



The Arc[™]

Jefferson, Clear Creek
& Gilpin Counties



2012 Annual Report



Achieve with us.

Our People



Want to see more photos of our activities? Check out our photo albums on Facebook (www.facebook.com/TheArc.Jefferson.ClearCreek.Gilpin) or click the Facebook link on our home page www.arcjc.org.

The Arc in Motion

Welcome to The Arc's 2012 Annual Report. Between these pages, you'll learn about the exceptional work done by this chapter throughout the year to help people with intellectual and developmental disabilities (I/DD) like autism, cerebral palsy, and Down syndrome lead lives of their own choosing.

Both here in Colorado and across the county, 2012 brought many challenges: the continued financial crisis, uncertainty of an election year, and ever-changing systems of support for people with disabilities. Yet in all of this chaos, The Arc remains effective. Why? There are three reasons:

1. Our deep commitment to working with individuals and families to meet their needs – we are truly person-centered.
2. Our network of community partnerships – together we can do so much more.
3. Our Arc Community – Board, staff, members and donors all worked together to ensure that we continued to make a difference.

And we most certainly have made a difference. Through direct advocacy alone, we guided and supported more than 1,100 individuals and families through challenges they faced. Our trainings gave nearly 1,000 people the tools they needed to take important next steps in their lives. And more than 60 outreach activities helped to make our community and even more welcoming place for people with disabilities.

Perhaps The Arc's most far-reaching achievement of 2012 was the development of our Strategic Plan. Created through an inclusive process that focused on learning from the people we serve, our Strategic Plan will provide the framework for our chapter's activities for the next three years. Working in alignment with our state and national organizations, we are poised to help take the Movement forward while continuing to change lives at an individual level every day.

The Arc is driven by the opportunity for hope, growth and change. Our vision that "People with intellectual and developmental disabilities will live the lives they choose as valued and respected members of the community" will guide us to a future where all individuals have the chance to pursue their dreams. In 2013, we invite you join The Arc's movement and **achieve with us!**



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What We Believe

The following Core Values and Guiding Principles were developed and adopted by The Arc's national headquarters. The Arc - Jefferson, Clear Creek & Gilpin Counties embraces these values and principles, and embodies them in our work and lives.

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).

Guiding Principles

Participatory Democracy. The Arc acts to ensure that people with intellectual and developmental disabilities, their parents, siblings, family members and other concerned members of the public have meaningful opportunities to inform and guide the direction of the organization's advocacy, including determining policy and positions on important issues. The Arc strives for diversity in its leadership, as well as in all facets of the work of the organization.

Collaboration. The Arc works with individuals, organizations and coalitions in a collaborative fashion. The Arc values and promotes effective partnerships between volunteer and staff leadership at all levels of the organization.

Transparency, Integrity and Excellence. The Arc conducts its business with integrity, accountability, and open, honest and timely communication. The Arc is committed to quality and excellence in all its does.



Our Promise

The following statements were developed by this Arc chapter to articulate how we choose to work within our organization as well as in the community.

As advocates for people with intellectual and developmental disabilities,

- We base our interactions, whether internal or external, on The Arc's Core Values and Guiding Principles.
- We are responsive and honor our commitments to the people we serve, to one another, and to ourselves.
- We respect individuals and families wherever they are on their journey and meet them there.
- We begin all relationships from a position of trust, and make every effort to see all sides of any situation.
- We listen with both open hearts and minds.
- We communicate honestly, tactfully and with respect, always.
- We use our resources effectively and efficiently to best serve our community.
- We provide people with factual, unbiased information to enable them to make informed choices.
- We provide and gratefully accept constructive feedback given in the spirit of moving the mission forward.
- We strive to achieve mutually beneficial outcomes, as we value maintaining long-term, systemic relationships with our community and the people we serve.
- We commit to being informed on issues concerning and resources for people with intellectual and developmental disabilities and their families.



“The Arc has shown me that by fighting for the rights of a person with Down syndrome or autism, we are fighting for the rights of **all** persons with different abilities. It is only through all of us **working together** that we will change our systems, our community, and our culture.” ~JEANNETTE

What We Do

The Arc works to ensure that the estimated 13,000 people with I/DD in Jefferson, Clear Creek and Gilpin Counties have the supports they need to become valued, contributing members of their communities and achieve their dreams.

In 2012, The Arc expanded programming to better meet the needs of our community. Through a new emphasis on young adult advocacy, The Arc is better equipped to serve young adults who are starting adult lives outside of school and moving toward full engagement in life. In response to changing demographics, our award-winning Mobilizing Families training materials are now available in Spanish – a change that has enhanced participation and learning for many families. 2012 also brought a new focus on planning, with a variety of program enhancements planned for implementation in 2013.

Individual Advocacy

The Arc's advocacy team works one-on-one with individuals with intellectual and developmental disabilities (I/DD) and their caregivers to address concerns in many areas, such as: education, insurance, government benefits, housing, employment and connecting with other community agencies. Individualized support can take minutes, hours, weeks, or months, depending on the complexity of the prevailing issue.

At The Arc, we believe that individual advocacy should truly be tailored to match each person's needs, abilities and interests. The challenges presented to an individual or family ebb and flow over time, and with the ever-changing landscape of supports for people with I/DD, many people need individualized advocacy multiple times throughout their lifetimes. To effectively address this lifelong need, we use each interaction to teach both individuals with disabilities and their families how to effectively advocate for themselves and their loved ones in all areas of life.

In 2012, our staff provided individualized advocacy to 1,150 people of all ages. 38% of these required ongoing support.

Sponsorship of Self-Advocacy Groups

The Arc understands that adults with I/DD need the opportunity to develop their ability to advocate for themselves and pursue their own interests, so we emphasize activities that will empower adults to build the self-advocacy skills that will benefit them in all aspects of life.

In order to promote opportunities for self-advocates to use and further develop their voice, The Arc supports groups that provide leadership and service opportunities, such as *People First of Jefferson County*, an organization led by self-advocates, and *Rocky Mountain Partners Aktion Club*, a Kiwanis Club where self-advocates and community leaders work together in service to the local community. The Arc also promotes relationship-building by hosting Coffee House, a monthly social gathering for self-advocates.

The Arc's advocacy team sponsored 80 self-advocacy activities attended by 1,539 people in 2012.

"The Arc has taught me how to be a better person and how to make a difference in our world."

~ JAN, Self-Advocate





Advocacy in Action

Community Outreach & Events

Through educational presentations and community events, The Arc works to open hearts and minds to create a community that embraces people with disabilities.

For those who don't have a close relationship with someone with a disability – and even within the disability community itself – both misinformation and uncertainty can create many social barriers that limit opportunities for people with I/DD. Through presentations to civic groups, service clubs and community organizations, The Arc helps break down these barriers by sharing the many talents and abilities of people with I/DD.

Each year, The Arc hosts both a picnic and a holiday party for the individuals and families we serve, as well as the friends, allies, and professionals that make up the fabric of our community. These social events give people from all branches of The Arc's community the opportunity to join together in fellowship while strengthening the networks that sustain people with I/DD and their families.

The Arc's annual Summit of Hope luncheon is a special event designed to inform the public about The Arc, expand The Arc's influence, and – most importantly – celebrate the achievements of people with I/DD.

Last year The Arc conducted 68 outreach activities and events for 5,700 people.

*A*n unplanned move across the country sent the Johnson* family and their eight-year-old daughter Aubrey reeling. Not long before the move, the Johnsons learned Aubrey had autism. Armed with this diagnosis, her newly-energized parents mobilized their resources to learn how they could best help their daughter, and themselves.

Things were going great, until they moved to Colorado. Aubrey's behaviors at school deteriorated almost immediately. She was hiding under her desk, running out of the classroom, and screaming uncontrollably. Things weren't any better at home either. Eventually Aubrey stopped talking altogether. Uprooted to a new state and removed from their familiar support network, the family was isolated and in crisis. Luckily, they reached out to The Arc for help.

After reviewing their situation, Aubrey's advocate at The Arc quickly discovered some steps that would help resolve the family crisis. Their advocate helped the Johnsons use the special education process to have Aubrey moved into a classroom more like the one at her previous school. Ultimately, their advocate supported the family as Aubrey was moved into yet another classroom better equipped to meet her needs.

With Aubrey's school situation on the right track, their advocate then began working with her parents to help them build a support network locally, starting with a support group for parents.

Now that the Johnsons are finally settling into their new home, they are using their assistance from The Arc to continue developing a support network, both medically and socially. Armed with information and resources, Aubrey's family now has critical skills and tools to help their daughter and themselves.

* Names changed for privacy

What We Do

Advocacy Trainings

The Arc's advocacy team conducts numerous trainings for a variety of audiences throughout the year that empower people with disabilities and their families to achieve their dreams.

Started in 1991, *Mobilizing Families* is an award-winning nine-week training series that teaches families of young children with disabilities how to be strong and knowledgeable advocates for their children.

The *Life After High School* training series helps families and high school students prepare for the student's transition from high school into community life. This training is presented in collaboration with Jefferson County Public Schools and the Developmental Disabilities Resource Center (DDRC).

Guardianship and Options, also presented in partnership with DDRC, helps families and caregivers understand the many aspects of and alternatives to guardianship and their effects on the lives of adults with I/DD.

Finally, The Arc's advocates also present on the topic of *People First Language* and related tools to ensure people with I/DD are treated with dignity and respect in all interactions.

Last year, The Arc conducted 39 trainings that were attended by 937 people.

Legislative & Systemic Advocacy

As part of our goal to help people with I/DD achieve greater levels of independence and inclusion, we provide a critical voice in policy deliberations, from community and civic organizations to federal, state and local government. The Arc maintains a variety of partnerships to ensure that the human and civil rights of people with disabilities are protected in all policy and programming decisions that affect them and their families. For more information please see our 2013 Public Policy Agenda on the next page. **We maintained more than 50 community partnerships in 2012.**

Communications

When it comes to advocacy for people with disabilities, knowledge really is power. The Arc has developed a number of communication vehicles to ensure our community has access to breaking news, information and resources as soon as they become available. These informative and practical resources are helping us to build awareness and acceptance around people with I/DD in our community. To learn how you can connect with The Arc, see page 14.

In 2012, The Arc sent 88 informative emails to a growing list of 1,200 recipients, and more than 1.7 million users have seen The Arc's page on Facebook.



"When our son was diagnosed with autism, The Arc was one of the first agencies to reach out to us with resources and ideas about what to do next. Their Mobilizing Families program put so much invaluable information together and covered everything we had questions about. The Arc opened our eyes to options for our son that we never would have thought of on our own." ~ BARBARA

The Arc's 2013 Policy Agenda

For more than 50 years, Colorado chapters of The Arc have advocated for the rights of people with intellectual and developmental disabilities to live independently, exercise choice and control over their lives and contribute to their communities by being fully included in educational, economic, social, spiritual, and cultural endeavors. Below is the 2013 public policy agenda for the Arc chapters of Colorado:

Colorado must provide adequate funding to preserve and strengthen the CO Medicaid system and other state programs that provide "lifeline" services and supports for people with disabilities. This includes support for:

- Rapid placement in services for persons who experience changes in personal or family circumstances leading to an urgent need for services. There must be no waiting list for emergency placement;
- Services for all persons on DD waiting lists including interim support such as respite and annual planning;
- Maintenance and improvement of HCBS Medicaid waiver services and full access to all Medicaid state plan healthcare benefits including home health services;
- Increased family support services including funding for respite and other supports necessary to maintain family stability.
- Access to appropriate behavioral services for children with neurodevelopmental disabilities in the state Medicaid Early and Periodic Screening, Diagnosis, and Treatment program.

Colorado students with disabilities have a Constitutional right to free, appropriate public education in the least restrictive environment. CO must provide for:

- Quick enrollment of all eligible children from birth through age three in Early Intervention services;
- Special education services provided in general education classrooms with collaboration from qualified special education teachers. Special education also includes related services such as occupational therapy, speech therapy, physical therapy, transportation and paraprofessional support and appropriate educational settings along the placement continuum;
- Appropriate transition services for students with disabilities including preparation for continuing education, training and employment opportunities and preparation for independent living.

Coloradans with disabilities prefer to live, learn, and work in their community of choice. State systems must be simplified and strengthened to ensure ready access to community living including:

- Person centered planning and service delivery for all Coloradans eligible for long term services and supports;
- Medicaid waiver modernization to create flexible HCBS Medicaid waivers for children and adults with developmental disabilities with access to services and supports when and where needed throughout their lifetimes;
- Simplified home health regulations/ requirements for CMS approved HCBS Medicaid waiver services;
- Implementation of the Community First Choice option to provide personal care and habilitative supports for eligible Coloradans with disabilities;
- Continued expansion of Medicaid buy-in programs to allow working adults with disabilities and families of children with disabilities to obtain health care coverage;
- Access to current technology such as smart phones and tablets to enhance communication and education;
- Implementation of a consumer directed option in all HCBS Medicaid waivers for people with disabilities and their families;
- Seamless transition and oversight for all LTSS Medicaid waivers to a single state agency with assurances that the needs of each population are addressed.

Protection of civil rights for people with disabilities including:

- School discipline policies that acknowledge behavior related to disability and eliminate restraint and seclusion of students with disabilities;
- Fair treatment of juveniles with disabilities in the criminal justice system to avoid incarceration with implementation of restorative justice programs for everyone;
- Guardianship policies and practices consistent with statute that respect the right of people with disabilities to manage their own affairs with informal assistance and guidance from family, friends, and others. When necessary, people should be aware of and have access to preferred alternatives. If guardianship is essential, it should be used only to the extent necessary, with a presumption in favor of limited rather than full guardianship.

Who We Are

Founded in 1961, The Arc – Jefferson, Clear Creek & Gilpin Counties is one of more than 700 chapters of The Arc across the United States. More than 140,000 members strong, we are a part of the largest national organization of and for people with I/DD and their families. We foster respect and access, giving people with I/DD the power to achieve full and satisfying lives. In 2012, The Arc’s Board of Directors adopted new mission and vision statements that better encompass The Arc’s values.

OUR MISSION

The Arc promotes and protects the human rights of people with intellectual and developmental disabilities and actively supports their full inclusion and participation in the community throughout their lifetimes.

OUR VISION

People with intellectual and developmental disabilities will live the lives they choose as valued and respected members of the community.

Aging with Disabilities: Mary’s Story

Aging is a big concern in the disability community. Thanks to decades of work by advocates, people with intellectual and developmental disabilities (I/DD) are living longer than ever before. For the first time in history, people with I/DD are beginning to outlive their parents.

Mary is just one example of someone in this situation. At 60-years-old, Mary has outlived both of her parents, who were also her guardians, and no other guardian was named to see to Mary’s interests. All of Mary’s daily life and activities were arranged by a team of providers assigned to her case. Thankfully, Mary was happily settled in a host home, so there was stability in her life following her parents’ death. But then everything changed.

After breaking her hip – a common injury among seniors – Mary initially moved to a rehab setting. Once her rehab was completed, however, she couldn’t go home, as her host home of many years was not wheelchair accessible. Instead, Mary was moved to a new host home. Shortly after settling in, however, Mary’s health began to deteriorate. Without any family to look out for her needs, one of Mary’s providers contacted The Arc for assistance with her medical issues.

In the midst of all of these changes, the host home provider’s agency went through a number of personnel changes, which left Mary’s case management team in shambles.



With no one left to advocate for her when she needed it most, The Arc stepped in to be her voice.

When it became clear that Mary’s health would not improve, The Arc’s advocate enrolled Mary in a hospice agency that would support both Mary and her host home provider through this difficult time. Although it wasn’t her longtime home, thanks to The Arc’s advocacy, Mary had the opportunity to live her final days in peace and comfort, where she was treated with dignity and was surrounded by people who cared about and loved her.

What Lies Ahead

The Arc focused tremendous energy on future planning during 2012. Committed to an inclusive process, the organization held focus groups of self-advocates (individuals with I/DD), families, and partners, in addition to surveying various segments of our community. After analyzing and learning from this feedback, The Arc's Board and Staff used this information to develop a new Mission Statement, Vision Statement and a Strategic Plan that are truly reflective of the needs and desires of our community.



The Arc's Strategic Goals 2013-2015

The Arc's Strategic Plan is designed to guide the organization over the next three years. Each year will bring new initiatives to support the strategic goals within the plan. Below are The Arc's goals, as well as some of the key initiatives that will be undertaken in 2013. For a more detailed look at the Strategic Plan, visit www.arcjc.org.

1) The Arc builds the capacity within individuals to act as life-long advocates for people with intellectual and developmental disabilities (I/DD). As the first goal in our plan, this goal encapsulates the continuing focus of The Arc's advocacy for people with I/DD. All aspects of our programming fit here, as the ultimate goal of all of our efforts is to empower people to advocate for themselves. In 2013, we'll be expanding our Life After High School web series to include six training videos, and we are in the process of developing a training series for aging adults with disabilities and their families/caregivers.

2) Through its advocacy, The Arc analyzes and understands current community needs, projects future ones, and builds supports and programming to meet those needs. In order to keep our programming relevant to the community, The Arc is always learning from the people we serve, whether through surveys, evaluation forms or conversations. We listened and learned that in 2013 we need to create and enhance our web content for young adults and their families. Look for additional resources and program enhancements as the year progresses.

3) The Arc creates meaningful opportunities for self-advocates to be involved in the work of the organization and the self-advocacy movement. Self-advocate engagement is a priority for The Arc in 2013, and the Board is undertaking initiatives to increase the involvement of people with I/DD in our governance and committee structure. The Arc will also explore creating a chapter self-advocacy position in the next few years.

4) Through community engagement, The Arc works to ensure that individuals with I/DD have the services and supports they need to become valued, contributing members of our community and achieve their dreams.

Community partnerships are key to any organizations' success and The Arc has cultivated more than fifty collaborations. In 2013, we'll be exploring the development of a new relationship with a volunteer placement agency to broaden people's experience in the community.

5) The Arc is an effective, responsive, well-managed, and sustainable organization.

We know The Arc is making a difference for people with I/DD in our community. For this to continue, it's critical that our supporters have confidence in our leadership and management. This goal articulates The Arc's commitment to our community that we will continue to strengthen our resource development and management practices. 2013 will bring an exciting development as we implement a new constituent database that will allow us to better illustrate the community-wide impact of our advocacy activities. This new tool will help us be even more proactive, as it highlights actionable trends and opportunities.

6) The Arc ensures effective governance of the organization to allow fulfillment of its mission and pursuit of its vision. Again, it's important that our community knows The Arc is taking steps to ensure our longevity well into the future. In addition to our commitment to strong internal management, we are equally committed to strong and effective governance by our Board of Directors. The Arc looks to the Colorado Nonprofit Association's *Principles and Practices for Nonprofit Excellence* as well as the *Standards of Excellence* program to provide guidance on best practices in governance. In 2013, the Board of Directors will be developing policies that further strengthen The Arc's stewardship of its resources and the pursuit of its mission and vision.

Our Donors

Thank you to everyone who contributed to The Arc - Jefferson, Clear Creek & Gilpin Counties in 2012.
We appreciate your generous support of our community.

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 The Arc of Colorado • CGI
 Developmental Disabilities Resource Center
 Ecographics Printing • FirstBank of Colorado
 The Frickey Law Firm • Green Mountain Pediatrics
 Jefferson County Education Association
 University of Colorado's JFK Partners
 Knights of Columbus Councils 6905 & 14479
 Market Perceptions/Health Care Research
 McDonnell Family Foundation
 People First of Jefferson County
 Personal Assistance Services of Colorado
 Pioneer Natural Resources
 Stolper Geologic • Vineyard Foundation Trust*

Our Donors *(continued)*

A special thank you to the following sponsors who supported The Arc's 2012 Summit of Hope Luncheon.



PIONEER
NATURAL RESOURCES



*Developmental Disabilities
Resource Center*

*Personal Assistance Services
of Colorado*

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Promise

Our History

The Arc – Jefferson, Clear Creek & Gilpin Counties began in 1960 with a meeting of local parents of children with intellectual and developmental disabilities (I/DD) and a handful of school district officials who were committed to creating educational opportunities for students with I/DD long before mandatory special education existed.

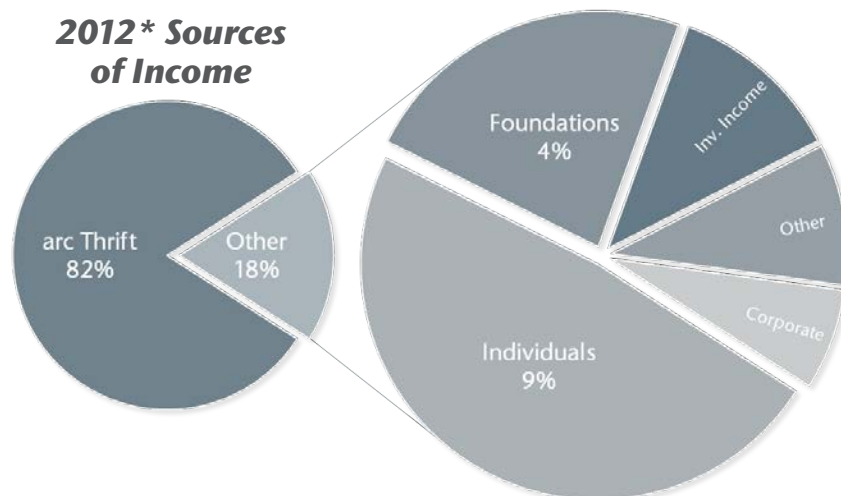
At the time, families of people with disabilities had no options to support their children at home, and in most cases their children were not allowed to attend public schools. Desperate for change, our founders came together to address the overall lack of resources for children with I/DD, working to create options to support their children in the schools and in their own homes. As resources increased and more families chose to raise their children at home, The Arc was there to ensure people with I/DD were welcomed into our community.

For more than 50 years, the core values of our founding members have continued to inform all of our organization's activities. We have promoted reform in schools, the workplace, residential life, and in the broader community, all with the intent to promote independence and inclusion for people with developmental disabilities.

Our Financial Position

The Arc – Jefferson, Clear Creek & Gilpin Counties has been fortunate to have earned revenue through our partnership with arcThrift Stores, a separate nonprofit organization formed in 1968 to provide financial support for Colorado chapters of The Arc. In 2012, the thrift store contribution comprised 82% of our income. As the demand for services has increased, we have sought additional funding from individual donors and grantmakers to meet the growing advocacy needs of our community. Audited financial information for 2012 will be available on our web site, www.arcjc.org, during the summer of 2013.

| Fiscal Year | 2012* | 2011 | 2010 |
|---------------------------------|---------------------|---------------------|---------------------|
| Total Revenues | \$832,141.00 | \$755,431.00 | \$685,887.00 |
| Total Expenses | \$828,897.00 | \$773,682.00 | \$670,051.00 |
| Revenues by source | | | |
| Foundations and Corporations | \$37,000.00 | \$47,500.00 | \$30,000.00 |
| Individuals | \$80,904.00 | \$154,567.00 | \$109,865.00 |
| Earned Revenue (arcThrift) | \$680,963.00 | \$597,142.00 | \$536,456.00 |
| Interest and Dividend Income | \$18,007.00 | (\$59,339.00) | \$6,385.00 |
| Membership Dues | \$605.00 | \$2,457.00 | \$1,903.00 |
| Other | \$14,662.00 | \$13,104.00 | \$1,278.00 |
| Expenses by Type | | | |
| Programs | \$738,547.23 | \$683,752.00 | \$600,049.00 |
| Administration | \$53,049.41 | \$73,571.00 | \$49,594.00 |
| Fundraising | \$37,300.37 | \$16,359.00 | \$20,408.00 |
| Program Expense/Total Expenses | 89% | 88% | 90% |
| Assets & Liabilities | | | |
| Change in Net Assets | \$55,095.00 | (\$18,251.00) | \$15,836.00 |
| Total Net Assets | \$949,499.00 | \$894,404.00 | \$912,655.00 |



89% of The Arc's funding supports programs for people with intellectual and developmental disabilities and their families

*2012 audited financial statements will be available in 2013. These numbers are estimates based on year-end financials.



Jefferson, Clear Creek
& Gilpin Counties

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www.arcjc.org



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