

***Community Resource Alliance***

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January 28, 2007

Re: Charles H. Arndt

To Whom It May Concern:

This letter is in reference to Charles H. Arndt. I have known Charlie professionally for over twenty years. We attended several of the same conferences that presented on some major changes in the field of developmental disabilities. These topics, self-determination and person-centered planning, were in their infancy at that time. Charlie and I became close professional colleagues. He enlisted my support to change Ohio's system from one vested mainly in congregate care to one where individual choice, community inclusion and small traditional housing were the rule and not the exception for people with disabilities.

Within two years, Charlie had written law on self-determination and supported living. That law was enacted in 1989 and Charlie was the sole testifier on the amendment that was added to another bill. The law gave individuals the right to choose what services and supports they need, who would provide the services and supports, with whom they would live, and the traditional settings in the community where they would live. This 1989 supported living law has stood the test of time and has been maintained as a benchmark for best practice nationally.

In 1991, Ohio implemented a new Medicaid Home and Community based services waiver and Charlie was able to get the Ohio Department of MR/DD to use this new law as the sole vehicle for expansion of services under the waiver. Today, Ohio predominantly serves people under supported living with over 12,000 individuals being so served with federal, state and local funding amounting to over \$400 million annually.

During the early 1990s Charlie provided leadership to develop traditional housing for people with disabilities away from group homes and institutional settings. I worked closely with him to develop these "new models" for housing and this development has been widespread throughout Ohio ever since. Many people with disabilities would not have received community support under supported living without this highly successful housing venture.

Charlie had the vision to develop training for executives, management staff, professionals, and families on self-determination, person-centered planning, and how to interface these principles with Medicaid funding. In 2002 and 2003, I worked for a year with all county boards of mental retardation and developmental disabilities, under his leadership, to provide this training to assist executives, management staff, and professionals to effectively implement expansions under the Ohio Medicaid Individual Options waiver. We gained a renewed and improved understanding

that allowed effective implementation for an additional 10,000 individuals under this waiver by the end of 2003. It is this type of leadership and vision that Charlie has shown over the years that has allowed Ohio to establish supported living, choice, and self-determination as preferred and primary ways to deliver residential services and supports to people with disabilities.

In January 2006, Charlie worked with me through Community Resource Alliance to train residential supervisors for a private provider in North Carolina. He was principally involved in conducting pre and post assessments of 300 employees regarding their supervisory skills. The assessments were conducted and individual results compiled for each supervisor. Also, a formal multi-variable analysis was conducted of the test scores on the assessment instrument versus demographic variable for statistical significance. A report of the findings was made to the private provider. Charlie's study and analysis greatly assisted us in this project.

In July 2006, the Institute on Public Policy for People with Disabilities in Illinois, a state-wide membership organization that promotes best practice and of which I am President/CEO, contracted with Charlie to do a complete review of the Illinois Medicaid Home and Community Based Services Waiver for Adults with Developmental Disabilities. Within forty-five days, he presented a comprehensive 100 plus page report including tax and financial comparisons with other states of similar demographics, highlighting best practices in Medicaid waiver across the nation, as well as delineation of financial and programmatic recommendations for changing services and supports. His report also included recommended reforms of the Illinois DD infrastructure. Charlie delivered the report to the members of the Institute on time with several formal presentations. The report was accepted by the members and has become the visionary template for legislative reforms and for changes to a renewed waiver now ready for submission to the Centers for Medicare and Medicaid Services. The Illinois Division of Developmental Disabilities has also embraced Charlie's recommended changes and incorporated them into their reformed waiver.

Because of my twenty years witnessing his performance, leadership, vision, and accomplishments, it is with pleasure that I highly recommend Mr. Arndt for consulting management assistance to governmental and private agencies interested in developing best practice approaches to serving people with disabilities.

Please feel free to contact me at 314-821-3316 if you need additional information related to his abilities.

Sincerely,



Derrick F. Dufresne  
Senior Partner