

*Our Mission is to empower people with intellectual and developmental disabilities and their families to lead better lives by providing a lifetime of high-quality services, family support and advocacy.*

## Pre-Employment Training Leads to Job Success

Do you remember going on your first job interview? Were you nervous, tongue-tied, unable to think of good responses?

Interviewing can be one of the most daunting parts of finding a job, especially if you're someone who has difficulty reading people or understanding social cues. Many people with developmental disabilities are never given the opportunity to show an employer what talents they can bring to a job because they can't get past the interview stage. To help address these challenges, the St. Louis Arc offers a variety of employment training programs designed to prepare candidates for success in the interview process and beyond.

The Arc's Pre-Employment Training program (PET) helps individuals gain basic employment skills such as interviewing techniques, completing job applications, creating resumes, and developing relationships with supervisors and coworkers. Geared for individuals 18 years and older who are not quite ready for competitive employment, this one-year program involves researching and securing training sites where the participants will spend up to eight hours each week. PET staff apply an intensive person-centered approach that helps provide a clear pathway for future employment success. While the overall goal is to help the individual gain competitive employment, the program also takes a comprehensive look at all aspects of a person's life.

**We strive to assist a person not only to be successful, but happy in their eventual workplace.**

One of the Arc's most popular pre-employment initiatives is the Skills to Pay the Bills workshop. Originally developed by the Office of Disability Employment Policy, Skills to Pay the Bills helps teach 'soft' skills or workforce readiness in key areas including communication, enthusiasm and attitude, teamwork, networking and problem solving, understanding the unwritten rules of the workplace, and budgeting/saving your paycheck. The sessions include a variety of discussions, role-play and activities to help participants build confidence

and learn appropriate communication skills so they can successfully complete a job interview, connect with their coworkers, and advocate for themselves in their workplace.

The Arc knows that becoming work-ready doesn't just start with training at age 18. We offer a variety of summer programs that help younger teens begin to develop the basic skills that will lead to job readiness. Through Neighborhood Experiences,

youth ages 16-21 are matched with staff partners who help them identify vocational interests and secure volunteer community service jobs. Together, the participants and their staff volunteer each



Brett Housewright was named May Associate of the Month for Schnucks Twin Oaks.

day for 8 full weeks, practicing employment and community access skills and creating a professional resume and portfolio. Teens In Motion is a similar program for younger teens, ages 13-15, focused more on social skill development and helping participants learn about themselves and their world.

The Arc also partners with other area service providers to offer the Summer Work Experience Program (SWEP) and the Summer Teen Employment Program (STEP), which are initiatives designed to give actual paid work experience to teens from St. Louis and St. Charles counties, respectively.

Brett Housewright is a wonderful example of the success of pre-employment training. Brett graduated from Employer-Based Transition Training (EBTT) in May of 2016. The EBTT program is a collaborative training project in partnership with Special School District, Vocational Rehabilitation, SSM Healthcare and St. Louis Arc. While in the program, Brett focused on all aspects of getting and



# Mark's Message

When I started in this field 39 years ago, the life expectancy of someone with an intellectual/developmental disability was 35-45 years of age. The reason for this short lifespan was indicative of the times. People lived in institutions. They were denied access to decent medical care. They did not have jobs and they had little, if any, interaction with their communities. Life in institutions was isolating and depressing, and disease was rampant.

Today, people with disabilities are living much more active, productive lives. They have jobs, they have friends, they are involved in leisure activities, and they have access to better health care. As a result, they are living longer; our most senior resident is 92. The average age of our residents at Dautel Circle is 60 years of age. We are seeing many of the people we support retiring from their careers, and looking forward to spending time with family and friends. To help our senior residents enjoy their retirement, last year we launched our Aging with Empowerment

program (AWE). The AWE program offers all participants a variety of fun events and meaningful activities to keep them active.

To address the growing number of seniors we support, Mary Anne Tolliver has been named the Director of Senior Services. In her new role, Mary Anne will help build out supports for our seniors and training for our staff to better serve them. Mary Anne is a nationally recognized expert on supports for seniors with intellectual and/or developmental disabilities and she remains a tremendous asset to our agency.

In the coming months, the St. Louis Arc, in conjunction with Rainbow Village, will be completing an extensive renovation to the Wolff Community Center at Dautel Circle to better accommodate the needs of residents and their families. Once completed there will be warm and inviting spaces for programs, family gatherings, and space to just hang out with friends.

If you would like more information about the project or ways you can provide support, please let me know.

Thank you, Mark

## Volunteer Spotlight: Glenn Smith

For 37 years, Glenn has been the head coach for the Northstars basketball team, serving as a phenomenal role model for hundreds of basketball players, family members, and other volunteer coaches. He goes above and beyond by volunteering to coach and chaperone the Northstars at the local, state, and national Special Olympic tournaments. He devotes every Saturday morning during the months of January through March to lead the Northstars to victory in the St. Louis Arc's co-ed basketball league. In addition to basketball, Glenn has volunteered for countless other Arc programs over the years.

Glenn excels at developing close relationships with players and families off the court, often attending birthday parties, funerals, and other life events. Glenn provides exceptional support and guidance for individuals to be actively involved, and creates a learning environment for his athletes to play basketball at their own pace. His effectiveness, positive attitude, and ability to build lasting relationships have proven to be a winning combination as a volunteer coach and friend. Glenn is a very humble man who gives his time, creativity, and energy to so many St. Louis Arc athletes. Thank you, Glenn, for your continued commitment!



## Dave Mayo New Board Chairman 2018-2019

David A. Mayo has been named Board Chairman for the St. Louis Arc for 2018-2019, succeeding immediate past chair Scott Monette. Dave has been a member of the board since 2012, and has served as chair of the Arc IT committee since 2015. Dave is a retired principal and Director of Information Systems at Edward Jones. In addition, Dave serves on the School of Business Advisory Board at SIU-Edwardsville.



# Jacqueline Gregerson Memorial Mini-Arc Tournament

This year's Mini Arc Basketball tournament held on March 24 was dedicated in memory of Jacqueline Gregerson. The end-of-season tournament was sponsored by Schaeffer Oil and Jacqueline's sons - Tim, Will, and Ron Gregerson. Jacqueline was a dedicated supporter of our leisure programs, and the Gregerson family has supported the Arc over the years through volunteering, attending fundraising events, and providing sponsorships. Thank you to the Gregersons and Schaeffer's for their outstanding support!

This year's tournament hosted eight Arc basketball teams, which included 96 players, 18 coaches, and four Arc United teams, with 40 players. The TAGG Pom Pom squad, along with more than a hundred family members and friends, came out to cheer on all of the athletes. Congratulations to the Phantoms and Stingrays for winning their divisions!



Above: Members of the Stingrays team celebrate their division win. Above Right: The TAGG (Totally Awesome Girls Group) Pom Pom squad cheering on the athletes at the tournament.



## Sports Sponsorships Available

Would you or your company like to sponsor an Arc sports team? We can customize a sponsorship that fits your needs and budget. Contact Jennifer Adams at 314-817-2296 or jadams@slarc.org for more information.



Arc Escape travelers enjoyed visiting Graceland and seeing all of Elvis's famous cars.

## Take a Weekend to Escape

Arc Escapes is a weekend getaway adventures program for adults, 18 years and older, who have developmental disabilities. Arc Escapes provides opportunities throughout the year for travel to various locations around the Midwest.

Since the first trip in July 2017, Arc Escapes has had several trips. Participants have visited Kansas City where they explored the SeaLife Aquarium, Crown Center, and cheered on the Kansas City Royals; they traveled to Memphis to tour Graceland, walk Beale Street, and stopped by the Bass Pro Shop; another group rode the rails of Amtrak to Chicago where they took an Architecture tour down the Chicago River, watched the Chicago Cubs at Wrigley Field, visited the Lincoln Park Zoo, "The Bean" at Millennium Park, and then finally Navy Pier. Upcoming trips include the YMCA Trout Lodge in Potosi in July; a trip to Dollywood in Pigeon Forge, TN in September; and traveling to Branson to view their wonderful Christmas lights in November. For more information or questions regarding the program, please contact Clinton Hall at 314-817-2293 or chall@slarc.org.



## Sandberg Phoenix – 2017 Charitable Partner

The St. Louis Arc was proud to have been selected as Sandberg Phoenix von Gontard's charitable partner for 2017. The law firm raised over \$7,000 for the Arc through various fund raising activities throughout the year.

From left: John Taylor, St. Louis Arc, Bhavik Patel, Jaime Curry, and Tim O'Leary from Sandberg Phoenix, and Mark Keeley, St. Louis Arc at the Arc Trivia Night in January.

## Dana Brown Charitable Trust Grant Provides New PLT Van

The Dana Brown Charitable Trust, U.S. Bank, Trustee, recently awarded a generous grant of \$35,000 to St. Louis Arc. Grant funds supported the purchase of a 12-passenger van to ensure safe, reliable transportation for the children and families in our Parents Learning Together (PLT) program. PLT provides parent training for families headed by a parent with intellectual or developmental disabilities, and assists parents to access medical, educational, and community resources that promote their children's healthy development.



## KMOV 4 Degree Guarantee

The St. Louis Arc was selected as KMOV's 4 Degree Guarantee charity for February. Chief Meteorologist Steve Templeton presented Arc staff a check for \$1,700, which was for the station's donation and a Cardinals Care matching donation.

From left: John Taylor, St. Louis Arc, Steve Templeton, KMOV and Kathleen Schue, St. Louis Arc.



## Reduce your 2018 taxes by making a gift from your IRA

**If you're 70-1/2 or older, there's a great way to make a gift to the St. Louis Arc and save on your 2018 taxes, even if you don't itemize. An IRA Charitable Rollover can help you give more for less!**



Benefits of an IRA Charitable Rollover:

- ✓ Allows you to avoid taxes on IRA gifts of up to \$100,000 per year
- ✓ Satisfies all or part of your required minimum distribution (RMD)
- ✓ Reduces your taxable income and your adjusted gross income
- ✓ Applies even if you don't itemize deductions

Contact the Arc at (314) 817-2240 to discuss how an IRA charitable rollover could work for you.



St. Louis Arc staff assisting a participant with a computer program that will be part of the Tech Café.

## Spectrum Digital Education Grant

The St. Louis Arc was pleased to be one of 17 nonprofits nationwide to receive a Spectrum Digital Education Grant from Charter Communications.

To address the support needs of an aging population the St. Louis Arc recently launched the Aging with Empowerment (AWE) program. With Charter's help, the Arc will establish a technology café for the AWE program that will create opportunities for older individuals to expand their interests, connect with family via video-chat, learn new skills, and maintain cognitive and physical fitness. For those who may not be able to travel far from home, the technology café will also provide additional outside world experiences by bringing the world to them through the use of adaptive technology. Charter representatives from New York visited the AWE program in March.



David Giuntoli with Scotland trip winner, Nick Profancik, benefits consultant with Arthur J. Gallagher & Co., and Mark Keeley.

This year's golf tournament, held on May 21 at the Country Club of St. Albans, turned out to be a great day! Thank you to our co-chairs, Michael Neidorff, Ron Kruszewski, and Larry Otto for helping us raise over \$250,000 for Arc programs! We also want to thank our main sponsors: Centene Charitable Foundation, Engelhardt Family Foundation, Stifel and US Bank.

David Giuntoli, formerly of NBC's show Grimm (who can be seen on ABC's A Million Little Things this fall) joined us for the event. David is the son of Arc board member David Giuntoli.

## SUPERHEROES FOR KIDS



Featured Arc participants Alex Ott, Chakeeta Thomas and Lily Crockett with superhero characters Walk, Talk, and Read.



Left to right: Eric Messersmith, Max, Christina Coleman, and Missy Glassmaker.



Superhero Award winner Julie J. Williams with emcee Charlie Brennan.

On April 19, 400 guests helped net more than \$275,000 for children's services at the Superheroes for Kids event. In addition, the 2018 Superhero for Kids award was presented to Julie J. Williams, founder of the Maren Fund and tireless advocate for children with Down syndrome and other disabilities. A superhero thank you to presenting sponsors: World Wide Technology, Lion Forge, and the Steward Family Foundation; and to our honorary co-chairs, Mary and David Steward II, and event chairs, John and Mimi Londoff, Bhavik Patel, Paul and Teri Weber, and Richard and Kathie Winter.



Mary Anne Tolliver, Director of Aging Services.

## Residential and Senior Services

When the St. Louis Arc opened the residential program at Rainbow Village in the mid-70's it became the home for young adults with intellectual or developmental disabilities (I/DD). At that time, the life expectancy of someone with an I/DD was 35-45 years of age. Today, with advances in medical care, deinstitutionalization, and the opportunity to work and live more productive lives, people with I/DD are living much longer. In fact, the average age of residents at the St. Louis Arc's Dautel Circle campus is 60.

Under the leadership of Mary Anne Tolliver, Dautel Circle has become the premier retirement community for seniors with I/DD. To meet the growing needs of an aging population, Mary Anne has assumed the newly created role of Director of Aging Services. This position will provide leadership for services related to senior supports and offer best practices to Residential

Services and the Aging with Empowerment programs. Mary Anne has extensive experience in this area and has spoken locally and nationally on supporting seniors with I/DD.

We are happy to welcome Craig Strohbeck, the newest member of the Arc management team in Residential Services. Craig took over as Residential Director of Dautel Circle on May 7, when Mary Anne assumed her new role. During this time of transition, Mary Anne has been assisting Craig acclimate to his new role. Craig has his B.S. in Recreation and Park Administration from Illinois State University, and is also a certified therapeutic recreation specialist. Craig is passionate about people with disabilities being actively engaged in their community and living their best lives.

We are pleased to welcome Craig to the St. Louis Arc.



Craig Strohbeck, Residential Director of Dautel Circle.

## Citizen Police Academy



Front row from left: Michael Nash, Arc participant, Brianne Smith, Arc staff, Kaitlyn Strothkamp, Arc staff. Back row from left: Sunday Odebanke, Arc staff, and Creve Coeur Police Officer Doug Manning.

Several members of the St. Louis Arc family recently completed the Citizen Police Academy, which is offered through a partnership between Creve Coeur, Frontenac, Des Peres, Olivette, and Town & Country Police Departments. The Citizen Police Academy offers a unique opportunity to educate the public about the criminal justice system and provide insight into everyday police work. The goal of this academy is to promote understanding between the residents and its police officers regarding their respective needs and challenges. By promoting this relationship, it is hoped that citizens and police can work together to make the entire community a safer place to live and work.

Michael Nash, an Arc participant, has attended the Citizen Police Academy several times, and has made some wonderful friends in the Creve Coeur Police Department —so much so, that he is recognized as an honorary member of the department and has several PD patches to prove it!

## Arc Staff Recognized for Excellence and Inclusion

In April, two of our staff were recognized and honored for their contributions and hard work. Joni Resides, an employment coach in the Supported Employment program, was recognized as ANCOR's 2018 Missouri DSP of the Year at the ANCOR national conference in New Orleans.

Kate Hannon, Sr. Director of Belle Children's Services, was honored for her years of inclusive community engagement and received Honorable Mention for Inclusion from the Governor's Council on Disability.



Joni Resides, preparing for New Orleans.



Kate Hannon receives her award from Claudia Browner, Governor's Council on Disability.

## AADD Award Winner



Congratulations to Jere Snyder, Assistant Support Manager in Community Residential, for winning the Association on Aging with Developmental Disabilities (AADD) annual Allene M. Jackson award.

The award is given to an individual who has demonstrated commitment to excellence in their work with seniors (50+) who have a developmental disability. Jere received her award from Mary Anne Tolliver, St. Louis Arc's Director of Aging Services and AADD board member at the AADD Conference held in May.

## Pre-Employment

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keeping a job – hard skills, soft skills, and transferable skills.

Brett has been employed with Schnucks Twin Oaks since January 2017. As a courtesy clerk, Brett's main responsibilities include bagging groceries and retrieving shopping carts from the parking lot while providing excellent customer service. Brett worked at Schnucks Twin Oaks with the STEP/SWEP summer program before entering the EBTT program his senior year, so he was very familiar with the job duties and his supervisors at Twin Oaks. This made the transition from training to competitive employment that much easier. Brett was able to utilize the skills he learned while in training and apply them to his job. Brett has done such a great job he was named May Associate of the Month!

Brett's supervisor, Jean Underwood, told the PET staff that he is a joy to have on the team and is always in a happy mood. Jean stated that Brett is very conscientious and received customer compliments, which led to his recognition in May. When Brett was asked about his job at Schnucks, he stated that he likes working there because he gets to go outside and he gets to interact with customers. "It feels great winning Associate of the Month; I am proud to be recognized for this award. Ed Penfold, my job consultant, helped me, and they hired me right away." He says his job coach, Rosa Vance, is polite, helpful and very nice.

Peyton Womack is another young man who has trained with PET for almost a year. With his training, Peyton applied for a position at the St. Peters Rec-Plex. Peyton had to navigate a four-month hiring process, but finally secured the job! He credits the PET staff and training they provided in helping him stay focused and get the job. Peyton told us he learned so many skills, regardless of what the job was. He is very happy in his role, and says it's a blessing because he doesn't have to rely on his parents for money. Earning a paycheck has given him independence.

Peyton said he also likes his co-workers and has a nice boss. PET job coaches still support Peyton in his job if he has struggles. Peyton told us that he likes his job coaches because they have great personalities, he can share good ideas of how to work, and can joke with them. Peyton also enjoys recreational activities like playing sports and throwing the football back and forth with his dad.

For more information on Pre-Employment Training, or how to hire one of our amazing participants, contact Taylor Hartmann, Coordinator of Pre-Employment Training, at 314-817-2225 or thartmann@slarc.org.



Peyton Womack at his job with St. Peter's Rec-Plex.



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