

Community Impact Report

Empowering those with IDD
to live their most independent
lives possible.



A note from our CEO

Thank you for another year of investment in #inclusionforall. I'm glad to let you know our legislative efforts showed concrete results and allowed us to increase our starting wage for Direct Support Professionals (DSPs) by 50% — a huge win for employees, and most importantly, the people we serve.

Because we have been recognized for our leadership in advocacy, The Arc received an invitation to join the Alabama Council for Behavioral Healthcare. This prestigious group is made up of 20 of the state's largest mental illness (MI) and intellectual and developmental disabilities (IDD) providers and is constantly pushing for the best possible outcomes for those we serve. Our Board of Directors approved our membership to the council, and we look forward to the influence this group has in advocating for those with MI/IDD in Alabama.

The Arc of Central Alabama remains the largest IDD provider in Alabama, because those in need of services consistently choose us as their provider. We are also the most highly accredited, with designations by both Commission on Accreditation of Rehabilitation Facilities (CARF) and The Council on Quality and Leadership (CQL). As of writing this, we have just completed our bid for renewing our partnership with CQL for another four years, and I'm glad to inform you that it was successful. Their partnership has been tremendously productive in shaping the culture of The Arc.

Finally, several of our staff were recognized by their industry peers at the Alabama DisAbility Conference in Montgomery.

- Our Junior Board was awarded the Promising Young Leader Award, and seven members were able to attend to accept the award.
- Alicia Underwood, who was nominated by her peers in Blount County, received the Outstanding DSP of the Year Award.
- Our Blount County team also nominated TLC Nursing & Rehabilitation Center as Inclusive Employer of the Year and they were given the award, thanks to their dedication to The Arc's Employment Support program since 2015.
- We are grateful for Senator Greg Reed's dedication to The Arc and the IDD community and were very pleased to see him awarded the Colby Spangler Legislative Advocate of the Year.

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.

Chris B. Stewart

CEO/President

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.



**Their Dreams
Their Lives
Our Mission**



by the numbers

1,200+

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

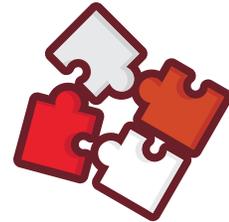


445+

people receiving employment support services

380+

infants & toddlers enrolled in Early Intervention therapies



265+

people reside in an Arc home 365 days a year



89

homes located throughout Jefferson & Blount counties

220+

people enrolled in Community Services



435+

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.



Steven

When The Arc of Central Alabama (TACA) initially made contact with Steven and his mother, they were living in temporary housing and striving for a more stable living situation. His mother needed independence for herself, but to do that, Steven would need to expand his skills in navigating his community.

When he began in TACA programming, he rarely spoke to anyone. Occasionally, he might nod or use hand gestures to tell staff what he needed. In the community, he would not speak or make eye contact with others. As we continued to build rapport with Steven, and as he gained confidence in himself, he began verbalizing his preferences and participating more in community events. We have continued to work with Steven for the past several years and now he is working on more skills building, including learning to tie his shoes independently. He now looks forward to opportunities to explore his community and is glad to speak up. He frequently tells jokes and carries the conversation with his friends.

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.

- 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.

Residential Services

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 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.

Glenn

Glenn began Arc services in November 2006. He lives in Hoover with two roommates and is always sociable and outgoing. Since coming to The Arc of Central Alabama (TACA), Glenn has explored employment opportunities with Zaxby's and Bojangles and is now working at Brookdale Senior Living. He is always glad to meet new people, learn new things, and make his own money. Glenn strives to be more independent. Currently, he is learning how to budget his paychecks, administer his own medications, read/navigate traffic signs, and correctly enter his PIN when making purchases with his debit card. Glenn is continually accomplishing his goals and setting new ones – he is truly a success.

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



Jacob

Jacob was born at 36 weeks gestation and spent seven days in the NICU due to fetal drug exposure. He spent 10 days in a step-down unit battling withdrawal symptoms. Upon discharge, he was placed in the care of his paternal grandmother, who eventually gained full custody. Jacob was referred to HOPE by NICU staff due to neonatal abstinence syndrome, hypertonia, and possible cerebral palsy and spasticity. Upon entering HOPE at one month, he displayed constricted joint movement, torticollis, poor feeding (issues coordinating suck/swallow/breathe), gastrointestinal issues, and many symptoms of withdrawal. His grandmother was not provided with additional support from the NICU and was glad to learn that home-based services were available. The program provided physical/occupational therapy, which has enabled his grandparents to play a crucial role in his progress. Working with their service coordinator, the family received referrals to obtain ankle braces from Biotech and intensive feeding therapy at The Bell Center. Occupational therapy has alleviated his feeding issues, as he has transitioned well to solid foods and has gained over 16 pounds. Physical therapy equipped Jacob and his family with strategies and tools, such as a parallel bar, to aid in balance, standing, and walking. Through learned strategies, he gained movement in all of his joints in order to reach his ultimate goal of walking. His grandmother has recorded his progress on video and was proud to send to program staff a video of him walking across the room for the first time at 17 months old. She is extremely appreciative of the services and support received from HOPE and though still enrolled, she is certain Jacob will continue to make a great progress with the assistance of Early Intervention.

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

Niki's West, Amazon, Winn Dixie, Wal-Mart, Sheraton Hotel, Protective, Firehouse Subs, Publix, Lowe's, Birmingham Civil Rights Institute, Amerex, McDonalds, Children's Hospital, Birmingham Crossplex, TLC Nursing & Rehabilitation Center, Jack's Family Restaurants, Tonka, Walmart Distribution, and American Apparel.

Alabama Department of Rehabilitation Services (ADRS), Department of Mental Health, Association of People Supporting Employment First (APSE), and Alabama Supported Employment Department. With Office of Disability Policy (ODEP), The Arc of Central Alabama (TACA) offers transitional services/workplace preparedness curriculum at Tarrant, Fairfield, Hoover and Hewitt Trussville High Schools.



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 six- 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.

Javonne

Javonne became involved with The Arc's Employment Services when he was a student at Woodlawn High School and enrolled in Job Exploration class. He participated in the JET Program and upon graduation, he was referred to The Arc's supported employment through the Alabama Department of Rehabilitation Services (ADRS). With the help of his employment specialist, Javonne obtained a position at The Pub restaurant in the Westin hotel. He has retained employment there for over two years and is going strong. He is a valued employee and is well respected by his peers. He recently moved into his own apartment, with the guidance of his employment specialist/job coach, and both are so proud of his accomplishment and step toward greater independence. He is a shining example of setting goals and diligently working to achieve them. Next, Javonne is working toward obtaining a driver's license and buying a car.



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

Success 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

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



Community Engagement



Shamrock Shindig

March 15 @ B&A Warehouse
hosted by The Arc's Junior Board



BeYOUtiful BHM Fashion Show

April 27 @ Renaissance Ross Bridge



Golfing for Good

May 21 @ Greystone Golf & Country Club



Clays for a Cause

October 16 @ 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, Tingle, Paramore & Argent LLC

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Chanel Shunnarah | Regions Bank

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Corporate & Community Donors

The following people, companies, and foundations gave gifts of \$1,000 or more during the 2024 fiscal year (October 1, 2023 - September 30, 2024).

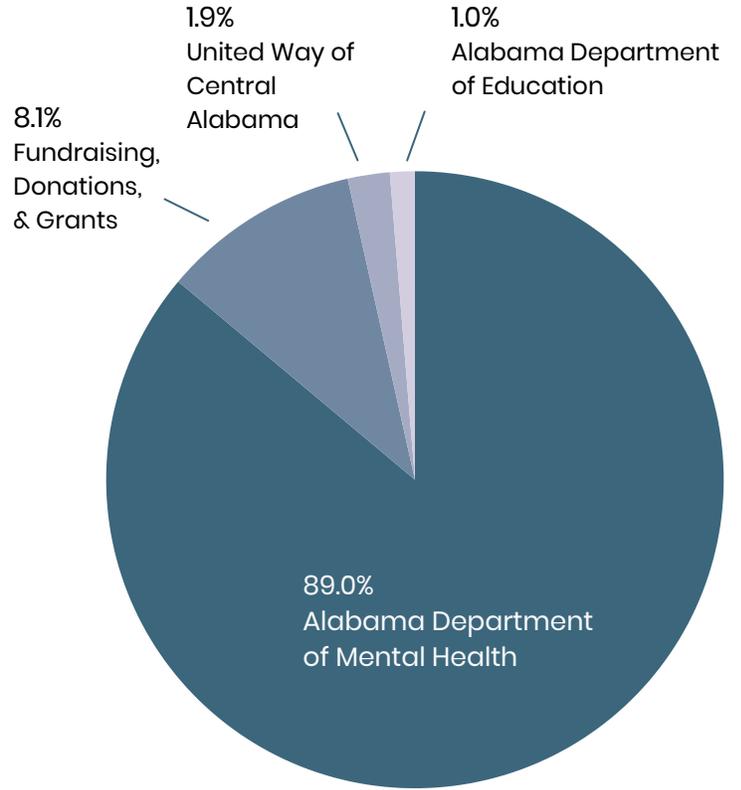
Dr. & Mrs. Bill Johnston
Mr. Bill Crow
Brasfield & Gorrie
Mr. & Mrs. Brooks Greene
Mr. & Mrs. Bruce McLeod
Mr. Bruce Webster
Caring Foundation of BCBS of Alabama
CEMEX
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thank you!

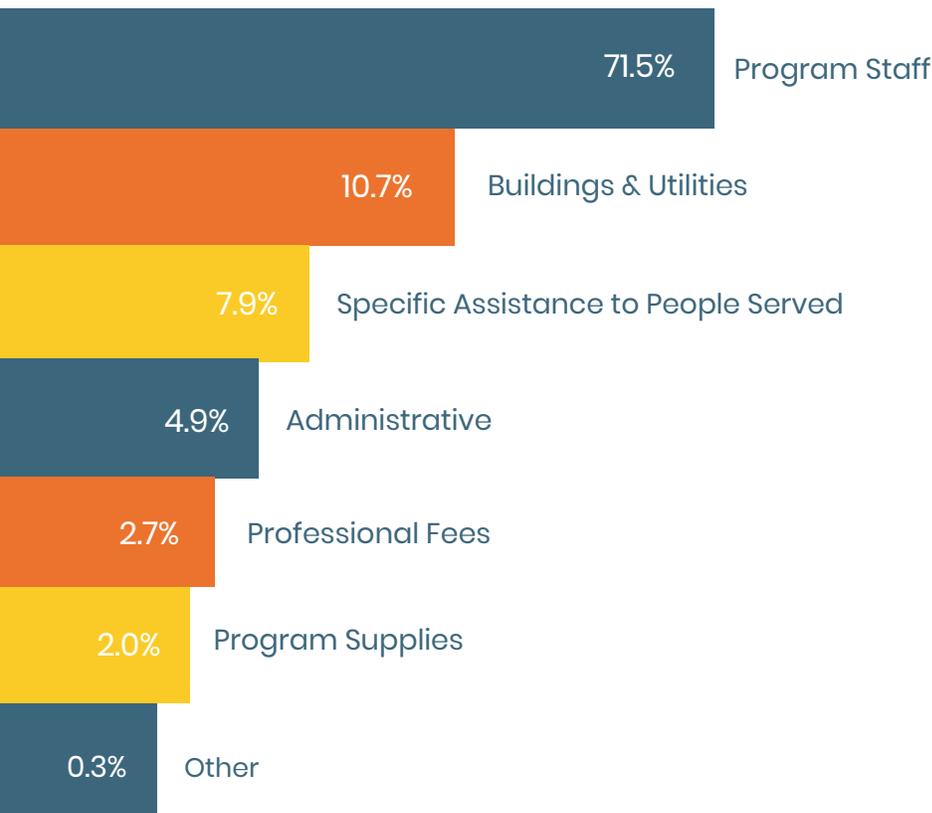
Budget & Finances

The Arc of Central Alabama
Fiscal Year Operating Budget
October 1, 2023 - September 30, 2024

\$31,823,000



Expenses





@arcofcentralal
#inclusionforall
www.arcofcentralalabama.org

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Blount County Campus
615 Fairground Avenue
Oneonta, AL 35121
(205) 517-7079



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