



*The Arc*  
Jefferson County

We are here for life.



2014 Annual Report

# We are here for life.

We're here for the **child** with a developmental delay in need of speech and occupational therapy.

And we're here for the **teenager** who needs a home, after being tossed about the foster care system because of his severe autism.

We're also here for the **young adult** with an intellectual disability who desperately needs day programming to learn self-care and social skills.

We're here for the **middle-aged man** with Down Syndrome who just found his first job in the community.

And we're even here for the **elderly woman** who is intellectually disabled and is dependent on the care of others as she ages and faces serious medical issues.

## The Arc of Jefferson County fulfills all of these needs every single day.

Currently serving **more than 700 people annually in at least four counties**, The Arc is like no other agency in central Alabama. **We serve people of all ages, throughout their lifetimes.**

The Arc is the only "non-reject" program in Alabama, which means The Arc takes all referrals for services regardless of the severity of disability, profound intellectual disabilities and/or significant behavioral issues, as well as those who are medically fragile. We handle the most critical cases, in addition to working successfully with individuals with moderate disabilities. We also are one of the largest providers of services for those on the autism spectrum.

Sadly many more individuals who need Arc services often have to wait years for an opening. Criticality of need is a key factor along with available space. And because we assist those we serve throughout their lives, all of our programs operate year round at full capacity.

## Will you be here for The Arc of Jefferson County?

Support our efforts today as we work to improve the lives and outcomes of thousands of intellectually and developmentally disabled individuals.



**The Arc**

Jefferson County

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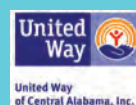
Barbara Vinson

### About US

Member of The Arc  
of the United States

Member of The Arc  
of Alabama

United Way Agency





# 2014-Arc Year In Review

We are here for families affected by intellectual and developmental disabilities and have been since 1953. **The Arc of Jefferson County** took many steps in 2014 to make sure we are here in the future, enriching programming and making more space to serve those who need our help.

One of the biggest efforts was the move of The Arc's main campus. After nearly six decades in a facility off Green Springs Highway, we simply ran out of room. Fortunately, we found a new home off Crestwood Boulevard, in a building once used by The Salvation Army. More than 100 individuals in our **day program** moved with us, and for the first time in years all of our administrative staff was under one roof.

The new campus allowed for several opportunities to enrich our programming. More classrooms meant we could broaden the training provided to those in our day and **employment programs**. In 2014, The Arc of Jefferson County successfully started a **pre-vocational training** unit at Crestwood. The unit is a stepping stone into the employment program, and splits individuals into pods or groups to learn certain skillsets. Focuses in those pods include money management and learning about appropriate workplace behavior.

Another opportunity has been the gym that came with the new campus. In our previous location, we needed space so desperately we were forced to use the gym there as classroom space. Now, thanks to a gracious grant from The Community Foundation of Greater Birmingham, we have launched the **Fit For Me Initiative**. Burdened by studies that showed people with intellectual disabilities were at twice of a risk to develop obesity and

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obesity related issues, Arc leadership wanted to help the individuals served achieve a healthy lifestyle.

The Crestwood gym's roof and floor were replaced and fitness equipment specific to the needs of Arc individuals were purchased to start off the initiative. A fitness manager was hired to schedule classes for not only the Crestwood campus but other day program campus participants who were transported to the gym. Individuals served by The Arc have taken even more steps to get fit, including being a part of a Special Olympics torch run team. Thanks to a generous grant from Blue Cross Blue Shield's Caring Foundation, The Arc

was able to purchase more fitness equipment like balls and portable game sets to distribute to the six other day and employment campuses of the organization.

Something's brewing in the kitchen at the Crestwood campus too. The new campus included a commercial size cafeteria, oven, refrigerators, and a dishwashing area. Plans are underway to turn all of the space into a training kitchen, where participants in The Arc's **employment program** will learn basic skills to one day acquire a job at a restaurant or culinary business in the community.

Grants from The Daniel Foundation of Alabama and Alagasco are allowing The Arc to purchase new pieces of equipment and supplies to fully furnish what will be the home of **The Ability Baking Company**.

The training kitchen will also be used by the day program to work on basic self-care skills when it comes to preparing their lunch and other activities.

Meantime, the demand for The Arc's services continues to increase. At the end of the summer of 2014, the organization assumed the care of close to eighty individuals from another agency that ceased its operations in serving people with intellectual disabilities. Those adults have transitioned successfully into The Arc's residential, day and employment programs.

**We are here for those who need us. We are here to provide new opportunities. We are here for life.**





## William's Story Early Intervention

William Drummond's mother says their family received a lasting and invaluable gift almost two years ago – a referral to The Arc of Jefferson County's Early Intervention services. William was 17 months old when an assessment showed he was significantly delayed in areas like communication and behavioral and cognitive development.

"When William hadn't taken his first steps at sixteen months, we knew we were dealing with a larger problem," says William's mother Jana. "In hindsight, I think I always suspected something wasn't right and the lack of eye contact was my first real and very early clue."

William's parents soon found out about The Arc through friends and colleagues, and William was set up with therapist Tamara Fowler. Jana remembers Tamara stepping right in and bringing relief to the struggle of trying to communicate with William.

"Tamara taught him basic signs, and helped him begin to communicate with us. She worked with him to increase the time

he was paying attention. She specifically worked on ways to shift his attention away from objects and back to people," says Drummond.

From there, Tamara also referred the family to a physical therapist who fitted William with support braces to improve his walking and strengthen his muscles. And the whole family began learning new skills through the year and a half of therapy services William received, like ways to help the toddler manage frustration and to transition between activities.

"To receive Tamara's help during this frightening and uncertain time – truly the support we needed at the very moment we needed it most – was very powerful," says Drummond. "She and the physical therapist guided us towards understanding William and his world, and gave us tools that we could proactively use on a daily basis to work towards our goals."

William is now out of The Arc's Early Intervention program, but before he aged out, he scored within typical ranges for two of the four areas where he initially showed a delay. Staff at The Arc worked with the Drummonds to find additional services and guided the family through those first transitioning steps. Jana says William is currently in speech and physical therapy and amazing her with his progress.

"Receiving these services has positively altered the trajectory of my son's life and also helped me become a better parent. Programs like The Arc have the potential to shape a child's outcome and possibly reduce the need for services throughout life. In William's case, he reached age-appropriate developmental milestones in two areas he was originally delayed. That is a tremendous gain, and one that seemed nearly impossible a year ago to us."

## Will's Story Residential Living

Will is a cheerful young man who has lived in one of The Arc of Jefferson County's residential homes since 2007. The 30-year-old currently resides in the Crestwood area with a housemate. Not only does he have his wonderful and involved family living nearby, he has developed a strong friendship with his house manager.

"Jarrell is my buddy! He's a good guy," Will says with a bright smile.

Will lives in a supervised community living home. Jarrell helps him cook breakfast and dinner as well as prepare lunch to take to his classes in the Arc's Day Program. This is a full-time job as Will is an eater. Will enjoys preparing food, especially cheese dip!

Will also likes his routine. Every day after returning home, he showers, eats supper and pops in one of his favorite movies. He likes to wake up and go to sleep at the same time every day. When asked his favorite thing about having his own house, Will answered, "I like having my own space!"





# Jason's Story

## Adolescent Support

One could call Jason the “forefather” of the adolescent unit at The Arc of Jefferson County. The now 18-year-old Anniston native was the first person supported through the program when it began nearly two years ago. Staff at The Arc had been asked to take over his care following his six month stay in the hospital for severe behavior and psychological issues.

“Jason was exhibiting aggressive behavior and was very defiant of authority,” says Teena Miles, Director of Residential Services.

Miles and her staff placed Jason in a home in a Birmingham neighborhood, and started carrying out a support plan that included providing a stable and structured environment to help him manage his behaviors. Supporting Jason at first was a difficult task.

But as the months went by and the love and support grew stronger for Jason, the behaviors decreased. Miles was able to enroll Jason at a local school and the avid video game lover got some housemates— other teens who needed The Arc’s help just like Jason.

“I encourage Jason to talk to me or my staff about his feelings before acting on them, and I remind him he has the support of all of us, which keeps him stable,” says Miles.

Jason has spent the last few months participating in activities like any typical teenager, including flag football, basketball, and fishing. In fact

Jason attended his school’s prom and just recently took part in The Arc’s Ability Academy, a football camp for children and adults with unique needs.

He’s an avid writer and Miles says when he feels anxious or depressed, she asks him to write it out. Jason has also become conscientious about his health, wanting to go to the gym and looking to eat healthier foods.

For a teenager who once significantly struggled staying in school and going on outings, Jason’s future looks bright. Miles and her staff are working with Jason to develop his independence. He wants that too.

“We ultimately want him to go the adult day program and he wants to get a job. We’re teaching him a lot of life skills like recognizing the value of money, using appropriate conversations skills and how to abide by rules and schedules,” says Miles.

Meantime, this “forefather” of the Arc’s adolescent services has taken on another title of sorts, thanks to his turnaround and the nurturing of staff, who care a lot about him.

“Jason has become the big brother of the unit. He likes to be a helper,” says Miles. “We are grateful to see him grow.”



Jason loved the activities at The Arc’s Ability Academy.

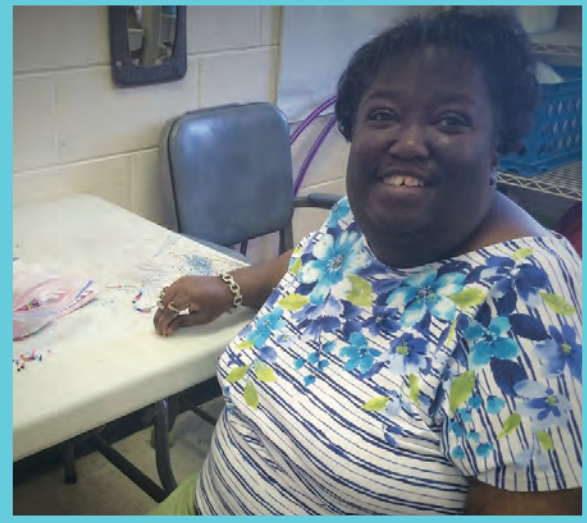
## Ann's Story

### Day Programming

Ann may not be the most talkative person you meet, but what she conveys in a smile is worth a thousand words. Ann participates in The Arc's Day Program in Blount County. She works daily with staff on various vocational and fine motor skills, but what she really enjoys is making jewelry. You will never see her without rings, bracelets and necklaces. She especially loves buying earrings even though she does not wear them. Ann just appreciates beautiful things!

Ann loves to shop for and create the jewelry, and staff help her too. She thrives during this one-on-one time, mostly because it gives her the chance to shine as the center of attention.

"She likes to repeat me when we are working. She just giggles, thinks it's so funny," says staff member Shana who works in Ann's classroom. "She loves to laugh with her peers!"



## Thomas's Story

### Employment

"Payday makes my day," says the 54-year-old man who is supported by The Arc of Jefferson County's residential and employment programs. Thomas works five days a week doing janitorial tasks at one of the Arc's campuses. The money he earns from cleaning bathrooms and classrooms not only allows him to go on dates with his significant other, but he also likes to shop.

Thomas lives in Homewood with two housemates, and is so excited about his job that he prepares for the next day early. "I iron my clothes and fix my lunch," says Thomas.

The support Thomas receives from The Arc helps him achieve his goals and have confidence in learning new skills like not spending his paycheck.

"I am very good at saving now," says Thomas. "I put my money in the bank."



## Sherry's Story

### Fit For Me Initiative

Sherry is a multi-faceted woman. She says the Lord blessed her with many talents and she made a deal with him to use them all to the best of her ability. She is a sign-language teacher, an avid crafter and a great cook. She loves nothing more than to learn new skills and put them to work.

After a hospitalization a few years ago, an important new skill presented itself to Sherry to be learned-getting well and getting healthy. Sherry was diagnosed with insulin-dependent diabetes, and the hard work to get fit began.

Felicia Williams, Director of Health Services, made a poster of nutritious and acceptable foods for Sherry to hang in her kitchen. Sherry even agreed to take the major step of moving from a semi-independent home into a group home where her diet could be monitored in a more controlled environment.

At the beginning of this journey Sherry says she could barely leave her chair. Therapists patiently worked with her starting only by lifting her legs. After a few months, Sherry and her housemates were taking daily walks around their neighborhood for exercise. She lost more than 80 pounds in the first year and has set goals to continue until she can swim and become a size six.

"I'm feeling better and healthier than I have in my life, and it's the first time I can go anywhere and do anything," says Sherry.



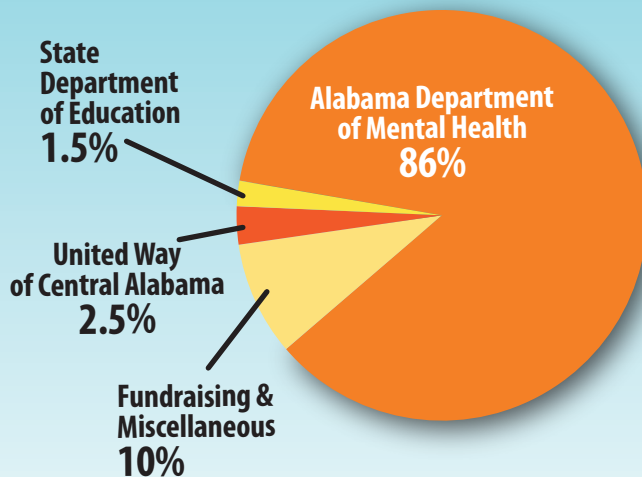


# The Arc of Jefferson County

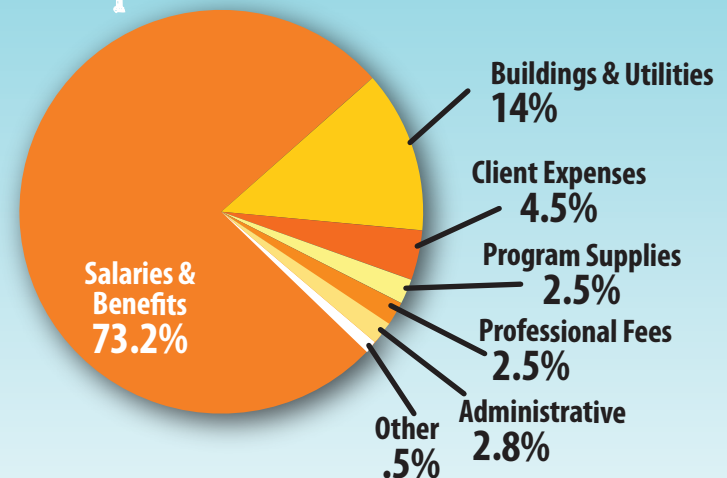
## 2014 Operating Budget

### \$23,953,535

#### Revenue



#### Expenses



While we do receive revenue from the State Department of Mental Health through Medicaid, there is a gap in what it costs to serve one person versus what we are reimbursed. That's why your financial support of The Arc of Jefferson County is so crucial to help us serve people with intellectual and developmental disabilities in Jefferson and Blount counties. Contact The Arc's development team at 205-323-6383 for more information on fundraising events, corporate sponsorships, and programmatic needs.

## The Arc of Jefferson County Corporate and Community Donors

October 1, 2013 – September 30, 2014

The following people, companies and foundations donated \$500 or more during this year:

Mr. and Mrs. Herbie Boring	Alagasco	Highland Commercial Mortgage	Quality Construction
Mr. and Mrs. Jim Creamer	BBVA Compass Bank	Honda Manufacturing of Alabama	Renasant Bank
Drew Cundiff	Barfield Murphy Shank and Smith	Hygia Health Services	Regions Bank
Mr. and Mrs. Gene Hanson	Birmingham Research Group	Keystone Financial Services	ServisFirst Bank
Mr. and Mrs. Heath Henderson	Blue Cross Blue Shield	Knight Eady Sports Group	Signature Homes
Mr. and Mrs. Kyle Hewlett	Brownstone Total Family HealthCare, PC	Knights of Columbus John Canepa Council	Special Needs Foundation of Blount County
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Mr. and Mrs. Jack Knight	Community Foundation of Greater Birmingham	Mid-Western Commercial Roofers	Stewart Organization
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Mr. and Mrs. Brian Pflaum	FF Construction LLC	NPC International	UBS Financial Services
Bruce Webster	Harbin Pharmacy	Performance Food Group	United Way of Central Alabama
Mr. and Mrs. Jimmy Young	Haynes Downard	Progreen Lawn and Landscaping	Wells Fargo Bank
Abacus IT Solutions		Professional Medical Fulfillment	

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

We are here for life, and in 2014 we supported hundreds of children, adolescents and adults in your community.

**294 people** received residential services in 81 homes in Jefferson and Blount counties.

Five of those are part of the children/adolescent unit, a recently formed division of the program.

**439 individuals** received day and employment services in 7 campuses in Jefferson and Blount counties.

At least 175 of these adults reside with their families or with other providers.

**200 infants and toddlers** were enrolled in The Arc's Early Intervention program.

**69 individuals** were on Arc behavior support plans created and monitored by our highly skilled behavior support staff.

These plans are used to positively address behaviors that are severely disruptive or dangerous to the individual or to others.

More than **750** assessments were completed by The Arc's nursing staff, who monitor and prioritize healthcare for individuals and serve as liaisons between physician and patient.

## Locations

### MAIN CAMPUS

Administration  
Adult Services  
Jefferson County Residential  
6001 Crestwood Boulevard  
Birmingham, AL 35212  
205-323-6383

### ALICE E. PIGMAN CENTER

Adult and Residential Support  
215 21st Avenue South  
Birmingham, AL 35205  
205-705-1800

### Arc-WAY INDUSTRIES

Employment Services  
228 1st Avenue North  
Birmingham, AL 35204  
205-322-9055

### TOM LEONARD CENTER

Early Intervention  
Adult Services  
2665 Hackberry Road  
Birmingham, AL 35226  
205-503-4031

### Arc NORTH

Adult Services  
4017 Village Square Drive  
Birmingham, AL 35215  
205-856-2912

### CLEVELAND LOCATION

Adult Services  
Vocational Services  
365 Head Drive  
Cleveland, AL 35049  
205-625-3665

### BLOUNT COUNTY OFFICES

Adult Services  
Residential Support  
615 Fairground Avenue  
Oneonta, AL 35121  
205-626-3552



The Arc offers shredding services through our recyclABILITY program.  
It's a great way to handle your confidential documents while supporting individuals with intellectual disabilities.  
Call 205-323-6383 to schedule regular services or one-time purges!

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