

SPRING 2023

THE ARCHIVE



SERVING INDIVIDUALS WITH DISABILITIES SINCE 1964



Disability Rights Legislative Day 2023



LETTER FROM THE DESK OF THE PRESIDENT



Spring is here and it's an exciting time to be a part of The Arc of the Ozarks. Our leadership team continues to make plans for the opening of a new Autism Center in Springfield. The center will be located at 2864 S. Nettleton Ave. We should be ready to begin the remodeling of that building in the next few weeks. We hope to have the Autism Center ready to open by the end of the year. Henry Ford once said, "If everyone is moving forward together, then success takes care of itself." With that being said, The Arc of the Ozarks will be working on strengthening its teamwork throughout the organization during the spring and summer months. We have hired People Centric to assist our management teams in learning better ways to move forward together as we grow and expand our services to the community.

Our leadership team continues to expand employment, recreation, therapy, autism services, and community integration throughout our geographic service area to ensure that all individuals have opportunities to learn, grow, and become active participants in their communities.

In this issue of the newsletter, you will read about the The Arc's new Legacy Award, employee appreciation night, Growth Academy, board member service and spotlight, and information about our upcoming fishing and golf tournaments.

Thanks for being a part of The Arc of the Ozarks and we encourage all of you to find ways to become involved!

Mike



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Jennie and Sarah at the Special Olympics



Sarah (left) and Jennie (right) with their medals.



Jennie



Sarah

On February 11, 2023, Jennie and Sarah, served by The Arc's Renovations program, played in the Special Olympics East Regional Basketball Tournament and placed third. Congratulations!

We spoke to Jennie and Sarah about their experience and what it means to be part of the Special Olympics.

Arc: How long have you been involved with Special Olympics?

Sarah: About 2 years.

Jennie: Started in 1997-2001 in Lebanon and 2012-Current in Springfield.

Arc: What events do you participate in? Do you participate together or on

own?

Sarah: Softball, Basketball, and Track and Field. Track is individual but we are on the same team for softball & basketball.

Jennie: Basketball, Bocce Ball, Bowling, Softball, Flag Football, Track & Field, Volleyball, and Soccer.

Arc: How did you prepare or train for their event?

Sarah: We practice weekly with our teammates and coaches. We rely on each other and our teammates.

Jennie: I went to practices and did drills with my team.

Arc: What impact did this have on you?

Sarah: Helped to grow to be more confident with sports

even though I am not the best I get to participate and not judged.

Jennie: I am happy to be able to have a place to play sports.

Arc: What do you love most about Special Olympics?

Sarah: Feeling accepted with a disability and being like everyone else on the team.

Jennie: Be able to travel to different cities with my friends and coaches.

Arc: Why did you start participating in Special Olympics?

Sarah: To get out of the house and join Jennie on trips, to meet new people.

Jennie: Be able to play with other people with disabilities and feel equal.

28 Years with The Arc



Craig came to The Arc on April 1, 1995. He understood his disability and continued to learn how to advocate for himself and his needs. Those who have had the privilege to know and work with Craig see marked success and are proud. He has matured and learned skills to cope and manage his disability to increase his independence and decrease his reliance on support staff.

Craig says he considers his staff to be his safety net. He knows his strengths and his weaknesses. He has worked a variety of jobs over the years. He loves his current job picking up shred 2-days a week for The Arc Shred Shop. When he started, he was quiet, did his job and did not engage with people much. Today he strikes up conversations, is personable and professional. He never misses work and always has a positive attitude. However, he has had his share of struggles. His persistence in overcoming his struggles



Craig at one of the many advocacy meetings he attends and participates in to make a difference in his community

is what makes his story a successful one. Luci Baker, former Shift Supervisor says, "his persistence has paid off".

He is an advocate at heart. He presented at the Real Voices Real Choices conference in 2019 as well as the SOAR Regional Leadership and Advocacy Conference. He was the Vice President of PEEPS (People Educating Empowering People) group. He is currently on the Friends of Abilities First board and other community groups to stay connected to his community.

Harvey Lucas, The Arc of the Ozarks Vice President of Program Services, remembers Craig from his early years and says, "20 years ago, Craig spent a lot of time in his apartment without a lot of choices. Now he is flourishing with a job where he is making his own money, able to make more choices and is a contributing member of his community. He has gained independence over

his own life- for example, he takes the OATS bus by himself to and from work. Craig's success in his employment endeavors have led to him being included as a member of the competitive workforce. It's a great feeling to see tsupports that have been put in place to help Craig over the years have worked in helping him become independent, which is always our goal."

Craig has done what nobody thought possible and touched so many lives along the way. Jane Gordon, a former Support Coordinator recalled Craig telling her, "No one knows the cell better than the prisoner". Everyday he chooses to live his best life and inspire others along the way. We celebrate his success with him and encourage him to keep going.

Giving People A Sporting Chance



Dick and athletes



Athletes accepting their awards



Dick and athletes at the track

Dick Jones, Executive Director of A Sporting Chance is retiring after dedicating over five decades to coaching and developing athletes with disabilities. Libby Barnard, longtime friend, and A Sporting Chance Board President, says, "It takes a special person to create that kind of loyalty to a leader and a program that improves the quality of life of so many people".

Dick has had a long-time relationship with The Arc of the Ozarks, starting with Special Olympics and then with A Sporting Chance. It started when the residents of The Arc group homes participated in the Special Olympics. Dick's organization created opportunities for people with disabilities in the community to explore and participate in competitive athletics programs at their level, included all, and left no one out. The Arc helped

with support by providing office space for the program in our Activity Center. One of the original purposes of building the Activity Center was for programs like Special Olympics and A Sporting Chance. Both previous and current Presidents/CEO John Foley and Mike Powers have always supported A Sporting Chance, knew Dick personally from working with him at the Regional Center, and were able to help.

Dick says he considered himself an ordinary guy and he loved to play baseball. One day he was at a local bowling alley during a snow day when a bus pulled up with people with disabilities who had come for a day of bowling. He and his buddy were asked, "Do you guys want to stay and help?" Dick said, "I'll stay" and they put him with Lou, a person with disabilities using a walker. Lou kept throwing gutter

balls, and Dick moved his walker away, to show him a different way to throw the ball (granny style) and Lou threw a strike holding onto Dick's shoulder. Lou was so excited, he pulled Dick down falling to the floor and kissed him on the lips. Dick says, "I never realized that I could have that kind of impact on a person, but the impact they had on me was even greater". He did not know he was going to be someone who helped others. He wanted to be a baseball player. "This was all new to me, so I had to learn how to be a role model", says Dick. He always wanted to be a coach and was afforded the opportunity to do that for over 50 years.

During his time as a recreational therapist at Department of Mental Health, A Sporting Chance was born with a mission to give A Sporting Chance to any person with any

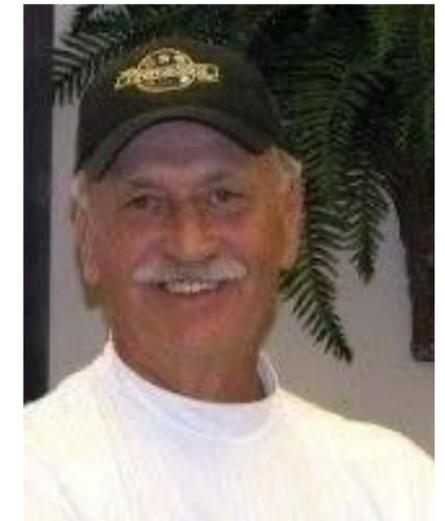
disability, youth who are disadvantaged, abused & neglected children, "at risk teenagers", and senior citizens by developing and providing amateur sports training, competition, and recreational programs. Any person with any disability or youth who are disadvantaged can participate in any program offered by A Sporting Chance.

Upon retirement he was named the Executive Director for A Sporting Chance with no salary. Libby Barnard says, "what made A Sporting Chance unique is that we can do what we want in the best interest of the athlete. No one was excluded. We will find a way to make it work without giving athletes an unfair advantage". Dick poured his heart into athletes, coaching them to accomplish things they did not know they were capable of. He gave so

much love but also received so much love in return in his over five decades with the organization. Mike Powers, President/CEO of The Arc of the Ozarks says, "Dick made an impact on individuals with disabilities in Southwest Missouri his entire career. He is beloved by his athletes, families, providers, and community park boards across the state for his tireless efforts at bringing recreational sporting activities to everyone, regardless of their abilities. His work and leadership at A Sporting Chance is a lasting legacy of what it means to support local communities!"

It is the hope of Dick Jones and the Sporting Chance Board that the transition to support recreational community partner organizations such as Special Olympics, the Park Board, and other organizations to offer and promote options

for all disabilities to help athletes to continue to participate and compete in the sports they love. He intends to stay involved as much as possible as long as he can.



Dick Jones, Executive Director of A Sporting Chance

Thank you for your service!

Forever in Our Hearts at The Arc

Grant Haggerman



Grant and his favorite meal



Grant enjoyed cooking at home too

One of the very first clients of The Arc, Grant Hagerman, passed February 18, 2023 at his home in Springfield, MO, surrounded by family. He was born, March 25, 1961, the beloved son of Louis B. Hagerman and Juanita "Pat" Hagerman. He is survived by his sister Linda Hagemann, many cousins, nieces, nephews, great nieces, great nephews, and many "great greats". Everyone truly loved Grant.

Grant was a proud graduate of Greene Valley School. He participated in many Arc programs and Park Board programs, Miracle League Baseball, Special Olympics, and he retired from the Springfield Workshop. He loved volunteering and helping the little ones at Developmental Center of the Ozarks, and he was a

devoted member of Mary Tuck's Sunday School Class. Grant's long-term commitments were bowling, "Little House on the Prairie", and the St. Louis Cardinals. He enjoyed introducing those around him to each other, he enjoyed family pictures, and he was generous with his "thank-yous". Above all, Grant loved family and was so truly loved. He was kind, gentle, polite, appreciative, and loving.

Grant was supported for many years by his devoted and amazing caregivers from The Arc of the Ozarks and he left a legacy of kindness and joy to all of the staff here at The Arc.

Tena Morrow, Residential Program Director, shared what Grant meant to The Arc: "Sometimes in life you are

granted the opportunity to meet someone whose soul is completely pure and sweet. Someone who never has a mean bone in their body and truly cares about everyone they come in contact with. The Arc was lucky to have one of these souls in Residential's care. Grant and the legacy his family started will always be honored and remembered, and he will be sorely missed."



Grant with Governor John Ashcroft in the local newspaper. Grant awarded Gov. Ashcroft with a plaque from the Greene County ARC during ground breaking ceremonies for the New Dimensions Activities Building, the only recreational and special activities building for developmentally disabled individuals in the Ozarks at the time.

Celebrating a Legacy

Becky Standley, Founder of Rivendale

The Arc of the Ozarks would like to honor the legacy of Becky Nentwick (Standley), who passed away November 19, 2022 due to complications from Alzheimers. Becky founded Rivendale Institute of Learning in 1986, an accomplishment she was most proud of, according to her family.

Becky was born in East Liverpool, OH Dec. 2, 1947 to Robert and Jane Nentwick. She graduated Kent State University in 1969 with a teaching degree. She was headed to the Peace Corp (CA), had her shots and everything, and her soon to be husband (Paul Standley) called and professed his love and she came home. Within a year she was married, had a baby, and her first teaching job. In 1974 they moved to Springfield, MO.

She taught as a Learning Disability teacher over the next 10 yrs. In 1982 she earned her Masters Degree in Learning Disabilities from SMSU while working full time and raising 3 kids. In 1986 she opened Rivendale Institute of Learning. This was her dream come true and the thing she would forever be the most proud of! In 2000 due to health issues she retired and sold the school to The Arc of the Ozarks. After retiring, Becky still found ways to educate

and help. She volunteered at the Kitchen, she helped adults learn to read and work towards getting their GED with Ozark Literacy, and she volunteered at St. Johns with transitional care patients.

She remarried (Fred Rosenberger) and was able to enjoy some good years of fun, food, and travel, before her health issues became debilitating and isolating. She loved going to auctions, art museums, visiting family, reading, walks with her friend Joan, the beach, centering prayer group, making memories with her grandkids, silver sneakers, her dog Maxi, and yoga. She had a full life and was

grateful for all of it. She was a gifted educator who improved the lives of her students and families. Unwavered in her faith. She loved, she laughed, had friends and family she treasured, made her grandchildren feel special and loved. With her big brown eyes, warm smile, and a welcome hug, my mom made people feel loved.

"The road goes on and on... And I must follow, if I can, until it joins some larger way." J.R.R. Tolkien



Becky Standley, Founder of Rivendale



Graduate, *Melissa West*



Graduate, *Morganne Hinds*



Graduate, *Randall Henson*



Graduate, *Renee Newman*

Employee Growth Academy

On February 16, 2023 The Arc of the Ozarks held the 2022 Growth Academy Graduation at The Old Glass Place. Growth Academy is an internal leadership and staff development program designed to build a strengths-based workplace culture of engagement, development, support, and inclusion. Fifteen students in the 2022 class participated in the CliftonStrengths Assessment and covered topics on non-profit management, difficult conversations, advocacy, mental health, and more.

Growth Academy is led by Frank Ortman, Director of Training and Candace Hite, Assistant Director of Staff Development, who presented the graduates with their awards.

The Arc is proud of these employees for their commitment and dedication to their personal and professional growth. Please join us in congratulating the Growth Academy Class of 2022!

Traditional Trek Graduates

- Brooklyn Castleberry*
- Chris Vaughn*
- Jasmine Hall*
- Kolby Brooks*
- Luci Baker*
- Nadia Findley*
- Rachel Shuman*
- Skylar Steel*

Program Supervisor Trek Graduates

- Christine Gregory*
- Marcus Sunday*
- Melissa West*
- Morganne Hinds*
- Randall Henson*
- Renee Newman*
- Valerie Willis*

Employee Appreciation Night

The Arc of the Ozarks hosted two large employee appreciation nights in the past two months. The Springfield, Joplin, and Monett Divisions celebrated on February 10th, and the Kansas City Division celebrated on March 9th.

The Arc has always centered on caring for others; however, this night was about showing just how much The Arc of the Ozarks cares for the people who support and allow this organization to be the astonishing success that it is. There were a plethora of different awards given out to recognize a few of these special people.



Michelle Kay, Legacy Award



Kevin Harvey, Employee of the Year, Joplin



Curtis Satterfield, Employee of the Year, Springfield

2022 Awards

Legacy Award Winner

Michelle Kaye, Program Supervisor in Residential Services

The Legacy Award is new to the Arc of the Ozarks this year. Founded in 2022, to be awarded to administrative or management staff, it represents the long legacy of all the dedicated Arc employees who have since passed on.

The character of these employees is the basis of what the award aims to honor, and because of this there are certain characteristics that had to be met to qualify. Advocacy, kindness, integrity, dedication, and nurturing potential were all among the prioritized characteristics. Finding a person who represents all of these is the type of employee that the Arc of the Ozarks wants to represent the heart of our

mission. The first ever recipient of this honor was Michelle Kaye at the employee appreciation night. Michelle is a Program Supervisor in our Residential Department.

As the first recipient of the Legacy Award, she had to go above and beyond to exemplify her outstanding character. Everyone can truly see the dedication and care that Michelle has for her clients as it radiates from her. She is always willing to lend a helping hand wherever is needed. A team player is a great way to describe her. From offering to help out coworkers to helping develop the newest members of the Arc team, she is always willing to be involved. Michelle even volunteered herself to be the primary point person for all the Christmas activities for the Residential team, and every year the clients are able to have a wonderful Christmas celebration in part due to Michelle's hard work and

leadership. Michelle is a great example of everything that this award represents. The Arc of the Ozarks wants to congratulate her one more time. We truly hope that this Legacy Award becomes a legacy that our teams will try to strive to meet for years to come.

Employee of the Year

Winners are chosen by a survey from their peers to each division.

- Curtis Satterfield*, Springfield
- Olga Jensen*, Monett
- Kevin Harvey*, Joplin
- IB Chukwuma*, Kansas City

Service Awards

332 Service Awards were given to celebrate employees' time serving The Arc and carrying out our mission!

- 30 Years - 2 awards
- 25 Years - 1 award
- 20 Years - 2 awards
- 15 Years - 7 awards
- 10 Years - 30 awards
- 5 Years - 59 awards
- 1 Year - 231 awards

Employment First Act Passes the House

Representative Melanie Stinnett presented a bill on the House floor that was third read and passed in the House on 28, sending it to be heard at the Senate. This bill will have a significant impact on individuals with disabilities in Missouri if passed by both the House and the Senate.

The Missouri Employment First Act has provisions that would encourage

competitive integrated employment and change regulations surrounding the Ticket to Work Health Assurance Program. These changes will allow individuals to work more, make more money, and save money for retirement without losing their medical benefits.

Representative Stinnett shared, "The great news is that this legislation has overwhelming, bi-partisan

support. Missouri legislators are getting behind the idea that individuals with disabilities can contribute in significant ways to our communities."

As an employment first provider, The Arc supports the potential this bill has for people with disabilities to work more, earn, and save more just like any other citizen.

Disability Rights Legislative Day 2023

On March 1, The Arc went to Jefferson City to rally for Disability Rights Legislative Day. Over 35 clients and staff of The Arc went to have their voices heard by advocating and representing people with disabilities in the Ozarks.

It was a great day to visit with legislators to share stories, challenges, and barriers we face every day. We also expressed our gratitude to those legislators that have been supporters and advocates for people with disabilities in Missouri.

This day wouldn't be possible without the collaborations of our partners throughout the state.



Representative Melanie Stinnett addressing the DRLD crowd in the State Capitol.

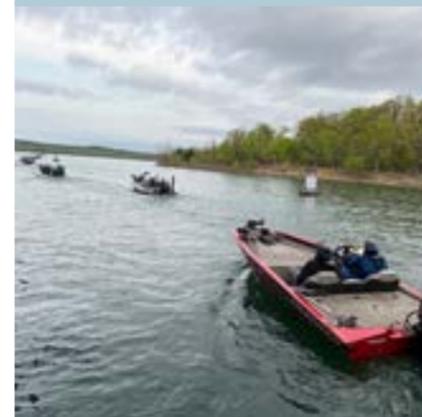
Partner Organizations for Disability Rights Legislative Day in Missouri

The Arc of the Ozarks
The Arc of Missouri
St. Louis Arc
empower:abilities
Parquad
Emmaus

Governor's Council on Disabilities
People First Missouri
People First of Boone County
Boone County Family Resources
The Friends of Boone county
Family Resources

2023 Upcoming Events

Open Buddy Bass Fishing Tournament

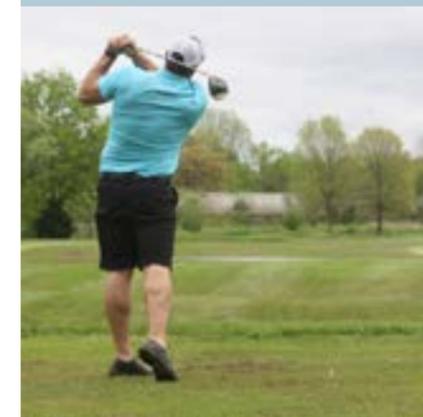


April 29, 2023

This 5th Annual fishing tournament on Table Rock Lake is a fun outdoor event that benefits individuals with disabilities to fund unmet needs.

7:30 Start Time | 3:30 Weigh-In
Registration fee is \$180. Two people per boat. Entry fee includes Big Bass buy-in and lunch.

Monett Golf Tournament



May 5, 2023

The 20th Annual Monett Golf Tournament at Windmill Ridge Golf Course is a fun outdoor event that benefits individuals with disabilities in Barry & Lawrence counties

11:30 Lunch | 12:30 Shotgun Start. \$70 per golfer w/cart \$280 per foursome w/cart.

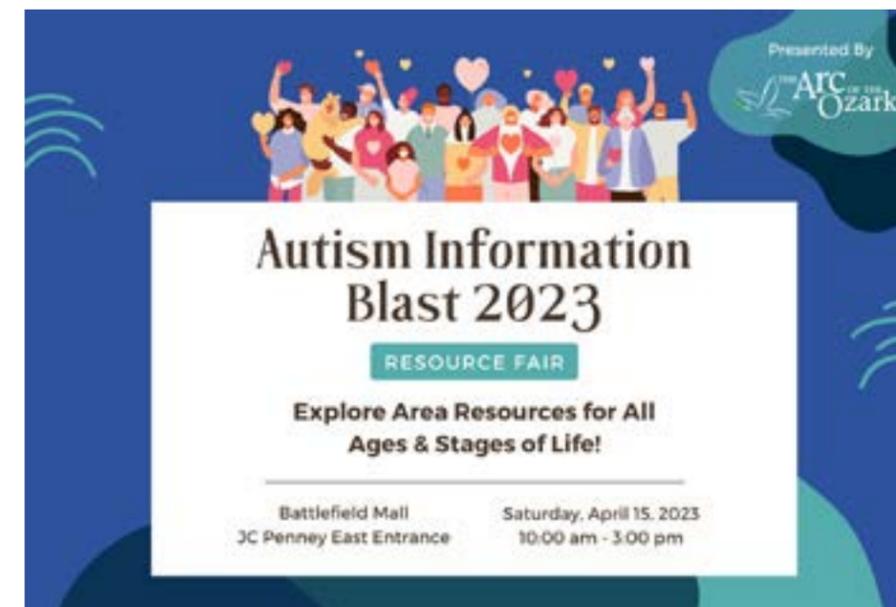
Christmas Extravaganza



December 8, 2023

'Tis the season for giving! Our Christmas Extravaganza event is our signature fundraiser, benefiting our Children's Autism programs and services. Join us for dinner, drinks, a silent and live auction, and so much more!

Located at the White River Conference Center. Doors open at 5:30 PM.



Registration is open for the Open Buddy Bass Tournament and Monett Golf Tournament!

Register now to save your spot!

thearcoftheozarks.org



Sarah Gremminger

The Arc of the Ozarks' Board of Directors is made up of fifteen individuals from the community. These Board members come with various expertise with such occupations as accountant and pharmacist. This spotlight is on Sarah Gremminger. Sarah has been on our Board for three years and was recently elected to the position of Secretary.

Sarah began her career as a direct care professional

Board Member Spotlights

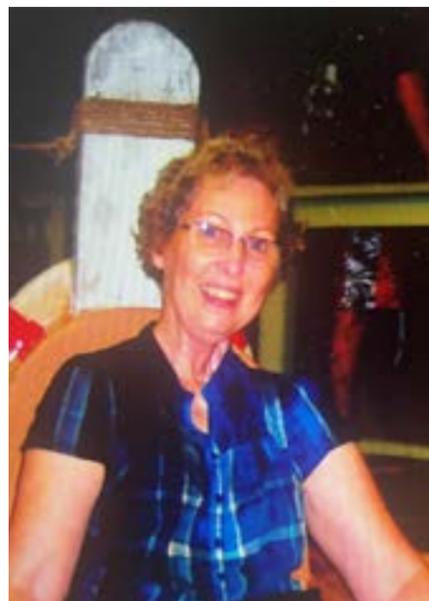
working with individuals with a behavioral diagnosis and then as a case manager coordinator. She has a Bachelor's Degree in Psychology. Her most recent position was held at The Arc in the role of Assistant Director of Human Resources. Sarah is certified through the Society of Human Resources Management and an active member of Springfield Area Human Resources Association. She brings a wealth of knowledge in the disability field and from the instinctive perspective of human resources.

Sarah and her husband, Brandon live in Springfield, Missouri where they are raising their five-year old son. They are passionate about the Springfield community, being involved on many levels with various organizations. After their son was born pre-ma-

turely, they established the Kingston Ford Library that provides a brand-new children's book to every newborn that enters the neonatal intensive care unit at Mercy Hospital to provide a way for parents/caregivers to bond with their newborn.

Sarah is very dedicated to The Arc of the Ozarks and our mission. We would like to take this opportunity to thank Sarah for her commitment and her time on our Board.

"It is an honor to serve as a Board of Directors Member at The Arc of the Ozarks, to be able to play a role in supporting The Arc's mission and being a part of a platform to advocate for individuals with disabilities to have fulfilling lives in our community."



Shirley Brown

Shirley Brown, a dedicated parent and advocate for individuals with disabilities, announced her retirement from The Arc of the Ozarks Board of Directors on January 30, 2023.

As a parent of a child with a disability, Brown was motivated to join The Arc's Board of Directors in 1965 due to the lack of services available to individuals and families with developmental disabilities in the Ozarks. She joined the board to advocate for her daughter as well as the Direct Support Professionals that provide care for clients.

Shirley has early memories of The Arc's beginnings and has had a role in the growth and expansion of programs and services that benefit people with disabilities across Missouri. At the time of her induction, the Cerebral Palsy center was the only place that offered services for individuals with developmental disabilities.

Shirley was instrumental in the development and growth of The Arc's services to where it is today. She is well respected on a state-wide level as an advocate and parent of a child with a disability.

Legislative Corner



Representative Melanie Stinnett on the House Floor addressing the Missouri Legislature about disability rights.

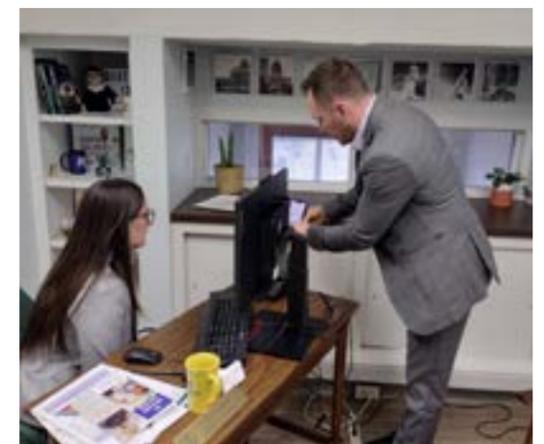
January 4th kicked off the 2023 Regular Legislative session. We appreciate the commitment and dedication of the Missouri General Assembly to support Missourians with disabilities served by The Arc of the Ozarks and many other providers like us across the state. As we look ahead in 2023, we are hopeful and optimistic about the future for children and families with disabilities in Missouri.

We are pleased to congratulate Melanie Stinnett, our Vice President of Therapy Services on her election to the Missouri House of Representatives for District 133. She is an advocate and leader for her constituents. Join us in welcoming her in her new role.

The Arc of the Ozarks is a disability resource for our legislative friends and public officials to assist with disability issues and needs for information and resources. Reach out to us at 417-864-7887 if we can help.



Thank you to our Missouri Legislators who take the time to visit with us as we advocate for individuals with disabilities in our community and share their stories.



Tim Dygon, Executive Vice President at The Arc, shows Representatives Betsy Fogle (top) and John Black (bottom) photos of the rendering of the new Autism Center being developed in Springfield, Mo.

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