



# *Growing*

IN THE COMMUNITY

The  
*Arc*  
MADISON COUNTY, INC.

2016 ANNUAL REPORT



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## **The Arc** of Madison County,

a 501(c) (3) non-profit agency, was established in 1952. The organization was founded by a group of parents seeking services and support for children with disabilities. In the late 1950's, these parents raised funds to place the first special education teacher in the Huntsville City Schools. With public law 94-142 mandating a free and appropriate education for this population, The Arc's focus shifted. The organization now provides advocacy services for school-aged children and program services for infants, toddlers and adults with disabilities.

Over the years, The Arc has been recognized for the many services and programs which are provided. The management team has, on average, more than 25 years of experience working with people who have intellectual and developmental disabilities. The range of their experience includes working with individuals needing forensic institutional care to those who are in community job placements.

## FROM THE EXECUTIVE DIRECTOR

Dear Arc Members and Friends,

In 2016, The Arc of Madison County shared our vision of transitioning our developmental disability day services from a traditional facility-based segregated program to a system which advances more community-based opportunities. This vision was developed with the support of our Office of Disability Employment Policy Expert Consultant and shared at a public meeting. The meeting was meant to ensure that consumers, family members, other providers and advocates could understand and support the changes we as an organization were making in order to better meet the long-term needs of the people with disabilities we serve.

After the education process, our organization started initial changes which centered primarily on our work and pre-vocational programs. Over the last year, we have made great strides in this area and are starting to see all of our hard work come to fruition. We have transitioned from a long-term workshop into a career center (providing educational opportunities as well as benefits counseling); we have developed small group community employment options which have the potential for long-term job opportunities; and we are in the final stages of developing an integrated self-supporting manufacturing facility. The Arc started this transition with a significantly older population; however, most have been up to the challenge and are excited to be working outside of The Arc walls.

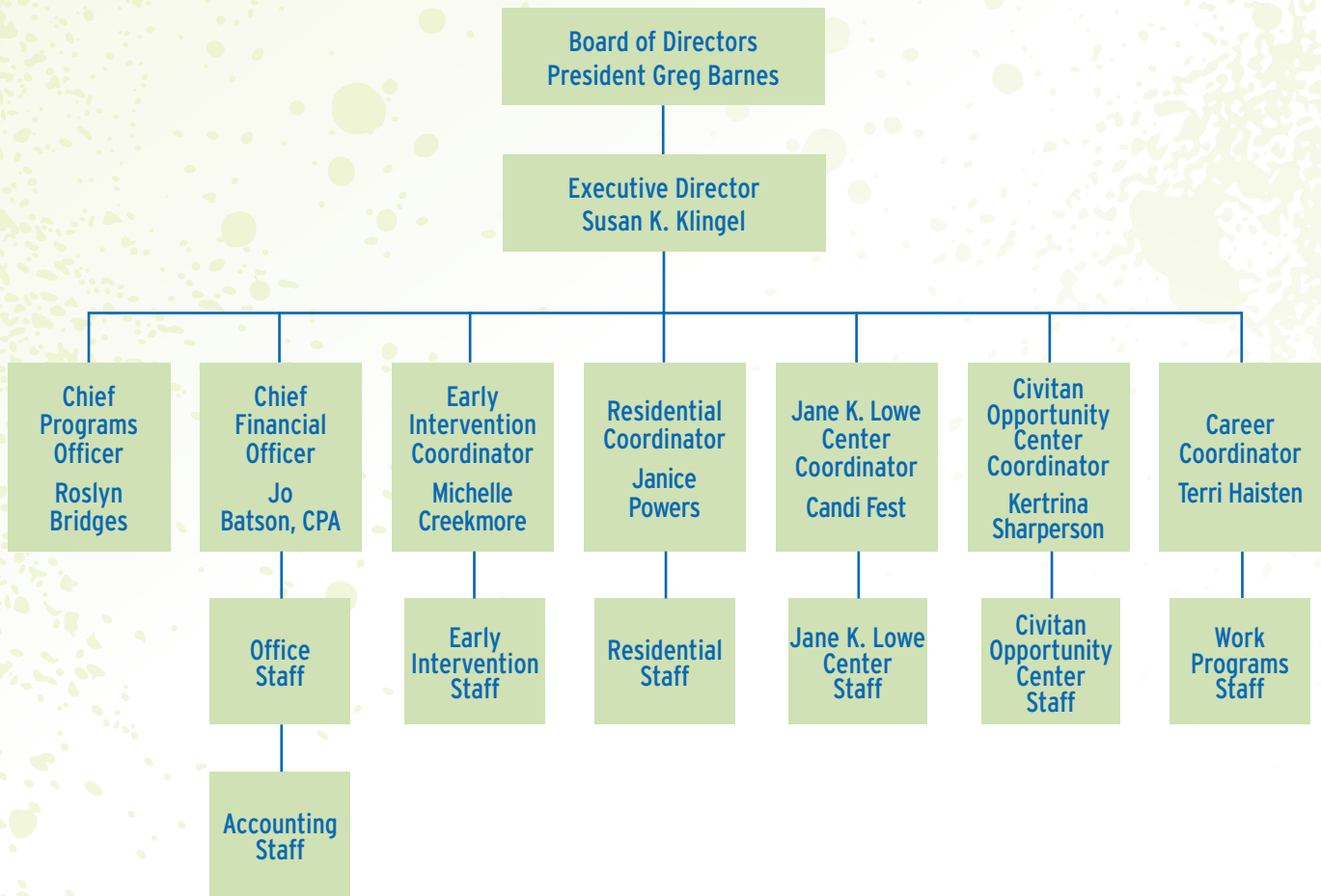
Over the next year, we will be finalizing our workshop transition and will change our focus to our other day program areas. We hope we will be able to systematically reform these programs, like our vocational program, to be a model for the state.

As always, we are excited about this new path for our agency. It is important to acknowledge and commend our board, staff, family members, agency partners and most importantly our consumers for taking risks and being willing to adapt to a new way of service provision. We look forward to seeing how this change will positively affect our program and how we can continue to set the standard for future Alabama services.

*Susan K. Klingel*  
Executive Director



# ORGANIZATIONAL CHART



# 2016 FINANCIAL INFORMATION

## Revenue

77.0%	Adult DMH/MR Funding
3.0%	Contributions
5.9%	Infant and Toddler
7.1%	Outside Sales
1.5%	Supported Employment
2.0%	Special Ed Trust
1.6%	USDA
1.2%	United Way
.7%	NASA

## Expenses

74.5%	Direct Care Services
12.7%	Building/Utilities/Insurance
9.1%	Supplies
1.9%	Vehicles
1.8%	Therapies

## WORK PROGRAMS

### Shredding Services

The mobile shredding service now services more than 250 businesses. This service, which is certified by the National Association for Information Destruction, reduces costs and increases protection of confidential business records. The truck travels to businesses and homes to shred and recycle most anything, from mixed office paper, to CDs, and even x-ray prints. The ability to shred immediately and on-site provides an additional level of security. Locked, sealed collection bins are also available.

### Recycling Services

The Arc Recycling Program provides recycling services to approximately 80 businesses and schools throughout Madison County. Some of the businesses served by The Arc's Recycling Program include Lockheed Martin, ERC, Intergraph, Corporate Office Properties Trust, and Nesin Therapy. This service provides an employment opportunity for individuals to go into the community to collect aluminum cans, paper, plastic bottles, ink cartridges, and cell phones. In addition, it provides employment for individuals at the Lowe and McKemy Centers to sort the paper for recycling. Many of the businesses and schools participating in this program do so due to the recommendations from other businesses. The recycling program allows the individuals to practice vocational, money management, and social skills in the community.

### Career Center

The Arc Career Center provides complete life cycle career development services to individuals with disabilities who wish to find integrated community employment. The career specialists provide counseling to individuals and helps in identifying career goals as well as any barriers to employment. A plan is then developed that supports the individual to achieve his or her goals.

The Arc has established a long term partnership with the Alabama Department of Rehabilitation Services to provide job placement through the Milestones Program. This is a four-step program that consists of assessment, career placement, job coaching, and long term support. The Arc is pleased to be able to provide benefits planning/counseling to all individuals seeking employment. The Benefits Practitioners will be able to assist individuals in learning about their benefits, the different work incentive programs Social Security offers, and what they will be responsible for once employment is obtained.



## Success Story: Jana

*Jana Bacchus has been receiving services from The Arc for 28 years. Jana is quiet, unassuming and enjoys participating in work activities. Jana may not be the fastest or most productive worker at the McKemy Center but she is dependable. She prefers to work at the McKemy Center rather than participate in outside activities.*

*During the past year The Arc has become more focused on community integrated employment. Knowing that Jana prefers to participate in work at the McKemy Center, we chose to assist Jana in learning to accept opportunities outside of the facility. Jana loves babies so we arranged for her to participate in Music Therapy with The Arc's Infant and Toddler program. Because we knew this would be a difficult transition for Jana, we started out with her attending for five minutes at a time. Jana discovered she enjoys going to Music*

*Therapy and now assists the Music Therapy instructor, participating for the entire 45-minute sessions! She is very proud of her accomplishments, making it a point to let others know she "saw the babies." Not only does this help Jana in making the transition outside of the facility, it helps other client families realize the opportunities available for their children. Jana has really begun to blossom, even progressing to volunteering at a day care once a week.*

*What may seem to be small steps to some are really big achievements for Jana, making her a great success story for 2016!*

## PROJECT SEARCH

Project SEARCH Huntsville is a nationally recognized program, designed to assist with the transition from school to work for students with disabilities. Beginning in the fall of 2013, a Project SEARCH site was established for our community involving the support and collaboration of Huntsville City Schools, Huntsville Health System, The Arc of Madison County, Alabama Department of Mental Health Services, Alabama Developmental Disabilities Council, and the Alabama Department of Rehabilitation Services.

Program participants are students in their last year of high school in the Huntsville City Schools System. They continue to follow the school system's calendar. Students go through a selection process prior to the beginning of the Project SEARCH program year.

The program features total workplace immersion on the campus of Huntsville Hospital Health System in the form of three 10-week internships. The seamless combination of classroom instruction, career exploration, and on-the-job skill training through strategically designed internship placements provides students with the tools necessary for employment.



### Success Story: Eric

*Eric Neely, who has autism, is a great example of how Project SEARCH is providing helpful, supportive transitions from high school to the work force.*

*While training with Project SEARCH, Eric worked in Medical Records and Security during his internships. He also went through driving training through Vocational Rehabilitation while at Project SEARCH. He passed the driver's exam, obtaining his driver's license.*

*Even before graduating from the Project SEARCH Program in May 2016, Eric gained employment at Publix as a courtesy clerk. He needed very little on-the-job coaching and quickly excelled in his position. Eric has already received his first raise and exceeded expectations on his first employee evaluation. His new position also offers 401k and profit sharing.*

*Eric recently drove himself to the Project SEARCH classroom to show staff the new car he purchased. While there, Eric let us know he is looking into taking classes at a local community college in the future.*



## RESIDENTIAL SERVICES



### Number Served

The Arc of Madison County has provided residential services to clients since 1998. Currently, The Arc operates 8 homes: five for females and three for males, with a total of 26 clients being served. The homes are located in the Huntsville area and they are all decorated and furnished to reflect the individual personalities and needs of the residents.

### Services Provided

The goal of The Arc's residential services program is to assist each resident in reaching the optimal level of independence possible. The residential services program offers training in a home-based setting to adults with intellectual disabilities. This training includes personal care, community education, independent living skills, self direction, communication skills, and money management. Independent living skills and training are provided to help each person transition from a state residential center or a family home to independent living in community settings.

### Goals

- Assist each resident in reaching their optimal level of independence
- Help maintain each resident's ideal level of health by maintaining annual and as needed medical and dental appointments
- Assist each resident utilizing their natural supports and community resources

### Success Story: Eddie

*Eddie Davis had a great year at The Arc of Madison County. He is one of The Arc's oldest attending residents in our program. He started attending the Arc of Madison County Day Habilitation Services June 1, 1973, then moved into our Residential Services in February of 2015.*

*One of his highlights this year was attending the Special Olympic Games in Troy, Alabama. Eddie also enjoyed attending a Tennessee Titans game with his peers this past October. He is currently attending Unified Bowling through Special Olympics. Eddie is very helpful around the home and is almost always in a happy mood. Staff has stated that it is a joy to work with Eddie because he has such an energetic spirit.*

## ADULT DAY SERVICES



### Number Served

The Arc served 195 adults in three day habilitation programs during 2016.

The individuals served all completed the eligibility requirements for local school services.

### Services Provided

The day habilitation programs offer community-based educational, vocational, adaptive daily skills training, and support to adults with intellectual disabilities. Specific training areas include physical, occupational, nutritional, speech, and counseling.

### Goals

- Promote an environment that encourages and enables individuals to develop interests outside the walls of The Arc programs
- Increase the utilization and application of person-centered planning principles in Arc programs
- Maintain accreditation and certification of all programs

### Success Story: Freddie

*Frederick Gentile was born in Elmhurst New York on December 30, 1980. After the passing of his mother in 2014, Freddie ran away from home due to an abusive situation. At one point, Freddie was homeless with no income. In February of 2016, Freddie was successful in obtaining residential services from a provider in Madison County and day habilitation services from The Arc of Madison County's Jane K. Lowe Center.*

*Freddie has become involved with every activity provided by the Lowe Center. He volunteers at Christmas Charities and the Huntsville-Madison County Public Library. Once a month, he also assists with delivering meals for Meals on Wheels.*

*Freddie is one of many clients who receives a bi-weekly paycheck for collating Huntsville Hospital patient packets. He loves to go on outings with his peers such as the carnival at Madison Academy, Huntsville Museum of Art, the gym at Max Luther Community Center, and shopping trips. Freddie now understands he has a safe place to live and enjoys being an active volunteer in the community.*

## EARLY INTERVENTION



### Number Served

In 2016, the Infant and Toddler Program (ITP) provided services to 150 children and their families.

### Services Provided

The ITP provides early intervention services to children ages birth to three years old who have significant development delays or are diagnosed with mental or physical conditions which have high probability of developmental delays. Initial comprehensive evaluations and ongoing development assessments as well as speech, physical and occupational therapies, special instruction, family training, and social/psychological services are provided to stimulate learning and to support and empower families. Music therapy is also available to ITP families.

### Goals

- Maintain a high participant satisfaction rating
- Assist families with accessing services outside of The Arc, including individual and family support, TASC (Technological Assistance for Special Consumers) and clinics
- Maintain an inventory of current, state-of-the-art equipment for therapy uses

### Success Story: Isaac

*Isaac was evaluated by ITP when he was one month old, as he was having difficulty with some physical movements. He initially qualified for Service Coordination, Physical Therapy and Special Instruction.*

*Arc therapists taught his mom ways to help Isaac hold his head up, roll over, and grasp toys.*

*Occupational Therapy was added when his mom had concerns about his chewing and swallowing. Around the age of one, our therapists worked with Isaac to tolerate different foods and develop stronger oral muscles for eating.*

*Isaac received services in his home to maximize the influence of his natural environment. His parents followed all the recommendations made by each of our therapists, leading to Isaac's continued growth in new skills.*

*As Isaac continued to develop, his speech was not progressing as it should. Our Speech Therapist started working with Isaac's language skills. He is currently using sign language and has started to imitate and use words on his own.*

*Isaac has responded beautifully to all therapies! He still has global delays but has made great strides in achieving his goals. Isaac's parents are an incredible strength for him as they continue to utilize all therapist recommendations – a great team effort to help him reach his maximum potential!*

# The Arc of Madison County thanks the following sponsors of the 2016 Mike Scherer Memorial Golf Tournament

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# WAYS TO SUPPORT THE ARC OF MADISON COUNTY

## Become a Member

The Arc of Madison County receives wonderful support from our loyal donors. You can become a member of The Arc with a financial donation of any amount. Your support enables The Arc to provide advocacy for people with disabilities on the state and local level, support the families of those we serve, inform the community of the needs of people with disabilities, and provide support and services for our clients. Members receive a subscription to national, state and local newsletters; representation in national state and local policy forums; and the knowledge and satisfaction that your contributions have a direct impact in our community.

### Giving Levels

- Friends Circle: up to \$250
- Sustainers Circle: \$250 - \$499
- Patrons Circle: \$500 - \$999
- Leadership Society: \$1,000 or more

## Support an Event

### Valentine's Day Party: February

Contributions for this event go toward the cost of food, drinks and decorations for up to 206 individuals at our various locations. Sponsorship cost: \$200 per location, four locations total.

### Black & White Ball: Spring

The Black & White Ball is a prom-style celebration for individuals who attend our McKemy Center. Although this event is sponsored annually by The Rotaract Club of Huntsville, contributions of clothing (formal dresses, suits, tuxedos and dress shoes) are needed as well as services such as hair and nail styling.

### Easter Egg Hunt & Party: Spring

Our Infant and Toddler Program has an annual Easter Egg Hunt and party for the children we serve. You can show your support by purchasing and assembling Easter baskets for 70 children.

### Fall Festival: October

Contributions to this event go toward the cost of food, drinks and decorations for up to 206 individuals at our various locations. Sponsorship cost: \$200 per location, four locations total.

### Special Olympics: Spring, Summer and Fall

Special Olympics provides individuals with intellectual disabilities the opportunity to participate in year-round sports training and athletic competition. Support our adult athletes by contributing to the cost of transportation to and from venues along with meals while at the event. Sponsorship cost: \$200 per location, four locations total.



## Support an Individual or Group Home

### ***Adopt-a-resident***

Many of our residents have limited income and/or limited family involvement. You can show your support by adopting one or more individuals for the holidays! Or consider donating memberships to local museums, botanical gardens, theaters, or other entertainment.

### ***Adopt-a-group-home***

Put your landscaping and handyman skills to good use by helping us spruce up our group homes.



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