



The Arc[®]

Madison County Inc.

**Achieve
with us.**[®]

2022 Annual Report

The Arc of Madison County

is committed to securing for all people with intellectual and developmental disabilities the opportunity to choose and realize their goals of how they live, learn, work, and play.

The Arc believes the principle that individuals with intellectual disabilities should have the same rights as all other individuals. They should be able to live, work, and participate in environments that would promote as much independence as possible in the least restrictive, appropriate setting. The staff of the Arc recognizes that each individual has the capacity for growth, and that each individual should have access to quality services to enhance his/her development, productivity, and capacity for social interaction with others.





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Leadership Letter

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Executive Director

Dear Arc Members and Friends,

The Arc of Madison County has continued to grow during the 2022 Fiscal Year. Our growth has primarily been seen in our Early Childhood and Community Waiver Programs.

In Early Childhood, we have continued to see the Outpatient Therapy Program expand. Since the pandemic, this service has thrived as kids have needed extra in-person therapy to make up for all of the services they missed when school closures occurred. Throughout the year, we served 46 new kids. This program, which provides physical, occupational, and speech therapy, has become so popular we now have a waiting list of kids seeking services.

Early Childhood also started a new autism clinic in 2022. The clinic has two internal programs. The first is autism diagnosis. The Arc worked with professionals to create a best practice diagnostic clinic. The clinic was established to fill a need in our community for low income children and families who did not have resources to get a diagnosis for their child. This diagnosis helps to open up many new services for these kids. Since inception, the Arc has provided a diagnosis for 11 kids. As of this writing, we have 61 additional kids who have been referred for a diagnostic evaluation.

In October of 2022, the Arc became a provider for the state autism waiver. While there are several services that can be provided under this waiver, our program will start 2023 by providing in-home educational services to parents of children with autism. In the future, additional services will be added.

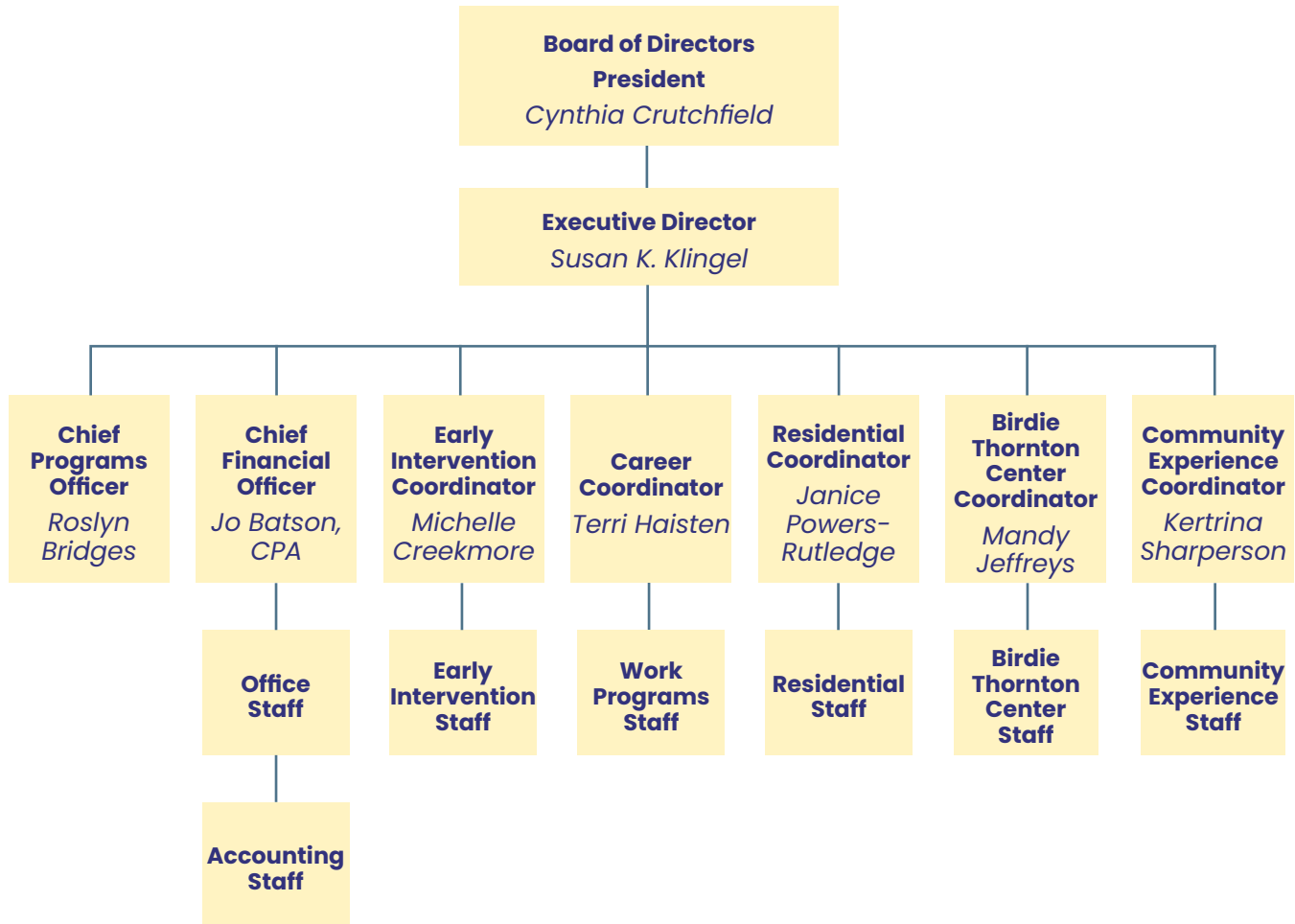
Our Community Waiver Program services expanded in 2022. While it has taken awhile for this program to launch, the Arc of Madison County has received the most referrals in the state. Our organization is excited to announce we have been selected as the pilot program for the state's Plan for Excellence Credentialing. This is an honor as we will be the first program to be credentialed for this waiver.

As always, we are excited about this new path for our agency. It is important to acknowledge and commend our Board, staff, family members, agency partners, and most importantly the individuals with disabilities we serve. We look forward to seeing how these new changes will positively affect our program and how we can continue to set the standard for future Alabama services.

Cynthia Crutchfield
President

Susan K. Klingel
Executive Director

Organizational Chart



2022 Financial Information

Revenue

- 72.4% Adult DMH Funding
- 9.9% Infant and Toddler
- 7.5% Supported Employment
- 3.1% Outside Sales
- 3.4% Special Ed Trust
- 2.7% Contributions
- 1.0% United Way

Expenses

- 88.3% Direct Care Services
- 11.7% General & Administrative

Early Intervention

Number Served

In 2022, Early Intervention provided services to about 140 children and their families each month.

Services Provided

Early Intervention provides services to children from birth to three years old who have significant development delays or are diagnosed with mental or physical conditions which have a high probability of developmental delays. Initial comprehensive evaluations and ongoing development assessments as well as speech, physical and occupational therapies, special instruction, family training, and social/psychological services are provided to stimulate learning and to support and empower families.

Goals

- Maintain high standards in service delivery to families
- Assist families in their natural environment to train and equip the caregivers in developmentally appropriate activities to increase their child's abilities
- Maintain family-centered, individualized plans to collaborate with caregivers on their child's development



Success Story: Lorde

Lorde Wilson has been a fighter from the very beginning. He was born at 29 weeks weighing only 3 pounds, 10 ounces. Lorde's twin sadly died in utero, and his own chances of survival were slim. He spent 77 days in Huntsville Hospital's NICU where he battled a slow heart rate and low oxygen levels. His health steadily progressed and he was able to go home on his original due date, July 19th.

Once home, Lorde began physical therapy and feeding therapy at Huntsville Hospital. A hospital employee told Lorde's parents, Antony and June, about Alabama's Early Intervention Program. They were immediately interested in receiving services in their home. June contacted the Arc of Madison County's Early Intervention program requesting an evaluation. The evaluation showed Lorde had physical, cognitive, and adaptive delays qualifying him for Early Intervention services.

His initial plan was written when Lorde was just five months old. Due to the pandemic, Lorde initially received services virtually, later transitioning to in-home.

Fall of 2021 Lorde was diagnosed with hearing loss and fitted for hearing aids. Then in July of 2022, Lorde was diagnosed with Autism Spectrum Disorder.

Lorde currently receives occupational and physical therapy through the Arc of Madison County's Early Intervention Program. He is also receiving speech therapy through the Wooley Institute for Spoken-Language Education.

Today, Lorde has overcome most of his physical delays. He has learned how to sit, pull up, walk, and run. He is now feeding himself, playing with his toys, and even taking swimming lessons.

June is very pleased with the services and progress Lorde has made through Early Intervention. "Therapy starts when we open the door," she said. "We're greeting each other and just chatting about what's happening in Lorde's life right now, therapy has started. That's really important to me too because they value the time we've been given, and they take advantage of the entire time slot we have."

No matter the delay or diagnosis, Antony and June are committed to do whatever it takes to ensure Lorde is getting everything he needs to reach his full potential. His Early Intervention team has loved watching Lorde's progression and feel fortunate to be part of his story.



Career Center

The Arc Career Center provides complete life-cycle career development services to individuals with disabilities who wish to find integrated community employment.

Career specialists provide counseling to individuals, identifying career goals, as well as any barriers to employment. A plan is then developed to support the individuals as they work to achieve their goals.

The Arc has established a long-term partnership with The Alabama Department of Rehabilitation Services (ADRS) to provide job placement through the Milestones Program. A four-step program, it consists of assessment, career placement, job coaching, and long-term support.

The Arc began providing pre-employment transition services in the spring of 2017 to students attending Huntsville City, Madison City, and Madison County schools. This service, also funded through ADRS, helps students gain skills to achieve employment after graduation.

The Arc is pleased to provide benefits planning/counseling to all individuals seeking employment. The Benefits Practitioners assist individuals in learning about their benefits, the different work incentive programs, Social Security offers, and what they will be responsible for once employment is obtained.

Success Story: G.R.

G.R. is a middle aged individual with autism and other mental health obstacles. He is quiet, shy, and has difficulty interpreting social cues.

G.R. came into the Arc to meet with an employment specialist for several reasons. He needed added income, insurance to assist with his mental health needs, and something to fill his time. G.R. was very unsure of his prospects, but after working with his employment specialist it was discovered he has a real talent for keeping objects and paperwork organized. G.R. was subsequently hired at a local retailer stocking, tracking, and managing inventory. He is making \$15.00 an hour to start, with health and retirement benefits available to him.

Show your support to those wanting to make an impact through employment by partnering with us to create mutually beneficial opportunities. Your business gains so much by hiring a diverse workforce!

Thank you to these and other companies who have supported the Career Center in 2022!

Stovehouse

Earth and Stone Pizza

Bark and Barrel BBQ

Project SEARCH

Project SEARCH Huntsville is a nationally recognized program, designed to assist with the transition from school to work for students with disabilities. Beginning in the fall of 2013, a Project SEARCH site was established involving the support and collaboration of Huntsville City Schools, Huntsville Hospital Health System, The Arc of Madison County, Alabama Department of Mental Health Services, Alabama Developmental Disabilities Council, and the Alabama Department of Rehabilitation Services.

Program participants are students in their last year of high school in the Huntsville City Schools System. A selection process helps match the services to the needs.

Project SEARCH features total workplace immersion on the Huntsville Hospital Health System campus in the form of three 10-week internships. The seamless combination of classroom instruction, career exploration, and on-the-job skill training through strategically designed internship placements provides students with the tools necessary for employment. All of the participants have had job offers by the end of the program for several years now.



Success Story: Caleb

Caleb Minor came to Project SEARCH motivated and ready to go!

Caleb began his Project SEARCH experience at Huntsville Hospital's Main Campus. He worked alongside his mentors in the dish room and doctors' lounge. He learned how to operate the dishwasher, stack clean dishes in appropriate places, how to fill the ice machine, and much more. He was also responsible for cleaning tables & trays, stocking condiments stock, picking up rubbish, and disposing of garbage in a timely manner.

Caleb's mentors were constantly complimenting him. If he was ever out, he was deeply missed. Caleb learned many job skills as well as how to build relationships with his coworkers.

Caleb's next rotation was with the hospital's Environmental Services, responsible for cleaning offices. Not a surprise, Caleb was well loved and a very hard worker. The director called during his rotation to give him praises!

During his employment planning meeting, his mother requested Caleb have work hours similar to school hours. Job coaches met with the Huntsville City Schools custodial group who were more than accommodating for Caleb and his family. Caleb would have to work at a contractor who does custodial work but the contractor happily complied with the hours and location requested.

January 21st, 2021, Caleb was hired by Spur as a contractor in the custodial department. He was placed at Grissom High school, close to home and his mom's job. Having graduated from GHS, Caleb was very familiar with the facility. He had many job responsibilities and learned how to operate heavy industrial equipment. Caleb kept showing progress, eventually given keys which unlock doors all throughout the school. He was given a radio to keep by his side throughout his work day. Caleb also learned how to drive the golf cart on campus.

After ten months of developing and improving his job skills, Caleb was hired full time! Caleb was offered the same benefits as any other full time Huntsville City School's employee. He has developed mature working relationships at Grissom High School and has shown he is reliable, consistent, and completely capable of learning with just a little extra attention.

Community Experience

Number Served

The Arc served 119 adults in Community Experience during 2022.

Services Provided

The community experience programs offer community-based educational, vocational, adaptive daily skills training, and support to adults with intellectual disabilities. Specific training areas include physical, occupational, nutritional, speech, and counseling.

Goals

- Promote an environment that encourages and enables individuals to develop interests outside the walls of The Arc programs
- Increase the utilization and application of person-centered planning principles in The Arc programs
- Maintain accreditation and certification of all programs

Success Story: Jeremy

Jeremy attended the Arc of Madison County's Lowe Center from 2007 until its closure. Now an active participant in the Community Experience Small Group program at the Opportunity Center, Jeremy enjoys attending live theater, exploring museums and interacting with people in the community. His favorite activities are eating lunch at Cracker Barrel and volunteering at New Leash on Life.

At birth, Jeremy was given a life expectancy of one year. Diagnosed with mild intellectual disability, hearing loss, scoliosis, and GERD, his future was bleak. Now approaching age 51, Jeremy's diagnosis and other illness have not impeded his growth. Jeremy's perseverance allowed him to heal and fully recover from six surgeries this year, all related to kidney stone removal.

Jeremy is active and quite spirited. In his spare time, he uses his iPad, visits with family members, and watches Harry Potter movies. Before the pandemic, Jeremy was a faithful camper at Camp McDowell.

The Arc of Madison County Community Experience Small Group program offers Jeremy the opportunity to foster new relationships and continue to be an active contributor in the community. We are expecting to hear great things about Jeremy as he continues to progress through the program.



**Show your support of our
Community Experience Program
by donating tickets to
events, museums, and
other activities!**

The Birdie Thornton Center

Number Served

The Birdie Thornton Center, our facility in Athens, served 42 individuals in 2022.

Services Provided

This program offers community experiences, employment small group, prevocational skills, and job coaching to individuals.

Currently, there are four individuals from Birdie Thornton working at Polaris and two individuals working at Nippon. Future growth is anticipated as more individuals want to be involved in the community.

Goal

- Assist individuals who want to work in the community by providing job opportunities

Success Story: R.P.

Mr. R.P. has been attending the Birdie Thornton Center (BTC) since July, 2021. In that time, he has become more independent in his residential setting, and also at the Birdie Thornton Center.

BTC has seen R.P. grow into a fine young man. He is a “big brother” to his peers, and also someone who seeks out opportunities to help others.

It is this selflessness which opened the door for him to explore his religious preferences. While participating in Community Experience at Tanner First Baptist, R.P. gave a picture he created from that class to a volunteer church member. He explained he loved it there and would like to start attending church. Shortly after, Tanner First Baptist Church reached out to the Birdie Thornton Center stating they would love for him to attend church with them. They could even provide transportation. BTC initiated contact between R.P.’s residential provider and the church, and the rest is history. R.P. is picked up, participates in Sunday class, enjoys lunch and is then transported home. He cannot contain his excitement and smiles when he speaks about this experience. He states he loves his new church family and cannot wait until next Sunday!



Residential Services

Number Served

The Arc of Madison County has provided residential services to adults with intellectual disabilities since 1998. Currently, The Arc serves 19 clients in six homes located in the Huntsville area. They are decorated and furnished to reflect the individual personalities and needs of the residents.

Services Provided

The Arc's residential services program provides home-based training such as:

- personal care
- community education
- independent living skills
- self direction
- communication skills
- money management

This training is provided to help each person transition from a state residential center or a family home to independent living in community settings. The residents become active members of the Huntsville community through outings to various events and service projects to benefit others.

Goals

- Assist each resident in reaching their optimal level of independence
- Help maintain each resident's ideal level of health by maintaining annual and as-needed medical and dental appointments
- Assist each resident in utilizing their natural supports and community resources



Success Story: Dorothy

Dorothy Moore was born in Marshall County. Ms. Moore started receiving day habilitation with the Arc on April 20, 2004 and residential services with the Arc on December 2, 2014.

Ms. Moore has a good sense of humor. She loves listening to music and watching videos on her iPad. She often sings along very loudly. Ms. Moore also loves to dance, watch comedies and game shows on TV, and do arts and crafts.

Ms. Moore worked at the McKemy Center and was a faithful employee until the pandemic hit. She participated in some virtual activities provided by the Arc. She was concerned about getting sick and decided it was time for her retirement. Ms. Moore retired on September 20, 2021.

After COVID restrictions were lifted, Ms. Moore was open to venturing back out into the community. Currently, she participates in some community activities with her housemates and she attends the Senior Center twice a week. Ms. Moore has stated she is enjoying her leisure days of retirement.

Show your support of our residents by adopting a resident or a group home!

Support The Arc Of Madison County

Here at The Arc of Madison County we are so grateful for the wonderful support from our community. But there are still so many needs which go unmet. We see waiting lists for children diagnosed with learning disabilities needing support. We have clients who yearn for enriching employment and community experiences. We have residents who just need to know they are not forgotten. You can help those with intellectual disabilities realize a deeper connection to themselves and the community!

Support Community Outings

Many of our clients love to go out in the community to learn, watch sports, and experience the arts.

You can support these enrichment activities by donating tickets to events and attractions such as:

- theater
- music performances
- sporting events
- museums
- botanical gardens
- bowling



Support Volunteerism

Our clients also love to be a part of the larger community through volunteering.

If you are associated with a non-profit which could benefit from enthusiastic volunteers, let us know!

Example activities include:

- sorting donations (food bank, clothes, etc.)
- delivering food
- visiting nursing homes
- greeting people
- handing out items at events



Support the Children

Our Early Intervention program served about 140 children per month in 2022. We are always in need of small gifts, books, and toys to help give them joy as they face some learning and/or developmental challenges.

Another way to support these children is by sponsoring the Cookies with Santa event we have every year.



Support Employment

Does your business need enthusiastic workers? The Arc of Madison County is always looking for companies who are open to a diverse workforce and love supporting those with disabilities.

Our clients receive job coaching and mentoring to prepare for, and then maintain, a mutually beneficial work arrangement.

For success stories, see pages 5 & 6 in this report or call our Career Center at 256-382-4478.



Support an Individual or Group Home

Adopt-a-resident

Many of our residents have limited income and/or limited family involvement. You can show your support by adopting one or more individuals for the holidays! You might also consider donating memberships to local museums, botanical gardens, theaters, or other entertainment.

Adopt-a-group-home

Put your landscaping and handyman skills to good use by helping us spruce up our group homes.





Thank You Sponsors for such a successful golf benefit this year!

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**If you would like to donate to
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please contact us at

256-539-2266

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