



COMMUNITY IMPACT REPORT

2022



A note from our CEO



**Chris
Stewart**
President/CEO

Dear friends,

I hope you and your family have had a safe and healthy 2022. While there have been many changes in recent years, operations at The Arc maintain the same excellent continuum of care for the people we serve. We are dedicated to ensuring the bright futures of all the people we serve, regardless of factors beyond our control. Our staff continue to demonstrate their passion for the intellectual and developmental disabilities (IDD) 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. However, many of those services have just now come to fruition in 2022. The Arc was deemed in compliance with the Home and Community-Based Services (HCBS) rule through many extensive examinations, but Medicaid found the state's examination process inconsistent from examiner to examiner, so we must begin the entire process again.

The deadline for compliance is March 17, 2023, and although our management team is stretched thin, you can rest assured we will meet the deadline. The HCBS rule focuses on community integration, opportunities for employment, and furthering skills for living independently. Now, those we serve have more options available to them for how they spend their time and how they build their network of support. Our Crestwood campus offers art classes, music therapy, fitness classes, and other enrichment, 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. The push toward greater independence is sure to better each person's outlook for the future.

Each year brings new challenges, and 2022 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 IDD community. We look forward to more progress and a healthy 2023.

Chris Stewart

Overview of Programs



COMMUNITY SERVICES

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



RESIDENTIAL SERVICES

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



EARLY INTERVENTION

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



EMPLOYMENT SUPPORT

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



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.

850+

people served by The Arc
in 2022 through our five
core programs

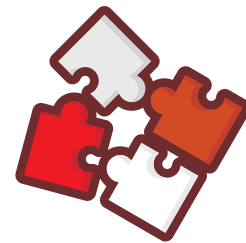


175+

people receiving employment
support services

300+

infants & toddlers enrolled
in Early Intervention therapies



280+

people reside in an Arc home
365 days a year



92

homes located throughout
Jefferson & Blount counties

415+

people enrolled in
Community Services



425+

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





Community Services

The Arc's Community Services division provides opportunities and connections for people with intellectual and developmental disabilities (IDD), in an effort to reach maximum independence. The program enables people to build and sustain their natural support network through organic interactions with community members, neighbors, business owners, potential friends, and other local stakeholders.

It fosters reliable opportunities to engage in their surroundings and to create a full and diverse life, away from the confines of institutionalized programs. Investing time in activities and community experiences, both planned and spontaneous, opens doors to build lasting relationships and confidence in navigating their communities.

Kristen's Story

Kristen began participating in Community Experience in early 2021, in hopes she could learn new skills and build confidence to one day find a job she enjoyed. Arc staff encouraged her to think of activities she enjoyed and places she looked forward to visiting, so that she could explore these more in depth. Over time, she met local business owners and became acquainted with new people in her community. Recently, Kristen secured employment at a local retailer she had been regularly visiting. She is thriving in her new role and still participates in Community Experience on days she does not work. Thanks to her job (and her paycheck!), she has been able to buy herself new clothes that she feels comfortable and confident in. She also purchased a cell phone and was able to treat a friend to a special dinner. Through improved communication and relational skills, Kristen has become confident in managing day-to-day issues that arise in the workplace. She has learned what type of dress is appropriate for her job and the importance of maintaining professionalism. While the purpose of Community Engagement is not exclusively a path to employment, Kristen has used it to her benefit in setting goals for herself, becoming more involved in her community, and ultimately pushing toward greater independence.



What is the Home & Community-Based Services (HCBS) rule?

HCBS provide opportunities for Medicaid beneficiaries to receive services in their own home or community rather than institutions or other isolated settings. These programs serve a variety of targeted populations groups, such as people with intellectual or developmental disabilities. The final rule ensures that people served through waiver programs have full access to the benefits of community living and the opportunity to receive services in the most integrated setting appropriate. Individuals work with their support coordinator and direct support professionals to strive towards their desires, strengths, needs and goals.

Community Waiver Program

The Arc of Central Alabama is one of the first service providers in the state of Alabama to pilot and offer the Community Waiver Program (CWP). The following support services are available through The Arc:

- Employment

The Arc's Employment program supports over 300 people annually and partners with over 20 local employers and 14 high schools.

- Community Living

Supports are tailored to each individual's preferences, mobility needs, and goals for independence.

- Positive Behavior Supports

With the constant goal of empowering each person to live their most independent life possible, The Arc provides a wide range of supports from positive behavior plans to navigating their community.

The CWP includes a range of potential activities including, but not limited to: skills training, community learning, recreational activities, virtual training, cultural events, visiting community assets, etc. CWP supports people served in the community to explore opportunities and personal interests. Staff has created a directory that outlines businesses, ideas, and community assets to encourage new experiences. Through discovery, people build lasting relationships and connections with their community.



The Arc of Central Alabama is the only United Way agency in Alabama accredited by both the Council on Quality Leadership (CQL) and Commission on Accreditation of Rehabilitation Facilities (CARF).

carf INTERNATIONAL



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 people 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 meals 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.





Adolescent Residential Services

The Adolescent Residential Program began upon request of the Department of Mental Health. This Medicaid-mandated program serves children and teenagers with intellectual and developmental disabilities (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.

Kaleb's Story

Kaleb has lived with The Arc's Residential Program since the age of 13. He struggles as the result of a severe autism diagnosis and early childhood traumas that resulted in placement in DHR custody. When he first came to The Arc of Central Alabama, he had some issues adjusting, but staff worked through barriers and created an individualized plan that put his needs first. He received medical and behavioral support, and to ensure his educational success, the department collaborated with Jefferson County School Board and the Burkett School. Arc staff also worked closely with the Department of Human Resources to ensure Kaleb maintained his positive family connections. After years of hard work and much love from his support staff, Kaleb graduated from high school at the age of 21. His Arc Residential staff were proud to attend his graduation ceremony, along with his mother and siblings.

Terry's Story

Terry has lived with The Arc since his previous provider went out of business. He is always ready to party at our fundraising events and loves being featured on our social media outlets. Through The Arc's support over the years, Terry has come to live a healthier lifestyle and has gained employment at Publix. During the height of the pandemic, he decided it was best for both his and his roommates' health if he resigned from his position at Publix City Center. This was a hard decision, because he truly looks forward to working, meeting people, and feeling the freedom of having a paycheck. After being off work for more than a year, Terry was able to rejoin the Publix team at the Montclair Road location, which is closer to his home. He's made new friends and enjoys engaging with his coworkers and assisting customers.



Early Intervention

Early Intervention (EI) is proven to make a significant difference for infants and toddlers who present developmental delays. Through The Arc's EI Program, service coordinators create plans tailored specifically to each child. Therapists and providers come into the child's home/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.

Based on the recommendations of EI staff, children receive a variety of therapies in their natural environment, including psychological services. Services can be arranged in-center, home-based, in daycare settings, or medical facilities, as needed. The most appropriate environment is determined based on individual needs of the child and family.

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

Adrian's Story

Adrian was born at 27 weeks gestation and stayed in the NICU for three months to allow for his lungs to develop. He was referred to The Arc's EI Program by his pediatrician and enrolled when he was five months old – he was not yet mobile, and his mother was concerned about his development. Adrian's team created an Individualized Family Service Plan (IFSP) and quickly began physical therapy. He made great progress rolling over, sitting independently, lifting his legs, extending his arms, holding bottles, and taking baby food. He was progressing so well that his team adjusted his goals for more of a challenge. His service coordinator, along with his mother, agreed that goals should be shifted to focus on pulling up, standing, crawling, and walking. Within nine short months, not only was Adrian walking, but also running and displaying strength in his gross motor skills. Next, the team replaced his services with Speech Language Therapy, since his vocabulary was very limited. He has also made incredible progress with this and is currently repeating words and sounds. His mother is dedicated to implementing strategies and tools from their therapy sessions into their everyday life. With a supportive family and dedicated Service Coordinator, Adrian has accomplished all the outcomes listed on his IFSP.

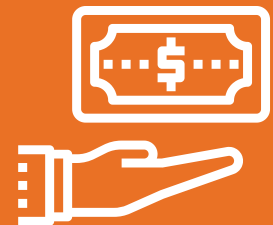
Employment Support

The Arc's collective goal is to provide people 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. 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 92 of our residential homes. Other opportunities include: maintenance/janitorial operations, library aides, administrative aides, and filing clerks.

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.

Current Partners

Residence Inn | Golden Corral | Niki's West | UAB | Wendy's | Ross Bridge | Wal-Mart | Sheraton Hotel | Birmingham Southern College | Firehouse Subs | Publix | McDonald's | Lowe's | Hampton Inn | Home Depot | Red Leaf | FedEx | Amazon | Cracker Barrel | Dollar General Warehouse | Food Giant | Family Dollar | Piggly Wiggly | Pine Tree Country Club | King Wings | Protective Life | Winn Dixie | Engineering Plastics Component | Hope House | Shell Gas Station | Burger King | ICS Cyber Management | Jack's Family Restaurants | American Apparel | Panera Bread | Tyson Foods | Little Caesar's Pizza | TLC Nursing Center | Taco Bell





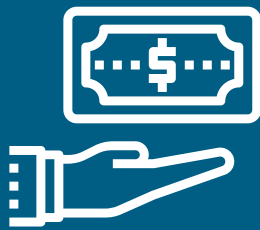
JET Program

Job Exploration Training (JET) is a paid work-based learning opportunity that is funded through the Alabama Department of Rehabilitation Services to better prepare individuals for competitive community-based employment. The summer program is offered to high school juniors and seniors students.

Pre-ETs Program

Pre-Employment Training (Pre-ETs) is a 6- to 12-week program offered to high school students. The program focuses on:

- Soft interpersonal skills: communication, social awareness, networking, teamwork, accepting criticism, and collaboration.
- Understanding employment: career options, resumes, application, finding and maintaining a job.
- Independent living skills: self-regulation, money management, budgeting, community understanding, self-advocacy, transportation, and goal setting.
- All aspects of training focus on building social awareness and social understanding that will help individuals gain and maintain successful employment.



Current Partners

Hewitt Trussville, Hueytown High, Tarrant City, Center Point High, Woodlawn. Parker, Wenonah, Carver, Huffman, McAdory, Oneonta, Hayden, JB Pennington and Blount County Multi Needs Center

Allison's Story

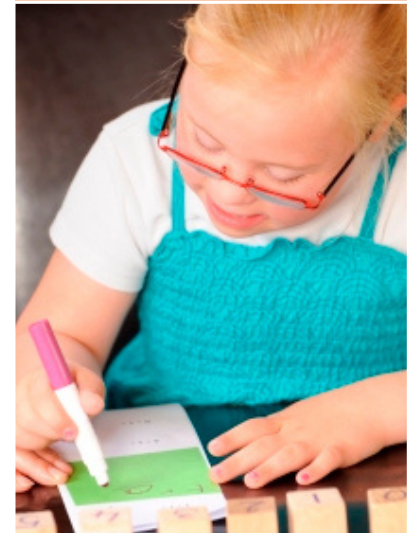
Allison participated in the JET Program provided by The Arc to high school students over the summer. Before the work experience began, Allison was anxious and concerned that her anxiety would get in the way of her performance. On her second day, she had serious reservations about her ability to complete the program. Though staff support, she was encouraged to keep going, focus on her strengths rather than her anxieties, and focus on the goal to find a job that would increase her independence. Over the course of the JET Program, Allison flourished in her position at The Olive Home, a specialty care and assisted living facility. Her supervisors had nothing but positive things to say about her performance. She did every task she was asked to do, and looked for more work when she finished assigned tasks. Her supervisor, Melissa, said that Allison did not lean on her challenges, but instead used them to push and better herself. At the close of the program, Allison was grateful for staff support and encouragement to take it day by day. She said that after the program, she feels like she can go out and get a job without her anxiety as a hindrance. She mentioned that she has developed confidence in her abilities and feels she has found her voice.



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 and proposing legislation on a state and federal level
- 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 and updating existing supports
- Encouraging individuals with IDD and their families to advocate for themselves and their rights



Community Engagement

Shamrock Shindig

March 12 @ Back Forty Beer Company
hosted by The Arc's Junior Board
\$69,450 raised

Golfing for Good

May 23 @ Greystone Golf & Country Club
\$38,790 raised

BeYOUtiful BHM Fashion Show

April 22 @ Grand Bohemian
\$71,089 raised

Clays for a Cause

October 19 @ Selwood Farm
Stewardship event to thank board members,
Corporate Friends, and donors for their
continuing support

Angel Tree

Santa and surprises for our Arc residents
supported by community partners

Board of Directors

Chair: Jeff Adams | family advocate
1st Vice Chair: Philip Richards | family advocate
2nd Vice Chair: Jenelle Evans | Southern Company
Treasurer: Brad Paramore | Truitt, Tringle, & Paramore LLC
Secretary: Jenny Rankin | family advocate
Past President: Charlie Carper, IV | Thompson Insurance

Mandy Jayne Antwine | Antwine's Academics, LLC
Dan Bundy | First US Bank
Bill Crow | WBC DBA Crow Properties
Beth Graham | U.S. District Court for the Northern District of Alabama
Gena Hyatt | Workshops, Inc.
Anne Johnston | family advocate
Kimberly Jones | Huie, Fernambucq & Stewart, LLP
Jay Keene | McKesson
Bob Kracke | Kracke & Price
Larry Nix | family advocate
Jeh Jeh Pruitt | WBRC
Meredith Robbins | community advocate
Kyle South | Alabama House of Representatives

Junior Board



Chair: Wilson Whorton | Southern Company
Chair-elect: Andrew Reed | PNC
Past Chair: Dominic DiMauro | CENTERS, LLC

Astha Berawala | Venture for America Fellow
Micheal Bullington | Lhoist North America
Lauren Chisholm | Grandview Medical Center
Rebecca Fleisig | Zenith
Stead Hayes | Medical Properties Trust
Parker Henley | Bridgeworth Wealth Management
Dillon Hobbs | Fob James Law Firm
Edward Hobbs | Regions Bank
Madelaine Howard | Regions Bank
Hannah Hughes | Thompson Insurance, Inc.
Jack Hutcheson | River Bank & Trust
Danielle Jansen | community advocate
Sandrea McAlpine | Jefferson County Public Defender's Office
Taylor Mooney | University of Alabama
Tom Muir-Taylor | McGriff, Seibels & Williams
Bryan Plott | River Bank & Trust
Clementino Rosario | UAB Medicine
Chanel Shunnarah | Regions Bank
Frederick Safyanov | One Swipe LLC



Corporate & Community Donors

The following people, companies, and foundations gave gifts of \$1,000 or more during the 2022 fiscal year (October 1, 2021 – September 30, 2022).

Alabama Power Foundation
Michael & Alli Jordan
APT Staffing
Bradley
Bressler, Amery & Ross, P.C.
Bryant Bank
Canterbury United Methodist Foundation
Cintas
Bill Crow
Dirty Hippie
Wood & Donna Herren
Encompass Health Corporation
Murphy Fennell
Tim & Bethany Ferguson
FirstBank
Susan Hall
Harbin Pharmacy
Highland Commercial Mortgage
Iron City Wealth Management
Jackson Demolition
Harry Jenkins
Lebanon United Methodist Church
Lincoln Financial Group
Madden Plumbing Services
Maynard, Cooper, & Gale, P.C.
MedHelp
Medical Properties Trust
Method Mortgage
Ms. Jane Moore
Non-Fiction Coffee Co.
Payroll & Benefit Solutions
Phoenix Builders Group, LLC
R.B. Jergens Contractors, Inc.
Regions Bank
Renasant Bank
ServisFirst Bank
Sysco Corporation
The Bookworm Box
Caring Foundation of BCBS of Alabama
Sanders Family Foundation
Truitt, Tingle, Paramore & Argent, LLC
USI Insurance Services
Bruce Webster
Wind Creek Hospitality

2022 Operating Budget

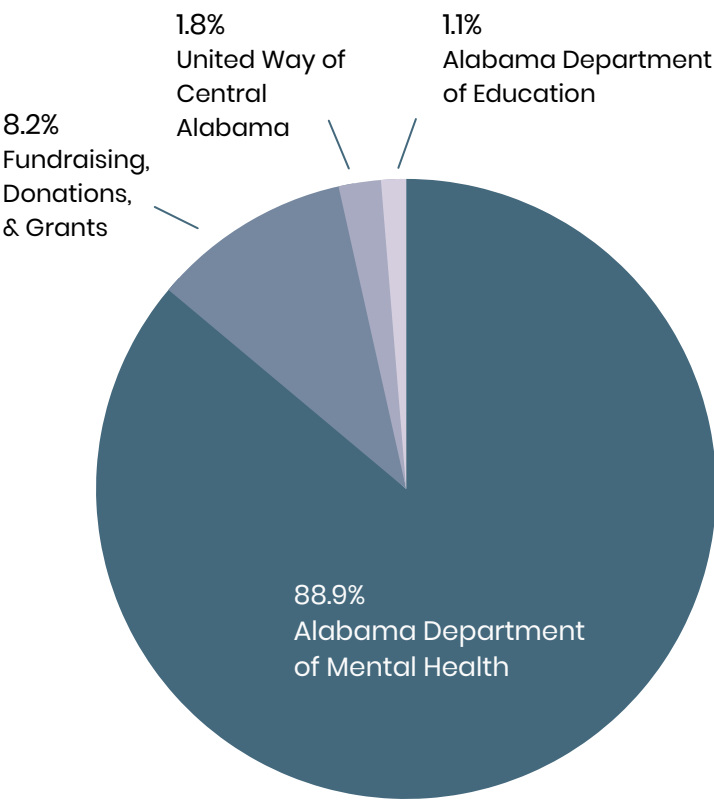
The Arc of Central Alabama
Fiscal Year Operating Budget

October 1, 2021 - September 30, 2022

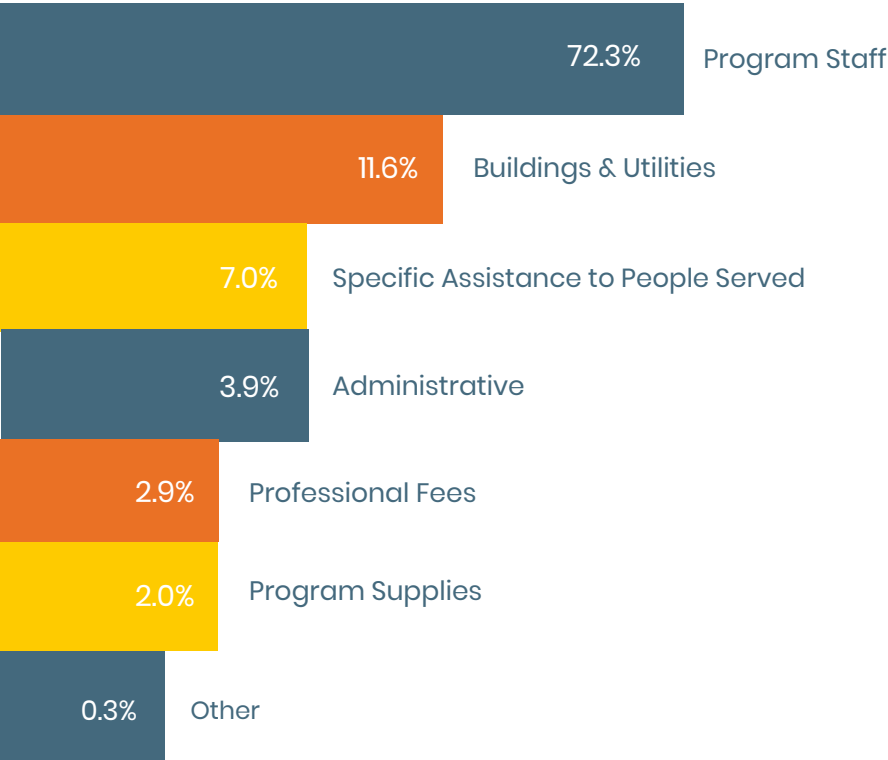
20,868,370



Revenue



Expenses



@arcofcentralal #inclusionforall



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(205) 323-6383
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
205.423.6234