



Spotlight



Providing services for people with disabilities and their families since 1951.

What We Are Thankful For

The holidays are a joyous season bringing families and friends together to celebrate a special time. There is a lot to be thankful for as we reflect on the good things in life and are grateful for all we have.

At The Arc of San Diego, we asked our consumers to share things they are most thankful for this holiday season.

Carol Bandenbusch



My family, people I live with, my home, my food, and things I do here.

I Am Thankful For...

Chris Hill



I'm thankful for my brother who helps me at home.

Rachal Gomez



I am thankful for Rosa, the home where I live and for all my friends.

Patricia Herrera



Doy gracias por todo, porque me tienen aqui en el programa, estoy muy feliz, muy contenta.
I give thanks for everything, because they have me here in the program, I am very happy, very cheerful.

Stephanie Wagner



For turkey, my mom, dad, the staff, the art gallery, and learning to work in the computer lab.

The Arc of San Diego is thankful for all YOU do to support children and adults with disabilities.

Happy Holidays from The Arc of San Diego, our consumers, and staff.

President's Message



Happy Holidays! I would like to extend my personal thanks to all of our supporters as you celebrate the holiday

season. This special time of the year gives us an opportunity to reflect upon what we are grateful for and to help those in need.

We are grateful for our dedicated staff whose tireless work improves the quality of life for those in our programs.

We are grateful for our devoted volunteers who give of themselves in the service of others. There is no more rewarding gift than giving of yourself, your time, and your talent.

We are grateful for all of our members for believing in our mission and helping to strengthen our organization.

We are grateful for our donors. Through your generosity, we are making a difference in the lives of children and adults with disabilities.

We hope you enjoy this wonderful time of year and ask that you keep The Arc of San Diego in mind as you consider your charitable giving. As you may know, our organization continues to be underfunded by the State of California and relies on private donations in order to continue providing programs and services. If you have not already made a holiday gift to The Arc, please consider supporting children and adults who are living with conditions that make day-to-day life more challenging.

You can help by:

- Making a contribution to The Arc of San Diego
- Donating a gift from our wish list
- Volunteering in one of our programs

Thank you for your continued assistance. Best wishes for a wonderful holiday season and happy New Year!

David W. Schneider
President & CEO

Leading The Way



Chris Shilling, Area Director East County Training Center

The Arc of San Diego is pleased to welcome Chris Shilling as the new Area Director for the East County Training Center (ECTC). Prior to joining ECTC, Chris served as Regional Operations Manager at the Center for Autism and Related Disorders (CARD) where he was responsible for operational systems and policies of providing Applied Behavior Analysis (ABA) therapy for children with autism. He brings energy, ideas, and an enthusiastic commitment to our mission.

Chris holds a Master's Degree in Organizational Leadership, a Bachelor's Degree in Business Management, and is currently pursuing a doctorate in Organizational Leadership.

A lifelong resident of Chula Vista, Chris has served as Chairman of the City of Chula Vista Board of Ethics for the last six years. He also coaches boys' varsity basketball at High Tech High in Chula Vista. Chris is married with two young daughters and a son. In his free time, he enjoys playing fantasy football and watching movies and sports.

East County Training Center offers services to 135 consumers and employs 45 staff.



Stephen R. Hojsan, Area Director North Shores Vocational Center

The Arc of San Diego is pleased to name Stephen "Steve" Hojsan as Area Director of North Shores Vocational Center. Steve has been part of The Arc of San Diego since 1996. Most recently, he was Director of Arc Enterprises and will retain this position.

As Area Director, Steve's overall goal is two-fold: increase activities for consumers and define expectations and responsibilities for staff. A personal goal is to share resource talent between Arc Enterprises and Day Program personnel.

Steve's background includes significant experience in the corporate world, working 21 years at ITT Avionics in New Jersey as Industrial Engineer, Human Resources Recruiter, and Senior Project Manager. At ITT he had the opportunity to work with a team that provided sub-contract work to three sheltered workshops, and, shortly after moving to San Diego in 1994, Steve made the transition to the non-profit sector. He began his career with The Arc of San Diego as Manager of Rex Industries (Arc North County) followed by Assistant Director of Arc Enterprises.

Formerly from New Jersey, Steve graduated from the New Jersey Institute of Technology with a Bachelor of Science Degree in Industrial Engineering and obtained a Master of Arts Degree in Psychology from Montclair State University. He is also certified as a Competent Toastmaster in Toastmaster's International.

In his spare time, Steve works with stained glass and plays the blues with a few of his Arc colleagues.

North Shores Vocational Center serves 150 consumers and employs 42 staff. Arc Enterprises has 275 consumers and 50 staff at its four locations.

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Measuring Quality

The goal of The Arc of San Diego is to be the leader in defining, measuring, and delivering superior services to consumers. To achieve this we use *Outcomes Measurement*, an evaluation tool that helps strengthen programs and create value. Every year, consumers participate in *Outcomes Measurement** answering questions on quality, effectiveness, efficiency, and satisfaction with services and support.

Below is a summary of results.

**Outcomes Measurement data applies to individuals recommended for service through the San Diego Regional Center and Department of Rehabilitation.*



100%

Early Intervention Success

Infants and toddlers show progress in developmental age in a minimum of three developmental areas.



98%

Program Quality

Consumers express overall improvement in quality of life.



96%

Satisfaction

Consumers and families overall satisfaction with programs.



96%

Effectiveness

Families and caregivers demand for respite hours met.



76%

Overall Program Goals

We met 2,486 of 3,284 goals.

Highlights

Parent/Infant

Ipads proved to be an additional learning tool for children who are very motivated by the immediate response, music, bright colors, and movement.

Wages

Consumers in ACES Direct Placement Program averaged \$10 per hour and a 30-hour work week.

Seniors

Consumers met 100% of objectives in self-advocacy and therapeutic recreation and averaged above 90% in communication, community-based training, self-help, socialization, vocational, health, and welfare.

Community Living Services

Independent Living Services reported zero staff turnover for the year and residents were involved in 14 social opportunities, community gardening, donations to food bank, and 70 disaster preparedness backpacks. Occupancy at our homes was at an all-time high of 98.6%.

Activity Centers

Consumers expressed high satisfaction with availability of ancillary activities - music therapy, painting, stepping out exercise, yoga, computers, public speaking, and self-advocacy. Consumers using English as a second language showed improvement in communication as a result of access to the computer lab.

MISSION

The Arc of San Diego supports and empowers people with disabilities to achieve their life goals.

Honor Roll

Thank you for supporting The Arc of San Diego with your membership! We have made every effort to provide a complete and accurate listing of individuals and organizations who contributed during the past year. If there is an error or omission, we sincerely apologize. To correct our records, please contact Rhonda Handy at (619) 685-1175 ext. 295.



Ross
Respite Services

Circle of Light (\$1,000+ Above)

Ability Center
Alliant Specialty Insurance
Services - Glenn Chapin
Anonymous
Karin S. Barnes
Alfred & Elaine Barrack
Downie & Karen Beckett
Robert L. Beckett, Esq.
Gilbert, Edith, Danny Benavidez
Barbara L. Borden
Ron Blair
Bruce & Lorene Bowers
Boys & Girls Foundation
Mike & Kathy Brault
Bulova Gale Foundation
California Bank & Trust
California Communications
Access Foundation
Palmer & Maddie Chase
Clelland & Company, Inc. –
Robert & Becky Clelland
Kathryn Collison &
Robert Garvie
Community Service Association
of San Diego City Schools
Michael & Sherri Cushing
Cubic Corporation
Anthony DeSalis &
Dr. Gaynell Laptosky
Fernand & Suzanna Da Fonseca
Ellis Family Foundation
Catherine E. Fanning
FCE Benefit Administrators, Inc.
Kim & Marilyn Fletcher
General Atomics
Genuardi Family Foundation
Anthony A. Ghio
Paul & Janice Gilbert
Frank & Lee Goldberg
Grossmont Healthcare District

Gerald, Ingrid, & Mark Hansen
The Hervey Family Non-
Endowment Fund at
The San Diego Foundation
Norma Hidalgo del-Rio, RPh
Bill & Susan Hoehn -
Hoehn Motors
Michael & Marie Hornik
Susan Jackson
Jeanne Jones & Don Breitenberg
Kathleen Shedd
Special Needs Trust
Charles & Maureen King
King's Printing – Sabel Aguiar
Knights of Columbus
Council #9022
Knights of Columbus
Council #10802
Knights of Columbus
Council #11439
Knights of Columbus
Council #13124
Jon & Linda Kurtin
Dr. Paul Kurtin & Dr. Ilona Szer
Paul & Judith LaBounty
Las Patronas
Las Primeras
Kurt L. Lembach
Mike & Liz Lichtenberger
Chad Lyle
Barbara Gale Maisel
Richard J. Meurer
Keith Miller
Mary Von Scoyoc Morgan
The Michael Ehrenfeld
Company – Jamie Reid &
Gabe Erle
Mountain View Services, Inc
James & Pamela Murphy
Mutual of America
Virginia Napierskie
Anthony G. Navarra, Sr.
Newman's Own Foundation
North Island Credit Union
Northern Trust Charitable
Giving Program – SJB Donor
Advised Fund
The Oak Tree Philanthropic
Foundation
John & Phyllis Parrish
John & Peggy Peloquin
Mara L. Penick &
Kimberly Penick
Qualcomm Charitable
Foundation
James & Denise Reynolds
Ron's Pharmacy –

Belville Enterprises, Inc.
Mary Ruth Russell
Samuel and Catherine
French Fund
San Diego City Firefighter
Local 145
San Diego County Employees'
Charitable Organization
(CECO)
San Diego Forum
San Diego Gas & Electric
Sharp Health Plan
Sidney Stern Memorial Trust
David & Janet Schneider
Dan & Barbie Spinazzola
Richard & Gaby Sulpizio
Summit Container Corporation
Cruz Swedelius
Sylvester Roofing Company, Inc.
The John M. & Sally B.
Thornton Foundation
Katrina L. Thompson
Andrew & Terri Thorn
US Bank
Walmart Foundation
Ed & Noreen Walton
Wawanesa Insurance
Albert & Armi Williams
Bertie & Jacqueline Woolf
Emma Y. Zink
Leo & Emma Zuckerman

Circle of Love (\$500.00 - \$999.99)

J.E. & Miwako Allen
Michael Baty
Angela E. Bear
Mike & Peggy Bennett
Jim Bosley
Katherine A. Bozart
Suzanne W. Brower
Esther A. Coit
Ashok & Joohee Garg
Delores Gordon
Michael Huber
Thomas Holman
Helen Knechtel
Knights of Columbus
Council #6979
Knights of Columbus
Council #7903
Knights of Columbus
Council #10512
Lake San Marcos
Kiwanis Club Foundation
Michael & Marcia Martin
Wanaporn Menzer
Charles & Susan Pedone
Marianne S. Rauch
San Diego County Court
Employees Association
Marc & Judith Schuckit
Solar Turbines, Inc.
Leonard & Nancy Sonnenberg
Antonio Tavares
Timothy & Laura Taylor
Pamela J. Trent
John & Melinda Vaughn

Circle of Hope (\$100.00 - \$499.99)

Nancy Acosta-Meza
Samantha Adame
Lee Andrada
Noel Allen
Rowena Arbis
Anna B. Argueta
Nadezna Ariz-Hamm
Elizabeth Astorga
Connie J. Baer
Satya Bansal &
Sneh Lata Argarwal
Alberto & Maria Barbosa
Sr. Mary L. Bartosh
Mimi Bates
Barry & Yoshiko Bauer
Nancy L. Beattie
Joseph Behrens
Arnold & Harriet Benavidez
June K. Berg
Delores Bergen
Joe Bibber
Grace Billings
BioFilm, Inc. –
Dan & Lois Wray
Milton Blackstone & Jana Birch
Bernard Blotner
Rebecca A. Boomer-Schlegel
Robert W. Bowen, Jr.
Bret L. Bowers
Emma R. Bradley
Jackie J. Boyd
James & Frances Braun
Casey Bressemer
Gloria Brewster
Joan Briscoe
Gary Bryant
Linda Burks
Lillian G. Burt
Lee & Michiko Cagle
Kendall Cardenas
John & Nicole Cardoso
Dr. Lisa Chamberlain
Tamara S. Ching
Robert Carley
Christopher Carson
Denise Cataldo
Elna Chapek
Jesse & Rhonda Christensen
James Chua
Dolores Clark
James & Robin Clements
Scott & Kathleen Cleveland
Warren & Odessa Clewis
CMG Diverse Enterprise, Inc. –
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Rose A. Cohen
Joann L. Coats
Kenneth Colbert
Jon & Connie Congleton
Jannet Consignado
Joe & Irma Cordova
George & Joyce Cosh
Arthur Contreras
David Cordell
Carol S. Costa
Christine Dahlke
Darlene G. Davies
Eugene Davis
Lupita R. De Chavez
Dennis Criger
Jerry deLair
Linda Delling
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Douglas & Patricia Dick
Jewell M. Dick
Michael Dolan
Eri & Martha Dorado
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Wayne Campbell
Carole J. Fanning &
Matthew Fanning
Joan Fatino -
The South Pacific Sun Team
Cynthia J. Feagle
Ashton K. Fejeran
Erin Fisher
Randolph Fong
Catherine C. Ford
Carlene Friesen
Michael Fulfer
Timothy Gabrielson



Renee
Arc Enterprises

Photos highlight several individuals who received the 2014 "Consumer of the Year" Award.

Andre Garcia
 Michael & Eileen Gardner
 Charles & Lois Geeter
 Charlotte M. Geary
 George & Alison Gildred
 Michael & Brenda Goldbaum
 Craig V. Gow
 Charles D. Grimm
 Warren & Catherine Gross
 Grossmont Union
 High School District
 Lee Gale Gruen
 Eden P. Guarin
 Fredierick Guerrero
 Virginia Guerrero
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 Kyle Harrison
 Leonard Hanson
 Rosazarina Hernandez-Ramirez
 Toby Hughes
 Earl & Margaret Hunter
 Michael & Carla Hyduk
 Jose Izquierdo
 Doris Irving
 Cheryl Jankowiak
 Nita Jauregui
 Judith Jenkins
 Shirley S. Jennings
 Jewish Community Foundation
 of San Diego
 Abel Jimenez
 Jane Johnson
 Jessica Jones
 Tina Kain
 Dr. H. Glenn Kellogg
 Patricia L. Keshka
 James B. King
 Knights of Columbus
 Council #2404
 Knights of Columbus
 Council # 9065
 Jim & Karen Krusen
 Benjamin A. Lander
 Frances T. Lee
 Richard Leyva
 Anita N. Libo-On
 Louis & Lynn Lin
 Peter & Jeanette Lobner
 Thomas A. Lockwood
 Diane Lowrie
 Beverly Lucero
 Devri Lynch
 Julie Lyon
 Luis Magera
 Carl & Paula Maier
 Frank & Katherine Mannen
 Flordeliza Marcial
 Stacy L. Martin
 Jose Martinez
 Melanie McCoy
 Nan McLean
 Harry & Ramona McDermot
 T. H. McNeal
 Julie A. Mele, Esq.
 Judi Mezzullo
 Alojzy & Danuta Mikolajczak
 Cristina Molina
 Rudy H. Moreno
 Rosita N. Moreno
 Ruth Mortenson
 Matt Mouer

Joanne C. Mull
 Dr. John Murray
 Sal & Jennifer Navarra
 Charles Nichols
 Mike & Yrma Nixon
 Paula Orbaugh
 Michael & Deborah Orr
 Laura Orcutt
 June Oto
 Jeffrey Paul
 Nikhil Parulekar
 Barbara J. Patton
 Raymond M. Peterson, M.D.
 Reynaldo PISAÑO
 Carmen Pollorena
 Christopher A. Ponsford
 Mike Poplos
 Poway Unified School District
 Martha Susan Quinn
 Wanda Rabago
 Heurys Ramirez
 Briana Raphael
 Cynthia Rascon
 Mary Rasmussen
 Jeff & Mary Rice
 Dr. Ed Riley
 Hilario Raya-Seruto
 Shirley Reedy-Edmonson
 Dr. Deanna Risos
 Albert & Mary Rivera
 Carmen A. Rivera
 Mario Rivera
 Mark A. Reitingner
 Chris Resurreccion
 Warner E. Rogers
 Dan & Laura Roos
 Margarito Rubalcava
 Maleika T. Roberts
 Penny S. Robinson
 Charles E. Rogers
 Elizabeth Romo
 John & Naomi Saboura
 Delores Sanchez
 Susana Sanchez
 San Diego Community
 College District
 San Diego Unified Port District
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 Fred C. Schneeberger
 Dr. Myron & Doreen Schonbrun
 G. Carol Schultz
 Rebecca Schwab
 Thomas & Kendra Scott
 Dean Shipcott
 Marion Sims
 Jean Siso
 William & Carmen Sitz
 Keith & Sara Slade
 Gary L. Snodgrass
 Timothy Soper
 Max C. Sorci
 Rev. John K. Sorensen
 Nicka Stearns
 Julieta Sy
 Jayne St. John
 Phuc V.Tang
 Thomas Thorstenson
 Joe Tontodonato
 Lucille Toulouse
 Norbert & Darlene Trent
 Helen Tubbs
 Albert & Linda Tuey

United Commercial Travelers
 Benevolent Foundation
 United Health Group
 Cynthia J. Vance-Fowler
 Teresa J. Velasquez
 Robert L. Vaughn
 Camilla B. Veltmann
 Laura Orcutt
 Soukthavy Viriyavong
 Shayne Voorheis
 Kwok-Wan Wan &
 Shiow-Shin Chen
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 Mary Jane Wiesler
 Eva L. Williams
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 William Wingerning
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 Pat Winchester
 Martin & Olivia Winkler
 Karl O. Wolske
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 Dr. Raymond Wong
 David & Elizabeth Wright
 Lo-Mei & Ping-Yang Yeh
 Denise Woods
 Tamisha Woods
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 Mary Yumul
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 Zoological Society of San Diego

Circle of Friendship
 (\$25.00 - \$99.99)

Edname E. Abad
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 Angelica Aguilar
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 Art & Jenny Aguinaldo
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 Wanda S. Costello
 Tara L. Craddock
 Lewis & Lena D'Abruzzi
 Sarah Dalisay
 Lisa Danzer
 Melissa De Villa
 Steven Deal
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 Dena Demos
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 Nancy Eakin
 Lawrence Emerson
 Sergio Enriquez Robles
 Dennis Eseller
 Samatra Ethridge
 Stacy Everson, RN
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 Danilo Faustino
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 Irma Ferland
 Antonio Fernandez
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 Shirley Fletcher
 Yves Florestant
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 Irene Lowe Fong
 William & Linda Jessop Fox
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 Lael A. Gaffud
 Jose de Jesus Galindo Partida
 Martha P. Galvez-Becerril
 Raul Garces
 Claudia Garcia
 Maria Garcia
 Heriberto M. Garcia
 Geeta Garg
 Christopher Gentry
 Fatima Gilliam
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 Mary E. Goodman
 David Grabowsky
 Carolyn Graham
 John Gray
 Shirley M. Green
 Ronald M. Gruen
 Robert V. Guel
 Joseph Guidi
 Bob Guthrie
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 Shannan Harvall



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 Claudia M. Herbert
 Josefina Hernandez
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 Stephen R. Hojsan
 Marsha Holland
 Henry & Vivian Hok
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 Edwin Hornej
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Minerva Jimenez
Kyle Johnson
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Dorothy Kalicki
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Guadalupe Naranjo
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Shang & Cynthia Tom
Marisol Topete
Kenman & Arlene Tuey Lung
Perry & Laureen Tuey
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Lakesha Turner-Nicks
Lucita Ulep
Justin Umpierre
David Valenzuela
Nancy Van Veen
John Varkey
Andrea Vernaci
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Tyson & Shannon
Von Guenther
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Janice Wagner
Pat Wagner
Teresa L. Walker
Mike Wasylw
Amber Weeks
Brett Weiss
Terry Wegand
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Richard S. Weston
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Anna Whitley
Signa A. Wilcox
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Marvin & Oleta Wong
Bruce & Carole Woodward
Stephen & Judy Woo
Kristin Woodhouse
Alphonson Woolford
Rev. Jim T. Yanagihara
Habiba Yassin
D.M. & R. Yee
Dennis & Vivien Yu
Janette R. Zaragoza
Elena F. Zimmerman

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Romelia Alba
Frank J. Anderson
Ivan Andrade Muñoz
Anonymous
Albina G. Aparicio Rodriguez
Maria D. Arellano
Julia Avila
Luis Avila
Monica Avila
Dalia C. Ayala
Silvia Barba
Janelle Barr
Francisca Barraza
Maria Bautista
Melchora Bautista
David Belmontez
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The Arc of San Diego

Providing services for people with disabilities and their families since 1951

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SAVE THE DATE!



March 14, 2015

The Jewels of San Diego Gala
The Grand Del Mar

This newsletter is produced and distributed by The Arc of San Diego. **Board Chair** Gerald W. Hansen, P.E., **President & CEO** David W. Schneider

If you would prefer receiving the Spotlight via email, please email us at info@arc-sd.com
The Spotlight is published quarterly. You can find the online version of the newsletter at www.arc-sd.com

Every ONE



Counts!

The Arc of San Diego completed a very successful annual membership campaign in the month of October. The **Every ONE Counts!** Campaign was a huge success, doubling our goal as we raised more than **\$16,000**.

We welcome and thank all our new members for placing a strong value on our service. Your voice gives us the collective power to advocate for people with disabilities.

Timing Your Year-End Gift

To qualify for a tax deduction in 2014, your gift must be postmarked, delivered, or transacted by Wednesday, December 31st. Here are some helpful hints:

US Postal Service

The postmark on the envelope **not** the date on the check is the date of the gift.

Other Delivery

For donations sent via FedEx, UPS, or other third party, the date of the gift is the date the nonprofit signs for the package, **not** the date it was sent.

Credit Card

The date your account is debited is considered the date of the donation, **not** the date you mailed in your donation.

Stock Transfer

The date a gift of stock is deposited in the nonprofit brokerage account is the date of the gift, **not** the date the donor instructs the broker to make the gift.



After Monday, December 15th, it may be wiser for you to make your gift by telephone or online to avoid mailing or shipping delays and assure your credit card gift is processed in time to count for 2014 tax purposes.

Telephone

Call (619) 685-1175 by 4 p.m. PST on Wednesday, December 31, 2014.

Online

Use our secure online giving form, www.arc-sd.com/donate. Deadline is 11:59 p.m. in your time zone on Wednesday, December 31, 2014.

THANK YOU FOR YOUR GENEROSITY.