The Arc believes that all people with intellectual and developmental disabilities are defined by their own strengths, abilities, and inherent value, not by their disability.

Equity
The Arc believes that people with intellectual and developmental disabilities are entitled to the respect, dignity, equality, safety, and security accorded to other members of society, and are equal before the law.

Community
The Arc believes that people with intellectual and developmental disabilities belong in the community and have fundamental moral, civil and constitutional rights to be fully included and actively participate in all aspects of society.

Self-Determination
The Arc believes in self-determination and self-advocacy. People with intellectual and developmental disabilities, with appropriate resources and supports, can make decisions about their own lives and must be heard on issues that affect their well-being.

Diversity
The Arc believes that society in general and The Arc in particular benefit from the contributions of people with diverse personal characteristics (including, but not limited to: race, ethnicity, religion, age, geographic location, sexual orientation, gender, and type of disability).
From our Executive Director:

Since 1952, each year of The Arc of North Carolina’s 76 years of existence has come with trials, challenges, successes, and celebrations. It’s safe to say that the past several months is unlike anything that we’ve ever seen. While there have been many changes, I’m heartened by our continued achievements and the strength and perseverance of our Board members, our staff, and our chapters.

Earlier in the year, we received accreditation from the Council on Quality and Leadership. This is a tremendous accomplishment and highlights our commitment to person-centered services and supports that lead to increased quality of life for all persons.

Once the pandemic hit our state, our entire team pulled together and we did not miss a beat. Staff worked hard to support the people and families that we serve, understanding that some families were more comfortable than others with outside staff in their homes. Resource Advocates, Supports Managers, our Housing, Advocacy, and Guardianship teams, our Administrative support team, and - most especially - the Direct Support Professionals: everyone worked together to get resources, personal protective equipment, and other necessities where they needed to go, but without compromising the important supports families needed during this time.

And we’ve adapted to the new way of life that includes more technology. We were sorry that we could not have the 2020 Rooted in Advocacy conference, but we are learning how to conduct more of our events virtually so that we can continue to stay connected. We’re excited to work on some new virtual events happening in the next few months.

We could not have made it through this year without the tremendous leadership of our Board of Directors. They have given much needed guidance and support and made sure we continued to move forward.

As always, we are grateful for your continued support. We cannot do our job without the help of the people and communities of this great state. The Arc continues to be on the front lines to ensure that people with intellectual and developmental disabilities and their families have the support and services they need to be fully engaged in their communities.

We hope and pray for relief from these difficult times. But until that relief arrives, The Arc, our community, and those who join with us, will remain strong and committed to the cause of securing for all people with intellectual and developmental disabilities the opportunity to choose and realize their goals of where and how they learn, live, work, and play.

Sincerely,

John Nash
Executive Director
The Arc of North Carolina

Meet Anetta...

I’m Anetta and since 2018, I’ve been a Resource Advocate for The Arc of North Carolina. I support individuals with intellectual/developmental disabilities and my duties include connecting people to needed resources, such as employment and housing, advocate for services, and help develop relationships. One of the more challenging but rewarding experiences has been one in which the person I support and her family became homeless and were living in their car.

Because I already had established great support with this family, it was easy to become their advocate in the search to find them affordable housing. Finding resources to support “Jane,” while also making sure she remained connected to her mother and her brother, was an important part of my role. I familiarized myself with available resources in that community, and we worked together to overcome barriers. Not only were there personal barriers, but I quickly became aware of the limitations of our state and advocated for this family to be prioritized to live in a shelter.

It took a long time to accomplish this due to the wait list and overcrowding, but we were successful. Afterwards, I worked closely with our own housing department to advocate for them to successfully become provided with affordable housing using a Housing Urban Development (HUD) program.

After five months of living in a community shelter, they were finally approved for affordable housing. I continued to advocate for them so that they could acquire housing needs such as furniture and community resources to cover moving expenses and deposits. Today, they are reunited as a family in a beautiful apartment home in a safe community.

I am working with Jane to decrease her risks, realize her dreams and connect her to community resources that will allow her to become an integral part of her community. During this process, I was able to connect her to fashion and arts classes through local community resources and work with her on daily living skills. I’m also working to connect her to volunteer opportunities, as she has identified that as something important to her. It is my honor to continue to advocate on her behalf, and watch her get closer to the life that she has envisioned for herself.
Throughout North Carolina, The Arc provides direct supports and services to individuals with intellectual and developmental disabilities (I/DD) that enable people to lead full, rich lives in the community. The Arc of North Carolina’s services are accredited by the Council on Quality and Leadership (CQL).

**LIFEguardianship**
LIFEguardianship is a program of The Arc of NC designed to help advocate for and protect the health and safety of individuals to ensure that their civil and human rights are not violated. Whenever possible, The Arc of NC provides opportunities for supported decision-making and alternatives to guardianship.

**Housing**
The Arc of North Carolina is a leader in the state in providing housing options and property management services to North Carolinians with disabilities.

**Choices**
Choices is a program that allows individuals and families a better way to receive supports and services for themselves or their family member with a disability. The Arc of NC partners with individuals and families who choose to self-direct their home and community-based services in order to enhance their quality of life.

**Supported Employment**
The Arc of NC helps connect employment opportunities for adults with disabilities in select regions. This process, with the support of a trained employment specialist, involves matching the right person with the right job.

**Resource Advocacy**
The Arc of NC provides advocacy and education for people with intellectual and developmental disabilities and assists them in locating resources, navigating systems of support, and making community connections. Our resource advocates provide advocacy and education, assistance with developing plans, and they help link people to services they need in the community.

The Arc of North Carolina is an affiliated chapter of The Arc of the United States. With nearly 600 state and local chapters nationwide, The Arc works with its federation of chapters to create an impressive network of human service agencies, ensuring they have the strongest civil rights advocates promoting and protecting their needs at all levels.
OUR SENIOR STAFF

- JOHN NASH
  Executive Director

- LISA POTEAT
  Deputy Director

- JEAN FARMER-BUTTERFIELD
  Senior Director, LIFEguardianship Supports and Services

- LINDA GUZMAN
  Director of Operations

- LISA PARDUE
  Director of Housing

- LIZ BOLTZ
  Director of Quality Management and Compliance

- MELINDA PLUE
  Director of Advocacy and Chapter Development

- REGINA JOHNSON
  Regional Director

- SARA GRIGNON
  Chief Operating Officer, Housing

- KIRA WILSON
  Regional Director

- FORESA WALKER
  Director of Human Resources

- NICOLE KIEFER
  Regional Director

- DUNCAN REID
  Regional Director

OUR BOARD

The Board of Directors of The Arc of North Carolina is comprised of volunteers who care deeply about people with IDD and their inclusion in their communities. The majority of our board members are either people who self-identify as having IDD or are a family member of someone with IDD; the rest are business professionals, retired persons, or other interested community members.

WESTERN REGION
Linda McDaniel, Regional VP
Denise Coleman, Treasurer

NORTH CENTRAL REGION
Don Thompson, Regional VP
Elisha Burns, President
Joan Johnson, Secretary
Brandon Rizzuti, Director

SOUTH CENTRAL REGION
VACANT, Regional VP
Jeremiah Manning, Director
Brenda Hinson, Director

AT LARGE MEMBERS
Jeff Smith, Director
Carol Conway, Director
Dawn Selby, Director
Sal Vaccaro, Director

EASTERN REGION
Jennifer Scialdone, Regional VP
Marvin Alligood, Vice President
Keith Gapen, Director

IMMEDIATE PAST PRESIDENT
Ryan Platt

EX OFFICIO MEMBERS
Jeanne Spangler, LIFEguardianship Chair
Stephanie Antkowiak, NCCE President
2020 Awards

Honoring the work on behalf of people with I/DD across the state is one of the highlights of the year at The Arc of North Carolina.

Each fall we receive dozens of nominations for our state-level awards, and after careful selection by the Awards Committee of the Board of Directors, winners are selected and their nominators are notified. During our annual Rooted in Advocacy Conference, we honor these award recipients and their families and it is a very special time. It’s especially nice when we can surprise winners, which is hard to do. We also take the time to honor those individuals in the greater family of The Arc who have died in the last year, chapters who have reached a particular distinction, and legislators (local or state) who are championing the issues that are so important to our mission. We had to cancel this year’s Rooted in Advocacy Conference for 2020, as it was to be held on March 12th, 2020, at the beginning of the pandemic. Each of our award winners was given the opportunity to be honored at virtual ceremonies sprinkled throughout the spring by the people who nominated them, and we were happy to be a part of those. Our sincere congratulations go out to those individuals and organizations who were to be honored this year. We are so grateful to each and every one of you!


Distinguished Chapter Affiliates: Chapters that receive this distinction have met set criteria in specific categories, including advocacy, community education and awareness, support of self-advocacy, fundraising, communications, diversity efforts and chapter management.


Employer of the Year: To recognize employers having exceptional records of providing inclusive competitive employment opportunities for people with developmental disabilities.

Village Juice Company, Winston Salem

The I/DD Professional of the Year - I/DD Professional Award - To recognize an individual employed in community developmental disabilities services or supports (chapter staff, mid-level manager, QP, for example) who has demonstrated sensitivity and the ability to provide outstanding support which results in increased independence for people with developmental disabilities. (Not DSP; see below).

Dennis Morgan, The Arc of NC (Raleigh)

The Direct Support Professional of the Year - Direct Support Professional Award - To recognize extraordinary commitment by an individual employed to provide direct support, or service, to a person/people with developmental disabilities. This award honors a person whose support fosters growth, independence, community inclusion and dignity. (A check for $100 accompanies this award.)

Terri Abel, The Arc of NC (Raleigh)

The Distinguished Educator Award - Distinguished Educator Award - To recognize an educator (special or general ed, preschool, K-12, private or charter, or higher education educator) who has demonstrated excellence in teaching students with developmental disabilities, working in or toward more inclusive education. (Award reimburses $300 for related conference/training expenses.)

Matthew Patterson, Davidson County Public Schools

Carrie Lofflin, Davidson County Public Schools

The Unsung Hero - To recognize an individual whose advocacy efforts have impacted the local community and all people with disabilities.

Jeanette Wilhelm, Monarch

The Victor Hall Leadership Award - The Victor Hall Leadership Award: To recognize outstanding leadership in the self-advocacy field. This prestigious award honors Victor Hall, a true self-advocate and leader in the self-advocacy movement. The winner of this award will have had a tremendous impact on their community or state.

Danny Landry, The Arc of NC (Asheville)

The Challenger Award: An internal staff award created in 2019 which honors a staff member who truly understands the concept of self-determination for the people he or she supports and actively works to put these principles into action. As this individual is widely seen as a leader within his or her division, the winner of this award gets to attend the Summer Leadership Institute with The Arc of the United States.

Tameka Lee, The Arc of NC (Greenville)

The Carey Fendley Award for Executive Excellence: The award is given to the local executive who, during the past year, has provided outstanding leadership for their chapter. Previous recipients have been recognized for outstanding system advocacy, individual advocacy, service provision and management expertise. There is no set criteria except that the executive has provided executive excellence.

Stephanie Antkowiak, The Arc of High Point

The President’s Award: Award given by the President of the Board of Directors of The Arc of North Carolina to a person of his or her choosing.

Nathan Stanberry (posthumously awarded to his mother, Betty Stanberry, by Elisha Stanberry Burns, Board President)

Financial Position

Operating Revenue

<table>
<thead>
<tr>
<th>Service</th>
<th>Revenue</th>
<th>Percent</th>
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</thead>
<tbody>
<tr>
<td>Medicaid Services</td>
<td>$14,627,192.08</td>
<td>41.5%</td>
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<tr>
<td>Housing</td>
<td>$14,837,276.00</td>
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<tr>
<td>Guardianship</td>
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<tr>
<td>Grants</td>
<td>$572,355.83</td>
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<tr>
<td>Advocacy</td>
<td>$160,093.66</td>
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<tr>
<td>COVID related</td>
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<tr>
<td>Total</td>
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Operating Expenses

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<th>Expense</th>
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<tbody>
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<td>Housing</td>
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<td>Guardianship</td>
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<tr>
<td>Grants</td>
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<tr>
<td>Advocacy</td>
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<td>COVID related</td>
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<td>Total</td>
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Assets

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<tr>
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<tbody>
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<tr>
<td>Fixed Assets</td>
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<td>Other Assets</td>
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<td>Total</td>
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Liabilities

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<td>Current Liabilities</td>
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<td>Long-Term Liabilities</td>
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<td>Net Assets</td>
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