



the ARC Linkletter

www.waynearc.org

January/ February 2007

From David Calhoun , our Executive Director :

This past December a number of staff attended a seminar regarding community inclusion for individuals with developmental disabilities. The philosophy behind community inclusion is to allow individuals with developmental disabilities the opportunity to be active participating members of the community. This could include attending Adult evening education classes, recreational activities, and social clubs, being a member of a service organization or attending church services with non-disabled peers.

Recently this group and others including myself and Donna Granger met to develop ideas on

how to implement community inclusion for the individuals served by Wayne ARC. From that meeting the following was decided: 1) The goals of this committee will be to develop individualized community inclusion opportunities for people served at Wayne ARC 2) The Agency would like two volunteers from the following departments, Residential, Day Hab, Key Industries and MSC. 3) A one hour meeting will be held monthly at a mutually agreed upon time. 4) The Agency would like to have two consumers on the group as well as two parents. Once the Community Inclusion

Committee is established and developing strategies for inclusion the second objective of that committee will be to implement an initiative from OMRDD called "Everyday Heroes". That initiative will look to establish three primary goals: 1) to recognize the contributions of direct support professionals. 2) to support them as teachers and leaders of other direct support workers. 3) to deepen the commitment to inclusion on behalf of the people we serve through person centered practices.

If you are interested in this committee please contact Connie Sandroni at extension 201.

Important Dates

February 9th— food auction in the VanBuren St. Cafeteria

February 10th— Wayne County Rotary Spelling Bee good luck Team Wayne ARC!

February 16th—Valentine's Dance at RCC 9 - noon

February 19th—Agency Closed in observance of President's Day

March—Developmental Disabilities Awareness & Membership Month

March 9th—food auction in the VanBuren St. cafeteria

March 20th— United Way Kickoff

April 6th—Agency Closed in observance of Easter

April 26th—Take Our Sons & Daughters to Work Day

May 2nd—United Way Day of Caring

May 25th & 28th—Agency Closed in observance of Memorial Day

June 25th—25th Annual Gold Tournament

Notes on the Employee of the Month and KUDOS Programs

Throughout the next month the Human Resources Committee will be developing new methods of staff recognition to replace our existing Employee of the Month and KUDOS program. Recognizing exceptional effort is critical to our success. Our ultimate goal is to develop a fair and equitable method by which staff can be acknowledged for going above and beyond. We will be reviewing programs from other ARC's with a goal of ultimately implementing a program which we are hopeful you will find truly rewarding.

Human Resources Updates

Health Reimbursement Arrangement (HRA) is an agency benefit that provides eligible employees of Wayne ARC reimbursement of your out-of-pocket expenses not covered by your medical and dental plan, including eligible over-the-counter drug and medical supplies that you or a qualified family member incur during the plan year. Employees having a Flexible Spending Account must submit claims to this account first before using their HRA account. Unlike **Flexible Spending Accounts (FSA)**, any money left over in your HRA account at the end of the plan year will roll over into the next plan year for your use for eligible employees. Staff can fax the completed 2007 Claim forms along with the required documentation to Flexible Benefits System, Inc. fax 315-788-5379. Any 2006 HRA claims need to be submitted within 90 days (by March 31st) to 585-241-9518.

Effective 1/1/07, Wayne ARC's self-funded **Dental Plan** is now administered by Excellus (the Blues) and all 2007 Dental Services should be sent to Excellus by your dentist. However, if you are submitting 2006 claims for dental services, they should be sent to Health Economics.

Annual Appeal & Membership

An **Annual Appeal** mailing was done in December to over 2000 individuals and businesses in our area. To date we have received over \$2000.00 in contributions and have gained 50 new members. If you are interested in contributing to our annual appeal or know someone who might be, please contact Tracy Clingerman at ext. 347.

A 2006 change in the NYSARC by-laws pertaining to **membership** prohibits Wayne ARC from paying for Staff memberships as we have done in the past. March will be membership month—coinciding with Developmental Disabilities Awareness month. Information and materials will be made readily available throughout the month of March should you choose to become a member of Wayne ARC. A mailing similar to that of the Annual Appeal will be done to solicit the general public for new members.

Please submit entries for the next Linkletter no later than
March 19th to
Tracy Clingerman
via email at
clingermant@waynearc.org



Across the Canal ...

RCC will be hosting a Valentine's Dance for the children they serve on Friday, February 16th from 9:30—noon in the gymnasium. A "band" will play providing the children a chance to really show their moves and get down with the staff of RCC. Sounds like a great time! Have fun!

Benevolence Abounds at Wayne ARC ...

"Give and ye shall receive" This suggestion was never more clearly displayed than throughout Wayne ARC this holiday season.

The giving flowed freely from the hearts of staff and consumers alike. Gifts of time, money and energy were apparent everywhere and expressions of goodwill extended not only within our walls but throughout our communities and around our world to Iraq and Africa. Providing service is the hallmark of our agency and it demonstrated itself ten-fold this year.

The giving season began at Thanksgiving time with the **Medicaid Service Department's** efforts to provide meal baskets for 30 families throughout Wayne County. The project, led by Service Coordinators **Heather Harvey** and **Katie Anderson** involved the solicitation of area businesses for support, the collection and purchasing of items, the assembling of the baskets and the delivering of the baskets throughout the county. This was no small undertaking and it was accomplished solely through staff efforts and community contributions from over 32 businesses.

Additionally, **MSC** continued in their year long efforts of collecting items for the soldiers serving with **Sam Husner** in Africa, upheld the meaningful tradition of hosting a party and providing gifts for consumers who have little or no family and distributed toys donated by several different agencies and individuals to children touched by their program.

ARS was especially busy this year with many activities which shared goodwill - **Dick True** and his tireless group of bell ringers braved the not so cold temperatures to raise funds again this year for the Salvation Army. This has become a tradition for Dick and his group—one that epitomizes our mission and vision and one worthy of acknowledgement.

The **Day Hab staff and consumers** also spread cheer with events such as a Pen Pal Breakfast at Lincoln School, Christmas Chorus presentations at Newark Manor and VanBuren Street, and an Adopt -A-Family project.

The **clinic staff and Leslie Leo's group** made and purchased items to be sent to soldiers serving with Deb Hostrander's son, Ben Marchitell in Iraq as well as to Sam Husner in Africa. This, too, is an ongoing effort.

CA collected items and shipped them to the nephew of Brenda Litts who is serving in the Marines in Iraq. They also utilized some of their dress down money to purchase toys for a classroom of children at Roosevelt. The remainder of this

money will once again provide 2 scholarships in the Newark High School this June.

Sandy Hermanet from our OPTS program was celebrated by Wal Mart in the Courier Gazette for her amazing generosity as she spent her Christmas shopping money buying coats and sweaters for the children attending Roosevelt. To echo the Courier, Sandra showed "true love and compassion for her community and children in need". Thank you Sandy. Several other kind and generous acts were visible throughout the agency from fundraisers for staff members in need to toy collections for children who otherwise would go without. **Clearly, there was no shortage of Holiday Spirit within our Wayne ARC family.**

On the receiving end, undoubtedly we have so much to be thankful for. Roosevelt was especially blessed with gifts this year ~ and what better cause but the children.

The **Rochester RAMS** motorcycle club once again arrived with truckloads of toys as well as \$800. for the Rich Richards fund. Rich was a treasured staff member of RCC and also a member of the RAMS prior to his death. The RAMS continue to honor his memory with their gifts for the RCC children.

The **Rochester AREA Foundation** donated \$500. for the purchase of toys for the Roosevelt Children. This generous and thoughtful gift made many happy moments possible this year.

The staff of the **Savannah Dhu** chose RCC to be the recipient of their staff kitty—a collection of tips— which amounted to \$250! We were honored to be selected to receive this kind gift.

Amanda and Luke Smith from the First United Methodist Church, accompanied by **Mary Jane Young** and mom **Heather Smith** presented RCC with \$100. they had collected through a program they started called "Children Giving to Children". The gift was truly a cherished one as it was born in the hearts of other children. Thank you Amanda and Luke.

Lastly, the employees of **Cadbury Schweppes** selected Wayne ARC to be a recipient of food and toys purchased with funds contributed freely from within the company. We were honored to be selected to receive these gifts.

This was a season of profound giving and glorious receiving. Certainly, more occurred than what I've been able to capture here, and I apologize to those I've missed. One thing is certain, as staff, as consumers, as givers, as receivers, as the family that is Wayne ARC, we have all been truly blessed.

HAPPY NEW YEAR !

This and That ...

Carol Maslyn, Senior Program Accountant, is retiring in a few weeks. Carol came to work at Wayne ARC more than fifteen years ago and has handled Accounts Payable and Medicaid billing for much of that time. Carol has a well-earned reputation for being courteous and helpful to staff and vendors alike. We will miss her dependability, her dedication to her job, and her laughter. We'll also miss her clothes, her jewelry, her Euchre talent, and that really cool car. Her last day of work is Friday, February 23, 2007. In her honor, the Business Office is hosting an Open House on that day from 2:00 p.m. until 4:00 p.m. in the CA South (canalside) area. Please stop by for refreshments and a chance to wish Carol well. See you there.

A special thank you to the members of the 2006 Holiday Party for their efforts in the planning and carrying out of another wonderful party. Thank you—**Jeanna Rouland, Tina Walton, Debbie DeWind, Jennifer Blanchard, Jennifer Miller, Peter Owen, Sherry Marche', Bob McCann, Regina Altizer, Crystal Rothfuss, Sally Carr and Connie Sandroni.**