

# The Arcticate



Board Retreat 2013: Pat Quinn; Fred Lokuta; Sara Wolff; Carol Chisdak; Don Broderick.

## Why Recruit People with ID/ASD for Volunteer Opportunities: Benefits and Barriers

Jeanne Lally

Although people with developmental disabilities, their advocates and our society have made great advancements, there are still barriers. Barriers that preclude some of those with ID (Intellectual Disability)/ ASD (Autism Spectrum Disorder) from fully participating in their communities are misunderstandings and stereotypic thinking. There are those that see limitations alone and miss the wealth of skills, abilities and some more elusive attributes like personal charm or an aura of joy and love. Who doesn't want to be around that??? There are those who think these people have little or nothing to offer. We know that is far from true but how do we change cultural thinking? Well, through education and example, of course. Despite the evidence, people with ID/ASD are underutilized as volunteers and they have so much to offer!

Organizations, project coordinators, and volunteer directors may simply overlook this population. Some people are uncomfortable around people with ID/ASD. Maybe they never met a person with ID/ASD and do not understand that they want the same things we all want. They want to enjoy a sense of belonging; they want meaningful relationships, respect and equal rights and opportunities. People with ID/ASD



are an integral part of our diverse society and should be treated as such.

It may be challenging to recruit these volunteers; it might be challenging to construct appropriate tasks; it might even be a task to learn how to interact and support these folks but it will be worth it. The truth is, people with ID/ASD have many valuable talents. Plus, they generally have a team of professionals that help support them. The everyday lives of these folks are mapped out in their Individual Service plans (ISP). The person and their support team, friends, family and provider agencies use this document to guide his/her life. Many identify volunteering, working, making friends, accessing

community as personal goals. Some studies indicate that about 70% of gainful employment comes from our personal relationships. Volunteerism is an excellent way to foster new

*(Continued on page 3)*

  
**The Arc**<sup>™</sup>

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# President's Message



I'm hoping one and all had a great Thanksgiving...this time of year brings one holiday after another! Before we know it, 2013 will be ending and we will be welcoming in the new year. (and forgetting to put 2014 on dated materials...)

Many activities are happening at The Arc and I would like to highlight a few:

The poinsettias were beautiful once again and the orders were plentiful. I would like to thank several people who took the time to sell our poinsettias at their place of business. We can't thank you enough for your kindness and generosity.

Also, the cookie walk was a delicious success and we want to thank everyone who participated. The raffle prizes were gorgeous and so were the scarves and boxwood trees which were all donated by the ladies of the Auxiliary.

## Exciting News...

The Arc's Day Program was "rockin' around the Christmas tree" on Friday (12/13) afternoon. "A Christmas Extravaganza" featured the many talents of our Day program participants and a good time was had by all! Everyone really looks forward to this very special program.

## Membership...

As we approach the end of the year, please do not forget about membership. Final reports are due by the end of December. If you are unsure as to whether you are a member, please do not hesitate to contact Eileen

at The Arc and she will be happy to help you sign up. Your renewals are vital to our organization. As you know, the more members we have the more votes we have when it comes to legislative issues affecting the folks we serve.

## Foundation Year End Request...

As you consider charitable giving for this holiday season, we ask that you remember The Arc of NEPA Foundation. This year we have a very special year end request. A number of our parents, board members, staff and interested parties have asked us to review our security hardware and procedures at our Meadow Avenue, Robinson Park and residential sites in light of the well-publicized incidents that have occurred across our country. The Arc of Northeastern Pennsylvania is dedicated to providing a safe, secure and protected environment to the men, women and children who participate in Arc sponsored programs and services. Your generous contribution would help with this project.

EXCITING NEWS!! The Arc will be having the Night at the Races again. Eileen and the Auxiliary are working toward having this fun event in April or May. This has been such a successful fundraiser and as a bonus everyone had such a great time! We'll be looking forward to more news on the dates.

In the midst of the holiday season we must take time to count our blessings and be grateful for even the smallest blessings. HAPPY HOLIDAYS to you and all your families and extended families!!

Sincerely,  
Carol Chisdak, President



## Exec's Corner

I recently attended The Arc Holiday Party at Fiorelli's and what a great time was had by all! Looking out at the 200 smiling faces, it reminded me of our last board meeting when one of our long time board members mentioned to the group that each of

them should attend this event at least once. "You will never forget it and remember that this is why we are here and committed to The Arc".

He couldn't have said it better. That is why we are all here, doing the work we do. Congratulations to Mari and her recreation staff who put on this fantastic, annual event.

If you haven't been, plan to go next year and I guarantee that you will never forget it and, as one dad said to me, "This party 'makes' my holiday season".

Also at the party, we honored Mr. Steve Arnone for his 38 years of service as County Administrator of the Lackawanna and Susquehanna County Intellectual Disabilities, Behavioral Health & Early Intervention Program. Steve has announced his retirement at the end of December. We wish him all the best in this next chapter of his life. (Enjoy that Corvette!)

May each and every one of you have the best holiday season ever!

Respectfully,  
Don Broderick  
Executive Director

## Benefits and Barriers

(Continued from page 1)

relationships, develop marketable job skills, social skills, access “for” community and do something meaningful. For someone who is usually cared “for,” it is a wonderful esteem boost to make a personal contribution. We all want to feel needed and important. Volunteering is associated with respect, an elevated status. Why not try to make this opportunity available for a person with ID/ASD?

Intellectual Disability is a mental impairment which occurs before the age of 22. The Dx (diagnosis) also includes limitations in 3 of the following: self-care, self-direction, mobility, learning, receptive/ expressive language, independent living and economic self sufficiency.

Individuals with Autism Spectrum Disorder have a developmental delay characterized by communication difficulties, social skill deficits, stereotypic behaviors and often sensory issues. However, they often have very intense interests in certain topics or items. They will engage with and focus on their preferred interests whole heartedly. Therefore, finding a volunteer match around that subject of interest would get you an enthusiastic and devoted volunteer. For example, if a person on the spectrum found maps an interest, how would they feel about volunteering in a visitor’s center? Probably pretty terrific!

On a cautionary note, be aware of coercion and exploitation of volunteers. It wasn’t that long ago that people with disabilities worked without pay.

Making use of these volunteers will benefit an organization. It shows the public acceptance of diversity and promotes creativity and tolerance. Recognizing this talented group will also lower

turnover and show a more welcoming atmosphere.

As indicated, finding the right match is critical and constructing the tasks might take some more time. The task description must be clear and realistic. The volunteer will need an orientation and training. The person may have difficulty with cognitive skills such as reading, writing, memory, organization and time management.

They may have some motor deficits that might limit computer use, grasping and handling objects and accessing the work space. They may require emotional support and instruction about interactions with co-workers. A personal plan would be beneficial. This way the task, components, and all considerations can be spelled out and available.

Just some examples of successful volunteer opportunities are with the Salvation Army, Red Cross, animal shelters, nursing homes, community clean ups, mural painting, cleaning up graffiti, helping the elderly, raking leaves, day cares, assisting the physically disabled, mailings, sorting, packing and stacking. Once the match is a fit, the person may require more frequent supervision and some extended learning time. The trainer should be knowledgeable, skilled and sensitive. They may need a flexible schedule. Remember; folks with ID/ASD might have access to agency support staff to facilitate their success with the volunteer experience.

Be sure all personnel get to know the volunteer. Consider “diversity



training” for your staff and all new hires. Don’t be afraid to ask about the individuals needs. Offer assistance when needed but don’t to the task for them. Praise often. Don’t worry about making a mistake. We are all people first and keep an open mind. Most people with DD are quite loveable and spontaneous. Boundaries may need to be established.

Volunteerism by persons with DD can be a wonderful experience for the individual, the organization and the community at large. Volunteerism may mean much more to these folks than you can imagination. Their lives may be built around a group of paid professionals without so much real, naturally occurring relationships. Imagine making that happen for someone a little less fortunate. This is also a natural way for community members to get to know some great people with DD and further dispel faulty thinking and stereotypic thinking. It is win-win. Doing something for others is doing something meaningful and contributing to our community. The best reason to engage people with DD as volunteers...It’s the right thing to do!

# Boy Scouts

11/21/13

ARC of NEPA  
Attn: Pat Quinn  
115 Meadow Avenue  
Scranton, PA 18505

Dear Mr. Quinn,

I would like to personally thank you for your contribution toward the completion of my Eagle Scout Service Project. The project was successfully completed on June 15th, 2013 and benefitted the ARC of NEPA and the residents of Scranton that enjoy Robinson Park. Twenty-two volunteers who worked very hard for two hours of service completed the project, while under my leadership. The group managed to move twenty-two cubic yards of mulch and make the playground area safer, replace the maintenance room door, and fix a broken electrical switch. Overall, the project has provided a newly mulched playground area for the children that use the park, made the area around the park safer for the ARC's members, and provided a safe room for storage of items used by the ARC.

Included with this letter are pictures from the project. The pictures display what the group accomplished, as well as provide you some insight as to what your contribution added to the project.

Once again, I would like to personally thank you with the utmost gratitude. Without your contribution, the project would not have been a success.

Sincerely,

*Aaron K. Grier*

Aaron K. Grier  
Life Scout, Troop 16  
Scranton



## 2013 Quality Outcome

Earlier this year, the guys and I were having a discussion about what they would like to do for a Quality Outcome in 2013. Jerry responded quickly and said, "I would like to volunteer at St. Francis' Kitchen". Chris immediately responded that he wants to do volunteer work also. Since April, Jerry and Chris have gone to St. Francis' Kitchen to volunteer one or two Saturday mornings each month.



Their job consists of washing tables and chairs in the dining area. When they finish that job, they hand out goodie bags to everyone as they leave. I'm so proud of the guys for

coming up with this idea. They leave there feeling wonderful knowing they are doing something good for those less fortunate.

*Submitted by: Dottie Nelson*



# Friends of the Arc Auxiliary

GREETINGS from the Friends of the Arc Auxiliary. It is that time of year when everyone on the Auxiliary Board is anxiously awaiting our next project. Needless to say, they are very creative and talented women and fun to be with. The cookie walk, raffle, poinsettias which were held on the day of the Christmas show were all hugely successful! We are pleased with the funds raised to support our Education program. Our Education committee has been very busy scheduling many schools for our program of educating 3rd graders about intellectual & developmental disabilities, which has been a great accomplishment! Thank you to everyone who have given this program many hours of hard work. Looking forward to our Calendar of events for 2014, welcoming back our Night at the Races program. We are thrilled to be making plans for a Spring fund raiser. Many other plans are in the works as well: our ice cream social for the consumers, membership mixer, speakers, educating our local schools about Autism, Tea/fashion show in the fall, flower sales spring and winter, gifts for the consumers, and wish lists for the Day programs. So as you can see, our lovely ladies are very busy fulfilling the needs and continuing their support for the on-going efforts of The Arc of NEPA. Thank You for a wonderful 2013 rewarding year.

Respectfully,  
Eileen Williams

*President of the Friends of the Arc Auxiliary*



## Some Highlights of the Elegant Tea at Zacharellis Gardens



Seated: Betty Whitney; Claire Maldonato; Eileen Williams; Sara Wolff; Nancy Crafferty; MaryCarol Kanton. Standing: Jeanne Gardier; Mary Murphy Fox; Eileen Rempe; Corolla Sawka; Michele McDade; Carol Burke; Betty Moreken; Betsy Youngblood; Ann Hoffman.

## Leave a Legacy – Estate Giving Program

### Remembering...

The Arc's founding parents, concerned community members and friends have passed on a legacy of commitment to a new generation. Today, we seek to sustain this legacy.

### Building...

Looking toward tomorrow may often be intimidating, but at The Arc we continue the mission and grow with the needs of the children and adults we serve.

### Leaving a Legacy...

By giving a gift to The Arc, you are ensuring a bright future for the people served in our programs. Estate giving allows for a variety of ways for individuals to choose the support most appropriate for planning their legacy: Outright cash gifts, designated life insurance policy, bequests, real estate.

We appreciate your kindness you show on an annual basis. As we move forward today and throughout

the year, we also need to be remembered as we go into the future. With your generosity, we can continue offering the services to the individuals who need them. If you would like to explore a method of giving that is right for you, please feel free to contact us and we will be happy to meet with you. For specific financial or legal advice, please consult with an attorney or financial planner.



## Honorariums



Celebrating birthdays, anniversaries, special events are all beautiful moments to be honored and cherished. Remembering your loved ones, friends, neighbors, co-workers is a wonderful way to let them know how much you care and that you are thinking of them. We can help relay those messages for you.

When you send The Arc a donation along with the name of the person(s) being honored, we will send a pre-printed card to the honorees, letting them know that a donation was made in their name and who sent the gift. It's a great way to say, "I Care" and benefit The Arc!

## Memorials

We also have a Memorial Program which sends your sympathy and condolences when a loved one passes away. We are here to assist you in making your wishes known.



## Upcoming Events

### Please Mark Your Calendars!

Embark on the ultimate sightseeing vacation with all your favorite Disney characters in Disney On Ice presents Passport to Adventure. Join Mickey, Minnie, Donald, Goofy and Daisy on a journey to the magical worlds of Disney's The Lion King, The Little Mermaid, Peter Pan and Lilo & Stitch. You'll explore the Pride Lands with Simba, Timon and Pumbaa; voyage under the sea with Ariel and all her aquatic friends; tour London with Peter Pan and Wendy, before flying to Never Land; and travel to Hawaii to visit Lilo and Stitch. Upbeat music, lovable characters and exciting destinations make Disney On Ice presents Passport to Adventure a vacation you'll never forget.



When: Sunday, January 19, 2014  
Where: Mohegan Sun Arena, Wilkes-Barre  
Time: 1:00pm  
Cost: \$26.00

Please call Mari for more information  
570-207-0825

### February 9, 2014

"Jersey Boys" at Scranton Cultural Center

### April 13, 2014

"Cirque Dreams" at Scranton Cultural Center

# Knights of Columbus



Seated: George Schneider, Dave Cimina, Roger Getts, Tony Spataro. Standing: Mark McDade, Richard Kovaleski, Francisco Morales, Charlie Vagnarelli, Don Broderick, Paul Vilgos.

The Knights of Columbus Appreciation Dinner was held on November 22nd at the Waldorf Park Social Club. These fine gentlemen help The Arc raise around \$10,000 a year. They have the Measure Up

Campaign and Arc-Knight. Their dedication to our organization for over 30 years is outstanding. We think they are a wonderful group and are very pleased with all the support from Lackawanna and Monroe Counties.

## Donate Your Vehicle

*An Easy Way to Turn Cars into Cash for Charity*

The Arc Vehicle Donation Program accepts all cars, trucks, motorcycles, RVs, regardless of the condition of the vehicles. Towing is free to the donor. If you want to donate your vehicle, please click on the link on The Arc's website [www.thearcnepa.org](http://www.thearcnepa.org) or call 1-877-272-2270. All you will need to do is provide the year, make and model of a vehicle, the general condition, the vehicle identification number and the title of



the vehicle of the must be available for information purposes when calling. All vehicles that are donated to our program must have a clean title. Please indicate The Arc of Northeastern Pennsylvania as the chapter to receive the proceeds of the sale of the vehicle.

**Donating is easy!**

**It may be tax-deductible.**



## PNC Foundation

Recently, The Arc-NEPA received a grant from the PNC Foundation in the amount of \$7,980 in support of a Community Residential Program bathroom remodel.

The Arc-NEPA enhances the quality of life and provides essential services for individuals with IDD. The Arc has endeavored to provide the best possible living arrangement with the resources we are given. Agency wide budget cuts, in the previous two fiscal years, have made the availability of funds for capital projects severely limited. We count on the generosity of the community.

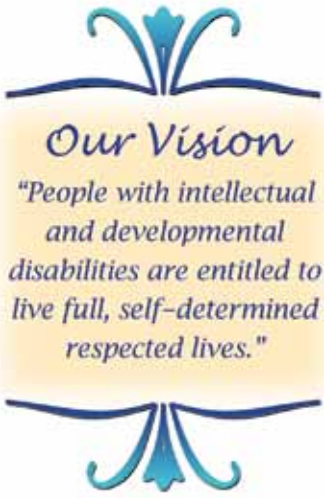
*Pictured: seated - Andrew Warner, Chris McLean. Standing - Peter Danchak, Don Broderick.*



Northeastern Pennsylvania

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Scranton, PA 18505

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*Our Vision*  
"People with intellectual  
and developmental  
disabilities are entitled to  
live full, self-determined  
respected lives."

VISIT US AT:  
[www.thearcnepa.org](http://www.thearcnepa.org)  
Find us on Facebook

Affiliated with the , The Arc of PA and The Arc of US.

DESIGNED BY: BILL PILLING GRAPHICS

*Sign Up!*

# Membership is the key...

You can help. Become a member of The Arc of Northeastern Pennsylvania today. Benefits include:

- National, state, and local newsletters with current information on intellectual and developmental disabilities.
- The opportunity to participate in The Arc affairs at a local, state, and national level.
- Attend conferences, conventions, and seminars at a reduced cost.
- Discount prices on publications.
- Insurances services, credit card program, and free one year subscription to ABILITY digital magazine.

### Stay Informed!

Membership Registration	
New Member	Renewal
Name: _____	
Address: _____	
Phone: _____	
Type of Membership	Please remit to:
<input type="checkbox"/> \$25.00 - \$49.99 Friend	 <b>The Arc</b> Northeastern Pennsylvania 115 Meadow Avenue Scranton, PA 18505
<input type="checkbox"/> \$50.00 - \$99.99 Sponsor	
<input type="checkbox"/> \$100.00 - \$499.99 Supporter	
<input type="checkbox"/> \$500.00 - \$999.99 Benefactor	
<input type="checkbox"/> \$1,000.00 + Partner	