



Arc of Onondaga

PATTERNS

TURNING DISABILITY INTO ABILITY



Spreading Holiday Cheer

PAGE 8

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2017, Issue 1



A Message From the Executive Director



Ellen Gutmaker

Dear Friends,

As we say good bye to 2016 and roll out a new year, two key words come to mind; community and partnerships. As you will read in this edition of Patterns, so much of what we are able to accomplish day-in and day-out relies on the instrumental relationships we are able to build with our fellow community. We were able to partner with Access CNY to hold a press conference downtown highlighting the need for livable wages for our DSP's; honor our Joslin Outstanding Performance Award winner, Vinny Munro, for his work on a NYSID preferred source contract job; celebrate our 65th anniversary with the 22nd running of Arc Race; and afford opportunities for our programs to partake in some new and exciting opportunities –as well as some old favorites – thanks to a recreation grant from NYSARC, Inc.

Although we have much to celebrate and look forward to, 2017 has also presented some challenges that we must diligently continue to address. Unfortunately, the Governor's proposed Executive Budget, as it stands, did not address the need for our direct support professionals to earn a living wage despite a statewide call to action from many of the top agencies in the human

services field. The #bFair2DirectCare coalition is working diligently requesting that \$45 million be allocated into the budget to begin funding for a fair day's pay for our workers who provide life altering services to a population who depends on them. Please, call or write the Governor, your state senators and assemblymembers, and tell them to include a new \$45 million in State funds to the amended budget. These wages not only affect the lives of the hundreds of DSP's we employ who deserve to earn a living wage, but the lives of the people we support.

Our Annual Fund Campaign is in full-swing, and I hope you will consider making a gift to the Arc of Onondaga Foundation. Money raised through the Foundation goes right back into the services and programs we are able to provide for our individuals here at Arc of Onondaga; services and programs that may otherwise go unfunded. Last year, thanks to the Arc Foundation, residents with limited mobility were able to enjoy raised garden beds for growing vegetables and flowers, outdoor patio furniture and wheelchair swings, exercise equipment for their homes, sensory therapy items, and even a basketball pad and hoop –to name a few. When you make a gift to the Arc Foundation, you're ensuring the services and projects we are able to provide today will be available well into the future, even when funding may not be.

Remember, if you want to keep up-to-date on all of the latest happenings here at Arc, make sure to "like" us on Facebook, follow us on Twitter or Instagram, and send us your email at GoGreen@arcon.org so we can add you to our eblast list.

As always, your feedback is welcome.

Sincerely,
Ellen Gutmaker



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News Conference Sheds Light on Sub-par Rate of Pay for DSP's

"Their work, work that so often makes the actual difference between life and death, should ensure a living wage." ~ Mary Salibrici, sibling and guardian



SYRACUSE, NY Over 150 people turned out this past October at a news conference to show their support for providing a livable wage to Direct Support Professionals. Held in downtown Syracuse, Arc of Onondaga and Access CNY were joined by area representatives including State Senators David Valesky and John DeFrancisco, State Assembly member Al Stirpe, and representatives from Pamela Hunter and William Magnarelli's office to spotlight the important work of those who work directly with the more than 4,000 individuals with disabilities who depend on the agencies - striving to inform the public on the important work done by these staff, often with sub-par compensation.

Mary Salibrici, whose brother receives services from Arc, said support staff saved her brother's life when he had a bout with pneumonia commenting that for the work they do, they should make more than someone flipping burgers at a fast food restaurant. "Their work, work that so often makes the actual difference between life and death, should ensure a living wage," she said.

Across NYS, over 125,000 people with developmental disabilities, many of whom may not be able to speak for themselves, depend on the care of Direct Support Professionals to live, work and learn as part of their communities. These professionals perform difficult and intimate work with some of our state's most vulnerable citizens. The #bFair2DirectCare initiative is a call to action to remind state leaders that direct care agency workers are agents of the state who need a fair rate of pay commensurate with their vital support responsibilities.

Currently, the statewide vacancy rate for direct support professional positions is at 10 percent, with a turnover rate at about 25 percent. More than 90 percent of funding for these roles comes from the government with pay hovering at minimum wage and no significant increase in wages in over eight years.



Local Monarch Employee Recognized for Hard Work



"Thank you so much, I'm very honored," said Vinny Munro as he accepted the William B. Joslin Outstanding Performance Award from the New York Industries for the Disabled this past October during a ceremony at Arc's administrative offices. The award, presented annually, recognizes exceptional vocational and personal success on preferred source jobs in New York State. "Customer feedback is critical when you have workers without on-site supervision," said Jim Pitts, manager for Monarch's Enclaves program. "That's why we have Vinny over at the Joslin Diabetes Center. He went from working on a crew to being one of the outstanding and elite employees we were able to trust to manage a site alone. The compliments we receive from the employees over at the center are not only praiseworthy, but constant. They love him. Vinny exemplifies our Program Independence initiative and proves just how well it works."

Vinny has been with Monarch, Arc's vocational division, since 2012 and in that time has shown tremendous growth both in his personal and professional life. "When he came to us, he had the ability but was lacking skills," said Jim. "We had to cross many hurdles and navigate through some stumbling blocks along the way, but what made Vinny exceptional was his ability to listen." Vinny joined Enclaves after trying out many different jobs in the community; jobs he had trouble keeping. "Vinny sometimes listened to his peers more than his supervisors," said his mom, Kathleen, "and it wasn't paying off for him. He needed a little extra help when it came to learning responsibility. It was an up and down battle until Arc came along."

Today, Vinny works five days a week at three different sites with his primary focus at the Joslin Diabetes Center, a Preferred Source contracted job, where he is the head porter –cleaning 47 rooms, a lobby, waiting area and children's space. "I like working at a place where the people I work for respect and care for me," said Vinny. "It makes me feel good, like family. They all love me at my job, which makes me love my job."

Vinny's biggest accomplishment since working independently and gaining his own site has been his ability to become a leader instead of a follower. "Working at Joslin has proven to all of us that Vinny not only had the ability, but determination and drive to become more independent. He continually strives to want to do and learn more. Getting his own site gave Vinny the confidence boost and knowledge that working hard pays off," said Jim. Yet if you ask Vinny what the best part of his job is, he'll tell you that it's finding a work environment where he feels like he fits in. "Before I sat at home and did nothing. I had trouble keeping jobs. But now, I love going to work at Joslin. Everybody knows and respects me. I like seeing different people every day, and I love being invited to the office Christmas party. They make me feel like I'm a part of the team." Vinny says that he has also learned that increased responsibility and independence at work means more independence for himself out of work. "I make steady money. Money I can use to buy and do things for myself. I have a car, I can afford to buy gas for my car, I can go places and do things, it's great."

Arc Race Draws Huge Crowds



Almost 2,000 people packed Long Branch Park in Liverpool this past September for the 22nd running of the Arc Race. The annual road race is not only one of the largest, but oldest races in the area. Emceed by 93Q's Amy Robbins, the day offers a 5k, half marathon, 3k Family Fun Walk and the ever-popular Family Fun Zone.

"There's always a little something for everyone," said long-time volunteer and Arc executive director Ellen Gutmaker. "I've been volunteering at the registration table for over 10 years and I have to say, I am continually inspired at the amazing turnout we receive from community members, volunteers, athletes, families, sponsors and local vendors. It's a great reminder of why we do what we do."

Also back this year; Athletes in Tandem, a program which pairs community runners with athletes who have disabilities. "Two years ago at our inaugural running, six Arc individuals were able to compete in either the 5k or half-marathon with the help of Dennis Vanderheiden, Athletes in Tandem CEO, who not only helped lead the program, but donated the strollers for the Race so our athletes could compete. This year, we had 15 individuals from Arc compete and, thanks to the support of our local community and charitable organizations, we currently own 15 of our very own adaptive strollers for use in the Race and in the community throughout the year," said Ellen.



It takes the dedication and commitment of 250 volunteers, in-kind donations from over 50 local companies and organizations, and the support of over 1,500 runners and walkers in the Central New York community for the annual event to be a success year after year. "When the Race started over 20 years ago we had a half-marathon and 3k and a turnout of 300 registered participants," said Ellen. "It's inspiring to see its progress year after year."

Photos courtesy of Jim Cooke

Then & Now

23rd Annual
Achievement Awards Dinner
 June 8, 2017
 Marriott Syracuse Downtown

Join us as we celebrate the many achievements made by people with developmental disabilities and honor the businesses and community members who support them. Enjoy cocktails, dinner, and live & silent auctions.

www.arcon.org/events/dinner

476.7441 x 1147

New Opportunities and Old Favorites Thanks to Recreation Grant



The recreation committee was at it again, thanks to a grant from NYSARC, Inc. which affords recreational opportunities to individuals supported by Arc. This year, Arc individuals were able to attend a live performance of "The Phantom of the Opera" at Syracuse's Landmark Theater, attend a Magical Kingdom Ball where they were treated like royalty complete with crowns and a full-scale dinner, and of course, back by popular demand for the third year in a row, the ever-popular Alexandria Bay boat cruise in New York's pristine Thousand Islands.

"The events are always a wildly huge success," said Alyssa Benedict, Arc program manager and recreation committee member. "From dressing up in ball gowns to attending live theater in our own community, the people we support really

cherish the experiences and love the camaraderie." With over 200 people in attendance at the ball and almost 100 people who couldn't wait to go to A-bay, it's no wonder the yearly events evoke such enthusiasm from Arc program participants and staff. "The opportunities we're able to provide to our folks to try new things and resurrect crowd favorites is what really makes these experiences so special. To see a renowned musical with all the lights and glamour or to take a day trip and learn about some of New York's history provide unique opportunities we wouldn't be able to provide otherwise."

The Trustees of the NYSARC, Inc. Trust have approved a remainder fund grant of \$12,500 per chapter to provide recreational opportunities for people they support. Last year, the Chapter received a similar grant from NYSARC Trust Services to include a lunch boat tour of Alexandria Bay and a Halloween Bash complete with costumes, magicians and souvenir t-shirts. In addition, remainder fund grants totaling \$1,466,000 were awarded to support NYSARC guardianship programs statewide.

A total of \$1,874,000 in remainder grants was awarded in 2016 to support recreation and guardianship statewide. NYSARC Trust Services administers supplemental needs trusts that enable people with disabilities to remain in their home and community while retaining Medicaid services and other government benefits. Information is available on how NYSARC Trust Services may benefit you at: www.nysarctrustservices.org, phone 1-518-439-8323, toll free phone 1-800-735-8924 or e-mail at info@nysarctrustservices.org.



Join the *I Support...* Campaign

Dear friend,

The Arc of Onondaga Foundation was established in 2002 to ensure the financial future of Arc of Onondaga's programs and services. Since then, our commitment has mirrored Arc of Onondaga's steadfast support of individuals in our community with developmental disabilities.

This year, through fundraising initiatives and events such as our Annual Achievement Awards Dinner and the Dunkin' Run Arc Race, the Foundation was able to fund \$25,650 in improvements to the residences where 114 individuals live. Some increased safety and accessibility, others beautified the homes with new flower boxes, and many provided therapeutic and recreational equipment. All of the improvements made were to make life better for the individuals who are supported by Arc of Onondaga.

Arc of Onondaga strives to help people turn disability into ability and live self-directed lives. Staff members now view themselves not as caregivers, but as supporters. Earlier this year, Arc of Onondaga launched an internal "*I Support...*" campaign. Arc staff members put pen to paper to declare their support.

In the spirit of the "*I Support...*" campaign, we hope you will consider giving a gift to the Arc of Onondaga Foundation to show your support for individuals with developmental disabilities.

Thank you for your generous consideration.

Warm regards,

Sean K. Broderick

Sean Broderick
President, Arc of Onondaga Foundation



Please detach the below and send back in the envelope provided

Arc of Onondaga Foundation - Annual Appeal Pledge Form

- | | |
|--|---|
| <input type="checkbox"/> Diamond Circle - \$10,000 & up | <input type="checkbox"/> Leader - \$250 - \$499 |
| <input type="checkbox"/> Ruby Circle - \$5,000 - \$9,999 | <input type="checkbox"/> Advocate - \$100 - \$249 |
| <input type="checkbox"/> Platinum Circle - \$2,500 - \$4,999 | <input type="checkbox"/> Founder - \$50 - \$99 |
| <input type="checkbox"/> Gold Circle - \$1,500 - \$2,499 | <input type="checkbox"/> Supporter - \$25 - \$49 |
| <input type="checkbox"/> Silver Circle - \$1,000 - \$1,499 | <input type="checkbox"/> Other Gift: \$_____ |
| <input type="checkbox"/> Bronze Circle - \$500 - \$999 | |

Name: _____
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State: _____ Zip: _____
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Enroll me in the "**I SUPPORT**" Monthly Club! I would like to donate (please check one) minimum \$25 a month:
_____ \$50 a month _____ \$100 a month \$_____ Other amount Your donation will automatically be charged to your credit card monthly

I have included Arc of Onondaga in my estate plans I would like more information about giving a gift and receiving income for life

Please invoice me Enclosed check Visa MasterCard American Express Discover

Signature _____ Card # _____ Exp: _____

Annual gifts of \$500 or more entitles you to membership in the Legacy of Love Society. Included in any contribution is a complimentary membership in Onondaga County Chapter of NYSARC, Inc. Your membership is needed to send a message to legislators that the community supports Arc and its mission. Your name and address will not be shared with other entities for purposes of solicitation. Please initial on the line following this paragraph to decline this free membership. _____

IT'S BEEN A WONDERFUL YEAR



2016



Thanks to our friends at SEFCU, students at Parkside Children's Center are sure to be warm this winter! Their generous donation of 40 coats, hats and gloves came just in time for the changing CNY weather.



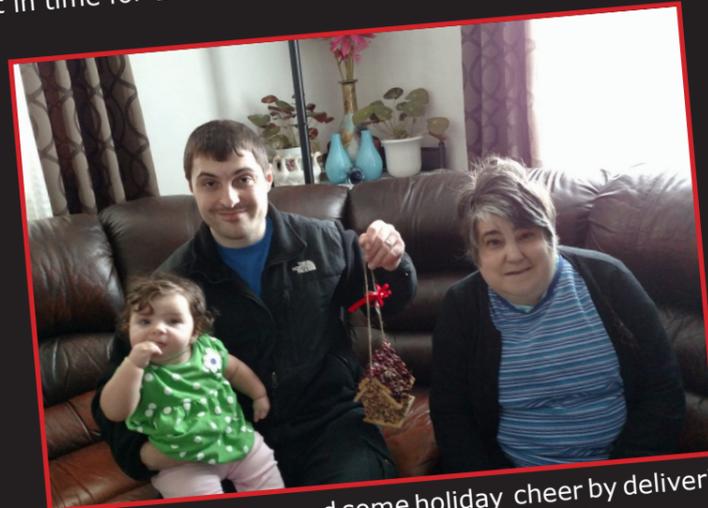
Elmbrook residents thanked their local community by delivering a hot box of coffee on a cold winter's day to those who serve to make our community a better place at the Manlius Fire Department.



Santa Claus made a special stop at Parkside Children's Center just in time for the holidays.



The Arc of Onondaga Foundation hosted a Donor Appreciation Reception in honor of all of those who gave throughout 2016 helping to turn disability into ability. Pictured above Mark Hettler, Arc Foundation board treasurer, stands with Joyce Carmen, Arc of Onondaga board member.



Arc resident Tina spread some holiday cheer by delivering a festive bird feeder to her next door neighbors.



Dorchester and Court Street communities surprised their neighbors with homemade cookies. After spending the day baking and decorating, residents went door to door hand delivering holiday treats.



All Around the Arc **Keep Going...Don't Stop...Keep Going**



After 15-year-old runner Chase Coleman was harassed and pushed to the ground at a high school track meet in Rochester, NY, he vowed to give up the sport he so dearly loved. But, thanks to the support of friends, family, fellow runners, teammates, coaches and classmates, the teen with autism took to the track again at a *Keep Going...Don't Stop...Keep Going* charity run this past November at Corcoran High School. With over 600 people in attendance, the event not only inspired Chase to keep doing what he loves, but also raised money for some charities near and dear to his heart, including Arc of Onondaga. Chase, his mother Clarise and running coach Mike Melfi, presented Arc with a check for \$750 this past November at Arc's administrative offices. Thanks to the Race, Clarise believes Chase was reenergized and it helped him remember why he loved running so much, hopefully enabling him to put the October incident in the past and KEEP RUNNING.

Photo from left to right: Lynne Ryan, finance director; Sandy Radziwon, CFO; Kaitlyn Hooley, MSC; Mike Melfi, running coach; Chase Coleman; Dale Marris, operations director; Clarise Coleman; Michelle Gillespie, assistant executive director

Safety First!

Arc of Onondaga held its first-ever Safety Fair this past July. Hosted by Arc's safety committee, the event was open to all programs and employees and featured the NYS Office of Fire Prevention and Control's fire safety house which offered a real-life simulation of how to safely escape from a burning building. Other highlights included how to properly administer CPR courtesy of the American Heart Association, on-site fire trucks thanks to the Syracuse Fire Department, and safe driving demonstrations.



the bill that granted basic human and civil rights for people of all abilities.



Ladies Only

Arc's wellness committee hosted its third-annual Ladies Only Retreat this past October in honor of national Breast Cancer Awareness Month. The event featured a little something for everyone and included free nail painting, hand massages, tutorials on giving self breast exams, giveaways, raffles, a photo booth, and the opportunity to write messages on balloons to those whom we have loved and lost through their courageous battle with breast cancer.



Monster Mash

Halloween was a spooktacular time to dress up and celebrate! Arc residential and day hab sites took to the party scene donning their scariest, funniest and downright prettiest costumes. A ghoulish time was had by all.



March on...

Hundreds marched through the streets of downtown Syracuse this past July in celebration of the 26th anniversary of the passing of the Americans with Disabilities Act. Waving posters and chanting rally cries, advocates from all walks of life banded together in support of

Celebrating Summer

Milestones visited the Camillus sunflower maze. What a great way to enjoy the outdoor CNY scenery!



Support Arc of Onondaga while promoting your business!

Advertise in *Patterns* newsletter and reach thousands!



Patterns is published three times per year (January, April and October).

Advertise in one or all three issues!

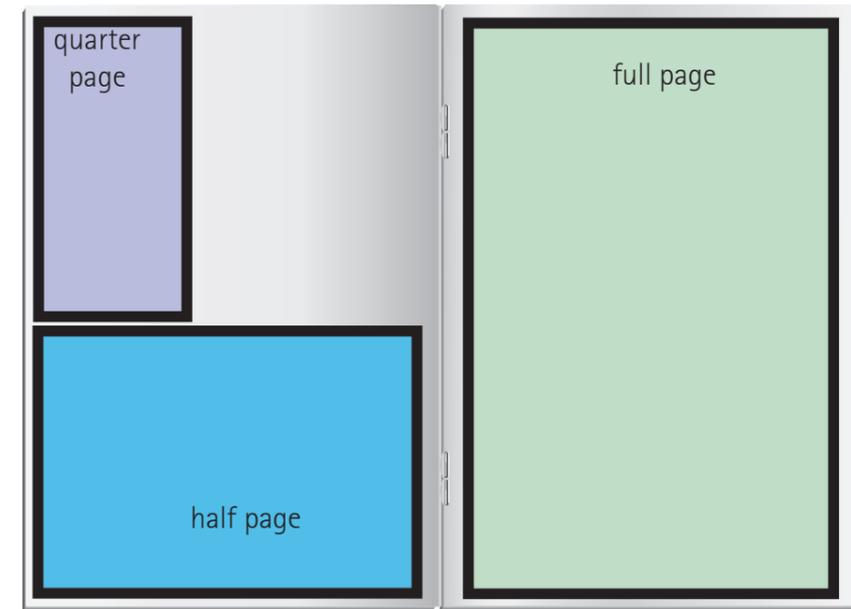
SIZES AND PRICING

Full Page 7 1/2" (W) x 10" (H)
1 x \$600
3 x \$500

Half Page Horizontal 7 1/2" (W) x 5" (H)
Half Page Vertical 3 5/8" (W) x 10" (H)
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3 X \$300

Quarter Page 3 5/8" (W) x 4 7/8" (H)
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3 X \$175

Business Card 3 3/4" (W) x 2 1/4" (H)
1 x \$125
3 X \$95



PDF, JPEG, or Adobe CS preferred

Graphics at 300 dpi are ideal

Artwork is due:

April 1 (April issue)

October 1 (October issue)

December 1 (January issue).

Please submit artwork via email to: Christine.Hall@arcon.org

To advertise in *Patterns* in support Arc of Onondaga contact:
Joanna Jewett at **476-7441 X 1103** or jjewett@arcon.org



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Christine Hall

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Christine Hall

Arc of Onondaga is an Equal Opportunity Employer

SERVICES:

Arc of Onondaga is one of the largest providers of services to people with developmental disabilities in Onondaga County serving thousands of individuals and their families and employing 500 people. With nearly 40 different sites throughout Central New York, Arc provides a wide array of services including residential, day, employment and clinical, and recreation programs. In addition to these supports and services, Arc operates two major subsidiaries: Parkside Children's Center, an integrated preschool and Monarch, a vocational program and outsourcing company with corporate partners throughout the region.

Clinical Services	476-7441	Parkside Children's Center	468-1632
Horizons Clinic	Ext. 1167	Evaluation Services	
Day Services		Family & Parent Support	
Day Habilitation	579-5625	Pre-School	
Senior Retirement	579-5625	School-Age Transition	
Community Outreach & Family Support Services	473-5068	UPK for SCSD	
Community Recreation Services		Residential Services	476-7441
Corporate Guardianship		Residence Living	Ext. 1160
Medicaid Service Coordination		Supportive Apartment Living	
Family Reimbursement		Administrative Offices	476-7441
Monarch	476-7441	Office of the Executive Director	Ext. 1122
Community-Based Employment	432-5560	Development & Public Relations	Ext. 1103
Supported Employment	437-2025	Facilities & Operations	Ext. 1162
Transition to Career	437-2025	Finance	Ext. 1152
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