

COMMUNITY IMPACT REPORT

#inclusionforall



A note from our CEO

First, I'd like to start with good news – In 2022, the Alabama Department of Mental Health (ADMH) commissioned a rate study. The findings were conclusive that the reimbursement rates for services, which were set in the 1990s were woefully inadequate to sustain services. Our legislature recognized the need and, during the legislative session, passed a budget that included a rate increase for services. We will now be reimbursed at a higher level and that will correlate directly to Direct Support Professional (DSP) wages and training. This is a huge win for service providers, DSPs, and most of all, the people we serve.

While we are all ready to hear the last of COVID-19, and public concern for it may be waning, it is still a significant burden for the vulnerable and often medically fragile people we serve. Our team has taken great strides in combatting the virus, including hosting drive-through vaccine clinics. The Arc of The U.S. featured our DSPs in a national campaign on why the vaccine matters to those with intellectual and developmental disabilities (IDD). While we are seeing numbers decline, our staff continues to work to keep the people we serve safe and healthy.

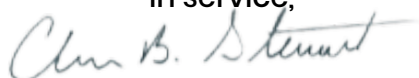
In less than good news, the funding gap continues to be a burden among service providers in our state. In 2023, over 40 of the 176 IDD providers were forced to close their doors due to budget shortfalls. Maintaining operations and remaining afloat financially under economic circumstances is extremely difficult. COVID-19 changed the way many of us can operate, but inadequate funding and lack of workforce remain the most significant reasons for unsustainable operations.

I'm proud to announce that The Arc of Central Alabama was awarded the Autism Cares award at the Alabama Autism Conference. In addition, I was given the Executive Excellence Award at The Arc's National Conference in November. Finally, several of our staff were recognized by their industry peers at the Alabama Disability Conference in Montgomery. I am glad to be part of a team that is not only dedicated to the IDD community and The Arc's mission, but also seeks excellence in their careers.

The Arc of Central Alabama remains the largest IDD provider in Alabama. We are also the most highly accredited, with designations by both Commission on Accreditation of Rehabilitation Facilities (CARF) and The Council on Quality Leadership (CQL). Both organizations are very particular about the providers they designate in this esteem, and I'm proud of our executive leadership team that has worked toward this goal and continues to ensure we comply with the highest standards.

Thank you for your interest and investment in The Arc, and I look forward to seeing you at our fundraising and advocacy events in the spring.

In service,



what we do



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.

1,100+

people served by The Arc
in 2023 through our five
core programs

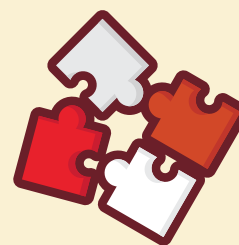


430+

people receiving employment
support services

290+

infants & toddlers enrolled
in Early Intervention therapies



270+

people reside in an Arc home
365 days a year



92

homes located throughout
Jefferson & Blount counties

250+

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.



Sam

Sam is served by The Arc and the Community Waiver Program. Since participating with his community group, he has formed relationships with the staff at Smithfield Library and become a familiar face. His outgoing personality has endeared him to the staff, who recently surprised Sam by throwing him a birthday party in his honor! They provided lunch, cake, and invited his friends and family. Sam was so moved by the gesture, and his friends and staff are thrilled to see him thriving in his community. Sam will begin volunteering at the library next month organizing books and working with the library staff to plan community activities.



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.

- **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.

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.

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

CQLSM | The Council on Quality and Leadership

Residential Services

Our Residential Program strives to enable people with 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.

Corey

Corey utilizes our Residential program, where he has lived since his mother passed away. He previously experienced a significant amount of trauma and when his mother, his sole caregiver, passed, he was left alone in their home for an undetermined amount of time. Corey has severe autism and significant behavioral challenges that inhibit his communication. Finally, a family friend was able to contact the proper resources and get Corey in TACA's care via an emergency waiver. Since he has been settled in his new home with the support and community that he needs, he has made tremendous strides toward independence. Recently, the Residential department was able to help Corey reestablish a relationship with his father, who sees Corey frequently and is now an instrumental part of his treatment team.

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

Hatcher

Employment Support



The Arc's collective goal is to provide people with 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 School Systems:

- Jefferson County
- Blount County
- Birmingham City
- Tarrant
- Center Point
- Hoover
- Bessemer
- Oneonta
- Fairfield
- Hewitt-Trussville City Schools

Brian

Brian was referred to TACA's Blount Division Employment Program in fall 2022. After several interviews with employers who were hesitant to hire him or would not work with his limited schedule due to transportation issues, he secured an interview with Price Less IGA Foods. After the interview, they called to let us know that they wanted to hire Brian. He, with some staff assistance, went to fill out his background check paperwork. The process stalled when the business changed hiring systems and the background check was delayed due to external circumstances. After a longer than expected wait, and further coordination with management, Brian was able to begin work as a stocker on supplier delivery days. TACA staff ensured that Brian has appropriate attire to wear to work and that he is comfortable. After his first shift, we asked him how he liked his new job — he responded that he was thrilled to have a job and was enjoying the environment at IGA. His management team reported that he did an excellent job. Brian quickly developed friendships with his coworkers, and store management continues to report they are "very lucky to have him." Brian never has any complaints and said that after so many employers "passed him over," he was worried that no one would hire him. He says he is thankful for his staff, his peers, and IGA, and the opportunities that have been opened for him.

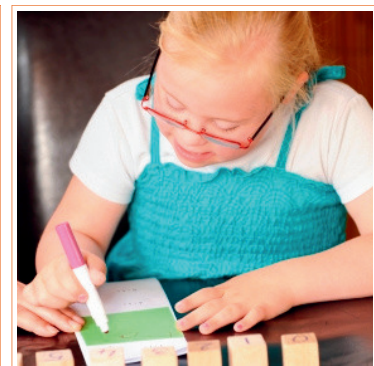
Advocacy

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

Successes in Alabama

- Creation of Abuse, Neglect, & Mistreatment Registry
- Rate study on cost of service provision, which led to expansion of funding for direct support professionals
- Colby Act



National Presence

- Achieving a Better Life Experience (ABLE) Act: tax-advantaged savings programs for eligible people with disabilities
- Increased Social Security asset limits for those with IDD



Community Engagement



Shamrock Shindig

March 11 @ Haven
hosted by The Arc's Junior Board
\$65,226 raised



BeYOUtiful BHM Fashion Show

April 15 @ Renaissance Ross Bridge
\$87,785 raised



Golfing for Good

May 23 @ Greystone Golf & Country Club
\$41,854 raised



Clays for a Cause

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



Gifts for All

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: Larry Nix | 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
Anne Johnston | family advocate
Kimberly Jones | Huie, Fernambucq & Stewart, LLP
Jay Keene | McKesson
Jeh Jeh Pruitt | WBRC
Meredith Robbins | community advocate
Kyle South | Alabama House of Representatives

Junior Board

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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
Sandra 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 2023 fiscal year (October 1, 2022 - September 30, 2023).

Dr. & Mrs. Bill Johnston	Smart Bank
Mr. Bill Crow	Southern Nuclear
Brasfield & Gorrie	Ms. Susan Hall
Mr. & Mrs. Brooks Greene	Sysco Corporation
Mr. Bruce McLeod	Dr. & Mrs. Thad Baird
Mr. Bruce Webster	Mr. & Mrs. Tim Ferguson
Caring Foundation of BCBS of Alabama	Truitt, Tringle, Paramore, & Argent LLC
CEMEX	USI Insurance Services
Mr. and Mrs. Chris B. Stewart	Wind Creek Hospitality
Ms. Christine Sato	
Cintas	
Mr. and Mrs. James Gunn	
Encompass Health Corporation	
First Bank	
First US Bank	
Harbin Pharmacy	
Highland Commercial Mortgage	
Highland Park Golf Course	
IOP Services	
Iron City Wealth Management	
Ms. Jane Moore	
Ms. Janelle Evans	
Jefferson County Community Service Fund	
Lebanon United Methodist Church	
Lhoist North America	
Lincoln Financial Group	
Linn Henley Charitable Trust	
Maynard Nexsen	
MedHelp	
Medical Properties Trust	
Mr. Michael Jordan, Jr.	
Mr. Michael Vann	
Mr. Michael Wallace Davis, Jr.	
Payroll & Benefit Solutions	
Phoenix Builders Group, LLC	
ProcessBaron	
Professional Medical Fulfillment	
R.B. Jergens Contractors, Inc.	
Regions Bank	
Mr. John Roper	
ServisFirst Bank	
Ms. Shelley Phillips	

thank you!

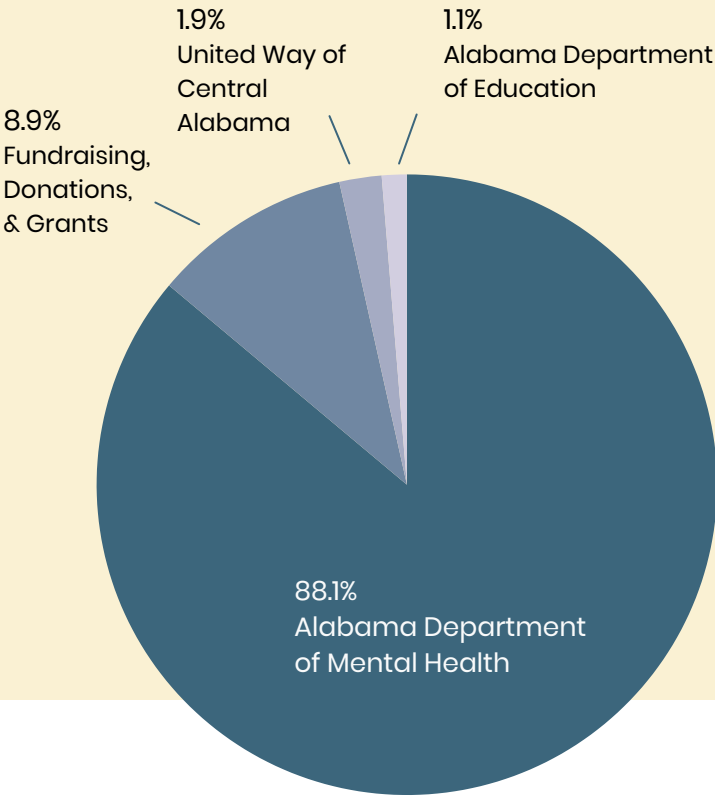
2023 Operating Budget

The Arc of Central Alabama
Fiscal Year Operating Budget
October 1, 2022 - September 30, 2023

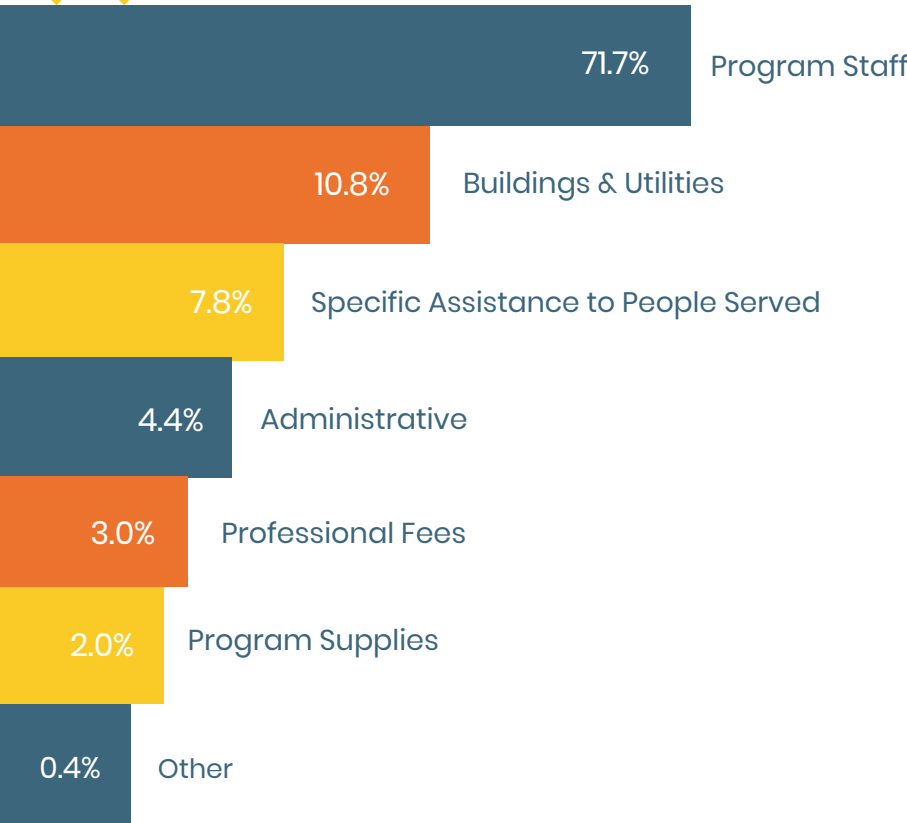
\$ 28,752,870



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