

# Inspirations

SUMMER 2017 | #84



Handicapped Development Center

To succeed. To achieve. To grow. To be happy.

# Making Things Happen

You receive this newsletter because you have connected with HDC in some way. You may be intimately associated because you have a family member who attends an HDC program. Or, you may be more removed, but you have supported our events. In any case, you have made it possible for some great things to happen at HDC through your involvement.

We want to make sure you know the impact you are having. Throughout this edition of *Inspirations*, you will find information about some projects that are completed, some projects that are underway, and some that are planned for the future. Thank you for the part you have played to assist us with these projects. We hope this edition will help you recognize what a valuable role you play.

Front cover photo: HDC participant Doug Case rides his bike whenever he can, including back and forth to work. Before taking off for home, he sits with friends on the patio enjoying the shade from the new umbrellas.



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Inspirations is a quarterly publication of the Handicapped Development Center.

Make a donation any time, day or night, at the HDC website. Go to <http://handicappeddevelopment.org> and click on the "Donate Now" button.



## A Quarterly Snapshot Employment Services (ES)



Jared Hinton and Rosemary LaGrange have fun dancing and exercising during morning Dayhab activities.

was also told he would be provided instruction and activities where he would learn about appropriate work conduct, active listening, advocacy, conflict management, and appropriate social skills in the workplace. He decided to give it a try.

"Creating opportunities to grow". It's right there in the HDC mission statement. Those words guide services every day, and that mission has helped people like Jared Hinton discover and cultivate his abilities.

When he started attending services at HDC two years ago, Jared was content to participate in the Employment Services Day Habilitation (dayhab) program. He enjoyed the daily Dayhab activities and time spent in the community with friends. Jared was hesitant to become involved in the other things ES has to offer, including the workshop, and he was also reluctant to explore a job in the community.

After a year, Jared was asked if he would be interested in trying out the Employment Services' Prevocational (Prevoc) program. In Prevoc, he could become involved with a combination of paid work opportunities, job shadowing, volunteering, and curriculum-based learning to emphasize work skills necessary to successfully transition to Community Employment. Jared



Tom Blackburn takes a quick break from his John Deere packaging work to chat with Employment Services Program Director Katy Decker.



Bagging groceries is just one of the many duties Jared Hinton performs during his shift at HyVee. He also collects carts from the parking lot and works in the customer service area.

At the same time he was learning what it takes to obtain and maintain a job, he was also able to continue attending Dayhab. Less than a year later, Jared landed a position at HyVee on West Kimberly Road in Davenport. Jared explains his duties at HyVee, "I bag groceries and bring in carts. I am doing well at work and have been given more work tasks. I have stocked shelves and helped people take groceries to their cars. I have also worked in the customer service area with the can returns." A Job Coach helps Jared coordinate transportation and periodically monitors his work to make sure everything is running smooth. Based on recent comments from customers that Jared is "friendly" and "helpful", he is doing well.

Jared's work schedule still allows him the opportunity to participate in many Dayhab activities, including some of his favorites like exercise dancing, which he does with unparalleled enthusiasm.

Katy Decker, Employment Services Program Director, says, "ES gives people choices. Options are available, and we want people to decide what is best for their situation. Whatever they choose, we will provide an opportunity for them to grow."

### Outcomes for the period April 1, 2017 to June 30, 2017 were:

Total number of individuals served: 204

Total number of individuals participating in Day Habilitation services: 172

Total number of individuals earning a paycheck: 119

Total number of individuals obtaining and/or maintaining community jobs: 45



# Projects Making Progress

Some exciting projects are starting to take shape at HDC. This summer will see the addition of several wonderful enhancements to services that will have a significant and positive impact on participants.



Lisa Wescom and Brian Southerland use some of the adaptive equipment, including a large keyboard and adjustable height computer screens, in the J.S. Kimmel Technology Training Center.

## J.S. KIMMEL TECHNOLOGY TRAINING CENTER

Last year, The Republic Companies celebrated their 100th anniversary. As part of that celebration and in honor of one of their founders, J.S. Kimmel, The Republic Companies raised funds from their friends, business partners, and others. Those funds were subsequently donated to HDC for the purpose of developing the J.S. Kimmel Technology Training Center; a place where participants can go to obtain technology skills needed for today and tomorrow.



Located in one of the Hickory Grove Road classrooms, the technology center has 16 work stations. At the front of the room, there is a SMART display monitor that provides a large vibrant learning tool for participants and staff. The Scott County Regional Authority provided additional funds for the project to purchase some adaptive equipment, including several height-adjustable desks to accommodate people using wheelchairs and touch screen monitors.

Not only will the technology center provide a great place for participants to learn new skills, but it will be used for staff training purposes as well. IT Manager Scot Johnson said, "It's great to see the new lab come together. We put a lot of thought into planning it to make sure it will meet the needs of the participants and staff."



Compliance Director Natalie Wenzel uses the new technology center to do some staff training.



HDC staff Trent Hill and Randy Parkhurst pause along the Jaycees of the Quad Cities Sensory Path to play a game of tic tac toe.

## JAYCEES OF THE QUAD CITIES SENSORY PATH

Although the Jaycees of the Quad Cities Sensory Path is still a work in progress, participants have been using the winding asphalt path since the Jaycees made their generous donation, and the path was laid at the HDC Residential Center last summer. Whether they are strolling around to take in the weather, sitting by the fire pit, or partaking in other outdoor festivities, people are enjoying the path and all it has to offer.

The path has been a collaborative effort. The Regional Development Authority, Brittany's Gifts, and many individual donors and families contributed to the exciting project and its many interesting features. Volunteer groups have also pitched in to move the project forward. St. Ambrose University freshmen, employees of Integrity Integrated, the IRS, and John Deere have helped with landscaping projects, installing lights, and assembling various accessories. HDC Board Member Scott Kurtz and a team of UBS employees made an outdoor checkerboard and constructed a windmill and accessible picnic table. The Davenport West High School welding class made metal hoops and flowers to adorn the path.

Among the upcoming additions are butterfly-friendly plants and the installation of outdoor musical instruments. Linda Gill, Vice President of ICF/ID Services and sensory path project manager said, "Many things on the path will be permanent, but some things will continually change, so people have new things to touch, smell, see, hear, and experience."

## ELECTRONIC DOCUMENTATION

Ask any HDC employee what they like most about their job and nearly everyone will answer the same—the participants. "I like the paperwork" is never the answer, although HDC staff spend a great deal of time doing it. With the addition of electronic documentation, time spent on paperwork will be reduced to provide more time to spend on what is important—the participants.

Beginning in July, a web based software service was implemented throughout the organization after months of planning, preparation, and training. Using Chromebooks provided through a grant from the Regional Development Authority, staff set down their pens and began documenting on computers. "We have many oversight bodies that require an enormous amount of recordkeeping. This system allows us to meet those requirements in a much more efficient way, while also improving our internal communication," explains HDC President/CEO Jeff Ashcraft.

The launch of Therap, the integrated electronic documentation software system, was made possible by a donor who made a bequest in her will to HDC. Though she likely never anticipated her gift would be used for this project, her intention was to positively impact the participants at HDC, and she certainly did that.



Certified Medication Aide David Gatherright uses a computer and the new electronic documentation system, Therap, to record medications and other medical information.



## Your Help Is Needed To Provide This Project

Most days Sarah likes coming to work, but some days she doesn't. It's not for the reasons you might think though. Sarah loves what she does at the Personal Independence program, and she likes seeing her friends there every day. What she doesn't like is the transition from the van she rides to getting into the building on rainy, snowy, or really hot days. Sarah isn't able to speak, so she doesn't express her feelings quite that bluntly, but she has ways to help get her point across.

At the Personal Independence Services building on Brady Street, most people need accessible transportation, so they ride vans back and forth from home each day. The vans park some distance from the building to load and unload, which means everyone is exposed to whatever the weather happens to be that day. Holding an umbrella and steering a wheelchair at the same time is not easy, so people get wet sometimes. For most people, that would not be a big deal, but for the folks who attend the Personal Independence program, it is. Their ability to fight off illness is often compromised because of the physical or medical conditions they experience.

To help Sarah and others like her at the Personal Independence program, we would like to build a protective cover that would protrude from the building. Vans and other vehicles would be able to drive up to the building and drop people off or pick people up under the overhang while everyone is protected from the elements.

With your help, we can get the protective covering built yet this year. Please consider making a gift of \$50, \$100, or whatever you would like to make this project a reality. If this project is not something you are interested in supporting, we ask that you consider making a gift to support one of the other many wonderful projects at HDC that enhance the lives of people with disabilities at the Center. Also, gifts to the HDC Endowment Fund will ensure program and service enhancements can happen in the future.

**To make a gift, send a check to HDC at 3402 Hickory Grove Road, Davenport, IA 52806 or go online at <http://handicappeddevelopment.org>.**



Participants arriving to the Brady Street building for the day are exposed to all kinds of weather as they make their way from their van to the entrance of the building.

### HOW TO SUPPORT PROJECTS FOR YEARS TO COME

Making a gift to HDC through your will or trust gives you the ability to support people with disabilities and the projects that enhance their lives long after your lifetime. A simple bequest allows you to make a gift without having to use any of your current assets.

Bequests can be in the form of a specific amount, a percentage of your estate or the residue after you have made provisions for everyone else you want to include.

Contact the HDC Development Office or visit the HDC website <http://handicappeddevelopment.org> for more information.

## Things That Made Us Better This Year

After months of planning, information gathering, and strategic thinking, the new HDC Strategic Plan was developed with input from many different people and constituent groups. For a year now, the plan has been active, not just sitting on a shelf collecting dust, but helping guide decisions and providing direction.

Perhaps one of the most noticeable outcomes of the strategic plan was the creation of new mission, vision, and values statements, which are:

### **Mission**

As a premier service provider, we passionately advocate on behalf of individuals with disabilities by creating opportunities for them to succeed, to achieve, to grow, and to be happy.

### **Vision:**

Our vision is to be a preeminent organization for people with disabilities. We provide a culture and environment that inspires others to have a positive impact on those we serve and that enriches the lives of our participants, employees, and supporters.

### **We Value:**

The dignity of choice based on each individual's hopes, dreams, and desires;  
Professional, dedicated employees who ensure the wellness of participants and the facilitation of exemplary services;  
Educated and enlightened stakeholders who promote integration and acceptance;  
Financial strength and responsible stewardship.

In addition to the mission, vision, and values statements, eight objectives were developed, accompanied by strategies to help achieve those goals. Much work has been done on those strategies, and some great things have been accomplished over the year since the plan was put into place. A small sample of the accomplishments include:

- To address the issue of staff recruitment and retention, many different processes and procedures have been reviewed, initiated and/or revised. Two of the most noteworthy initiatives are the establishment of a new online applicant system and an increased focus on the new employee onboarding experience.
- To ensure current services continue to remain viable as changes in the industry are experienced, Employment Services revamped the Pre-Vocational service area to offer a more concentrated program that prepares people for community employment. In the Dayhab program, "PLACE" was developed that emphasizes "People Leading Activities, Creating Experiences".
- In an effort to improve operational processes, several technological advances have been implemented. A new employee timekeeping system is now being used, electronic documentation has been implemented, and the new J.S. Kimmel Technology Training Center was developed.
- In order to improve internal communication, and ultimately to improve services, an agency-wide email system was instituted, along with many other measures throughout all areas of the organization.
- The many and varied talents of the HDC Board of Directors have been better utilized by helping them become more engaged and informed.

Because the Strategic Plan is a living document, it will continue to evolve and provide guidance over the next two years.





## Donations & Memorials from April 1, 2017 to June 30, 2017

Thank you to all the friends of HDC who have made donations and memorials over the past few months.

Every attempt is made to accurately recognize all gifts in this newsletter.

If you spot an error or omission, please contact the office at (563) 391-4834, and a correction will be printed in the next issue.

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## Our Thanks Goes To....

Some employees from John Deere Headquarters and Harvester Works assembled a storage shed for the sensory path, while others weather protected wooden picnic tables and other outdoor furniture.

Before completely assembling the sensory path's storage shed, John Deere volunteers moved it to its permanent location.

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## Our Thanks Goes To....

HDC Board Member Scott Kurtz organized a volunteer work group with other UBS employees and some friends to help with the Jaycees of the Quad Cities Sensory Path. They assembled an accessible picnic table and a windmill, and they laid concrete tiles for an outdoor checkerboard.



With oversight from HDC's Maintenance Supervisor Ed Gohn (blue shirt), folks from UBS carefully placed black and white blocks to form a checkerboard for the sensory path's outdoor games station.



Volunteers from UBS assembled an accessible picnic table to be used along the sensory path.



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**THANK YOU FOR YOUR MATCHING GIFTS**  
UBS for a gift from Scott Kurtz  
U.S. Bank for a gift from Ken Koupal

## Our Thanks Goes To....

The Friendly Thrift Center provided a grant for the purchase of some new dining room chairs for the group homes. The new chairs will replace old ones that are worn and damaged.



New dining room chairs will surround the table that Aileen Walker cleans off after dinner at her home

### THANK YOU FOR YOUR DONATIONS IN HONOR OF

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**James Richardson's retirement**  
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**Dr. Teresa Paper's retirement**  
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## Our Thanks Goes To....

An HDC owned home received new siding thanks to a grant from the Scott County Housing Council. The grant was made possible through the support of the Scott County Regional Authority.

That same home's 60-year-old kitchen was updated for the first time with new cabinets, flooring, and appliances. Another Scott County Housing Council grant provided funds for the kitchen remodel.

Community Residential Services Casemanager Destany Metcalf helps prepare a meal in the newly remodeled kitchen of an HDC-owned home.



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## Meet the Board



HDC Board Member Cam Davidson

HDC has been "a part of the family fabric" for many years, according to HDC Board Member Cam Davidson. Not only did his father, William Davidson, serve on the board for many years, Cam's sister Cory attended an HDC program briefly too. When he was recruited for the board seven years ago, Cam already had a pretty good idea of what HDC does, because of his family's previous involvement. "Growing up with a sister who had a disability and seeing my parents struggle to find a place for her to receive the help she needed, I saw the essential role HDC plays in people's lives," said Cam.

Over the years, Cam has found his own niche at HDC. His personal family connection, along with his professional background, contacts in the community, and experience serving on other nonprofit boards have provided Cam with unique knowledge and skills beneficial to the HDC board. In addition, he shares his master of ceremonies talent, which he never knew he had before his involvement with HDC. After sharpening his emcee skills as host of the annual HANDS "Beat the January Blues" Trivia Night, this year Cam expanded his emcee resume when he was enlisted to serve as the HANDS Cocktail Party/Auction auctioneer's sidekick. "I enjoy doing it and it's a fun way for me to give back a little," Cam said with a chuckle.

Cam and his family have given back more than "a little" to the Center over the years. Most recently, Cam's mother, Susan, made a donation to provide funds to erect a flagpole and add some attractive landscaping to the front of the Personal Independence Services building. The area is accessible and the telescoping feature of the flagpole allows more people to get involved in raising and lowering the flag. HDC is fortunate to have Cam on the board of directors and to be part of the Davidson's "family fabric".

In the center of a newly landscaped area, the telescoping flagpole is raised by HDC participant Spencer Speights (left) and Bob Spiegel from the maintenance department



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## HANDS "Under the Sea" Cocktail Party/Auction and Golf Outing Submerged in Fun

With fish necklaces handed out at the door, table decorations with sand and starfish, and the chance to win a treasure chest full of prizes, cocktail party/auction attendees enjoyed this year's "under the sea" theme. The live and silent auction brought spirited bidding, and many people came away with some great items and experiences.

On the following day, the golf outing was held on a nearly-perfect day with sunny skies and mild temperatures. Morning groups enjoyed playing with four-person teams in a scramble format, while the afternoon groups played their own ball.

Everyone had fun, but most importantly, everyone had a hand in raising some significant funds to enhance services for individuals at HDC. Sponsors, bidders, donors, golfers, and volunteers should all be commended for helping make these events so successful. A portion of the funds raised from the 2017 events will be used to help build a protective canopy at the Brady St. building. The HANDS group will present a check representing the total proceeds later this year.



Playing a vital role in the success of the HANDS' events are the volunteers who help in many ways. At the auction check-in table were Ann Kautz, Jackie Ruggles, and Cassie Ehrecke.



HDC participants Cappy Beckenbaugh and Linda Hartzell greeted golfers and handed out a sleeve of balls and some sunscreen.



Auction attendees had the opportunity to take a chance on winning a treasure chest full of goodies. Auction and golf committee member Amy McGovern and HDC board member Samantha Bley supervised the treasure chest raffle.



Jeff McAleer (far left) was a prize winner from the afternoon groups. His playing partners were Thomas McAleer and Brad Azzaline.

Winners of the nine-hole team scramble were (from left) Joyce Bawden, Mary Stavnes, Judy Kreiter, and Pat Cawiezell.

