

A Message from The President of The Board of Directors



John Fournier

The New Year is once again upon us, a time to reflect and take stock of where we've been. It has been a long year... A few months ago I wrote of the sense of urgency and fiscal uncertainty the non-profit world was heading into. And yet today at The Arc we look to the New Year with great excitement and hopeful anticipation. What changed in so short a time? In a word, *everything!*

As a member of a family long involved with The Arc, I see the merger of Seacorp, Inc. and The Arc of New London County as good news that Connecticut can use right now — growth in a vital sector of the business community, jobs retained rather than lost, with the real likelihood of future growth in that area as well over the New Year. And, while it is not a well known fact, not-for-profit agencies and organizations, taken as a whole, form the largest employer base in Eastern Connecticut, and with the melding of our operations and services the new Arc of New London County will be larger, stronger and, as my counterpart on the Seacorp Board of Directors Roberta Hublard said, better able to support the people with serve. That fact is — *without a doubt* — the source of the energy that created this merger.

There is still much work to be done; with growth comes responsibility to the individuals and families we serve to ensure that what we do benefits them, changes their lives for the better, and renews their own sense of Hope and Optimism about the future. I believe that we are up to that challenge, and I look forward to working with all of you to make our common vision of a better life in a more inclusive community a reality.

— *John Fournier*

A Message from The Executive Director of The Arc



Kathleen Stauffer

Challenge from an Old Hand

Keep the family spirit alive as you grow!

Congratulations," said a long-time Connecticut Arc veteran when he learned of the partnership between Seacorp, Inc. and The Arc of New London County. "I challenge you to keep the personalized services of your founding families alive as you grow!"

"That's a big challenge," I told him, "but it's the right challenge. We accept!"

Seacorp, Inc and The Arc of New London County both were founded by families looking to provide services to loved ones, basic opportunities those unfamiliar with disability take for granted – but which too often elude people with intellectual disabilities. And so, as we move forward as one team, we embrace the need for personal supports that empower people to take their rightful places in our community: in our workforce, in our leisure facilities, in our schools.

What an exciting – and challenging – time to be in social services!

Happy New Year, and welcome to all of our families and new team members from Seacorp! The job at hand grows more challenging amid a difficult economy, but the quality of our operations and our ability to serve grows just as steadily. And that is very good news for people with intellectual and related disabilities here in Southeastern Connecticut.

PS: – Please remember us in our Annual Appeal, coming to your mailbox in February. Also, Save the Date for The Arc's 4th Annual Pirate Party from 7 to 10 pm at The Mystic Arts Center on April 30th.



S eacorp, Inc. and The Arc of New London County announced on October 29th that they would commence a merge of operations. The non-profit agencies have served people with intellectual and related disabilities in Southeastern Connecticut for a combined 86 years.

The Uncasville-based Seacorp, Inc., with an annual operating budget of approximately \$3 million, serves 40 individuals in eight community living arrangements (CLAs) employing 65 people. The Norwich-based Arc of New London County is one of 22 Arcs statewide and a member of an international network advocating for and serving people with intellectual and related disabilities. A full-service agency, The Arc employs approximately 200 and serves close to 500 people in the areas of community participation, in-home supports, employment services, advocacy and community living arrangements as well as summer and winter programs at Camp Harkness in Waterford. The Arc's annual operating budget is approximately \$6 million, bringing the combined annual revenues to just over \$9 million.

Both organizations were established as grassroots movements by families seeking full

involvement and greater opportunity for loved ones with intellectual and related disabilities. Both are licensed private providers primarily supporting individuals served by Connecticut's Department of Developmental Services.

After a period of joint operation, the organizations will do business as The Arc of New London County.

"Seacorp Inc and The Arc of New London County share a passionate determination to advocate for full inclusion for people with disabilities," said Kathleen Stauffer who will lead operations as chief executive.

Seacorp's current Executive Director, Laurie Herring-Sylvestre, an industry veteran with 27 years of commitment to empowering people with disabilities, will serve as a senior executive with the title of Chief Quality Assurance Officer reporting to Stauffer.

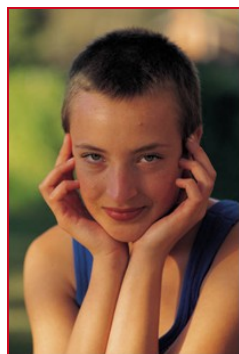
Both agencies have a long history of excellence, and the move creates opportunities to serve new families and meet emerging, pressing needs in the community.

"This merger," said Roberta Hublard, President of The Board of Directors of Seacorp, "makes Seacorp and The Arc of New London County stronger. It makes us better able to support the people we serve."



*Laurie Herring-Sylvestre,
The Arc's Chief Quality
Assurance Officer*

Arc ALERT!



Waterford Country School's Therapeutic Foster Care Agency

has written to The Arc of New London County asking for our help in getting the word out about kids with autism spectrum disorders who need foster care.

Sadly, many people feel that they are unable to help because they don't know enough about what these children might need or they don't understand what Autism is.

If you are a foster family or a foster parent with knowledge about Autism, or if you are willing to learn more to help these children, please call:

Elena French, Recruiting Coordinator
Waterford Country School Foster Care
(860) 886-7500 x170

or write her at: www.wcsfostercare.org.

Thanks. Great things are possible when we all work together!

— The Arc

Foxwoods MGM Grand skating rink Is raising funds for United Way: United Way Skating Days

Foxwoods will donate 50% of the skating charge for all skaters to the ***United Way of Southeastern Connecticut*** and participants will not be charged the skate rental fee.

Dates: February 7 – 10, 2pm to closing

Hours: Sun.-Thurs.: 2pm-10pm ; Fri.& Sat. Noon-12am

Cost: Adults: \$10 skate, \$5 rentals = \$15

Kids: \$6 skate, \$2 rentals = \$8

<http://www.mgmatfoxwoods.com/thegrandrink.aspx>

The Arc Vehicle Donation Program **1-877-ARC-CAR0** **(1-877-272-2270)**

Please Donate Your Used Car to The Arc of New London County! Call or go online now to find out how easy it is! Help us make a difference!

Day of Caring at The Arc courtesy of the employees of Norwich Public Utilities

The Arc of New London County was the beneficiary of a United Way *Day of Caring* on October 18th, through the generosity of employees of Norwich Public Utilities.

Led by Norwich Public Utilities Executive Assistant Michele Addabbo and The Arc's Joann Cirrito, Director of the Community Integration Program, three dozen NPU volunteers arrived at The Arc's Sachem Street headquarters at 8:00AM, and were divided into work crews with specific assignments.

For the next eight hours on a wonderfully warm and sunny Friday, the *Day of Caring* Norwich Public Utilities volunteer crews mowed lawns, trimmed bushes and trees, cleaned up the building's exterior, while still other groups painted, removed and relocated old furniture, installed electrical wiring and repaired portions of the facility including the electronic foyer — all gratis at a time when non-profits like The Arc are looking at inevitable cuts in funding due to the current economic crisis.

"Had we done this work ourselves," Arc Executive Director Kathleen Stauffer said, "It would have taken us months to refresh this facility, and at no small cost. Thanks to the incredible volunteers from Norwich Public Utilities and the United Way's *Day of Caring* it was all done in a single day! We are so very grateful!"

The Arc of New London County has been supporting the lives and dreams of individuals with intellectual disabilities for more than 57 years, and is a proud member of the Greater Norwich Area Chamber of Commerce.

"It would have taken us months to refresh this facility, and at no small cost. Thanks to the incredible volunteers from Norwich Public Utilities and the United Way's Day of Caring it was all done in a single day!"
— Kathleen Stauffer

It rained like cats an' do— Well, let's just say it rained *hard!* Santa's sleigh gave way to a wind-blown umbrella, but no amount of weather could dampen the Holiday Spirit inside Camp Harkness' Dining Hall where The Arc's *1st Annual Holiday Craft Fair* was held! Over the course of the day hundreds of shoppers braved the weather to buy unique, one-of-a-kind gifts from dozens of crafters selling their wares.

Items for sale ranged from hand-knit mitten, hat and scarf combinations to a wide range of jewelry options. There were models of sailing ships, wonderful photographs, cleverly lit wine bottle lamps, all kinds of seasonal decorations, embroidered pillow cases, blankets, books, scented candles, candy — just about everything a Holiday shopper might want to find, including items for raffle.

John Fournier (President, Arc Board of Directors), daughter Emily (Treasurer, Board of Directors) and son Tom Fournier were there with delightful paintings and other home goods, while Allan Selserman, Manager of The Arc's new General Store and Bakery, was there with an assortment of bakery delights, goods and coffee.

The mood was light and cheerful, and The Arc's new Community Services Department who sponsored the event raised more than \$600!

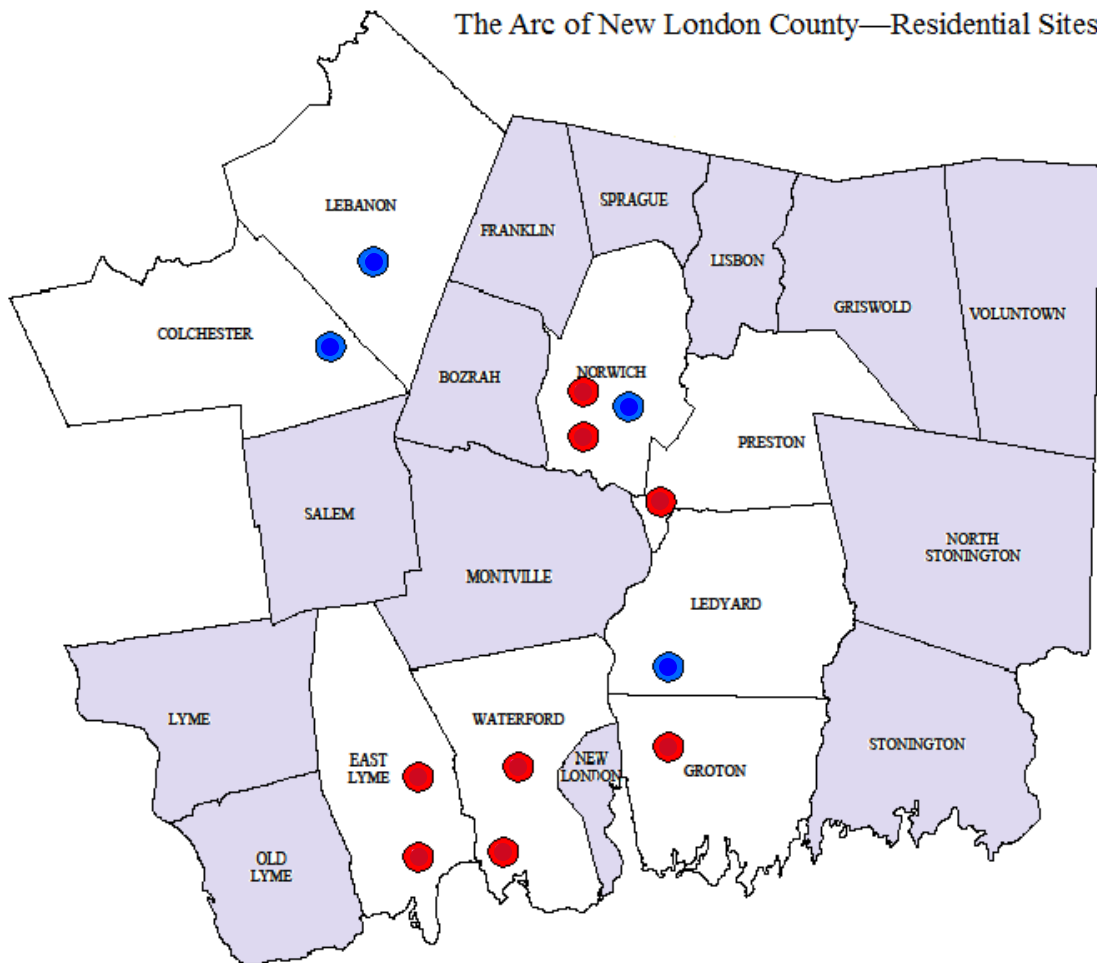
"We worked hard, had fun and learned a lot about what we will do differently next time," said Denise Tift, Arc Director of Community Services. "We'll look for a new date and a new location next year, and, with luck, get a break with the weather!"



**Planned giving
means *you* are
in charge of your
legacy.**

**Consider naming The Arc of New London County
as a beneficiary in your will. You can leave
The Arc a specific amount or a percentage
of your estate.**

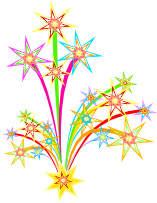
The Arc/Seacorp Merger Triples the Number of People Served in Arc Residential Services!



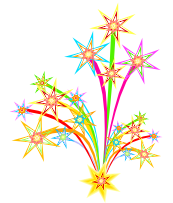
With the addition of eight of Seacorp's residential program homes (shown in red), The Arc of New London County has become the second largest provider of residential services in the Region. The additional homes are in East Lyme, Waterford, Groton, Gales Ferry and Norwich, in addition to The Arc's current homes in Ledyard, Lebanon, Colchester and Norwich.

In a recent article on the merger in the Day newspaper, Chief Executive Kathleen noted, "Non-profits have to work as aggressively as possible to deliver quality services as efficiently as possible. We are delighted to welcome this talented team into our Arc family. Our shared vision and similar genesis make this a natural partnership both in terms of continuing service quality and expanding targeted services for our participants."

In the same article, John Fournier, President of The Arc of New London Board of Directors, said, "We are doing more than establishing a smarter, leaner platform, we are positioning ourselves for change and growth despite a challenging economic climate."



❧❧❧ *Congratulations Courtney and Dustin!* ❧❧❧



Self-Advocates Kelleher and Gedeon Attend Governor Malloy's Inaugural Ball



Kelleher and Gedeon as they left The Arc...

Courtney Kelleher and Dustin Gedeon recently attended Governor Daniel Malloy's prestigious (and sold-out!) gala Inaugural Ball on January 5th at the Connecticut Convention Center.

Though this marked Gedeon's first brush with gubernatorial pomp and circumstance, Kelleher met and was photographed with the late Governor Ella Grasso as a youngster, and plans to write about her experience at the gathering where she and Gedeon had hoped to meet Connecticut's 68th Governor.

"I was *really* excited," Kelleher said, "We hoped we would see him in person, but we did not have the chance."

Kelleher and Gedeon are self-advocates, a term individuals with intellectual disabilities sometimes use to describe themselves when they make their own wishes known directly rather than being spoken for.

Gedeon and Kelleher were guests of The Arc of New London County and were accompanied by Laurie Herring-Sylvestre, The Arc's Chief Quality Assurance Officer.



...and prepared to enter the stretch limousine for the ride to Hartford.



*"I was **really** excited..." — Courtney Kelleher*

Self-advocacy is one of the fastest growing movements in human services.

"Having a say in what happens to you is a fundamental right that we take for granted," said Kathleen Stauffer, Chief Executive of The Arc of New London County, "But one that has been long denied to persons with intellectual disabilities. Self-advocacy is a powerful civil rights movement that is changing the face of human services everywhere, and will redefine how we think about and deliver support services.

We are proud to accompany Courtney and Dustin on their journey, and delighted they have had the opportunity to share the experience of a lifetime, and the magic and the pageantry of the Governor's Inaugural Gala Ball."



This feature offers a forum to share thoughts about the Arc of New London County, about the important work you do here every day, and about the place the work you are doing has in your life.

Our guest in this issue is Darlene Williams, who is the Quality Assurance Lead in the Gales Ferry residence. Darlene has been working in the field of Human Services for sixteen years.



Darlene Williams
Quality Assurance
Lead, Gales Ferry

▼ **How have things changed over the time that you've been in Human Services?**

▲ *The individual's team doesn't only rely on tools like the Adaptive Behavioral Scale (CTab), but has more of a focus on the individual having a voice and a say in the goals that they may want, even small things such as an outing they may want to do.*

▼ **If you had the opportunity to change things, what would you do differently for the people we serve?**

▲ *I'd like the sites to be as individualized as the person's goals are, a proactive, individual approach rather than one that is the result of housing a number of residents in the same house.*

The very first thing you notice about Jim Steele is that he's happy! His smile is genuine, his laughter frequent and infectious, and it doesn't take very long when you are talking with him to understand that the years of experience and wisdom he brings to his new job are exceptional. Jim is taking over the reins of The Arc's Employment Services from retiring long-time veteran Kim Blair, who served the Arc's vocational programs for some seven years.

Jim joins us from Abilis (ABLE-ISS), formerly the Greenwich Arc, where he worked for five years as the Director of Employment, and where, not unlike those of us at The Arc of New London County, he saw Abilis expand its services to include Transition programs and Residential services. And like his predecessor, Jim and Abilis insisted that individuals received competitive wages.

When asked about his impression of The Arc so far, Jim, who had just returned from a meeting with a local school district, pulled off his cap, smiled broadly and said with exuberance:

"I love it!" he said, "It's refreshing to be around professionals who share the vision of a person-centered approach. The thought process at The Arc is very progressive from the leadership on down."

"Staff at The Employment Transition Center have been very welcoming," he added, "And it's clear they are committed to the work they do."

The challenges ahead, then?

"Schools are looking for an individualized, tailored approach that guides the students' educational process toward young adulthood. And that," he laughed, "is what ETC and The Arc are all about!"



James Steele
Director of
Employment Services

The Arc's MISSION:

To provide individualized supports, services, and advocacy to persons with intellectual and other related developmental disabilities to help facilitate their full participation and inclusion in the communities of Southeastern Connecticut.

The Arc's VISION:

People with intellectual and related disabilities supported by The Arc of New London County are full participating members of their communities.

Arc NEWS

Winter/Spring 2011

COMING EVENTS! MARK YOUR CALENDARS!

SAVE THE DATE!

The 33rd Annual
Strides Road Race
Sunday, October 2, 2011
At Camp Harkness
Waterford, CT

REGISTER ONLINE!

COMING NEXT!

Our 4th Annual
PIRATE PARTY!
Saturday, April 30, 2011
at The Mystic Arts Center



**THE TREASURE
AWAITS, MATES!**

