



# THE LINK



United Way Agency  
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Spring 2006

Arnold Center, Inc.

## COLLABORATION LEADS TO CONTINUATION OF SUCCESS

The Arnold Center works hard every day to help individuals achieve their goals. Along with the Arnold Center, other agencies, such as Community Mental Health, Michigan Rehabilitation Agency, local school districts, employers and community partners throughout the years, have collaborated in order to achieve success. Take, for example, a young man by the name of Ben. Ben, shown to the right, is twenty-five years old and currently attends school at the Midland Community Center in the Post-Secondary program through the Midland Public Schools. Ben was referred to the Arnold Center for services by Dan Simonds, Midland Public Schools Work-Study Coordinator. While working at the Arnold Center, Ben did an outstanding job taking on new tasks, working hard, and always staying positive about the job he was performing. Ben's ultimate goal was to work in a restaurant setting, just like he did when he lived in South Carolina.



In the fall of 2005, Ben's chance to work at a restaurant arrived. Sodexo Co., in the Dow Corporate Cafeteria, had an opening that fit Ben to a tee. Ben was interviewed, given safety training and a uniform, and was well on his way to success. However, the job was difficult. It was a bigger restaurant than Ben had ever expected. Therefore, Michigan Rehabilitation, Midland Public Schools, and the Arnold Center, put their heads together and worked up a plan for Ben to have a job coach provided until he could master the skills necessary for the job. Ben's Dial-A-Ride tickets come from school and his job coach comes from the Arnold Center while the funding for the job coach comes from Michigan Rehabilitation Services. Ben will be graduating soon, and with collaboration from these entities, he is well on his way to success and job retention. According to Ben, he loves his job. His favorite part is seeing all the people eating and bussing the tables when they are finished. Good job, Ben!

## CONGRATULATIONS MR. SHEA!!!

Mr. Shea, President of the Arnold Center, was awarded the prestigious Strosacker Award in February. The award, which has been given since 1991, recognizes an outstanding individual whose creativity, contributions and leadership have substantially contributed to the well being of persons residing in Midland County. Those of us who know Mike realize his passion for making a difference in the lives of others. He has dedicated his entire work career to the human service profession, and over the past thirty-five years, what a difference he has made. Through his leadership and unyielding determination, Mike has been the inspiration and catalysis for improving the value and responsiveness of countless programs and services delivered to people in need of rehabilitation and other life enhancing services. We are proud of you Mike, and feel fortunate to have you as our leader.



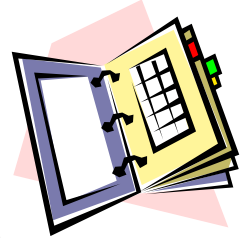
—Arnold Center Staff

Please contact the Arnold Center at (989) 631-9570 if you have employment needs you think we can fill, if you have questions regarding our services, if you would like to be removed from our mailing list or if you know of a business or individual you would like added. We will be more than happy to try to assist you any way we can.

Thank you for your continued partnerships!

## ANNUAL REPORT

Annually, the Arnold Center publishes a comprehensive Annual Report that summarizes the organization's performance and highlights over the past year. Through pictures, graphs, charts and articles, the report tells the Arnold Center story. Many of you may have received and read a copy of this report already. If not, we encourage you to do so. You can find a copy at the Arnold Center's website, [www.arnoldcenter.org](http://www.arnoldcenter.org), or by calling the main office and requesting a copy at (989) 631-9570.



The Arnold Center would like to thank United Way of Midland County and the community for their continued support of our agency. The Arnold Center utilizes funds from United Way to operate services which enable us to achieve our mission, especially in the areas of community inclusion. United Way truly improves our community and we all benefit as a result.



## SUCCESS IN EMPLOYMENT



There are several factors that are involved in obtaining successful employment in the community such as time, partnerships and hard work. The process can be discouraging, but the rewards are great when all of the factors come together. The following is a story of success for Linda Dimmer in her employment at Forwards Shell Food Mart.

At the time of Linda's job search, Cindy Spencer had worked with Linda as her Job Placement Specialist. Cindy was known for beating her feet on the pavement and making placements happen. Cindy saw her opportunity at Forwards Shell Food Mart. Forwards is a convenience store located in the town of Gladwin. Cindy worked with Brian, the Manager, and carved out a position for Linda that suited her skills and qualifications at the time. As part of the service, Cindy agreed, with the aid of a job coach, to help with Linda's initial job training. In speaking with Brian, he commented on the job coaching provided, stating that he felt that the job coaching had successfully prepared and trained Linda for her position. Cori Hagoort had worked with Linda as her Job Coach and remembered how the position was a good fit for Linda and how it certainly attributed to her success.

Linda Dimmer has now been working at Forwards for the past twelve years. Linda feels that her employment at Forwards is a success. Linda has experienced career growth over the years as she is now performing all of the job duties that a regular position at Forwards entails. Linda says, "I feel I can do everything". When Linda reflected on her job she said, "I like the people that come in. I try to help people (customers) out when I can." Linda has excelled in her position and has recently been honored with Employee of the Month, which she has received several times during her years of employment there. Linda's employment has also enabled her to develop friendships with fellow employees and regular customers, enriching her life.

## WHAT WE CAN DO FOR YOU

The Arnold Center and Gladwin County Industries provide over 25,000 square feet of production space between two state-of-the-art production facilities. Each facility is equipped with ample storage space and both have tractor and ground level loading docks. Area businesses are offered a variety of production services tailored to meet each individual need. Please contact us if we can be of any help with the following services:

- |            |           |                              |
|------------|-----------|------------------------------|
| Assembly   | Packaging | Full Mail Service            |
| Inspection | Sorting   | Recycling of Paper / Plastic |

## HATS OFF TO THE PALLET CREW

Every morning at approximately 7:00 am, Monday through Friday, fifty-two weeks a year, the Arnold Center's three-person pallet crew boards the agency's cargo truck and departs for Delphi Saginaw where they begin their daily routine. Delphi has a contract with the Arnold Center to collect used wood pallets within the Delphi complex. There are five pallet collection sites in the complex where the various plants stockpile used pallets. Daily, the crew travels to each of the five sites where they gather the used pallets and using the agency's truck, transport them to a central location. At the central location the pallets are meticulously loaded in a fifty-three foot enclosed bed semi trailer. Another contractor then takes the loaded semi to a recycler where the good ones are reclaimed and the broken ones are chopped into wood chips.

As you can imagine, the work performed by this crew is very demanding. The crew's members manually handle each pallet, weighing between 25 and 75 pounds, several times. The weather conditions are often less than desirable. In the winter, temperatures often plummet to below zero and in the summer temperatures inside of the trailer exceed 100 degrees. There are no days off, the team works in rain, snow and sleet. Though safety does come first and weather conditions may delay the crew temporarily, the delay is usually not for long. Did February's ice storm keep the crew from performing their job? No way!

This crew is the most dedicated, hard working group of people you will ever meet. The Arnold Center Pallet Crew is made up of the following hard workers: Jim B., Dustin S., Kriss H., Robert S. and Mike B. **Hats off to this team and a big thank you for a job well done.**



Kevin

## ARNOLD CENTER CALENDAR OF EVENTS

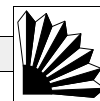
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|-----------|--|
| May 14th  | Mother's Day   |
| 24th      | Arnold Center Board of Director's Mtg. (begins at 7:00 am) |
| 29th      | Arnold Center Closed - Memorial Day                        |
| June 18th | Father's Day   |
| 21st      | Summer Begins  |
| July 4th  | Arnold Center Closed - Independence Day                    |
| 26th      | Arnold Center Annual Mtg. (begins at noon)                 |



Robert



Marty



*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.*

## FACES AND PLACES



Each day, all around the Gladwin and Midland 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.

Top to bottom (left): Ryan and Mark enjoy their Strike Zone activity at Meadow Lanes in Gladwin. Also pictured is Chris, one of the owners.



Melanie works at the Center Court Café in the Community Center. Here she is posing with Larry a Community Center staff person.

Clestor, a local artist, talks to Richard about the castle turret he is making out of clay.

Rex, Artie, Evan and Ben all work at the Midland Ice Arena. They took a break from their janitorial duties to have their photo taken with Ice Arena staff, Jim Morgan (shown on left in photo).



Top to bottom (right): Judy at Cup and Chaucer in the Grace A. Memorial Library, has just helped Kathy get some coffee and chips. Kathy and Maxine (in the background) were meeting at the library to do some genealogy work on the Daughters of the American Revolution.



Joan Most, a local artist and art instructor, gives Weldon some hand-over-hand assistance to show him how much pressure he should use to transfer the design into his clay.

Roland Cornell is shown at the Gladwin County Library checking out books during a weekly library activity.

Randy, a pretty competitive bowler, waits with his friends to begin a new game.



## REASONABLE ACCOMMODATIONS

The Americans with Disabilities Act (ADA) requires an employer with fifteen or more employees to provide reasonable

accommodations for individuals with disabilities, unless it would cause undue hardship to the employer. A reasonable accommodation is simply a change in the work environment, or in a way the job is performed to allow a person with a disability to have equal opportunity for employment. These accommodations usually fall into one or more of the following categories: 1) changes to the job application process, 2) changes to the work environment, or a way the job is usually done, or 3) changes that allow a person with a disability the opportunity for equal benefits and privileges of employment. Some of these accommodations might include: restructuring a job, modifying schedules, updating workplace policies, providing equipment to make job duties possible, etc. An employer is not required to provide an accommodation if it will cause an undue hardship, meaning a significant difficulty or expense, or if the accommodation would be unduly disruptive to other employees' ability to work.

For more information on reasonable accommodations, refer to the Job Accommodation Network (JAN) or the U.S. Equal Employment Opportunity Commission.



## BUSINESS TEAM NEWS

Michigan Works! formed a Business Services Team in July of 2005. Operating as a demand driven system to serve the tri-counties business needs, the Business Services Team consists of nine diverse Business Services Representatives (BSR). They are shown below from left to right: Julie Lonsway, Dave Jackson, Amy Ames, David Veitengruber, Grace Burger, Chris Simon, Jenny Powelson and Bruce Strong. Each BSR has experience and knowledge in their industry assignments.

The Michigan Works! Business Services Team goal is to provide recruitment services at no cost, including online job advertisements, resume searches, applicant sorting plus referrals to business resources in the community. This team strives to strengthen the tri-county business community one business at a time through utilization of the extensive resources available through Michigan Works!



## AFFIRMATIVE ENTERPRISE

The Arnold Center has four Affirmative Enterprises in the Midland area. They are the Bean Canteen (in the 555 Building), the Cup and Chaucer (in the Grace A. Memorial Library), the Center Court Café (in the Midland Community Center) and operations at the Currie Café (at the Currie Municipal Golf Course; April through October). Affirmative Enterprises are businesses operated by Arnold Center customers, intended to provide meaningful employment. These businesses offer individuals the opportunity to develop new skills and gain experience through on-the-job training, thus helping them to become more successful in the marketplace. Affirmative Enterprises are also excellent environments for building relationships between our customers and other community members.

### Affirmative Enterprises Arnold Center, Inc.

**This coupon entitles the holder to coffee at 1/2 price  
with the purchase of any snack item.  
*Good at any Affirmative Enterprise*  
(Bean Canteen, Cup and Chaucer, Center Court Café  
and Currie Café)**

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