



artwork by Wayne ARC participants

## Supporting Wayne ARC

Your financial contribution to Wayne ARC ensures that the programs we provide to over 1800 individuals throughout Wayne County annually will continue in spite of economic uncertainty.

Your Wayne ARC Membership ensures that we maintain a strong voice to advocate for the individuals we serve.

Thank you for your support!

ENCLOSED IS MY GIFT OF: \_\_\_\_\_

Name \_\_\_\_\_

Phone \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

E-mail \_\_\_\_\_

Cash or Check enclosed  
(Please make check payable to Wayne ARC.)

Mastercard  VISA  Discover Amount \$ \_\_\_\_\_  
Card Number: \_\_\_\_\_ Exp. Date: \_\_\_\_\_

Name as it appears on the card: \_\_\_\_\_

Cardholder's Signature: \_\_\_\_\_

Online donations gratefully accepted at [www.waynearc.org](http://www.waynearc.org)

**THANK YOU!**

Please correct my address in your records

Please do not include my name in your donor listings

I do NOT wish to become a member of Wayne ARC.



150 VanBuren St.  
Newark, NY  
14513

[WWW.WAYNEARC.ORG](http://WWW.WAYNEARC.ORG)



# Possibilities

Autumn 2007

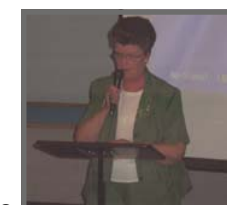


## A message from Sandra Woodard President of the Board

**These are exciting times at Wayne ARC!** The Agency is undergoing a bit of a renaissance of sorts and this is a good thing! This past summer, under the leadership of our Executive Director David Calhoun, several Board members and staff began a strategic planning process. After an exciting and productive day long retreat the group identified 8 goals for the agency to focus on for the next year. These goals focus on issues such as promoting awareness of the agency and its services, increasing stability, capacity and efficiency, increased use of technology, developing programs/services to meet the needs of our changing population, recruitment and retention of highly qualified staff, expanded collaborations with other community organizations. Currently the Board and staff are busy working in committees to articulate the objectives and actions necessary for each goal to be achieved.

The Agency has already begun two new partnerships which will offer new art and performance related opportunities for our consumers. The opening of our Canalside Performing Arts Center will offer a variety of experiences for our Day Hab participants. Our partnership with Cracker Box Palace Farm and Animal Haven will offer a unique opportunity for consumers who love animals to participate in a supervised day program.

**The World of Possibilities at Wayne ARC continues to grow!**



## Board of Directors

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## A message from David Calhoun Executive Director

**Welcome to our newsletter, Possibilities!** The goal of Possibilities is to inform our membership, business and community partners. We hope this newsletter will provide you with helpful and informative articles on the quality services and programs we offer at Wayne ARC. The ARC is a private, family based non-profit organization that serves over 1800 families and individuals in Wayne County and currently employs over 600 staff. Possibilities will also keep you up to date on Local, State and National issues relating to the developmental disability field. We will share with you the services the ARC is currently providing and what we have planned for the future. Possibilities will spotlight our valuable volunteers, donors and business partners. Your thoughts, input, and opinion matter please let us know. We believe all people regardless of ability have the right to participate and be active members of their community, we believe the Possibilities are endless.

On August 6<sup>th</sup> a group of staff representing each department within the agency and 7 Board of Directors met for an all day retreat with Dr. Ruth Andes to develop goals for Wayne Arc's Strategic Plan. Dr. Andes is a professor from Genesee Community College and has assisted us in developing the plan and facilitated the meeting. The following goals were established:

### Strategic Goals:

- Increase the awareness of Wayne ARC to promote the organization and its services.
- Provide programs and services that meet the changing needs of our community.
- Expand and develop collaboration with other organizations.
- Increase the capacity and efficiency of the organization.
- Recruit and retain a highly qualified workforce.
- Enhance the technological capacity and efficiency of Wayne ARC to fully meet its Mission.
- Strengthen financial stability.
- Identify and provide services to un-served and under-served populations.

When the strategic plan is completed, it will have goals and objectives, along with measurable outcomes, that will guide our Agency in fulfilling its Mission over the next three to five years. Our plan developed by Wayne ARC's families, consumers, Board members, and staff defines the agency's mission and goals, and offers a blueprint for successful strategic change.

In February 2007 Wayne ARC, The Arc of Orleans and Genesee ARC hired the consulting firm, First Niagara/BC to provide a wage and salary analysis of our current workforce. That survey was completed in July; the Administration is in the process of reviewing and developing a working wage and salary plan for 2008.

The Agency is very excited about its new collaboration with Cracker Box Palace. The supervised day habilitation program will offer exposure to individuals we serve, in the areas of animal grooming, feeding, and being a tour guide and apple picking. For more detailed information please see related article on page 2.

***I would like to wish everyone a safe and happy holiday season, and to thank our hard working, dedicated staff and volunteers who make a difference everyday in the lives of individuals with disabilities. It is because of them that the world of possibilities exists for all those we serve.***



## Executive Director David Calhoun

### Assistant Executive Director / Director of Adult Rehab Services

Donna Granger

### Director of Residential Services

Melissa Kumkey

### Director of Medicaid Service Coordination

Joanne Hicks

### Director of Roosevelt Children's Center

Theresa Lehman

### Director of Finance

Sandy McIntyre

### Director of Human Resources

Gary Reilly

### Director of Development

Tracy Clingerman

# AGENCY UPDATES

changing, growing, learning, living



## Looking Forward...

**November 22nd & 23rd** - Agency closed in observance of Thanksgiving

**December 4th** - Day Hab Craft Sale

**December 5th** - Annual State of the Agency Meetings held at Roosevelt @ 9am & 3pm

**December 14th** - Food Auction in VanBuren Street cafeteria

**December 15th** - Agency Holiday Party at the Waterloo Holiday Inn

**December 24th & 25th** - Agency closed in observance of the Christmas Holiday

**SAVE THE DATE**  
**June 30th, 2008**  
**Wayne ARC**  
**26th Annual**  
**Golf Tournament**  
**at Wayne Hills**  
**Country Club**



## RESIDENTIAL NEWS

The process of "rightsizing" the Clyde IRA continues thus creating two smaller homes based on the preferences of the consumers. The individuals are excited about the idea of getting their own bedrooms as well as living with people who share their interests.

Murray Street IRA welcomes David George as their new Assistant Manager. Although David is no stranger to Murray Street as he started there in 1994 as a Counselor I, this is a new and exciting position for him. Congratulations David.

Our residents have been busy going on vacations. They have enjoyed trips to Florida, Pennsylvania, Jellystone Park, Vermont, Lake George and Jamaica. When they are not out jet setting around the globe they are enjoying activities closer to home. One of those is the

### Wayne ARC Wildcats Softball Team.

The team has remained undefeated throughout their season playing teams comprised of staff. "Way to go!!!"



We sadly say goodbye to one of our individuals that has been in residential since 2000. When Norton Thurber became ill he stated that his wish was to remain at his home at the Palmyra IRA for the remainder of his life to be surrounded by the people he loves. Through a partnership with Lifetime Care, hospice services were started and Norton's wishes were granted. Norton was able to stay in his home and receive love and care from the staff and consumers at Palmyra. Norton will be missed.

## ROOSEVELT CHILDREN'S CENTER WISH LIST :

Paper ( variety )  
 Paints (variety )  
 Toy cars / trucks  
 Doll house & furniture  
 Multi-cultural dolls  
 Pre-school computer games  
 Play sand  
 White rice / corn starch  
 Small Notebooks  
 Tape ( all kinds )  
 Erasers / glue sticks  
 Markers  
 Water color books  
 Jumbo crayons  
 Batteries



Laundry Baskets  
 Toothpaste for kids  
 Cotton Balls  
 Q-tips  
 Brown lunch bags  
 Shaving Cream  
 Baby Wipes  
 Photo Albums  
 Wagons  
 Tricycles  
 Traffic signs  
 Water play tools  
 Outside Toys  
 Mats

## CANALSIDE PERFORMING ARTS CENTER

Opening in October, the Canalside Performing Arts Center will offer visual, performing, language and culinary art experiences for new referrals and our current Day Hab participants. Our staff will support individuals in developing or expanding an interest in music, theatre, dance/movement, painting, photography and sculpture. We will foster creativity and promote self-esteem through poetry, speaking and writing and encourage individuals to express themselves through food in a unique and nutritious manner. We hope to share the enthusiasm and energy this new program creates with everyone at Wayne ARC.



## CRACKER BOX PALACE COLLABORATION

Wayne ARC is partnering with the Cracker Box Palace located on the Alasa Farms in Alton, N.Y. The Cracker Box Palace is a Farm Animal Haven for rescued farm animals. We are providing a supervised day habilitation program for up to 10 individuals with developmental disabilities. The program will offer opportunities to groom and feed animals, be a tour guide, attendant in the gift shop and fruit stand, pick apples, clean animal shelters, light maintenance and more. These activities will enhance independence, fitness, communication skills,



motor skills and more. Individuals will be offered responsibilities on the farm based on abilities and interest .



## WAYNE ARC PURCHASES NEWARK ELECTRIC BUILDING

This past summer Wayne ARC purchased the Newark Electric Building at 131 Harrison Avenue. Plans for the building include a training and conference center and staff offices.



## SUPPORTED EMPLOYMENT ENCLAVES

An enclave is an off-site work location for a group of 2 or more individuals. A Job Coach transports them to and from the site; provides training and supervision. At Wayne ARC, we currently have five active enclave sites on a regular schedule:

- ° **Parker-Hannifin** in Clyde employs a crew performing janitorial services 3-8:30 PM.
  - ° **Crosman** in Bloomfield is supervised by one Job Coach and two Production Associates. Here a variety of production tasks are performed including; assembly, packaging, machine operation, material handling and packing orders for shipment.
  - ° **Spinco** in Newark is an eight hour shift of production assembly.
  - ° **Ingleside Machine Co.** in Farmington has de-burring as the major task with other tasks assigned as needed.
  - ° **Zoto's** in Geneva is our most recent enclave. There are two supervisors and this site does packaging assembly. This is a 3-8 PM shift. We also have done jobs "on-call" for **Kurt Weiss Florist** and **IEC Electronics** both in Newark and **Richardson Foods** at their Williamson location.
- Enclaves are becoming the trend for the individuals we serve. If you are interested in obtaining more information regarding enclave work please contact Molly Fox at ext. 311.



## GOODSEARCH

What if Wayne ARC earned a penny every time you searched the Internet? Well, now we can! **Good-**

**Search.com** is a new search engine that donates half its revenue, about a penny per search, to the charities its users designate. You use it just as you would any search engine, and it's powered by Yahoo!, so you get great results. Just go to [www.goodsearch.com](http://www.goodsearch.com) and be sure to enter

**The Arc - Wayne (Newark, NY)**  
**ID: 852096** as the charity you want to support. Just 500 of us searching four times a day will raise about \$7300 in a year without anyone spending a dime! And, be sure to spread the word!



## EVERYONE FITS

( Facilitate Involve & Integrate Through natural Supports)

is a committee at Wayne ARC that is working toward community integration for our consumers one person at a time. Our mission statement is: To actively facilitate, involve and integrate individuals into the community through natural supports. The committee has members from every department of our agency. We have worked together to establish a program for consumers to participate in an activity of their choice in their community. Here's how it works; A consumer who comes to the committee tells us what they would like to do, or identifies a club they wish to join in their neighborhood. The committee seeks out a staff member that has the same interest as that consumer or belongs to that particular club. Once these two are "coupled" together they attend the meetings, or pursue the interests together. Our best examples are a consumer who has joined a local bowling league and another consumer who now teaches Girl Scouts for particular badges for outdoor activities.

We call our staff who volunteer to help our consumers "Everyday Heroes" and we are currently in the process of recruiting more heroes and finding ways to reward them. Our committee meets monthly and our member are: Donna Granger, Diana Lagenor, Valerie Curtis, Mishelle Nudd, Craig Arnold, Brenda Caves, Antje Hansen, Amy Pritchard, Diane Peters, Juanita Marks, and Kenny Osborn.

## JONATHAN'S LAW

Wayne ARC has taken a very proactive approach to the implementation of Jonathan's Law, which promotes greater parental and guardian access to information. Our Jonathan's Law committee was intent on maintaining our "best practices" in incident management while incorporating the new law into the process. We had been working on the changes well before the emergency regulations went into effect on 10/1/07 by making the necessary revisions to our process and by training the staff to ensure consistency and their complete understanding of the law.



## MEDICAID SERVICE COORDINATION

A satellite office has been established at Roosevelt Children's Center. The two Service Coordinators at that site have aided in the support to children and families and have helped to educate others about the services provided by Wayne ARC.

The Department has an MSC (Medicaid Service Coordinator), Gissella Nadi Bueso who will provide bilingual services as requested throughout the agency. Nadi currently has several Spanish speaking consumers on her caseload and will provide services for others as they are referred.

The MSC Department has an intern from Monroe Community College who will be with us until December. We are hoping to offer more opportunities in the future for Human Service interns from local colleges.

The MSC Department is accepting donations for the Thanksgiving Basket project which will provide for families served by Wayne ARC. The Christmas project will directly follow to ensure that consumers and families will have the things they need. Donations have been coming in from local businesses, organizations and individuals in the community and are greatly appreciated. Should you have questions about this project or wish to make a donation, please contact Katie Anderson or Kelly Tripodi at 331-7741.

## ASSEMBLYMAN BOB OAKS AWARDS GRANT TO WAYNE ARC

Assemblyman Robert Oaks has presented Wayne ARC with a \$7500.00 grant to fund the purchase of two Full Body Lifts for Non-Ambulatory Patients and a Deli Meat Cooler. The full body lifts are in use in the Wayne ARC Day Hab Program. They assist individuals with activities often taken for granted such as sitting, standing and toileting. The lifts provide greater security and less stress for the individuals we serve during transfers. The deli meat cooler is being utilized by the



Wayne ARC cafeteria in the sub shop which is part of the Key Industries food service program. This valuable program provides individuals with the opportunity to build many skills while providing a service to the staff through a full service cafeteria, the community through catering services and the county through the well known Meals-on-Wheels Program.

