



# The Arc<sup>®</sup>

## of Delaware

# Achieve with us.

## Celebrating 60 Years of Service to the Community

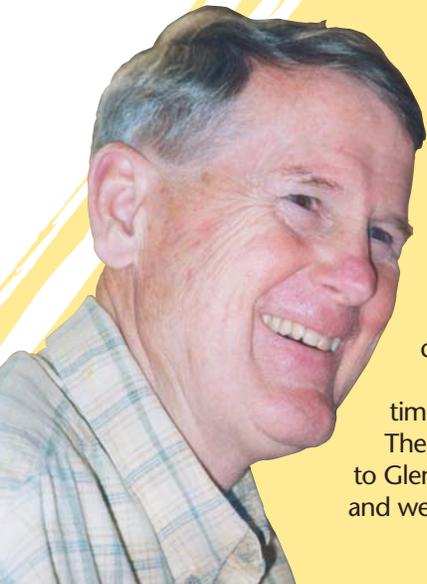
The Arc of Delaware was incorporated 60 years ago on May 14, 1953. Since its founding, our agency, our staff and our members have worked tirelessly and with a deep commitment to improve the lives of Delawareans with intellectual and developmental disabilities (I/DD) and their families. Much has changed in the intervening decades and we are proud of our many important accomplishments. Today, we have thriving housing, employment, outreach and social programs, and are firm in our commitment to advocate for the rights and full participation of all people with I/DD.

In 1950, The Arc of the U.S. was founded by a small group of dedicated family members and concerned community supporters who wanted to give a voice to people with I/DD who were most often a hidden and forgotten population. In fact, it was not uncommon at that time for doctors to tell parents that the best place for their children to live was in an institution. But many parents wanted to raise their children themselves, and so the fight began for human rights, community integration, and funding for services for persons with I/DD. This movement quickly caught fire and spread across the nation. Today, there are over 700 chapters of The Arc in the U.S. From the beginning, The Arc concentrated on educating people on the needs of those with I/DD, as well as their rights and abilities. Soon, changing laws and public policy to promote deinstitutionalization and opportunities for meaningful lives of choice and inclusion in the community came into focus. Advocacy was the foundation of The Arc movement and remains our focus today.

Much has changed in 60 years, but our work is far from over. People with I/DD go to school and to work, live in the community, marry and are involved in places of worship. However, many others cannot find jobs, live at home with their aging parents and are unable to make friends and develop social networks and support communities. Statistics show that as of April 2013, only 20.7% of Americans with disabilities are in the workforce (National Disability Rights Network), and that the Public Vocational Program reports that for the same period, people with disabilities have the highest unemployment rate among people who want to work.

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## Glenn Hitchens



Glenn Hitchens recently announced his retirement from his many volunteer activities at The Arc of Delaware. His involvement with The Arc began in 1973 when he first became a committed advocate for individuals with intellectual and developmental disabilities in Delaware.

Glenn was born in Milford and attended Dickinson College and their school of Law graduating in 1967. He became a prominent attorney in Dover at the Morris James Firm and advocated for the needs, rights, and dignity of those without a voice. As a calm and compassionate gentleman, Glenn supported The Arc's mission giving generously of his time and expertise. He served on The Arc's Board of Directors, the Housing Advisory Committee, and as a group home monitor. He was instrumental in promoting educational workshops so that families could identify the entitlements and services that were available for their family members with intellectual and developmental disabilities.

The Mid-Del Committee was privileged to have Glenn as President and as Vice President multiple times. He was honored at The Arc's 50th Anniversary in 2003 with a Lifetime Achievement Award.

The Arc's Board of Directors and the Mid-Del Committee extend their deep gratitude and appreciation to Glenn for more than 40 years of service. We honor his impressive legacy and wish Glenn a long, happy and well deserved retirement.

## Choice, Empowerment and Advocacy • Part II of II • July 19, 2013

*In Part I of this article in our Spring, 2013 Newsletter, I shared some thoughts on choice, empowerment, responsibility, influence and advocacy as related to each individual with intellectual or developmental disabilities (I/DD) and their very personal life journey. This Part II continues that discussion.*

Over the past decades, some of the leading professionals in the field of services to persons with I/DD have developed, refined and shared the concepts of “person centered services”, “self-determination”, “lifestyle choices” and “empowerment.” Stripped of jargon and the vagaries of ideology, these terms are really all about choice.

Of course, as with all persons, individuals with I/DD must first be taught about, supported and given the opportunity for the simplest and most basic rights and choices. This may start with choices about daily activities, what to wear and what to eat. If we think about the nature and order of our own learning and maturation processes, we can often intuitively see which choices and responsibilities an individual is ready for next, as they continue to learn and grow.

But empowerment begins with the recognition that all persons are capable of and have an essential right to “choice” in their lives. True freedom and the quality of life for each of us increase in direct proportion to our abilities and opportunities to make choices.

Can every person with I/DD lead a fully independent, empowered, quality life without support or advocacy from others? The answer of course is “No.” If you think about it, as social beings, it is probable that none of us could have a quality life without support from others. The more essential question is: “Can every person with I/DD learn and be supported to make more choices in their life?” I believe the very important answer is “Yes.”

For all of us who support persons with I/DD, of necessity, we also have to carefully evaluate the capacity of each person to understand each important choice, and their specific ability to make that choice in a responsible and informed manner. The risks involved for the individual; the knowledge, skills and responsibility levels of the individual; the impact the choice may have on other persons; and the resources available to support the choice, are among the often critical issues which must be weighed very carefully by the individual and by others who support that person. It follows that education, training, guidance and influence must be provided to persons we are supporting in a very judicious,

individualized and ongoing manner. In some cases, we may have to assist an individual more actively in making a responsible choice. And finally, when a person is clearly not capable of responsibly making their own informed choice, that person may need someone else to make the decision on his or her behalf. Supporting people in making uninformed or irresponsible choices, often based on the pretext of “It’s his/her right !” can have consequences which range from unfortunate to tragic. However, deciding for a person should only be done as infrequently as possible and only when absolutely necessary. More importantly, it must be done in a manner which is as responsive as possible to the person’s preferences, choices, human rights and legal rights — as well as their health, human dignity, safety and well-being.

In my view, choice and self-advocacy are part of the same continuum of personal empowerment and growth. Advocates are parents, professionals and others who support individuals, our communities and our society to recognize and promote the choices, rights and opportunities to which any person should be entitled.

Self-Advocates are persons who pursue these same choice, rights and empowerment outcomes for themselves and others who share their challenges.

The Arc’s celebrated history was largely built on parents, family and other interested parties advocating for persons with I/DD. Certainly, there will always be a critical need for advocates in The Arc’s work and mission. However, The Arc’s present and future are more and more about promoting choice, empowerment and self-advocacy for the individuals with I/DD whom we serve or support.

*Again I invite you to contact me at [tolson@arcde.org](mailto:tolson@arcde.org) or 302-996-9400 x 110 if you would like to discuss or even disagree with my opinions as stated above. The issues involved are extremely complex and challenging. Nonetheless, I believe it is imperative for all involved to continue our conversations on these issues... and to challenge ourselves and those we love, as we continue pursuing choice, freedom and quality of life for all persons with I/DD.*

Terry Olson,  
Executive Director



*Achieve with us.*



## Run/Walk & Roll 2013: A Great Community Success

Chilly, breezy conditions and overcast skies did not dampen anyone's spirit as the First State Harmonizers sang the Star Spangled Banner and 166 participants ran, walked, or rolled through beautiful Wild Quail Golf and Country Club in Wyoming, Delaware on April 20, 2013.

This year's event was the 13th annual and was dedicated to the memory of Mary Horn who served The Arc as Mid-Del's office manager, and later as a committee volunteer for some 40 years until her passing in February 2013. All of her children, and many of their children, participated in the race to support a cause she so dearly loved. Many Arc employees, Board Members and friends also joined "Team Mary" releasing balloons just prior to the start of the race.

Team DeSanctis — led by Tony DeSanctis, who originated the "team concept" for the Run/Walk & Roll — participated for the sixth year. Over the course of their involvement, he and his team have raised an outstanding \$24,300 for The Arc of Delaware. Returning teams included strong participation from the group home residents of Hidden Acres and of KenCrest Services, as well as Team KSI, Team Easter Seals organized by Arc Board member Cheryl Roach, and Team Charlton which included Mid-Del Committee member Monty Garrett. Several new teams were welcomed including: Team DMV organized by Mid-Del Committee member Brenda Wilson; Team McDonald's, sponsored by Sanders Management Corporation, owned by Lanie & Mark Salebra; and Team Ross Spell, whose members included Arc Board members Megan Fioravanti and Nancy Dietz and their Uncle Ross. Although not a race participant, the Chick-fil-A mascot was also on hand to cheer everyone on.

This event is truly a community endeavor and it succeeds because of the support of so many local businesses and friends of The Arc. This support comes in many forms — both front line and behind the scenes, from coordination of the venue to water stops along the route, as well as race management, identifying award and shirt sponsors, traffic control, photographers, and more. We also extend our deep appreciation for the financial support of our many loyal donors.

Thanks to **EVERYONE** involved, The Arc of Delaware raised a profit this year of \$15,500 from this year's Run/Walk & Roll. We are truly grateful to have such outstanding community involvement to help us to continue our mission *"To improve and enhance the quality of life for individuals with intellectual and developmental disabilities and their families."*





# 60th

## Celebrating 60 Years of Service to the Community

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In 2010, Arc of the U.S. compiled its *Family and Individual Needs for Disability Supports Survey* by interviewing 5,000 families across the U.S. and reported that one out of five families had been forced to have someone quit their job to stay home and support the needs of their family member with I/DD; 52% of families stated that their family member with I/DD left school without receiving a diploma;

85% of families reported that their adult family member with I/DD was not employed, either part-time or full-time; 61% say they worry that the person they support might have to live somewhere against their wishes and choice; and 62% worry that they don't have a plan for where the person they support will live when the parent or caregiver gets older or passes away. Clearly, much work needs to be done. And so we begin our work for the next sixty years.

In upcoming newsletters, we will focus more specifically on the history of The Arc of Delaware and we would welcome input and information from our members and readers. Please contact Patricia Kelleher at [pkelleher@arcde.org](mailto:pkelleher@arcde.org) or **996-9400 x 106** if you have information on the history of The Arc of Delaware.

### Funder Spotlight: The Welfare Foundation

In 2012, The Arc of Delaware received a very generous donation of \$50,000 from the **Welfare Foundation** to make accessibility upgrades to ten of our group homes. The Arc of Delaware faces escalating capital costs each year to ensure that the homes can be adapted to allow our residents to age in place, because that is what they desire. Partnering with the Welfare Foundation helped The Arc proactively address items of concern.

This funding from the Welfare Foundation had a profound impact on the lives of the residents of the now renovated homes and we are deeply grateful for the support. The completed work included creating six fully accessible bathrooms, two accessible kitchen renovations, two driveway expansions to accommodate wheelchair accessible vans and the renovation of a sunroom.

### **The Arc of Delaware is generously supported by the following corporations and agencies who have recently given gifts:**

- Delaware Community Foundation** - \$8,000 for group home renovations
- Knights of Columbus Santa Maria Council #195** – in the amount of \$650 for operating support
- New Castle County Community Services** - \$8,000 in support of our Housing Options Program
- The State of Delaware, Grant-in-Aid** - \$12,740 to support Case Management
- State Farm Insurance** - \$1,000 in support of the Mid-Del Walk/Run & Roll
- United Way of Delaware** – \$63,681 in support of all Arc programs in Delaware

We thank the above funders who partner with The Arc of Delaware to ensure that Delawareans with intellectual and developmental disabilities are provided with opportunities for enriched lives in the community. We could not do our work without their help.

## Achieve with us.

### Arc Board Members in the News

We are proud of all of our dedicated and talented Board members and congratulate Megan, Nancy and Lanny on their recent professional achievements:

**Megan Fioravanti**, Board Secretary, received a Nursing Excellence Award from Christiana Care in May, and was



Left to right: Megan Fioravanti, Ross Spell and Nancy Dietz

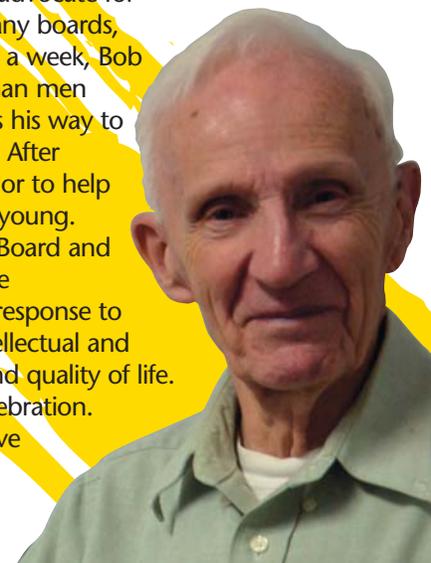
### Bob Osgood

Bob Osgood is the very best mix of Yankee know-how and Southern courtliness; he is hard working, steadfast and devoted to the ladies in his life, particularly his daughter Sandi who has an intellectual disability and lives in an Arc group home in North Wilmington. He is always willing to help and is deeply concerned about the welfare of others. Bob Osgood is a gentleman.

Bob was born and raised in Vermont and met the love of his life, Shirley, in Tennessee where they married and started a family. Eventually, the DuPont Company moved them to Delaware and Bob has been a dedicated advocate for people with intellectual and developmental disabilities in our State ever since. He has served on many boards, commissions and committees both in Delaware and nationally, and continues to do so. Three days a week, Bob gets up at 4:00 a.m. so that he can swim at 5:00 and be at work at 6:00 – he has more stamina than men many years his junior; in fact, Bob is tireless. After putting in several hours at his job, he then makes his way to The Arc of Delaware where he volunteers on finance and accounting tasks until the mid-afternoon. After returning home to walk Dixie, his Cairn terrier, he will often head out again – to dinner with Sandi or to help Mosaic with its development activities, or to a meeting associated with his church. Bob is 86 years young.

Bob has been a true gift to The Arc in many different ways over the years. He has served on the Board and also as Board President, as well as a group home monitor, and is currently a member of the Finance Committee. He and Shirley, who sadly passed away in 2010, created the Necessity of Life Fund in response to needs they witnessed in the community. Necessity of Life has helped countless individuals with intellectual and developmental disabilities by making grants to purchase items essential to maintain their dignity and quality of life.

In 2003, Bob was honored with a Lifetime Achievement Award at The Arc's 50th Anniversary celebration. He has dedicated more than 40 years of service to The Arc of Delaware. We are very grateful to have Bob as part of our Arc family; he is an inspiration to us all, staff and volunteers alike.



named a Johnson & Johnson School Health Leadership Fellow earlier this year.

Megan's sister and fellow Arc Board member, **Nancy Dietz**, was honored by a Wilmington City Council Resolution for career achievement upon retiring from the Wilmington Police Department. Nancy was the first woman to achieve the level of Inspector in the Department.

**Lanny Edelsohn**, Vice President of The Board of Directors and member of the Finance Committee, was recently honored by his alma mater, Drexel University College of Medicine, with their Outstanding Alumni Mentor Award.



Lanny Edelsohn with his son Andrew.



**The Arc**  
of Delaware

# Mid-Del Message

## Mid-Del Expands its Recreation Activities

In addition to nine monthly dances and an annual picnic, the Mid-Del Committee launched its first movie night on the evening of Friday, June 14, in partnership with Wyoming United Methodist Church. Thanks to the overwhelming generosity of the church and Susan Hajec, Chairperson of its Access Group that ministers to people with disabilities, approximately 80 participants munched on popcorn and sipped soda while watching “Beverly Hills Chihuahua,” in the spacious Family Life Center. Members of the Church’s Youth Group and their advisors were on hand to welcome the guests. It was evident from the smiles and laughter coming from the audience that a great time was had by all.



There is no charge for the movies, but a donation to the church’s food pantry is suggested. For more detailed information, please contact Janice Watkins at the Mid-Del Arc Office in Dover at [jwatkins@arcde.org](mailto:jwatkins@arcde.org) or **(302) 736-6140**.

## Mid-Del’s Annual Dinner

The Mid-Del Committee of The Arc of Delaware held their annual Awards Dinner on June 24 at the Wesley United Methodist Church fellowship hall in Dover. Outstanding Service Awards were given to Lynn Knable and Irene Marsh for their assistance to Delawareans with intellectual and developmental disabilities. Glenn Hitchens was presented with a Lifetime of Service Award, and Tony DeSanctis received a special tribute for his major contribution to our 2013 Run, Walk & Roll fundraiser. A highlight of the evening was “Let me call you Sweetheart” sung by the Diamond State Four Quartet to a table full of our special guests.

### UPCOMING EVENTS

- August 5**      **Golf Tournament and Silent Auction** at Hartefeld Golf Club
- August 23**    **Sports Night Dance** at Wyoming United Methodist Church at 6:30 p.m.
- September 28** **Mid-Del Picnic** at Killens Pond, Pavilion #1, 11:00 a.m. – 2:00 p.m.
- October 18**    **Mid-Del Dance** at Cheswold Fire Company, 7 – 9 p.m., sponsored by Family Court
- October 19**    **Monster Mile Walk** at Dover Downs
- November 15** **Mid-Del Dance** at Cheswold Fire Company, 7 – 9 p.m., sponsored by the Ladies of the Elks
- December 13** **Mid-Del Dance** at Wyoming United Methodist Church, sponsored by families

**2013 is the 60th Anniversary  
of The Arc of Delaware!**

**60th**

*Achieve with us.***Combined Statement of Activities***For the Year Ended December 31, 2011*

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
<b>SUPPORT &amp; OTHER REVENUE</b>				
United Way	\$ 17,991	\$ 74,251	-	\$ 92,242
Federal & state grants	131,467	-	-	131,467
Contributions	156,117	35,500	-	191,617
Gifts-in-kind	106,688	-	-	106,688
Special events	88,653	-	-	88,653
Membership dues	400	-	-	400
Management fee income	122,814	-	-	122,814
Rental income	2,138,174	-	-	2,138,174
Other sources	76,009	-	-	76,009
Investment income	4,369	-	-	4,369
Net gain on investments	(1,500)	-	-	(1,500)
Net assets released from restrictions	146,667	(146,667)	-	-
<b>Total Support &amp; other Revenue</b>	<b>2,987,849</b>	<b>(36,916)</b>	<b>-</b>	<b>2,950,933</b>
<b>EXPENSES</b>				
Program services	2,994,129	-	-	2,994,129
Management & general	144,116	-	-	144,116
Fund raising	69,968	-	-	69,968
<b>Total Expenses</b>	<b>3,208,213</b>	<b>-</b>	<b>-</b>	<b>3,208,213</b>
<b>CHANGE IN NET ASSETS</b>	<b>(220,364)</b>	<b>(36,916)</b>	<b>-</b>	<b>(257,280)</b>
<b>NET ASSETS - BEGINNING OF YEAR</b>	<b>544,772</b>	<b>65,790</b>	<b>3,736,250</b>	<b>4,346,812</b>
<b>NET ASSETS - END OF YEAR</b>	<b>\$ 324,408</b>	<b>\$ 28,874</b>	<b>\$3,736,250</b>	<b>\$4,089,532</b>

**Combined Statements of Financial Position***For the Year Ended December 31, 2011*

	2011	2010
<b>ASSETS</b>		
<b>ASSETS</b>		
Cash		
Unrestricted	\$ 430,243	\$ 310,317
Restricted	776,942	877,810
Certificates of deposit	-	26,775
Accounts receivable	76,023	85,722
Prepaid expenses	8,170	16,223
Investments	23,262	24,819
Property & equipment, net of accumulated depreciation	17,041,607	17,592,037
<b>TOTAL ASSETS</b>	<b>\$18,356,247</b>	<b>\$18,933,703</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>LIABILITIES</b>		
Accounts payable	\$ 41,364	\$ 169,398
Accrued payroll	34,429	76,408
Accrued expenses	103	16,172
Deferred revenue	27,313	53,375
Line of credit	60,843	107,825
Unfunded pension liability	103,407	17,019
Long-term debt	13,999,256	14,146,694
<b>TOTAL LIABILITIES</b>	<b>14,266,715</b>	<b>14,586,891</b>
<b>NET ASSETS</b>		
Unrestricted	(440,163)	(234,446)
Housing capital	764,571	779,218
Other	28,874	65,790
Temporarily restricted	3,736,250	3,736,250
Permanently restricted	4,089,532	4,346,812
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>\$18,356,247</b>	<b>\$18,933,703</b>

## Over \$174,000 in Grant Funding Received in 2011

The following corporations and agencies gave gifts in 2011 to The Arc of Delaware:

<b>Sussex County</b> .....	\$1,000	<b>The Christmas Shop</b> .....	\$1,000
<b>Panera Bread</b> .....	\$3,117	<b>Palmer House</b> .....	\$10,000
<b>Delaware Developmental Disabilities Council</b> .....	\$5,000	<b>New Castle County</b>	
<b>Grant-in-Aid</b> .....	\$12,480	<b>Community Development Block Grant</b> .....	\$10,000
<b>Bank of America</b> .....	\$30,000	<b>DFRC</b> .....	\$27,800
		<b>United Way of Delaware</b> .....	\$74,251

## Visit from the Knights of Columbus

Ed Connolly and Herman Romero of the Knights of Columbus Santa Maria

The Arc of Delaware

Our mission is to improve and enhance the quality of life for individuals with intellectual and developmental disabilities and their families.



Council # 195, based at Immaculate Heart of Mary Church in North Wilmington, dropped by The Arc recently to present a check in the amount of \$650 to support our services and programs. These funds were raised during their annual Tootsie Roll Drive which raises money to help agencies such as The Arc, Special Olympics and the Mary Campbell Center in our efforts to improve and enhance the lives of people with intellectual and developmental disabilities.

We are grateful to the Knights for their ongoing support of The Arc of Delaware.

## DFRC's Blue/Gold Game

Arc volunteers, members and staff spent a fun evening tailgating at the Blue/Gold game on Saturday, June 22, and led the parade of DFRC-funded organizations that walked onto the field before the main event. Self-advocates Danny Yonker, Kim Jones and Derek Trier led the parade, carrying The Arc banner and proudly representing the agency.



## Staff News

We are excited to announce one promotion and two new hires in recent months:

**Sheba Brown** has been promoted from part-time Employment Specialist to Outreach Coordinator as of May 16, 2013. Sheba has been with The Arc since October 2012. She came to us from Philadelphia where she worked as a Social Worker for the Juvenile Justice Center and Caring People Alliance for eight years. Sheba has a BA in Communications from Temple University and is presently working on an MA in Counseling Psychology.

**Jessica Arencibia** joined The Arc on May 6, 2013, as our first full-time Employment Specialist. Jessica graduated from American University with a BA Double Major in Sociology and Journalism. After taking a break to begin her family, she returned to work as a sales associate although her goal has always been to work with individuals with disabilities. Jessica has extensive experience as a volunteer throughout her college career with such organizations as Habitat for Humanity, LIFT Peer Mentorship/STEP and Community Council for the Homeless.

**Lauren Lindgren** joined The Arc on April 29, 2013, in the newly created role of Community Relations Manager with responsibility for expanding the agency's fundraising and marketing activities. Lauren is a graduate of Millersville University who brings a great deal of experience in social media, public relations and event planning to the position from her previous role as Communications Coordinator with the Burlington Camden County Association of Realtors.

Left to right:  
Jessica Arencibia,  
Sheba Brown  
and Lauren  
Lindgren



**The Arc**  
of Delaware

2 South Augustine Street, Suite B

