

2015 COMMUNITY IMPACT REPORT



«The Arc of Jefferson County
DEVELOPING ABILITY. EXPANDING POSSIBILITY.»



It is the power to do or act. It can be someone's talents or special skills. No matter the definition found in a dictionary or on the internet, **ABILITY** takes on an extraordinary meaning when it comes to those served by The Arc of Jefferson County.

On a daily basis, The Arc is **DEVELOPING ABILITY**. It could be the elderly woman with an intellectual disability learning to care for herself—or the young boy with autism who needs a little extra support as he gets ready for kindergarten. The organization is the largest provider of services to this population in the state, and is unique to the community in that it serves all ages, and for most, across their lifetimes.

The Arc of Jefferson County is also **EXPANDING POSSIBILITY**. It's the organization's mission to help a young adult with Down Syndrome find his first job, while providing opportunities for those with disabilities to attend events and take part in experiences like their typical peers. The Arc's focus is on fulfilling basic needs, but also helping those with I/DD reach their dreams.

Do you have the **ABILITY** to help us make all of this possible in the years to come?

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The Arc At A Glance



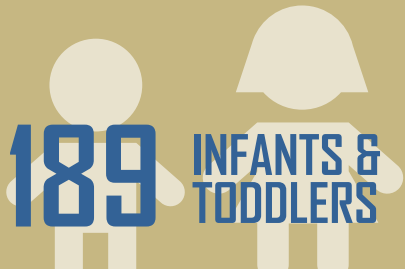
317 PEOPLE
Received Residential
Services



81 HOMES
SERVED In Jefferson
and Blount Counties



102 PEOPLE
Received Employment
Services



189 INFANTS & TODDLERS
Enrolled In The Arc's Early
Intervention Program



52 INDIVIDUALS
Were On Behavior Support
Plans Developed And
Monitored By Skilled
Behavior Support Staff



792 ASSESSMENTS
Were Completed By The
Arc Nursing Staff



35+ VISITS
to Montgomery and
Washington, DC made
to advocate for
people with I/DD



**329 Individuals In
Day Programs Across**

7 CAMPUSES

Our Services

EARLY INTERVENTION
Helping toddlers and
their families improve
and overcome
developmental delays

DAY PROGRAMMING
Providing a place
for adults to expand
their social, self-care
and physical skills

**EMPLOYMENT
ASSISTANCE**
Helping those who
want a job train for
it and attain it

**RESIDENTIAL
SUPPORT**
Giving a home to
those learning to live
as independently as
possible

ADVOCACY
Encouraging the
inclusion of all in the
community through
education and
experiences

MAURA



Maura is one of the first faces seen when entering The Arc's main campus. More than two years ago, Maura began using The Arc's employment and residential services. Since working at the front desk, Maura has developed skills to carry on in the future.

"People say I'm really smart with the copy machine," says Maura.

This is an ability she has been able to take pride in because of lots of practice and hard work. She continues to develop her independence and says she likes being able to make a paycheck on her own.

Long-time employee Doris Hughes works with Maura at the front desk.

"She has learned how to greet everyone who enters through our doors," says Hughes. "She has become a better worker and is quite friendly."

DEVELOPING ABILITY

MAURA IS A PART OF THE SMALL GROUPS UNIT OF THE ARC'S EMPLOYMENT PROGRAM. SOME ARC INDIVIDUALS ARE PART OF THE PRE-VOCATIONAL UNIT, WHERE SKILLS ARE LEARNED TO SET THEM UP FOR A JOB. OTHERS ARE A PART OF THE SUPPORTED EMPLOYMENT UNIT, WHERE THEY'RE TRAINED, PLACED AND COACHED TO WORK IN THE COMMUNITY.



TERRY

Terry, an Arc pre-vocational program participant, has taken his abilities to the gym. He is involved in the "I Can Do It! You Can Do It!" fitness initiative, where his physical activity and weight are tracked.

He was partnered with a passionate volunteer named Cassidy, who came in every Thursday to encourage Terry to exceed his fitness goals.

"Terry is motivated to try anything fitness related," says Cassidy. "Terry doesn't give up. He will keep trying until he gets the exercise correct."

Not only has Terry lost nearly 40 pounds over the past year, but Cassidy says Terry continues to become more flexible, moves at a faster pace, and makes better dietary choices with each week.

Cassidy and Terry are now working together on a new ability. Cassidy says, "Terry likes to be challenged and he likes to challenge others. For this session of 'I Can Do It! You Can Do It!' Terry is mentoring me. He gives me a daily step goal and water intake goal."

Terry works daily to improve his own health and is now embarking on a project through the fitness initiative to develop his leadership abilities with the help of The Arc's wonderful volunteers.

EXPANDING POSSIBILITY

THE ARC STARTED THE "FIT FOR ME" INITIATIVE IN 2015. PARTICIPANTS FROM ALL SEVEN DAY AND EMPLOYMENT CAMPUSES IN JEFFERSON AND BLOUNT COUNTIES TAKE PART IN REGULAR CLASSES IN THE MAIN CAMPUS GYM.

ANGEL



Angel did not have an easy start in life. At eight days old, she was put into the foster care system which later led to her official adoption. It wasn't long before her new family began to notice Angel was not reaching milestones the way they had hoped.

At twelve months of age, Angel was referred to The Arc's Early Intervention program. Service Coordinator Tamara Fowler helped organize and provide therapy in Angel's home, which focused on everything from learning how to crawl and walk to demonstrating pretend play.

"Angel didn't know how to express herself and we had to learn new ways to communicate with her," says Angel's mom Melissa. "I don't know where we would be if it weren't for Tamara."

DEVELOPING ABILITY

THE ARC'S EARLY INTERVENTION PROGRAM, CALLED HOPE, SERVES FAMILIES IN JEFFERSON, BLOUNT, SHELBY, ST. CLAIR AND WALKER COUNTIES. THANKS TO A NEW GRANT FROM THE COMMUNITY FOUNDATION OF GREATER BIRMINGHAM, THE PROGRAM WILL BE ABLE TO LOAN OUT THERAPY TOOLS AND TOYS TO FAMILIES IN NEED.



One could call Steven, Glenn and Joseph simply housemates, but not if you ask Glenn.

"We are a family," says the 59-year-old, who mentions the group's common interests, like their favorite restaurant Bubba Ritos and their must-visit vacation spot, Panama City Beach.

Without The Arc's residential program, the lives of these three men with intellectual disabilities would look differently. Steven needed a home after his grandmother passed away and another relative could no longer care for him. Once anti-social, Steven is now trying to gain more independence and is lively and talkative when he and his housemates go out.

Glenn is working on his reading skills while keeping a job at the local Zaxby's restaurant. He's even studying the driver's license manual.

And, Joseph has found a place to call home after arrangements with a loved one didn't work out.

"He's made great strides and continues to excel," says his residential director, who noted that Joseph is doing his own laundry and has started working at The Arc's United Way Food Bank to earn money.

Thanks to The Arc, all three are showcasing their abilities—to live independently, be a part of their communities, and to enjoy life.

EXPANDING POSSIBILITY

THE ARC ALSO PROVIDES HOUSING AND SUPPORT FOR ADOLESCENTS WHO HAVE BEEN TOSSED ABOUT THE DHR SYSTEM.

When Jeffrey came to The Arc of Jefferson County's day program in Blount County, he was quite shy. Staff members at the Oneonta campus report him not elaborating much during conversations and answering questions with one or two word phrases. But a year later, Jeffrey's social skills have improved significantly. In fact, he's known for a specific talent.

"Jeffrey loves telling jokes," says Jennifer, one of the Arc staff members who supports him.

The 28-year-old is popular with his peers and mentions playing cards and Guitar Hero with them frequently. He also likes throwing the football around, shooting baskets and going out to eat.

Jeffrey seems to be doing well in day programming and also living independently in an Arc supported home.

"He's opened up tremendously, has made more friends, and love to do a job with chores," says Jennifer.



»» New At The Arc



In 2015, The Arc of Jefferson County along with Oakland Raiders player Matt McCants, created **ABILITY ACADEMY**. It's a one-day football camp for people with intellectual and developmental disabilities. McCants brought a few of his friends from the NFL and former teammates from UAB to help coach the more than 70 participants who came out for the first event, held at Samford University's Seibert Stadium.

The Arc's Ability Academy also involves dozens of volunteers from across the community who help all who participate see ability beyond disability. The camp returned for a second year in 2016, with Blue Cross Blue Shield of Alabama as its presenting sponsor.



Young children with autism went "wheels up" in 2015, thanks to The Arc of Jefferson County. The national Arc program **WINGS FOR AUTISM** debuted at the Birmingham Shuttlesworth International Airport in the fall of the year. It is a dress rehearsal for families affected by developmental disability, where they "pretend" to take a flight and go through all the motions without lifting off.

More than sixty families participated in the first Wings event. Another event is planned for 2016 in Birmingham, thanks to partners Birmingham Airport Authority, Delta Airlines, Hudson News, TSA and HMS Host. The effort has also led to The Arc carrying out autism awareness trainings for airport workers in smaller commercial airports like Huntsville and Dothan.



The fall of 2015 also saw the dedication of The Arc of Jefferson County's training kitchen at its main campus. Home of the **ABILITY BAKING COMPANY**, the kitchen hosts classes for participants in The Arc's day and employment programs from Jefferson and Blount counties.

The kitchen came about thanks to grants from The Daniel Foundation of Alabama and Alagasco. Patrons of A Toast To The Arc, the organization's annual gala, also contributed to the effort to ensure classes would begin on time without a funding issue. Recently, participants in classes at the Ability Baking Company kitchen have visited community eateries and food stores to shadow workers there.



→» Caring Foundation Impacts The Arc

One of the biggest ways people served by The Arc can reach their potential is to have champions of the cause support them in the community. That's exactly what Blue Cross Blue Shield has done through its Caring Foundation since 2004.



An Independent Licensee of the Blue Cross and Blue Shield Association

"Giving back to the community is one of our company's core values," says Emily Benson, a representative for Blue Cross Blue Shield," and The Caring Foundation's charitable focus on health, wellness and education goes hand-in-hand with the mission of The Arc."

In 2015, The Caring Foundation supported The Arc's Fit For Me Initiative, with a gift that helped purchase fitness equipment for Arc day program campuses in Jefferson and Blount counties. A few months later, Benson and her co-workers found out about The Arc's Ability Academy, and became its presenting sponsor.

"While we support all of the services available through The Arc, we were proud to be the 2016 presenting sponsor of the Ability Academy program which is the only football camp in Alabama for people with developmental and intellectual disabilities," says Benson.

Not only does the camp reach individuals who use The Arc's services, but it stretches into the community to include anyone with disabilities who wants a fun day filled with football.

An employee of Blue Cross Blue Shield brought her son, Jaycob, to The Arc's Ability Academy for the first time this June. "Jaycob had some reservations about one of the drills so the coach took him by the hand and told him they would do it together. It made Jaycob's day!" said Holly Cacciatore, "I can't say enough positive things about Ability Academy. We will definitely sign up again next year!"

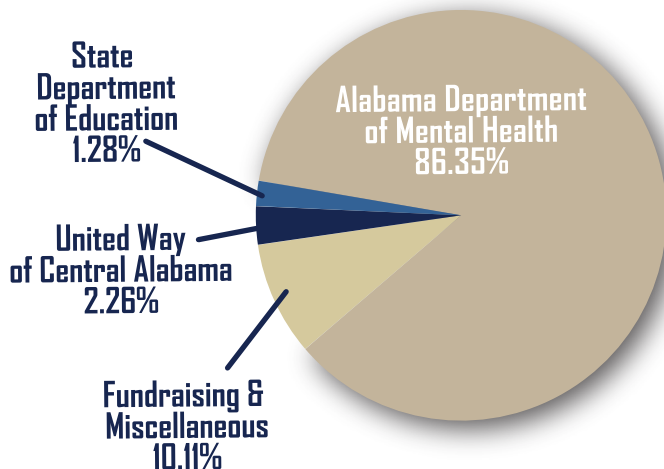
The support of organizations like Blue Cross Blue Shield of Alabama and its Caring Foundation allows The Arc to continue programs such as Ability Academy along with other core services.

"We commend The Arc of Jefferson County for this vital service to improve the quality of life for children and adults with intellectual and developmental disabilities," says Benson.

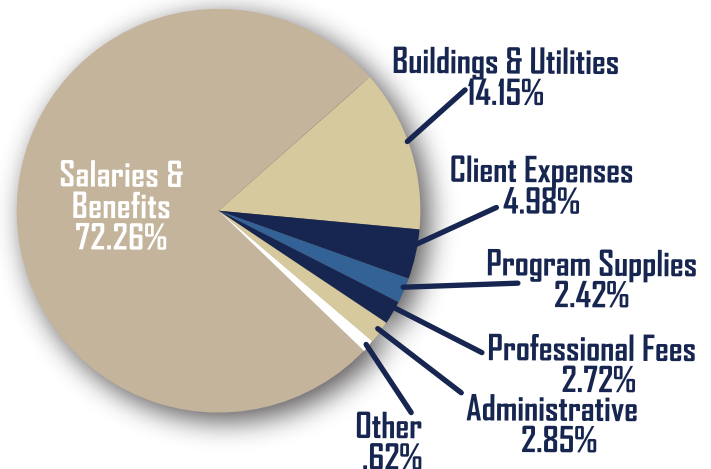
The Arc Of Jefferson County 2015 Operating Budget

\$27,430,344

REVENUE



EXPENSES



The Arc Of Jefferson County CORPORATE AND COMMUNITY DONORS

The following people, companies and foundations donated \$1000 or more during the 2015 Fiscal Year
October 1, 2014 – September 30, 2015

Agility Technology Group	Hygia Health Services	Mr. Kyle Hewlett	Renasant Bank
Alagasco	Knight Eady Sports Group	Mr. and Mrs. Michael Brooks	ServisFirst Bank
Arrington Funeral Home	Knights of Columbus – Prince of Peace Catholic Church	Mr. and Mrs. Philip Richards	Sherry and Company Inc.
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Brownstone Total Family Healthcare, P.C.	Matrix Wealth Management	Mr. Stuart Freeman	Susan Mott Webb Charitable Trust
Canterbury United Methodist Church's Lucille Stewart Beeson Trust Fund	Mid-Western Commercial Roofers	Ms. Susan Hall	The Auction House LLC
Dr. and Mrs. Bill Johnston	Mr. and Mrs. Bill Steed	Mr. Tim Burnette	The Bright House Foundation
Harbin Pharmacy	Mr. and Mrs. Bob Kracke	Mr. Troy McCawley	The Community Foundation of Greater Birmingham
Haynes Downard	Mr. Bruce Webster	Payroll and Benefit Solutions	The Daniel Foundation of Alabama
Highland Commercial Mortgage	Mr. Drew Cundiff	Pete M. Hanna Charitable Foundation	The Harry B. and Jane H. Brock Foundation
Honda Manufacturing of Alabama	Mr. and Mrs. George LaFerry	Professional Medical Fulfillment	UBS Financial Services
	Mrs. Ina Leonard	Quality Construction	USI
	Mr. and Mrs. Jack Knight	Red Diamond	
		Regions Bank	

The Arc of Jefferson County is grateful for all of our supporters. We apologize for any donors inadvertently not recognized.



Our Mission

The Arc Supports People With Intellectual Disabilities Of All Ages Throughout Their Lifetimes. Our Early Intervention, Adult Day, Residential And Employment Programs Serve More Than 600 People Annually. The Organization Also Advocates For The Rights And Opportunities Of Families Affected.

Member of The Arc of the United States
Member of The Arc of Alabama
Agency of The United Way of Central Alabama, Inc.



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Want to know more about The Arc of Jefferson County's
“Developing Ability. Expanding Possibility.” theme? Scan the
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