DEAR FAMILIES, COLLEAGUES AND SELF-ADVOCATES,

Another year has passed and The Arc of Florida continues to thrive as the primary advocacy and service organization for people with intellectual and other developmental disabilities (I/DD) in our State. Congratulations to all our staff in Tallahassee, all our constituent chapters and partners, as well as all the staff in those local organizations. As has been the case the last 15 years or so, it has not been easy given the fact that we have now managed to become 50th among all the states in fiscal effort in I/DD supports and services.

Some of the significant items over the past year included:

Another spectacularly successful Annual Convention, this year hosted by The Arc of the St. Johns (thanks so much to Kathy Jackson). As many of you know, what makes me most proud of our conventions is the extent to which they are attended by the people we serve. In contrast to many other conventions, our attendees typically consist of a majority of the people we serve. We know where the emphasis belongs.

There was another year of funding administered by the Florida Housing Finance Corporation (funds allocated by the Legislature) for the construction of new homes. Over the past 5 years there have been 83 new or renovated homes constructed to replace or improve older, typically less private ones. This has improved the living conditions and quality of life for several hundred individuals we serve. This initiative has been especially important as we try to assist individuals to “age in place.”

The Career Counseling Information and Referral (CCIR) training now required by the Agency for Persons with Disabilities has provided insight into employment for about 2,000 individuals currently in adult day training and sheltered workshop programs. It remains to be seen what the outcome of this training will be but it most certainly will continue the evolution of the model of services and supports in Florida.

The appropriation by the Legislature for Dental Services was continued for another three years.
Since Waiver services for dental services has historically been practically nil, this program administered by The Arc of Florida has been crucially important to the overall health of many Floridians with I/DD.

Lastly, the evolution in leadership of our local chapters continued. Several individuals left and we have several new ones who came on board. Good luck/happy retirement to those who left and welcome to those who have assumed executive leadership.

This will be my last annual letter as the President of the Board as my term ends in October. I offer all of you my profound thanks for your support of The Arc in Florida.

Dick Bradley
President,
The Arc of Florida’s Board of Directors

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.
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 a 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 ad excellence in all it does.
THE ARC US: SIXTY DECADES STRONG

The Arc is the largest national organization of and for people with intellectual and related developmental disabilities and their families, promoting and protecting their human rights and actively supporting their full inclusion and participation in the community throughout their lifetimes. The Arc fosters respect and access, giving people with I/DD the power to achieve a full and satisfying life through a strong grassroots network of 140,000 members affiliated through more than 700 state and local chapters across the nation. At the national level, a 22 member national board of directors and a delegate body of representatives from each chapter guide The Arc's work. National headquarters staff located in Washington, D.C. carry out their decisions and directives.

When Was The Arc Founded?

The Arc was founded in 1950 by a small group of parents and other concerned individuals. At the time, little was known about the condition of intellectual disability (then referred to as mental retardation) or its causes; there were virtually no programs and activities in communities to assist in the development and care of children and adults with intellectual disability and or to help support families. In the early days the organization worked to change the public’s perception of children with intellectual disability and to educate parents and others regarding the potential of people with intellectual disability. The Arc also worked to obtain services for children and adults who were denied day care, preschool, education and work programs. In 2010, The Arc celebrated its 60th anniversary.

Why Is The Arc Needed?

The Arc works to ensure that the estimated 4.6 million Americans with Intellectual and related developmental disabilities have the services and supports they need to grow, develop and live in communities across the nation. These services include, but are not necessarily limited to, early intervention, health care, a free and appropriate public education, and supports for their families. For adults, services and supports may include preparation for employment, help in finding a job, independent living skills training, leisure and recreation activities and any other supports needed across the lifespan.

How Does The Arc Carry Out its Vision?

The Arc is recognized as the foremost partner for families and people with intellectual disability to support and enhance the quality of their lives. The Arc does this through advocacy on behalf of individuals and families at all levels.

Providing information and technical support to individuals, families and organizations to assist in fulfilling their dreams. Advocacy takes place at the personal, local, state and national levels. Locally, individual advocacy is available through local chapters of The Arc. At the state level, advocacy occurs with the executive and
legislative branches of government, administrative agencies, school districts and other providers. At the national level, advocacy opportunities exist with regard to influencing federal agencies, policies and funding for disability programs and services.

The Arc also educates policymakers, people with intellectual disability, service providers, families and the greater community on best practices and issues that impact people with intellectual disability and their families. The Arc is a national force that creates the environment and the opportunities for people with intellectual disability and their families to have choices as they live their lives in the community.

**How Do I Join The Arc?**

Individuals become members of The Arc at any level - local or state chapter, or at the national level. You join The Arc through a local chapter or on a national level as an individual member. You will then become a member of the local and state chapter and of The Arc of the United States. You can find your local chapter of The Arc by visiting our website or looking in your phone book. Chapters differ in their services and programs, offering a diverse array of activities and opportunities for becoming involved with the lives of children and adults with intellectual disability and their families. Local chapters may engage volunteers in their citizen advocacy and self-advocacy programs, recreational activities and employment programs. Chapter volunteers educate the public about intellectual disability and prevention strategies.
THE ARC OF FLORIDA’S DENTAL PROGRAM: MAKING PEOPLE SMILE EVERY DAY!

The Arc of Florida Dental Program continued to exceed expectations during our sixth year of offering services. Since inception, The Arc of Florida Dental Program has become the “go to” resource for families on the IBudget Medicaid Waiver and Wait List when other sources are exhausted.

Relieving pain and suffering is at the forefront of every decision made. Families who have felt helpless for years often cry tears of joy when we explain the breadth of our services. Through professional relationships with hundreds of dental offices all over the State, more and more families have been able to access high-quality services, especially in some of the more rural areas.

Through the funding provided by the Florida Legislature, The Arc of Florida Dental Program is able to provide preventive services so that more costly options may not be necessary. This allows us to stretch the allotted funding to help even more people. We are also able to react to dental emergencies, usually the same day, so that individuals receive the care they need quickly.

Dental Program Stats for 2016-2017:

- Applications Received: 962
- Clients WhoReceived Services: 826
- Donated Services: $271,188
- Dentists in Network: 204

Dental Program Accomplishments:

- Data Security- New database allows us to track clients & ensure sensitive data is maintained and protected
- Administrative Overhead- Down to 9% for 2016-2017!
DENTAL PROGRAM
SUCCESS STORY: MEET
GRANT COVEY

Social media platforms like Snapchat, YouTube, Instagram and Facebook remain popular in our society due in part to, the idiom, “a picture paints a thousand words,” or a picture can convey more than words can say. The same is true in how it plays a part in communicating about the condition of one’s dental health.

Here is a current photograph of Mr. Grant Covey. The picture expresses that Grant is vital, happy, and has good dental health.

It may be difficult to believe that not so long ago Grant Covey’s life was very different. He experienced debilitating dental pain. As a result, Grant was sluggish and glum. He did not smile, kept his hands in his mouth, shied away from playing outside. Likewise, eating became uncomfortable and Grant resisted daily oral hygiene tasks like brushing and flossing because they irritated his sensitive mouth. Dental pain was preventing him from socially interacting in public, delighting in hobbies, and causing negative effects to his health.

Then, Grant applied to The Arc of Florida’s Dental Program for a Dental Services Scholarship which assisted him in funding dental treatment. As a result, Grant Covey is a talkative, smiling, energetic young man. He cherishes meal times because he is able to savor foods that were once painful to eat. Grant relishes in such hobbies as, playing video games, swimming, and shopping. According to his mother, he now submits to daily brushing without complaint. He is grateful to The Arc of Florida’s Dental Program and its staff. Having dental work done was vital to his health and happiness. The words painted by Grant’s picture tell us funding dental treatment immediately changes lives one smile at a time.
"STORMS MAKE TREES TAKE DEEPER ROOTS"

The above quote was said by country music entertainer, Dolly Parton. This quote proved to be true as chapters of The Arc of Florida around the state, weathered one of the worst hurricane seasons in the nation’s history.

Hurricanes Harvey, Irma and Maria, changed parts of Texas, Florida and the Caribbean forever. The Arc of Florida’s chapters responded to calls to donate to other local chapters of The Arc, who were victims of Hurricane Harvey, never knowing what was next on the horizon for them. Hurricane Irma had local Arc chapters from Miami all the way north to Jacksonville and all the way west to Clearwater, scrambling to protect individuals and properties.

Hurricane Irma showed us that our residential facilities were strong, our staff were dedicated and our emergency plans were solid. We were grateful to survive without injury to individuals and major damage to properties.

After Irma, we were saddened to see our fellow citizens in Puerto Rico take a devastating hit from Hurricane Maria. Again, The Arc of Florida along with local chapters, reached out to our fellow citizens in Puerto Rico by participating in packing donated goods headed to the island, as well as arranging for a family of a person with developmental disabilities to relocate and be served by The Arc of Alachua County.

It was a difficult year and local chapters are still struggling to overcome the financial stress placed on them due to sheltering hundreds of people. We are, however, still strong and our, “roots are even deeper” for having gone through the storms.
*Evacuees at The Arc Nature Coast shelter come outside after Hurricane Irma to see a double rainbow in the sky.*
LEGISLATIVE CAMPAIGN: PAY FAIR FOR CARE

The Arc of Florida and other stakeholders from the Developmental Disabilities community launched the “Pay Fair for Care” campaign, designed to draw attention to the inadequate wages paid to Direct Support Professionals as a result of the low rates paid to Florida service providers.

It was stunning to see the wages paid in other industries compared to those paid to Direct Support Professionals in Florida.

The campaign was highlighted at Developmental Disabilities Day at the Florida Capitol on February 14, 2018 and included a flash mob of almost 200 individuals performing to “She Works Hard for The Money”

In the end, the Florida Legislature did not answer our call to pay fair for care.
BEST PRACTICES

The Annual Best Practices Forum is one of the most informative meetings offered by The Arc of Florida.

This past year some hot topics included dealing with medical marijuana prescriptions in residential and employment settings, how to prepare for a Medicaid Program Integrity Audit, a lively discussion of why some chapters have moved away from sub-minimum wage certificates, a session on protecting your chapter from Ransomware and many more.

Best Practices is always a time to refresh and renew your professional energy in order to return to your local chapter ready to take on the next challenge.

The 2017 Forum included a round of “Arc Jeopardy” where “seasoned” Executive Directors assisted their teams in claiming the winner’s title due to their knowledge of Arc history!
CCIR: DREAMING AND DISCOVERING

“You mean I get to make choices about my friends, what I eat and my future?” The faces of students during this first year of CCIR training absolutely lit up with joy. By teaching them about self-determination, they began to dream about things they may have never considered. Things like getting married, getting a job, going on a vacation, or even getting a pet. Students wanted to work with animals, doing construction and fixing computers.

The next step was to show them how to be an advocate. Now that they have these dreams, they need to be fearless in telling their parent/guardian or their Waiver Support Coordinator to enable the next steps to be taken.

Students worked hard on their “Dream Boards” and then shared them with their classmates. You could see how proud they were of their plans and aspirations. Staff encouraged and vowed to help them reach their dreams.

The funding for CCIR training comes from Florida Vocational Rehabilitation and is set aside for individuals who work in sheltered workshops. The training is required at least once per year.
This past year, many of the chapters of The Arc of Florida received funding to build beautiful residential homes. Of the 83 homes funded by the Florida Housing Finance Corporation (FHFC) in the past five years, almost half of the grant awards went to local chapters of The Arc of Florida.

The new homes, funded by the Florida Legislature, through grants from FHFC, have made a real difference in the lives of the individuals having the privilege of living in them. Florida Housing Finance Corporation set high standards for the quality of the homes. Requirements in the housing grants included a provision that everyone must have their own bedroom and only two people share each bathroom. In addition, the funding allowed unique modifications at some of the homes, improving our ability to accommodate various disabilities.

The construction of these facilities represent a long term goal of The Arc to improve the quality of our residential group homes in a manner that allows residents to age in place.

We were disappointed that the Florida Legislature did not continue this funding source, but, we are grateful for the past five years of funding that has allowed us to develop new homes for the people we serve.
## AUDITOR’S REPORT

Statement of Financial Position as of June 30, 2017

### ASSETS

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<td>Property &amp; Equipment, Net</td>
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**TOTAL ASSETS**

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<th>Amount</th>
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### LIABILITIES AND NET ASSETS

**LIABILITIES**

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<td>Compensated Absences</td>
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**Total Liabilities**

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**NET ASSETS**

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**TOTAL LIABILITIES AND NET ASSETS**

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## UNRESTRICTED NET ASSETS

### REVENUE AND OTHER SUPPORT

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<td>Contributions</td>
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<td>Rental Income</td>
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**TOTAL UNRESTRICTED REVENUES AND OTHER SUPPORT** $3,845,616

### EXPENSES

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<td>Management and General</td>
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**TOTAL EXPENSES** $3,924,983

(Decrease) in Unrestricted Net Assets (79,367)

### NET ASSETS AT BEGINNING OF YEAR

952,058

### NET ASSETS AT END OF YEAR

$872,691
THE ARC OF FLORIDA’S BOARD OF DIRECTORS

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Greg Roe | Vice President, Administration
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