



# Community Impact Report

The Arc of Central Alabama



2021

# A note from our CEO

CHRIS B. STEWART



Dear friends,

I hope you and your family have had a safe and healthy 2021. While there have been many changes over the last 18 months, operations at The Arc maintained the same excellent continuum of care for the people we serve. We are certain the current health crisis is not something that will disappear any time soon, and we are working hard to ensure the bright futures of all the people we serve, regardless of factors beyond our control. We have always known that we are blessed to have such a dedicated workforce, but those who have served with us throughout this pandemic are truly heroes. They demonstrate their passion for the disability community each day and we are incredibly thankful.

In 2020, The Arc of Central Alabama was designated by the Alabama Department of Mental Health to pilot the new community waiver program for Home and Community-Based Services (HBCS). This new rule focuses on community integration, opportunities for employment, and furthering skills for living independently. The implementation process was expedited a bit due to the need for sheltering at home and avoiding group settings. Now, those we serve will have more options available to them for how they spend their time and how they build their network of support, without the default of going to an adult day program every weekday. While our day program campuses remain closed at this time, we are hopeful congregate settings will be safe in the future to allow for art classes, music therapy, fitness classes, and other enrichment traditionally available at our campuses, should they choose to participate. This program encourages people to become more involved with their own communities, take advantage of local resources, and build relationships autonomously. This push toward greater independence is sure to better each person's outlook for the future.

Internally, we are proud to let you know that The Arc of Central Alabama has renewed our accreditation with The Council on Quality and Leadership (CQL) for four more years. Our leadership team worked incredibly hard to pool our resources and present to CQL's review board, and their dedication proved successful. This, along with the Commission on Accreditation of Rehabilitative Facilities (CARF) accreditation The Arc received in 2020, reinforces our designation as an excellent organization that truly prioritizes the care of the disability community. I am grateful to our staff for their continued dedication.

Each year brings new challenges, and 2021 was no exception. Our organization has a strong foundation and continues to strive to serve those with IDD to the best of our ability. When they are living their most independent lives possible, we know we have done our jobs. As always, thank you for your support of The Arc and the disability community. We look forward to more progress and a healthy 2022.

Chris B. Stewart





# Overview of Programs



## COMMUNITY DAY PROGRAMS

Educational and adaptive daily living skills training and care for adults with intellectual and developmental disabilities (IDD)

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## RESIDENTIAL SERVICES

Support for adolescents and adults with IDD in a comfortable home environment

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## EARLY INTERVENTION

Therapy for children up to age three who present developmental or intellectual delays

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## EMPLOYMENT SUPPORT

Training for adults and adolescents with IDD who desire to work, while empowering individuals to be as independent as possible

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## ADVOCACY

Advocating for the rights of people with IDD at the local, state, and national level

## OUR MISSION

*The Arc of Central Alabama serves people with intellectual and developmental disabilities (IDD) and their families through comprehensive and quality programming, advocacy efforts, education, and awareness, all in an effort to ensure each person with IDD has the opportunity to reach their fullest potential for the most independent life possible.*

# 900+

people served by The Arc in 2021 through our five core programs

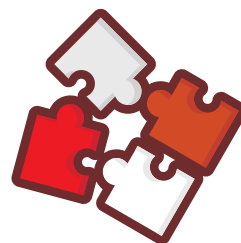


# 260+

people receiving employment support services

# 300+

infants & toddlers enrolled in Early Intervention therapies



# 320+

people reside in an Arc home 365 days a year



# 94

homes located throughout Jefferson & Blount counties

# 415+

people enrolled in Community Day programming

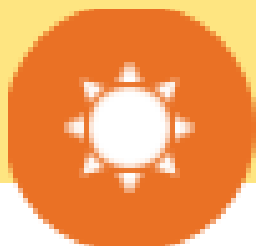


# 500+

staff employed full & part-time in Jefferson & Blount counties







# Community Day Program

The goal of the Community Day Program is to provide an inclusive, stimulating environment for adults with intellectual and developmental disabilities (IDD) to learn daily living skills, socialize with their peers, engage with their community, and provide opportunities for learning and creativity. Our objective, as with all Arc programs, is to enable people with IDD to live their most independent life possible. Day Programs encompass a wide range of opportunities and skills training, such as self-care/personal hygiene, social skills, and therapy for physical/fine/gross motor skills.

In light of the pandemic, The Arc's seven Day Program campuses were closed. Staff transitioned to serve individuals in their homes and support Residential staff. It is our constant priority to ensure the people we serve are stimulated, healthy, and safe. The adjustments we have made over the last year make sure this is always the case, regardless of outside circumstances. Individuals are learning skills relevant for 2020, such as the importance of wearing a mask and maintaining social distance. Community engagement is still a priority despite the current landscape. The Arc has implemented virtual learning and creative ways to keep everyone progressing towards their goals.

## Glenn



Glenn has lived with The Arc's Residential Services since 2006. During the pandemic, he was unable to work and greatly missed the social interaction. Upon transitioning to Community Experience, Glenn expressed interest in finding a new church and looking into activities offered at the Hoover Rec Center close to his home. After joining the Senior Citizens Club at the recreation center, he was able to renew his state-issued ID, which allowed him to utilize the city's libraries and resources. Glenn has applied for free transportation to and from the rec center, where he visits with other seniors, and participates in yoga and exercise classes, crafting, bingo, and karaoke. He looks forward to receiving his monthly activities calendar and sharing meals with friends. Within two weeks of joining the Community Experience program, Glenn and his CSP connected with a local church and met with the pastor. He is looking forward to visiting the Sunday and Wednesday services to see if the church is a good fit for him. Through support and collaboration among CSP and DSP staff, Glenn is building natural supports within his community on his own. He is looking forward to going out daily and meeting new people.



# Residential Services

The Arc of Central Alabama offers a wide range of living arrangements based on the needs of the people we serve. Current options include:



Group homes  
for geriatric and  
medically-fragile  
individuals



Supervised  
community living



Independent to  
semi-independent  
residences

Our Residential Program strives to enable individuals with intellectual and developmental disabilities (IDD) to learn skills for self-sufficiency that help them reach their highest potential and live the most independent life possible. Not only do Arc homes provide physical shelter, but also food, security, and a sense of family. Resources are available to help each individual thrive as active and valued members of their community.

The Arc's Residential Program provides home-based skills training, transportation, and supervision of medical needs. Opportunities for typical life experiences such as vacations, cultural events, cookouts, dates, etc., are a major facet to the success of our Residential Program. Many of the residences within our footprint—much like many of Birmingham's neighborhoods—are in areas considered to be “food deserts,” which lack access to affordable, healthy food options. Through our United Way Food Bank, those served in Arc residences are delivered nutritious, balanced food every week. Deliveries are based on their personal preferences and health needs. This ensures that each person is not only receiving healthy options, but also enough food to sustain them throughout the week.



# Residential Services

The Adolescent Residential Program began upon request of the Department of Mental Health. This Medicaid-mandated program serves children and teenagers with IDD whose extensive needs cannot be met by their families or foster care. The Adolescent Residential Program is tailored to meet the distinctive needs of this age group, work through support plans, and encourage individuals to learn how to thrive within their schools and communities.

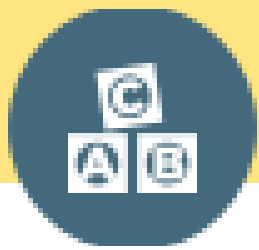


## Annie

Annie is a longtime resident of The Arc's Woodland Village residence. She had not been in contact with her family in over 10 years and has had no natural supports outside of her Arc family. Recently, Annie was able to reestablish a natural support relationship with her aunt. Since they have reconnected, they regularly talk on the phone and visit in person. She has loved receiving gifts from her family and also developing a relationship with her cousin. This is a big win for both Annie and our Residential staff.







# Early Intervention

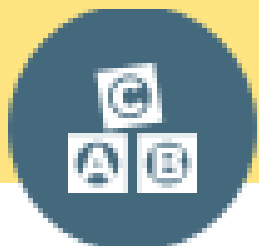
Early Intervention services have been proven to make a significant difference in development of infants and toddlers who present developmental delays. Through The Arc's HOPE Program, service coordinators create plans tailored specifically to each child. Therapists and providers come into the child's home or natural setting to train family members and other care takers. As development progresses, plans of care are adjusted to accommodate changing abilities and preferences. This one-on-one support not only benefits the child's progression, but also enables family and other natural supports to be as helpful as possible in the process. Services are provided regardless of income level.

## Services offered:

Based on the recommendations of HOPE staff, children receive a variety of early intervention therapies in their natural environment, including psychological services. HOPE therapies can be arranged in-center, home-based, in daycare settings, or medical facilities, as needed. The most appropriate environment is determined by the HOPE staff based on individual needs of the child and family. Children may be seen individually or in small group therapy sessions for the following services:

Special instruction therapy | Speech & language therapy | Socio-emotional therapy | Occupational therapy | Physical therapy





# Early Intervention

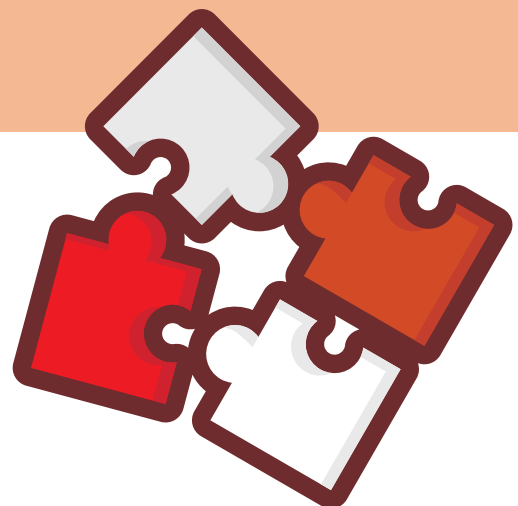
## Tristan



Tristan was born full term after a healthy pregnancy, but was diagnosed with Trisomy 21 shortly after birth. He underwent several heart surgeries and spent four months in the hospital prior to being referred to HOPE by his pediatrician. When enrolled at eight months old, Tristan was nonverbal, immobile, and unable to sit.

Throughout Tristan's hospital stays, there were numerous visits from occupational, speech, and physical therapists, but never any outpatient referrals due to the family's lack of transportation. The home-based services provided by HOPE allowed Tristan's mother and two adult siblings to receive training to enable his developmental progress. With their service coordinator, Tristan's mother participated in the development of a personalized plan to address his needs and strive towards the goal of Tristan participating in daily family activities. Successful methods implemented include: using sign language to communicate until speech developed, stretching exercises to strengthen Tristan's leg and core muscles, and strategies to assist him in rolling over, bearing weight on his legs, and sitting.

Tristan and his family utilized HOPE's Loaner Closet for seating tools and a pediatric walker to aid in his progress. As his needs continued to change, his services and support were adjusted accordingly. Tristan made tremendous progress through HOPE services and is now an active five-year-old who can speak in phrases, run, jump, feed himself, play T-ball. He is preparing to enter kindergarten with his peers. Though Tristan still has limitations and will continue to receive services in school, his family is incredibly grateful for HOPE support and feels that without this program, Tristan would have been delayed on his path to independence.





# Employment Support

The Arc's collective goal is to provide individuals with intellectual and developmental disabilities (IDD) support and services that help them live the most autonomous life possible. Through our Employment Support program, we seek to integrate those with IDD into the workforce and help individuals achieve their personal goals and dreams. By providing guidance for competitive employment, individuals can achieve their maximum vocational potential, thus enabling them to become more independent and valued members of their community. Through personalized training and workshops, individuals are equipped with the skills to help them become viable candidates for employment. Our support professionals also focus on skills for job retention and encourage individuals to advocate for themselves. By earning an income, individuals with IDD, just like their peers, are able to support their families, provide for themselves, and save for their future.

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## current partners

Greater Birmingham YMCA | Residence Inn | Golden Corral | Niki's West | UAB | American Freight | Wendy's | Lunchbox Express | Sprouts | Ross Bridge | Belk at The Summit | Wal-Mart | Sheraton Hotel | Birmingham Southern College | Carmike Cinemas | Firehouse Subs | Zaxby's | Publix | Fresh Market | McDonald's | Lowe's







# Employment Support

## pre-vocational training

Participants in this program follow a two-year training path toward successful job placement. They acquire skills to prepare them for a professional environment and interpersonal relationships in a workplace. Training includes: money management, safety awareness, and developing proper workplace behaviors. A key focus of Pre-Vocational Training is civic engagement and volunteerism. Individuals have volunteered with Meals On Wheels, Birmingham Botanical Gardens, Vulcan Park and Museum, National Senior Games, Salvation Army, and more.

## small groups

Small groups offer opportunities within The Arc for community-facing roles. Through RecyclABILITY, individuals assist in secure document shredding for clients across the metro area. At our Village East location, individuals distribute food and supplies from the United Way Food Bank to all 88 of our residential homes. Other opportunities include: maintenance/janitorial operations, bakery assistants, administrative aides, and filing clerks.

## supported employment

Employment Support staff develops productive partnerships with local businesses and companies. Through these relationships, individuals are connected with opportunities that are the best fit for their skills and abilities. In this unit, individuals are trained in completing job applications, proper attire/grooming, and interview skills. Job coaching and shadowing opportunities are also made available. Strategic partnerships within the community ensure long-term job retention and employee/employer satisfaction.

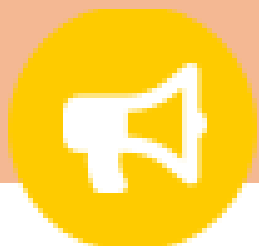
## James

James is 58 years old and often described as humble, pleasant, charming, and reserved. He is dedicated and takes pride in hard work. Currently, James is living independently in Homewood. While little information is available about his family background and education, his records show that his parents are deceased and he was placed for adoption shortly after his birth. When he was eight, he was moved to Partlow Institution and remained for five years until he was placed with foster parents. While he was never legally adopted, his foster parents, Steve and Denise McDaniel, became his legal guardians.

James enrolled with The Arc in 1989 and began Supported Employment in 1992. He was hired by Birmingham Southern College (BSC) as a sanitation worker in August 1993 and remained in that position for 11 years. After his long tenure at BSC, James was hired as a bagger at Publix, where he remains employed today. He loves his job and looks forward to being promoted to stock person or the produce department. In his free time, he enjoys watching NASCAR and western movies, and going out to eat with his friends.

James always gets along well with his coworkers and is missed during his time off. His support system consists of his independent life coach, Karimu, employment specialist, Edgar, and his supervisor, Philip. His adoptive brother, Steve, has remained a solid support for James and the brothers make this bond a priority. James is looking forward to going on more dates and finding a girlfriend. Arc staff is incredibly proud of the progress James has made and the level of independence he sustains.





# Advocacy

A primary goal of The Arc of Central Alabama is to advocate for all persons with intellectual and developmental disabilities (IDD) and their families in Central Alabama.



- Monitoring state and federal legislation
- Ensuring legislators are aware of insufficient funding and its effects
- Providing information to the public on issues of concern
- Evaluating the need for new services
- Encouraging individuals with intellectual and developmental disabilities and their families to advocate for themselves and their rights





# Community Engagement



## **GOLFING FOR GOOD**

May 26 @ Greyston Golf & Country Club  
\$39,225 raised to support Arc programs!

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## **SHAMROCK SHINDIG**

June 26 @ Back Forty Brewing  
hosted by The Arc's Junior Board  
\$60,506 raised to support #inclusionforall

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## **BEYOUTIFUL BHM FASHION SHOW**

August 10-14 virtually @arcofcentralal  
\$59,302 raised to support Early Intervention

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## **CLAYS FOR A CAUSE**

October 20 @ Selwood Farms  
Stewardship event to thank board members,  
Corporate Friends, and donors for their continuing support

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## **ANGEL TREE**

Santa and surprises for our Arc residents  
supported by community partners



# Board of Directors

## 2020-2021



Chair: Charlie Carper, IV | Thompson Insurance

1st Vice Chair: Jeff Adams | family advocate

2nd Vice Chair: Philip Richards | family advocate

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Past Chair: Nancy Smith | family advocate

Dan Bundy | First US Bank

Bill Crow | WBC DBA Crow Properties

Gena Hyatt | Royal Cup

Anne Johnston | family advocate

Bob Kracke | Kracke & Price

Larry Nix | family advocate

Jenny Rankin | ProctorU

Kyle South | state representative

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Rachel Young | Humanscale

Cindy Fravert | Fravert Services

David Germany | Protective Life

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Marlee Townsend | Girls Inc.

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Rebecca Fleisig | BBVA

Ryan Flemming | Alabama Ladder, Inc.

Stuart Smith Browning | Certified Pilates  
Instructor, self-employed

Tali McMahon | Method Mortgage

Walker McCain | Warren Averett

Wilson Wharton | Southern Company

# Corporate & Community Donors



*The following people, companies, and foundations gave gifts of \$1,000 or more during the 2021 fiscal year (October 1, 2020 – September 30, 2021).*

Mr. & Mrs. Michael Jordan, Jr.

AMT Medical Staffing

Ms. Kathy Bentley

Blue Cross Blue Shield of Alabama

Bressler, Amery & Ross

Mr. & Mrs. George LaFerry

Encompass Health

Mr. & Mrs. Tim Ferguson

FirstBank

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Iron City Wealth Management Group

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Lincoln Financial Group

Maynard, Cooper & Gale PC

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Medical Properties Trust

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Ms. Jane Moore

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Mr. & Mrs. Walter Scott

Payroll & Benefit Solutions

Phoenix Builders Group LLC

Professional Medical Fulfillment

R.B. Jergens Contractors, Inc.

Regions Bank

ServisFirst Bank

Special Needs Foundation of Blount County

Sysco Corporation

Thompson Insurance

United-Johnson Brothers of Alabama, Inc.

USI Insurance Services

Mr. Bruce Webster

Wind Creek Hospitality



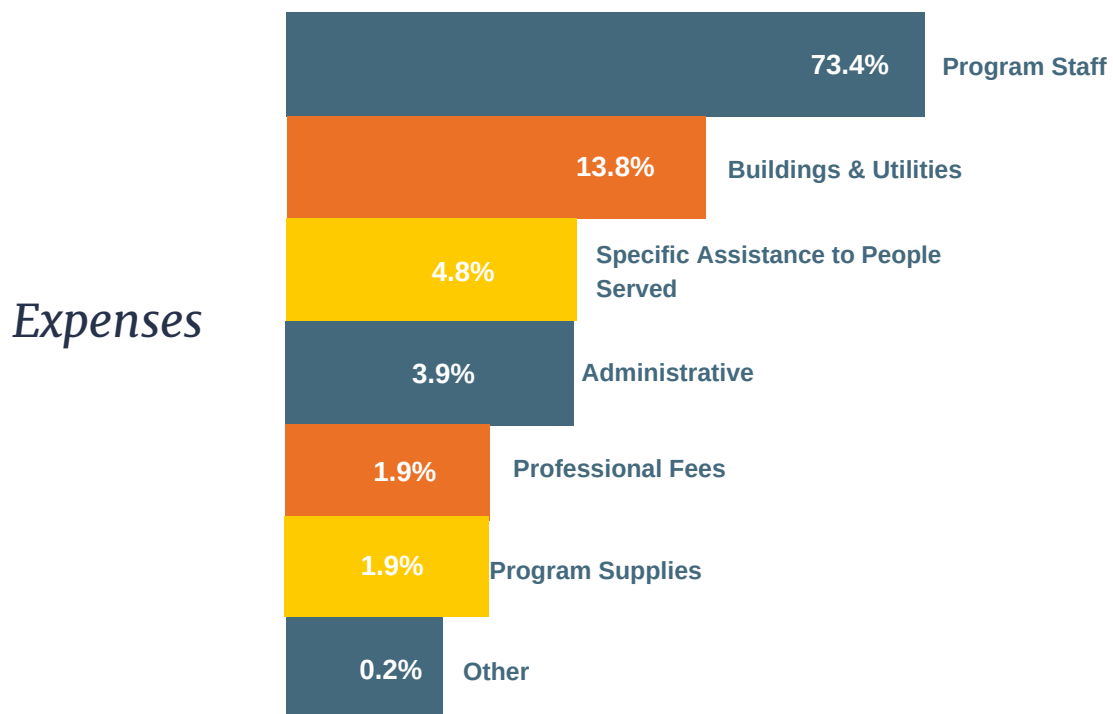
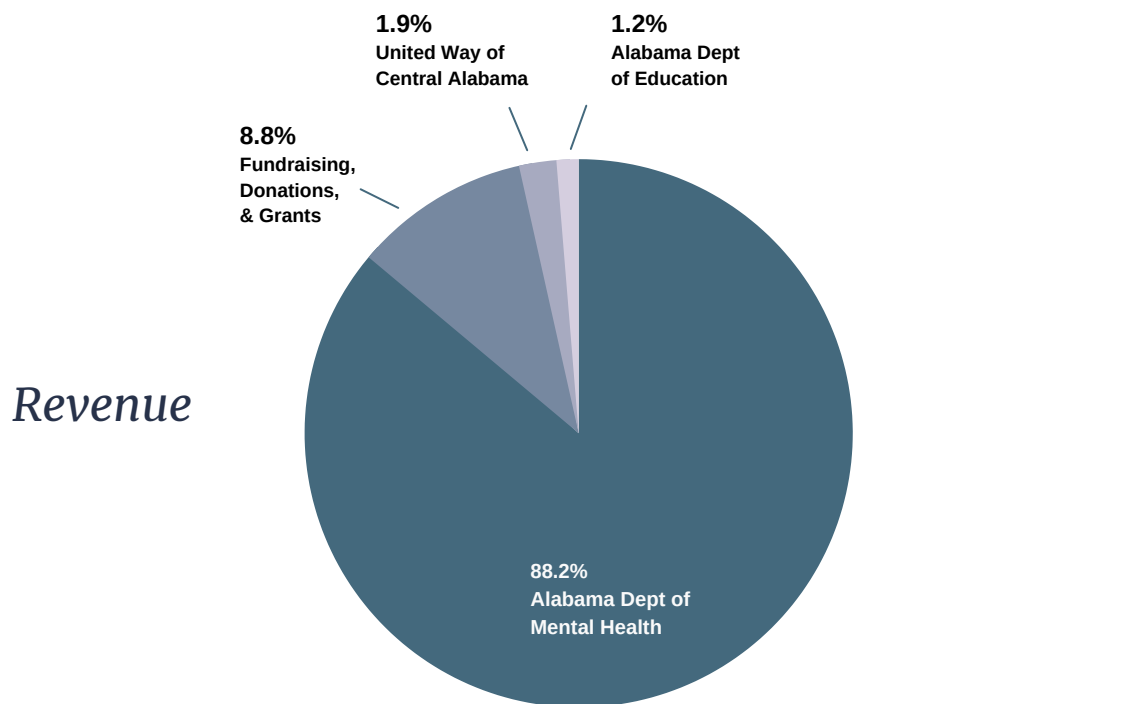
# 2021 Operating Budget



## The Arc of Central Alabama Fiscal Year Operating Budget

October 1, 2020 – September 30, 2021

**\$28,638,839.00**





# @arcofcentralal #inclusionforall



The Arc of Central Alabama  
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[www.arcofcentralalabama.org](http://www.arcofcentralalabama.org)



GET  
ORGANIZED.

CHANGE  
LIVES.

- SECURE  
SHREDDING
- SCHEDULED  
PICK-UPS
- COMPETITIVE  
PRICING

**The Arc**  
Central Alabama  
**recyclABILITY**

RecyclABILITY is a secure document destruction service tailored to meet your needs. We employ individuals with intellectual and developmental disabilities - often their first opportunity to earn a paycheck.

[www.recyclability.org](http://www.recyclability.org)  
205.423.6234