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# The Challenge

Spring 2023



A New Era for Arc Industries and more inside....





## Michael's Message

The Arc has been a pillar in the Quad Cities for over seventy years. Although many recognize The Arc as an essential component in the service delivery system for people with disabilities, there is a persistent "under recognition" of both The Arc's services and the people that it serves.

The Arc is developing a new strategic plan that will take The Arc forward over the next three years. One of the services that will be recalibrated for growth is The Arc's Work Services program headquartered at Arc Industries.

The Arc has commissioned the help of experts at Tag Communications to help re-brand Arc Industries and bring it the recognition it deserves as an employer of people with disabilities, but also as a reliable, collaborative, innovative, and responsive business services provider in the Quad Cities.

Arc Industries offers a variety of services and is poised for expansion. By undergoing the re-branding process, Arc Industries will be able to live up to its history of creating good jobs for people with disabilities by capturing and delivering for new markets. **See page 3 for more information.**

The new strategic plan will incorporate The Arc's Residential program. **See page 5 for more information.** Our plans will continue to define the re-development of Heritage Fifty-Three in Moline. The site had been home to generations of people with disabilities, and the vision is to provide homes for both people with disabilities and without disabilities who can live their best lives together.

Planning takes time and the input of many. We invite your input as we undertake this process. Our objective is to create a plan that fully serves the needs of everyone we service and build a solid foundation of supports that can weather the test of time.

We also invite you to undertake your own planning process. The Arc's Spring Parent Learning Series offers a mindful approach to planning so that when you reach major milestones, you and your family are confident and ready. **See more on page 7.**

Also, please plan your social calendar with us. There are so many fun fundraising events to choose from. **See more on page 8.**

We look forward a season of new beginnings. Happy Spring!

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*Cover: People with disabilities pose with players from the Steamwheelers at Vibrant Arena in Moline, IL.*

## Our Mission

The Arc mission's is to empower people with disabilities to believe in their own unique abilities and achieve their full potential by providing quality, innovative services that focus on advocacy, independence, employment, meaningful community life and personal happiness.

# Memorial Gifts Continued

## in memory of Janice Nelson

Stephen and Jane Alexander  
Richard and Barbara Ford  
John Harris  
Deborah Hawkins  
Dennis Jennings  
Robert Nash  
William Nelson  
John and Jeanne Punkiewicz  
Michael Stiener  
John Usrey

## in memory of Jo Clark

Vanessa Biasi  
Thomas and Judith Callahan  
Matthew and Courtney Conklin  
David and Melissa Dell  
Donald and Jayne DePaepe  
Gerald and Mary Jacobs  
T.J. and Emily Marckese  
Robert and Janice Minor  
Gary Mohr  
Joseph and Melissa Padesky

## in memory of Lee and Margaret Costello

Rosemary Costello

## in memory of Leni and Elwood Price

Linda Lambin

## in memory of Michael McCormick

Matthew McCormick

## in memory of Mike Glassner

Thomas and Deborah Bracke  
Martin and Dorothy Davis  
Judy Elliott  
Sue Gadiant  
Craig Glassner  
Lawrence and Cynthia Graves  
Pattie Haines  
Anthony and Patricia Hodge  
Charles and Susan Johnson  
Sally Kulig  
Jane McClean  
Frieda Petty  
John Sandway  
Denise Strupp  
Michael and Candace Walters  
Craig Glassner

## in memory of Paul Welsh

James and Mary Sue Billings  
Mark and Annette Drobushovich  
Terri Farditürkmani  
Bruce and Gina Frenell  
Jack and Ruth Gowan

## in memory of Robert Johnson

Anonymous  
Boyd and Kathleen Johnson  
Thomas and Barbara Montgomery

## in memory of Rose VanDeWiele

Mike and Tracy Poelvoorde

## in memory of Henriett Adams-Bebber

Linda Golden

## In memory of Jack Bateman

William Bateman



John poses with the princesses at Tim Tebow's Night to Shine.

# Staff Milestones

The Arc's biggest asset is our staff members. There are hundreds of years of institutional knowledge accumulated by some of our long-term employees. Those employees time and talent have been a big part of The Arc's successes and return the successes of the individuals we serve.

In the past few months we have had one retirement, Linda Heber. Congratulations Linda on your retirement.

See a full list below of some of the milestone anniversaries reached by some of our most dedicated staff members.

## Retirement

2-14-2023 Linda Heber

## Milestone Anniversaries

35 years Thelma DePaepe

30 years Connie Williams

25 years Chris Roush

20 years Cindy Walker



Pictured above: Cindy Walker (celebrating 20 years), and Thelma DePaepe (celebrating 35 years)

## DONATE THE ROAD AHEAD



## DONATE YOUR VEHICLE TO THE ARC

[WWW.ARCQCA.ORG](http://WWW.ARCQCA.ORG)

FREE TOWING | TAX INCENTIVES



## Dove Legacy Society



Dove Legacy members have made a commitment to leaving a legacy through their estate plan. Their gift will live on in perpetuity.

.....

Mike & Michele Montford  
Marie DeWispelaere  
Rose VandeWiele  
Rick Nd Marcia Voltz  
Jan & Todd Haugen  
Doug & Kyle Rick  
Dennis & Sharron Baraks  
Cindy Ferguson  
Tom & Kathy Conrad  
David Conrad  
Matt Puck  
Connie Zogg  
Lizette Desseyn  
Jim & Twilla Mitchell  
John & Helen Kerschietter  
Richard & Ruth Marie Motz  
Jim & Carol Horstmann  
Barb Goettig  
Mary Vande Voorde  
John Donald O'Shea

When you leave a legacy to The Arc, you become a part of the Dove Legacy Society. For many The Arc has been instrumental in the care of a loved one, for others our mission resonates with their core values. Whatever the reason, please reach out to Sarah Wright if you'd like to make a planned gift at [wrights@arcqca.org](mailto:wrights@arcqca.org) or 309-786-6747.



## Leaving a Legacy

The Arc of the Quad Cities Area directly impacts lives everyday. When you give to The Arc, your gifts impact many. But did you know that when you give through a planned gift, you can have a vital impact not just for that fiscal year, but for many generations of people with disabilities.

Our services are designed to last a lifetime. We are still serving people who were admitted to services since the mid 1970's. Shouldn't your gift last just as long, or longer? You are passionate about helping people. Put your compassion into action and give in a way that lasts the test of time.

Ways to make a planned gift:

- Bequest is one of the easiest ways to make a gift. With the help of an attorney, you can include language in your will or trust specifying a gift to The Arc.
- Retirement assets. Donating a part or all of your unused retirement assets is an excellent way to make a gift to The Arc.
- Designated Gifts. A beneficiary gift is a simple and affordable way to make a gift. Simply designate The Arc as a beneficiary of your retirement, investment, or bank account, or on your life insurance policy.

Whatever you do, we'd like to know about it so we can add your name to the Dove Legacy Society as a member. These members have made a commitment to leaving a legacy through their estate plan. These gifts keep paying it forward, securing the future for people with disabilities, making sure that their future abilities and contributions are affirmed and protected.

Leaving a legacy means no cost to you up front, but can affect the futures of many. Your commitment to improving The Arc's services is essential to those who depend on The Arc. If you are interested in learning more or have already made a designation, please contact Sarah Wright at [wrights@arcqca.org](mailto:wrights@arcqca.org) or 309-7-786-6747. We look forward to hearing from you.

# Re-imagining Arc Industries

Arc Industries has been an essential element in the suite of services The Arc has offered over the seventy years of its existence. For the first families who discovered that they wanted their children to have work opportunities, Arc Industries was the answer. For local businesses who needed flexible yet reliable business services, Arc Industries was the answer. For generations of workers who needed reliable job opportunities, Arc Industries was the answer.

The Arc is taking all of those strengths and has solicited the help of TAG Communications to help assess the opportunities and priorities for Arc Industries future. Using a variety of discovery tools including SWAT analysis and brainstorming, the team generated dozens of ideas, and half dozen mock ups, which resulted in one main re-branding idea that will take Arc Industries into a new era of business services.

Arc Industries is amplifying innovation with a new brand that will reflect Arc Industries strengths and will be complimentary to all aspects of its unique way of doing business. In order to underscore our commitment to this transformational change, Arc Industries will have a new name, new visuals, new tone, and new terminologies to truly reflect a new way of doing business.

Says Michael Glanz, Executive Director, "The rebranding process is a capstone project after years of transformational change. The new brand will uphold the long legacy of Arc Industries while bringing it forward in a fresh innovative way that serves the needs of today's business community."



Executive Director Michael Glanz (left) and Representative Gregg Johnson (middle), and Randy Peeters, Associate Executive Director (left) talk about the future of Arc Industries.

## Why Change? Why Now?

Arc Industries has been going through a transformational process that has overseen immense changes in the number of people employed there over the past six years.

The Arc had been operating with a special license from the Department of Labor (DOL) that allowed The Arc to pay individuals at their unique productivity rate rather than a flat rate like minimum wage. This model allowed for almost eighty individuals to work at Arc Industries, however the mean wages of those workers was low. Nationally, this way of doing business will quickly be sunsetting. So Arc Industries has been working toward a future where the mean productivity of each employee is high and therefore can be paid at a higher rate. The result is a much more mechanized and efficient process that allows workers to be machine operators, but reduces the number of people needed.

Says Randy Peeters, "We have been working diligently toward making Arc Industries a much more efficient and leaner operation in order to stay ahead of the coming regulatory changes from the Department of Labor." The Arc is happy to announce that the transformational changes Arc Industries has undertaken has successfully meant that The Arc no longer utilizes DOL regulations and pays all employees at least minimum wage which is \$13.00 per hour. "We have efficiencies in place now that will allow us to grow in proportion to the opportunities we can attract and retain." The rebranding and visioning process will reposition Arc Industries in the marketplace so that we can employ more people with disabilities over time and redefine what work opportunities look like.

# Memorial Gifts

*Gifts in memorandum or honorarium since 12.1.2021*

**in honor of Alisa Farmer**  
Jay Price

**in honor of David Dewaele**  
Kevin Dewaele

**in honor of Eric Sheldon**  
Diana and Thomas Hoffmann

**in honor of Gina Marsh**  
James B. Marsh

**in honor of Lillian Vancel**  
James Norris

**in honor of Matthew Montford**  
Jim and Twila Mitchell  
Mike and Michele Montford

**in honor of Mike and Michele Montford family**  
Michael and Mandy Montford

**in honor of Sarah Clark**  
Christine Marckese

**in honor of Tami Malmen**  
Mike and Denise McNeil

**in honor of Vincent Troy Chambliss**  
Sheri K. Elliott

**in honor of Zachary Kraemer**  
Betty Kraemer

**in memory of Caroline Kramer**  
Tonya Armstrong

**in memory of Cathy Carroll**  
John and Susan Crampton

**in memory of Christine Nelson**  
William Nelson

**in memory of Daniel Dawson**  
Darline and Joseph Miljush

**in memory of Daniel DeMay**  
Sandy DeMay

**in memory of Elizabeth Remley**  
Richard C. Remley  
Elizabeth Bornhoeft  
Larry and Sharon Chapple  
Richard and Sheryl Haugeberg  
Lisa Mennemeier  
Richard C. Remley  
Amber Schmidt  
Jack and Jean Seyller  
Julie Treloar

**in memory of Helen Patton**  
Karen Hanna  
Susan Arnold  
Thomas and Deborah Bracke

Lizabeth and Scott Chaney  
Amy Powers  
Joan and Stephen Conrad  
Meyer and Vedrine Cunningham  
Patrick and Kathleen Doherty  
Michael or Keri Doyle  
Cheryl Dubben-Brooks  
Daniel P. Ellard  
Mary Gloeckner  
James and Rebecca Hasselbusch  
Kathleen Hesse  
Mark and Sharon Hink  
Robin James  
Melinda and Stephen Kruse  
David and Pamela Lemon  
Cheryl and Steward Lyman  
Lisa and Jeffrey Martens  
Donald and Karen Maze  
Gretchen and Michael McCanna  
Dick and Jane McClean  
Linda McCullough  
Gretchen McLaughlin  
David and Gretchen Mills  
Mike and Michele Montford  
Steven and Regina Nelson  
Daniel and Joan Noe  
Robert and Marilyn Noe  
Michael O'Neill  
Richard & Jan Parsons  
Carol Patton  
Kathy Reumann  
Curtis and Nancy Rickenberg  
Lynn Robinson  
Ann and Tim Slavin  
Patricia Anne Stout  
David and Malia Sullivan  
J. Taylor  
James Teros  
Clara Thompson  
Kevin and Beth Waldman  
Michael Warner, Attorney at Law  
James Patton  
James Patton

**in memory of Jack Cobb**  
Cindy Ferguson  
Truman and Diane Symmonds  
Carol Vols

**in memory of Jan Vroman**  
Francis and Sue Vroman

**in memory of Jerry and Laneta Gowdy**  
Michael and Tracey Gowdy

**in memory of John Kerschieter**  
Linda LaPorte

**in memory of Kathy Plank**  
Beulah Morrow

**in memory of Lila Keller**  
Neal and Barb Keller

**in memory of Lisa DeWispelaere**

Marie Dewispelaere

**in memory of Marjorie and Timothy Schroeder**  
Tom Schroeder

**in memory of Mary Jane Ochs**  
Laurie and Jerry Ochs

**in memory of Pam Ayers**  
Joyce Jones  
Cheryl and Daniel Klossing  
Nancy Lyngholm  
Alexandria Mitrisin  
Polly Parrent

**in memory of Paul Ellison**  
Thomas K. and Judith A. Peterson

**in memory of Ralph and JoAnn Clark**  
Gary Mohr

**in memory of Rob Tolmie**  
Amy Maxwell

**in memory of Rose VandeWiele**  
Mike and Tracy Poelvoorde

**in memory of Sean Lawhorn**  
Flora Lawhorn  
Kathryn Lawhorn

**in memory of Sheri Hudnall**  
Carol Tolley

**in memory of Tim Maess**  
Brandt  
Fermin and Victoria Cortez  
David Dewaele  
Lori and Tony Dixon  
John Ewert  
Sue Gadiant  
Brenda Maess  
David Napsky  
Janet Pauly  
Linda Small

**in memory of Tom O'Shea**  
Erin O'Shea  
Sheila O'Shea  
John Donald O'Shea

**in honor of Barb Goettig**  
Joan and Stephen Conrad  
Linda Lane  
Ms. Jennifer Stender

**in honor of Paul Esparza's amazing art**  
Rachael Mullins

**in memory of Donald Johnston**  
Jasen Johnston



# Disability Awareness Night

There are 2 dates for 2023 Disability Awareness Night.

- Friday May 12th at Vibrant Arena
- Friday July 28th at Modern Woodmen Park

The event is sponsored by the Quad Cities Disabilities Awareness Coalition. The coalition is a group of organizations dedicated to increasing access, inclusion, and empowerment for people with disabilities around the Quad Cities.

Tickets are available online at <https://arcqca.org/events/disability-awareness-night/> or use the QR codes.

Help us highlight the many ways in which people with and without disabilities come together to form strong, diverse communities at Disability Awareness Night.



Individuals enjoy an evening of pride and awareness at the Disability Awareness Night with the Quad City River Bandits at Modern Woodmen Park in Davenport, IA.



**QC Disabilities Awareness Coalition**  
*Community • Inclusion • Empowerment*

# Disability Awareness Night



**FRIDAY, MAY 12TH**  
GAME STARTS AT 7:00 PM



LIMITED NUMBER OF TICKETS AVAILABLE

**BENEFITING THE  
QC DISABILITIES AWARENESS COALITION**

TICKETS ARE \$10



**TAXSLAYER  
CENTER**

1201 RIVER DR,  
MOLINE, IL

[ARCQCA.ORG/EVENTS/DISABILITY-AWARENESS-NIGHT/](https://arcqca.org/events/disability-awareness-night/)



**FRIDAY  
JULY 28TH**  
GAME STARTS AT 6:30 PM

LIMITED NUMBER OF TICKETS AVAILABLE

**SPONSORED BY  
QC DISABILITIES AWARENESS COALITION**

**BENCH TICKETS - \$6  
BOX TICKETS - \$10  
MEAL VOUCHER - \$7**



**MODERN  
WOODMAN PARK**  
209 S GAINES ST,  
DAVENPORT, IA

[ARCQCA.ORG/EVENTS/DISABILITY-AWARENESS-NIGHT/](https://arcqca.org/events/disability-awareness-night/)



## Up Coming Events

### Golf Outing, June 12



Planning for the warmer months ahead? So are we! We have been planning some engaging events that help support the important work of The Arc and have fun doing it.

We are now taking registration for golf. Please see page 5 for the registration form or for any event, please visit our website at: [www.arcqca.org/events](http://www.arcqca.org/events)

### Catalyst Awards, August 4



Sponsorships for these high-quality events are now being offered. If you would like to learn more about sponsorship opportunities please contact Sarah at [wrights@arcqca.org](mailto:wrights@arcqca.org).

If you want to take on a role as volunteer, ***please see page 5 for more information on The Arc's May of Caring event.*** You choose the day/time that works for you and we'll make it happen. Evenings and weekends are not a problem, we are happy to accommodate your schedule. We are just happy to have the help!

### Trivia Night, November 11



We are still working on a date for Slice of the QC, an event that combines pizza, beer, and doing good. So please stay tuned for more information on that great event.

We hope to see you at one or all of these great events and help support mission of The Arc.



# Charity GOLF OUTING

Enjoy a great day of golf and support a great cause at The Arc's Charity Golf Outing  
**Monday, June 12th at Oakwood Country Club**

\$500 for a Foursome

\$200 Hole Sponsorship

2  
0  
2  
3 Mon  
June 12



## Oakwood Country Club

1067 US-6, Coal Valley, Illinois

Registration: Begins at 8:00 a.m.

Golf: 9:00 a.m.

Lunch & Prizes: to follow



**\$500**  
Foursome

Hole  
Sponsorship  
**\$200**

Register online or use form below

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

☐ I am paying for my team

☐ I would like to sponsor a hole (\$100)

Name:

☐ I am paying for myself only

Phone Number:

e-mail:

Address

City, State, Zip



Player(s) (\$125 per player):

- 1.
- 2.
- 3.
- 4.

Deadline for registration is June 6. Field is limited to 25. Please submit your registration before the field is full. Submit completed registration form or use online form along with check made payable to: **The Arc of the Quad Cities Area.**  
GRAND TOTAL (players + hole sponsorship):

\$

Card #:

EXP:

CRV#:

Zip code if different than above

**Contact:**

Sarah Wright, Director of Development  
wrights@arcqca.org or 309.429.6067

Registration Form can be sent to:  
The Arc of the Quad Cities Area  
4016 9th Street  
Rock Island, IL 61201  
wrights@arcqca.org



# Expanding The Arc's Residential Program

The Arc acquired two properties that will be welcome additions to the Residential Program. These homes have four bedrooms each and will house up to four individuals with disabilities. Both are located in quiet established neighborhoods with walkable streets and plenty of mature trees.

37th in Moline (pictured below) is currently under renovation and will be available for placements by May. Watch Hill (pictured right) will require minimal renovations and will be available when staff are retained. The addition of these two homes brings The Arc's total of group homes up to nineteen.

The Arc has expanded its Residential Program through the acquisition and rehabilitation of properties throughout the Illinois Quad Cities. This model of expansion is economically sound and provides housing for people in smaller home settings. The additions of homes in recent years through this model has precipitated the hiring of one additional maintenance staff to help maintain these locations.

Says Susan Smith, Division Director of Residential, "These homes will provide more choice for people with disabilities who want to live as independently as possible."

*Pictured below, 37th living room (left), dining and kitchen area under renovation, and front of home (right).*



*Images above from Zillow.com are of the new Watch Hill location.*



## May of Caring - Opportunities to Show You Care

Does your employer have a give back policy? Or does your church want to an opportunity for a service project? Or do you and your family just want to give back? Well, there's a whole month just for you: the May of Caring.

The Arc's May of Caring is a month of caring opportunities that focus on sprucing up The Arc's group homes and readying them for warmer weather. Tasks include, mulching, weeding, trimming bushes, cleaning gutters, removing brush, power washing, staining outdoor furniture, etc.

"With nineteen group homes in multiple cities, the efforts of our volunteers are greatly appreciated" says Sue Gadiant, Volunteer and Outreach Coordinator. Can only make weekends or evenings happen? Not a problem. Contact Sue Gadiant at 309-786-6474 or [gadiants@arcqca.org](mailto:gadiants@arcqca.org) with your availability.

# Martin Luther King Jr. Food Drive

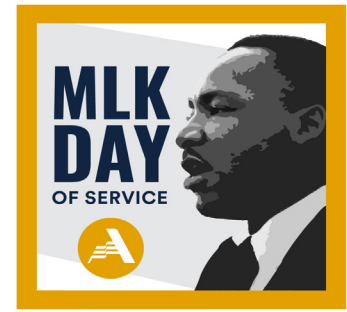
The Arc was awarded a grant from the Corporation for National Community Service to oversee the efforts of Martin Luther King Jr. Day and service projects throughout the year.

On Martin Luther King Day, The Arc hosted a Mobile Food Pantry at the Martin Luther King Community Center in Rock Island in partnership with the River Bend Food Bank. The successful event oversaw the delivery of high quality food options to help address food insecurity.

The Arc will continue its efforts to address food insecurity and uphold the legacy of Martin Luther King with a community-wide **MLK Food Drive to be held April 12**

**thru April 26.** The MLK Food Drive is made possible by our community partners Hy-Vee and Fairway and will be carried out in conjunction with the Quad City Disability Awareness Coalition, an organization of disability providers and advocates in the Quad Cities.

"We encourage everyone to join us in addressing food insecurity by making a non-perishable food item to any Hy-Vee, Fareway, or library in the Quad Cities" says Sue Gadiant, Volunteer & Outreach Coordinator. Food collection boxes will be available at each entrance and donations can be placed there, and participants from the Disability Awareness Coalition will pick up those items and distribute them to local



food pantries.

**A Drive Thru Drop Off site will be open on May 11 from 11:00 a.m. to 3:00 p.m. at the Vibrant Arena.** Players from the Steamwheelers and individuals with disabilities from The Arc will be on-hand to take your donations to the MLK Food Drive. Drive thru with your donations and a chance to visit with people with disabilities and your favorite Steamwheeler players.

A plan for children with disabilities requires careful and mindful planning. However, for many parents each day offers up many challenges, so this type of planning is easily cast aside. However, just starting to create a plan and slowly building it over time is a great way to tackle long-term challenges and gain much needed confidence and security in doing so.

**Thursday, May 11 from 6:30 - 7:30 p.m.**

**"It's Never Too Late to Set-up A Special Needs Trust"**

Presenter: Presented by Timothy B. Gulbranson from Lane & Waterman LLP

**Thursday, May 25 from 6:00 - 7:30 p.m.**

**"Guardianship - All You Need to Know"**

Preseter: Presented by Timothy B. Gulbranson from Lane & Waterman LLP

*Both sessions are FREE through Zoom or in-person at The Arc building. Registration is required: [gadiants@arcqca.org](mailto:gadiants@arcqca.org) or call Sue at 309-786-6474.*

# Rock Island Commissary - New AbilityOne Contract

Arc Industries has enjoyed long standing contracts at the Rock Island Arsenal that have lasted decades. The Arc has operates the mailroom at the Clocktower and the Official Mail and Distribution Center which has provided great jobs for people with disabilities for many years.

The Arc sought the opportunity to bid on a new contract last year and won the contract to restock the shelves and oversee custodial services for the Defense Commissary Agency (DeCA).

The contract became available

after another non-profit no longer continued the program. The Arc was able to bid on the contract through the AbilityOne program, which is a set aside program that uses the purchasing power of the federal government to buy products and services from participating nonprofit agencies, dedicated to training and employing individuals who have significant disabilities.

"This contracts builds on the relationship The Arc has built with the different commands at the Rock Island Arsenal. We anticipate another

lasting contract at the Commissary" says Sue McCabe, Director of Work Services. The contract provides excellent long-term employment opportunities for people with disabilities and is another opportunity to serve the hard working people who serve on the Rock Island Arsenal.

