



WOW... New Wheels

Thanks Strosacker Foundation!

The Charles J. Strosacker Foundation provided the financial resources to acquire a new wheelchair accessible van. This vehicle will truly assist individuals in getting around the community.



COMMUNITY EMPLOYMENT

A big thanks needs to be handed out to a few businesses that are terrific assets to our surrounding community.

First, Dendritech Inc., for giving us a great opportunity to perform janitorial services in their office. Much gratitude is shown to their employees for their time and dedication to improve the lives of individuals with disabilities. Second, Brown Machine, who we have worked with us since 1987. We have done a variety of jobs for them over the years with one continual job being packets. Third, the City of Midland Water Treatment Plant deserves thanks. The personnel there have always given Arnold Center customers the chance to gain experience and make a living. Fourth, The Arnold Center would not only like to thank, but welcome Saginaw Control and Engineering to our customer base. The assembly of various styles of clamps used as closures for control panels (shown in photo) has given our employees a new and interesting job to work on.

Lastly, thank you to all the businesses who have given us the opportunity to work and gain experience at their location through allowing people with disabilities the chance to work:



- Blessed Sacrament Church
- American Red Cross
- Gladwin County Record
- Hemlock Semi-Conductor
- United Way of Gladwin County
- Gladwin KFC
- Audio Aide of Midland
- State Farm Insurance of Midland
- The Evangelical Free Church
- City of Midland
- Christian Celebration Ctr.
- Delphi Automotive
- Gladwin City Housing Commission
- Dendritech
- Mid-MI Community Action Agency
- Beaverton Business Association
- Midland Cogeneration Venture
- Simply Charmed
- Shelter House
- Dow Chemical
Employees Credit Union



MANY CONGRATULATIONS

United Way of Midland has achieved its 2007 campaign goal! The Arnold Center is proud to announce that once again its employees played an important part in helping to achieve this annual goal. One hundred percent of the agency's Midland based employees contributed to United Way. In addition, the agency not only met but exceeded its contribution goal. Thank you to the Arnold Center team.



Great job to the Arnold Center / Gladwin County Industries ISO 9001:2000 Quality System team for successfully completing a surveillance audit. February 2008 is tentatively scheduled for renewal of registration. This will be the agencies third 'three year certification' conducted by Excalibur Registrations, Inc. out of Sterling Heights, Michigan.



Shannon Wilson, CPA from Weinlander Fitzhugh presented our annual financial audit to the Finance Committee and the Board of Directors. The report was exceptional. Revenue totaled \$8,148,651, our largest year in history. The Arnold Center Controller is also very pleased to report that direct program expenses accounted for 91% of total expenses. That means that for every dollar coming into the Arnold Center, 91 cents goes back into its programs. The report summarizes everyone's hard work throughout the entire year. Many thanks and congratulations go out to ALL Arnold Center team members for their diligence in everything from turning in the smallest receipts to keeping track of inventories or time records.

CONTINUED SCRUTINY

Department of Labor (DOL) Continues Scrutiny of Community Rehabilitation Programs. It is clear that the US DOL is continuing a high level of investigations of community rehabilitation programs like the Arnold Center who maintain Fair Labor Standards Act (FLSA) §14(c) certificates. These certificates allow qualifying organizations to pay DOL designated persons at an hourly rate that is less than minimum wage. The compliance process is extremely involved and highly regulated. A DOL official recently reported that DOL has found the most problems regarding compliance are with very small programs and with larger programs. A common problem seems to be a lack of adequately trained staff in the intricacies of this specialized area of laws and regulations. Staff turnover often puts a new person in a job responsible for wage-hour compliance without adequate training. To ensure compliance with the FLSA does not become an issue at the Arnold Center, we have taken several precautions; first, we have cross-trained staff to ensure more than one person is trained in wage and hour regulations, second, we conducted annual internal and external compliance audits and finally, we mandate employee attendance at DOL conferences to ensure our practices are always up-to-date.

EXEMPLARY PRACTICE

On September 10, 2007 the Arnold Center administration team received a letter from CARF, our accrediting agency, inviting us to present at their 2008 ECS Winter Conference. The September letter states, "... because surveyors from your July 19 - 21, 2006 survey noted your exemplary practice for standard D.2.e." It later goes on to say "Arnold Center clearly promotes expression of choice regarding service delivery".

We have accepted the offer to present at the conference in March 2008. The topic of the session that will be presented to agencies from all over the world is titled "My life, My money, My Choice... A unique customer directed service that promotes expression of choice".

I would like to personally say THANK YOU to the Access Midland and Gladwin County Connection teams for their hard work and dedication to providing the excellent services and options for their customers.

The Arnold Center has consistently received three-year accreditation from CARF, this is the highest rating an agency can receive based on over 1300 quality standards.

Cup & Chaucer

The bearer of this card is entitled to 50 cents off of any espresso drink at the Cup & Chaucer

Located in the Grace Dow Library



SCHOOL SERVICES UPDATE

The Arnold Center (AC) school services gained momentum again with the start of the '07-'08 school year. Thirty-three students are enrolled in the Vocational Experience Program this year. These students come to work at the AC as part of their school day to gain work experience and learn appropriate work behaviors. As part of this service, each student is given an opportunity to be honored as "Student of the Week" to show appreciation for their hard work and enthusiasm. They also participate in job shadowing at a variety of businesses throughout the school year. We would like to thank K-Mart for being our host job shadowing site during the month of October for David, Matt, Craig and Wade, shown in the photo. Elder Beerman is the featured job shadow site for November.



The Vocational Exploration Program students are busy working at various jobs at local businesses and at the AC.

- Kari Ritter works at Subway and would like to volunteer in the healthcare field to prepare for a career in nursing.
- Nicole Brown, shown to the right, recently obtained a job at Taco Bell. She continues to work at the AC to supplement her hours and would eventually like to be a massage therapist.
- Adam Frasier works for All Pro Lawn & Snow and enjoys working outdoors.
- Heidi Stark has been volunteering at Brittany Manor where she serves as an Activities Assistant. She would like to obtain a job in the healthcare field after high school.
- Andrew Carey works in manufacturing at the AC gaining work experience and exploring different types of jobs. He enjoys taking pictures and is looking forward to job shadowing at Photo Op by Kim (Kim Shea) in Beaverton.
- Mike Carson, shown to the right, is also working at the AC. He is hoping to gain some additional work experience over the next couple months. Mike would like a career in video game design.



PLANNING A DONATION?

Did you know the Arnold Center depends on charitable gifts and contributions to fulfill its mission? If you give to the Arnold Center, your charitable gift will make a rewarding difference in the lives of others. Through your support you will help the Arnold Center fulfill its mission of helping people with disabilities and other barriers to community participation lead healthy, happy and successful lives.

Your Donations may be Tax Deductible! Arnold Center, Inc. is a not-for-profit, 501 (c) (3) charitable organization. Your donation may be tax deductible as provided by law and in keeping with IRS rules and regulations. Please check with your tax consultant.

How Can You Give? The Arnold Center hopes that you will decide to become one of its benefactors. If so, you may demonstrate your kindness and support through any one of the following:

Cash Donations: The Arnold Center welcomes cash contributions at any time. These funds are used to support the organization's general fund unless you designate otherwise.

Memorials/Tributes: The Arnold Center offers you the opportunity to give a memorial gift, or tribute, on behalf of a loved one. You would simply need to mail a letter with your contribution, the name of the person for whom you are making the special gift, and the name of the person who should receive acknowledgement of your gift.

Martha G. Arnold Endowment Fund: The Martha G. Arnold Endowment fund serves as a tribute to the late Mrs. Arnold who had been a generous supporter of the Arnold Center. These funds are Arnold Center Board restricted and used to provide resources for program enhancement and new program development.

Planned Gifts: You may make a planned gift to the Arnold Center through your will, other estate planning tools or you may leave your assets in Trust, assigning the income to your beneficiaries and the principal to the Arnold Center. Consult your financial advisor for the most economical tool for you to use.

Other Giving: Consider giving a gift of securities, stocks, bonds, mutual funds, etc. Ask your financial advisor about the method most advantageous to you.

How Can You Contact Us? If you are ready to become a donor, you and/or your financial advisor may contact the Arnold Center through any of the following methods:

Call at (989) 631-9570 or email general_info@arnoldcenter.org.



FACES AND PLACES

Our mission at the Arnold Center is to promote improved quality of life for individuals with differing needs, by encouraging and supporting personal growth and inclusion in the community through the development of their vocational, social, and life skills.



Kim and Dan, shown with Chris from Flynn Lumber, unloading the recycling shed.

Each day, all around the Midland and Gladwin communities, people with disabilities are working, participating in an activity or volunteering their time, but in all cases it's people getting to know people and enriching lives by doing so. Here is just a glimpse of what has been happening recently.



As part of the Arnold Center's Safety Program, a representative from the City of Midland Fire Department demonstrates the proper use of a fire extinguisher.



Wilma, Robert, Ann and Sue enjoying a color tour as part of their Tour Group class.



Brandon removing bushings using a jig within our manufacturing area, notice he is following proper safety procedures and wearing safety goggles.



Joy goes for a strike at Snowbird Lanes.



Ryan, Earl, Ada and De-sarae enjoy their time at Sugar Springs Pool.



Dean is a member of our paper recycling crew. Does your business need to have documents shredded?



Harold is cleaning toys at a day care to help reduce the spreading of germs.



Karem enjoys some time in the hot tub at the Midland Community Center as part of the Social Recreation "Wellness Through Movement" program.



Royal recently started working part time at a credit union in their document destruction room. He is very excited for this opportunity.



EMPLOYERS

Did you know we can help you reduce turnover by matching qualified, job-ready applicants to your job requirements. We provide pre-employment assessment and offer job-related training for individuals we refer. Our staff can customize on-the-job training and support services, if needed. We also provide follow-up services to ensure employees' success on the job and help with affirmative action programs by referring qualified applicants with disabilities.



We currently have job candidates eagerly waiting to fill the following positions:

1. **Retail** - preferably in a clothing or shoe department/store (15 to 20 hours per week)
2. **Janitorial** - any shift (would like 30 to 40 hours per week)
3. **Food Service** - any shift (10 to 30 hours per week)

Interested employers may contact: Myron Davis
Arnold Center, Inc. M - F @ (989) 631-9570

1. **Landscaping/Animal Care** - (20 to 30 hours per week)
2. **Cashier/Daycare** - (10 to 30 hours per week)

Interested employers may contact: Kay Coppola
Gladwin County Industries, M - F @ (989) 426-6300

We encourage you to join the growing number of Companies in the tri-cities that have already learned that employing people with disabilities are not only proficient workers but often contribute to the morale and satisfaction of an employer's workforce.



ARNOLD CENTER EMPLOYEES ADVANCE THEIR SKILLS AND GAIN CERTIFICATION THROUGH CDF /GCDF TRAINING:

Over the past two years, twenty Arnold Center employees (Supervisors, Case Managers, Career Managers, Instructors, and Education Advisors) have been involved in an intense certification training called CDF (Career Development Facilitator) training. CDF training is a 120-Hour training course developed by the Center for Credentialing and Education, Inc (CCE, Inc.). Arnold Center employees have attended the last three CDF local trainings in the past two years and plan on sending more employees to CDF training in December. CDF Training focuses on several Career Development Competencies such as; Helping Skills, Labor Market Information, Interpreting Assessments, Diverse Populations, and Employability Skills.

During this training course Arnold Center staff worked in a variety of capacities such as working on group projects with employees from other counties, collaborated best practices (talents) when working with participants, shared information and resources, arranged several classroom presentations, traveled for site visitations, put together their own portfolios, and of course worked on and completed all of the required homework that was assigned continuously throughout the training program.

Recertification for the GCDF Certification is every 5 years. Congratulations to all the Arnold Center employees who have taken on the challenge to advance their skills for themselves and for the agency! Good Job Team! (Brittany Lenzert, Lynda Keyser, George Wright, Jennifer Hartley, Beth Yett, Nancy Rosek, Lorna Strautman, Annette Gellise, Jessica Zelle, Mickie Sochacki, Tara Gonzales, Ed Popielarz, Diane Berg, Christa Allen, Becky Torrez, Sarah Daugherty, Dennis Lytle, Karen Delbosque, Pauline Jones, and Mary McMartin).





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GROWTH THROUGH LASTING PARTNERSHIPS

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