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The Challenge

Summer 2020

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...To Build Him a Bridge
Endowing The Future
find out more inside...



Founded in 1952, The Arc of the Quad Cities Area is an independent non-profit organization that provides support for over 300 Individuals with intellectual and developmental disabilities in our community.

The Arc provides:
Residential
Community Day Services
Vocational Training
Assistive Technology
Community Supports
Community Employment
Adventures with The Arc

The Arc of the Quad Cities Area
4016 9th Street
Rock Island, IL 61201
309-786-6474

For more information about The Arc's programs and support services, visit:

www.arcqca.org



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Cover: Chris Gadiant looks to the new I74 bridge from the Illinois side of the river. This photo is a re-creation of the cover from The Arc of Scott County brochure in 1964 that featured a young girl taken from the Iowa side of the Mississippi River with the old I74 bridge (still under construction) in the background. See page 5 to see image.



DOVE LEGACY MEMBERS

*Dove Legacy Members have made a commitment to leaving a legacy of love through their will or estate plan. Their gift will live on in perpetuity through the **Wilber L. Burress Endowment.***

- Thomas L. Hanson Special Needs Trust
- Michele & Mike Montford
- Fran and Marie DeWispelaere
- Rose VandeWiele
- Rick and Marcia Voltz
- Jan and Todd Haugen
- Kyle Rick
- Dennis and Sharon Baraks
- Cindy Ferguson
- Kathy and Tom Conrad
- David Conrad
- Matt Puck
- Connie Zogg
- Lizette Desseyne
- Jim & Twila Mitchell
- John & Helen Kerschietter
- Richard & Ruth Marie Motz
- Jim & Carol Horstmann
- Barb Goettig

Your support of The Arc has grown year over year in tandem to your commitment to the independence of people with intellectual and developmental disabilities. With your help we have gained ground, striving to create a world where all people have the opportunity to live life to their fullest potential. You can make The Arc part of your legacy; and ensure that the ground we have claimed for people with disabilities never retreats but, expands now and into the future.

By including The Arc of the Quad Cities Area in your Will, Trust, or beneficiary designation, you pass on a lasting gift that continues our work to protect the rights of people with disabilities and support their full inclusion and participation in community life, now and for future generations. Your gift provides The Arc with a stable, permanent source of funds for the betterment of The Arc's essential supports and services. These gifts cost you nothing now and allow you to change your beneficiaries at any time.

When you do, you become a part of The Arc's Dove Legacy Society comprised of donors who have created a legacy by helping The Arc achieve our important mission to empower people with disabilities to achieve their own unique abilities and achieve their full potential. For many, The Arc has been instrumental in the care of a loved one. For others, The Arc's mission resonates with their central core values and beliefs.

Anyone can leave a legacy. It can come at any stage of life; anywhere from a relatively small gift to a large bequest. What matters most is that you make the commitment, and we are here to help. If you have already included The Arc of the Quad Cities Area in your Will, Trust or beneficiary designation, please let us know so we can recognize your contribution and include you in the Dove Legacy Society.

If you would like more information about ways to leave a legacy or to speak to someone about making a gift please contact The Arc's Development Director at **(309) 429-6067 or wrights@arcqca.org**. Thank you.

Reusable Bag & Giving



We are excited to share that The Arc of the Quad Cities Area has been selected to be a part of the Hy-Vee Reusable Bag program that supports local non-profits, which is designed to make it easy for customers to contribute to their local community while supporting the environment.

For the month of August, each time a \$2.50 red “My Heart” Reusable Bag is purchased at the Milan Hy-Vee store located at Hy-Vee 201 10th Avenue W., Milan IL., \$1.00 will be donated to The Arc! This is a great way to raise awareness of The Arc, support the environment and fundraise for people with disabilities.

It’s a win-win! Thank you Milan Hy-Vee for selecting The Arc of the Quad Cities Area for this unique opportunity.

Fall Parent Learning Series

FREE Learning Series Continues Online

Join The Arc for the Fall Parent Learning Series, a series of workshops that promise to be uplifting, interactive and educational, as well as provide a good basic understanding of important facts. Participants will develop the foundation for their family’s own personal Future Care Plan™. The three topics to be addressed are below. Mary Anne Ehler will be presenting alongside experts in their field. **These workshops are geared for parents and guardians with special needs children and adults. Free to participate. RSVP to arcqca.org**

<p>What Do Person-Centered Programs Look Like? September 9, 2020 6:00 - 7:30 p.m. ZOOM</p> <p><i>This series will cover:</i></p> <ul style="list-style-type: none">■ As programs are brought back you can be a part of the conversation on how to re-imagine programs that reflect person-centered planning■ Help chart the course of what person-centered planning looks like at The Arc■ Guided by The Arc’s staff	<p>Charting The Journey September 23, 2020 6:00 - 7:30 p.m. ZOOM</p> <p><i>This series will cover:</i></p> <ul style="list-style-type: none">■ Overall planning needed■ Introduction to benefits■ Legal Planning	<p>Retiring for Three October 28, 2020 6:00 - 7:30 p.m. ZOOM</p> <p><i>This series will cover:</i></p> <ul style="list-style-type: none">■ How much do you need and how much does your child need?■ When to take Social Security?<ul style="list-style-type: none">■ Does Medicare matter enough to take your Social Security sooner? What will your child get in Social Security and when?■ What else changes for your child when you retire?■ Does your pension impact your child’s benefits?	<p>ABLE Act November 18, 2020 6:00 - 7:30 p.m. ZOOM</p> <p><i>This series will cover:</i></p> <ul style="list-style-type: none">■ How to set up an Able Account■ How it runs in your state■ Benefits of having an Able Account<ul style="list-style-type: none">■ Eligibility■ Impact to other resources/government benefits■ How much can you save?■ What type of accounts are allowed?<ul style="list-style-type: none">■ Qualified expenses
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Michael’s Message...

The combination of a global pandemic and national reckoning takes an emotional toll on all of us. But important things are happening both in the country and at The Arc of the Quad Cities Area. We know that a lot of people are struggling with what to do with this moment. The Arc of the Quad Cities Area recognizes that we have an important mission to support people with disabilities who rely on the structures, programs and supports we provide. This has helped us focus our creativity, time, and professional experience on living and working through this moment.

In the early months of the pandemic, The Arc’s management team quickly transitioned into working from home to support and provide resources and protective equipment to The Arc’s essential front-line staff who provide 24/7 support to the people we serve. We are so proud of the quick transition to the new realities that came on the heels of the pandemic from all our staff, and especially those providing direct support. As you know, while staff were facing this new reality, they were simultaneously providing emotional support, reassurance and re-direction to people with disabilities adjusting to new restrictions in the confines of their homes. Staff successfully worked to help people through those first tenuous months helping them stay connected with family and friends remotely.

The biggest disruptions were to our Day & Community Service and Work Services programs, which have been temporarily closed. It is now time for us to re-imagine these services for a new future. It’s always a good time for new perspectives to re-create how services are administered in new and creative ways. Our obligation to the people served is to keep the parts that work and find opportunities to enhance independence, employment, meaningful community life, and personal happiness.

The Arc has been affected by Covid-19 and not just in how we implement our programming. We had positive cases in persons served and staff members. We remember Jim Skafidas who lost his battle with Covid-19 in May of this year. Please see his remembrance on page 8. Jim was a loved member of The Arc’s family and is dearly missed by all who knew him. We are all deeply saddened by his passing, and our thoughts and prayers go out to the Skafidas family.

We would like to thank our community partners who have helped us support our staff during these transitional months. Especially the **Quad City Community Foundation** and **The Moline Foundation**, as each quickly recognized the need for funding availability for non-profits and fast-tracked the application systems in response to the pandemic. We would also like to recognize the **Rock Island County Health Department** for answering our requests for personal protective equipment. We appreciate their support to ensure the health, safety and wellbeing of people with disabilities who are more susceptible to profound effects of the disease.

We would like to thank all our friends, families, supporters, and community partners who made monetary and in-kind donations. Although the pandemic has created financial uncertainty, so many people chose to share their resources with The Arc and the people we support. For this we are extremely grateful and humbled by your generosity.

The Arc: Joined by a River

The Arc Takes Steps to Bridge Across the River

The Arc of the Quad Cities Area and The Arc of Scott County have similar genesis stories. Two groups of parents on each side of the river who wanted a better life for their children with disabilities, bonded through group effort and started pooling their resources. However, a river separated these two groups of parents and now The Arc of the Quad Cities Area and The Arc of Scott County have come together to form The Arc of the Quad Cities Iowa through an affiliation agreement.

The Arc of the Quad Cities Area and The Arc of Scott County have more than just a similar story. They are guided by the same passion to make sure that people with disabilities are integrated and integral to life in the Quad Cities Area. Now both of The Arc's in the Quad Cities are uniting the forces of two long-standing organizations with shared history and mission into one governing organization.

Throughout the process, there was discussion on how to fully include The Arc of Quad Cities Iowa into The Arc of the Quad Cities Area's leadership. Board Members Kathy Bucciferro and Tina Harper were

welcomed to The Arc of the Quad Cities Area's Board Member roster. The Arc's Board of Directors now consists of 15 members and there are requirements that we have leadership from both sides of the river.

"Like the founding parents of both our organizations, we are pooling our resources, dedication, and purpose towards empowering people with disabilities."

~Michael Glanz

Through affiliation agreement both organizations retain their distinction and remain separate nonprofit corporations yet are governed by the same mirrored Board of Directors.

Due to the affiliation agreement, both organizations will have a unified voice on behalf of people with disabilities living in the Quad Cities. "Like the founding parents of both our organizations, we are pooling our resources, dedication, and purpose towards empowering people with disabilities to believe in their own unique abilities and achieve their full potential" says Michael

Glanz, Executive Director of The Arc of the Quad Cities Area. "We are grateful that we can solidify the future of The Arc in the Quad Cities Area and The Arc of the Quad Cities Iowa."



Slice of the QC

New Event Brings Pizza & Beer Together for Good

The Quad Cities is known for a few iconic things: bridges, John Deere, and our own style of pizza. Slice of the QC is a celebration of our own homegrown style of pizza. With the exception of Chicago and New York, there is no other region (that we know of) that hails its own style of pizza. Quad City style pizza is more than a cut of pizza, it's a slice of hometown pride.

Pizza brings people together. When friends gather together for a cold beer, a great slice of pizza is a must. Unfortunately, we cannot physically bring people together safely in 2020. So we will be bringing people together for good and doing it safely with the "Slice of the QC" virtual event.

"Slice of the QC" will allow participants text to their vote on the best Slice of the QC and support The Arc by donating virtual slices to support people with disabilities. The awardee will receive bragging rights and a cool trophy.

Details on how to participate will be forthcoming. The event will coincide with National Pizza Month in October. It will be easy to vote for your favorite "Slice of the QC" and donate a slice to The Arc. Participants will be able to donate one, two, or three slices of



pizza for \$5 each. Each donation will be matched 1:1 by Modern Woodmen chapters 4361 Rock Island and 3752 in Davenport.

The Arc is co-hosting this event with our friends at Bent River Brewery who will be featuring a tapping of Arctober Fest Lager during the month of October. Participants will receive a coupon for a taste of Arctober Fest. For more information on this event please visit arcqca.org.

Celebrating 30 years of the ADA

Celebrating the ADA in the QCA with the hashtag: #ThanksToTheADAQCA

The Arc is celebrating 30 years of the ADA or Americans with Disabilities Act. The ADA was passed on July 26, 1990 and signed by President George H.W. Bush. The ADA works to ensure people with disabilities have the same rights and opportunities as anyone else. Thanks to the ADA people with disabilities have enjoyed expanded opportunities to live, work, and participate in their own communities.

Celebrate the ADA by telling us what you are thankful for using the hash tag: #ThankstotheADAQCA in your social media posts. The ADA is a landmark piece of legislation that has literally changed the landscape of America and protected people with disabilities against discrimination in employment, transportation, public accommodations, and communications. Things like curb cuts, ramps, closed captioning, electronic door openers, and protections in the workplace simply wouldn't have happened if not for few who stood up for equal rights to education, employment, and equal access. Let us know what you're thankful for.



Day & Community Services

The Arc Re-Imagines Services in a Time of Covid-19

Dynamic shifts have taken place on behalf of our Direct Support Professionals who typically work in the Community Day Services (CDS) program. These DSPs quickly moved into the group homes to support people throughout the Illinois Quad Cities without hesitation. This allowed residents to shelter-in-place and remain as safe as possible. These DSPs also perform daily “errands” like picking up groceries, prescriptions, and household supplies to limit the exposure of residential staff and residents.

Staff members worked to help people with disabilities work through their difficult emotions surrounding Covid-19 and help them find small triumphs that inspire new confidence. Individuals have been engaged with their family members and friends by drive-through parades and garden parties, and entertained and delighted with craft activities, art and Zoom Bingo and Zoom performances by local

musicians and a magician.

The Arc is currently working through plans to safely bring people back to the CDS and Work Services programs with less people congregated in larger settings. These services are an important part of a meaningful life for people with disabilities and we are making every effort to resume these activities safely and effectively. We are reminded of the extremely essential nature of the work DSPs perform to meet peoples most basic needs, but also the emotional supports that have provided people served with a good dose of security that has encouraged effective transitions to new routines and schedules.

See page 10 for information on being a part of the conversation re-imagining CDS programs to reflect person-centered planning.

Tribute to Jim Skafidas

Jim Skafidas, 67, Moline, passed away May 25, 2020 due to complications from Covid-19. For those who remember Jim, they all say that Jim had a lot to say. Although he might not have always had the tools to express himself, he appreciated those who would lend an ear and take the time to listen.

“Jim was a prolific letter writer,” says Sue Gadiant his former group homes supervisor. “He could write up to 30-40 letters per week.” If there was anything that needed repaired around the house, letters would be sent to various employees of The Arc including the Director of Maintenance and The Arc’s Executive Director. “He would often write letters to the Mayor of Moline and East Moline.” Say’s Darcie Strupp, group home supervisor, “If there was something that needed repaired, Jim was there to make sure it got the attention it needed.”

Jim was an avid collector of watches and was very particular about their care. He very much enjoyed spending time with his family. Jim always looked forward to sharing a hot dog and a Diet Coke with his brother Frank (one of his favorite things) and he always looked forward to talking with his sister Alexis.

He was very proud of his family, he made sure all his

favorite people were hanging on his bedroom wall. Says Darcie, “Those {family} pictures were very meaningful to him.”

Jim worked for many years at Arc Industries and was an integral member of his group home where he lived. One of his best mates was also his room-mate, Ted, and the two shared many things in common. He also adored his girl friend Teresa. Says Dotty Cunningham-Ehrmann his Independent Service Coordinator (ISC) at Praireland Service Coordination, “In the last couple of years of his life, Jim found someone who he enjoyed spending time with, someone he wanted to protect. He enjoyed helping Theresa, I think that Jim found love.”

“Jim always had a lot to say, and I learned to be a patient listener {from Jim} over the years,” says Dotty. “Jim was loved by many people, and by knowing him, my life was enriched.” Jim taught us all to slow down and to listen. He was a loved member of The Arc’s family and will be dearly missed by all who knew him.



Endowing The Future

The Arc Takes Steps Toward a Secure Future, 70 Years in the Making

In 1952, parents prepared and filed the Articles of Incorporation. Putting into existence an organization that values the lives of people with disabilities and works to provide the supports that allow them to live their best lives.

That statement might seem a simple proclamation, yet it was a huge departure from the prevailing attitudes of that time. Generations of adults and children were often institutionalized because of a lack of understanding of human social and emotional development, depriving them of their rights to fully grow into their potential and participate in their own community.

As seen in this pictured brochure from The Arc of Scott County in 1964, the unfinished I-74 bridge is in the distance. The introduction (below) by Connie Hurst asks, “Will you help us show her that a bridge to

a better tomorrow will not remain unfinished?” This question is still relevant today...there is so much that remains unfinished.

The new I-74 bridge is now under construction and the final spans are being laid. It is a good time to



reaffirm our commitment and be reminded that the fate of people with disabilities rests on all of us, including you. You can use your voice to uphold the dignity of people with disabilities with your support.

As we look toward The Arc’s 70th anniversary in 2022, we are looking for your support to answer that question with a resounding

‘YES.’ So in another 70 years, we can honestly live up to the hopes and dreams set forth by these first parents - the full societal participation of people with

Continued on page 6

...To a better tomorrow, one must recognize her needs. Though she (has a disability), those emotional needs without which each of us cannot fully mature are her right as they are ours. Should she be a child without love and understanding, she is deprived of the right to grow.

The purpose of this pamphlet is to acquaint you with those of her needs which are provided for (children with disabilities) within Scott County. Though we believe these services to be important to her we also feel that only you can give her and her family the social acceptance which will lead her, and others like her, to that characteristic so often denied her...dignity.

More and more the child (with disabilities) is becoming a member of society in her own community. She is less often being housed in state institution, for it is felt that familial warmth and love are as necessary to her as to any other child. She may therefore be your neighbor, your friends’ child or a stranger in the street.

Whomever she is or wherever you should meet her, only you can give her the acceptance, without ridicule on the one hand or over-zealousness on the other, which is her human right. Will you help us show her that her bridge to a better tomorrow will not remain unfinished?

~ Connie Hurst

At the time of the writing of this, the r-word was not seen as derogatory. Today that word is stricken from all federal language and replaces it with people first language such as “individual with intellectual disability” or “intellectual disability.”

Although the words have changed, the sentiment of leaning into a more inclusive future remains the same today.

Endowing The Future *Continued*

Continued from page 5

disabilities in our community.

You can help build a bridge that will keep that promise, through 2022 and way beyond. With the help of The Moline Foundation and Quad City Community Foundation you can be a part of The Arc's future. In honor of our 70th anniversary in 2022, we have set up *two funds*: one in Iowa with Quad City Community Foundation, and one in Illinois with The Moline Foundation that will benefit The Arc of the Quad Cities Iowa initiatives. The Moline Foundation Endowment will directly benefit individuals served by The Arc who need emergency assistance. Gifts toward either of these funds will be permanently endowed and grow into perpetuity. Permanently endowed funds at local community foundations are as close as it comes to immortality and gives donors a voice in the future.

Help us achieve our goal of raising \$70,000 in each fund in honor of The Arc's 70th anniversary celebration. These funds will fortify the relationship now enjoyed by The Arc of the Quad Cities Area and The Arc of the Quad Cities Iowa. Your gifts will help build a bridge that will finally define our region as a place that accepts and supports all people. Don't let this important work remain unfinished.

Will you be a part of a better tomorrow?



Children with intellectual disabilities play at a local park in Davenport as publicized in the SCARC brochure from 1964. Children and their families looked through the looking glass of time to see a brighter future for people with disabilities. You can help The Arc keep that promise, with your contribution to either of The Arc's new endowments.

The Arc's newly established endowments span the river. Funds at the Quad City Community Foundation will benefit The Arc of the Quad Cities Iowa Endowment. Funds at the Moline Foundation will benefit The Arc Emergency Assistance Fund. The Wilber L. Burrell Endowment is managed by it's trustees at The Arc and supports The Arc's services and supports.

Please use the inserted form to make a commitment to The Arc's 70th Anniversary campaign. You can make a gift to one or all our endowments. Whichever endowment you choose, you will be helping us secure a strong future for all people with disabilities in the Quad Cities Area.

Funds at the **Quad City Community Foundation** will support: **The Arc of the Quad Cities Iowa Endowment** which supports Enhanced Horizons and The Arc of the Quad Cities Iowa Holiday Party.

Funds at **The Moline Foundation** will support: **The Arc Emergency Assistance Fund** for people served by The Arc who need direct financial assistance on an emergency basis.

Funds at the **Wilber L. Burrell Endowment** provides a permanent source of funds that strengthen and provides stability for The Arc's services and supports

For 70 years, The Arc has worked toward positive change. We have until 2022 to reach this new ambitious goal. We ask you complete the enclosed form and include yourself in a more inclusive future. Thank you very much for becoming a part of The Arc's future by honoring The Arc's rich history and legacy of building bridges for people with disabilities.



More information about the The Arc of the Quad Cities Iowa Endowment can be found at: qccommunityfoundation.org



More information about The Arc Emergency Assistance Fund can be found at: molinefoundation.org

Jobs Lost & Gained

People with Disabilities in an Uncertain Job Market

As many as one in five people in the US has a disability which make up the third largest market segment in the country. Employing individuals with disabilities and supporting their place in the work force makes good business sense. According to Disability:IN and American Association of People with Disabilities, employers who embrace best practices for employing people with disabilities outperform their peers. Likewise, people with disabilities are eager to know which businesses support disability and inclusion as part of social responsibility for mission driven investing.

Despite this advocacy, persons with disabilities are vastly under-employed and are often the first to be laid off in an economic downturn like we are currently experiencing. Just under thirty percent of Americans of working age with disabilities are employed. In a global pandemic, the percentage has been shrinking.

For all working people, a job is not only a source of needed income but a source of pride and accomplishment. Community-based work opportunities in the private sector for individuals with disabilities provide an avenue for an inclusive and integrated life. The Arc believes that society in general benefits from the contributions of people with diverse personal characteristics, and individuals with disabilities should be included in every aspect of life, including the workforce. So the gains made by The Arc's Community Employment Service program, which oversaw the placement of 24 individuals with local employers last year, is remarkable. Each one of these jobs is a major achievement for the individuals who are matched with these opportunities, and each job represents one more step towards an integrated workforce in the Quad Cities.

Nine of the 24 placements were lost in the most recent downturn, so it was a happy turn of events that one of these layoffs led to another opportunity for Billy.

Billy was one of the many workers in the Quad Cities Area who was affected by the recent layoffs. Thankfully, soon after his layoff he was offered an opportunity at IMEG in Rock Island. His job is to provide the deep cleaning of all common surfaces at their administration building including handrails, break room, and conference rooms. Says Chris Collier, of IMEG's facilities support team, "We love having him; he's doing a great job." Says Billy of his recent transition, "It was a big surprise (layoff). But he was very eager to take on a

new opportunity. He said, "I'll take it!" When he heard about the job at IMEG.

IMEG was aware of The Arc's services that have helped staff Quad Cities Area businesses since 1993 and contacted Community Employment Services in March. In general, employers find that hiring people with disabilities improves morale and productivity. Although this is a temporary position, Billy hopes to "Hang on as long as I can." For him, and so many people with disabilities, it "feels great" to be fully included in the workforce and all the wonderful benefits financial independence entails.



Billy proudly stands in front of his new workplace at IMEG. Employers like IMEG find that hiring people with disabilities contributes to improved morale and productivity and has many long-term benefits.