



NEWS QUARTERLY

Volume VI - Issue No. 3: July 2010

Message from the CEO

Agency for Persons with Disabilities

After a long legal battle last year the Agency for Person's with Disabilities, APD, (800-APD-CARES) has now gone back to the legislature, changed the language, hired six new lawyers, ten new QIS testers and are back in the saddle again lowering Tiers, creating tears and forcing people out of services. So, if you get a Tier letter please respond quickly or you could find yourself without services.

The General Counsel of APD sent me a response to my letter about the Tiers and said, "Our agency has the near impossible task of splitting a pie

that is too small to feed our family. In the past three years the pie has gotten smaller each year. With a smaller pie we have no choice but to reduce portions." For this they need ten new lawyers. Don't forget their number—800-APD-CARES.

Communication, Bullying and Foul Language

In recent months our new Human Resources Director has instituted some much needed new policies. One of these is about bullying in the workplace; it is, without fail, not permitted. In other words, a staff that yells, curses, or otherwise verbally abuses another staff, is terminated. This has always been so with clients, obviously, but with the recent issues around bullying in schools, the internet, etc. it is wise to have a policy for staff, too.

When informed by a staff of bullying HARC must take action or we have some liability for the bullying. In other words, according to the courts, if we don't stop it we must be accepting it. And, if we are accepting it, we are liable for a lawsuit or prosecution under a number of laws including the Equal Opportunity Commission.

Now, let's talk about client families. The majority of HARC families are extremely kind, compassionate and well mannered. A small minority are not. They feel it is OK to curse and yell at HARC staff; this is, without a doubt, bullying; it cannot be tolerated nor can it go on. Once a staff informs management it is going on HARC needs to step in and stop it.

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CLIENT COLUMN

HARC Clients Self-Governance Committee



Donald King
President

Submitted by Patricia Whitmore, Day Program Director at the Riverview campus

Care Team is having a bake sale at TWS every Friday during the month of July. The Team is discussing donating the money to the families of the police officers that were killed in Tampa.

As the team does so well, they are looking to support members of their community. And they are not afraid of hard work.



Staff members, Sharon and Shelly (on ladder), decorate for the carnival at the Riverview campus.

Circle of Support



Message from the CEO

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While we can't fire families, we can tell them they are no longer permitted on our premises. So, while you may be angry and upset, count to ten, breathe and start again, because if you don't, we will be forced to take action. No one deserves to be cursed and yelled at, especially, our hard working and dedicated staff.



Richard Lilliston

Richard Lilliston
HARC CEO

TEAMeffort Returned to Riverview for More Summer Projects

For several summers TEAMeffort groups, made up of various church youth groups, descend upon the Riverview campus, a week at a time, and beautify the boardwalk, clean up the grounds, and, basically, bring a breath of youthful fresh air onto the campus.

Fortunately, a fervent supporter of HARC, Tim Jones, is the link that keeps HARC entwined with TEAMeffort. In years past Tim was the youth minister who ministered to the college students who ran the many groups scattered about the area they were working... they spent weeks in Ocean Springs, MS after Hurricane Katrina. He encouraged the leaders and stressed how important they were to the younger kids they oversaw. He told them, "You are like rock stars to them. They want to hang out with you."

In talking with Tim, he said the main goal of having the teens/young adults participate in TEAMeffort is to "get them away from distractions back home so they can experience what God has planned for them. This may be interacting with clients or each other or the Walmart lady who rings them out after making a candy run."

According to Patricia Whitmore, Day Program Director at Riverview, the groups have done even more this summer:

Repaired and refinished the boardwalk; started a fence around the park area, to make it safer, and the parking area is fenced off; finished a greenhouse; painted some classrooms; worked on a gazebo in the back garden; yard/outside clean-up; cleared space and planned a butterfly garden(all projects were overseen by Tommy Lesesne, who is going to be a senior at Georgia State University; Olivia Jablinski also worked at the Riverview campus some days—she attends Concordia University in Austin, TX).

"They also interacted with Riverview clients while working on the computer, art activities, and music and exercise. Our site looks forward to their visit every year," said Patricia. Thank you to ALL the volunteers!



All Saints Lutheran Church, Huntsville, AL; Leaders- Keith & Mary Lynn Thompson and Matt Titus and Melanie Baeske



St. Paul's Episcopal Church, Conway, SC; St. John's Episcopal Church, Florence, SC; Christ Church, Mount Pleasant, SC; Leaders- Sean Richardson and Charlotte Smith



The Crossings, Winter Garden, FL; Leaders- Marcio Pacheco, Carolyn Hill and Robbie Flynn and several chaperones



St. John Baptist Church, Gainesville, GA; Leader-Ebony Watson, 3 chaperones

Program Spotlight

Richard (Rick) Glaesser, Director of Day Programs

One can never be sure where life will lead... from one career to a totally different one... from one country to another... from one advanced degree to another... Rick Glaesser knows—he lives a full life!

Growing up in Toronto, Rick went to the University of Toronto where he double majored in economics and politics. He was, obviously, not thinking of Social Work at this time. Being a policy advisor was what he was working towards. Upon graduation, Rick worked for a politician as a political aide, but not for long as the government was ousted, so everyone in that party lost their jobs. Next, was a large multinational organization called Hill & Knowlton, Inc. where Rick worked in one division, Public Affairs International, where he lobbied for “all fronts: managed environmental, labor (there were no Sunday store hours in the 90’s in Canada... now they are open 1-5 PM) and some health care issues. After four years, it was time for Rick to move on to being the marketing representative/policy analyst for tourism/transportation where he “examined government policy as it related to tourism and transportation.” Rick was then a political aide for another year and then started a magazine, with a couple of friends, where he worked as the managing editor... to then move on to the place where social work became a part of his life.

Rick worked about three years at the Children’s Aid Society of Toronto. Dealing with all kinds of crisis involving children and their lives... from adoption to foster care to neglect... “a legal aide dealing with my first exposure to social work.” But, he was not hooked on social work, yet. He next moved to an advertising agency as an editor/writer... till he moved to Tampa in 2001. From the time he arrived in Florida until 2008 he worked at Alexander Consulting as a “management consultant sourcing opportunities for senior executives in healthcare advertising.” So, after all

this business and some political livelihood, what brought Rick back to Social Work? “I feel my personal attributes follow more in line with the social services field than working for a business,” he stated.

So, in December 2008, Rick was hired as the Assistant Director of the Centre for Life Development (CLD), responsible, also, for the Senior Center, within the CLD campus, and the Homelink program. (He also works on grants.) Rick finished his Masters in Social Work (MSW) at USF in December of 2009. He is now enrolled again at USF in a five year program, for a Ph. D. in Social Work, beginning in August. As HARC has grown over the past two years, we reorganized and created a Director of Residential programs and a Director of Day programs positions. Rick began working as the Director of Day programs on March 22, 2010.

“Being busy, but also engaging with staff, as well as, the clients,” is the best part of this job, per Rick.

The most challenging aspect is, “Keeping on top of everything.” “Everything” includes overseeing management



of the CLD, the Riverview campus, Tampa Work Services (TWS) and Tampa Bay Area Support Services (TBASS)... ultimately, being responsible for every client who attends a HARC day program... and the people who care for them. Interacting with clients is not as much a part of Rick’s days in his current role, but, he said, “Yes, I miss the direct interaction, so when I visit all the campuses, I make it a point to stop and talk with as many clients as I can.”

With that being said, Rick has quite a goal for his first year as the director, “My goal is to redesign our program, aiming to bring us to a level that sees the clients achieve their full potential and establish HARC as one of the foremost organizations in the country.” He has taken steps toward this goal since he joined HARC. One of his accomplishments, so far, is being “Successful in putting systems in place, but there’s still a long way to go.” An example of this is “working to provide better tools for staff members.” Every client, every staff member

(continued on next page)

Walmart Supports HARC’s Photography Program

Rick Glaesser, Director Day Programs

As a complement to its current programs, HARC requested funding to launch a new therapeutic program involving digital photography. Walmart generously gave \$4,000 for the digital cameras to be incorporated into the program. As far as we know, HARC will be the only organization offering this unique program to the intellectually and developmentally disabled community in Tampa Bay.



In the picture from left to right is as follows: Asia Johnson (Store Clerk, Walmart), Billy (HARC client), Rick Glaesser (Director of Day Programs), Quincy Stafford (Store Manager, Walmart), Ali Kauffman (Program Director, CLD), and Isaac Totos (Assistant Manager, Walmart)

The objective of the digital photography program is to engage HARC’s consumers in artful expression through photography. Current evidence shows that photography can be a wonderful learning tool, as well as, a useful therapeutic outlet. Photography is also considered a creative and introspective medium to inspire individuals to reflect, communicate and express themselves from a different perspective. Laura Dejesus, Thomas Schoendorf (both store managers) and Quincy Stafford from Walmart agree with this concept, and they, along with others, decided to invest in this client program!

Initially, HARC will engage approximately 15 of its consumers, divided into three separate classes, each one hour, in this multi-media program. Once the program has had a chance to flourish, HARC will also seek opportunities to profile consumers’ work in supportive venues (e.g., local museums, art galleries, libraries and cafes). THANK YOU to WALMART for Supporting this expansion of a HARC Client PROGRAM!

Circle of Support

Rinaldo Law Group

Tampa Personal Injury & Accident Attorneys- Integrity, Experience, Compassion and Results

The Rinaldo Law Group is dedicated to protecting and preserving the dignity of all people. Obtaining justice for their clients is their first priority in every case. Their commitment to personal injury law is one of quality, understanding of the law, diligence, trust and compassion. Their Personal Injury specialties include: catastrophic accidents, auto and truck collisions, motorcycle accidents, products liability, wrongful death, bicycle accidents, medical malpractice and much more. For more information, their website is: www.rinaldolawgroup.com.



SendSavings

Help HARC Raise Money thru SendSavings!

HARC is using SendSavings text coupons to raise money. The program is FREE for you to participate in and HARC can raise between \$5.00 and \$25.00 for each person registering. When you sign up, you will receive text coupons from local advertisers who support charities. You specify the number and type of coupons you would like to receive. Each time you get a coupon, HARC receives 5 cents (even if you don't use the coupon). For more information, please go to www.sendsavings.com and select HARC as your benefiting charity.



Program Spotlight

(continued from previous page)

makes up the Day Programs at HARC. Rick's goal is to have everyone engaged and happy to attend, no matter his/her role.

Tidbits about Rick:

- Best way to contact him is via email: rglaesser@hillsarc.com
- Member of the National Association of Social Workers
- He likes to run, watch movies and eat in his spare time
- He is a "big news junkie," so often listens to talk radio
- Rick enjoys going to Ft. DeSoto, downtown St. Petersburg, Clearwater Beach and Universal ("I love roller coasters!")
- Favorite Quote---"Get in the game."
- Best vacation: "Paris! The most romantic city I've ever been to!"

Bobby Richards Takes on NEW Role at HARC as Director of Residential Programs

Promotion from within is an attractive part of working for any organization. When people see it actually happening, that is terrific. Bobby moved from Indiana to Florida, right after college; in fact, his first job after college was at HARC...almost six years ago. Working at Stonebelt, an organization similar to HARC, he was employed for nine years. While there, Bobby progressed from a direct care worker to assistant manager of a residence, to being a residential manager, and finishing as the Quality Assurance Manager before moving to Florida.

Stonebelt is part of The Arc, so in looking for employment in Florida, Bobby sent resumes to PARC and HARC. He interviewed and was hired, the same day, when he spoke with a senior manager at HARC. Starting as the Quality Manager for all of HARC, Bobby is now the Director of Residential Programs.

Bobby grew up in a small town of two-thousand residents ("and cornfields") in the middle of southern Indiana. He majored in history/psychology at the University of Indiana. Currently, Bobby is pursuing his Masters in Criminology at USF. I asked why Criminology and he replied, "In this field, more and more professionals are entering into forensics; I'd like to become an expert witness in trials for adults with disabilities."

Explaining his favorite part of his role at HARC, today, Bobby said, "For me, being able to walk onto any campus/location and know every single person there, and be able to hold a conversation about things going on in their lives, is terrific." Of course, there are always challenges and his biggest one is, "The fact that my job starts when everyone else is getting off work. From 8:00 AM – 4:00 PM I do day-to-day business and at 3:00 PM, Monday-Friday and weekends, I put out fires and tend to all sorts of issues."

When asked who is the most interesting HARC attendee or resident he knows, without hesitation, Bobby said, "Logan!" Because Logan is about Bobby's age, and they happen to hang out at the same sports bar, Bobby stated, "his disability is not a factor; just something else that is there. I think of him as Logan, not as an Individual to be served."

And, thankfully, there are accomplishments and goals to be set and met along the way of any career. Bobby's proudest accomplishment, so far, is being the youngest member (to his knowledge), ever, of senior management at HARC. His main goal, during his first year in his new role, is "To build a residential program that is efficient, functional and widely talked about within the community."

In taking care of the residences, Bobby stated that if a manger is out sick, "a second manager covers the home. In each home there is a Medical Coordinator or an Assistant Manager that has been trained to carry on the day-to-day activities of the home while the manager is away for sick/vacation/etc. The monitoring manager makes managerial decisions and that information if filtered down via the medical coordinator or assistant manager."

Regarding the upkeep of the homes themselves, Bobby reported, "Per licensure standards written into laws and statutes, monitored by APD and Organizational policies and procedures, the interior and the exterior of each home must be kept in appropriate standards. The Organization has various systems in place to ensure that maintenance is taken care of in a timely manner. There are also systems for monitoring the compliance of maintenance within the home that involve myself, my assistant and the Operations Coordinator that monitor on a monthly basis for compliance to ensure that each Individual that the Organization serves has the opportunity to live in an environment that is safe, clean and well taken care of."

So, in considering who makes sure of the residents having a safe, clean place to live in, I

asked Bobby how involved he is in the hiring of direct care staff for the home. He said, "There is not a single applicant that applies for a position within the residential program that I do not approve prior to working. With the assistance of the Human Resource Department, all applicants are screened prior to meet legal qualifications, once those are met, the Residential Team interviews, makes placements, and trains the employees to ensure the best possible care for each Individual we are supporting through their journey of life while they are with HARC."

Bobby also added, "With having nine residential homes, I am in at least one a day for various reasons. The nature of my position does not allow for just hanging out in my office and not physically visiting homes. There are weeks when I have spent 32 hours at a location before the work week even begins. Not only that, but I enjoy going to the homes and talking with the Individuals that we support on a regular basis."

So, outside of the business of HARC and going to school, I asked Bobby a few things about himself...to share with our readers:

- Best way to spend free time is at social gatherings with friends, or by having a "Bobby" day where he takes off and drives and goes to dinner...alone!
- He enjoys World of Warcraft and watching documentaries
- And, whenever possible, he goes to the beach to watch the sunset, "which takes my breath away every time." Honeymoon Island is one of his favorite bay area spots.
- Reading is mostly school related, but he prefers literature from the early 1900's
- For music Bobby likes the Counting Crows and U2, but also listens to "60's and 70's when the lyrics were meaningful and songs would bring about emotions."
- Best way to contact Bobby is by cell: 813-767-9104

Welcome to Mason LIFE

The Mason LIFE Program is an innovative post-secondary program for young adults with intellectual and developmental disabilities who desire a university experience in a supportive academic environment. The mission of the Mason LIFE Program is a dual purpose. The first is to provide a supportive academic environment for our students with intellectual and developmental disabilities. The second is to supply an apprenticeship for George Mason University students. The Mason LIFE Program presents our George Mason students opportunities such as: instructor, resident advisor, internship, practicum, licensure, independent study, field work, mentor, Best Buddy, and volunteer to gain important experiences and knowledge to work successfully with students with intellectual and developmental disabilities.

There are five tenets:

- Students - Priority is given for continued growth especially in the core areas of reading, writing, and math. The four-year curriculum reflects all area of study. Weekly probe assessment in reading and math along with work samples in writing are markers of academic achievement.
- Families - Support having an independent student having a university experience. The Mason LIFE Program is curriculum based, not IEP driven, so students develop and gain concepts throughout the four-year program. Students are expected to navigate the campus and get back to class independently and on time.

Students have the opportunity to stay in the resident halls to implement independent living skills also taught within the curriculum.

- Instructors - Master students enrolled at GMU with a major in special education. This provides them with an opportunity to work within the field in a supervised setting. Undergraduates who minor in special education may complete practicums or fieldwork providing additional aide to the Mason LIFE students. The Mason LIFE program also sustains the Best Buddies program. Best Buddies matches people with intellectual or developmental disabilities with university students and creates one-to-one friendships.
 - Employment - Freshman/Sophomores have the opportunity to hone skills such as making a resume and interviewing. Juniors are able to have campus job experiences ranging from receptionist to office skills to data entry to library page. Seniors are supported through job placements outside of the university with such placements as the World Bank, Kennedy Center, and Food Services.
 - Research - Goal of the program is to provide evidence-based practices that work in the post-secondary educational environment servicing students with intellectual and developmental disabilities. In fact, research working with visual memory and reading interventions is currently being conducted. All of our research to date is single subject design or case studies.
- <http://masonlife.gmu.edu> George Mason University in Fairfax, VA



Employment Opportunities

*Positions require a minimum of HS degree or GED. Must be at least 18-years-old and have a clean criminal and driving record.

Contact: Kirsten E. Forczek at kforczek@hillsarc.com

UPCOMING EVENTS:

7th Annual

HARC Bowling fundraiser:

Saturday, August 28, 2010 at PinChasers Midtown Bowling Center, 4847 North Armenia Avenue, Tampa. Join us that day on our late morning, early afternoon or late afternoon shifts and have two hours of bowling fun at this social, non-competitive bowling fundraiser!

4th Annual HARC Idol Finals:

Wednesday, September 8, 2010 at TPepin's Hospitality Centre located at 4121 N. 50th Street in Tampa. Join us from 11:30-1:30pm to cheer on the 12 HARC Finalists performing for the 2010 title. Tickets on sale NOW. Boxed lunches can be ordered in advance.

For more information on either of the above events, please call 813-273-6364 and ask for Steve Roberto or Katherine McDonough.

JENNY CURRAN: DO YOU EVER DREAM, FORREST, ABOUT WHO YOU'RE GONNA BE?
FORREST GUMP: WHO I'M GONNA BE?
JENNY CURRAN: YEAH.
FORREST GUMP: AREN'T-AREN'T I GOING TO BE ME?



HARC Employee Anniversaries

April

Chuck Wolfe	5 years
Shannon Williams	4 years
Kellie McFarland	3 years
Tammy Royal	3 years
Lodie Law	2 years
Thelma Smith	2 years
Mary Partin	2 years
Theresa Pullara	1 year
Rita Butts	1 year

May

Linda McCaffrey	12 years
Consuelo Palacios	8 years
Don Gilbert	8 years
Noemy Morales	8 years
Nancy Cole	7 years
Stephanie Robinson	5 years
Genevieve Ellington	5 years
Patricia Morrison	4 years
Linda Schwabe	4 years
Barbara Royal	4 years
Edith Washington	2 years
Michelle Blake	1 year
Jackie Thomas	1 year

June

Sonya Messer	10 years
Rachel Ferlita	10 years
Todd Hodge	9 years
Carmel Wiggs	9 years
Sherry Sills	8 years
Eugenia McLeod	8 years
Steven Roberto	8 years
Shirley Burdett	5 years
Linda Taylor	4 years
Joseph Noziaire	3 years
David Jones	3 years
Linda Thornton	3 years
Frederick Black	2 years
Joycelyn Simmons	1 year
Kenny Benson	1 year
Pamela Fuentes	1 year
Solomon Brown	1 year

CLD Program Restructuring A Success Story

Submitted by Allison Kauffman, Program Director at the Centre for Life Development

The Centre for Life Development has recently gone through a program restructuring to implement new and innovative ideas. A new time schedule, the opening of additional homerooms and new classes are just a few of the changes. The staff and all of the consumers have jumped on board and are really excited with the new direction the CLD is taking!

One of the newest, cutting-edge projects is the inception of a pet therapy program with K9 Community Assistance Network, Inc. (K9 CAN, www.k9can.org). The program began in early June and has been a success from the start. The animals that come to CLD are certified and trained to provide innovative therapy services to a vast spectrum of special needs individuals. We at the CLD wanted to share one of the success stories--already.

John is an individual who attends CLD. He has a very well-known phobia of dogs which has inhibited him from participating in a significant amount of activities and outings that have taken place at CLD and at home. When John sees a dog he becomes extremely frightened and usually runs as fast as he can in the opposite direction. The first week that K9 CAN came to CLD, John's specific needs were attended to so he would not see or engage with the animal at all. Linda, the assistant director, approached John about conquering his fear of dogs the next week, as she was petting the animal. John agreed and following is the story that was relayed, from the pet therapist, about John's interaction with, Max, the therapy dog:

As we were leaving, John spotted us from the lunchroom doorway and yelled, "Hi Max!" Then, he asked if he could pet him. I agreed, with pleasure, and he walked up to touch Max's back (with a little trepidation). Then he backed up, jumped up and down and yelled,



"I'll tell Linda, I'll tell Linda." I asked if Linda was in the lunchroom, but she wasn't. I asked John if he wanted a picture taken of him with Max and John agreed. I complimented John and he jumped up and down, with pleasure. We exited, but I heard John yell Linda's name, so we went back into the room. I told Linda what John had done, and then showed her the picture. Linda praised him as John jumped up and down with satisfaction. As Max and I left the building, I could hear John's voice yell, "I DID IT, Linda! I did it!"

Yes, he did!

Ava Napoleon, Director of Admissions, Graduated from Westshore Alliance's Leadership Westshore Program

Ava began the Class of 2010 program in January. As in all other classes prior to this one, the group visited MacDill AFB, Falkenburg Jail, a forensics lab, HCC on Dale Mabry, Raymond James Stadium...and got to fine tune their own leadership skills along the way. The group takes a personality test and from there they see what type of qualities they have to work on a project--which is called the Legacy Project--for each class. Some people look at the big picture and

others tend to the little details; all contributing to the project throughout the six month program. This year the class renovated a room for a teen lounge and art studio at the Children's Cancer Center in Tampa. The class raised about \$20,000 to make this a reality--and got some generous donations from



companies. The graduation luncheon was held at the Centre Club on June 22. Mayor Iorio gave a wonderful speech at the event!

World Alzheimer's Day and Why People with Alzheimer's Need It

By Paula Spencer, Caring.com senior editor

On World Alzheimer's Day, Monday, September 21, most people with Alzheimer's disease won't be able to participate in an Alzheimer's Association Memory Walk. But, they directly benefit from events like these being held around the world.

That's because World Alzheimer's Day events are meant not only to raise funds for research but to raise awareness about Alzheimer's and people with Alzheimer's disease. That makes this World Alzheimer's Day an opportunity for each of us to think about what messages we'd like to give to those who aren't yet affected by this living tragedy called Alzheimer's.

So here are three facts about Alzheimer's that I want the whole world to know:

1. Alzheimer's is not an inevitable effect of aging.

Senility doesn't strike everyone; it's a terrible disease. In a generation, much has been done to change this old public misperception. The fitting theme of World Alzheimer's Day this year is, "See it Sooner." Early detection can slow disease progress and improve quality of life.

2. Scientists still aren't sure what causes Alzheimer's disease.

That makes funding research and clinical trial participation an imperative, because we're frankly less close to a cure than many people wish.

3. What people with Alzheimer's need most are caring people and caring resources.



A cure would be nice. But a more realistic, immediate, and achievable goal is to make coping resources available to all people with Alzheimer's and every caregiver, in every community. The love and caring most of us have in spades. The hands-on help for the relentlessness of this condition that kidnaps our loved ones out from under us is what we could all use more of.

Fourth of July for HARC Residents

Submitted by Carletha (Kay) George, Residential Manager of Kaul Home

The Kaul and Robson Homes 4th of July Bar-b-cue was set up by Kay George and Lodie Law, Residential Manager for the Robson Home. We wanted the individuals to enjoy their 4th with

family and friends. The Kaul Home was selected by Church of God Baptist Church, in Lutz, to have a group of children come and perform songs of praise to the men at the group homes. The menu consisted of picnic food. Sandra Shepherd, from HARC's Finance Dept., provided a decorative/delicious 4th of July cake. The Individuals served had a great time. They are looking forward to next year!



As usual, kids add to the celebration!

HARC Family Advisory Council (HFAC)

Submitted by Carole Brannock, President HFAC

HFAC hosted the Holiday Art Contest. The judging took place on Tuesday, June 29th. The winning artists are as follows:

- Riverview: Edgar & Dan
- TWS: Michael
- CLD: Martha

As in the last contest, the winning artwork will be made into greeting cards that HARC is going to sell. All the proceeds from the sales are going to fund the HARC Holiday Party in December.

HFAC is taking a summer break from meeting. Our next meeting will be Thursday, September 23 at 5:30 PM, in Riverview.

On the Cover

Rayleen is part of the Supported Employment program at HARC's Tampa Bay Area Support Services (TBASS). Rayleen works Monday through Friday in the commercial kitchen, within the Community Center, at the Centre for Life Development (CLD). She preps food for two meals and two snacks each day she works. "Helping everybody," is Rayleen's favorite part of her job. And, her favorite meal is macaroni and chicken!



"Building Everyday Lives"

Serving individuals with disabilities throughout Hillsborough County since 1953.

HARC is a community based 501(c)3 that serves 400 youths and adults with disabilities throughout Hillsborough County.

Our mission is to support individuals with disabilities to reach their potential and "build everyday lives."





"Building Everyday Lives"

NEWS QUARTERLY

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FROM THE EDITOR'S DESK:

I hope you have enjoyed reading the **6th Volume: 3rd Issue** of **HARC News Quarterly!**
You can find previous issues of HARC News Quarterly on our website: www.hillsarc.com

I once heard an author named Daniel Burrus talk about his book Techno Trends. He said two things that night, many years ago, at a community college I worked at in Illinois, that I have remembered: ¹I am an ordinary person who has chosen to live an extraordinary life. ²Technology has enabled younger people to teach older people, often, for the first time in history. Our world is full of things that did not exist five, ten, and, especially, twenty years ago. But, some things never change--hopes, wishes, prayers are so often the same for EVERY parent...keep encouraging people no matter their own "personal best"...or yours. When Fourth of July came, my Grandmother would say, "Summer is over." We are more than half way through the year... what have you learned...shared with someone in your life? I need to get started for 2010!



Katherine McDonough

Thank you to HARC's Board of Directors and Trustees for continuing to give HARC your time and support!

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