



# The Arc™ NEWS

New London County

[www.thearcnlc.org](http://www.thearcnlc.org)

## A Message from The President of The Board of Directors

### You Are Not Alone!

*The Arc exists to  
serve families like yours*

**G**rowing an organization like The Arc New London County involves many things, but first and most importantly it involves a commitment to families, a commitment to support people who are members



John Fournier

New and vital programs like **The Arc NETWORK**, ([www.thearcnlc.org](http://www.thearcnlc.org)) where parents and care-givers can find reliable Respite services directly through a pool of well-trained, experienced staff, demonstrate why The Arc was founded decades ago.

in good standing, as well as a commitment to attracting and encouraging new families to join The Arc. Families and their concerns and dreams

for their children and loved ones were the very foundation of The Arc 59 years ago and remain so today. Our quality services, the skill and compassion of our staff and our willingness as an agency to look forward are the backdrops that welcome new families to The Arc.

And, there's more: New and vital programs like **The Arc NETWORK**, ([www.thearcnlc.org](http://www.thearcnlc.org)) where parents and care-givers can find reliable Respite services directly through a pool of well-trained, experienced staff, demonstrate why The Arc was founded decades ago.

—(Continued on page 2)

### Our Vision for the Future

*One strategic plan  
down ... one to go!*

**T**he Arc New London County experienced unprecedented growth in the last year. The best news of all is that self-directed services for people with intellectual and developmental disabilities are leading the way in our expansion.

For example, support groups acknowledging the real world problems of the people we serve are emerging hand-in-hand with those that celebrate how far we've come: Peer supports for survivors of domestic violence complement programs like **Elements of Ellen**, which encourages building self-esteem and community relationships.

Perhaps the most wonderful thing about expansion is that it can be channeled in all kinds of exciting ways. I'm happy to announce that after a day



Kathleen Stauffer

of discernment with our leadership team and Board last Spring, The Arc New London County team has built an extensive Strategic Planning Template addressing all areas of operation, from mission and vision to physical plant and emergency operations; from person-centered service models to technology and team development.

We'll keep you posted as we move steadily through the outline we've created, building a plan that will serve families and people with intellectual and developmental disabilities well into the future.



## The Arc Takes Rosa's Law to the White House

**I**N February, when news reports disclosed White House Chief of Staff Rahm Emanuel's use of the "r-word" it set off a firestorm of outrage among disability rights advocates. And, The Arc, led by Chief Executive Officer Peter Berns, joined other disability rights activists, self-advocates and family members in a meeting with Emanuel at the White House.

The delegation received an apology from Emanuel for his remarks, which were made in a meeting with Congressional leaders on healthcare reform. The Arc gained a pledge from the administration to consider the passage of Rosa's Law.

Rosa's Law was introduced by Sen. Barbara Mikulski (D-MD) and Sen. Michael B. Enzi (R-WY) in November 2009 to replace the terms "mental retardation" and "mentally retarded" with "intellectual disability" and "individual with an intellectual disability" in federal health, education, and labor policy statutes.

The Arc of the United States is advocating for the passage of the bipartisan bill. "This bill is very important for people with intellectual disabilities who understand that language plays a crucial role in how they are perceived and treated in society and are actively advocating for terminology changes in federal and state laws," says Peter Berns, Chief Executive Officer of The Arc.

It was a Maryland teenager who got the ball rolling on state legislation on terminology and whose sister was the inspiration for the naming of the bill before Congress. The Maryland state legislature amended the official language to "individual with an intellectual disability."

"Retard, 'retarded' and 'retardation,' once accepted medical terms, are now only used to demean and insult people. The Arc believes that changing how we talk about people with disabilities is a critical step in promoting and protecting their basic human and civil rights," Berns says.

The Arc continues to lead the charge in changing attitudes and recently the organization took on another high profile figure that used the "r-word." In a letter to radio talk show host Rush Limbaugh, The Arc invited him to meet with individuals with intellectual and developmental disabilities and

their families for a candid conversation on how the word negatively impacts their lives. The Arc is still awaiting a response from Limbaugh.

Nick and Rosa's mom, Nina Marcellino has said the issue is larger than changing language. "It was more than words to us," Marcellino says. "We all felt like you cannot separate what you call people from how you treat people. Attitudes have been changing and everybody felt that with a new term, it was a new beginning."

— From The Arc US E-newsletter Feb. 26, 2010

**"...you cannot separate what you call people from how you treat people."**

**—Nina Marcellino,  
Rosa's mother.**

—(Continued from Page 1, President's Message)

Families have service needs and people with disabilities require ever-changing supports to suit the times we live in.

Because The Arc is so intimately connected with families, we have insight into the "next generation" of services and supports required. Services such as afternoon programs for young people were not

needed in the past, but today they are essential for busy, hard-working parents.

Membership in The Arc means you are not alone in fighting for equity and inclusion for your loved ones. I invite you to become a member of The Arc today as my family did years ago. You are not alone! There is information available to you, and we are here to help you in every way we can.

## Meet Jocelyn LaMarsh

### **Can you tell us something about yourself? Who is Jocelyn LaMarsh?**

"I'm a somewhat funny, sometimes serious person who wants to have a fun time in a so-called free country — the eyes of a foreigner looking in... I was born in Canada and lived there until I was fourteen. I've been here now thirteen years, but I've travelled around quite a bit."

### **Where to?**

"Tennessee, mostly in Memphis and the Smoky Mountains, and Mexico and Barbados on family vacations when I was young. Virginia, Seattle, Maine, New York, Boston, Austria, Amsterdam and Arizona at a wildlife refuge for horses."

"I grew up in a big horse area in Canada. I like horses a lot and worked with horses in this area."

"I love taking pictures, too, lots of skylscapes at sunset and dawn and some are just random skies. They help me see how far I can go in my life — the sky is *really* big!"

### **You said 'so-called free country.' What do you mean?**

"Freedom. Participants should decide what *they* want, not have it told to them. Most people know what they want."

### **You like Anime books. What is it that you like about them?**

"They can do *anything*... No one tells them what to do, what time to do something. They can be with their friends. An idealized version of what we should do."

### **Do you like being here at The Arc?**

"I really enjoy it! I've had a chance to be on the lawn crew, worked in the kitchen and the

General Store, and was a volunteer aide in the Community Experience Program in Norwich for a while. I worked at a horse farm for a while, too."

"I like everything! I spoke at the Capitol, spoke with Senators, spoke on behalf of ETC (*The Employment Transition Center*). I'm a pretty good advocate."



### **You said before today that you wanted to do a column for the newsletter—**

"—Being a voice for people who don't have one. Ask people what *they* want in their lives, what rules *they* want to set on their social boundaries."

### **What else would you say?**

"The first article would be on social changes and what folks think about the Center. Most people like it here. We could relax some guidelines, though. Relaxed guidelines could work for everyone down the road. We could create individual rules for individual people, not use blanket policies. Anybody who wants to be an aide should have the right if they have enough capability. Job qualifications are your *abilities*, not your degrees or licenses."

### **Any final thoughts, Jocelyn?**

"I want to open a noodle shop. It's my dream. Noodles with different toppings like bacon or eggs or veggies — I got hooked on the different possibilities."

"I've got a place picked out. Probably \$40,000 for rent and heat, and another \$40,000 more for dishes and everything else... Yeah, around \$400,000 just to get started! Like I said, it's my dream..."

### **Thanks, Jocelyn!**

"You're welcome."

NOTE: Look for  
Jocelyn's Column in  
the next Newsletter!



# The Arc NEWS

Strides Registration



Kathleen Stauffer



Dan Steward,  
1st Selectman of Waterford

The Arc's 34th Annual

**Jack O'Keefe Memorial Strides Road Race**  
301 Great Neck Rd, Waterford, CT  
Benefiting people with disabilities and sponsored by  
**OUTBACK STEAKHOUSE®**  
Sunday, October 2, 2011

Plenty of fun at  
The Air Castle



Isabella!!



Andrew!



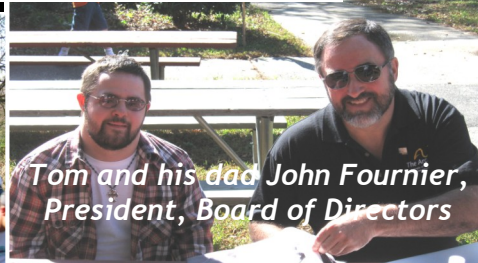
There were Awards  
in each division and  
Team Awards, too.



Dan pulled the trigger  
and the 10K race  
was off!



Tom and his dad John Fournier,  
President, Board of Directors



Plenty to eat thanks to Outback



Scott Mindel  
won the 10K



Cap'n  
Sparrow  
starts with a  
BANG!



Scott won  
the 5K too!



Captain Sparrow  
starts the  
Family  
1K Fun  
Run, Walk  
and Roll



"Runners ready?"



Encouragement  
from Families



Friends lend support



From Start...



...to Finish!



**Thanks to our many Strides sponsors:**

Outback Steakhouse, MJ Sullivan Automotive, The Tolland Fund, O'Keefe Controls Company, Suisman Shapiro, Angel Erin Fund, Freeport-McMoRan, Rose & Kiernan, Inc., Coca-Cola, Dunkin Donuts, The Resident, Jordan Chiropractic, The Connecticut Sun, Sacred Heart Parish, The Day, Savings Institute, Chelsea Groton Bank, Miranda Creative, CT Center for Massage Therapy Dime Bank, Eastern Federal Bank, Minute Man Press, A/Z Corporation, Mutual of America, Bob's Discount Furniture and many, many others. Thank you all. 🙌

# The Arc NEWS

## Chef Stauffer shares the Bounty!

Being the head of an organization — managing all of its intricate parts and personalities — and still taking time to be part of the social fabric of that organization is a challenge for some executives. Some are so caught up in the world of governance and budgets that they rarely have the time — or make the time — to be part of the day-to-day culture in the workplace.

Not so for Chief Executive Officer Kathleen Stauffer, whose open door policy and willingness to communicate with staff is well known. She's at every Power Hour and on the floor nearly daily. And when Hurricane Irene knocked out power to so many staff, Kathleen came in early to cook lunch so that we would have a warm meal.

And what a lunch it was! Savory chicken with carrots, fingerling potatoes, seasoning and just the right amount of onions. Absolutely delicious! Thank you, Kathleen! Leadership by example — at its best!

### **French Country Chicken**

1 whole chicken  
2-3 cups of chicken broth  
1 whole onion, chopped



3 stalks of celery chopped in large segments  
1 pound baby carrots  
1 medium bag fingerling potatoes  
Salt, Pepper and Parsley

*Pour stock into baking pan.*

*Salt and Pepper chicken inside and out.*

*Add 1/4 chopped onion and chopped celery stalk into the chicken*

*Place chicken in pan. Surround chicken with carrots, potatoes, celery and remaining chopped onion. Salt and Pepper vegetables.*

*Bake at 350 degrees 2 to 3 hours depending on the size of the chicken. Increase heat at the end to brown the top. Garnish with Parsley and serve!*

## Act NOW to Save the Medicaid Lifeline

**I**F you or your loved one lost Medicaid — would you have to stop working? Would you lose the very supports that allow you or those you know to be a part of the community? Right now, everything we as The Arc champion is on the line in federal budget talks. Cuts to important disability-related programs, like Medicaid, could be proposed, harming our families, and people with I/DD and many others who are reliant on Medicaid services. Now is the time to take action and tell your representatives in Congress, "Don't Cut Our Lifeline." *Make a difference.*

**Take action NOW!**

**Congressional Representative:** Representative Joe Courtney  
U.S. Representative, Connecticut's 2<sup>nd</sup> District

### **Washington, DC Office:**

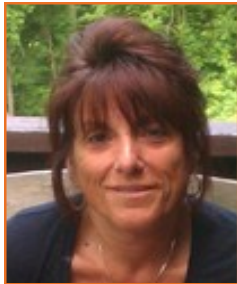
215 Cannon House Office Building  
Washington, DC 20515  
(202) 225-2076 (202) 225-4977 fax

### **Norwich District Headquarters:**

101 Water Street, Suite 301  
Norwich, CT 06360  
(860) 886-0139 (860) 886-2974 fax



## Transitions



**Valerie Malone**, the former Senior Residential Manager at Seacorp, Inc. has been named the new Director of Residential Services for The Arc. Valerie has been with The Arc team for 27 years.



**Jon Maderia**, the former Employment Services Coordinator has been named the new Director of Employment Services at The Arc's Employment Transition Center. Jon has been with The Arc 7 years.



**We are pleased to announce the following new members of the management team:**

**Cheryl Lambert** will be the Residential Manager for the Hebron CRS

**Jamie Foster** will be the Residential Manager for Hillcrest

And **Betty Joe Davis** is stepping into the role of Senior Manager.



## **Congratulations to The Arc New London County's College of Direct Support Values Curriculum Graduates!**



**Eight** employees of The Arc New London County were the featured guests at The Arc's most recent **Power Hour** on November 15th, to celebrate their completion of their Arc *College of Direct Support (CDS) Values Curriculum* modules.

The Direct Support Values Curriculum consists of 5 modules, which, when completed successfully, reward the CDS grads with a Certificate, a Lapel Pin, and a 25 cent/hour raise! To date there have been 22 graduates overall, and 8 in this group, with an additional 14 employees nearing completion!



Our eight newest CDS graduates are: Michael Dembkowski of the *Community Integration Program*, shown here with The Arc's Chief Executive Officer Kathleen Stauffer. Heather Fellows, Residential Manager at the Niantic residence, heading up a crew from *Niantic* that included Ishma Harris, James Miller, Jackie Morrell, Sheila Royster and Lindsey Trakas. And last but not least, Tracy Reid who works in the *In Home Supports* program. Thanks to all of you for taking the opportunity to better your skills and your paychecks!



## New Views



**T**his feature offers a forum to share thoughts about The Arc 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 this issue is **Audrey Snelgrove**, Supervisor of Employment at The Arc's Employment Transition Center in Groton. Audrey has been with The Arc for 16 years.

**Q:** What's the most powerful memory you have of your time in human services and why?

**A:** *I think my most powerful memory is when I was made supervisor of employment. It made me feel like all of my hard work and learned knowledge was recognized and appreciated.*

**Q:** Does the work that you do here affect your life outside of The Arc, and if so, how so?

**A:** *Yes, I think working in this field has made me a more caring and considerate person and has taught me the importance of being patient with others and recognizing their needs.*



*Thank You DinaMarie*



Many Thanks to DinaMarie Harris and the staff of CIP who worked together to serve up ghoulish Halloween delicacies like: Brains, Moldy Pasta, Worms & Dirt, Quicksand, Grave Yard Cake, Spider Web Eggs, and "Blood" Punch with floating Eyeballs!



**April 28th,  
2012  
Mates!  
Be there!**



New London County

125 Sachem Street  
Norwich, CT 06360  
860-889-4435

**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.*

**VISION:**

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

## The Arc NEWS

# SAVE THE DATES! MARK YOUR CALENDARS!

### SAVE THE DATE!



The 35th Annual  
**Strides Road Race**

**Sunday, October 7, 2012**

At Camp Harkness  
Waterford, CT



**REGISTER ONLINE!**

### COMING SOON!



Our 5th Annual



**PIRATE PARTY!**

**Saturday, April 28, 2012**  
at The Mystic Arts Center



**THE TREASURE  
AWAITS, MATES!**

