to help construct our new pavilion. The pavilion was built on the north end of Area Residential Care's main building and will add to the agency's programs with the ability to deliver enhanced services to our consumers and to provide shade for both consumers and staff wishing to enjoy the outdoor environment.

Chris's brother is a consumer of Area Residential Care. The funds for the pavilion were generously received from the McDonough Foundation and through Doug and Chris's help, the agency's costs were only for the materials. Thanks again to Doug and Chris for volunteering their time and talents! ✨



Welcome Ellen, PR/Marketing Director



Area Residential Care is pleased to welcome Ellen Dettmer as the new PR/Marketing Director

Ellen received her Bachelor's degree from Loras College and has a double major in Media Studies and Public Relations.

Ellen's most recent professional experience was being the Communications Specialist at Sisters of Charity of the

Blessed Virgin Mary, where she developed their social media presence, did layout design and took photos and videos.

Ellen spends her free time pursuing her passion of photography, reading, hiking at the Mines of Spain, spending time with her family and volunteering in the community, especially with the Julien Dubuque International Film Festival.

Welcome to Area Residential Care, Ellen! ✨

Welcome Lisa and Patty, Supervisors (Supported Community Living)



My name is Patty Weisbeck and I grew up on a farm in Worthington, a small town near here. I graduated from Beckman High School in Dyersville and went to Ottumwa Heights College, with a degree in Pre-Pharmacy. In 2010 I

went back to college at NICC and received a degree in Human Services. I started my career with Area Residential Care in March of this year in the ICF department as an Instructor 1. In April I was promoted to Supported Community Living (SCL) as a Supervisor. I am very grateful for all the people here at ARC that have made me feel welcome and have gone out of their way to help me in my new role. ✨



My name is Lisa Roark and I am a new supervisor for the Supported Community Living department. I am a graduate of the University of Iowa, GO HAWKS! I am married to my husband James and have one son Noah, five cats and two

dogs who all currently reside in Maquoketa, IA. I have been in the field for a few years and have worked with other providers of similar services. The mission for the individuals is very near and dear to my heart as my son, Noah, is 14 and on the Autism Spectrum as high functioning. I look forward to meeting you all and working closely with you on a daily basis. ✨

Welcome Zach, Individual Program Coordinator



A little bit about myself—I graduated from Mount Mercy University in 2014 with a B.A. in social work. I recently got engaged to my fiancé over Easter weekend. I have two cats and two

dogs! I love to watch sports, especially pro basketball. My passion in social work is to see consumers grow and live as independently as possible. I look forward to meeting everybody in the near future! ✨

wish list

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. You can help by donating the item or donating toward the purchase of these items via our website www.areasidentialcare.org. Contact Public Relations & Marketing if you have questions at 563-557-4743. Thank you for your support!

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



John Splinter

John Splinter

About Me:

I grew up just north of Dubuque and currently live in Asbury. After attending Holy Ghost Grade School and Wahlert High School, I graduated from Loras College in 1992 with a Bachelor's Degree in Accounting. My wife, Mary Jo, and I have been married 22 years and we have two daughters. I currently work for The New Eagle Group where I am the Insurance Agency Manager. I also work as a personal tax preparer during tax season. I enjoy camping, hunting, fishing, watching ball games, and spending time with friends and family

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

I chose to become a board member for Area Residential Care because I look for ways to give back to my community. I also understand the struggles that families have when they have a loved one with special needs. I have learned much since joining the board and appreciate how Area Residential Care positively impacts the lives of people with intellectual disabilities. My goal is to help Area Residential Care increase their opportunities and awareness in the community.

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

Being a board member with Area Residential Care has taught me many things. I have learned that it takes a very dedicated staff to make this organization run smoothly. I also understand the need for our community to continue partnering with Area Residential Care. This partnership allows our consumers to develop into an integral piece of the community.

Why I think others should get involved with ARC:

I believe that everyone has a responsibility to help make their community better. Being involved with Area Residential Care is a great opportunity to provide support to people who truly need it. We have the ability to create an atmosphere of understanding and acceptance. ✨



Quality Assurance Director

The Quality Assurance Director is responsible for establishing an agency-wide quality assurance system that promotes consumer, staff, funders, and community-wide satisfaction and that positively impacts the financial performance of Area Residential Care. The Quality Assurance Director will champion continuous improvement efforts that provide better outcomes for individuals in our service and the overall agency.

Instructor Positions:

Instructor II

Community Living Instructor,

Community Living Night Instructor

Weekend Instructors (1st, 2nd, and 3rd shift)

Assist, train, and instruct individuals with intellectual disabilities and help them achieve 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

Main Location

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Dubuque, IA 52002

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Delaware County

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Executive Director | Jon Romaine

Associate Executive Director | Sue Freeman

Financial Director | Tammy Hendricks

Public Relations & Marketing Director | Ellen Dettmer

Human Resources Director |

Residential & Community

Services Director | Elly Day

Day Services Program Director | Cindy Leifker

Facility Operations Director | Karl Stieglitz

ICF/ID Services Director | Rachel Wall

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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3355 Kennedy Circle | Dubuque, IA 52002
www.arearesidentialcare.org

Accolades Summer 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@arearesidentialcare.org. Thank you.

Please "like" us on Facebook.



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

2016 BACONFEST!

Thursday, October 6 • Grand River Center
5:00 p.m. – 8:00 p.m.

Would you like to be a sponsor and help support the mission of
"Empowering people with intellectual
disabilities to achieve their highest quality of life"?

Boss Hog Sponsor (\$2,500)

- 4 VIP Tickets
- 4 General Admission Tickets
- Logo featured on Baconfest T-Shirt, koozies, other promotional materials
- Logo on event website and link to website
- Full page ad in event program
- 4 event t-shirts and 4 koozies

Top Hog Sponsor (\$1,000)

- 4 VIP tickets
- Logo featured on Baconfest T-Shirt
- Half page ad in event program
- Banner displayed at event site
- Logo featured on promotional materials

- Logo on event website and link to website
- 2 event t-shirts & 2 koozies

Hog Wild Sponsor (\$500)

- 4 General Admission Tickets
- Quarter page ad in event program
- 2 koozies
- Listing on event website and link to website

Bacon Lover (Food/Beverage Vendor)

Bacon lovers can showcase their talents by creating a dish or dishes that feature bacon as the main ingredient. Your business could win top honors in categories such as Best Beverage, Best Appetizer or Overall winner.



For more information or to be part of the event, contact Ellen Dettmer,
PR & Marketing Director 563-557-4743 or edettmer@arearesidentialcare.org