

Dear Friends and Supporters:

I continue to feel so much excitement and hope for the present and future of The Arc of Jefferson County. In reviewing the accomplishments during this past year, I could not be any prouder of the people we serve, our staff and volunteers.

I am reminded of the quote, "Give a man a fish and he eats today, teach a man to fish and you feed him for a lifetime."

As volunteers and staff of The Arc of Jefferson County, we all have the opportunity daily to see lives of people with intellectual and developmental disabilities changed to enable them to be productive in our community. Most importantly The Arc provides opportunities to improve their personal happiness while learning critical life skills.

Calvin Morris is just one of many real life examples of what a person with intellectual disabilities can accomplish with the help of The Arc. While observing Calvin at Firehouse Subs on Green Springs Highway, one may just see him having a fun day while dancing around with his sign. However, there is so much more to Calvin's story. He is not only providing some real inspiration to the rest of us who often need a reminder to enjoy our jobs, but he is also showing us all how a person with intellectual disabilities can make a positive difference.

Some other great stories coming out of The Arc are with our staff. They are not only skilled professionals, but they each have such a heart and love for the people we serve. Our staff has gone a step beyond just "buying in" to our mission, they have taken ownership.

Our management utilizes a number of metrics to enable us to see how well and efficient we are at providing services to people with intellectual and developmental disabilities. While the metrics are important to help measure our progress, the true level of achievement is best measured by looking into the faces and listening to the words of the people we serve.

How about the future of The Arc of Jefferson County? We must be realistic in our approach. We are facing many obstacles including government funding shortfalls, increasing legislative activity and more governmental regulations which may not always be favorable to the people we serve. We cannot afford to be passive and fail to plan for the future of our Arc. Fortunately our staff members possess a depth of knowledge and experience, and also have the vision along with hearts overflowing with compassion, to guide our Arc into a future filled with many challenges and uncertainties.

We are extremely blessed to have been able to acquire a fabulous 55,000 square foot building out on Crestwood Boulevard which will be considered our new main campus. Hold on to your seats as our leadership is developing so many new and innovative programs to help our consumers continue to grow and to be a vital part of our community. We must remind ourselves though a building is only as useful as to how we can conceive to use it for changing the lives of all our consumers.

We at The Arc continue to believe our mission must be tied to the achievement level and growth of the people we serve. Thank you for your support in the past year and we look forward to you joining us in this effort in the next. May God continue to bless each of the individuals and families we serve.



Sincerely,

A handwritten signature in black ink that reads "A. Jackson Knight". The signature is written in a cursive, flowing style.

A. JACKSON KNIGHT, CPA
PRESIDENT



BOARD OF DIRECTORS 2012-2013

Jack Knight
President

Philip Richards
Past President

Ina Leonard
1st Vice President

Bob Kracke
2nd Vice President

Brad Paramore
Treasurer

Nancy Smith
Secretary

Jeff Adams
Jennifer Brakefield
Mark Branin
Dr. Michelle Bridgewater

Charles Carper

James Cook

Jean Glenn

Deborah Hinton

Mary McPhillips

Larry Nix

John Norman

Grace Smith

Dr. Theresa Strong

Brent Walker

Jackie Yarborough

THIS IS The Arc of Jefferson County



The Arc of Jefferson County serves one of the most challenging populations in our community, intellectually and developmentally disabled individuals ranging in age from 11 to over 80, as well as infants and toddlers in need of intervention therapies. The organization's goals are to treat each person with dignity and help them achieve.

In fiscal year 2013, The Arc of Jefferson County provided services to more than 620 people in two Alabama counties. Services were provided through adult day habilitation/work programs at seven campuses; through residential programs for individuals in 72 residences; and through early intervention for young children and their families throughout the community.

The Arc of Jefferson County is a zero-reject program, which means The Arc takes all referral for services regardless of the severity of disability, accepting intellectually and developmentally disabled individuals with psychiatric problems, 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 few 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 lifetimes, all of our programs operate year round at full capacity.

For more than sixty years The Arc of Jefferson County has worked to improve the lives and outcomes of thousands of intellectually and developmentally disabled individuals. The Arc's mission is to empower these individuals to be the best they can be, training them to earn income through jobs in the community, providing them with opportunities to socialize and feel respected, as well as included, enhancing their health and well-being, and seeing to their daily needs.

An estimated 4.6 million Americans have intellectual and developmental disabilities. Approximately 72,330 of them live in Alabama (1.5% of the state's population), and 10,760 of them are in The Arc's Jefferson and Blount counties service area (1.5% of Jefferson and Blount counties' populations).

What is an intellectual disability? It includes limitations in intellectual function and adaptive behavior (the conceptual, social, and practical skills that help function in daily life), in addition to onset of disability before age 18. These limitations can include: self-care, receptive and expressive language, learning, mobility, self-direction, capacity for independent living, and economic self-sufficiency.

The Developmental Disabilities Act emphasizes the need for these individuals to receive a combination and sequence of special, interdisciplinary, or generic services, individualized supports or other forms of assistance that are of lifelong or extended duration and are individually planned and coordinated. The Arc of Jefferson County exists to meet this crucial need – and to create opportunities for individuals to achieve.

DAY PROGRAM

Jacques' Story

Barbara Vinson says her life forever changed when she and her husband met a baby named Jacques almost twenty five years ago. The nine-month-old had a developmental delay, couldn't walk and had a hypercollapsible airway which forced doctors to place him with a tracheostomy. All of that didn't stop the Vinsons from becoming Jacques' foster parents.

"We felt very strongly we needed to do something," says Vinson. "We had love to give him."

And love they gave him. The Vinsons tried to learn as much as they could about helping Jacques, learning about his diagnoses of autism and severe retardation and what resources were available.

As Barbara and her husband added to the family, they would struggle to get appropriate educational services for their oldest son. What Vinson calls a "long journey" was filled with severe behavior challenges, several school systems and lots of due process issues. After being adopted by the Vinsons, Jacques would eventually age out of school system services at the age of twenty-one.

"Aggression continued to be a problem, and he had just gotten so big and strong it was threatening to those around him," says Vinson. "He used inappropriate behavior to manipulate situations. And, transitions were really difficult. If we were going to and from a place, and Jacques wanted to resist, he would just drop to the floor. He was so big we couldn't move him."

That's when Jacques was placed in The Arc of Jefferson County's Day Program at its main campus off Green Springs Highway. Vinson says the difference in her son was dramatic.

"He seemed the happiest he's ever been. For the first time in his life, it was a good fit for him," says Vinson.

Vinson remembers Jacques seeming more at ease and self-confident. He handled transitions better. She attributes the



behavior changes to The Arc's knowledgeable staff, who followed a behavior plan consistently that was very specific and non-invasive.

"I can see how much he benefits from being in a place where he is typical and not atypical," says Vinson. "He is around others who are like him and he feels good about himself."

Day Program Coordinator Josh Patterson agrees. "Jacques has made great strides to becoming more independent since he started in our program. He has been able to accomplish his goals through his relationships with support staff who work with him daily," adds Patterson.

Not only did The Arc's Day Program benefit Jacques, but also his family. Barbara went back to the nursing career she loved so much, and there were many times where Jacques was at The Arc while the rest of the family had some much needed together time to focus on the Vinsons' girls. She is proud to tell others about The Arc and why it's so needed.

"The Arc is an incredible place that serves people across their lifespan. It's a non-reject facility, meaning they will not turn you away as long as you are referred," says Vinson. "Jacques has been turned away so many times before The Arc I still have a hard time believing no one's calling me to tell me to come get him."

Vinson knows her life, and most importantly Jacques', improved when they found The Arc.

"It's a place where people's lives are changed and they're allowed to reach their potential. When they do, their families become more productive and then the community becomes more productive."



Jacques took part in The Arc of Jefferson County's Day Program in 2013. It served 274 people in Jefferson and Blount counties.

DEMOGRAPHIC BREAKDOWN

Caucasian: 61%

Male: 60%

African American: 38%

Female: 40%

Other: 1%

EARLY INTERVENTION

Levon's Story

As Joanna Shew prepares for her son Levon's third birthday party, she acknowledges there is a lot to celebrate. When the Bessemer boy was just a year old, he had trouble walking and speaking. A trip to the pediatrician's office and lots of tests led to a diagnosis of Klinefelter syndrome.

"It was actually a joy to find that out because we could get him help and address the issue," says Shew.

The Shews' pediatrician referred them to The Arc of Jefferson County and its Early Intervention program. It's where therapists come to the child's home and demonstrate strategies to help with physical, cognitive, speech, and social needs. Levon was matched up with Rachel Rossi, an Arc Special Instructor and Service Coordinator who showed the Shews how to communicate with him when he was non-verbal.



"Levon was having tantrums because he couldn't express what he wanted," says Shew. "Rachel taught me how to redirect him to something different and avoid the tantrum all together."

"Levon's entire family was dedicated to making progress in his development," adds Rossi. "Joanna was such a great partner in the early intervention process. She was particularly great at following through with strategies and giving feedback."

Another therapist from The Arc got Levon walking, and then another focused more on his speech. Now Levon is talking and grinning, even taking part in imaginary play with his brother Sebastian. That's a lot of progress with the help of an organization of which Shew wasn't aware.

"I had never heard of The Arc," says Shew. "They come to your house, they sit with you and explain stuff to you. If you ask them questions, they have the answers. We've had nothing but excellent results and genuine concern."

Joanna Shew knows Levon has benefitted from The Arc's Early Intervention program, but she believes more has happened thanks to the free services her son received.

"It's probably for the parents just as much as the kids. The therapists brought me handouts with ideas to get him to start talking. If I had a problem, they would give me pointers and then follow up with an email. They listen and realize each child is different," says Shew. "I learned how to handle him and help him through this. I don't know where we would be without it."

Levon was one of dozens of children ages birth to three-years-old served by The Arc of Jefferson County in 2013. The Early Intervention Program, known as HOPE, helped a total of 175 infants and toddlers.

DEMOGRAPHIC BREAKDOWN

Caucasian: 37%

Male: 62%

African American: 58%

Female: 38%

Other: 5%

EMPLOYMENT SERVICES PROGRAM

The managers at the Publix in Vestavia Hills say Brandi is a great employee. The 27-year-old started receiving Arc services after graduating high school. Brandi quickly moved from The Arc of Jefferson County's Work Activity Center where she focused on job skills training to Arc Way Industries, where she earned a steady paycheck in work for Fed Ex.

Brandi's efforts were so impressive she soon found her job bagging groceries at Publix, with the coaching of The Arc of Jefferson County employment specialist Bobby Brooks. She catches a ride on the bus from her Homewood home to the store, where she works three to four days a week. Brandi likes her job, and her father says she loves the paycheck even more. Recently she's been spending her money on presents for her new niece.



Students who run into Curtis at UAB's Commons on the Green cafeteria instantly recognize his smile. He loves socializing, and enjoys making a paycheck by cleaning up dishes and the eating areas. This is his second job as part of The Arc of Jefferson County's Employment Program. His first was with Taco Bell.

Curtis came to The Arc of Jefferson County after his mother was admitted to a nursing home. He started attending day programming, and soon was placed with the employment program because of his desire to work.

The Arc of Jefferson County Employment Specialist April Attical calls Curtis a "valuable employee and hard-working individual."



Thomas works at a local Little Caesars Pizza restaurant as the "sign guy." Tommy, as he likes to be called, first trained at The Arc's Work Activity Center in 2010 after attending school in St. Clair County. While at the Work Activity Center and ArcWay Industries, Tommy learned the skills he needed to get his job.

Tommy also benefits from The Arc's residential program and lives semi-independently. He loves listening to music as he greets pizza lovers with smiles and waves at a busy intersection. Tommy just celebrated his one year anniversary with Little Caesars at Five Points West.



At least 129 people benefitted from The Arc of Jefferson County's employment services program last year.

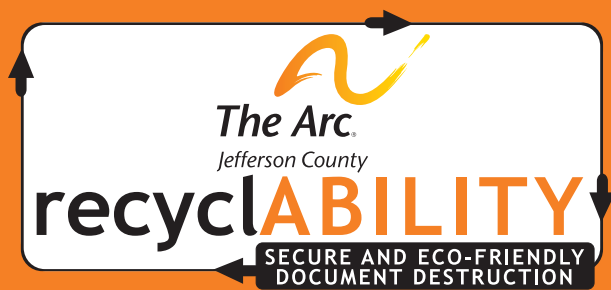
DEMOGRAPHIC BREAKDOWN

Caucasian: 45%

Male: 59%

African American: 55%

Female: 41%



Service with a smile is exactly what Gena Hyatt at Royal Cup Coffee received when she hired RecyclABILITY to shred some of the company's documents.

"The guys were so pleasant, respectful and excited about their job," says Hyatt.

RecyclABILITY is part of the employment services program at The Arc of Jefferson County. People with intellectual disabilities are employed to run the truck, which destructs documents on site for businesses and even homeowners.

Hyatt with Royal Cup first interacted with The Arc during a tour she took for United Way of one of The Arc's campuses. Shortly after she got a call about the possibility of hiring RecyclABILITY.

"My experience could not have been better. From the beginning, setting up the appointment was so easy to the crew coming out and doing the hard job of carrying the boxes outside to the truck, visiting with the workers while we waited for the truck to pack the paper down...it was all wonderful and easy, breezy!" says Hyatt.

After documents are destroyed with RecyclABILITY, the remnants are recycled. Customers can even ask for a certificate to show that those items were taken care of through the program.

Using RecyclABILITY also helps bring awareness to the benefits of integrating the workforce with people who have intellectual disabilities. Hyatt says hiring RecyclABILITY has changed her perspective.

"I know there must be hundreds of local companies that employ disabled individuals," says Hyatt. "Since my encounter with The Arc and its RecyclABILITY program, I keep my eyes and ears open for any of these companies and the opportunity to work with them."

To set up an appointment with RecyclABILITY or for more information, contact Letessia Penick at 205-423-6234.

Josh's Story

It's Shred Day and a warm and windy Thursday. Josh is welcoming community members who have come to support The Arc's RecyclABILITY Program at the Alice Pigman Campus. When prompted about the weather a big smile lights up Josh's face.

"I work inside at my other job, so I like to be outside when I can. Especially on a day like today when you don't have to worry about bugs!" says Josh.

Josh began working with The Arc's RecyclABILITY Program in the summer of 2012 in addition to his job at The Arc's Tom Leonard Center assisting with janitorial duties. The program offers onsite, eco-friendly shredding for all confidential information. Most importantly, this job allows Josh to be out in the community and to bring in his own income.

"I gotta tell ya. I love making money," Josh laughs. "I like being able to buy what I want with my money!"

Josh has also participated in the Residential Program since he came to The Arc seven years ago. He likes to spend time around the house watching football, baseball, basketball, soccer and wrestling. Quite the avid sports fan, Josh states, "I plan on going to some baseball and football games when I save up some of my paycheck!"

According to Larry, Josh's dad and a member of The Arc of Jefferson County Board of Directors, "The RecyclABILITY Program is good for Josh in that it allows him to meet new people. Josh is in his comfort zone when he's talking and making new friends."

So while the RecyclABILITY program can keep your materials confidential and will leave a green footprint in the environment, it along with all The Arc's Employment Services also allows individuals like Josh to become more independent, viable members of the community in which they live.

**Josh is one of several people served by The Arc of Jefferson County who work in RecyclABILITY.
In 2013, 36 individuals took part in the program.**

DEMOGRAPHIC BREAKDOWN

Caucasian: 36%

Male: 75%

African American: 64%

Female: 25%



RESIDENTIAL PROGRAM

James' Story



James is a traveling man. It's his favorite thing to do from outdoor adventures in the summer to weekend outings to nearby metropolitan areas. The 52-year-old supported by The Arc of Jefferson County residential program just returned from Atlanta with his housemates Anthony and Calvin.

"We like to do different things. We go bowling, out to eat and the movies," says James.

James came to The Arc more than three decades ago. Ever since, he has lived independently in an Arc-owned residence, with a staff person helping when needed. Arc employee Karima Cameron has been checking in on James for the past eleven years.

"He always tells me he's my main man," giggles Cameron. Cameron takes James to medical appointments, makes sure he has food, helps him pick out clothes and helps him with transportation. But she also makes sure James lives as independently as possible in his two bedroom apartment.

"It's his house," says Cameron. "When something is broken down, he knows he has to call someone to let them know. It's teaching him how to be responsible."

"I make sure my apartment is clean. I sweep, mop and do all that different stuff," says James.

James goes to church every Sunday at Dawson Memorial Baptist Church where he participates in the Happy Singles choir

and the baseball team. Cameron notes James has made a lot of progress since she met him back in 2003.

"He's more alert. He will tell me more about how he feels, and not just agree with what others are saying. He's easy going," says the independent life coach.

Besides benefitting from The Arc's residential program, James also is supported by The Arc's employment program. For a decade he washed dishes on campus at Birmingham Southern College and for the past seven years he has been at the Publix on Green Springs Highway.

"I bag groceries, put them in the buggy and take them out to the car," says James. "Customers like me because I talk to them on the way out the door."

A place to live, social activities and a job are all ways James' life has been enhanced through the efforts of The Arc.

"It's showing no matter your disability, you can still go out there and do the same things I can do, anyone can do," says Cameron. It also adds up to more trips, one specifically important to this Elvis fan. "I want to go to Graceland," says James.



James is one of hundreds of individuals over the years who has taken part in The Arc of Jefferson County's residential program. In 2013, 249 people were supported in this way.

DEMOGRAPHIC BREAKDOWN

Caucasian: 69%

Male: 64%

African American: 31%

Female: 36%

BLOUNT COUNTY SERVICES

Maxine's Story



Walking by Maxine's desk, one gets a picture of who she is. She is a woman who loves colors, particularly red and black. She is an artist who enjoys working with paper.

Stacks of different shapes stay near her. Meticulously she has cut each perfect one by herself. "I make them, cut them and glue them on paper," says Maxine.

Maxine's pictures are her unique way of communicating with the world around her. The masterpieces have made her sort of a celebrity at The Arc of Jefferson County's Day Program Center in Oneonta. The 49-year-old Arc consumer was recently honored by the State Department of Mental Health for a recent painting. It's the second time she's been recognized for her work, which will be displayed at the state capitol.

"She usually picks a form of plant or some abstract shapes to paint," says Shana Welch, The Arc training room manager who works in the classroom where Maxine spends her days. Welch helps Maxine with a variety of skills, including social play like understanding how to play a board game to volunteering in the community.

The oldest of eight children, Maxine came to The Arc of Jefferson County's Blount offices from her home in Selma in 2006.

She takes part in the day and residential programs. She currently lives with two other individuals, in a comfortable house near the day program center.

"Maxine seems to have adapted well to her living environment," says Jennifer Robbins, Day Program Coordinator for The Arc of Jefferson County in Blount County. "She has a good sense of humor and will joke around and laugh. She enjoys going on outings."

Residential Training Specialist Bridget May has worked with "Maxie", as she calls her, for eight years. Bridget ensures Maxine has what she needs, and that she enjoys the community around her. Some of their favorite trips are to local restaurants, and even longer ventures to places out of state.

"I took her to the High Museum of Art," says May. "She was fascinated by the oil paintings. It really inspired her to paint after that."

But those paintings really never make it to the walls of Maxine's home. "She gives away all of her artwork," says Welch. "It could be for someone in particular or just someone who walks into our room. But she's always sharing with others."

It's a picture of an artist who isn't defined by her disability but rather her colorful spirit and love of life.

Maxine takes part in The Arc of Jefferson County's day programming in Blount County.

In 2013, 63 people with intellectual and developmental disabilities received services through this program in this area.

DEMOGRAPHIC BREAKDOWN

Caucasian: 86%

Male: 52%

African American: 13%

Female: 48%

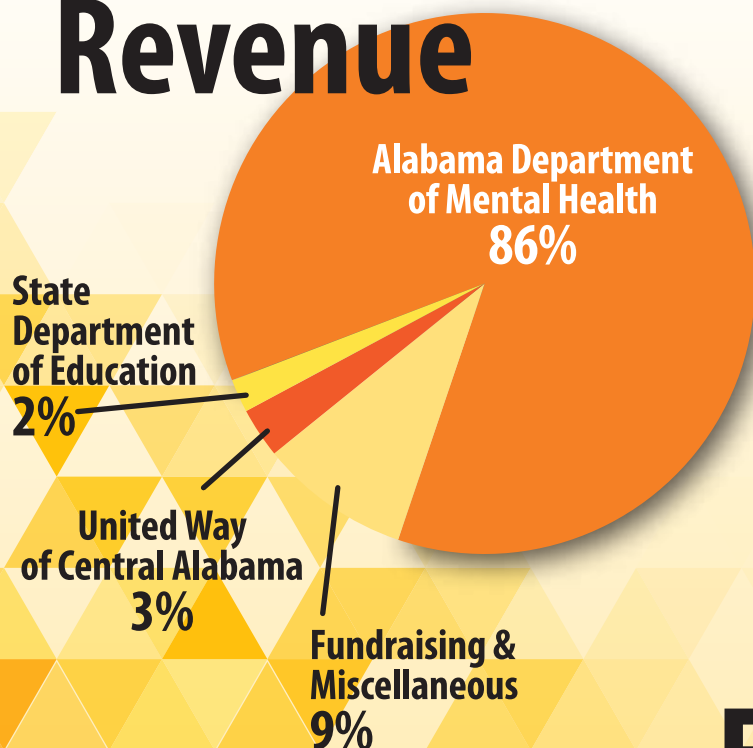
Hispanic: 1%



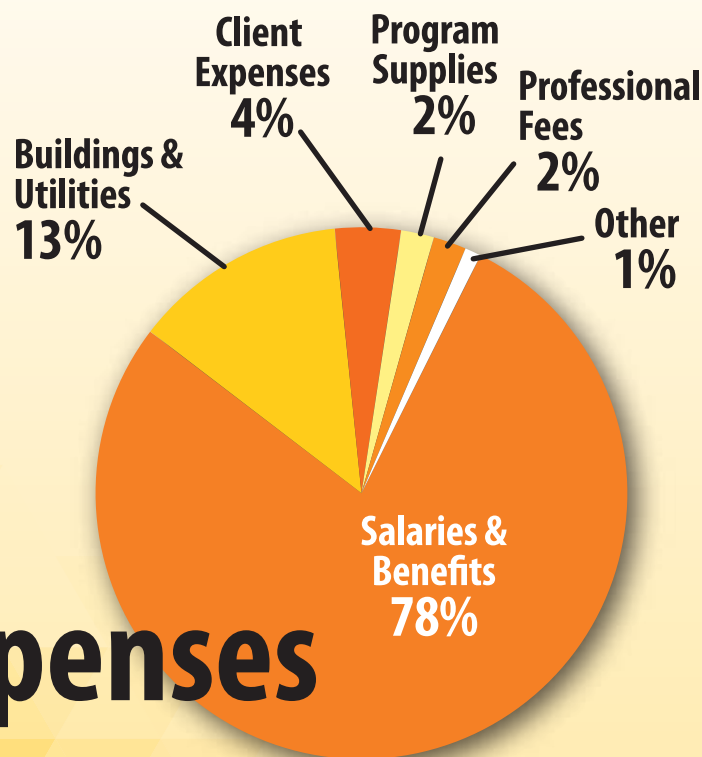
2013 OPERATING BUDGET

\$23,272,424

Revenue



Expenses



While we do receive revenue from the State Department of Mental Health through Medicaid, there is 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.

The Arc of Jefferson County counts on the support of the community to do many things, like furthering awareness of our cause, serve in our volunteer groups, and provide opportunities for our consumers to reach their potential. However, there's another unique way you can help The Arc of Jefferson County, by making financial donations, serving on our development and events committees and/or helping us find donors.

To find out more information on this kind of opportunity, please contact:
Scarlet Thompson • Director of Development • The Arc of Jefferson County
205-705-1800 • sthompson@arcofjeff.com

The Arc of Jefferson County

CORPORATE & COMMUNITY DONORS

OCTOBER 1, 2012 - SEPTEMBER 30, 2013

Alabama Power Service
Organization – Miller Steam Plant

America's First Federal Credit Union

Anesthesia, PA

AT & T

Avondale Brewing Company

Barfield, Murphy, Shank and Smith

BBVA Compass

Birmingham Airport Authority

Birmingham Business Alliance

Blountsville Lions Club

Bresco

Brooks Welding

Cadence Bank

California Pizza Kitchen

Cars.com

Ceridian

City of Oneonta

Covington Flooring Company

Diamonds Direct

Doyal E. Logan SA

Eco Three

Energen

Friends at Knights of Columbus –
St. Francis Xavier Council

Gallery Services Inc.

GoosePrints, Inc.

Haynes Downard

Hills Carpet

ITAC

Knights of Columbus –
John Canepa Council

Lehr Middlebrooks and Vreeland PC

Lloyd, Gray, Whitehead
and Monroe PC

Matrix Wealth Management

Merchants Food Service

Molton Allen and Williams

Motor Carrier Safety
Consulting, Inc.

Movement Mortgage

Nelson Glass Company

Oak Mountain State Park

Parker & Townes PC

Pinnacle Bank

Professional Medical Fulfillment

Progreen Lawn and Landscaping

Psychiatry South, Inc.

Regions Bank

S & B Contractors LLC

Sahawneh Realty Company

Serra Toyota

ServisFirst Bank

Signature Homes

Special Needs Foundation
of Blount County

Standard Furniture

Stewart and Stewart PC

Strong Law Firm

Sysco Central Alabama

TVS, Inc.

The Color Run, LLC

The Fish Market Restaurant

Townes Woods and Roberts PC

Truitt, Tingle & Paramore, LLC

Tyner's Pharmacy, Inc.

UBS Financial Services

United Way of Central Alabama

Village Discount Drugs

Watkins Auto Body Inc.

Wells Fargo

Woodlawn Ice House

Yanosky Orthodontics, PLLC

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



Chris B. Stewart, CPA, CGMA • Executive Director/Chief Executive Officer

Mike Mitchell, MS • Chief Operating Officer

N. Brooks Greene, CPA • Chief Financial Officer

Nancy Cook, RN • Associate Director, Clinical Services

Derek Bond • Associate Director, Day and Work Programs

Natalie Ludwig, MS, BCBA • Associate Director, Blount County Programming