



WARC NEWS

We Are Really Cool !!!

Volume 1, Issue 6

June, 2001

Special points of interest:

Using "Person-First" language is an ideal way to show respect for people with disabilities.

Referring to a person in "person first" language shows that we value each person as a person first, and that his/her disability is just an attribute of that person. To use "person first" language, always refer to the person first, and then the disability. For example:

- **Child with Down Syndrome** instead of Down Syndrome Child
- **Man with mental retardation or Man with a developmental disability** instead of mentally retarded man
- **Girl with a disability** instead of handicapped girl

It takes some practice but using person first language is the right thing to do!

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How did we do in the 2001 legislature?

WARC is very appreciative of the legislators who worked so hard to improve life for people with disabilities in Nevada during this legislative session. In a very tight budget year, when we feared that people with disabilities would once again be overlooked, the legislators recognized the seriousness of the problem and accomplished the following:

- A rate increase for private providers of services to people with disabilities. We received a 4.7% increase (3% first year, 1.7% second year) over the biennium.
- The Department of Human Resources will conduct both a Needs Assessment and a Rate Study. The Needs Assessment will help to determine the actual number of people who need services, what services they need and the cost of providing adequate services. The Rate Study will look at rates paid by the state to private providers for services to people with disabilities. It will compare Nevada to other states, look at payment models and recommend future rate structures. Because of the influence of WARC and other providers, the two studies will include people with disabilities (who use the services), providers (who provide services), family members and advocates in every part of the process. The timeline for the study requires a report to the Governor and the legislature prior to the next budget development process.
- WARC received a \$50,000 grant from the legislature to develop a model Person-Centered Supported Employment Program. This will include researching successful models in other states, including new performance-based payment models for providers of supported employment services.

Thank you to our hard-working legislators!

VISTAs welcomed to WARC

WARC has filled its two VISTA (Volunteers in Service to America) positions! The VISTA members project will be to develop and sustain WARC's new Person-Centered



Supported Employment Program. Our newest VISTA member is Jerry Adams. Jerry is a former college-level computer instructor with many years of business experience..

He has a personal interest in making this program a success. Since developing a medical-related disability, he has seen first-hand the discrimination that people

with disabilities encounter with regards to employment, and looks forward to being able to make a contribution to changing

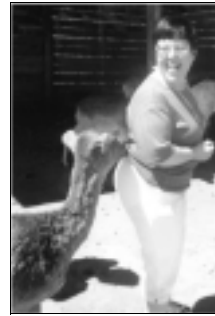
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PEOPLE ON THE MOVE AT WARC

Kathy Askew recently won two medals in the Special Olympic swimming competition! She was awarded a Silver Medal in Freestyle and the Gold Medal in Backstroke. Kathy started swimming when she was a child and has been involved in Special Olympics for many years.



Kathy Askew



Pam gets a nibble from her new friend

partment took a recent field trip to the **Sierra Safari Zoo**. After a nice picnic, most everyone got up close and personal with the animals in the petting zoo. There was considerable fear at the beginning but slowly the people and the animals began to make friends. The afternoon ended up being fun for all!



Amanda Brownson also won two Special Olympics medals for swimming, one gold in Freestyle and one gold in the 25 Meter race. Amanda just learned to swim two years ago! She and Kathy both practice with the team twice per week.

Amanda Brownson

Derik Bonham recently made an important transition! Derik is no longer a client of WARC, he is now an employee. Derik works at our Gentry Thrift Store every Monday, Tuesday, Thursday and Friday, and he works at Pier 1 every Wednesday. Both store managers enjoy working with Derik because he is responsible, hard-working and great with customers and staff! Welcome Aboard, Derik!



Derik Bonham

Barbara Guernsey has put her lifelong love of art to work for her!

Barbara has started a greeting card-making business. She makes cards using crayons and they are sold in the thrift stores, Pier 1 and Moxie Java. Barbara has already started receiving checks from the sales of the cards. Go Barbara!



Barbara Guernsey

WARC staff had a recent in-service training that focused on WARC's mission and working as a team. In a surprise move, the entire staff was transported to Rock Sport in Reno. There everyone received training in teamwork as needed to succeed to scale the climbing wall. Many of the staff people climbed the 30' beginners wall, while others supported them "belaying" the ropes that keep them safe. It was a great experience for all!



Celina & Rory Climb the 30' wall

A group of 20 people from WARC's Contract De-

Miscellaneous Milestones

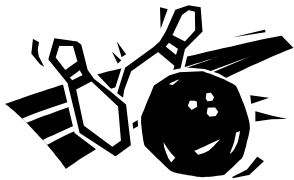
- ⇒ WARC lost one of its great supporters recently with the passing of Allan Jones. He and his wife, Marie, have been members of WARC for many years. Their son, Craig, is one of our favorite people at WARC and also works in the Casino Marketing Department of Fitzgerald's Casino. Our condolences to Marie and Craig.
- ⇒ WARC will be experiencing a huge milestone next month. Much of the revenue we use to support our programs comes from our thrift stores and much of the thrift store revenues come from clothing. The clothing processing area at WARC is very out-of-date and inefficient. Through generous grants from the Pennington

Foundation and the Sierra Pacific Foundation, we are installing new "speed rails" which move the clothes quickly down the line and on to rolling racks that are delivered to the stores. The new configuration will also include a conveyor that will take the non-sellable items directly into the baler. We will be employing typical people to work along side our clients. Some new client jobs will be created including a transporter, who will move barrels of donations into the proper areas; and a toy specialist, who will place assorted small toys into baggies to be sold in the stores.

WARC NEEDS VOLUNTEERS TO CARRY ON VALUABLE BOWLING AND STRETCHERCISE PROGRAMS!!!

By Frances Horning

WARC's sponsorship of the **bowling program** at Greenbrae Lanes has promoted one of the most beneficial and popular programs in our area.



There are now 70 bowlers enrolled in the program! We have ten scorekeepers who deserve credit for our success: Lois Chambers, Cathy Litz, Gil Folk, Carol Hanes, Tina Burton,

Connie Young, Virginia Dangerfield, Joanne Faitnestock, Milan Bokan, and Dolores Weller. Dolores has set the record for devotion – She was scoring for the group when I became involved over 23 years ago!

Greenbrae Lanes has been most generous with their facilities. They also furnish shoes and balls when needed for each bowler.

The bowlers have a wonderful time! No one tells them what to do, they laugh and visit with each other, and enjoy yearly banquets and awards.

Continuation of this program is an absolute necessity! After our summer vacation (July and August), we will need volunteers for scoring and coordinating the bowling program for the Truckee Meadows.

For the past 3 years, a group of WARC clients has been meeting threemornings a week for a **Stretchercise**



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Brian's Notes



Brian Lahren,
Exec. Director

One of the great joys of working at WARC is the daily contact I have with our employees. No matter how busy I am, I always have the delight of talking to at least two people who brighten my day.

One of the people is Tim Monroe. Tim's job brings him into my office daily. He's on the janitorial crew for my part of the building. He's always happy. He is totally unawed by my sense of self-importance, never fails to do his job correctly and holds me to an unyielding standard regarding recycling of my coke cans. If I put a coke can in my waste basket instead of the recycle receptacle, he fines me \$1 for each violation. He lectures me on my slovenly habits with a sincerity and enthusiasm that definitely reflects his sense of moral superiority on this issue. I am properly humbled and delighted by our interaction.

The other person is Doug Haase. Doug checks in with me every few days and tells me what special community events are coming in the next couple of months. Doug is a walking encyclopedia of current events and weather information. I'm sure that his unyielding transition from long pants to shorts in early spring has a positive effect on the weather. Doug is an avid X-county skier who often chides me that I don't get out often enough to be as good a skier as he is. He's right.

Both of these people are excellent employees and good friends. They remind me of what other employers are missing by not having one of our excellent employees working in their offices. We simply must do more to help other employees share the excellent benefits (and joys) of fully integrated employment for WARC's vocational training enrollees.

If you have any ideas about jobs for WARC's trainees, please let me know.

WARC July Board Meeting to Look at New Goals and Priorities

WARC was started in 1953 by a group of dedicated parents of children with disabilities. As time has gone on, the needs of their adult children have changed and the world has changed for people with disabilities. The trend is for more community inclusion of people with disabilities throughout their life span.

WARC wants to be sure to change with the needs of people with developmental disabilities. And, in the face of negligible state funding, we want to be sure that the organization will always be fiscally sound.

Our July 26 board meeting will be devoted to setting 1-5 year goals and objectives for WARC. It will be facilitated by Bill Belcher, former director of United Way's Non-Profit Center.

If you are interested in being part of this exciting process, please plan to attend. The more brain power put into the process, the better!

The meeting will be Thursday, July 26, at 5:30 p.m. at WARC. A light dinner will be served. If you are a non-board member, please RSVP to Lloyddeen at 333-9272 so we are sure to have enough food for everyone. Hope to see you!



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Retarded Citizens

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Brian Lahren, Ph.D.

(Continued from page 1 - VISTA)

the system. As part of his assignment, he will be looking at successful models of supported employment and payment systems from around the country.

Jerry joins current VISTA member Jeani Brand. Jeani is concentrating on the volunteer aspects of the Supported Employment Program. She will be setting up an active volunteer program that will find and train volunteers to work with WARC clients on skills needed for the job market such as computer skills, reading, counting money, dressing for success, and much more. In addition, she will be looking for volunteer opportunities in the community for WARC clients so that they can sample jobs and find possible areas of employment interest for them.

Welcome Aboard Jerry and Jeani!

(Continued from page 3 - Bowling/Strechercise)

Class. This exercise consists of the gentle involvement of every muscle in the body. The improvement in balance and posture has promoted the free movement of muscles which, in some cases, have not been developed before. Those responsible for the participation of the clients have been Carol Hanson, Scott Meyer, and Bill Curry. Their individual encouragement and instruction have ensured the success of the program.

This has been such a satisfying program that it would be a shame to discontinue it. Volunteers are needed to carry on its benefits!

WARC Note: Frances Horning has given herself with great generosity for many years, almost single-handedly coordinating and running both the Bowling and Stretchercise programs. We are deeply grateful for her contribution. Now Frances would like to take a little time for herself. If you or someone you know are able to help us carry on these programs, please call Mary at 333-8259 and we will put you in touch with Frances. Thank you! Frances. Thank you!