Introduction to the Organization

The Arc Tennessee is a charitable organization that enhances the lives of people with disabilities through its services and programs. The Arc Tennessee has been creating choices and advocating for individuals with disabilities and their families since 1952.

We are a chapter and membership organization composed of people with intellectual and/or developmental disabilities (I/DD), their families, friends, and professionals who assist them in reaching their goals.

Our Mission Statement

The Arc Tennessee advocates for the rights and full participation of all people with intellectual and/or developmental disabilities. Through our family-based network of members and chapters, we support and empower individuals and families; connect and inform individuals and families; improve support and service systems; influence public policy; increase public awareness; and inspire inclusive communities.

Strategic Planning

Fiscal year 2014-2015 is the final year of the strategic plan that The Arc Tennessee Board of Directors developed during a retreat in October, 2011. That plan was shared with the Board in April, 2012 with input continually solicited. The plan has been updated regularly throughout the past three years. The Arc Tennessee’s seven (7) committees and its staff were charged with addressing the outcomes outlined in the plan through various activities and programs. The outcomes are as follows:

1. The Arc Tennessee will be recognized statewide as the “go to” organization for information/resources/supports related to people with intellectual and/or developmental disabilities.
2. The Arc Tennessee will diversify its funding streams.
3. The Arc Tennessee will increase meaningful self-advocate involvement both internally and throughout the state.
4. The Arc Tennessee will strengthen its position as a “change agent” for creating meaningful lives for Tennesseans with intellectual and developmental disabilities.
5. The Arc Tennessee will increase its network of sustainable chapters and viable membership.
On January 23-24, 2015 members of the Board of Directors and staff of The Arc Tennessee met to begin work on the strategic plan for 2015-2018. The initial draft of the strategic plan was presented at The Arc Tennessee Annual Meeting on May 20, 2015 and will be The Arc Tennessee’s guide for organizational activities for the coming years.

Below is a summary of Committee activities for fiscal year 2014-2015 and their relationship to the strategic plan goals (each number corresponds to a strategic plan goal):

**Advocacy and Education Committee**
The Advocacy and Education Committee attends to issues of individual advocacy that are brought to its attention and may develop resources to address specific needs. The members also advocate for systems change at both the State and Federal levels. This committee also includes members of the Disability Coalition on Education (DCE) that addresses issues related to education. Below is a summary of its activities and accomplishments for the year:

- Implemented the Community Foundation of Middle Tennessee Grant which provided funds to update the *Conservatorship and Alternatives to Conservatorship Handbook* and host workshops throughout Middle Tennessee on this topic (1c)
- Worked collaboratively with the Public Policy Committee to provide input on the DIDD/TennCare Concept Paper, TennCare Transition Plan in response to the CMS Final Rule; and Waiver Renewal Applications for the Statewide and Arlington Waivers (4b)
- Continued support of self-advocate board members through regular meetings with them prior to Executive Committee and Board meetings (3a)
- Had two (2) staff appointed to the Charter School Task Force (Loria Richardson, Carrie Hobbs Guiden) (4b)
- Had one (1) staff appointed to the Special Education Task Force (Loria Richardson) on accommodations for new student testing (4b)
- Continue advocacy efforts around the immigration and U.S. Citizenship status for a long term resident (since 1995) at Greene Valley Developmental Center (GVDC) from Naples, Italy to ensure that this individual continues to have services once GVDC closes (4e)
- Through involvement in DCE...
  - Conducted six (6) business meetings in Chattanooga, Lawrenceburg, Knoxville, Jackson, Memphis and Nashville to share information about the new Occupational Diploma option and to gather input from the business community on what skills they most look for in employees (1b)
  - Developed a fact sheet on RTI2 (1c)
  - Collaborated with Department of Education (DOE) to provide training on Instructionally Appropriate IEPs (1b)
  - Collaborated with DOE to work on legislation that would prohibit prone restraint (4a)
  - Hosted a meeting with DOE Asst. Commissioner Joey Hassell and his team and DCE participants (4b)
  - Collaborated with DOE to address concerns with proposed voucher legislation (4a)
  - Met with the new Commissioner of DOE - Dr. Candice McQueen (4b)
Impact:
Individuals with I/DD continue to receive advocacy services in a variety of settings. Relationship with the Division of Special Populations within DOE has become stronger and the new Commissioner wants to work even more closely with the advocacy community. Families are receiving more information about changes within DOE and advocacy organizations have input into policy changes. Resource materials continue to be created and updated.

Development Committee
The Development Committee drives the fundraising and community relationship building activities of The Arc Tennessee. The long range goal of the organization is to become less dependent upon government contracts and more visible and supported throughout the community. The committee is active in choosing fundraisers for the organization, identifying potential donor opportunities, creating an overall development plan and building relationships with key stakeholders throughout the state of Tennessee. Below is a summary of its activities and accomplishments for the year:

- Received five car donations through The Arc’s Vehicle Donation Program for a grand total of $2,763
- Sustained Board giving at 100%
- Joined as members of the Rutherford County Chamber of Commerce and individually the development director joined Murfreesboro Young Professionals
- Participated in Middle Tennessee’s “The Big Payback” in its second year in conjunction with The Community Foundation of Middle Tennessee and over 600 other area non-profits and brought in over $400
- Created and expanded new corporate relationships throughout all of Middle Tennessee, making contact with over 100 key stakeholders within the community (Bank of America, Taylor Farms, Corporate Flight Management, Liberty Mutual, Franklin Synergy Bank, SEC, Inc, City Auto, Bridgestone Americas and many more)
- Continued building the relationship with Caterpillar Financial Services and increased their giving to The Arc TN and Technology Access Center (TAC)
- Continued its work on the Light Up a Life (LUAL) holiday giving opportunity and doubled net revenue to over $6500.00
- Successfully held the third annual Hearts Take Flight Pull-a-Plane Challenge and netted nearly $12,000
- Submitted grants to The Arc US (waiting on response), Frist Foundation (waiting on response) and National Council on Aging (NCOA) to become a statewide Benefits Enrollment Center (did not receive), Administration on Community Living Targeted Technical Assistance Grant (was awarded)
- Attended initial training for the Baptist Healing Trust to become eligible for applying for grant funding in 4th quarter of 2015
- Awarded a sub-contract from the Tennessee Commission on Aging and Disability (TCAD) to finish out a Benefits Enrollment Center Grant (partnered with The Arc Mid-South)

Impact:
The Arc TN brought in additional funds to supports its core activities of advocacy, public policy, information and referral, and educational outreach.
**Membership Committee**
The Membership Committee strives to increase membership for The Arc Tennessee and for its local chapters. It also works to increase the number of local chapters throughout the state and to support existing chapters. Below is a summary of its activities and accomplishments for the year:

- Promoted The Arc and membership at a variety of events including the Cruise In, Hendersonville; Harris Hillman School, Nashville; Journeys in Community Living, Murfreesboro; Buffalo River Services, Waynesboro; United Fund and The Arc Cumberland County, Crossville; Wrightslaw Trainings, Knoxville and Memphis; Hilltoppers and The Arc Cumberland County Open House, Crossville; ADA Legacy Tour, Nashville. (1b)
- Continued regular communication with local chapters to help them feel more connected to The Arc at the state and national levels (5)
- Provided technical assistance to local chapters with membership processing, marketing, branding and outreach (5)
- Partnered with local chapters to raise money at the plane pull (5b)
- Offered hardship applications for struggling local chapters (5b)
- Hosted *Getting to Know The Arc* workshops in Cumberland and Wayne Counties (5a)
- Supported local chapter fundraisers (5b)
- Affiliated two new chapters with The Arc - Rutherford County and Buffalo River Services (5a), (5b)

**Impact:**
The Arc Tennessee continues to keep regular communication with local chapters and members through a variety of methods and has completed many of its goals from the previous year - increasing membership, developing new chapters, etc.

**Planning and Rules Committee**
The Planning and Rules Committee addresses issues related to governance of The Arc Tennessee including, but not limited to by-laws and policies. Below is a summary of its activities and accomplishments for the year:

- Hosted a two-day strategic planning retreat of board and staff members to develop the strategic plan for years 2015-2018
- Implemented the Ad Hoc Committee on Local Chapter Issues that was approved at the 2014 Annual Meeting and developed recommendations with committee input
- Presented proposed by-laws changes that addressed the local chapter concerns
- Conducted Board orientation in September, 2014 for new members to learn more about The Arc Tennessee (3a)
- Reviewed and updated the strategic plan through input at board meetings

**Impact:**
The Planning and Rules Committee ensures that The Arc Tennessee develops strong Board of Directors through the creation of thoughtful by-laws, policies and procedures. The committee also ensures that the Board does not lose sight of gathering input from those it seeks to support - namely self-advocates and families. Lastly, the committee ensures that a strategic plan is in place and updated regularly.
Public Awareness/Awards Committee
The Public Awareness/Awards Committee focuses on activities that serve to increase community awareness of The Arc Tennessee and its mission. It also organizes and executes the awards program that is presented at the Annual Awards Banquet. These awards honor self-advocates, educators, legislators, businesses, volunteers and others who have had a positive impact on individuals with I/DD and their families. Below is a summary of its activities and accomplishments for the year:

- Conducted the annual awards ceremony at The Arc Tennessee Awards Banquet and distributed promotional materials that showcased The Arc along with the winners. (1)
- Updated the “Public Awareness calendar” to help drive different awareness issues throughout the year (1a)
- Advertised The Arc Tennessee on NPR statewide during December, 2014 to promote Light up a Life (LUAL)(1a)
- Used Facebook to promote all activities of The Arc Tennessee, to share legislative alerts, and to highlight national disability celebrations (i.e., ADA25, Disability Awareness Month) (1a)
- Purchased bill board ads for car donations and Hearts Take Flight Pull-a-Plane Challenge (1a)
- Purchased ads promoting The Arc awareness and car donations distributed in various counties’ local newspapers. (1a)
- Began the development of The Arc TN Speaker’s Bureau. Compiled a list of potential speaking venues across the state (i.e., Rotary, Kiwanis), and polled local chapters of The Arc to assess what resources are on hand and what tools need to be developed to encourage awareness through speaking engagements (1e)

**Impact:**
The Arc Tennessee continues to work on increasing awareness of the organization and of people with I/DD in the community.

Public Policy Committee
The Public Policy Committee drives systems change at the legislative and policy levels - both state and federal. The Committee is active in developing potential legislation, supporting legislation that will benefit individuals with intellectual and developmental disabilities and their families and at times opposing legislation that may cause problems. The Committee further works to develop relationships with state and federal legislators. Lastly, the Committee provides public comment on important issues when opportunities arise. Below is a summary of its activities and accomplishments for the year:

- State legislature passed the “aging caregiver” bill in a collaborative effort between great sponsors and advocacy organizations; this legislation will provide the Self-Determination or similarly capped waiver to eligible individuals on the waiting list with caregivers aged 80 and older (approximately 130 people) (4a) (4e)
- Worked collaboratively with DIDD and other disability advocacy organizations to oppose legislation that would keep GVDC open and violate the recent settlement agreement (4a)
- Collaborated with members of DCE to promote legislation that would prohibit prone restraint for students receiving special education services; that legislation was taken off notice and will be reintroduced in 2016 (4a)
• Collaborated with other disability advocacy organizations on legislation related to implementing the ABLE Act in Tennessee, special education vouchers, vouchers in general, creation of an autism council and others (4a)
• Had nearly 60 meetings with state legislators on bills related to people with disabilities and had 5 meetings with congressmen related to federal legislation and lifeline programs (4a)
• Responded to action alerts from The Arc US throughout the year on issues concerning potential cuts to “lifeline” programs including Medicaid, SSI, Medicare, SSDI; the ABLE (Achieving Better Life Experience) Act; Keeping All Students Safe Act; CRPD and ESEA (now ECAA) (4a)
• Submitted comments to DIDD and to TennCare on their Concept Paper (4b)
• Submitted comments on TennCare’s proposed Transition Plan to comply with the new CMS final rule on community - including comments on the provider self-assessment and the person-centered planning self-assessment (4b)
• Submitted comments on the proposed waiver renewal applications for the Statewide Waiver and the Arlington (now CAC) waiver including comments on all the relevant appendices (4b)
• Collaborated with Vanderbilt Kennedy Center (VKC) on Kindred Stories of Disability with topic areas of aging caregivers and communication in individuals with Down syndrome; the aging caregivers edition was used frequently in conjunction with education of legislators around the Aging Caregiver bill (4a) (4b) (1)
• Continued involvement in the QuiLTSS project through TennCare that is shifting nursing home (and eventually HCBS) from an acuity based system to an outcomes based system (4b)
• Attended the Disability Policy Seminar in Washington DC and met with TN congressmen and staff about key issues impacting people with disabilities (4a)
• Presented public policy session at the MegaConference (1b) (4a)
• Updated policy statements through the Disability Policy Alliance on the waiting list, fulfill the promise, employment, school vouchers and health care (4c)
• Hosted the opening program with the Disability Policy Alliance at Disability Day on the Hill - speakers included Senator Ketron, Joey Hassell from DOE, Laura Vegas (Doutre) from DIDD, Cherrell Campbell-Street from VR, Michelle Jernigan from TennCare, Doug Varney, from DMH, Linda Brown from The Arc Rutherford County and Lorri Mabry from The Arc Tennessee (4a) (1)
• Coordinated Disability Day on the Hill family visits with TN Works (4a)
• Facilitated discussion at the Tennessee Disability Coalition’s legislative training session (1b)
• Attended the legislative reception (4a)
• Presented workshops on the DIDD/TennCare Concept Paper and the CMS Final Rule (1b)
• Presented at Vanderbilt’s “Educate to Advocate” MLK forum (1b)

Impact:
The Public Policy Committee continues to work on increasing its visibility with legislators and government officials. This year saw significant success in the passage of the “aging caregiver” legislation. Though the age was raised from 75 to 80 to work within the funds that were available, it is a foot in the door for increasing awareness around the critical needs of this population. The Arc Tennessee increased its visibility among legislators through the collective
lobbying work of the Executive Director and the Public Policy Committee Chair. Its relevance with TennCare increased through the submission of detailed comments on the Concept Paper, Transition Plan and Waiver Renewals.

Executive Committee
The Executive Committee meets during the months that the full board does not meet to take care of the business of the organization. Below is a summary of its activities and accomplishments for the year:

- Approved the use of Edith Wright funds to help two families with bathroom modifications and one family to pave the driveway so that the lift on the van didn’t get stuck in the dirt (4e)
- Supported by-laws changes recommended by the Policy and Planning Committee
- Actively participated in The Arc TN fundraising events (2)
- Approved the draft strategic plan for 2015-2018
- Approved the recommendations for the 2014-2015 staff and budget reductions

Impact:
The Arc TN continues regular communication with many of its board members through the Executive Committee which results in volunteer leadership having knowledge of the organization’s regular activities.

Finance Committee
Though the Finance Committee does not play a direct role in working towards the outcomes of the Strategic Plan, it is through their leadership that The Arc has the financial stability to carry out the activities related to those outcomes. The commitment of this group is evident in the continued financial position of our organization despite continued budget reductions.

The Arc TN began this fiscal year with projected revenue of $1,631,331 - nearly $1 million less than FY 2013-2014. The Arc TN also began the fiscal year with the elimination of six (6) advocacy, (2) administrative positions and one (1) contract position. The Advocacy and Awareness contract and the Class Member Advocacy Services contract through DIDD were combined into one contract for more flexibility in the use of funding. The Arc TN secured a $75,000 increase in its Secondary Transition contract with DOE which helped with the other contract reductions.

- Revenue comes from
  - State grants/contracts from the Department of Education, the Department of Intellectual and Developmental Disabilities and the Council on Developmental Disabilities
  - A short-term subcontract with the Tennessee Commission on Aging and Disability
  - Local chapter affiliation fees/membership dues
  - Donations/fundraising
  - Foundation grants
The Arc of Tennessee
Revenue Sources

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<th>2014-2015</th>
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<td>Gum Vending</td>
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<tr>
<td>Affiliation fees/Membership</td>
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<td>Other</td>
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- Projected expenses for the 2014-2015 year were $1,657,146; projected expenses were higher than revenue with the intention of making up that difference in fundraising and through careful spending; at this time, projections are that The Arc TN will complete FY2014-2015 in the black.

- The Arc TN’s investments have done well this past year thanks to a large donation from a non-profit that was closing its doors and a strong consistent interest rate; to date, The Arc TN investments have increased to $298,692.49.

**Impact:**
*In spite of significant contract reductions, The Arc TN continues to be sound fiscally and is poised to finish this fiscal year in the black.*

See detail of actuals to date as of 4/30/15 on the following chart.
Income

- Gum Vending $41,091
- Contributions $594,917
- Development $58,134
- Affiliations/Memberships $17,289
- Other $7,592

Breakdown of Development Income

- Sponsorships $21,500.00
- Registration $14,640.00
- Contributions $21,654.30
- Other $340.00

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Expenses of $726,225 went to support 15 full and 31 part-time staff members who provide the many services provided by The Arc Tennessee. A breakdown of expenses follows:
Grant Activities

For FY 2014-2015, the Tennessee Department of Intellectual and Developmental Disabilities (DIDD) combined The Arc TN’s Advocacy and Awareness contract and the Class Member Advocacy Services contract into one (1) contract that covers all activities. Despite significant staff and funding reductions, The Arc TN exceeded many of its outcomes again this fiscal year. This accomplishment is a testament to the dedication of the staff to meet the needs of every individual and family referred for assistance.

This project supports the organization to provide individual advocacy support, information and referral, technical assistance, educational workshops and other resources to hundreds of people with I/DD and their families throughout Tennessee. Regular meetings were held with various staff at DIDD to provide information on issues and barriers that were identified from interactions with families seeking advocacy services. The Arc TN continued to be active in providing input into various DIDD initiatives through its participation on councils, task forces and committees. Below is a summary of project activities and accomplishments for the year:

- Provided advocacy to over 230 individuals and families throughout the state to assist with navigating various service systems including DIDD, TennCare, Social Security, Education, and others. The advocates statewide assisted 51 individuals with resolving their advocacy issues, which resulted in the successful closing of their advocacy services. These 51 individuals had a combined total of 62 issues resolved. Examples of the resolved issues include: community and developmental center transitions, financial, human rights, health and medical, educational resources, and safety. In addition, the advocates provided education to individuals and families in the areas of human rights, service access, health and safety, legal issues, conservatorship and alternatives to conservatorship.
- Supported individuals at over 145 Circles of Support (COS) meetings that include community and developmental center transition meetings and annual Individual Support Planning (ISP) meetings.
- Provided information and referral services, as well as technical assistance to 347 individuals and families requesting such help.
- Conducted over 26 community forums across the state that brought interested persons together to share ideas and provide information related to services for individuals with I/DD. Topics include:
  - “Conversations that Matter” - family meetings on employment
  - Conservatorship and Alternatives to Conservatorship
Secondary Transition
The History of the Disability Movement
Self-Advocacy
Introduction to Adult Services

- Housing Options Resource and training materials made available on a variety of topics and provided access to those training/library materials upon request to 21 agencies, including DIDD service provider agencies, advocacy organizations, ISC agencies, DIDD staff, and other interested parties.
- Supported and facilitated the development of Parent Coalitions around employment (in Memphis, Nashville, and Chattanooga) and other topics statewide. Staff attended 22 such meetings around the State.
- Published and distributed a quarterly newsletter The Arc Connection to an average of 3000 individuals/families for each addition - that contains articles of interest to the disability community including but not limited to public policy, community inclusion, self-direction and self-determination, self-advocacy, secondary transition, employment, person centered thinking, and systems change. Furthermore, each newsletter contained at minimum one “success story” of community inclusion for persons with I/DD.
- Scott Finney and Beth Thielman (self-advocates) are employed by The Arc and act as a liaison to individuals seeking information and training on self-advocacy, community inclusion and/or employment. They have conducted information sharing sessions for Project Search Students, the TN Rehabilitation Center (TRC) in Smyrna, and provide facilitation for “The Job Club.” The availability of these speakers is posted on The Arc’s website.
- Actively participated in, promoted, and supported self-advocacy involvement in over 40 community meetings and organizations, including but not limited to the monthly DIDD self-advocate Focus Group meetings statewide, the “Supporting Youth Art Project,” Self-Advocacy at the Jackson Center for Independent Living, and Housing Opportunities for adults with disabilities.
- Coordinated and conducted 16 educational workshops around the State. Audiences included but were not limited to self-advocates, family members, provider agencies, ISC agencies, DIDD staff, and other community organizations. Topics include:
  - Getting to know The Arc and Advocacy
  - Conservatorship and Alternatives to Conservatorship
  - “Educate to Advocate”
  - Introduction to the Medicaid Waiver
  - The ABLE Act
  - Effective Advocacy for PCATs (Prevent Child Abuse in TN)
  - The History of the Disability Movement
  - Secondary Transition
  - Anti-Bullying/Stop the “R” Word
  - The Basics of the DIDD/TennCare Concept Paper and Waiver Renewals
  - The ABLE Act
• Sponsored the Tennessee Disability MegaConference with other organizations. This all disability-inclusive statewide conference celebrated its thirteenth year of empowering people with disabilities and the people who support them. This year’s theme was “It All Starts with One.” There were over 600 attendees, presenters, volunteers, and exhibitors at the conference this year. Stipends were awarded to 112 individuals (59 self-advocates, 36 DSPs, and 17 family members) totaling $33,696. The MegaConference Steering Committee agreed to pull money from the profits in 2014 to allow stipends for not only first-time attendees, but for a set amount of past attendees as well.

• Facilitated 4 PATHs (Planning Alternative Tomorrows with Hope) for individuals and organizations across the state

• Actively participated in over 225 meetings by providing volunteers to serve on various committees, task forces, councils, and boards for systems change within the DIDD service delivery system, as well as other government organization, community agencies and/or educational institutions that impact people with I/DD.

• Provided emergency cash assistance to 12 individuals with disabilities to assist with electric bills, moving, rent, computer repair, purchasing glasses, phone bill, and two house fires

• Participated in CMS Final Rule Provider Community Self-Assessments for 32 DIDD service provider agencies

• Participated in CMS Final Rule Person-Centeredness Self-Assessments for 5 ISC agencies

The Secondary Transition Project provides resources, collaboration opportunities, training, community and state collaboration opportunities. These activities help students, families and educators prepare for the significant challenges of secondary transition into adulthood. These activities give tools to young adults and their families to attain the quality lives they deserve. Below is a summary of project activities and accomplishments for the year:

• Conducted trainings statewide on topics such as “How to Lead Your Own IEP Team Meeting,” “The Secondary Transition Process,” “Post Secondary Transition Options,” “Getting a Head Start With Vocational Rehabilitation,” “Self-Advocacy and Conflict Resolution,” “Preparing For Your Secondary Transition Individual Education Plan Meeting” and “Introduction to Adult Services”

• Provided person centered technical assistance and/or advocacy in education-related matters for 295 families
• Continued providing technical assistance to students, families and teachers on Student Directed IEPs
• Posted Secondary Transition resources on The Arc Tennessee website that resulted in 567 page visits
• Continued revising training presentations to keep current with changes in the field
• Continued revising resources to keep them current with changes in the field
• Conducted thirteen informational sessions at the Tennessee Disability Mega Conference, Partners In Education (formerly Tennessee Spring Special Education Conference), and other conferences
• Continued collaboration with Disability Rights Tennessee, Vocational Rehabilitation and others to update employment resource options portfolio for transitioning students
• Provided 962 printed secondary transition related materials to students, families and educators
• Provided five PATHs (Planning Alternative Tomorrows with Hope)
• Presented seven “Conservatorship and Alternatives” workshops to 214 families and educators

The People Talking to People (PTP) project assists DIDD with quality assurance and quality improvement by empowering people with intellectual disability to give honest feedback regarding the services they receive through voluntary participation in a confidential survey. Individuals selected for the survey are chosen randomly from a list generated by DIDD.

In FY 2014-2015, DIDD elected to continue participation in the National Core Indicators (NCI) Project. At the heart of NCI is its Adult Consumer Survey, designed to enable each participating state to validly compare its results to other participating states. Statistical methods are employed to control for differences across the states. In FY 2014-2015, PTP was to provide DIDD with at least 400 completed NCI surveys (interviews). The PTP interviewers ensure that four key areas from the previous CMS-approved Participant Experience Survey are included in the process (choice and control, respect and dignity, access to care, community inclusion) as well as the other NCI specific topics of safety, health and wellness, satisfaction with and access to services, community inclusion employment status and individual rights.

In addition, PTP also conducts phone surveys for Select Community of Blue Cross Blue Shield. Select Community provides nurse case management for individuals with intellectual disability who receive HCBS waiver services through DIDD.

Below is a summary of project activities, findings and accomplishments for the year:
July 2014-May 5, 2015, 742 individuals were successfully interviewed with the results recorded into Survey Monkey (609 Statewide Waiver, 76 Self-determination Waiver, 39 Arlington Waiver (now the CAC Waiver), 18 Community and Private ICF/ID)

- Middle Tennessee represented 24.26% of interviews conducted; West Tennessee represented 41.91% and East Tennessee 33.82%
- July 2014-April 8, 2015, PTP conducted 941 phone interviews for individuals receiving services through DIDD that also participate in the Select Community Plan. This is the second year the information is separated by waiver type so comparisons can now be made between past two years of data. The results are formulated into recommendations for systems change within the Department (4c)

More than 75% of the individuals employed in the PTP program have a disability (4d) and all make at least $8.00 an hour. Not only is the PTP project valuable from a data collection perspective, it also creates employment opportunities for people with disabilities and helps them develop critical job skills. It demonstrates to the general community that people with disabilities are capable employees. Lastly, the peer interaction of people with disabilities interviewing others with disabilities creates a comfortable environment that encourages honesty in answering the questions.

**Legislative Monitor**

The *Legislative Monitor* contract was discontinued in FY 2014-2015. The Arc Tennessee managed to produce a weekly legislative update for members of The Arc TN Public Policy Committee with assistance from interns at Disability Rights Tennessee and conducted weekly phone calls for Committee members.

**PASS Project**

Personal Assistance Supports and Services (PASS) is funded through DIDD. The grant enhances community supports by demonstrating a model of self-directed personal assistance that shifts the existing system in Tennessee from an institutional provider system to self-directed services. The system provides tools, mentoring, and training that allows individuals with a disability to access personal assistance and successfully manage and control the quality of care and service delivery. Each PASS participant is visited yearly to update their plans and to ensure funds are being used appropriately.

There are seven participants in the PASS program, all of whom have physical disabilities. Each participant lives in his/her own home and receives personal assistance services. Three of the individuals work. Participants utilized PASS services to assist in identifying their needs, developing job descriptions and recruiting and employing their personal assistants. PASS funds
have also been used to purchase adaptive equipment, complete minor home modifications and pay for transportation.

PASS materials have been shared with many individuals and organizations across the state. The PASS project is sustained by DIDD through a year-to-year grant.

Class Member Advocacy Services (CMAS)

The Class Member Advocacy Services contract was significantly reduced for FY2014-2015 with the settlement of the Arlington lawsuit. The scope of services for this contract was folded into the Advocacy and Awareness contract. Information on outcomes and activities related to class members are included in that section of the report.

Direct Support Professionals Association of TN

The Direct Support Professionals Association of TN (DSPAT) contract officially ended on June 30, 2012. The Arc continues to maintain the DSPAT website and Facebook page. DSPAT continues to be a member of the National Association of Direct Support Professionals (NADSP).

The Arc TN continues to bestow the “Above and Beyond” award at the annual awards banquet with funds from DSPAT membership.

The Arc TN believes in the vision of DSPAT and continues to seek funding to resurrect the organization so it can become an active, vibrant, membership organization.
In November, 2014 The Arc TN completed its grant through The Arc US and AT&T Foundation to provide wrap-around services that support the two post-secondary programs for young adults with I/DD in Nashville - Next Steps at Vanderbilt and IDEAL at Lipscomb. This grant was a collaborative effort with three local chapters - The Arc Cumberland Valley, The Arc Davidson County, and The Arc Williamson County and the post-secondary programs. All three chapters are committed to expanding post-secondary education and employment opportunities for young adults with I/DD. Services included promotion of the post-secondary programs, training in “soft-skills” necessary for successful employment, assistance with completing program applications and financial aid forms, monthly job club and other activities. Below is a summary of activities and accomplishments during the final months of the grant:

- Informational materials shared at seven (7) events
- Information posted on social media/web on seven (7) occasions
- Conducted eight (8) soft skills trainings
- Conducted 12 community outreach events
- Secured 15 internships for students through the post-secondary programs
- Provided technical assistance to one (1) employer
- Assisted 26 individuals with completion of program applications and financial aid forms
- Connected 20 students with Best Buddies
- Conducted five (5) job club activities
- Secured competitive employment for two (2) students
- Promoted the programs nineteen (19) times through various written publications

Other Grant/Contract Projects of The Arc Tennessee

Partners in Policymaking and Youth Leadership Forum
The Arc Tennessee provides administrative support to the Tennessee Council on Developmental Disabilities’ Partners in Policymaking and Youth Leadership Forum projects so that expenses are reimbursed in a timely fashion.

Benefits Enrollment Center Subcontract
The Tennessee Commission on Aging and Disability (TCAD) subcontracted with The Arc Tennessee to complete the last three (3) months of their Benefits Enrollment grant in an attempt to reach the target outcomes identified in their grant. The purpose of the grant was to ensure that as many low income seniors and individuals with disabilities as possible were screened and/or enrolled in a variety of benefits for these populations. The Arc Tennessee and The Arc Mid-South worked together on this project. The Arc Williamson County was involved in this project as a separate contractor with TCAD. Below is a summary of activities and accomplishments during this three month period:

- Conducted 65 community outreach activities
- Reached 7388 individuals with information about benefits enrollment opportunities
• Screened 102 individuals for benefits eligibility
• Of the 102 individuals screened, 75 were potentially eligible for one or more benefits
• 14 eligible individuals were over age 65 and 61 were under age 65

Other Activities of The Arc Tennessee

Membership/Local Chapter Support
The Arc Tennessee values its local chapters and its members. Below is a summary of staff activities related to supporting membership and local chapters:
• Created and distributed the Membership Matters electronic newsletter each month (5)
• Visited some local chapters to meet with leadership and discuss ways to assist local chapters (5)
• Offered complimentary memberships to families attending workshops (5)
• Provided technical assistance and training for local chapters with regard to rebranding, membership processing, grant applications, brochures, project forms and fundraising
• Provided technical support for three (3) newly affiliated chapters
• Shared information obtained from monthly meetings with DIDD leadership with local chapters (5)
• Attended and supported local chapter events (5)
• Listed local chapter events and trainings on The Arc TN website (5)
• Collaborated on grant opportunities with local chapters
• Offered local chapter fundraising opportunities at the Hearts Take Flight Pull-a-Plane Challenge
• Promoted local chapter events and trainings via email (5)
• Promoted local chapter events and trainings via email listserv (5)

Involvement with The Arc US
The staff and board of The Arc Tennessee remain connected to The Arc US through a variety of activities:
• Member of The Arc US Diversity Committee and co-facilitator of the Best Practices Task Group; completed The Arc US Cultural Diversity Assessment
• Member of The Arc US National Self-Advocates Council
• Elected First Vice-Chair of NCE Steering Committee; Co-facilitated NCE Strategic Planning Retreat; Chair of Chapter Excellence Committee; Facilitator for NCE Strategic Priority Group “Aging Caregivers”
• Involved in The Arc US Position Statement Committee and the Board Development Committee
• Participated in NCE Summer Leadership Institute Planning Committee; Participated in NCE Scholarship Committee; Chair of NCE Pre-Convention Leadership Planning Committee; Member of NCE Silent Auction Committee;
• Volunteered at the NCE Silent Auction at National Convention
• Participated in monthly State Executive Director and Public Policy calls
• Attended NCE SLI, The Arc National Convention and Disability Policy Seminar
• Supported public policy efforts of The Arc US
• Helped pilot the new membership portal
- Completed training sessions within The Arc Connection
- Presented at NCE SLI and The Arc National Convention on aging caregiver issues

**Impact of Projects and Activities of The Arc Tennessee:**

Through the projects and activities of The Arc Tennessee, individuals with intellectual and developmental disabilities have access to information, resources, and services that result in increased community inclusion and improved quality of life. Family members experience increased access to information and resources that help them support their loved ones. The organization’s involvement at the local, state and national level drives systems change to promote best practices in the field and increased access to services.

<table>
<thead>
<tr>
<th>Committee, Board, Task Force and Council Involvement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alliance for Full Participation</td>
</tr>
<tr>
<td>Autism Summit Team</td>
</tr>
<tr>
<td>Brain Injury Association of Tennessee Board of Directors Committee for the Purchase from the Blind and Other Severely Disabled (state use contracts)</td>
</tr>
<tr>
<td>Council of Aging - Greater Nashville</td>
</tr>
<tr>
<td>DIDD Middle TN Human Rights Committee</td>
</tr>
<tr>
<td>DIDD Licensure Review Panel</td>
</tr>
<tr>
<td>DIDD Middle TN Death Review Committee</td>
</tr>
<tr>
<td>DIDD Greene Valley Developmental Center Human Rights Committee</td>
</tr>
<tr>
<td>DIDD Statewide Investigation Review Committee</td>
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<tr>
<td>DIDD Supporting Families State Team</td>
</tr>
<tr>
<td>DIDD Developmental Disability Planning and Policy Council</td>
</tr>
<tr>
<td>DIDD Statewide Policy and Planning Council</td>
</tr>
<tr>
<td>DIDD West TN Abuse and Neglect Committee</td>
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<tr>
<td>Disability Coalition on Education (DCE)</td>
</tr>
<tr>
<td>Disability Policy Alliance</td>
</tr>
<tr>
<td>Department of Education Charter School Task Force</td>
</tr>
<tr>
<td>Employment First Taskforce</td>
</tr>
<tr>
<td>Gibson County School Board</td>
</tr>
<tr>
<td>Guardianship and Trust Corporation Board of Directors Jackson Center for Independent Living Board of Directors</td>
</tr>
<tr>
<td>Licensure Rules Review Committee</td>
</tr>
<tr>
<td>Metro/Davidson County Mayor’s Advisory Committee for People with Disabilities</td>
</tr>
<tr>
<td>Metro/Davidson County Mayor’s AccessRide Policy Advisory Committee</td>
</tr>
<tr>
<td>NCE Board of Directors/ NCE Steering Committee/NCE Chapter Excellence Committee/Aging Caregiver Strategic Focus workgroup</td>
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<tr>
<td>Next Steps at Vanderbilt Advisory Council</td>
</tr>
<tr>
<td>Occupational Diploma Taskforce</td>
</tr>
<tr>
<td>P.A.T.H Facilitation Services</td>
</tr>
<tr>
<td>PAIMI Council</td>
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<tr>
<td>Post-Secondary Education Alliance</td>
</tr>
<tr>
<td>Prevent Child Abuse in Tennessee (PCAT) Leadership Team</td>
</tr>
<tr>
<td>Select Community Advisory Group</td>
</tr>
<tr>
<td>STEP Board of Directors</td>
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<tr>
<td>TennCare QuLTSS Project</td>
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<tr>
<td>TennCare Advocates Group</td>
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<tr>
<td>Tennessee Allies in Self-Advocacy (TASA)</td>
</tr>
<tr>
<td>Tennessee Disability Coalition</td>
</tr>
<tr>
<td>Tennessee Disability MegaConference</td>
</tr>
<tr>
<td>TennesseeWorks</td>
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<tr>
<td>The Arc US Committee on Diversity</td>
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<tr>
<td>The Arc US Self-Advocates Council</td>
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<tr>
<td>Tennessee Employment Consortium (TEC)</td>
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<tr>
<td>Vanderbilt Kennedy Center Community Advisory Council</td>
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<tr>
<td>Vanderbilt Kennedy Center Public Policy Committee</td>
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<tr>
<td>Volunteer Advocacy Project - T - Advisory Group</td>
</tr>
<tr>
<td>Volunteers of America Advisory Council of West Tennessee</td>
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<tr>
<td>Warren County Secondary Transition School Advisory Council</td>
</tr>
</tbody>
</table>
Collaborations

The Arc Tennessee continues to lead alliances and work collaboratively with many organizations in an effort to advance services and supports for people with intellectual and/or developmental disabilities.

Autism Tennessee
Alzheimer’s Association of Middle TN
Brain Injury Association of Tennessee
Buffalo River Services (an affiliated chapter of The Arc)
Center for Nonprofit Management
Community Foundation of Middle TN
Community Health Charities of Tennessee
Developmental Services of Dickson County - (an affiliated chapter of The Arc)
Disability Coalition on Education
Disability Rights Tennessee
Down Syndrome Association of Middle Tennessee
Easter Seals of Tennessee
Family Voices of Tennessee
Guardianship and Trust Corporation
Hearing Bridges
IDEAL at Lipscomb
Mid-TN Supported Living
Next Steps at Vanderbilt
People First of Tennessee
Progress, Inc.
Quality Review Panel
Sports4All
STEP, Inc.
TASH
Technology Access Center
TennCare Long Term Care Division
Tennesseans for Fair Taxation
Tennessee Conference on Social Welfare
Tennessee Education Association
Tennessee Disability Coalition
Tennessee Health Care Campaign
Tennessee Justice Center
Tennessee Association of Microboards and Cooperatives
Tennessee Network of Community Organizations (TNCO)
Tennessee Legal Aid Society
Tennessee Technology Access Project (TTAP)
Tennessee Voices for Children
The Arc Anderson County
The Arc Coffee Moore Counties
Friend’s Life
The Arc Cumberland County
The Arc Cumberland Valley
The Arc Davidson County and Greater Nashville
The Arc Hamilton County
The Arc Hickman County
The Arc Knox County
The Arc Mid-South
The Arc Rutherford County
The Arc United States
The Arc Washington County
The Arc Williamson County
The Tennessee Council on Developmental Disabilities
The John F. Kennedy Center at Vanderbilt University
The Special Education Action Network
The Tennessee Information and Referral Office
The TN Department of Mental Health
The TN Division of Health Services
The TN Department of Intellectual and Developmental Disabilities
The TN Department of Human Services - Division of Rehabilitation Services
The TN Department of Health
TN Commission on Aging and Disabilities
TN Department of Education - Division of Special Populations
Tennessee Disability Policy Alliance
TennesseeWorks
TREDS (Tennessee Technical Assistance and Resources for Enhancing Deaf-Blind Supports) of Vanderbilt University
U.T. Boling Center for Developmental Disabilities
United Cerebral Palsy of Middle Tennessee
Ups for Downs of Chattanooga
Union EDGE Program
UT-Center for Literacy Studies
UT Futures Program
### Financial Statement

**THE ARC OF TENNESSEE, INC.**

**STATEMENT OF ACTIVITIES**

**FOR 2014-2015 THROUGH 4/30/15**

<table>
<thead>
<tr>
<th>Category</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues and Other Support:</strong></td>
<td></td>
<td></td>
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<tr>
<td>Gum Vending</td>
<td>$41,091.30</td>
<td>$41,091.30</td>
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<tr>
<td>Government grant</td>
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<td>$1,137,604.56</td>
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<td>Contract revenue - nongovernment</td>
<td>$30,701.38</td>
<td>$30,701.38</td>
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<tr>
<td>Contributions</td>
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<td>$0.00</td>
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<tr>
<td>Interest</td>
<td>$128.38</td>
<td>$128.38</td>
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<tr>
<td>Rental Income</td>
<td>$6,284.00</td>
<td>$6,284.00</td>
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<tr>
<td>Affiliation fees</td>
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<tr>
<td>Mega Conference administrative fee</td>
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<tr>
<td>Miscellaneous</td>
<td>$1,180.00</td>
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<td>Memberships</td>
<td>$4,139.00</td>
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<td>Development</td>
<td>$58,134.30</td>
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<tr>
<td>In-Kind</td>
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<td>$40,665.00</td>
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<td><strong>Total Revenues and Other Support</strong></td>
<td>$1,333,077.92</td>
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<td>$1,333,077.92</td>
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<tr>
<td><strong>Expenses:</strong></td>
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<td><strong>Program Services</strong></td>
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<tr>
<td>Public awareness - Legislative Monitor</td>
<td>$0.00</td>
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<td>Advocacy, education and public awareness</td>
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<td>TEIS</td>
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<td>$1,365.34</td>
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<td>Support collaboration for special education</td>
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<td>$129,749.27</td>
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<td>Class Member Advocacy</td>
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<td>The Arc US - Walmart</td>
<td>$191.20</td>
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<td>Support and assistance services (DSPAT)</td>
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<td>$1,644.68</td>
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<td>Partners in Policymaking workshop</td>
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<td>$153,072.60</td>
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<td>Personal assistance services and supports</td>
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<td>$89,238.87</td>
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<td>Administration of the Real Choice Systems Change</td>
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<td>$140,217.26</td>
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<td>Support Brokerage/financial administration</td>
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<td>GNRC</td>
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<tr>
<td>Choices</td>
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<tr>
<td><strong>Support Services:</strong></td>
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<tr>
<td>Management and general</td>
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<td>$296,846.74</td>
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<tr>
<td>Development/Fundraising</td>
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<td>$72,160.26</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td>$1,319,415.52</td>
<td>$1,500.00</td>
<td>$1,320,915.52</td>
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<tr>
<td><strong>Increase (Decrease) in Net Assets</strong></td>
<td>$13,662.40</td>
<td>-$1,500.00</td>
<td>$12,162.40</td>
</tr>
</tbody>
</table>
Board of Directors

**ELECTED OFFICERS and COMMITTEE CHAIRS- EXECUTIVE COMMITTEE (1 year terms)**

John Lewis- President (Nashville)
John Shouse - Vice President and Chairperson, Planning/Rules Committee (Franklin)
Donna Lankford - Secretary (Antioch)
Ann Curl - Treasurer and Chairperson, Finance Committee (Franklin)
Glenda Bond - Past President and Chairperson, Board Development Committee (Crossville)
George Arwood - Regional Representative East TN (Oak Ridge)
Bud Sugg - Regional Representative Middle TN (Nashville)
Laurie Hobson - Regional Representative West TN (Memphis)
Ron Butler - Chairperson, Advocacy and Education Committee (Nashville)
Carol Greenwald - Chairperson, Development Committee (Memphis)
Sharon Bottorff - Chairperson, Membership Committee (Franklin)
Courtney Evans Taylor - Chairperson, Public Awareness/Awards Committee (Nashville)
Doria Panvini - Public Policy Committee (Nashville)

**APPOINTED BOARD MEMBERS AT LARGE (1-year terms)**

Mary Ruth Burke, Dickson
Terry Long, Murfreesboro
Linda Brown, Smyrna
Candace Gilligan, Mount Juliet

**AUTOMATIC BOARD MEMBERS (The Arc US Officers/Committee Chairs)**

Elise McMillan, Nashville

**LOCAL CHAPTER BOARD REPRESENTATIVES (1-year terms)**

Jan Ryan, The Arc Anderson County
Glenda Bond, The Arc Cumberland County
Kate Deitzer, The Arc Davidson County and Greater Nashville
Robyn Lampley, Developmental Services of Dickson County
Christina Pearce, The Arc Hamilton County
Linda Brown, The Arc Rutherford County
Malessa Fleenor, The Arc Washington County
Sharon Bottorff, The Arc Williamson County
Full-time Staff/Part-time Admin Staff

Carrie Hobbs Guiden, Executive Director  
Scott Finney, Administrative Assistant  
Lori Cutler, Development Director  
Peggy Cooper, Membership, Chapter & Communications Manager  
Nicole Davidson, Business Manager  
Lori Israel, Office Manager  
Patricia Edmiston, Director of Advocacy, Awareness and Education  
Frank Meeuwis, Director of Quality Improvement and Systems Change  
Marlena Buford, Project Assistant  
Steve Jacobs, Senior Project Specialist  
Treva Maitland, Lead Project Specialist  
Loria Richardson, Lead Project Specialist  
Tracey Cunningham, Advocate  
Lamont Tucker, Advocate  
Jerry Winters, Advocate  
Beth Thielman, Self-Advocate Advisor, BEC Coordinator  

Mailing address:  
151 Athens Way, Suite 100  
Nashville, TN 37228  

Phone:  
615-248-5878  
1-800-835-7077  

Email: info@thearctn.org  
Website: http://www.thearctn.org