Our Mission Statement

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.

Executive Committee

Dick Bradley | President
Pat Young | Past-President
Greg Roe | Vice President, Administration
Bobbie Lake | Secretary
Dr. Julia McNabb | Treasurer
Rhonda Beckman | FCE President
Executive Message

What a privilege as well as a humbling experience it is to be the new President of The Arc of Florida. I join a long line of volunteers who have served in this role since the first, J. Clifford McDonald, in 1953. That was 63 years ago and, as you know, our organization has created an incredible amount of progress.

However, over the last 12 years it has been increasingly difficult to maintain the quality of supports and services we expect from ourselves. Provider rates were standardized in July, 2003 and a number of rate reductions, service category eliminations, and service limitations have played out in the intervening years. And yet we continue to survive and provide the very best we can to the people we serve. This is a testament to The Arc and its constituent chapters’ dedication and focus as well as demonstrating the fundamental business fact that those who adapt to change survive and continue to deliver value to their customers.

The past year seemed to present some of the more difficult challenges to our success. Immediate Past President Pat Young worked with our lobbyists Dixie Sansom, Jim DeBeaugrine, our Chief Executive Officer Deborah Linton, Susan DeBeaugrine, our new Arc team member Kathy Clinton and many others to bring some crucial workforce issues to the attention of the Florida Legislature and the Agency for Persons with Disabilities. Changes in the United States Department of Labor rules which could have proven catastrophic were funded as a result. Some rates saw small increases. What an incredible, dedicated, and effective team.

It should be noted that through the efforts of that same group, along with many of you who were politically active, the Legislature has put a lot of new money toward the APD Medicaid Waiver Wait List over the last three years and many new people have begun to be served. However, it is also notable that the Wait List shows little if any real reduction and remains quite high – in the neighborhood of 20,000 plus. This may be partially an indication of “hidden” demand resulting from so many, many years of inadequate funding when some, perhaps a lot of families, may not have even bothered to apply. The Wait List will continue to be a major challenge and a top priority for The Arc of Florida and its’ chapters – probably for years.

Lastly, if you believe the pace of change and the need for The Arc’s advocacy will diminish, in my opinion you are wrong. Since the United States’ national debt has doubled from about $10 trillion eight years ago to about $20 trillion today, and we are about to experience what is expected to be a more conservative Congress and President, I believe there is a real possibility of seeing Medicaid, the life blood of the service and support delivery system, become a “block grant” program to the States. If so, that has profound implications to the business model providers have been using for many years. It will require fundamental change, creative thinking, and intense determination. The good news is that The Arc and its’ constituent chapters, members, and volunteers are up to that task. We have been here for the citizens of Florida with Intellectual and Developmental Disabilities for almost 64 years and, regardless of the challenges, we will most certainly always be here.

I look forward to working with all of you in our single-minded determination to support the people of Florida who need us to advocate for and support them.

Dick Bradley, President

Achieve with us.
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 communications. The Arc of Florida is committed to quality and excellence in all it does.
Legislative Session Priorities for 2017

Four years ago, the U.S. Department of Labor published their intent to enforce minimum wage and overtime rules for certain workers in the health care industry. Employees working under the Agency for Persons with Disabilities, APD, Developmental Disabilities Medicaid Waiver program were impacted when enforcement of these provisions began last year.

The 2016 Legislature responded to what was a looming crisis for this Medicaid Waiver program by reviewing certain rates paid to providers under the waiver. The request from the provider community was a very much-needed 14% increase. The 2016 Legislature responded with adjustments to certain rates to meet the minimum wage requirements out of non-recurring funds as well as an across-the-board increase for other services.

The Arc of Florida is grateful for the rate increases in the 2016 session. While some of the crisis was avoided, **APD is experiencing a mass exodus of providers, leaving families trying to find services.** The 2016 rate increase was approximately 3%. While the remaining 11% from the 2016 request is still needed and funds must be recurring, providers are facing an additional crisis in workers compensation increases in 2017 of up to 14.9%.

The Arc of Florida is seeking the remaining rate increase of 11% for specific services in the 2017 session. Our request is to increase the following provider rates under the APD Developmental Disabilities Waiver by 11%:

- Adult Day Training for ratios that are 1 to 10, 1 to 5 and 1 to 1.
- Residential Habilitation Training for all levels at 11%.
- Personal Supports for all categories at 11%.

We must also have continued funding for the 3% funding increase from last year.

**Support for Waitlist Funding**

We continue to support additional funding to take individuals off of the Developmental Disabilities Waiver Wait List. The Governor has placed $7.5 million in the APD budget to move more than 680 individuals onto the Developmental Disabilities I-Budget Waiver.

While this is good and laudable, for every dollar directed to the Wait List, Florida’s Developmental Disabilities Service Providers must find funding in their local communities to fulfill the promise the State is making to those families to provide those services. We must adequately fund the provider rates in order for services to be available when the waiver slot is offered to a family.

Rates paid to Florida’s Developmental Disabilities Service Providers today are woefully inadequate. In fact, they are significantly less than the rates paid for the same services a decade and a half ago. Meanwhile, the cost to provide these services (staff/health insurance/benefits, fuel, utilities, vehicles, general liability insurance, workers comp insurance, etc.) has increased exponentially.

When the State of Florida moves people off of the Wait List, please do not presume that it will relieve the cost-pressure on your local
Developmental Disabilities I-Budget Medicaid Waiver Service Provider. The reality is, each person moved into needed services, directly increases the demand for local dollars. Until there is a fair and equitable rate structure that is responsive to the cost to provide the services, this will be the unspoken reality.

Increases for waitlist funding must go hand-in-hand with provider rate increases.

(Right and Left) Individuals, self-advocating and letting their voices be heard during the Developmental Disabilities Awareness Day at the Florida Capitol in February 2016.

(Above) Representatives from The Arc of Florida and other organizations in the Intellectual and Developmental Disabilities field, pose for a photo with the Florida Cabinet after receiving a resolution.
Every other year, The Arc of Florida hosts the Self-Advocacy Conference at Cape San Blas, Florida. Billy Jo Rish Park in Cape San Blas, Florida is a beautiful place on the Gulf of Mexico to host this three day event.

This past year, approximately 100 self-advocates from around Florida gathered to talk about self-determination, supported decision making and to learn more about expressing their vision for their lives through the use of Dream Boards.

The conference kicked off with a quote from William Ernest Henry, but, often used by Nelson Mandela, “I am the master of my fate: I am the captain of my soul.” Reflecting on this quote set the tone for three days of hard work and self-reflection by those who were in attendance.

Jonathan Martinez, from The Burton Blatt Institute at Syracuse University, and Jessalyn Gustin, from Upper Valley Services in Vermont, challenged the attendees to find their dream, work towards it and when necessary, to fight for it. It was an inspiring time for everyone. Self-advocates, local chapter staff, The Arc of Florida staff and friends from the Agency for Persons with Disabilities and Florida Division of Vocational Rehabilitation all shared their dreams for their lives.

The Arc of Florida began hosting the Self-Advocacy Conferences when the Federal government first passed the Home and Community Based Services Rule. The first conference took input from individuals from around the state who were served by the Home and Community Based Waiver. The outcome of the first conference held in 2014, was the finding that the individuals served did not believe there was person-centered planning being done for them and they also reported that they did not get to exercise choice in where they lived.
The conference this past October 2016 sought to introduce self-advocates to a process to assist them in finding and expressing what they wanted for their lives. Corporate America has been using dream and vision boards for some time now. The response to using the dream boards to express themselves was overwhelmingly positive.

The outcome of this conference has now inspired The Arc of Florida to work to assist other individuals with intellectual and developmental disabilities to dream and express those dreams so that they can be assisted in achieving them.

It has been an overwhelming experience as individuals open up for the first time to share what they really want out of life and try to identify who can help them achieve it.

The Arc of Florida will continue Dream Board trainings around the state this year and next year as we seek to fulfill our goal of assisting everyone in reaching their greatest potential.

Approximately 100 self-advocates from around Florida gathered to talk about self-determination, supported decision making and to learn more about expressing their vision for their lives through the use of dreamboards.
Sidney’s Crisis at the ER

Recently, the dental program answered the call of a concerned Supported Living Coach, Ms. Bailey White, who called as she was leaving a hospital emergency room with a client, Sidney, who was afflicted with a painful abscessed tooth.

According to Bailey, “Alisha and The Arc of Florida were such a huge help to Sidney in his time of distress. Sidney woke up Monday with a very swollen face and gums. After going through the ER it was suggested that Sidney go immediately to the oral surgeon. Not knowing what to do, I contacted a friend of mine at Agnini Dental and she recommended I call The Arc of Florida. They saved the day! They immediately got on the case and did everything they could to help. Sidney was in a dental chair one hour after talking with Alisha. The Arc of Florida is amazing. They truly care about the special needs community. Sidney’s tooth was pulled and he has made a full recovery.

Thanks to The Arc of Florida, he was taken care of immediately and they provided so much care and compassion during Sidney’s time of need!”

The Arc of Florida Dental Services Program

The Arc of Florida Dental Program will kick off the New Year by celebrating its five year anniversary in 2017! Over the past five years, the program has met a critical need for dental services for thousands of Floridians with intellectual and developmental disabilities. The purpose and mission of the dental program is to end pain and suffering for the individuals we serve. We strive to provide excellent and prompt customer service to all of our dental program applicants, past and current clients, and our participating dental providers.

Through support from the Florida Legislature, the Arc of Florida Dental Program is able to respond to hundreds of requests for routine and restorative dental care. In addition, we are fortunate to be able to assist individuals in need of urgent, emergency dental treatment.

One of the many The Arc of Florida’s Dental Program dentists, Dr. Kyle Duffy, from the Florida Sedation Dental Center for Dental Anesthesia.
New Teeth for Santa!

Japhet was in terrible pain due to the condition of his front teeth. It had gotten to the point where he would not smile and hated to talk to people because he was embarrassed about his appearance. He was scared of going to the dentist until he met Dr. Tuman and his staff.

In November, with funding from The Arc of Florida Dental Program, Japhet was able to get the work completed under IV sedation. Japhet and his mom couldn’t be happier. Japhet said he got new teeth for Santa! His mom bought the doctor some socks and a heart necklace for the office staff as a way of saying thank you for helping her son find his smile again. His self-confidence has escalated dramatically and Japhet is no longer afraid to go to the dentist. In fact, he and his mother often come by the office just to visit and say “hi”.

Dentist Program Stats for 2015-2016

Applications Received: 962

Clients Who Received Services: 826

Discounted Services: $15,115

Dentists in Network: 204

Japhet now proudly shows off his smile instead of hiding it.
Gardiner Scholarship Tutoring Program

The Gardiner Scholarship Program provides eligible students the ability to purchase approved services or products in order to design a customized educational program. The Arc of Florida is a provider of part-time tutoring for students Kindergarten through 12th grade who are homeschooled or in a private school. Students with autism, cerebral palsy, Down syndrome and intellectual disabilities benefit from our expertise. Certified teachers across the State go into the homes and assist parents in providing a high-quality education for their children.

“My son, Jesse, has struggled with focus and task completion. Over the last 16 months, we have been very lucky to have found Ms. Sylvia who has tutored him and helped him increase focus, and most importantly, has helped him complete courses that he has struggled with for over 3 years.

Ms. Sylvia lives on the east coast and we live on the west coast. They meet twice a week or more on Skype. Our kids are not typical kids and finding unique ways to meet their unique needs is something that The Arc of Florida and the Gardiner Scholarship take in stride every day.”

- Tracy C. (Jesse’s mother)

“Having The Arc of Florida find us a special needs tutor has made such a positive difference in Shawn’s education. Ms. Debbie is simply amazing and knows how to get him to learn even when he is resisting. We are blessed that The Arc of Florida was able to find this fabulous teacher. What she gets done with him in 1 hour would take me 15 hours.”

- Eileen L. (Shawn’s mother)
Tristan’s Legacy

In 1990 the Clinton family was blessed with their first child, Tristan. Like any child, he brightened their lives. But, as Tristan grew older, it became apparent that his needs were greater than most children his age. He stopped talking and began having seizures. He was diagnosed with autism.

The Clintons went to work to find services and supports for Tristan so that he would have the best opportunity to succeed. Out of those efforts, Hidden Potentials was born, which served families in Brevard County. However, in 2016, because of new federal laws, Hidden Potentials closed its doors after almost 20 years of serving families. Founder and Executive Director, Kathy Clinton, accepted the position of Comptroller with The Arc of Florida.

In 2015, Tristan’s earthly life ended and he became free to do all the things that he was unable to do for the 24 years he was here. The life of one child has impacted the lives of thousands of children in a very positive way. Adversity led to solutions. Challenges led to hope.

Tristan’s Legacy Fund will provide scholarships to people who love the things that Tristan loved - music, camp and horses. The Arc of Florida accepted the donation of funds from Tristan’s Legacy, which were donations given in his memory. Tristan’s Legacy at The Arc of Florida will fund a limited number of camp scholarships each summer for individuals with autism who wish to attend a music or equine camp. Individuals from Brevard County, Tristan’s home county, who are on the Agency for Persons with Disabilities waitlist, are a priority for funding.
Building a Well Trained and Educated Workforce

The Arc of Florida was awarded a $175,000.00 appropriation by the 2015 Florida Legislature to enhance training opportunities for self-advocates and their families, providers of services and staff of the Agency for Persons with Disabilities. The initiative received the “green light” in November, 2015 to begin providing training on a statewide basis. The Arc of Florida has provided training to over 1,500 individuals through a variety of mediums during the past year. These trainings include:

**Maximum Potential Kids**

Maximum Potential Kids, is a 17 module, on-line course designed to assist parents in learning techniques to address challenging behaviors. Six hundred (600) on-line seats were provided to the Agency for Persons with Disabilities to enroll family members, Support Coordinators and providers of APD services to take the training. A priority was to provide the on-line seats to parents who have children on the Wait List who may not be receiving any services.

**Relias, Inc.**

Relias, Inc., is an online Registered Behavioral Technician training to help build the capacity of behavioral services. The Agency for Persons with Disabilities contracted with The Arc of Florida to provide 60 on-line seats in year one and 40 seats for years two and three. The Arc of Florida, as a member of The Arc United States, was able to gain additional seats for 70 participants, per year, for all three years. These additional seats were made available at no additional cost, as Relias offers additional incentives to state chapters of The Arc US as part of their national membership.

**Face-to-Face Forums**

Four face-to-face forums were provided in coordination with APD on working with individuals with challenging behaviors. These forums provided the service provider community with tools and information on working with individuals in the community. Ms. Astrid Hall, BCBA, LMHC, conducted the four, three-hour sessions co-hosted by our affiliates of: The Arc Tampa Bay in Clearwater, The Arc of the St. Johns in St. Augustine, Victory Living Programs in Ft. Lauderdale and The Arc Big Bend in Tallahassee. The Arc of Florida provided 200 participant seats for these forums.

Dr. Ron Lucchino, a Bio-Gerontologist and Professor Emeritus, also provided two face-to-face forums at The Arc Tampa Bay on aging issues impacting persons with Intellectual and Developmental Disabilities. Over 50 employees were able to attend these sessions.

In addition, The Arc of Florida presented at the 2016 National Respite Conference in Denver, Colorado on Florida’s TRAIN system and other training initiatives on Aging and Behavioral issues.
Webinars

The Arc of Florida provided training on numerous topics via statewide Webinars. These included:

- Supported Decision Making
- Creating a Culture of Coordination
- Workforce Innovation and Opportunity Act Pre-Vocational Transitional Education Program
- Provider Rates and Department of Labor Requirements

Many of the Webinars provided have been recorded so that they can be made available on the national TRAIN system for public health workers around the nation.
Best Practices

Each year, The Arc of Florida invites our affiliate and colleague members to join us for a two-day forum entitled “Best Practices.” This forum provides information and training on current issues, trends and innovative and creative programs and services. This year’s forum was held at the historic Federal courthouse in downtown Tampa. The courthouse has been restored and converted into a hotel and is operated by Le Meridien.

The June, 2016 agenda included topics on creative opportunities in the areas of employment (“From Trash to Treasure-Recycling”), rapid-fire round tables on social media and marketing as well as new and innovative programs including: charter schools (The Arc of the St. Johns), college experiences (The Arc Gateway), producing oyster mats (The Arc Indian River County), on-site business placements for employment experiences during summers for school-aged young adults (The Arc Big Bend) and selling art produced by self-advocates at a Kiosk in a thriving local art community (The Arc of Palm Beach County).

Other topics of interest presented were the new Centers for Medicare and Medicaid (CMS) Home and Community Based Waiver settings rule, HIPAA compliance, liability issues, Department of Labor wage and hour rules, new ABLE accounts and the impact of the 2016 Legislative session. We were honored to have Ms. Nicole Jorwic from The Arc US to join us and present on the Department of Labor’s Exempt Employee Status Rule issues. Ms. Jorwic was also instrumental in our discussions regarding the new Centers for Medicare and Medicaid Services rule as presented by the Agency for Health Care Administration (AHCA) during our forum.

Other special guests included the Board President of The Arc of Colombia who joined us and presented on the initiatives of The Arc of Colombia in South America. The Arc of Colombia is sponsored by The Arc of South Florida.

We also had a presentation by TinTcafe, Inc. an association which represents more than 500 farming families in Colombia. TinTcafe is part of the Columbian Coffee Cooperative initiative.
There’s No Place Like Home

The Arc’s throughout Florida continue to apply for housing grant funding from the Florida Housing Finance Corporation and were awarded over $4 million for homes to begin in 2016. Over the past three years, our Arc affiliates have received funding to build 21 new homes.

Two competitive housing grants were issued by the Florida Housing Finance Corporation as follows for 2016 construction:

- The Arc Gateway $784,000.00*
- The Arc Jacksonville $392,000.00
- The Arc of Putnam County $392,000.00
- The Arc Nature Coast $784,000.00*
- The Arc of the Emerald Coast $392,000.00
- The Arc Sunrise of Central Florida $784,000.00*
- The Arc of Alachua County $392,000.00

Our colleague member, Habilitative Services of North Florida, Inc. received $134,000.00 for renovations to an existing home during 2016.

*Awards above of $784,000.00 represent funding for two new homes. The amount of $392,000.00 represents one additional new home.
The Arc US

The Arc is the largest organization in the country advocating for and serving people with intellectual and developmental disabilities (I/DD), including Down syndrome, autism, Fetal Alcohol Spectrum Disorders, cerebral palsy and other diagnoses. Nearly 700 chapters strong across the country, we promote and protect the human rights of people with I/DD and actively support their full inclusion and participation in the community throughout their lifetimes.

The Arc US and their affiliated chapters are committed to helping promote and protect the human rights of people with intellectual and developmental disabilities. The Arc is on the frontlines in advocacy and along with state and local chapters we are:

- Working to ensure that health care reform legislation helps adults with disabilities get the supports they need to remain independent;
- Expanding the federal hate crimes law to protect people with disabilities; and
- Creating incentives for states to serve people with disabilities in the community, not in costly, segregated institutions.

We are fortunate to be a part of The Arc US which provides a “lifeline” for persons with intellectual and developmental disabilities. They are our voice in our nation’s capitol.

Left to Right: Kathy Parrish, Deborah Linton, Kathy Clinton, and John Riehm, pose for a photo at The Arc National Convention in Orlando, Florida in October 2016.
Florida was the site of the annual The Arc and Inclusion International Convention in October 2016. Over 1,000 individuals from 48 countries met in Orlando to talk, learn and share what is going on in their communities, their states and their countries.

Local chapters of The Arc from around Florida volunteered to make The Arc US Convention a success. One of the highlights of the convention was an opening reception sponsored by The Arc of Florida. International visitors were welcomed by the sounds of Jimmy Buffet music played by The Arc Nature Coast’s very own, “PJ the DJ”, along with lots of great Florida cuisine.
The Arc of Florida, Inc. | Tallahassee, Florida

**STATEMENT OF FINANCIAL POSITION**

*June 30, 2016*

*Internally produced report pending CPA audit*
## UNRESTRICTED NET ASSETS ACTIVITY

### REVENUE AND OTHER SUPPORT

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Increase in Unrestricted Net Assets $98,057

### NET ASSETS

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The Arc of Florida’s Board of Directors

Dick Bradley | President
The Arc of Alachua County

Pat Young | Past-President
The Arc Gateway

Greg Roe | Vice President, Administration
The Arc Nature Coast

Bobbie Lake | Secretary
The Arc North Florida

Dr. Julia McNabb | Treasurer
The Arc of the Emerald Coast

Rhonda Beckman | FCE President
The Arc Ridge Area

Derrick Snead | Member At Large
The Arc Big Bend

Sandy Pritchard | Board Member
The Arc of Washington-Holmes Counties, Inc.

Janet Bloom | Board Member
The Arc Nassau

Charles Bradley | Board Member
The Arc Indian River County

Kevin Lewis | Board Member
LARC, Inc.

Missy Rogers | Board Member
The Arc Gateway

Mark Barry | Board Member
The Arc Nature Coast

Jeff Egelston | Board Member
The Arc St. Lucie County

Frances Henderson | Board Member
Jackson County ARC

Kathy Jackson | Board Member
The Arc of the St. Johns

Audra Burd | Board Member
The Arc of Volusia

Sally Jenkins | Board Member
Gulf County ARC
Scot Kannel | Board Member  
The Arc of the Glades

Beverly Standridge | Board Member  
The Arc North Florida

Kimberly McCarten | Board Member  
The Arc of Palm Beach County

John Roper | Board Member  
The Arc of the Emerald Coast

Tim Ressler | Board Member  
The Arc Big Bend

Sherry Ruszkowski | Board Member  
The Arc of Bradford County

Sheldon Hershman | Board Member  
The Arc Tampa Bay

Doug Sloan | Board Member  
The Arc of Charlotte County

Mark Swain | Board Member  
The Arc Sunrise of Central Florida

Paul Sweeney | Board Member  
The Arc of South Florida

Betty Walker | Board Member  
The Arc of Levy County

Doris Morris | Board Member  
The Arc Flagler County

Mary Ann Starrett | Board Member  
Arc DeSoto, Inc.

Jim Whittaker | Board Member  
The Arc Jacksonville

Kari Bates | Board Member  
The Arc of Putnam County

Bobbi Wigand | Board Member  
Victory Living Programs

Dr. Bill Williams | Board Member  
The Arc of Alachua County