



Pathways

Volume 16, Number 4 Winter 2011

Wage Issue Threatens Valuable Program, Services

(note: the following is from the staff of Vocational Services, Inc.)

Vocational Services, Inc. is one of 91 sheltered workshop programs across the state of Missouri.

Sheltered Workshop programs came into existence some 45 years ago as a result of an advocacy movement to provide an improved quality of life for individuals with disabilities. Parent groups and supporters wanted their loved ones to have choices that would allow them to experience and participate in their communities. Out of that grassroots movement has evolved, workshops, supported employment, volunteer work opportunities, day habilitation programs, recreations programs and residential services. Service providers work to continually improve quality and expand services to meet the wide variety of individual needs.

However, all of this effort and years of

progress is being threatened by the introduction of H.R. 3086. H.R. 3086 is being presented to phase out special wage certificates under the Fair Labor Standards Act of 1938 under which individuals with disabilities may be employed at commensurate wage rates. This bill was introduced on Oct. 4, 2011 by Florida Republican, Cliff Stearns with the support of New York Democrat, Timothy Bishop. It already has six co-sponsors including Bishop.

This is a frightening proposal as it would essentially be a door closer for sheltered workshops across the country. The impact of that possibility is difficult to imagine as it would immediately impact 7,400 workshop employees in the state of Missouri and their families.

Those who support this measure expect wages to be paid at or above minimum wage, sheltered workshop programs cannot afford to subsidize those costs and neither can our taxpayers.

To explain our current program, the Fair Labor Standards Act of 1938 allows workshops to pay commensurate wages based on the employee's ability to produce in relation to a non-disabled standard. Workshops are required to determine prevailing wage rates for similar work done by experienced workers in the surrounding community. In 2010, prevailing wages across the state ranged from \$7.50 to \$9.50 per hour. Employees are evaluated in relation to a non-disabled standard on the job they are assigned.

For example, if an employee is produc-

(please continue on page 2)

Wage Issue Threatens Valuable Program, Services

(continued from Page 1)

ing 50 units per hour and the industrial standard is 100 units, then the rate of pay is 50 percent of the prevailing wage rate for that job. If the prevailing wage rate is \$8, the employee will receive \$4 per hour. The workshop still pays \$8 in labor for producing 100 units, the same amount a non-disabled worker would make.

Commensurate wages do not mean less labor cost. The direct labor costs for workshops in fact are comparable to other sim-

ilar business operations. Generally, overhead costs for workshops, including supervision, insurance, utilities, etc., are higher than similar businesses. Workshop employees, on average, produce at one third of a non-disabled worker.

If a traditional business needs 10 employees to produce 10,000 units a month, a workshop would need 30 employees to do the same. The increase in the number of workers required to do the job drives up normal overhead costs, i.e. supervision, space, insurance, utilities, etc. State and county financial funding help to offset some of these costs.

Workshops have been a good investment for taxpayers. They are one of the only programs that generate economy as a result of funding. In fact for every \$1 of funding, sheltered workshops create about \$3 of local economy.

You might wonder where that \$3 dollars is going. Many sheltered workshop employees enjoy shopping, going to the movies, bowling and dining out with friends. This becomes the full circle, the choices that can be made and the independence that is created by having a job. This is the real definition of community membership.

Pathways

Pathways is published quarterly for Clay and Platte County residents with developmental disabilities, their families and other interested persons. Funding is provided by participating agencies which include the Arc of Clay and Platte counties, CEADD, Concerned Care, Inc., Immacolata Manor, Northland Early Childhood Education Center, Platte County Board of Services, People First, Triality and Vocational Services, Inc. Contributing occasional articles will be Down Syndrome Guild, EFECT, Tri-County Mental Health Services, the Maple Valley State School and MCDD.

Editorial contributions are welcome. Content is intended to be positive and informational. Material may be edited and will be printed as space allows.

If you wish to receive Pathways and do not, contact Betsy Keleher at 604-3043. We also appreciate help eliminating duplicate issues at a single address or unwanted issues.

Pathways on the Internet

Remember that copies of *Pathways* are available on the Internet at www.dginform.com/Pathways. The PDF requires a copy of the free Adobe Acrobat Reader. Instructions for obtaining the reader are also on there as well.

Pathways has also assembled an e-mail list so that we can deliver your PDF copy by e-mail rather than traditional mail. This helps cut costs and improve delivery. You may also sign up at www.dginform.com/Pathways!

Inside Pathways

Arc	3
CEADD	4
Concerned Care	5
Down Syndrome Guild	6
Immacolata	7
PCBS	8
Triality	9
VSI	10
State news	11

High School Program Achieves Success

(Note: The following is from the Arc 2010 Annual Report)

How does The Arc, one of more than 1.5 million nonprofits in the United States, distinguish itself to attract support to its cause of promoting and protecting the human rights of people with intellectual and developmental disabilities (I/DD)?

How can the organization amplify its reach into local communities and build a powerful movement of people with I/DD and their families, when some 700 chapters nationwide are using different names and logos to “brand” themselves? The Arc is also 60 years old and one of the largest charity networks, but is virtually unknown amongst members of the public, ranking 96th in public recognition among the 100 largest national charities.

Without a common brand identity the power of The Arc’s chapter network is diluted. The Arc should be seen as all one organization. Its ability to promote and protect the human rights of people with I/DD and actively support their full inclusion and participation in the community throughout their lifetimes is suffering without a cohesive visual identity.

So, with the full backing of The Arc’s National Board and a strong mandate from chapter leaders across the country, the Arc sought expert advice from Corebrand. This organization is a unique marketing agency with a strategy driven focus. Embracing The Arc’s guiding principle of participatory democracy, people with I/DD, their parents, siblings, family members and other concerned members of the public were provided opportunities to inform and guide.



Corebrand noted that understanding what it was that makes The Arc special required spending a lot of time speaking to stakeholders, with many different relationships to the organization—who is The Arc, what is its voice and how does it exercise this to help people to achieve.

A Brand Advisory Group was created to represent chapters across the country. Webinars, focus groups, and in-person meetings along with an Internet poll allowed every chapter in the country to be a part of the process.

With Corebrand’s guidance, The Arc developed an overall message platform, a promise and the long-sought single visual identity that captures the essence of The Arc. In less than nine months, The Arc’s brand promise of helping people with I/DD achieve their goals, coupled with The Arc’s personality was translated into a new brand identity that was unveiled at the National Convention in November 2010.

The new brand captured who The Arc is, where it is going and it will help unite and reinvigorate stakeholders as an organization. The next step is implementation, with turnkey graphics and guidelines that will enable The Arc to confidently hit the ground running.

From this day forward no one will ever wonder “what does Arc stand for.” The Arc is “...For People with Intellectual and Developmental Disabilities, it creates opportunities for them, and invites people to achieve with us.”



Fall Classes A Success—Get Ready for Spring

The fall semester of College Experience for Adults with Developmental Disabilities at Maple Woods Community College ended with another fun storyteller and with everyone getting a new t-shirt on the last day.

The program also had several new students attending the fall session, which included an expanded number of music classes, crafts, holidays, Titanic, scrap-booking, computers, snacks, math, stories, snacks, working together and Tai Chi.

For future sessions, please contact Betsy Keleher if you have any ideas for new or repeated classes (816-604-3043).

Spring semester begins Jan. 28 and will run through March 10, so look for your enrollment forms the first week of January. Send yours early to avoid disappointment.



Busy Fall Marked by Successful Activities

Three individuals, Robert Blanks, Raymond Francis and Matt Hauber, joined John Whalen, recreation coordinator, to form a team and represent Concerned Care in the Triple Play Event sponsored by the North Kansas City Business Council.

Company teams competed in three events, bowling, miniature golf and pool.

Joe McGuire and Jeff Minor joined John Whalen and Gerry Leonard to form a foursome in Concerned Care's Charity Golf Tournament. The tournament was organized by Ken Cleveland and held at Liberty Hills Country Club. Regal Plastics and Jack Miller KIA were major sponsors. Proceeds were designated for the recently established Charitable Trust Fund.

Outstanding Recognition Given

Concerned Care's annual dinner/auction fund raising event was held in October at the Embassy Suites Hotel. Each year, recognition is given for achievement, volunteerism and or support to the agency.

Laurie Harris received the Star Achievement Award for her ability to live independently. Laurie has been served by the agency since 1976 when she moved into a group home. By 1980 she had attained skills sufficient to live more independently and "graduated" to the supervised apartment program at Northgate Village. In 2004 Laurie moved to her own home in North Kansas City.

Laurie worked for several years as a housekeeper at the Hilton Hotel before becoming employed at the HyVee on Barry Road. She recently received her 10-year pen from Hy-Vee.

Art Butler, a CCI volunteer for 33 years, was the recipient of the Karl Morris Legacy Award.

Art started an innovating program in 1978, the first of its kind in the country designed specifically for people with developmental disabilities. "Gavel Club",

Concerned Care



Arc Board Members Marla Edwards, Phil Jeffries, Betty Boney, Evelyn and Terry Blanks.

is a speech-oriented program associated with Toastmasters International that emphasizes verbal and speech communication skills. It also contributes to self-esteem, self-confidence and independence.

Art has volunteered well over 1,200 hours working with over 100 people throughout the years,

The Arc of Clay and Platte Counties, an affiliated chapter of The Arc of the United States, was honored with the 2011 Partnership Award.

The organization is the largest in the US working with intellectual and developmental disabilities. The original organization, known as the Clay-Platte Association for Retarded Citizens, was formed in 1958 by parents who were unhappy with the services then available to their families.

Today the Arc of Clay and Platte Counties operates three thrift stores and provide support to local agencies, school and vocational programs and Special Olympics. This exceptional volunteer organization has donated over \$300,000 to Concerned Care since 2000.

Step Up Walk Surpasses \$450,000 Goal

The Kansas City Step Up Walk was a smashing success Oct. 29.

The event surpassed the \$450,000 mark and donations will continue to be accepted on-line at www.stepupfordownsyndrome.org, through Dec. 31.

Many people made this success. More than 400 volunteers donated their time and energy the day of the walk, alone. Numerous families raised funds, recruited team members to participate and helped spread the word about Down syndrome and the walk.

A special thank you also went to all of the sponsors and donors for being so supportive of the Kansas City Down syndrome community.

Held at Arrowhead Stadium, the one-mile walk and festival has become a day of fun for the entire family. Members of the Kansas City Chiefs Offensive Line participate, including Rudy Niswanger, Ryan Lilja, Casey Wiegmann, and Brian Waters.

The mission of First Downs for Down Syndrome is to raise money for the Down Syndrome Guild of Greater Kansas City, the Down Syndrome Clinic at Children's Mercy Hospital and other Down syndrome organizations; to raise awareness of Down syndrome and the services of the Clinic and the Guild; and to create positive images of those with Down syndrome.

The Down Syndrome Guild of Greater Kansas City is a 501(c)3 nonprofit organization whose mission is to provide support and resources for individuals with Down syndrome and their families. DSG seeks to provide the entire community with information and education to broaden awareness and foster positive attitudes regarding people with Down syndrome.

Down syndrome is a chromosomal disorder that affects one in every 691 births. It is one of the leading clinical causes of

Downs Guild

intellectual disability in the world. Individuals with Down syndrome are at higher risk for medical problems and language delays. Quality educational programs, along with a stimulating home environment and good medical care, enable individuals with Down syndrome to become contributing members of their families and communities.

Approximately 5,000 babies are born with Down syndrome in the United States each year, affecting about 400,000 families. There is a wide variation in the abilities, physical development, behavior and personalities of individuals with Down syndrome. Individuals with Down syndrome benefit from loving homes, appropriate medical care, inclusive education and positive public attitudes.

People with Down syndrome are first and foremost human beings who have recognizable physical characteristics and limited intellectual endowment which are due to the presence of an extra chromosome 21.

People First Language

- Put people first, not their disability. Say woman with arthritis or person with a disability. Labeling the person as the disability (for example, a quad) dehumanizes the individual and equates the condition with the person.

- Do not portray successful people with disabilities as heroic overachievers or long suffering saints. Even though the public may find these portrayals inspirational, these stereotypes raise false expectations that all people—with and without disabilities—should be such "super humans."

Manor Celebrates 30 Years of Service, Success

Immacolata Manor is celebrating 30 years of dedication in providing habilitation services to individuals with intellectual and/or developmental disabilities.

Since its inception, Immacolata Manor has touched the lives of more than 60 individuals and their families; 12 of whom have called the Manor home for more than 20 years.

To mark the occasion Immacolata Manor hosted a 30th Anniversary Celebration on Oct. 15 to honor the family of William H. and Jean Dunn, Sr. and all who made Immacolata Manor possible.

The event featured Greg Knapp of The KCMO 710 Morning Show as Master of Ceremonies, and included a cash bar hosted by Belvoir Winery, a bucket raffle, and dinner prepared by Chef Charles of Conrad's Restaurant & Alehouse. A fabulous dessert of cake, provided by Motley Cakes, was fashioned after Main House.

In celebration of the Manor's 30-year anniversary, Liberty Mayor Greg Canuteson, proclaimed Oct. 15 as Immacolata Manor Day in the City of Liberty. Formal Proclamations were received from Jay Nixon, Governor of the State of Missouri, and Congressman Sam Graves. Representative Myron Neth brought greetings from the Missouri House of Representatives and presented the Manor with a House Resolution. Bill Taylor of the Clay County DDRB also delivered remarks.

Also present was Stephen Dunn, brother of former Manor resident, Mary Dunn, and who serves as Chairman of the Board of both J.E. Dunn Construction Company and J.E. Dunn Construction Group. Stephen played a significant role in the purchase of Immacolata Manor from the Kansas City-St. Joseph Dioceses. Also speaking was William H. Dunn, father of former Manor resident, Mary Dunn, and

Immacolata

Chairman Emeritus of J.E. Dunn Construction and the Dunn Family Foundation.

In honor of the role the Dunn family played in the development of Immacolata Manor and their continued support, Dale Herrick, Director of Immacolata Manor, announced the decision made by the Manor Board of Directors to rename Main House to the "Mary Kathleen Dunn Main House."

Peter Brake, co-chair of the Embrace the Manor campaign, wrapped up the evening as he presented the case to develop a \$2-million endowment to assure future financial security for the Manor. The Dunn Family Foundation had been the first to offer support for the campaign by issuing a challenge grant that would quickly grow the endowment to \$500,000 in just two years. Mr. Brake reminded attendees that as we celebrate how far we've come, we still have a way to go to sustain the Manor for another 30 years, and beyond.

Proceeds from the Celebration will benefit the Embrace the Manor campaign.



PCBS Receives Three-Year Accreditation

PCBS

CARF International has announced that Platte County Board of Services for the Developmentally Disabled has been accredited for a period of three years for its group living, supported living, day habilitation program, service coordination, and supported employment programs for persons with developmental disabilities.

The latest accreditation is the seventh consecutive Three-Year Accreditation outcome that the international accrediting commission has awarded to Platte County Board of Services.

This accreditation represents the highest level of accreditation that can be awarded to an organization and shows the organization's substantial conformance to the standards established by CARF. An organization receiving a Three-Year Accreditation outcome has put itself through a rigorous peer review process and has demonstrated to a team of surveyors during an on-site visit that its programs are of the highest quality, measurable, and accountable.

Platte County Board of Services is a public entity with offices at 7900 NW 106th Street, Kansas City, MO. It has been providing services for people with developmental disabilities in Platte County since 1975.

In his letter informing the agency of its accreditation decision, Brian J. Boon, President/CEO of CARF, wrote, "This achievement [accreditation] is an indication of your organization's dedication and commitment to improving the quality of the lives of the persons served. Services, personnel, and documentation clearly indicate an established pattern of practice excellence."

In the report from CARF, Platte County Board of Services was commended for "the compassionate care that it provides for persons served and their families. One

person served said, 'They are there for me when I need them; when something is bothering me, I can talk to them because I can trust them.' One parent said, 'They are amazing, they coordinate all the services to meet his needs, they solve any problem that comes up, and they have made it possible to keep him living with us. They are life-savers for me—I could not do it without them.'"

CARF is an independent, nonprofit accrediting body whose mission is to promote the quality, value, and optimal outcomes of services through a consultative accreditation process that centers on enhancing the lives of the persons served. Founded in 1966 as the Commission on Accreditation of Rehabilitation Facilities, and now known as CARF, the accrediting body establishes consumer-focused standards to help organizations measure and improve the quality of their programs and services.

For additional information about the services accredited by CARF, contact Betty Krahn or Mark Arnesman at the administrative office at 891-0990 or www.pcbsdd.org.



Art Butler and Laurie Harris with their award from Concerned Care. See related article Page 5.

Home Visitation Program Brings Support

When do babies learn to crawl? How many vocabulary words does a one-year-old know? What does it mean when a baby cries? Is stuttering normal? What should parents do if they think their toddler can't hear well?

These are just a few of the hundreds of questions and concerns many parents have as they learn how to care for their children. How nice it would be if babies came with an instruction manual, covering every possible problem — and providing a solution! If only it were that simple.

The fact of the matter is, that no two children are alike, and no two family situations are the same. That's what makes a Home Visitation program like the one offered by Triality so helpful. A trained parent educator will make regular visits to eligible families to provide parental support, focusing on children three years old and younger. Support includes:

- helping parents learn about their child's development;
- providing activities to stimulate their child's learning;
- offering resources to help parents cope with the stress of being a parent;
- providing developmental screenings for their child, and finding appropriate services and referrals, if needed; and
- opportunities for education and social time with other parents and children through playgroups, outings and classes.

Parent Educators Help Families

Breanda could not remember the last time her children had been immunized. The time and complexity of locating the records and understanding what additional shots were needed was overwhelming. Enter Carron, Triality's Home Visitation parent educator. She was able to obtain copies of the girls' records and arrange for the appropriate immunizations. Carron then helped Breanda set up an appointment with Head Start and complete the

Triality

necessary paperwork for preschool admission. And, she connected Breanda to the local Career Center for help in looking and applying for a job.

The payoff was more than just a healthy head start for Breanda and her children. Once both girls were in preschool, Breanda could go back to work. With a new job and quality childcare arranged, the family has moved to a nice, new environment close to work and school.

Qualifications include:

- parents who have a child three years old or younger;
- families who live in the following Missouri counties: Jackson, Lafayette, Cass, Platte or Clay;
- availability for home visits from a trained, parent educator;
- meet income guidelines (similar to the WIC guidelines - Special Supplemental Nutrition Program for Women, Infants and Children)

If you or someone you know are interested in finding out more about Triality's Home Visitation program, contact Amy, 816.476.4011 or agorton@trialityinc.org.



Thanks to Triality's Home Visitation program, Daphne's all smiles at pre-school.

Bowl-A-Thon Rolls a 300—Circa 1966

Vocational Services, Inc. (VSI) held its Annual Bowl-a-thon and Silent Auction Fundraiser on Oct. 22. The event took place at the AMF Pro Bowl Lanes in North Kansas City, MO, with more than 200 bowlers, volunteers, and friends of VSI in attendance.

In celebration of VSI's 45th Anniversary, many people dressed in 1966 attire. Executive Director Randy Hylton emceed the event as well as handed out trophies, door and costume prizes.

This year's event was very successful. Everyone had a good time and community support was especially evident. All proceeds from the event will be used to fund vocational programs at VSI, which serve over 200 individuals with developmental disabilities.

Special recognition was awarded to the High Rollers of Victory

VSI

Packaging for the highest team score as well as the highest individual score.

VSI recognized its main sponsor, UNI Computers, as well as all of our friends from The Independent Order of Odd



Fellows and Rebekah's who donated money towards the fundraiser. These generous groups also donated items for the Silent Auction and their time volunteering at the day's event. VSI truly appreciates these generous contributors and everyone else involved that helped to make the event successful.

VSI staff is already preparing for our 2012 events. If you would like to become a sponsor, donate an item to be used in our Silent Auction fundraisers, or would like to volunteer at one of our events, please call (816) 781-6292.

State Waiting List Trust Fund Established

House Bill 631 was passed by the 96th General Assembly and signed by Governor Nixon to create the Developmental Disabilities Waiting List Equity Trust Fund.

Beginning Jan. 1, 2011, an individual or corporation may designate at least \$1 on a Missouri individual income tax return or at least \$2 on a combined return of his or her tax refund amount to the Developmental Disabilities Waiting List Equity Trust Fund.

A taxpayer may also donate to this fund by sending a separate check with the payment of his or her taxes.

Moneys in the Developmental Disabilities Waiting List Equity Trust Fund cannot be used to offset any state general revenue funding.

The provisions of the bill will expire Dec. 31 six years from the effective date.

The fund shall be a dedicated fund and, upon appropriation, money in the fund shall be used solely for the administration of this section and for providing community services and support to people with developmental disabilities and such person's families who are on the developmental disabilities waiting list and are eligible for but not receiving services.

Any moneys remaining in the fund at the end of the biennium shall not revert to the credit of the general revenue fund. Any interest earned shall be credited to the fund.

The moneys in the Developmental Disabilities Waiting List Equity Trust Fund established in this subsection shall not be appropriated in lieu of State general revenue funding.

Treasurer shall distribute all moneys deposited in the fund at times the Treasurer deems appropriate to the Department of Mental Health – Division of Developmental Disabilities.

Link to House Bill 631:

<http://www.house.mo.gov/billtracking/bills111/biltxt/truly/HB0631T.htm>

For more information, contact the Division of Developmental Disabilities at 1-800-207-9329 or email ddmail@dmh.mo.gov.

Partners Offers Opportunity

Partners in Policymaking is an innovative national model of leadership training designed for adults with developmental disabilities and parents of young children with developmental disabilities.

The program teaches leadership skills and the process of developing positive partnerships with elected officials, school personnel and other individuals who make policy decisions about services that you and/or your family use.

When selected, participants must make a commitment to attend eight weekend sessions, once a month, from February to September. Sessions begin on Friday shortly after the noon hour and conclude on Saturday afternoon.

For more information, visit this page on the Missouri Planning Council for Developmental Disabilities website, <http://www.mpcdd.com/page.php?contentID=52>.

Calendar Items:

- **Immacolata Manor Christmas Party** Sunday, Dec. 4, 2-6 p.m. Pleasant Valley Civic Building, 6805 Sobbie Road, Pleasant Valley. RSVP to (816) 781-4332, X223 or dwhite@imanol.org.
- **22nd Annual Aging with Developmental Disabilities Conference** May 21 & 22, 2012 Holiday Inn Southwest and Viking Center St. Louis, MO Contact: www.agingwith-dd.org

Pathways
Northland Services For People
with Developmental Disabilities
2601 NE Barry Road
Kansas City, MO 64156