



DIDLAKE
Incorporated

Friends Family



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Didlake Earns Three-Year CARF Accreditation

Company-wide Effort Yields Highest Level Awarded by CARF

The checklists were checked, the processes reviewed, the documents re-filed, and policy manuals updated. After months of hard work and "sweating the details," the Didlake staff and consumers knew they were ready for the rigorous peer review and three-day on-site visit by a team of surveyors that constitutes the CARF accreditation process.

*To earn accreditation,
an organization must
demonstrate that its programs
and services are of the highest
quality, and that they are
measurable and accountable.*

CARF – the Rehabilitation Accreditation Commission – is the primary accrediting body for organizations such as Didlake that provide services for people with disabilities. To earn its accreditation, an organization submits to an intensive review process to demonstrate that its programs and services are of the highest quality, and that they are measurable and accountable. Every aspect of the organization – from written policies to physical facilities, staff credentials and consumer satisfaction – is scrutinized and measured against CARF standards.

Since Didlake first received CARF Accreditation in 1999, CARF processes have been a way of life. To prepare for the survey, Didlake's Quality Improvement Teams reviewed each area of the company and prepared all of the documentation necessary for the CARF survey team. Each team took responsibility for specific requirements, and team leaders coordinated with each other to make sure nothing was overlooked.

Letter from the President & CEO

In the months since I last wrote to you, Didlake has been a busy place. In October 2002, we earned a three-year accreditation from the Rehabilitation



Accreditation Commission (CARF) for our Employment and Community Services. This is the highest level awarded by CARF – and reflects the ongoing efforts of a very fine staff. You can read more about this important achievement in this issue of Friends and Family.

Soon after, Virginia's state budget crisis and the ensuing cutbacks created a serious threat to our consumers. After a reduction in spending of 4% last year, the Governor identified another \$1.2 billion shortfall this year. To close the gap, he made additional budget cuts. Programs for people with disabilities lost 10-15%. The cuts stood to effect thousands, including twenty-six individuals at Didlake whose services would be reduced or eliminated.

Staff members and consumers alike wrote to our elected representatives. Some traveled to Richmond – celebrating their Martin Luther King holiday by participating in a rally sponsored by the Coalition for Mentally Disabled Citizens of Virginia. I led another Didlake delegation to Richmond on February 3 and 4, 2003, where a few Didlake staff members and



Didlake Earns Three-Year CARF Accreditation

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John Craig, Vice President of Rehabilitative Services, headed up the effort with the support of his senior staff members. The survey team from CARF arrived in September 2002.

The hard work was rewarded when, shortly after conducting its on-site review, CARF officials informed CEO Rex Parr that Didlake, Inc. would be awarded a three-year accreditation – the highest level of accreditation given by CARF.

In expressing his thanks to the staff and consumers for their efforts, Mr. Parr commented that he was very pleased with this important achievement, but not at all surprised. “The Didlake staff is as committed and dedicated a group of people as I have ever worked with,” said Mr. Parr. “Their entire focus is on serving the needs of our consumers and they are satisfied with nothing less than the highest standards of performance. The CARF accreditation is a tribute to the work they do every day.” ❖

Letter from the President & CEO

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I met with legislators to request their help. Our collective voices were heard.

As they have so often in the past, our representatives rose to the occasion – introducing a series of budget amendments that restored much of the lost funding. Senator Charles Colgan, and Delegates Vince Callahan, and Vic Thomas did an outstanding job advocating for persons with disabilities. Their hard work helped avoid a catastrophe for many of our most vulnerable citizens. I want to express my personal thanks for their efforts, and those of the Didlake staff, consumers, and others who worked together to make a difference. ❖

Rex Parr

President & CEO



Didlake Wants Your Memories!

Send In Your Photos and Stories to Help Build the Didlake Archives

For our last issue of Friends & Family, we had a lot of fun putting together a timeline showing highlights of Rex Parr’s twenty-five years of service to Didlake. All of that reminiscing made us realize that much of the history of Didlake resides in the hearts and minds (not to mention photo albums and scrap books) of our Friends and Family. Thirty-eight years of creating opportunities for people with disabilities have also created a lot of memories.

We’d like to create an archive of that history and we need your help to do it! Do you have old photographs of activities or events from Didlake’s past? Perhaps a newspaper article detailing some accomplishment or – even better – a personal recollection you’d like to share. We’d love to hear from you.

Send your memories for the Didlake Archives – photos, articles or your own words to:

Elaine Wright, 8621 Breedon Ave., Manassas, Virginia 20110

Didlake Friends and Families' Generosity Honors CEO Rex Parr

On September 26, 2002, more than one hundred of Rex Parr's closest friends gathered at the Heritage Hunt Golf and Country Club to celebrate his 25th anniversary as Chief Executive Officer at Didlake, Inc. State Senator Charles Colgan addressed the crowd with remarks about Rex's many contributions. Sean Connaughton, Chairman of the Board of Prince William County Supervisors and Dr. Marvin Gillum, Mayor of the City of Manassas, presented framed copies of commendations and resolutions in Mr. Parr's honor. But the greatest honor of all was the more than \$62,000 contributed by the audience in honor of Rex Parr to The Didlake Foundation, which supports the Personal Support Network – a program for the long-term care of people with disabilities.

Senator Colgan remarked, "Rex's leadership, at Didlake and as an active member of the business community, has helped thousands of people with disabilities gain access to opportunities that enrich their lives and add value to our community. The new fund created in his honor will further this mission by addressing the critical need to provide long term care services for many of these same individuals. I can't think of a more appropriate way to honor a man whose entire career has been dedicated to creating exactly these kinds of opportunities that ultimately benefit us all." ❖

A Craftsman's Pride Shines Through

When Alex Davis learned the CARF survey team would pay a visit to the Remington facility where he works, he volunteered to be the one to conduct the tour. Alex has worked at Remington's light assembly facility since 1991 where he practices the nearly lost art of chair rushing.

In these days of mass production, Alex takes pride in the handcrafted work he does in

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Alex Davis practices the craft of chair rushing at Didlake's Remington facility. He earned a special merit award for his contributions to the CARF accreditation process.



Attendees celebrating Rex Parr's 25th Anniversary contributed more than \$62,000 to the Didlake Foundation fund in his honor. Pictured from left to right are: Rex Parr, Senator Charles Colgan, and Reverend Frederick Parish

Ways To Give

The Didlake Foundation was created to encourage community involvement in the financial support of Didlake's programs and special projects. Funding the Personal Support Network – our long-term care program – is a primary focus.

Your cash contributions to The Didlake Foundation are always welcome and there are many other ways you can help. Gifts in the form of stock and insurance policies, as well as matching gifts from employers can extend the value of your contribution. For some, a long-term philanthropic plan can offer certain tax-saving opportunities as well.

Future issues of Friends and Family will deal with the various ways to give and the potential advantages of including a charitable organization such as The Didlake Foundation in your will or estate plan. If you have a more immediate question, please contact Elaine Wright, Director of Development, at 703-365-8679.

A Craftsman's Pride Shines Through

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restoring older chairs. He has a lot to be proud of, according to his supervisor Tia Murphy. Not only is Alex a talented craftsman, he is a proud advocate of the Didlake program that helped him learn his trade and continue to practice it. Said Murphy, "He knows the program inside and out. When the CARF examiners were here he took control and did a great job. They were very impressed with our program, not to mention Alex's talent."

Alex's contribution to the CARF accreditation effort earned him a special cash merit award. "I was happy to show the CARF people what we do here," said Alex. "We do a good job and that's what I wanted them to see." Last October Didlake was awarded a three-year accreditation by CARF – the highest level given. Apparently, Alex got his message across! ❖

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