



Accolades

Area Residential Care's Quarterly Newsletter

Summer 2017

2017 Corporate & Community Games a Success!

By: Ellen Dettmer, PR & Marketing Director

On June 23rd, over 600 people joined the cause of *Silly Games for a Serious Mission* at the 16th Corporate and Community Games. These annual games bring teams together from the Dubuque community to play fun, silly games in support of Area Residential



Care's mission of empowering those with intellectual disabilities to achieve their highest quality of life.

This year, 69 teams from 57 different companies came to the Port of Dubuque for an evening of fun, laughter and teamwork. Teams were tested with games such as Bubble Ball, Great Grocery Getaway, Armchair Quarterback, and more!

Congratulations to this year's winners:

1st Place: Team RE/MAX

2nd Place: Ruhl and Ruhl Realtors

3rd Place: (tie) Scott Goins State Farm Insurance & Anderson Eagle Window & Door

Best Costume: Rotary Club of Dubuque

Best Team Spirit: Express Employment Services

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.

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

A HUGE thank you goes to the 2017 sponsors, who supported Area

Residential Care's mission by raising over \$28,000.

2017 sponsors include:

- **Major Sponsors (\$1,500):** American Trust & Savings Bank, Prudential Retirement
- **Platinum Sponsors (\$1,000):** Anderson Eagle Window & Door, Dubuque Bank & Trust, Humach, Murphy Construction, Spahn and Rose, Q Casino
- **Gold Sponsors (\$500):** All Seasons Heating & Cooling, Diamond Jo Casino, Dupaco Community Credit Union, Eide Bailly, Focus Services, Friedman Group, PBS Systems, Runde Auto Group, TriCor Insurance
- **Silver Sponsors (\$300):** Alliant Credit Union, Blaine's Farm & Fleet, Colony Brands, Floorshow, Hartig Drug, IIW
- **In-Kind Sponsors:** BMW Music, BrandL Embroidery, Dittmer Recycling, Heier Fencing, J&R Rentals, Paramount Ambulance, Sparkle Hair & Flair, TownSquare Media and Tri-State Porta Potty, Inc.

In this issue of Accolades...



Volunteerism Contributes to ARC's Success

by Allen Ward, Executive Director



Volunteerism is defined as “The policy or practice of volunteering one’s time or talents for charitable, educational, or other worthwhile activities, especially in one’s community.”

I experienced my first ARC Corporate Games back in June and I still remain impressed at how successful and organized this event was. Of course, no undertaking

such as this can be successful without meticulous planning and preparation well in advance of the actual event. At this year’s Corporate Games we had participants from 69 teams, 34 sponsors, approximately 100 volunteers and an estimated 800 people in attendance the night of the event, Friday evening, June 23rd. No small occurrence!

Although our staff contribute their time and effort to this endeavor, the Corporate Games continue to be successful each year, due in large part to the donated time, effort and resources of our volunteers. These volunteers:

- Served on the ARC Corporate Games Committee which met routinely for several months prior to the event.
- Worked the day before the event. This included setting up temporary fencing on approximately 5 acres of land, setting up tables and chairs for concessions, marking off each of the 8 different competition stations, assuring that all necessary equipment was available at each station and setting up canopies at strategic spots throughout the fenced area to assist contestants and spectators when necessary.
- Worked tirelessly the day of the event. They officiated and monitored each of the 8 competitive stations, assured each team made it to their next competition on time, tallied each team’s score and relayed it to the scorer’s table and a myriad of

other tasks throughout the evening.

- Worked the day after the event taking everything down, packing it up, and returning many items back to those companies who donated them.

Their contribution to the success of the games is invaluable.

The ARC Annual Corporate Games is not the only area that we enjoy the benefits of dedicated and talented volunteers. The ARC Parent/Guardian Education Series (made possible through a Theisen’s Community Grant) took place between March and June of this year. These meetings were scheduled once per month for 4 months. The topics included:

- *Fun in the Sun! Options for Recreation Activities.* Presented by AbleTrek tours and Camp Courageous.
- *How Do I Write a Will? And Other Legal Questions.* Presented by Jim Schilling, former attorney and member of the ARC Board of Directors.
- *Preparing for End of Life and Hospice Care.* Presented by Hospice of Dubuque.
- *Understanding Dementia.* Presented by the Alzheimer’s Association

These presenters gladly donated their time and talents to make this Education Series a success. The responses we received from those who attended were overwhelmingly positive. Again, this Educational Series would not have possible without the volunteer presenters sharing their time and talents with us.

These are just two examples volunteers that are engaged in Area Residential Care’s programming, events, and most importantly, those we support.

As we strive to continue to implement our mission of “Empowering People with Intellectual Disabilities to Achieve their Highest Quality Of Life” we remain thankful for all those volunteers from our community who gladly partner with us to accomplish this mission.

Thanks to the DRA Grant, ARC Purchases New Vans



Thanks to the generosity of the Dubuque Racing Association, Area Residential Care received

\$25,000 for some much needed vehicle upgrades in May 2017.

Thanks to this grant, Area Residential Care purchased two new vehicles for the adults we serve with intellectual disabilities. With reliable and accessible transportation, Area Residential Care is able to offer more outings in the community for the people we serve.

One of the primary goals of Area Residential Care is to promote community integration. With these vans, we will be able to have more of the people we serve actively engaged in the community, contributing to the local economy and offering their volunteer services, aligning with our mission to “empower people with intellectual disabilities to achieve their highest quality of life.”

Executive Director Allen Ward says, “We are extremely grateful for the DRA Grant award. This grant allowed us to purchase 2 new vehicles that are now being utilized to enhance both the vocational and recreational needs of those we support.”



Thank you

American Legion of Iowa

Awarded \$750
CPI Training

Mediacom Arts & Culture Grant

Awarded \$2,000
Area Residential Care
& Clarke University Mural Project



Consumer Council Picnic

On July 16th, 2017 the Consumer Council held their annual picnic at Flora Park! ARC's residential homes and apartment consumers brought their own dishes and enjoyed a gorgeous day of friendship and games.

Summer Events



Joe Quinlan (left) and Richard Brimeyer gather kale and lettuce from the DayHab Garden. Thanks to a grant by the Mosaic Lodge #125, DayHab participants are busy growing fruits & vegetables.



George Walton throws out the first pitch at the Cedar Rapids Kernals baseball game in Cedar Rapids, IA. George was able to bring some friends and throw out the pitch to celebrate his birthday.



Dick Powers (left) and Bill Middleman look at goats at a recent outing. The residents of Area Residential Care's Spires home visited the Madison Zoo and got to see a variety of different animals.



(l. to r.) Allen Ward, Sue Freeman and Tammy Hendricks prepare burgers and brats at a cook-out for Area Residential Care staff.



(l. to r.) Stephanie Mallaro, Nancy Hautli, Bob Leifried, Linda Johns and Mark Connolly all eat some delicious zucchini bars made with zucchini grown in the ARC garden.



(l. to r.) Keith Bye, ARC staff Angie Detweiler, and Chris Klocker pose with Santa Clause at the ICF/ID Department's Christmas in July party.

Community Accessibility Spotlight: The Jule

As part of a new series, each issue of Accolades will feature a business in the Dubuque or Dyersville community that is committed to providing accessibility to those with disabilities.

Transportation is an essential part of the life of a person with a disability. Having a reliable and safe mode of transportation readily available can determine whether someone gets a job, volunteers in the community or visits to family and friends. The City of Dubuque's public transportation system, **The Jule**, recognizes this need and is committed to constantly evolving and improving accessibility on their public buses.

Currently, The Jule has 18 fixed route service buses and 13 MiniBuses. Fixed route services are busses moving on standard routes with standard times throughout the community. The MiniBus is "a door to door service offered by The Jule for qualifying individuals who are unable to use the Jule's fixed route bus service due to a disability."

Since public transportation is a necessity for many people's daily lives, The Jule strives to go above and beyond with making their busses accessible. All Jule buses are equipped with either ramps or lifts to provide access for passengers with wheelchairs or other mobility devices. As they replace vehicles, they are moving towards having every bus equipped with ramps, rather than lifts. The advantages to having ramps instead of lifts are lower maintenance costs, more independence, and a smoother ride for every customer.



A bus driver showcases one of the lifts that are installed on many of the Jule busses

"People don't like to use the lift; it calls them out and it takes longer. We don't want people to feel like a burden. We're aware of it, we're experiencing it, and we can first-hand see the struggle."

Other improvements The Jule has implemented is accessible bus stops, a weeknight evening service, and an online system to schedule trips.

"We're one of five cities in Iowa that now offer bus services until 9 p.m. Monday-Friday for both the fixed routes and minibus. Now we're opening up a huge door for people who previously couldn't go anywhere after 6 p.m. This opens up more social and work opportunities for people," said Candace Eudaley, Transit Manager for The Jule.

Mark Anderson uses a wheelchair. He is active in the community, regularly out shopping, and dining. He also serves on the Board of Directors for ARK Advocates, a local disability activist group. Mark used The Jule evening service to go to a recent Board meeting.

"I liked using The Jule better than the RTA," said Mark. "I enjoy using the bus services."

While looking towards the future, The Jule still plans to keep improving and making Dubuque more accessible for everyone.

"Going forward, we want to look at what kind of vehicles we want to have to provide better service and more independence and also looking at our bus stops and facilities and trying to make those as accessible as possible."



Isaac Reusch steps into the Jule Mini-Bus after his shift at the Dubuque Marina and Yardarm, where he works as a kitchen staff.

Common Parent/Guardian Topics: *Iowa Guardianships and Conservatorships*



Every issue of Accolades, retired attorney and Board of Directors member Jim Schilling will be writing about a different legal aspect of having an adult child or relative with disabilities.

Guardians and conservators are appointed by the Iowa District Court after someone files a petition with the Court stating that a person's (referred to as the ward) decision making capacity is so impaired that the person is unable to care for their own person and/or property. The petition may be filed by the person needing the help in which case it is called a "Voluntary Petition For Appointment." If it is filed by someone other than the person needing help, it is referred to as an "Involuntary Petition."

The guardian's job is to basically make decisions for the ward like a parent would do. The guardian may need to take care of the ward's personal property such as furniture, clothing and personal effects. The guardian does not have the authority to handle the ward's financial assets such as bank accounts. That is the job of a conservator. The guardian is responsible for making sure that the ward receives necessary medical services and other professional care, counseling and treatment. It does not mean that the guardian is financially responsible for the payment of these expenses, but only that the arrangements be made. Generally, the guardian should assist the ward in developing maximum self-reliance and independence which may mean speaking on the ward's behalf to obtain benefits to which he or she might be entitled and to insist upon a proper residential environment. Thus, as guardian you may communicate with the Social Security Administration, the Department of Human Services and other providers of services on behalf of the ward, and more importantly, those providers will listen.

The above are the general duties of all guardians

which may be rendered without asking the court for permission. However, there are some actions which only may be taken after applying to the court for permission. These include moving the ward to a more restrictive residential setting, and arranging for major elective or non-emergency medical procedures. It is one thing to arrange for the annual flu vaccination or for an emergency appendectomy. It is quite another to arrange for facial plastic surgery.

Just like a parent, a guardian can call the police for help in returning a ward who is lost or confused and the police will try to assist you. But a guardian cannot order the arrest of the ward because he or she is not following your rules. It does not work for a parent and it does not work for a guardian.

You may wonder why the subject of guardianships comes up just about the time your disabled son or daughter reaches their 18th birthday. From birth to age 18, your child is subject to your parental rights and control whatever that means as a practical matter. Once your child reaches 18 years of age, they are considered emancipated adults and are no longer subject to your parental rights. That is when your physician, dentist or school guidance counselor may want to deal with some person who has legal authority to speak for your adult child. The court appointed guardian is that person.

As for conservatorships, I would only recommend their use as a last resort. The appointment of a conservator and the administration of a conservatorship can be expensive. Annual reports and accountings, posting of bonds and the payment of court costs are only a few of the problems involved in a conservatorship. If you need to handle social security benefits for someone else, look into the "substitute payee" system provided by the administration. If the disabled ward has substantial assets resulting from a personal injury settlement or judgement, seek legal advice regarding the use of Trusts rather than conservatorships.

Area Residential Care Celebrates 49th 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 anniversary week, the agency celebrated with food, trivia and cake. Employees and consumers were treated to Adobos Mexican Grill and Candle Ready Cakes throughout the week.

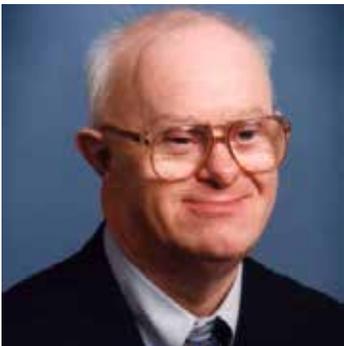
Staff tested their knowledge of the agency with two trivia games during the week, and everyone gathered together to cut the obligatory anniversary cake.

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 Karl Behning and Sue Hockaday; Kim Steines and Bob Hefflefinger; Joan Steffen and



Julie Ackerman; and Ben McDade and Scott Hermsen. These pairs told their stories of being at Area Residential Care and what they've enjoyed over the years.

Area Residential Care Remembers Roger Donovan



On July 17, 2017, Area Residential Care lost one of its long-time consumer, Roger Donovan. Two of ARC's staff reflect on the life of Roger and his passing

Michelle Post, Lead Instructor, reflects on the many unique qualities of

Roger: *"Our friend Roger Donovan passed away July 17, 2017. He was a long-time friend of ours at ARC. He worked and lived at ARC for several of his years. Roger always wanted to "smooch" his many lady friends and loved harmonica playing and karaoke. Roger was always playing jokes and making us laugh. He will be deeply missed."*

Diane Jones, Education Specialist, has worked alongside Roger for many years. She shares, *"Roger always loved to hug his woman friends, kiss their hands. At a Christmas outing years ago, at Timmermans, Roger looked forward to going out to eat and he dressed in his best clothes, tie and all. Roger ordered his own food, as well as his own beverages. He was quite a character! Roger made everyone laugh with his expressions, his movements, his so called "behaviors," etc. Roger especially liked the Christmas parties and dancing to the song, "Wipe Out." Roger would definitely "strut his moves" and entertain the crowd. Roger will be missed by many who had the opportunity to know him."*

Community Living Home Spotlight:

Bunker Hill Community Living Home

As part of a new series, each issue of Accolades will feature a community living home owned by Area Residential Care.

Working at a community living home is a unique job because as an employee, you are working in someone's home and with that comes different responsibilities and benefits. For Jeremy Clausen, working at the Bunker Hill Community Home has been a wonderful experience.

"I love this house, I love the individuals. Our staff is excellent and our main goal is everybody working together," said Jeremy.

Jeremy has been employed at Area Residential Care for the past year and a half, and has quickly been promoted as the Lead Instructor at the Bunker Hill Community Living Home. He hopes that he can use his position as Lead Instructor to make the lives of the individuals better.

"At ARC we do a job here but we are a family. It's a family atmosphere and we all get along. The better we get along, the better it is for the individuals. It's not

just strictly a job. Our main goal is to make this a home for them, not just a place to stay."

Currently, there are five individuals with disabilities who live at Bunker Hill. Each of them has their own room for privacy and contributes to the maintenance of the home. Todd Fudge loves to be outside and does most of the yardwork, picking up sticks and managing the garden. Carol Bemis assists with the baking, Janice



Bunker Hill Community Living Home

Decker helps with the cleaning, and Richard McFarland does the vacuuming.

One of Jeremy's main goals with the individuals is getting them out in the community as much as possible. Currently, they love going to places such as Pizza Ranch, the movies, the fairgrounds, and even some concerts. Jeremy wants to ensure that every individual is able to express what they want to do.

"One of the big things I try to do every night is taking 20 minutes aside and I try to talk to each person. I ask them if there's anything we can do, and if there is something coming up that they want to do. This gives each individual the chance to say what they want to do. We are a home, we try to do everything together but I want them to be individuals too."

The guardians and parents of the individuals at Bunker Hill are very involved with their lives, and Jeremy said that makes all the difference.

"They know what's going on so they are comfortable with what we are doing. Also, it makes the individuals more comfortable. They know that whoever is helping make the decisions are part of the house and not just behind-the-scenes. They make the decision with the individuals which makes them feel more included."

For Jeremy, working at Bunker Hill has been a life-changing experience and much more than just a job.

"We all love what we're doing. We hear a lot of people saying thank you for what we do. I believe we need to be thanking the individuals. They're the reason we're here and they give us as much as we give them. I'm here because I love what I do, and I love what I do because of them. "



Jeremy Clausen assisting Janice Decker.

The Toughest Job I'll Ever Love: Why I Work at ARC

Just a little over two years ago, Ben McDade walked in the doors of Area Residential Care for his first day of work and he's never looked back.

Ben is currently studying at the University of Dubuque and has been able to apply the knowledge he's learned at his current position of ICF Vocational Lead for the ICF/ID department to his studies. He has become inspired these past two years by the individuals he works with on a daily basis.

"[I] see these people as family and would do just about anything to make sure they live a very happy and successful life. This job has shown me that having a job is not always about the dollar amount earned. It's about being happy with your position."

Ben goes on to state that he's not the only one inspired; many of his co-workers are finding meaning in their jobs at Area Residential Care.

"All of us as workers have been touched by each and every one of the individuals in our care."

Ben also emphasizes that individuals need caring management and caring direct care staff. And, as long as there is this care and passion, the business can successfully move forward and grow.

"This passion ultimately is seeing the individuals achieve their greatest goals, whether that would be a dream job, living in an apartment on their own, or simply buttoning up a shirt by themselves. Everybody strives to be a more independent adult. When the individuals achieve this goal, Area Residential Care has done their job right."

Ben says he hopes to continue his career at Area Residential care because "it's a place with plenty of room to grow...I share the same vision as Area Residential Care. I want these people to be successful and want them to learn as much as they can from myself so that I can say later on in life that I had a positive



Ben McDade (left) smiles with ARC consumer Scott Hermesen while working at the ICF/ID department.

impact on people's lives."

He has seen first-hand how there are many opportunities for growth in the field of human services, especially at Area Residential Care. For example, ARC's current DayHab Supervisor, Alicia Fleege, started as a third shift direct care staff seven years ago. Kim Hanten, who has been with ARC for 25 years, is now a QIDP in the ICF/ID department but also started as a direct care staff. These two women are strong examples of how to have a meaningful career in this field, and Ben has taken notice.

Ben feels that having positive and engaged staff is the key to ensuring that the mission and values of Area Residential Care are implemented.

"I want to help coach the staff into being the best staff for the individuals as they can be. The staff are ultimately the deciding factor as to how successful the individuals will become in the long run. We need to empower these individuals as much as possible and help them become more independent human beings if Area Residential Care is going to carry out its mission, vision and values correctly. I want my job to help empower people with intellectual disabilities to achieve their highest quality of life."

Congrats to our STAR Award Winners!

STAR recognizes staff efforts on a specific time-limited basis that may include a single event or an event of short duration, i.e., a few days or a week or two. To qualify for a STAR award the recipient(s) must provide a significant contribution of time and/or effort on behalf of the agency, which enhances services to the people served, or efficiency of agency operations.

Joan Steffen

Steve Thompson



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!

- Board games like Sorry, Trouble, Yahtzee
- Puzzles with under 500 pieces
- Adult coloring books and coloring materials
- Pots and pans, kitchen utensils, plates, and bowls
- Toilet paper
- Paper towels
- 1-2" binders
- Copy paper
- Insulated/thermal fabric lunch bags
- Small white boards
- White board markers
- Craft supplies
- Card games
- Exercise DVDs
- Legos (adults)
- Magformers
- Building activities
- Craft kits
- Computer projectors
- Spoons and forks
- Artwork for the walls
- Reading books
- Cart for craft supplies
- Yarn
- Photo paper
- Photo ink
- Scrapbooking materials

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!



Mary Ann Conzett

Mary Ann Conzett

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

I chose to become a board member for ARC to support the needs of those who are challenged - either physically and / or mentally. I want the needs of those in the care of the ARC community to be given opportunities to be full members of our community, including housing, job opportunities, entertainment, etc. all in a safe, respectful and caring environment.

What do I enjoy most about being a Board Member:

Participating in the discussions regarding the care of the ARC residents, diversified board members and hearing the support the ARC employees receive from the board members.

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

We often forget how important being "empowered" can be for an individual, where there is empowerment there are opportunities for us to make choices, increase our self-esteem and our quality of life.

Why I think others should get involved with ARC:

It is too easy for us to only see what we want to see, to care for only what is immediately around us, but there is a much larger community out there where there are needs that need to be met and we can all do something more when we are aware of the entire community, which includes ARC.



Community Trainer (Job Coach)

Seeking an independent candidate who will be responsible for overseeing the program and production activities in an off-site vocational program area within the community. This person is in charge of training, instructing and supervising individuals to work in a normal societal setting, including social and behavioral skills. 2nd Shift hours ranging from 2-10pm. Some weekends required.

2nd and 3rd Shift Instructors

ARC is seeking compassionate staff to assist individuals served with their daily activities. From grocery shopping, to cooking, even boot scootin'; our staff work to empower people with intellectual disabilities. Full and part time openings in Dubuque and Dyersville.

Weekend Instructor

Are you looking for extra income? Do you want to spend your weekend making a difference? Join our team as a Weekend Instructor! Flexibility to pick up hours between Friday noon and Monday noon, working directly to support individuals in their homes and community. \$12/hr. 16-32 hours/week

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

Community Services Director | John Grothjan

Quality Assurance Director | Cindy Leifker

Facility Operations Director | Karl Stieglitz

ICF/ID Services Director | Cheryl Scheele

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 Engler

Treasurer | John Splinter

Secretary | Kevin Stevens

Charles Davis

Teresa Johannsen

Tim O'Brien

Guy Gard

James Schilling

Karen Dorshkind

Sarah Golick

Mary Ann Conzett



For regular updates "Like" Area Residential Care on Facebook





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www.arearesidentialcare.org

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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

2017 BACONFEST!

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

Get Your Tickets Today!
dbqbacon.org

VIP Admission: \$45
General Admission: \$25
Kids 5 & Under: Free!

VIP: 5:00 PM
General Admission: 6:00 PM



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