

2023



The Arc[®]

Madison County Inc.

**Achieve
with us.[®]**

Annual Report

The Arc of Madison County

is committed to championing advocacy, acceptance and inclusion for people with intellectual and developmental disabilities.

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 most integrate, non-disability 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 Members and Friends of The Arc,

The year 2023 has been a year of significant growth and expansion for our organization. We are thrilled to announce that we have received \$2.5 million in American Rescue Plan Act funding to expand our autism diagnostic clinic across the state. This expansion, which will partner with various early childhood non-profits across the state, will allow us to provide more comprehensive care to children with developmental disabilities, including early intervention services and support for families.

We are also excited to announce the development of an autism home visitation curriculum, funded through various grants. This curriculum will provide families with the tools they need to support their loved ones with autism in their homes and communities.

In addition, we are proud to have been selected to be part of the Innovate Alabama Network. This designation recognizes our commitment to fostering innovation in our community and will allow us to collaborate with other organizations across the state to drive innovation-related activities.

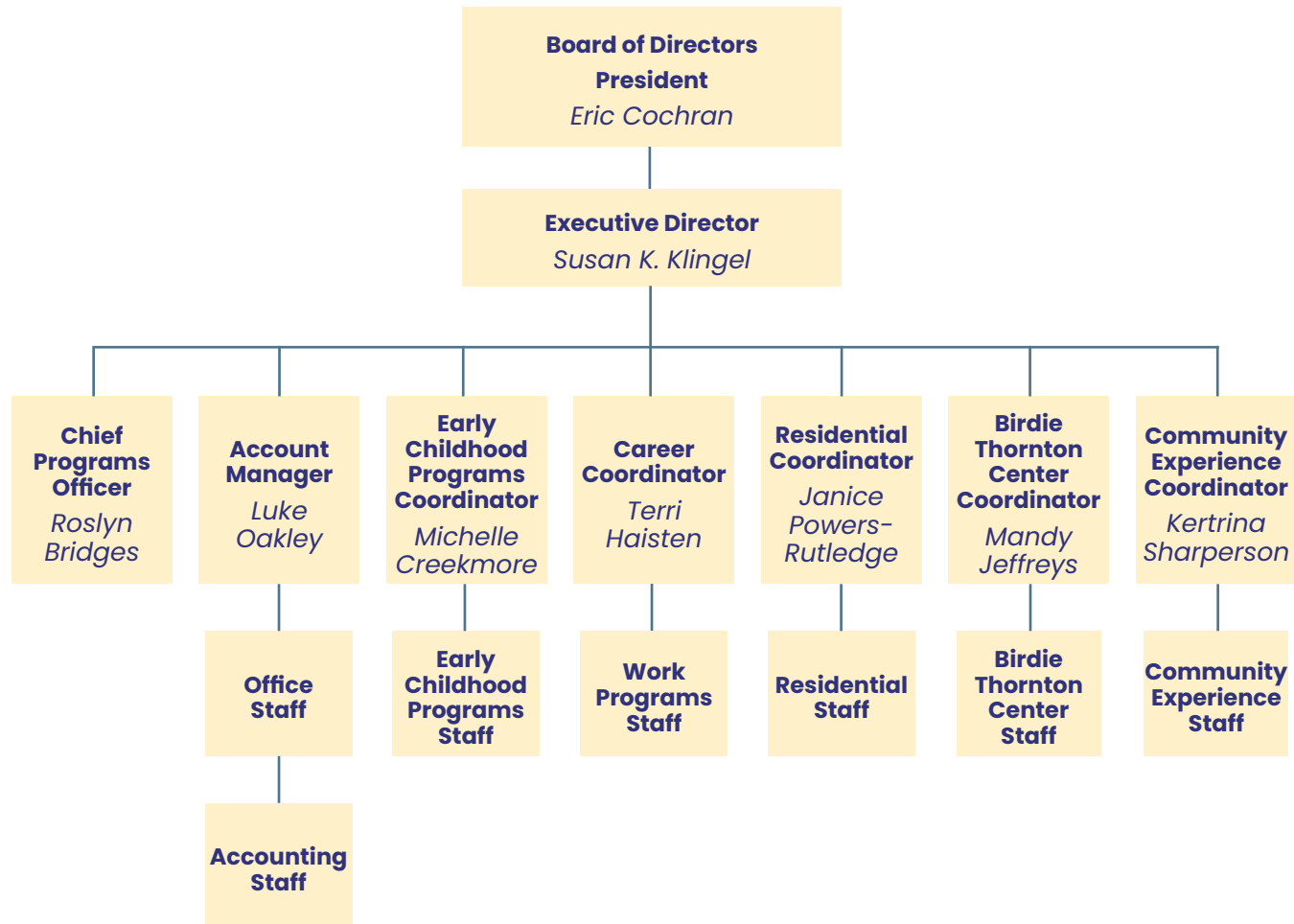
Finally, we are pleased to announce that we have expanded our services for adults and children into Morgan County, Alabama. This expansion will allow us to provide more comprehensive care to individuals with developmental disabilities in this area.

We would like to thank our staff for their hard work and dedication in making these expansions possible. We would also like to thank our persons served and their families for their continued trust in our organization. We look forward to continuing to serve our community in the years to come.

Eric Cochran
President

Susan K. Klingel
Executive Director

Organizational Chart



2023 Financial Information

Revenue

75.2%	Adult DMH Funding
10.6%	Infant and Toddler
4.0%	Supported Employment
3.4%	Special Ed Trust
2.2%	Outside Sales
1.0%	United Way
0.3%	Contributions

Expenses

90.3%	Direct Care Services
9.7%	General & Administrative

Early Childhood Programs



EARLY INTERVENTION

Number Served

In 2023, our Early Intervention Program provided services to about 175 children and their families each month.

Services Provided

Our Early Intervention program provides services to children from birth through three years old who have significant developmental delays or are diagnosed with mental or physical conditions which have a high probability of developmental delays. We conduct 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

AUTISM CLINIC

Number Served

In 2023, our Autism Clinic provided autism evaluations to about 50 children and their families each month.

Services Provided

Our Autism Clinic provides diagnostic evaluations for Autism Spectrum Disorder (ASD). We see children ages two through five years old, to evaluate social and emotional development, communication, thinking and problem-solving ability, adaptive skills, and behavior. Autism evaluations can be initiated by parents or through a referral from the child's pediatrician. We are currently accepting Medicaid and most private insurance plans. We also offer services to Spanish-speaking families.

Goals

- Provide quality and accurate diagnostic evaluations for Autism Spectrum Disorder (ASD)
- Evaluate social and emotional development, communication, thinking and problem-solving ability, adaptive skills, and behavior
- Partner with individuals and families to improve the lives of children with autism spectrum disorders

PEDIATRIC OUTPATIENT CENTER

Number Served

In 2023, our Pediatric Outpatient Center provided services to about 35 children and their families each month.

Services Provided

The Pediatric Outpatient Center (POC) serves children birth through five years old in North Alabama. POC is comprised of pediatric therapists who provide physical, occupational, and speech therapy to families in Madison County and the surrounding areas. Our goal is to help your child reach their greatest potential. Our therapists use a play-based approach which makes learning fun. We accept Medicaid and most private insurance plans.

Goals

- Help each child reach their greatest potential by using a play-based approach which makes learning fun
- Help children gain their developmental skills, improve their confidence and become more independent
- Provide support and resources for parents



Success Story: Malia

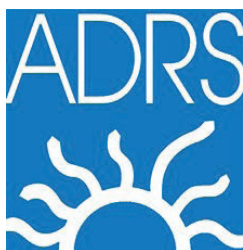
Huntsville's Malia Turner-Horton is a wonderful example of how small victories can pave the way for a child to make huge strides through The Arc of Madison County's Early Intervention and Autism Clinic model programs.

Malia, who is 2 years old, has benefited greatly from receiving Early Intervention and autism services. Her mother, Ashley Turner, said Malia initially received a referral for speech problems, behavior, play, feeding, and other issues.

Program Director Michelle Creekmore wrote her initial Early Intervention plan in February of 2023, made a referral for autism testing, and by the end of April, a diagnosis was in place. Since then, Developmental Specialist/Autism Diagnostic Clinician Chris Foster has visited the family four times a month for 30 minutes per session to put their plan into action.

Ashley said it's a Godsend to have someone come to their home. She said "Having Chris come is a huge relief because I have to take my son to school in the morning and then I have to pick him up. That helps a lot with gas because it is high now." Foster's visits encourage Ashley to become directly involved in helping Malia progress toward her milestones. She said Foster has demonstrated activities they can practice on their own, and she has seen noticeable changes in Malia. "She showed me how to feed her with a spoon, and now she knows how to eat with a fork and spoon," she said. "She didn't use cups before she started Early Intervention. Now she can hold her own water bottle. She was not able to do all of that before they came along and helped."

Malia's success story brings instant credibility to Early Intervention and the Autism Clinic. After receiving almost no services for the first two years of her life, Malia is becoming more effective at communicating with signs. She will enter the Huntsville City Schools System on her 3rd birthday in November, which will no doubt help her blossom even more.



Project SEARCH

Number Served

During the 2022–2023 school year, our Project SEARCH program served 10 individuals.

Services Provided

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. Our program provides real-life work experience combined with training in employable and independent living skills to help young people with significant disabilities make successful transitions to productive adult life. A typical day starts with classroom instruction and then the interns going to rotations. The intern works four and a half hours a day, five days a week. Afterward, they return to the classroom to practice soft skills, life skills, money, resume building, and mock interviews. Additional services are provided such as Smart Work Ethics by The Arc of Madison County. Vocational Rehab provides classes for driver permits. Lakeshore provides services for driving classes once an intern has obtained a learner's permit.

Goals

- Participate in competitive employment
- Help all interns receive job offers by the end of the program

Success Story: Zebdious

All of our interns each share a wonderful success story, but one young man, Zebdious Agnew is a true shining star. Zebdious came to us from Africa. He was adopted by an Air Force family, who retired in the Huntsville Alabama area. Zebdious has a very sweet spirit about him. He displays respect, and eagerness to learn. Zebdious set goals for himself and never gave up even if his goals were not met the first time. Zebdious understands his strengths and weaknesses, and that has never stopped him from giving it his all!

Zebdious had two rotations while at Project SEARCH. His first rotation was in maintenance where he repaired wheelchairs and hospital beds all throughout the hospital. He learned the different types of tools and how to use them. His second rotation was with Environmental Services where he cleaned the emergency room. He was also responsible for making sure the supply rooms were kept clean, all rubbish was picked up in the parking garage and kept things professional at all times, especially in the emergency room.

While in Project SEARCH, Zebdious obtained his drivers permit. He passed on the first try without any assistance. He learned while being in Project SEARCH to take his time. Read and re-read. Move on to the next question if he does not understand, and not just guess. When December 2022 came around, it was decided in his employment planning meeting that he was ready for employment. Zebdious was offered two jobs. One was with the Space and Rocket Center cleaning part time. The second job offer was with Huntsville Hospital Systems in Madison as an anesthesia attendant full time. Zebdious accepted his second job offer at the hospital. Zebdious is responsible for cleaning and preparing rooms for outpatient procedures. He works in a secured area within the hospital. He has been welcomed into his new work family, where all his coworkers embrace him and help provide him natural supports when needed. Zebdious works full time, with retirement, full medical health, dental and vision insurance. Zebdious makes \$15 per hour. Zebdious has flourished with the Project SEARCH program.



Career Center

Number Served

In 2023, our Career Center provided employment services to 85 individuals, with ongoing support for 14 individuals, and comprehensive pre-employment transition services benefiting 35 individuals.

Services Provided

Once a job seeker is determined eligible, they are referred for enrollment in either our Career Employment Program or our Milestones Program.

Our Career Employment Program provides education and assistance to job seekers who need specific assistance with career placement. Services include career readiness training, resume writing, job search, the application process, interview skills, and onboarding.

Our Milestones Program offers more in-depth services for those individuals who require additional support for employment. The Milestones Program consists of work assessment, career placement, career coaching, and long-term support.

Success Story: J.S.

J.S. is a young man with high anxiety when it comes to working around a large number of people. J.S. wanted a job where he could get better at working around people and a job that offered more hours. This is when University Pickers came into the picture.

After meeting with The Arc employment specialist and having a couple of interviews and possible opportunities, J.S. received an offer from University Pickers to help with cleaning around the store and other types of duties as needed.

J.S. received more hours compared to his previous job and is working around more people. He is even asked to help customers at times. J.S. has a positive attitude while working at University Pickers and his co-workers are huge supports for him when he needs assistance. J.S. is in charge of cleaning the bathrooms, cleaning other rooms, taking out trash, and helping customers when needed, on both floors. Driving was the next step for him. He got over his anxiety while driving and now drives to and from work on his own.



**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 2023!**

Community Experience

Number Served

In 2023, our community experience programs served 156 individuals.

Services Provided

Our 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 the transition of individuals to integrate within the community and focuses on relationship building, partnerships, and connections with persons and organizations within the community
- Promote an environment that encourages social and cultural development
- Focuses on supporting, enhancing, and developing adaptive skills through person-centered care
- Maintain accreditation and certification of all programs

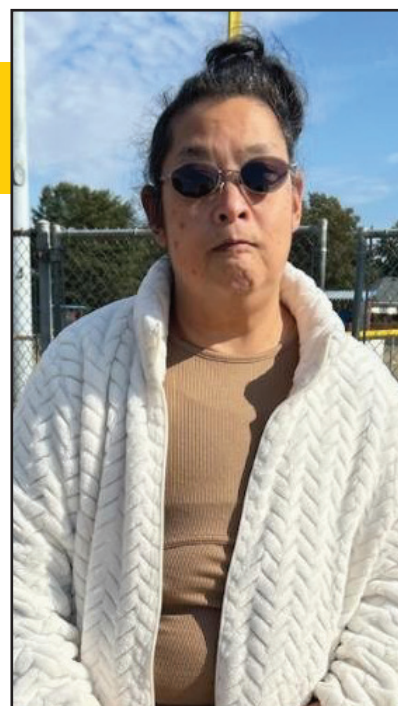
Success Story: Becky

Becky attended The Arc of Madison County's Lowe Center from 2019 until its closure. She is now an active participant in the Community Experience Small Group Program. Becky has been making a difference within the community for over four years. Becky enjoys volunteering opportunities within the community; she assists at various thrift stores, shedding light and bringing smiles to those around her. Becky also enjoys attending live theater, exploring museums, and interacting with people in the community. A few of her favorite activities include eating lunch at Taco Bell and taking on new volunteering experiences like the New Leash on Life.

At birth, Becky was diagnosed with a mild intellectual disability, Down syndrome, seizure disorder, and hypertensive disorder. With her birthday just passing, Becky is now 51 years of age and has yet to allow her diagnosis to hinder her. She is quick to step up and become the leader of a situation and continues to be a helping hand when she can.

Becky is knowledgeable and outspoken. During her spare time, she enjoys playing card games with her housemates or drawing, volunteering, and faithfully attending Sunday church fellowship and Bible Study on Wednesdays.

The Arc of Madison County Community Experience Small Group Program allows Becky to foster new relationships and actively contribute to the community. We expect to hear great things about Becky as she progresses 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

In 2023, The Birdie Thornton Center, our facility in Athens, served 43 individuals.

Services Provided

At The Birdie Thornton Center, we provide services such as community experience, employment support small group, employment transportation, benefits counseling, benefits reporting, community integration, transportation, job coaching, pre-ETS and JETs.

Goals

- Expand our pre-ETS, JETs and employment programs
- Provide positive behavior supports

Success Story: Justin

Mr. Justin stated that he would like to have a job, working in the community. To help him prepare and learn the needed skills, he began participating in pre-vocation services in February of 2021. While participating in pre-vocational services he worked on learning workplace safety, appropriate workplace attire, how to interact with his co-workers and supervisor, how to fill out an application, among other workplace skills.

Justin also worked on in-house scanning, a paid position, which consisted of: prepping papers for scanning and sorting by last name and alphabetizing. He went from removing staples so papers could be scanned, to sorting papers by name and putting them in alphabetical order. He worked on this for about 9 months, and then began participating in Supported Employment Small Group in November 2021. This service allowed Justin the needed supports to work at Polaris. He participated in kitting bolts and screws while there. Justin truly thrived at Polaris, and everyone around him began to see him growing and maturing. He had a new-found purpose and sense of accomplishment. He went from consistently being upset when something did not go his way, to learning that he does not always get his way. Justin worked at Polaris for about a year and a half before graduating to work independently. Justin was informed of a job opening in the grounds crew department at Athens State University. He applied for the job on his own and was hired. Justin has been working there since May of 2023 and absolutely loves it. We are all so proud of how far Justin has come!



Residential Services

Number Served

In 2023, our residential services served 18 clients in six homes located in the Huntsville area. Each home is decorated and furnished to reflect the individual personalities and needs of the residents. The Arc of Madison County has been providing residential services to adults with intellectual disabilities since 1998.

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, and 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 is a 71 year old African American female. She was born December 26, 1951. Her current diagnosis is moderate ID, hypertension, overactive bladder, arthritis pain, constipation, allergies, hypolipoproteinemia hyperlipoidemia, acid reflux, diabetes, a clubfoot, atrophic changes bilaterally to lower extremities, bilateral lower extremity para paresis, left hip deformity, and scoliosis. She has glasses, dentures, a walker, and crutches. Dorothy moved to Huntsville on January 24, 2004. She had lived in Marshal County and attended The Arc program in Albertville, Alabama for the past 26 years. She received an award for her years and even got a going-away present. Dorothy was approximately 2 pounds at birth. Her sister, who was responsible for most of Dorothy's care when she was small, reports that she could fit into a shoebox. Dorothy was born one month premature. At 6, she was still very small, about the size of an average 2-year-old. At 5 or 6 years, Dorothy walked with a large, bell-shaped brace. At age 12, Dorothy had an operation on the liters (muscle cord) on both legs in Birmingham. From that point on, Dorothy needed assistance when walking. Before that, she walked and ran, but on her tip toes. Dorothy attended public school until the age of 10. After that, she stayed at home for about 7 or 8 years until she attended a school for the disabled called Rock School. From there she attended The Arc of Albertville day program, starting in February of 1978. Her mother was very involved throughout Dorothy's attendance at The Arc. Dorothy started at the McKemy Center on 4/26/04. She enjoyed working and getting a paycheck. She did contract work. Dorothy was able to follow directions well and work independently. She retired in 2020. Overcoming many difficult obstacles in her life, Dorothy has strived and had a very active and meaningful life. Dorothy has a good sense of humor. She is very sociable and outgoing. She loves to listen to music and dance. Her favorite hobbies are crocheting, working on quilts, doing ceramics, sewing, arts and crafts, and going to church. She enjoys going out in the community to socialize and loves sitting on the porch in her rocking chair.

Support The Arc Of Madison County

Here at The Arc of Madison County, we are so grateful for the wonderful support from our community. However, 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 the Children

Our Early Intervention program served about 173 children and their families per month in 2023. 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 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.

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 that 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 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 6 & 7 in this report or call our Career Center at 256-382-4478.



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

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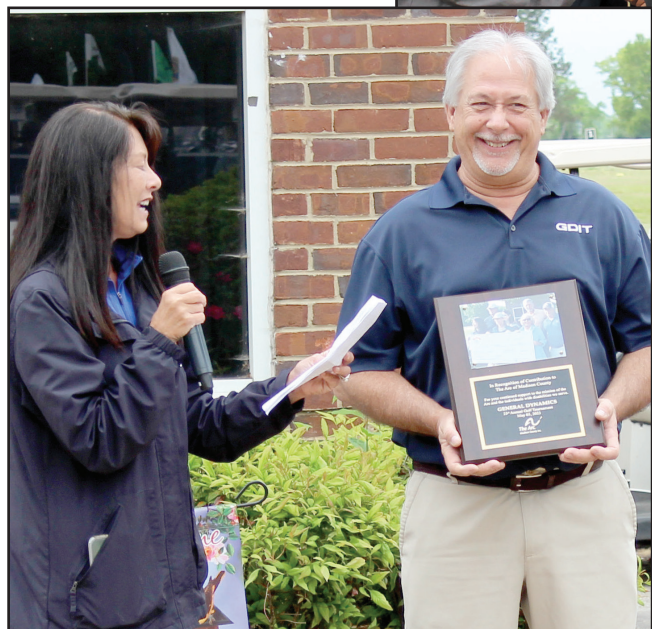
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