



# Spotlight



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

## Expect. Employ. Empower.

October is National Disability Employment Awareness Month (NDEAM). The month is designed to raise awareness of disability employment issues and to celebrate the contributions of America's workers with disabilities. The theme for 2014 is *Expect. Employ. Empower.*

In honor of National Disability Employment Awareness Month, The Arc of San Diego would like to thank its business partners for giving people with disabilities the opportunity to work and showcase their skills and abilities. We also wish to acknowledge the contributions of our staff towards successful employment of the people we serve.

Our employment programs, Arc Community Employment Services (ACES) and Arc Enterprises, focus on improving employment prospects, enhancing vocational skills, and providing entry into the job market. We are proud of our ability to build successful long-term partnerships with businesses across the county, meeting their unique needs and adding to their productivity.

Rady Children's Hospital and ACES enjoy a 20-year partnership hiring individuals with disabilities. Shane Waitley, Clarence Garner, and Jeremiah Luke work in the cafeteria wrapping food for display, restocking coolers, racks, and the salad bar, and performing general cleaning and maintenance. They take great pride in the quality of their work and have been commended for their friendly approach with patrons.

People with disabilities perform a wide variety of jobs and many of our consumers have worked for more than a decade at businesses and organizations such as the San Diego Metropolitan Transit System and Marine Corps Recruit Depot. They are skilled in packaging, assembly, food services, janitorial, and landscaping. Our objective is to help employers maintain a committed, qualified, and diverse workforce, match the right person to the job, and save time and money.

Advancing employment opportunities for people with disabilities is a priority at The Arc of San Diego. We offer employers one-on-one consultations, customized training, telephone assistance, and information about issues related to recruiting, hiring, and retaining employees with disabilities. Want to learn more? Contact George Stone, Arc Community Employment Services at (619) 685-1175, ext 297.



*Shane, Clarence, and Jeremiah enjoy working at Rady Children's Hospital.*

## Looking for Work



**Courtney Collins** has great customer service skills and would like to work in a grocery store. Optimistic and self-motivated, Courtney describes herself as fun and easy-going!



**Amelia "Amy" Giffin** With an Associate's Degree in Child Development, Amy is seeking a job in a child care center. Currently volunteering at a local elementary school, Amy is a hard worker, outgoing, and always willing to help others.



**Teresita "Terry" Petros** has a background in assembly and quality control as well as extensive cashier experience. Besides high energy and the desire to work, Terry has excellent customer service skills and one heck of a smile!

*To hire Courtney, Amy, Terry or learn about other candidates, contact Dolores Sanchez at (619) 685-1175, ext. 228.*

## Advantages of Hiring Employees with Disabilities

- ✓ Large Talent Pool
- ✓ Reduced Turnover
- ✓ Increased Loyalty
- ✓ Decreased Training & Recruitment Costs
- ✓ Tax Advantages

# President's Message



While many students are gearing up for another school year, this time also signifies one of the greatest challenges

for individuals with disabilities - the transition from school into adulthood.

The Arc of San Diego is proud to provide an array of services to young adults with disabilities. Whether it is their desire to continue their education, seek employment, or focus on personal interests...we can help.

Programs such as Tailored Day Services provide opportunities to be part of the community with a plan tailored to individual goals of maximum independence. Staff work one-on-one, assisting with signing up for college courses, learning to use community resources, preparing healthy meals, enjoying a hobby, and more.

Additionally, through Arc Community Employment Services, we offer a wide variety of employment choices in the community. For consumers not quite ready to enter the "work world", we have Arc Enterprises, which provides the chance to learn essential job skills in a friendly and supportive environment. Oftentimes, this is the first step towards community employment.

Whatever your loved one's needs may be, we are here every step of the way to support you as you make one of life's most critical transitions.

Many of our programs are made possible through the generosity of our supporters. Membership is one of the many ways you can ensure that people with disabilities never miss an opportunity to have fulfilling and meaningful lives. Our membership campaign *Every ONE Counts!* is in progress and we ask that you share our mission with your friends, family, and co-workers and invite them to join us. Every member plays a vital role in our continued success. For more information, please visit: [www.arc-sd.com/membership](http://www.arc-sd.com/membership).

Our most sincere thanks for your continued support.

David W. Schneider

## Leading the Board

The Arc of San Diego welcomes Gerald "Jerry" Hansen as the Chair of its Board of Directors. His term began July 7, 2014.



Jerry's commitment to people with disabilities spans five decades and his experience makes him a great asset to The Arc. As a parent of a child with a disability, Jerry is knowledgeable about services in the school system and adult community. His son, Mark, has been attending North Shores Vocational Center since 1999.

Jerry's involvement with The Arc dates back to the eighties when he served on The Arc of Orange County's board for nine years. He was also on the board of Area Board XI and, for 15 years, was Scoutmaster for a troop of young men with disabilities. Upon his retirement in 1999, he moved to San Diego and shortly thereafter joined the Board of Directors of The Arc of San Diego.

"I'm very happy with our fundraising efforts over the past few years. The Marketing & Development Department has come up with a lot of instrumental changes that strengthened The Arc of San Diego's position within the community," said Hansen. "I look forward to continuing to help raise awareness and funding by increasing board participation as well as ensuring we do the best job we can in serving our consumers."

Jerry is a licensed civil engineer with a professional career in construction management. He lives with his wife, Ingrid in Point Loma. They have two grown children, a son and a daughter, and two grandchildren.

## Welcome

The Arc of San Diego is pleased to welcome Jenelle Hansen as the new Marketing & Development Manager. Jenelle is responsible for assisting with our marketing, communications, and fundraising efforts.



Jenelle previously worked for two years as Meeting & Event Coordinator at the Hotel Del Coronado, providing planning assistance for numerous events including weeklong conferences and weekend weddings. Her background and experience in event planning brings a detailed eye to creativity and logistics that will benefit The Arc.

Originally from the Bay Area, Jenelle is a graduate of San Diego State University. Outside of work, she enjoys dancing, reading, playing tennis, and the company of her fiancé, Marshal and their dog, Riley.

## Board of Directors

### The Arc of San Diego

#### Officers

Gerald W. Hansen, P.E., *Board Chair*  
Jerry Wechsler, *Secretary/Treasurer*  
Dwight Stratton, *Past Board Chair*

#### Members-At-Large

John Alexander  
Nancy Eakin  
Robert "Bob" Guthrie  
Wallace D. Ray, Jr.  
Lisa Marie Russell  
Gregg Shallan, MBA, ChFC

#### Chapter Representatives

Ty Rogers, *City Chapter*  
Doug Hoehn, *East County Chapter*  
Julie Lyon, *North County Chapter*  
William Evans, *North Shores Chapter*  
Sue Fuller, *South Bay Chapter*

## Arc San Diego Foundation

#### Officers

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*Chairperson*  
Glenn Chapin  
*1st Vice Chairperson*  
Paul La Bounty, CEBS  
*2nd Vice Chairperson*  
Mike Lichtenberger, CPA  
*Secretary/Treasurer*  
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Norma Hidalgo-Del Rio, RPh  
Andrew J. Kessler, Esq.  
Jon Kurtin  
John Peloquin, Ph.D., MBA

#### Emeritus

Robert L. Beckett  
Clair Burgener (*deceased*)  
Jerry Coleman (*deceased*)  
Darla Davis  
Honorable John S. Einhorn  
Willis J. Fletcher (*deceased*)  
Arthur Neumann, CPA  
George Saadeh  
Sidney Schuman

# Thank You to Our Donors

*July 11 through August 31, 2014*

*Our work at The Arc of San Diego, to provide services to children and adults with disabilities, depends on the generosity and hard work of our many donors and volunteers. We are grateful to each of you for your support and commitment to help enhance and improve their quality of life.*

## **Grants**

**City of San Diego, Community Development Block Grant,** North Shores Vocational Center, commercial kitchen renovation and air-conditioner upgrades.

**County of San Diego Community Enhancement Grant,** Arc Community Employment Services, vocational training and employment.

**The Rite Aid Foundation,** Camp-A-Little.

## **Tribute Gifts**

**In Honor of Jon & Linda Kurtin's Anniversary**  
Mr. & Mrs. Rollind W. Romanoff

**In Honor of Valerie Rios**  
Kimberly Rios

## **Memorial Gifts**

**In Memory of Hally Burton Hutchinson**  
Bruce Fischer  
Nicka Stearns

**In Memory of Socorro Navarette**  
Martha Brault

**In Memory of Helen Paradowski**  
Martha Brault  
Helen Machen



## **Access to A Better Life**

Walmart Foundation awarded Arc Community Employment Services (ACES) a grant of \$25,000 to fund its group and individual placement programs.

The grant will assist in the purchase of janitorial equipment including burnishers, floor machines, wet/dry vacs, and accessories and supplies for work crews performing professional custodial services at different business locations in the community.

Additionally, the grant will also fund the transportation needs of consumers working non-traditional hours at the Marine Corps Recruit Depot (MCRD). Shifts at MCRD operate from 4:00 a.m. to 9:00 p.m. seven days a week including holidays, and public transportation is often not available. Walmart support allows ACES to provide contracted transportation so consumers can get to and from work and maintain their employment.

The Arc of San Diego thanks Walmart Foundation for supporting initiatives that help people become self-sufficient through job training and placement.

## **Capital Improvement Project**

The Arc of San Diego is grateful to the **City of San Diego** for awarding a Community Development Block Grant (CDBG) of **\$241,860**. Funds will be used to complete a commercial kitchen renovation and replace 11 air-conditioning units at North Shores Vocational Center.

The commercial kitchen will provide nutritious meals to consumers on site. Renovations include commercial refrigeration and freezer, dishwashers, sinks, ventilation, preparation spaces, serving stations, steamer tables, and other features. The design will take into consideration both functionality and flow to ensure an organized workspace.

Our existing rooftop air-conditioning units utilize large energy loads and are difficult to control and maintain. Replacing these units will increase energy efficiency, improve air quality, and provide better indoor environments for consumers attending programs.

Both projects will replace existing facilities and equipment that have exceeded maximum life expectancy and operate far below current energy efficiency standards.

The Arc of San Diego was eligible for funding under the City's Consolidated Plan Goal: invest in community services and non-profit facilities that maximize impact by providing new or increased access to programs that serve highly vulnerable populations such as youth, seniors, and food-insecure households.

**< North Shores Vocational Center will use CDBG funds to renovate a commercial kitchen and replace 11 air-conditioning units.**





# JOIN The

## Your Membership Makes

Your membership makes these and other valuable programs possible. You will be directly involved in shaping The Arc.

### Why Support The Arc of San Diego?

We work every day to inform our members and friends of the importance of empowering people with disabilities so we can share a vibrant community.

For 63 years, The Arc of San Diego has been involved in life-changing work. As the oldest organization in San Diego, we have a history of excellence, meeting the ongoing needs of children, youth, and adults with disabilities and building more accepting communities. We have helped change lives by providing access to schools, housing, employment, and everyday opportunities.

Support The Arc of San Diego and our mission by becoming a member or renewing your current membership today!

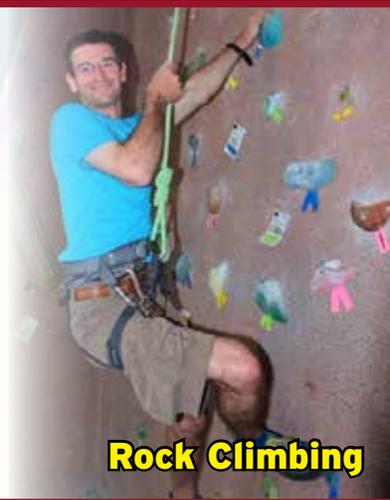
### Become A Member

Join your friends and neighbors in making opportunities for people with disabilities. Become a member of The Arc of San Diego through our monthly giving program or by making a one-time contribution today.

- \$1,000+ Circle of Light (Arc San Diego Foundation)
- \$500-\$999 Circle of Love
- \$100-\$499 Circle of Hope
- \$25-\$99 Circle of Friendship
- \$5 on the 5th of each month

### Five Reasons You Should Join

- 1 You will belong to a nationally respected organization that has a strong, credible voice.
- 2 You are dedicated to social justice and equality for all.
- 3 You can learn more about disabilities when you join our educational forums.
- 4 You will make a difference in your community.
- 5 You can advocate for people with disabilities.



Rock Climbing



Animal Therapy



Gardening



Want to learn more about membership?

Elizabeth Greene, Development Assistant, will be happy to answer your questions about becoming a member.

# Arc Today

## As A World of Difference



Programs possible. By renewing or becoming a new member,  
As a member, you make everything we do possible.



Yoga

### Why I Support The Arc!

How do our members feel about being part of The Arc of San Diego?  
Let's hear from some of them.



"Your membership counts because of what The Arc of San Diego can do for people like my brother. My brother attended programs at The Arc for many years. The staff were excellent and he was very happy working there. He had perfect attendance, even when he was sick! People with disabilities can't find experiences like going to camp anywhere else; these things can be simply life changing. The Arc's programs opened up doors to fulfill every single aspect of my brother's life."

~ Norma Hidalgo Del-Rio, Arc San Diego Foundation Board of Directors



Art



"I'm a member because my daughter has a disability. Being a member is my way of helping ensure people like her have every opportunity to live independent and fulfilling lives."

~ Dwight Stratton, Past Board Chair



"The Arc of San Diego is the place for people with disabilities to have great opportunities and experiences. I am a person, not just a person with disabilities. Because of The Arc, I have the confidence to be independent and to do the things I want to do."

~ Richard Wallace, Independent Living Services



Camp



"Your membership counts because The Arc of San Diego helps me live a better life. I can live independently because the staff has taught me to manage my medicines, cook my own meals, and take care of my home. I'm much more social too because Arc staff tells me about activities that are going on and helps me get together with other people like myself."

~ Russell Trent, Independent Living Services

Becoming a member. She can be reached by email at [egreene@arc-sd.com](mailto:egreene@arc-sd.com) or by phone at (619) 685-1175, ext. 292.



## Fifty Years: Looking Back

**Lin Taylor, Camp Director**

Camp Palomar was started in 1964 by a young employee, Dr. Mike Jamieson, who, after returning from a camping trip, was surprised to learn that many of the consumers he worked with had never been camping.

The program was renamed Camp-A-Lot after inheriting Camp-A-Little from another agency. We offered nine 10-12 day sessions starting end of June and closing mid-September. Around 1,600 campers and 800 volunteers attended camp each year.

As to my story...well, Camp-A-Lot changed my life. I came to camp looking for a summer job and started volunteering in 1984. I was hired as Camp Director in 1987. Here I am, 30 years later, fighting to keep a program important to families and campers...some of whom have been going to camp longer than I have!

State budget problems in the nineties led to program cuts followed by elimination of all funding a decade later. Adjusting to these setbacks, we scaled back both sessions and days. Today, we offer two sessions of five days. The cost for one consumer to attend camp is \$1,050; families often cannot afford it and we pursue grants and private donations so consumers can continue to experience summer camp.

Camp is the perfect place for campers and counselors. Every day someone gives you a hug, says thank you, and accepts you for who you are - it is an amazing feeling! Consumers make lifelong friends, learn to make decisions, and grow a little bit. Families get a break from 24/7 caregiving, rest secure in the knowledge their child is safe, and are pleasantly surprised at campers' newfound independence. Counselors return year after year, taking vacation to be at camp - we have a woman who has been volunteering for 16 years!

I am proud of the quality of our camp program. We have a low camper to counselor ratio, are accredited by the American Camp Association, and are the only program in San Diego offering overnight camping for individuals with disabilities.

This year, our t-shirt had the tagline *Celebrating 50 Years of Incredible Camp Experiences* and, if you have ever been lucky enough to be a camper or work as a camp counselor, you would agree with it wholeheartedly!

## Brighter than the Sun!

Eleven year old Isaiah was able to get back to his camp this year because of you. It was a truly incredible summer for Isaiah and 96 campers. Thanks to everyone who gave our campers the gift of summer camp, a week of outdoor fun and adventure.

There was never a dull moment. Every day was a fun day from the campfire program welcoming campers to the theme dance. Mornings, evenings, and nights bustled with life...swimming, hiking, nature walks, sing-a-longs, cooking, dance, theater, arts, jewelry making, soap making, scavenger and dinosaur egg (watermelon) hunts, water balloon games and fights, T-Ball, kickball, basketball, "paint your counselor" sessions, carnival and casino nights, talent shows...and before you knew it, the week was done!

### Thank you for supporting Camp-A-Little/Camp-A-Lot 2014.

Art & Jenny Aguinaldo  
Connie J. Baer  
BioFilm, Inc.  
Stephanie G. Blakenship  
Emma R. Bradley  
Joan Briscoe  
Linda Burks  
Lillian G. Burt  
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The Rite Aid Foundation  
Camilla B. Veltmann  
Ed & Noreen Walton  
Mary Jane Wiesler  
Hoy Yi





*The Arc of San Diego recently received a \$1.2 million gift as a beneficiary of the Kathleen Shedd Special Needs Trust. John Shedd, a sailor in WWII, met and married his wife Nina in France. They returned to La Jolla and had two children, son Mark, a dentist, and daughter Kathleen who attended North Shores Vocational Center. We appreciate the generosity of the Shedd family in making this contribution. These funds will greatly assist programs and services at The Arc of San Diego.*

*Toddlers in the Parent/Infant Program and their parents visited The Arc's camp program at Cuyamaca and had a fun day swimming and doing crafts.*

## Gifts at Year-End

For many of you, the end of the year is the traditional time to make your charitable gifts. We ask that you please consider a donation to The Arc of San Diego. Your gift will provide important support for our programs and give you significant and timely tax savings.

There are several options available to you and the following information may be helpful. Gifts must be made by Wednesday, December 31, 2014.

### Gifts of Cash

A gift of cash by currency, check, money order, wire transfer, or credit card is simple, convenient, and direct. If you itemize, gifts of cash are deductible up to 50% of adjusted gross income.

### Gifts of Securities

Securities are among the most popular assets for making a charitable gift. When you donate stock, bonds, or mutual funds that have appreciated, you avoid paying capital gains tax on the increase in value and claim a charitable deduction up to 30% of adjusted gross income. If you plan to take a deduction on this year's return, contact your investment advisor as early as possible to make sure your gift of stock is completed by year's end.

### Gifts of Real Estate

Gifts of real estate take time to facilitate and are considered complete the day The Arc receives the signed deed. Depending on the type of gift (personal home, vacation home, acreage, or farm), you may enjoy tax savings, lifetime payments, and freedom from carrying costs once the property is sold.

### Gifts through your Will or Living Trust

Gifts included in wills and living trusts are flexible and easy to arrange. After providing for your loved ones, we hope you will consider remembering The Arc in your estate.

Thank you for remembering The Arc of San Diego. Gifts from friends like you help create a better future for individuals with disabilities. Always consult a tax professional when thinking about making a major charitable gift.

If you have any questions, please contact Jennifer Bates Navarra at (619) 685-1185, ext. 291 or [jnavarra@arc-sd.com](mailto:jnavarra@arc-sd.com).

## A Bond with the Community

Arc North County is proud to offer a program in Poway that is 100 percent community-based. The goal of the program is full social inclusion, regardless of the level of support needed. This is accomplished by creating networks of support with local residents and agencies that facilitate access to community resources.

Consumers meet at St. Bartholomew's Episcopal Church every morning by 8:45 a.m. and use their iPads to coordinate and track the group's weekly itinerary. Everyone is very involved in the pre-planning stage of discussing and developing the schedule. Of equal importance is that everyone's preferences and interests are taken into consideration and activities include paid or volunteer work, recreation, classes, and independent living skills.

Two days a week, consumers volunteer at St. Bartholomew's Thrift Shop where they sort and organize clothing, remove hangers, and build customer service skills. They also look for paid work, completing applications at businesses in the neighborhood.

Recreational activities include visits to the gym, library, Safari Park, lunch at fast food and sit-down restaurants, an occasional movie, and tours of EscoGelato and the Fire Department. They also practice community safety, learn sign language, use public transit, or make music videos. There are opportunities for learning and interacting at every stage.

Currently, Arc North County has two groups of three individuals accompanied by one staff member. The median age of the group is 25 and they all live in and around Poway. For information, contact Laura Orcutt at (760) 740-6800.



# DON'T Miss!

## Starlight Auxiliary Holiday Bazaar

November 1, 9 a.m.- 4 p.m.  
November 2, 10 a.m.- 3 p.m.  
Norman Park Senior Center  
270 F Street, Chula Vista  
Contact Martha Brault, Yrma  
Nixon, or Terri Thorn  
(619) 427-7524

## The Arc of San Diego

Providing services for people with disabilities and their families since 1951

3030 Market Street ■ San Diego, CA 92102-3230

Tel (619) 685-1175 ■ Fax (619) 234-3759

[www.arc-sd.com](http://www.arc-sd.com)

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

## Calendar

### OCTOBER

#### National Disability Employment Awareness Month

Theme: *Expect.  
Employ. Empower.*  
Contact ACES  
(619) 685-1175

**4**

#### Seminar: Understanding Social Security & SSI Benefits

9:00 a.m. – 12:00 noon  
North Shores Vocational Center  
9575 Aero Drive, San Diego  
\$8 per person; \$10 family;  
free for person with disability  
Contact Leslie Autry  
(619) 201-2672

**11**

#### Seminar: Special Needs Trust

9:30 a.m. – 11:30 a.m.  
North Shores Vocational Center  
9575 Aero Drive, San Diego  
\$8 per person; \$10 family; free  
for person with disability  
Contact Leslie Autry  
(619) 201-2672

**23, 1951**

Founding of The Arc  
of San Diego

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



## Holiday Greens Galore!

Do you want a gorgeous fresh green wreath for your door or mantle? You can get handcrafted holiday greens from the Pacific Northwest. The Star LARCS are taking orders from October 1-31st for their annual Holiday Wreath and Garland Sale.

Decorate your home with beautiful evergreens that capture the fragrance, warmth, and feeling of the season! Or consider giving as gifts to family, friends, colleagues, business associates, or the office. You will be able to pick your order up shortly after Thanksgiving. If you plan on ordering gifts for out-of-town folks, the option of direct delivery is available for certain items.

Take your pick – wreaths in two sizes - 22 or 28 inches; the beautiful Noble Fir or large



dramatic Mixed Evergreen with incense cedar, berried junipers, faux holly berries and red velvet or plaid bow, aromatic ten-foot garlands, table centerpieces, and assortment of small, medium, and large pinecones.

One thing is certain...you will not be disappointed. These evergreens are very fresh and last a long time!

For a brochure of items being offered and a price list, stop by Starlight Center, 1280 Nolan Avenue, Chula Vista or contact Joann Coats at (619) 427-7524 or [jcoats@arc-sd.com](mailto:jcoats@arc-sd.com). Order forms are also available at all Arc centers. THE DEADLINE FOR ORDERING is October 31, 2014. All sales support the Starlight Center Capital Campaign.

The Star LARCs are a dedicated group of volunteers who have a strong commitment to Starlight Center and play an active role in fundraising activities to benefit individuals with disabilities in the South Bay.

## Incredible Internships

Calling college students or recent graduates! The Arc of San Diego's Internship Program is a great way for you to prepare for a career. We have two exciting and fulfilling internship opportunities available in Marketing & Development and Personal & Leisure Services. Join our team today, learn on the job, and gain practical experience! For more information, contact Michael Mather, Volunteer Program Specialist, at [mmather@arc-sd.com](mailto:mmather@arc-sd.com) or (619) 685-1175, ext. 294.