Dear Friends,

After this past year, it’s obvious that we have a long way to go to improve the quality of life for Floridians with intellectual and developmental disabilities (I/DD).

We are grateful to the Legislature for providing funding for around 1,200 individuals on the Medicaid Waiver waiting list, but must keep reminding them that more than 18,000 of their constituents are still waiting for services. We also appreciate the $35 million awarded to the Florida Division of Vocational Rehabilitation and look forward to seeing Floridians with I/DD prepared for the competitive job market.

The Arc of Florida’s Dental Program received a $2 million special appropriation from the Legislature, which will allow us to continue to relieve pain by funding critical dental procedures. We have already assisted 827 individuals since the program began in 2012.

We are excited that the Florida Housing Finance Corporation received $10 million during the legislative session to offer grants that can be used to build new and renovate existing group homes. Chapters of The Arc of Florida were awarded $4.1 million from last year’s grants. These will improve the quality of life for the individuals we serve and allow them to live in the community.

The Arc is pleased that the Legislature approved a two percent Adult Day Training program provider rate increase, but it fell short of the increase needed to ensure that Floridians with I/DD continue to receive care from qualified and quality professionals. That is something that must be corrected moving forward.

The Arc of Florida will continue to fight to ensure that behavior interventions are done in a positive and humane manner so self-advocates are safe at school. We must also make sure individuals with I/DD wishing to live in the community are given funding for the same services that people housed in state institutions and nursing homes currently receive.

Please take a few minutes to read about some of our self-advocates and how The Arc of Florida’s advocacy programs impact their lives. We look forward to moving ahead with all of you as we improve the lives of individuals with I/DD.

Pat Young, President
Deborah Linton, Chief Executive Officer
Working with local, state and national partners, The Arc of Florida advocates for local chapters, public policies and high quality supports for people with developmental and other disabilities to be fully included in all aspects of their community.

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PAT YOUNG

Vice President, Advancement
MICHELE POOLE

Treasurer
GREG ROE

Secretary
PAUL SWEENEY

Vice President, Administration
DICK BRADLEY

Vice President, Advocacy
LINDA BLOOM

FCE President
MICHAEL MESSER
The Arc of Florida’s Core Values

People First
The Arc of Florida 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 of Florida 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 of Florida 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 of Florida 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 of Florida 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).
The Arc of Florida’s Guiding Principles

Participatory Democracy

The Arc of Florida 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 of Florida strives for diversity in its leadership and in all facets of the work of the organization.

Visionary Leadership

The Arc of Florida leads by articulating a positive vision for the future of people with intellectual and developmental disabilities and catalyzes public and private support in realization of that vision through carefully planned and well-executed goals, strategies and actions.

Public Interest

The Arc of Florida represents the public interest, supporting and acting with and on behalf of all people with intellectual and developmental disabilities and their families regardless of the type of disability or membership in the organization.

Collaboration

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

Transparency, Integrity and Excellence

The Arc of Florida conducts its business with integrity, accountability and open, honest and timely communication. The Arc of Florida is committed to quality and excellence in all it does.
Ending Pain Through Dental Services

Joslyn Ball has never been able to speak, but her caregivers know when she’s in pain. “She points to her teeth and moans when she needs to go to the dentist,” said Kathy O’Quinn, the group home manager at the residence where Joslyn lives in Pinellas County.

The 44-year-old woman has had dental problems for a long time. One night, she got out of bed to use the restroom, fell on the floor and broke several teeth. The Arc of Florida Dental Program was able to quickly team her with a dentist to do emergency treatment that included root canals, caps and the removal of part of her gum.

Kathy says Joslyn is now pain-free. As a caregiver, she sees what a difference the services make to self-advocates. “These people suffer so bad, it’s unreal.”

Evelyn Rodriguez from Polk County is thankful to have assistance from The Arc of Florida Dental Program. Her sons Dennis and Carlos both receive Medicaid Waiver funding, but it only covers the most basic dental cleaning. Both needed deep cleanings, extractions and root canals. The family can’t afford those treatments and they are needed to prevent long-term pain.

“It’s so important to my sons,” said Evelyn. “I don’t want to see my sons lose their teeth.”

“I don’t want to see my sons lose their teeth.”
Evelyn Rodriguez, Parent

Carlos Rodriguez
Dennis Rodriguez
The Arc of Florida has provided critical dental services to individuals with intellectual and developmental disabilities since it received a special appropriation during the 2012 Legislative Session. The appropriation was carried over by the 2013 Legislature. During the 2014 Legislative Session, lawmakers approved a $2 million appropriation for the 2014 - 2015 fiscal year. The Arc has recruited dentists at 178 offices across the state. They have performed procedures for 827 self-advocates since the program started. Services include x-rays, extractions, root canals, crowns and dentures. The Arc of Florida receives dental funding through a contract with the Agency for Persons with Disabilities.

“These people suffer so bad, it’s unreal.”

Kathy O’Quinn, Group Home Manager
Janet Cherry has lived in her Pensacola group home for about five years. Although she enjoys living there, it became challenging when she developed problems with her legs and had to begin using a walker. It’s an older home with limited space. “It is difficult to get around,” said Janet.

Her group home only has one handicapped accessible bathroom, so right now, Janet has to walk all the way across the house and through another resident’s bedroom to use the shower. But that will soon change because of a grant The Arc Gateway received from the Florida Housing Finance Corporation to build a new house. “I will get a new room and a new shower,” Janet said. The new home will have much wider doorways and hallways. Each resident will have a private room and all bathrooms will be handicapped accessible.

The Arc of Florida hired a consultant to work with chapters across the state to apply for the grants. Thirteen chapters of The Arc received $4.1 million in funding that will be used to build new homes, renovate existing homes or build apartments for individuals with intellectual and developmental disabilities (I/DD).

During the 2014 Legislative Session, the Florida Housing Finance Corporation was awarded an additional $10 million to fund similar grants. The Arc of Florida is committed to ensuring individuals with I/DD are living in the community in quality homes, and not relegated to a state institution. It will continue to work with chapters to leverage these grant opportunities.
Florida Housing Finance Corporation Grants
Awarded To The Arc of Florida Chapters
During the 2013 – 2014 Fiscal Year

NEW CONSTRUCTION:

- The Arc Nature Coast $325,000
- The Arc Gateway $312,076
- The Arc of Bradford County $324,940
- The Arc of Alachua County $324,990
- The Arc Sunrise of Central Florida $224,469
- The Arc of the St. Johns $325,000
- The Arc Jacksonville $1,500,000

RENOVATIONS:

- The Arc of St. Lucie County $72,000
- The Arc of Alachua County $71,886
- Horizons The Arc of the Emerald Coast $48,000
- The Arc of Putnam County $150,000
- The Arc of Washington-Holmes Counties $60,000
- The Arc North Florida $133,193
- UPARC $112,502
- The Arc of Bradford County $150,000
The Arc of Florida’s 2014 Priority Legislation Passed

The 2014 Legislative Session was a strong one for individuals with intellectual and developmental disabilities (I/DD). Funds for a study to examine minimum wage impacts on services, new and renovated group home construction and adult day training programs were all important gains made during the session.

Self-advocates from across the state descended on The Capitol in March for Developmental Disabilities Awareness Day. Bert Page urged lawmakers during a news conference to continue to support legislation that will allow individuals with I/DD to be active members of their communities. She lived in the Sunland Marianna institution for 25 years before moving into the community several decades ago.

“I got supports all over the place and I got friends,” said Bert. “I have had my house 15 years and I wish everybody could get out of the institutions because I know what they are about.”

Lawmakers approved a two percent increase for rates for providers offering Adult Day Training programs. Right now, professionals working with Floridians with I/DD make less money than employees at fast food restaurants, although they are responsible for lives and required to have a much higher level of training. An increase in rates will help ensure a quality provider system and better trained staff.

The Legislature allocated $400,000 for a study that will examine the impact of the Federal minimum wage enforcement on providers of services to individuals with I/DD. The Arc of Florida first raised this question after the Federal government announced that it would drop a number of exemptions to the minimum wage law that will impact providers beginning in January of 2015. Legislators also gave the Agency for Persons with Disabilities budget authority to spend funds to bring provider rates into compliance with the change in law.

The Florida Housing Finance Corporation also received $10 million in funding that can be used to build new and renovate existing group homes. Funding allows chapters to provide community-based housing to individuals who might otherwise live in institutions.

“I wish everybody could get out of the institutions because I know what they are about.”

Bert Page, Self-Advocate
Looking Forward to 2015: More Work to Be Done

While the 2014 Legislative Session brought a number of positive things for Floridians with intellectual and developmental disabilities (I/DD), there is still plenty of work to be done. Here are some of the issues that The Arc of Florida is working on for the next session:

**Alternative Family Homes to Remove Children from Nursing Homes**

A piece of legislation that passed during the 2014 Legislative Session, Senate Bill 1666, acknowledged that medically complex children belong in nurturing family-type settings. However, it is unclear how Florida will enable the remaining 149 children in nursing homes to return to their communities. The Arc of Florida believes that families wishing to keep their children with extensive medical needs at home and those who would like to adopt children with extensive medical needs should be able to do so.

**Increased Rates for Services**

While The Arc of Florida is pleased about the two percent Adult Day Training program provider rate increase, it falls short of the increase necessary for all provider services. Payments for Floridians with I/DD in residential settings currently range from as low as $3.01 per hour for basic care to $11.04 per hour to care for the most involved individuals. The increase is important to ensure that Floridians with I/DD continue to receive care from qualified and quality professionals.

**Community-Based Services to Remove Individuals from Institutions**

The Arc of Florida requested, but was unsuccessful in getting the Agency for Persons with Disabilities to create and implement a comprehensive five-year plan to reduce the number of people with I/DD living in Florida institutions. The plan would have included a review of the cost of serving individuals in state institutions compared to community-based settings.

Florida must invest in community-based services so people are not institutionalized. This will benefit both individuals with I/DD and taxpayers. Florida taxpayers could save at least $61 million per year by funding community-based services as opposed to institutional placements. There are approximately 677 individuals with I/DD living in Florida public institutions. The average cost of living in an institution is about $120,000 per year per person, while community-based services cost an average of about $30,000 per person annually.

Protecting Services for Individuals: Ensuring iBudget Fairness

The Arc of Florida has actively worked to protect individuals with intellectual and developmental disabilities (I/DD) during the rollout of the iBudget and development of the handbook providers must follow when offering services.

When the iBudget was passed in 2010, The Arc’s self-advocates and member agencies participated in workgroups and workshops in 2011 and 2012. When The Arc of Florida discovered that the Agency for Health Care Administration (AHCA) was trying to promulgate the wrong version of the iBudget handbook in 2014, it filed a formal rule challenge. There were major concerns in the areas of nursing, respite care and behavioral goals.

**Nursing**
Under the proposed iBudget handbook, the state would not have paid for a nurse to accompany the most physically involved individuals with I/DD in the community. They would have only received nursing services at home. If these individuals lived in a state-run institution, they would have access to a nurse to escort them on trips into the community.

**Respite Care**
Family members who take care of individuals with developmental disabilities around the clock are in desperate need of a break. Under the proposed iBudget handbook, respite care would have only been paid for in emergency situations. Families should have plenty of opportunities for respite.

**Behavioral Goals**
Individuals with behavioral issues are all different. Each person has a unique set of abilities and circumstances. The proposed iBudget handbook set unrealistic behavioral goals and applied the same goals to everyone. This policy is not in keeping with best practices in the field and placed an individual’s funding in jeopardy if he or she couldn’t meet a goal that may be extremely unrealistic for them.

Shortly after The Arc of Florida filed a rule challenge, AHCA withdrew the handbook and proposed a new version. The Arc will continue to work with stakeholders and ensure that individuals with I/DD have a voice in the process.
Protecting Mental Health Services

The Arc of Florida continuously monitors state agencies and how their actions impact individuals with intellectual and developmental disabilities (I/DD). A proposal in November of 2013 by the Agency for Health Care Administration (AHCA) to eliminate mental health counseling for self-advocates enrolled in a developmental disability waiver could have had devastating effects.

The Arc quickly rallied a group of self-advocates from across the state to express how important the services are to their lives. Aaron Bennett from Palatka testified before a panel of AHCA decision makers that counseling services saved his life when he was having problems with his family.

“I had nobody to talk to and it allowed me to get my feelings out with a group,” said Aaron. “I stopped thinking about suicide.”

Immediately following his comments, the audience erupted in emotional and spontaneous applause. Aaron felt a sense of empowerment and plans to get involved with future advocacy efforts.

When Florida closed most of its state institutions over the last 20 years, individuals with I/DD were promised that they would receive services they needed, including mental health counseling. The elimination of these services would have violated that promise and harmed an already vulnerable population of Floridians. It would have also violated the Medicaid Act and Americans with Disabilities Act.

In the end, AHCA decided not to move forward with that proposed change and mental health services were successfully protected.
While the bulk of The Arc of Florida’s advocacy work is done in Tallahassee, it also works to protect individuals with intellectual and developmental disabilities (I/DD) through national legislation. The Arc traveled to Washington, D.C. in April of 2014 for the annual Disability Policy Seminar. During the visit, Pat Young, president, and Susan Prater DeBeaugrine, assistant director of The Arc of Florida, met with lawmakers and promoted key pieces of legislation.

For Pat, the Keeping All Students Safe Act is personal. Her grandson Carson is a person with autism and had a terrible experience in 2011 when he was a student at a school in Virginia. Carson says he was injured when his principal pushed him into a seclusion room. During the incident, he was frightened and fought back. His hand was slammed in the door, slicing his skin open and breaking bones. A major bone in his foot was also broken. While his physical wounds have healed, his family says his emotional scars have not.

“He was a 10-year-old child,” said Pat. “No one should be thrown into an empty room the size of a closet and left all alone. He was terrified.”

The Keeping All Students Safe Act would prohibit elementary and secondary school personnel from using mechanical and chemical restraints, physical restraints that restrict breathing or aversive behavioral intervention that compromises student health and safety. It would restrict when personnel could use physical restraint or seclusion, require states and schools to train a minimum number of school personnel in crisis intervention, prohibit physical restraint or seclusion from being written into a student’s educational/behavioral plans and require schools to establish procedures to notify parents in a timely manner if physical restraint or seclusion is imposed on their child.

Rep. Ander Crenshaw (R-Jacksonville), Rep. Frederica Wilson (D-Miami Gardens) and Rep. Jeff Miller (R-Pensacola) have all signed on as co-sponsors of the Keeping All Students Safe Act.
OTHER ISSUES PROMOTED:

Achieving a Better Life Experience (ABLE) Act

The Arc of Florida promoted the Achieving a Better Life Experience Act with lawmakers. Many families are able to save for the educational needs of their children through “Section 529” college tuition plans. The 529 plans do not fit the needs of children with severe disabilities needing the long-term services and supports of the Medicaid program and the income assistance of the Supplemental Security Income (SSI) program. This Act would give individuals with disabilities and their families access to accounts that would allow individual choice and control while protecting eligibility for Medicaid, SSI and other important federal benefits for people with disabilities.

Rep. Ander Crenshaw (R-Jacksonville) is a co-sponsor of this bill.

Social Security and SSI

The Arc of Florida spent time with legislators asking them not to consider cuts to Social Security and Social Security Income (SSI). Social security is not just a retirement program. Millions of people with disabilities receive Social Security retirement, disability and survivor benefits. There are many proposals to make changes to Social Security, which would affect all people who use those benefits. People with disabilities could be hurt if changes are made to cut benefits or take money out of the Social Security Trust Funds.

Wage and Hour

The Arc of Florida is monitoring changes to federal wage and hour guidelines and how they will impact the lives of the individuals we serve. A recent directive by the U.S. Department of Labor regarding hourly wages for companion services closes a long held exemption allowing State Medicaid programs to avoid paying minimum wage and overtime to workers providing companion services. This new requirement enforces the provisions that all hours worked must be paid, and any hours over a 40-hour work week must be paid at an overtime rate. Enforcement of the overtime provisions begin on January 1, 2015.

This new provision will be very costly to states. It will raise the pay rates of those staff on the front lines who provide some of the most critical services to the individuals we serve. In Florida, fast food workers average $9.01 per hour and janitors average $10.73 per hour. The current companion rate in Florida for a one-on-one staff member is only $6.72 per hour, which includes transportation costs. This is lower than Florida’s $7.93 per hour minimum wage and the $7.25 minimum wage required by the federal government. The Arc asked congressional delegates to consider the financial impact the new guidelines will have on our state and provide a solution.
Ensuring Quality Care Through Training

The Arc of Florida is committed to building a system that offers individuals with intellectual and developmental disabilities (I/DD) quality care. This means ensuring that their caregivers have the latest training available. Working with TRAIN, a learning management system operated by the Public Health Foundation and Florida Department of Health, The Arc will provide high quality training opportunities to professionals on TRAIN. Families of individuals with I/DD will also receive training free of charge.

As part of this commitment to training, The Arc has teamed with Dr. Ronald Lucchino, Emeritus Professor of Biology and Former Director of the Institute of Gerontology at Utica College of Syracuse University. He is a nationally recognized expert on Alzheimer’s disease and aging in individuals with developmental disabilities.

Dr. Lucchino has developed a series of trainings on aging and individuals with I/DD. He will be teaching those classes through The Arc of Florida during the 2014 – 2015 fiscal year.
Summer Camp for Children in Foster Care

Children in foster care with intellectual and developmental disabilities (I/DD) almost never have the opportunity to enjoy a summer camp experience. The Arc of Florida provides a limited number of scholarships each year so these children can have the experience of a lifetime.

This year, the T.J. Maxx Corporation awarded a $5,000 grant to The Arc of Florida to help fund the scholarships. One example of the camping experiences made possible by grants is Art Van Go, an art camp in Palm Beach County. A number of children in foster care were able to express their creativity and self-expression at this hands-on experience. Other camps attended were in Marianna, Fort Pierce and Miami.
Believe It, Achieve It: The Arc of Florida

Look at any photo of Clifford Nehr at The Arc of Florida’s 60th Anniversary Convention and you will see a smile that spreads from ear to ear. It’s the smile of a young man who was attending his first conference away from home. It’s the smile of a young man enjoying life to the max with activities that included learning life skills, experiencing drum therapy, visiting a butterfly farm and rocking out at a gala dance.

Clifford is one of 240 self-advocates funded to attend the conference in Gainesville in October of 2013. At our events, self-advocates are VIPs and we build memories for a lifetime.

The celebration kicked off with a powerful presentation by Dr. Michael Fowlin, a psychologist who has been acting since the age of 11. “You Don’t Know Me Until You Know Me” is a one-person show that deals with the issues of race, discrimination, violence prevention, personal identity, suicide, gender equity, homophobia and the emotional pain felt by special education children. During the gripping, fast-paced performance, Dr. Fowlin slips in and out of characters, both male and female, who share their stories. Self-advocates loved his energy and message of inclusion.

Next up was Anderson Burke, a man who discovered he had a brother that his parents placed in a State of Florida institution 46 years earlier. Anderson learned about his brother Eddie by reading their late mother’s journals. The two were reunited through The Arc of the St. Johns and now see each other regularly. Anderson wrote Three Fields (Brothers), a powerful book that chronicles his family’s story and gives readers a glimpse into the history of Florida’s developmental disabilities community.

Self-advocates enjoyed a variety of breakout workshops, including public speaking, healthy living, working with service animals, protecting your identity, water safety, positive relationships and standing up for yourself. They also enjoyed The Arc of Florida’s first ever Film Festival, featuring short films about and starring people with intellectual and developmental disabilities. And of course, no event by The Arc of Florida is complete without an evening of dancing! The Team Arc Dance was the grand finale of three days self-advocates will never forget.
Celebrates Its 60th Birthday
## The Arc of Florida Financial Statement

### Statement of Financial Position
September 30, 2013

#### Assets

<table>
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<th>Description</th>
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<td>Equipment and Furnishings, Net</td>
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**Total Assets** $866,262

#### Liabilities and Net Assets

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<td>Compensated Absences</td>
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<td>Deferred Revenue and Support</td>
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**Total Liabilities** $208,608

**Unrestricted Net Assets** $657,654

**Total Liabilities and Net Assets** $866,262
## STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS
For the Year Ended September 2013

### UNRESTRICTED NET ASSETS ACTIVITY

#### REVENUE AND OTHER SUPPORT

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<td>Net Assets Released from Restrictions</td>
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<td><strong>Total Unrestricted Revenues and Other Support</strong></td>
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#### EXPENSES

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<td>Management and General</td>
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<td><strong>Total Expenses</strong></td>
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**Decrease in Unrestricted Net Assets**

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<tr>
<td><strong>Decrease in Unrestricted Net Assets</strong></td>
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### TEMPORARILY RESTRICTED NET ASSETS

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### DECREASE IN NET ASSETS

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<tr>
<td><strong>Decrease in Net Assets</strong></td>
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#### Net Assets at Beginning of Year

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#### Net Assets at End of Year

<table>
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<tr>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>$657,654</td>
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</table>

Achieve with us.
The Arc of Florida’s Board of Directors

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The Arc Gateway

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Vice President, Advancement
The Arc of Palm Beach County

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DR. BILL WILLIAMS  
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The Arc of Alachua County
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For people with intellectual and developmental disabilities

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850.921.0460

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