



The Arc[®]

North Carolina

2020

ANNUAL REPORT

WHO WE ARE

The Arc was born more than 65 years ago from a grassroots movement of families working vigilantly to create services for children and adults who were being denied day care, educational opportunities and work programs.

OUR MISSION

The Arc of North Carolina is committed to 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.

The Arc of North Carolina
is *committed* to helping people
find *answers* and *solutions*.



CORE VALUES

People First

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 1953, each year of The Arc of North Carolina's 67 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 rapport 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.

Our Services



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.

861
proteges

2,552
housing
units

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.

286
individuals
served

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.

140
individuals
served

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

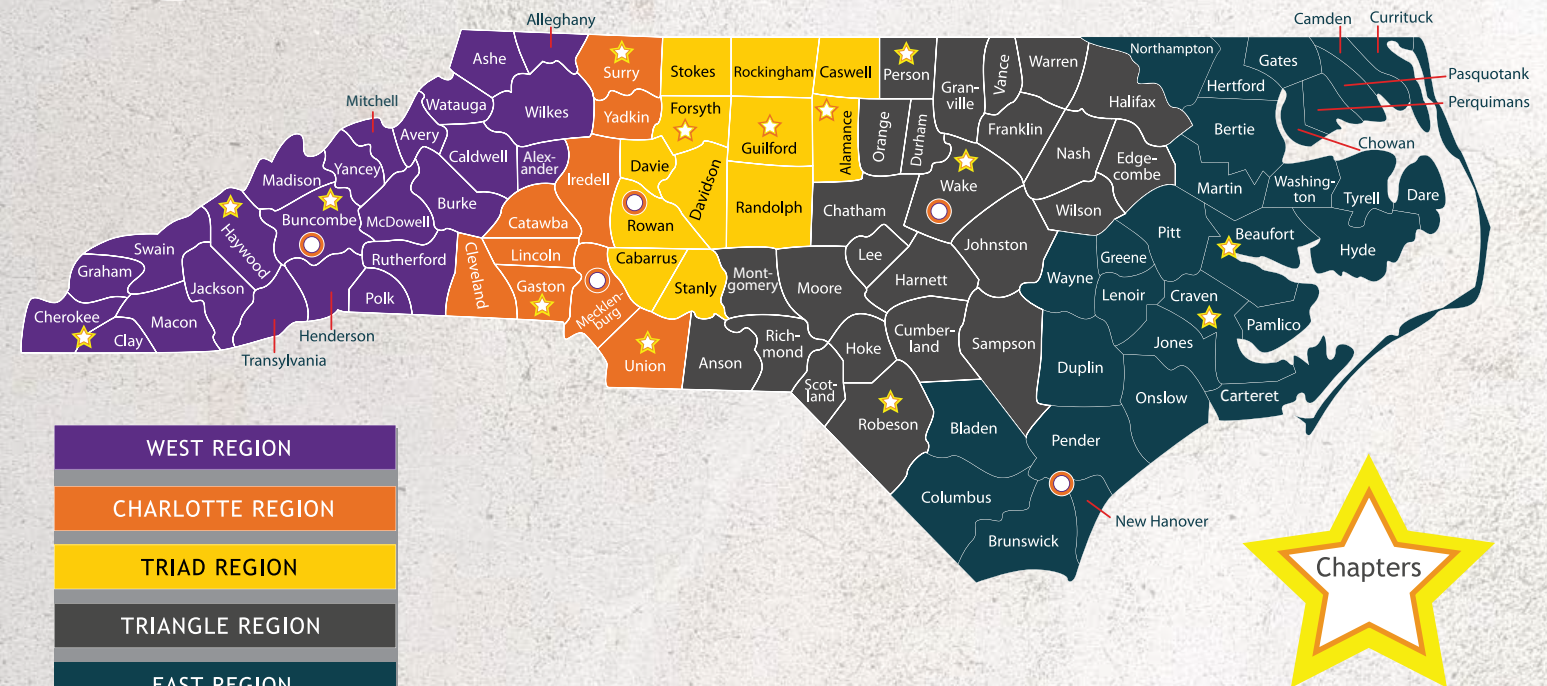
The Arc of NC provides advocacy and education for people with intellectual and developmental disabilities and assists them in locating resources, navigating systems of support, and making community connections. Our resource advocates provide advocacy and education, assistance with developing plans, and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

2,119
individuals
served

The Arc of North Carolina Regional Offices and Chapters



Asheville • Charlotte • Greensboro (Housing) • Raleigh • Wilmington



WEST REGION
CHARLOTTE REGION
TRIAD REGION
TRIANGLE REGION
EAST REGION

Chapters

1. The Arc of Alamance
2. The Arc of Beaufort
3. The Arc of Buncombe
4. The Arc of Cherokee/Clay
5. The Arc of Craven
6. The Arc of Davidson
7. The Arc of Harnett
8. The Arc of Haywood
9. The Arc of High Point
10. The Arc of Gaston
11. The Arc of Greensboro
12. The Arc of Moore
13. The Arc of Person
14. The Arc of Robeson
15. The Arc of Surry
16. The Arc of the Triangle
17. The Arc of Union/Cabarrus
18. The Arc of Wilson
19. The Enrichment Center

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 I/DD and their inclusion in their communities. The majority of our board members are either people who self-identify as having I/DD or are a family member of someone with I/DD; 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*

EX OFFICIO MEMBERS

Jeanne Spangler, *LIFEguardianship Chair*
Stephanie Antkowiak, *NCCE President*

IMMEDIATE PAST PRESIDENT

Ryan Platt

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 goes out to those individuals and organizations who were to be honored this year. We are so grateful to each and every one of you!

In memory of those we lost in the last year: Scott Allen, Ed Anderson, Sarah Bradley, Ken Bradstock, Lisa Burnette, Jeff Byerly, Anita Conyers, Dalton Davis, Raynell Epps, Libby Hopkins, Johnny Jones, Samuel McCormick, Sam Morgan, Freddie Phillips, William Shell, Thomas Taylor, and David Thompson.

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.

The Arc of Davidson, The Enrichment Center, The Arc of Greensboro, The Arc of High Point, The Arc of Moore, The Arc of the Triangle, and The Arc of Union/Cabarrus

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 Loflin, 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

2019-2020

Operating Revenue

Medicaid Services	\$14,627,192.08	41.5%
Housing	\$14,837,276.00	42.1%
Guardianship	\$2,432,922.37	6.9%
Grants	\$572,355.83	1.6%
Advocacy	\$160,093.66	0.5%
COVID related	\$2,614,324.60	7.4%
Total:	\$35,244,164	100%

Operating Expenses

Medicaid Services	\$15,453,119.47	52.3%
Housing	\$10,274,271.00	34.8%
Guardianship	\$2,368,371.87	8%
Grants	\$557,439.15	1.9%
Advocacy	\$865,996.80	2.9%
COVID related	\$28,091.88	.1%
Total:	\$29,547,290.17	100%

Assets

Current Assets	\$3,438,789.07	82.99%
Fixed Assets	\$189,439.36	4.57%
Other Assets	\$515,576.94	12.44%
Total:	\$4,143,805.37	100%

Liabilities

Current Liabilities	\$975,472.02	23.54%
Long-Term Liabilities	\$30,299.07	0.73%
Net Assets	\$3,138,034.28	75.73%
Total:	\$2,943,441	100%

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