



# The Arc™

Jefferson, Clear Creek  
& Gilpin Counties



## 2013 ANNUAL REPORT



*Achieve with us.*

# Who We Are

## Staff

Lori A. Ropa, CAE  
EXECUTIVE DIRECTOR

Jo Lynn Osborne  
ASST. EXECUTIVE DIRECTOR

Patricia Fulton  
DIRECTOR OF EDUCATION  
& FAMILY ADVOCACY

Linda Gleason  
DIRECTOR OF YOUNG  
ADULT ADVOCACY

Corinne Gray  
DIRECTOR OF EDUCATION  
& FAMILY ADVOCACY

Louise Todd-Stoll, MA  
DIRECTOR OF INDIVIDUAL  
& FAMILY SUPPORT

Jeanne Weis  
DIRECTOR OF ADULT ADVOCACY

Genni Williams  
DIRECTOR OF  
DEVELOPMENT & OPERATIONS

Eryn Hoerig  
DEVELOPMENT COORDINATOR

## 2013 Board

### Officers

Gabe Vallés, PRESIDENT  
Theresa Gonzales, VICE PRESIDENT  
Faith Steury, SECRETARY  
Derek Otte, TREASURER  
Deb Karsell, PAST PRESIDENT

### Directors

Carol Ann Coleman  
Aaron Gonzales  
Mark Lancaster  
Jessica Melson  
Helen Pietranczyk  
Sandy Russalesi  
Betty Sweeney  
Robin Vint

The Arc – Jefferson, Clear Creek & Gilpin Counties began in 1960 with a meeting of local parents of children with intellectual and developmental disabilities (I/DD) and a handful of school district officials who were committed to creating educational opportunities for students with I/DD long before mandatory special education existed.

At the time, families of people with disabilities had no options to support their children at home, and in most cases their children were not allowed to attend public schools. Desperate for change, our founders came together to address the overall lack of resources for families with I/DD, working to create options to support their children in the schools and in their own homes. As resources became available and more families chose to raise their children at home, The Arc was there to ensure people with I/DD were welcomed into and supported in our community.

Today, The Arc – Jefferson, Clear Creek & Gilpin Counties is one of nearly 700 chapters of The Arc across the United States. More than 140,000 members strong, we are a part of the largest national organization of and for people with I/DD and their families, serving birth through end of life.

For more than 50 years, the core values of our founding members have continued to inform all of our organization's activities. We have promoted reform in schools, the workplace, residential life, and in the broader community, all with the intent to promote independence and inclusion for people with developmental disabilities. We foster respect and access, giving people with I/DD the power to achieve full and satisfying lives.



***“The work of The Arc won’t be done until people with intellectual and developmental disabilities are treated with the same rights, respect and opportunities that everybody else is.” ~***

*~ Aaron, Lakewood • Board member and sibling advocate*



# The Arc in Motion



Welcome to The Arc's 2013 Annual Report. Between these pages, you'll learn about the exceptional work done by this chapter throughout the year to help people with intellectual and developmental disabilities (I/DD) like autism, cerebral palsy, and Down syndrome lead lives of their own choosing.

Our first major event of the year was another high-energy **jazz concert** to celebrate Developmental Disabilities Awareness Month. This wonderful event brought together members of our chapter as well as the greater community, providing an opportunity for everyone to connect through the joy of music.

Just a couple of months later, The Arc launched our first **Achievement Challenge** – a family-friendly 5k held in conjunction with the Colfax Marathon at City Park in Denver. More than 60 members of our Arc family walked, ran and rolled in bright orange T-shirts, bringing great visibility to people with disabilities and The Arc. Our sea of orange weaving through thousands of racers demonstrated full participation in the community at its best.

The latter half of the year saw two new innovations in our advocacy trainings. To address the needs expressed by adults with disabilities and their family members, The Arc developed and piloted our new **Aging with Disabilities** training series. This ground-breaking learning opportunity featured sessions on legal and financial issues, medical issues, and building a support network.

As a partner in the **Transition Alliance Group (TAG)**, The Arc worked with Jeffco Schools and DDRC to develop a new, robust online resource for students and families. The new TAG website, [www.jeffcotag.info](http://www.jeffcotag.info), provides great information to aid young adults in their successful transition to full

lives after high school.

In November, the Arc was treated to a very special visit from Nancy Webster, President of the Board of Directors of The Arc of the United States. Nancy spent a couple of days getting to know our chapter and was impressed by the depth and breadth of the support that we provide to individuals and families. The highlight of her trip was attending our **Annual Meeting & SPARC Awards**. Nancy gave a presentation on the activities of our national organization and helped present the SPARC Awards to our winners. We were proud to have her witness our work and know she will always have a warm place in her heart for this chapter.

In addition to these extraordinary activities, our critical advocacy work continued to change lives.

- *We provided individualized advocacy on behalf of 994 people of all ages, assisting them in getting the support they need to live full and satisfying lives in the community.*
- *We conducted 44 trainings that informed and empowered 832 people to make choices about their lives and the lives of people they love.*
- *We maintained more than 50 community partnerships that help to make our world a more welcoming place for people with I/DD.*

As always, we are grateful for your dedicated support and partnership with us. Together, we continue to make progress in creating a world where everyone can achieve their dreams.

A blue ink signature, likely of Lori A. Cape, written in a cursive style.

# What We Believe

The following Core Values and Guiding Principles were developed and adopted by The Arc's national headquarters. The Arc – Jefferson, Clear Creek & Gilpin Counties embraces these values and principles, and embodies them in our work and lives.

## Core Values

**People First.** The Arc believes that all people with intellectual and developmental disabilities are defined by their own strengths, abilities and inherent value, not by their disability.

**Equity.** The Arc believes that people with intellectual and developmental disabilities are entitled to the respect, dignity, equality, safety, and security accorded to other members of society, and are equal before the law.

**Community.** The Arc believes that people with intellectual and developmental disabilities belong in the community and have fundamental moral, civil and constitutional rights to be fully included and actively participate in all aspects of society.

**Self-determination.** The Arc believes in self-determination and self-advocacy. People with intellectual and developmental disabilities, with appropriate resources and supports, can make decisions about their own lives and must be heard on issues that affect their well-being.

**Diversity.** The Arc believes that society in general and The Arc in particular benefit from the contributions of people with diverse personal characteristics (including but not limited to race, ethnicity, religion, age, geographic location, sexual orientation, gender and type of disability).

## Guiding Principles

**Participatory Democracy.** The Arc acts to ensure that people with intellectual and developmental disabilities, their parents, siblings, family members and other concerned members of the public have meaningful opportunities to inform and guide the direction of the organization's advocacy, including determining policy and positions on important issues. The Arc strives for diversity in its leadership, as well as in all facets of the work of the organization.

**Collaboration.** The Arc works with individuals, organizations and coalitions in a collaborative fashion. The Arc values and promotes effective partnerships between volunteer and staff leadership at all levels of the organization.

**Transparency, Integrity and Excellence.** The Arc conducts its business with integrity, accountability, and open, honest and timely communication. The Arc is committed to quality and excellence in all its does.

***"The Arc has brought us confidence as we live each day to the best of our ability and it has brought us hope for our future."***

*~Becky & Heather, Arvada*





## **Our Promise**

*The following statements were developed by this Arc chapter to articulate how we choose to work within our organization as well as in the community.*

### ***As advocates for people with intellectual and developmental disabilities,***

- We base our interactions, whether internal or external, on The Arc's Core Values and Guiding Principles.
- We are responsive and honor our commitments to the people we serve, to one another, and to ourselves.
- We respect individuals and families wherever they are on their journey and meet them there.
- We begin all relationships from a position of trust, and make every effort to see all sides of any situation.
- We listen with both open hearts and minds.
- We communicate honestly, tactfully and with respect, always.
- We use our resources effectively and efficiently to best serve our community.
- We provide people with factual, unbiased information to enable them to make informed choices.
- We provide and gratefully accept constructive feedback given in the spirit of moving the mission forward.
- We strive to achieve mutually beneficial outcomes, as we value maintaining long-term, systemic relationships with our community and the people we serve.
- We commit to being informed on issues concerning and resources for people with intellectual and developmental disabilities and their families.

## **Our Mission**

The Arc promotes and protects the human rights of people with intellectual and developmental disabilities and actively supports their full inclusion and participation in the community throughout their lifetimes.

## **Our Vision**

People with intellectual and developmental disabilities will live the lives they choose as valued and respected members of the community.



# What We Do

The Arc works to ensure that the estimated 13,000 people with I/DD in Jefferson, Clear Creek and Gilpin Counties have the supports they need to become valued, contributing members of their communities and achieve their dreams.

After years of planning, 2013 saw the creation of new trainings for older adults and their caregivers. On the heels of two Hot Topic sessions featuring speakers on a range of issues, we launched a pilot of Aging With Disabilities training series in October. In addition to these new activities, the demand for all of our programs increased across the board in 2013. The Arc's Individual Advocacy Program saw the most dramatic increase, as the level of support required to resolve problems grew by 50% in 2013. This is just one indication of the increasingly complex and intense situations that drive people to seek The Arc's assistance.

## Individual Advocacy

For more than 50 years, individual advocacy has been the cornerstone of The Arc's programs. Our advocacy team works one-on-one with individuals with intellectual and developmental disabilities (I/DD) and their caregivers to address concerns in many areas, such as: education, insurance, government benefits, housing, employment and connecting with other community agencies. Individualized support can take minutes, hours, weeks, or months, depending on the complexity of the prevailing issue.

At The Arc, we believe that individual advocacy should truly be tailored to match each person's needs, abilities and interests. The challenges presented to an individual or family ebb and flow over time, and with the ever-changing landscape of supports for people with I/DD, many people need individualized advocacy multiple times throughout their lifetimes. To effectively address this lifelong need, we use each interaction to teach both individuals with disabilities and their families how to effectively advocate for themselves and their loved ones in all areas of life.

**In 2013, our staff provided individualized advocacy on behalf of 994 people of all ages. 34% of these required ongoing support. Additionally, more than 1,800 family members benefited from this assistance.**

## Sponsorship of Self-Advocacy Groups

The Arc understands that adults with I/DD need the opportunity to develop their ability to advocate for themselves and pursue their own interests, so we emphasize activities that will empower adults to build the self-advocacy skills that will benefit them in all aspects of life.

In order to promote opportunities for self-advocates to use and further develop their voice, The Arc supports groups that provide leadership and service opportunities, such as *People First of Jefferson County*, an organization led by self-advocates, and *Rocky Mountain Partners Aktion Club*, a Kiwanis Club where self-advocates and community leaders work together in service to the local community. The Arc also promotes relationship-building by hosting *Coffee House*, a monthly social gathering for self-advocates.

**The Arc's advocacy team sponsored 95 self-advocacy activities attended by 1,290 people in 2013, a 19% increase over the previous year.**



## Community Outreach & Events

Through educational presentations and community events, The Arc works to open hearts and minds to create a community that embraces people with disabilities.

For those who don't have a close relationship with someone with a disability – and even within the disability community itself – both misinformation and uncertainty can create many social barriers that limit opportunities for people with I/DD. Through presentations to civic groups, service clubs and community organizations, The Arc helps break down these barriers by sharing the many talents and abilities of people with I/DD.

Each year, The Arc hosts both a picnic and a holiday party for the individuals and families we serve, as well as the friends, allies, and professionals that make up the fabric of our community. The Arc's annual Summit of Hope luncheon is a special event designed to inform the public about The Arc.

In addition to these events, this year saw the exciting launch of The Arc's Achievement Challenge – a family-friendly 5K held in conjunction with the Colfax Marathon. Collectively, each of these activities helps expand The Arc's influence, and – most importantly – celebrates the achievements of people with I/DD.

**Last year The Arc conducted 70 outreach activities and events for more than 8,000 people. We saw a 35% increase in the number of activities and a 42% increase in our audience over 2012.**



Hope

## Advocacy in Action

Like most first-time parents Jane and Steve were both nervous and excited when their son Jacob entered preschool. A sweet and funny little boy, Jacob kept their family rolling with laughter, and his parents were looking forward to the new experiences that preschool would bring.

Everything was fine until the day the special education teacher at Jacob's school came to his parents with some concerns. Jane and Steve had always known their son was very busy, and they suspected he might one day be diagnosed with ADHD, but this teacher's concerns were very specific.

She started them down a path that totally rocked their world. Soon Jacob was enrolled in special education, complete with an IEP, and the family was trekking back and forth to Children's Hospital for testing.

One tumultuous year later, Jacob was diagnosed with an Autism Spectrum Disorder. His parents never expected to hear the word "autism" in relation to their own son, and hearing the words coming out of the mouths of experts was frightening and overwhelming.

Thankfully, the staff at both Children's and at Jacob's school were knowledgeable about services and resources for families like theirs and connected them with The Arc. They quickly enrolled in The Arc's Mobilizing Families training series, which was designed to meet the needs of families like theirs.

For the first time since they learned about Jacob's disability, Jane and Steve were in a room filled with other parents who felt as overwhelmed as they did. During the nine-week training series, The Arc's advocates and other experts taught Jane and Steve how to effectively advocate for Jacob in all aspects of life, from community inclusion to medical care. They learned about special education law and the special education process. They learned how to communicate more effectively, which came in handy when they attended Jacob's IEP meeting a few weeks later.

Armed with knowledge, Jane and Steve are looking forward to a bright future for Jacob. If ever they need support from The Arc again, they know they can count on our help.

# What We Do

## Advocacy Trainings

In 2013, The Arc launched the pilot of our *Aging with Disabilities* training series, which featured sessions on legal and financial issues, medical issues, and building a support network. This program joins The Arc's popular slate of trainings such as our award-winning *Mobilizing Families* series, which teaches families of young children with disabilities how to be strong and knowledgeable advocates for their children.

The *Life After High School* training series helps families and high school students prepare for the student's transition from high school into community life. This training is presented in collaboration with Jefferson County Public Schools and the Developmental Disabilities Resource Center (DDRC).

*Guardianship and Options*, another training presented with DDRC, helps families and caregivers understand the many aspects of and alternatives to guardianship and their effects on the lives of adults with I/DD.

In response to numerous systemic changes affecting the lives of so many adults with I/DD, The Arc hosted two informative *Hot Topic* trainings with presentations from a range of community leaders.

***The Arc's trainings increased by 18% in 2013, with 832 people engaging in 44 sessions.***



## Legislative & Systemic Advocacy

As part of our goal to help people with I/DD achieve greater levels of independence and inclusion, we provide a critical voice in policy deliberations, from community and civic organizations to federal, state and local government.

The Arc maintains a variety of partnerships to ensure that the human and civil rights of people with disabilities are protected in all policy and programming decisions that affect them and their families. For more information please see our 2013 Public Policy Agenda on the next page.

***The Arc's 50+ community partnerships ensured that people with I/DD were represented at more than 400 decision-making meetings regarding disability and community issues including education, aging in our community, employment, and housing.***

## Communications

When it comes to advocacy for people with disabilities, knowledge really is power. The Arc has developed a number of communication vehicles to ensure our community has access to breaking news, information and resources as soon as they become available. These informative and practical resources are helping us to build awareness and acceptance around people with I/DD in our community. To learn how you can connect with The Arc, see page 14.

***In 2013, The Arc sent more than 100 information-packed emails to a growing list of more than 1,200 recipients, and more than 1.7 million users have seen The Arc's Facebook page.***

***"The disability system is like a secret society. You have to know the rules and the code. You have to know the right way to say it. The Arc tells you how to do that, which is wonderful."*** ~ Kathy, Arvada



## Helping Adults Build Independence: Martin's Story

**M**artin's life has been more than a little rocky. As a youth with both a developmental disability and mental health concerns, Martin's intensive needs put a tremendous strain on his family. In order for Martin to get the help he needed, his parents ultimately had to make the heartbreaking choice to have themselves declared unfit – the only path that would ensure Martin could access round-the-clock support through the foster care system.

At the age of 18, Martin aged-out of foster care and transitioned into the developmental disability (DD) service system, where he had access to trained assistance 24-hours a day, but little supervision. As a young man living in his own apartment for the first time with little support, it wasn't long before Martin started devising ways to get attention.

One of Martin's favorite ways to get attention was to report himself to the police. Any time the news would mention that police were looking for suspects for various crimes, Martin would call the police and tell them he was the person they were looking for. In just one month, Martin called the police 21 times. It wasn't long before the police stopped responding to Martin's calls.

In need of a new way to get attention, Martin escalated to setting fires -- something he learned from a roommate back in foster care. After setting seven fires, Martin was caught in the act and sentenced to four years in prison.

Shortly before his planned release, a social worker at the prison contacted The Arc for help getting Martin situated in the community. Though he previously had support through the DD system, he had been dropped from that program when he was incarcerated. Without this program giving him a place to live, Martin was essentially homeless.

On the day of his release, Martin was put on a bus to Denver and dropped off at 5 AM in the middle of nowhere on the outskirts of Denver; he had a check for \$100, no ID to cash the check, no way to catch a cab, no



medications, and no place to go. Thankfully, when he got off the bus, The Arc was there waiting for him.

First, The Arc's advocates checked Martin into an extended stay hotel and helped him get stabilized. Then they began the lengthy process of finding an appropriate living arrangement for Martin, which was complicated by the fact that the DD system no longer felt they could meet his needs.

After working through months of red tape around benefits and eligibility and navigating a variety of obstacles, The Arc was ultimately able to find place for Martin in a group home operated by the Wheat Ridge Regional Center. The intensive level of support in this setting helped Martin maintain some independence without risking more troublesome behavior. During his time in the group home, Martin received ongoing assistance from The Arc to ensure he was getting the right balance of supports.

Without The Arc, Martin's life would have looked vastly different. Thanks to more than 15 years and thousands of hours of advocacy, Martin is living a trouble-free life in the community. After twelve years in this group home, Martin was able to move into a host home with a family that is able to give him the care and support he needs. He continues to receive mental health treatment, lives a stable life and is able to participate in activities that he enjoys.

## The Arc's 2014 Policy Agenda

For more than 50 years, Colorado chapters of The Arc have advocated for the rights of people with intellectual and developmental disabilities (I/DD) to live independently, exercise choice and control over their lives and contribute to their communities by being fully included in educational, economic, social, spiritual, and cultural endeavors. Below is the 2014 public policy agenda for Colorado chapters of The Arc:

*Funding and policy changes to strengthen the Colorado Medicaid State Plan, state programs, and Home and Community Based Services (HCBS) Medicaid waivers for people with disabilities to include support for:*

- Adding personal care, homemaker, health maintenance services, home health benefits and behavioral/mental health services and habilitative supports to the Colorado Medicaid state plan for those who meet the level of care requirement;
- Updating of regulatory and licensure rules/regulations that prevent people with I/DD from accessing support for medically necessary procedures in typical family and community environments;
- Options for self-direction and individual control of budgets in HCBS Medicaid waivers as well as Medicaid state plan benefits;
- Full funding of community based services for all people with I/DD who meet eligibility requirements;
- Increased funding for family support including respite and other services needed to maintain family stability;
- Support for individuals transitioning from school based services and supports available through Early Periodic Screening, Diagnosis and Treatment options to access necessary medical services in the community;
- Crisis prevention/intervention for people with I/DD who also experience behavioral and/or mental health crises to ensure appropriate cross-system rapid response, evaluation, medication management, therapeutic respite and follow up services.

*Colorado students with disabilities have a Constitutional right to free, appropriate educational opportunities with accompanying supports in the least restrictive environment.*

*Colorado must provide for:*

- Quick enrollment of all eligible children from birth through age three in Early Intervention services;
- Special education services provided in the least restrictive setting by qualified teachers, staff and therapists for all eligible students including para-professional support,

alternative school placement, and related supports including transportation;

- Adequate medical and nursing services to support students with complex needs;
- Meaningful transition services for students with disabilities including preparation for continuing education, work-based experiences and preparation for independent living.

*Coloradoans with disabilities prefer to live, learn, and work in their community of choice. State systems must be simplified and strengthened to ensure ready access to community living including:*

- Medicaid waiver simplification to create a single HCBS waiver for adults with I/DD with access to services and supports when and where needed throughout their lifetimes;
- Continued expansion of Medicaid buy-in programs to allow working adults with disabilities and families of children with disabilities to obtain health care coverage;
- Community based out-of-home placements through County Social Service departments for children with I/DD in the rare cases when such placement is required;
- Person centered assessment, service planning and delivery for all Coloradoans eligible for long term services and supports;
- Access to information and communication technology to improve independence, productivity and quality of life;
- Greater emphasis on supported employment options for adults with I/DD.

*Protection of civil rights for people with disabilities including:*

- School discipline policies that acknowledge behavioral issues related to disability and elimination of restraint and seclusion of students with disabilities;
- Fair treatment of juveniles with disabilities in the criminal justice system to avoid incarceration and employment of restorative justice programs for all citizens;
- Guardianship policies and practices that respect the right of people with disabilities to manage their own affairs with informal assistance and guidance from family, friends, and others. If guardianship is essential, it should be used only to the extent necessary, with a presumption in favor of limited rather than full guardianship.
- Access to informed end-of-life care for persons with developmental disabilities through greater utilization of hospice and palliative care services.

# What Lies Ahead



## The Arc's Strategic Goals 2013-2015

The Arc's Strategic Plan is designed to guide the organization over three years. Each year will bring new initiatives to support the strategic goals within the plan. Below are The Arc's goals, as well as some of the key initiatives that will be undertaken in 2013. For a more detailed look at the Strategic Plan, visit [www.arcjc.org](http://www.arcjc.org).

**1) The Arc builds the capacity within individuals to act as life-long advocates for people with intellectual and developmental disabilities (I/DD).** This goal encapsulates the continuing focus of The Arc's advocacy for people with I/DD. All aspects of our programming fit here, as the ultimate goal of all of our efforts is to empower people to advocate for themselves. As part of the Transition Alliance Group, we've launched [www.jeffcotag.info](http://www.jeffcotag.info), a new website geared to address the challenges of moving from school life to community life, including things like employment options, higher education, and community supports.

**2) Through its advocacy, The Arc analyzes and understands current community needs, projects future ones, and builds supports and programming to meet those needs.** In order to keep our programming relevant to the community, The Arc is always learning from the people we serve, whether through surveys, evaluation forms or conversations. Finding meaningful employment is a challenge that nearly all people with intellectual and developmental disabilities face. In 2014, The Arc will pilot Job Club in collaboration with DDRC to give young adults the tools they need to look for a job in the community.

**3) The Arc creates meaningful opportunities for self-advocates to be involved in the work of the organization and the self-advocacy movement.** Self-advocate engagement is a priority for The Arc in 2014, and the Board is undertaking initiatives to increase the involvement of people with I/DD in our governance and committee structure. The Arc Board will be reaching out to the leaders of People First of Jefferson County to engage in a dialogue intended create a closer relationship between the two groups of leaders and offer opportunities for involvement.

**4) Through community engagement, The Arc works to ensure that individuals with I/DD have the services and supports they need to become valued, contributing members of our community and achieve their dreams.** Community partnerships are key to any organizations' success and The Arc has cultivated more than fifty of these collaborations. In 2014, The Arc will be providing much needed outreach and education to school district personnel, social workers, local public officials and others who will make our community more accessible to people with I/DD.

**5) The Arc is an effective, responsive, well-managed, and sustainable organization.** We know The Arc is making a difference for people with I/DD in our community. For this to continue, it's critical that our supporters have confidence in our leadership and management. This goal articulates The Arc's commitment to our community that we will continue to strengthen our resource development and management practices. To accommodate new programs and a higher demand for our supports, The Arc will find a new home in 2014. Our new space will be a place where The Arc Community can come together to learn, share and celebrate!

**6) The Arc ensures effective governance of the organization to allow fulfillment of its mission and pursuit of its vision.** Again, it's important that our community knows The Arc is taking steps to ensure our longevity well into the future. In addition to our commitment to strong internal management, we are equally committed to strong and effective governance by our Board of Directors. The Arc looks to the Colorado Nonprofit Association's Principles and Practices for Nonprofit Excellence as well as the Standards of Excellence program to provide guidance on best practices in governance. In 2014, the Board of Directors will develop new policies that further strengthen The Arc's stewardship of its resources and the pursuit of its mission and vision.



# Our Donors

*The Arc's donors are helping us improve the lives of people with intellectual and developmental disabilities. We are very grateful to everyone who contributed to The Arc in 2013, including our many donors who have asked to remain anonymous. We truly appreciate the generous support of our community.*

Paula Acker	Lisa Bridges	Susan Dahl	Rich & Karyn Falcone	Tamara Goff & Adam Bishop
Hugh & Beatrice Adams	Patsy Bridges	Lesley Dahlkemper	Scott Feavel	Arlene Goldberg
Barbara Albin	Gary Brinker	Hollene Davis	Ken & Jill Fellman	Theresa Gonzales
Leah Alex	Jack & Marilyn Broughton	Paulette DeFiori	Cheri Ferbrache & Bill Johnson	Jay Groce
Jeff Alexander	Nancy Brown	Cassidy Dellemonache	Gregory J. Fine	Kay Grogan
Stuart & Janie Allen	Carole Browning-Lewis	Mitra Devon	Ellen Finelli	Emily Grogg
Willa Allen	Cindy Bruce	Phyllis Dick	Matt & Jenny Fischer	Katie Guerttman
Carolyn Anderson	Serena Bruzgo	Jody Dickerson	Carrie Florea & Josh Eckhoff	Donna Gunnison
Elaine Angelo	Edie Bryan	Donna Dilger	Debra Fowler	Jim & Pam Gutman
Julie Anthony	Max Bryant	Nancy Distefano	Beverly Franklin	Joe Haines
David & Betty Arnold	Michael Buchanan	Dorothy Donovan	Roxanne Frederickson	Coleen Hampf
Rosa Lee Ashby	Maggie Bullington	Laurie Dougherty	Bob & Candace Frie	Peggy Hannan
Tom Ashe	Richard & Laura Burczyk	Leslie Drumright	Gerrie Frohne	Jessica Hansen
David Astor	Lee Bybee	Debbie Duffy	Benton & Patricia Fulton	Kristina Hansson
Colette Atkinson	Miriam Cake	Donna Dunn	David Funderburke	M. M. Harmon
Scott Atwell	Sarah Cannon	Ron Dunsmore	JoAnn Furay	Nicole Hartog
Glenn Austin	Connie Canterbury	Karen Dwyer	Kimberly Gallegos	Sarah A. Hartway
Molly Balmes	Julie Carlson	Ellen Dyer	Shirley Geers	James Hastert
Cathy Bartle	Kelsie Carpenter	Leanna Eakins	Ruth Gerke	Renee Hazlewood
Martha Bay	Betsy Carr	Anita Eckerman	Jenifer Gile	Nita Heath
Becky Bayang	Tina Cassidy	Neil & Mary Eckhoff	Lorie Gillis	Jeff & Sandy Hefley
Bob Beale	Raymond Catalano	Judy Ekberg	Jim Ginley	Amanda & Brian Hellyer
Heather Beck	Ruth M. Cato	John & Joanne Elliott	Marilyn Glade	Shannon Hendry
Julia Beems	Janice Chadwick	Venetia Elsmore	Jane Goff	Becky Henrekin
Jo Bellagamba	Randy Chapman	Carla Endsley		Ed & Diana Hester
Tammy Beltinck	Nathan & Renee Charlan	Christine Entman		Esther & Norman Hicks
Brian & Kacey Bengtson	Renee Chesler	Myra Falcone		
Bill and Jeannette Bergelson	Donna Childs			
Theresa Berger	Bob & Joyce Clark			
Laura Bielak	Joanna Clark			
Richard & Judy Billings	Tim Clark			
Christine Bindi	Kathryn Clement			
Chris Blach	Kendra Cluck			
Danielle Blimline	Gretchen Colbert			
Lisa Bodek	Carol Ann Coleman			
Beate Boecker	Jim Coleman			
Ruth & Paul Boor	Graeme & Allie Connell			
Leslie Bottesch	Emmy Conroy			
Dianne Bottinelli	Janet Cordes			
Paul Bottone	Miriam Cortes			
Betty Boyd	Chet & Nancy Curry			
Diane Brass	Jim & Kathleen Curtis			
John Brewer				

## Community of Hope Donors

*The Community of Hope is a group of donors who have made a significant investment in the future of The Arc - Jefferson, Clear Creek & Gilpin Counties and the lives of people with intellectual and developmental disabilities in our community.*

Gary & Natalie Abbott • Betty Barr  
 Earl & Connie Bartram • John & Sharna Coors  
 Kevin Gasvoda • Merrick Harmon • Sue Keyes  
 Gerald & Kathleen Marrs • Jo Lynn Osborne  
 Dr. Francine Paston • Joe & Jill Polito  
 Rick & Jana Pott • Steve & Lori Ropa  
 Bill & Sarah Steinmiller



Marianne Hinder	Rabbi Jamie Korngold	Annie Marcum	Judy Neff	Doug & Sherri Potter
Sue Hirsh	Katie Krajewski	Gerald & Kathleen Marrs	Peggy Nelson	Kenneth & Kathleen Pounders
Dianne & Mike Hitchingham	Lavanya Kraus	Pam Martien	Helen Newkirk	William Powell
Darl Hobson	John Krewson	Toni Martin	Jeanne Nicholson	Bonita Price
Art Hogling	Martha Krueger	Anna & Frank Lenihan	Nancy Nixon	Betty Proctor
Dave Holland	Edwin Kuhn	Bob & Vi Martinez	Roger Noonan	Becky Pyle
Robert & Sue Hollis	Carolyn KwerneLand	Aubrey Maston	Jessica Nowak	Melzenia Rankins
Paige Horn	Mary LaBate	Dan & Danna Mauz	Frederick & Judith Oakes	Raymond Raposa
Lindsay House-Burke	Lillian LaFleur	Kari Mayberry	Jennifer O'Dorisio	Gary Rasmussen
Shirley Housley	Jeff LaMontagne	Kathy McAdoo	Richard Olson	Joan Ratz
Margie Howe	Stephanie Landree	Colin McCoy	Mara Orchard	John & Kathy Ratz
John & Lisa Howes	Chip & Angela Langowski	Kristin Ringie McDonnell	David Osborne	Tim & Sheila Rea
Marcia Hughes & James Terrell	Ed Lanners	Denise McGuire	Jo Lynn Osborne	Robert & Pamela Read
Debbie A. Hutchinson	Karen Large	Anita McIntyre	Jeanie Osness	Alan & Patricia Reeves
Mary Jahnke	Tanya Larson	Phil & Debbie McNulty	Derek & Stephanie Otte	Lowell Reichert
Debbie James	Ellen Laurence	Sandra McRae	Dorothy Overgard	Carl Reid
Sherida Janecke	Carmah Lawler & Kathy Glass	Sandra Meagher	Sherwood & Marianne Owens	Dr. Tom Reiley
Mike & Carlotta Jensen	Patric Lehouillier	Kim Mears	Rick Peebles	Colin Ringie
Sarah & Steen Jergenson	Carla Lenzini	Stacy Meiser	Brandon Peek	Tracy Ro
Tita Jergensen	Leslie Levine	Jessica Melson	David & Vicki Pemberton	Richard & Sandy Roark
Scott Jones	Kristie Levitt	Steph Micsak	Judy Pendery	Ken Roberts
Sarah Jumps	Bethany Lidvall	Colin Mielke	Patti Peters	Cathy Rock
Diane Jurann	John Litz	Andrea Miller	Chuck & Cindy Peterson	John Roeske
Jeffrey Jurann	Kari Litz	David Miller	Jenna Roth Peterson	Fabiola Roll
Joan Jurann	Mary Livingston	Susan Miranda	Mellodee Phillips	Carolyn Ropa
Ron & Pat Jurann	Jack Lopez	Chad Mitchell	Helen Pietrancyk	Chris Ropa
Troy & Elizabeth Horne	Doris Lowther	Frank Miyazawa	Mary Loughran Pilson	Steve & Lori Ropa
Bill & Deb Karsell	Hannah Lowther	Bernard Molley	Frank Plaut	Phyllis Rosen
Laura Keasling	Vern & Jeanette Luft	Marianne Monagle	Byron Plumley	Jeffrey Roth
Sid & Sue Kemp	Polly Ortiz Lutz	Sandy Montanez	Jody Polito Minervini	Jennifer Roulette
Ted Kern	Barbara Lynch	Isaac & Katy Mooberry	Pamela Polito Orten	Kimberly Roy
Sarah Kim	Lisa Madsen & Jim Martinez	Ann Moore	Joseph & Jill Polito	Dez & Susan Rubano
Amie King	Randy Madsen	Wendy & Richard Moraskie	Ted & Nora Polito	Dave Ruchman
Ed King	Rosanne Magrane	Gerald Mornin	Harry & Margaret Porter	Jackie Rudiger
Cherie Kirschbaum	Jack Mahoney	Donna Mullins	Cindy Post	Dylan & Safia Rupe
Lucie Kiwimagi	Kathleen Majlinger	Joe & Cheryl Murphy	Rick & Jana Pott	Meredith Rupe
Chris Klafehn	Layla Maldonado	Elizabeth Murray		Jack & Sandy Russalesi
Raymond & Sherrilyn Knaub	Tom Malone	Terry Neeley		
Steve Kohnstamm	Bernie Maly			
	Diann Manes			
	Charles Mangieri			
	Tasha Mansfield			

(CONTINUED)

# Our People

## (CONTINUED)

Tammy Russell  
Marijo Rymer  
Chuck & Janine Sather  
Kellie Saum  
Greg & Stephanie Scarato  
David Schafer  
Laurence Schiffman  
Camille Schmitz  
Eileen Schurmann  
Shannon Segura  
Lisa Seybert  
Jason Shade  
Amanda Shannon  
Amy Sherman  
Carl & Elizabeth Shinn  
Tylor Sidener  
Ronald & Verona Skabo

Dorothy & Bruce Smith  
Emily Smith  
Valerie Smith  
Theresa Snelling  
Sarah Sogan  
Christine Soto  
Bruce Squires  
Mike & Sharon Stanley  
Anne Stavig  
Dane Steigerwald  
Bill & Sarah Steinmiller  
JoAnn Stephenson  
Ruth Stern  
Fairth & Tom Steury  
Cindy Stevenson  
Carrie Stolper  
Bob & Kathy Stolper  
Raejean Stotler  
Mag Strittmatter  
Tom & Helen Stroud

Clifford Stroup  
Helen Sukle  
Betty Sweeney  
Marc Syrene & Leigh Anne Lobato  
Debbie Talvitie  
Richard Tarkington  
Theresa Taylor  
Desereee Thomason  
Jane Thompson  
Steve & Becky Thompson  
Connie Thurlow  
Ann Todd  
Gerald & Louise Todd-Stoll  
Victoria Treadway  
Susan Triechler  
Mary Tribby Stewart  
Matt & Jackie Triplett  
Daisy Trowbridge

Antonio Urioste  
Jennifer Vagher  
Frank & Merry Valentin  
Larry & Carol Valentine  
Gene Van Blaricom  
Jill Van de Water  
Eric Van Zytveld  
Louise Vaughn  
Peter & Robin Vint  
Dar & Elaine Vriesman  
Cheryl Wakeman  
Frances M. Walloch  
Heather Watt  
Alison Webb  
Elly Weber  
Donna Wegman  
Stephen Weinstein  
Jeanne Weis  
Ardis J. Westwood  
Kelly Wheeler

Wayne Whitlock  
Sheila Whittemore  
Larry & Suzanne Widener  
Lori Wightman  
Genni Williams & Julie Osborne  
Brian Willms  
Audrey Wilson  
Frances Wilson  
Sue Windels  
Todd Wurschmidt  
Satyanarayana Yeluguri  
Pamela Yoder  
Deb York  
Mike & Barbara Young  
Janet Young  
Bob & Kathleen Zachman  
Elizabeth Ziesenis  
Michael Zizzi

## Our Corporate & Community Partners



**CGI**



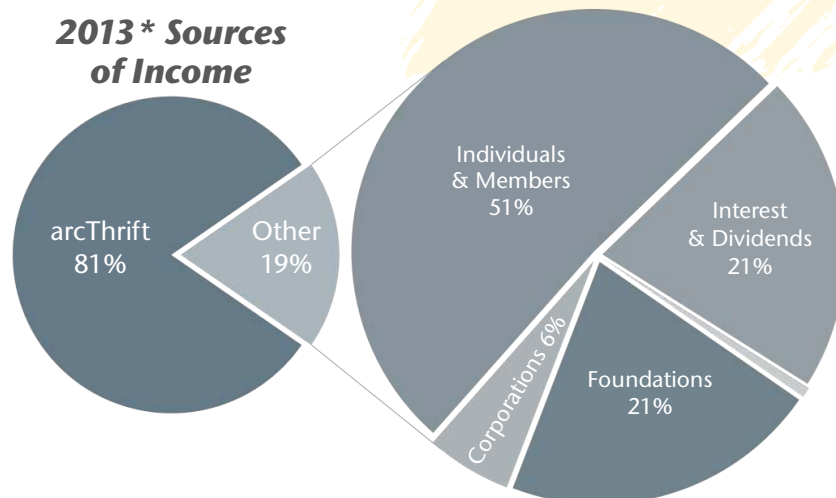
A.V. Hunter Trust • Advocacy Denver • American Furniture Warehouse  
Applewood Plumbing & Heating • BSI Shares • Colorado Health Foundation • Compute-ER  
Developmental Disabilities Resource Center • John G. Duncan Charitable Trust  
Encana Cares Foundation • The Frickey Law Firm • Gold Star Learning Options  
Green Mountain Pediatrics • The Householder Group • Jefferson County Education Association  
University of Colorado's JFK Partners • Kiwanis Club of Lakewood  
Knights of Columbus Councils 6905 & 14479 • McDonnell Family Foundation  
MetLife Denver Special Needs Team • Oracle • Personal Assistance Services of Colorado  
Theresa M. Snelling & Associates • United Launch Alliance • Your Nerdy Best Friend Blog



# Our Financial Position

The Arc – Jefferson, Clear Creek & Gilpin Counties has been fortunate to have earned revenue through our partnership with arcThrift Stores, a separate nonprofit organization formed in 1968 to provide financial support for Colorado chapters of The Arc. In 2013, arcThrift contributions comprised 81% of our income. As the demand for services has increased, we have sought additional funding from individual donors and grantmakers to meet the growing advocacy needs of our community. Audited financial information for 2013 will be available on our web site, [www.arcjc.org](http://www.arcjc.org), during the summer of 2014.

Fiscal Year	2013 *	2012	2011
Total Revenues	\$942,722	\$833,044	\$755,431
Total Expenses	\$913,224	\$832,193	\$773,682
<b>Revenues by source</b>			
Foundations and Corporations	\$48,850	\$37,000	\$47,500
Individual Contributions	\$92,527	\$81,805	\$154,567
Earned Revenue (arcThrift)	\$761,211	\$680,963	\$597,142
Interest and Dividend Income	\$38,397	\$18,106	(\$59,339)
Membership Dues	\$532	\$605	\$2,457
Other	\$1,205	\$14,565	\$13,104
<b>Expenses by Type</b>			
Programs	\$810,586	\$718,923	\$683,752
Administration	\$61,903	\$80,475	\$73,571
Fundraising	\$40,735	\$32,795	\$16,359
Program Expense/Total Expenses	89%	86%	88%
<b>Assets &amp; Liabilities</b>			
Change in Net Assets	\$29,458	\$851	(\$18,251)
<b>Total Net Assets</b>	<b>\$924,754</b>	<b>\$895,255</b>	<b>\$894,404</b>



**89% of The Arc's funding supports programs for people with intellectual and developmental disabilities and their families**

\*2013 audited financial statements will be available in 2014. These numbers are estimates based on year-end financials.



Jefferson, Clear Creek  
& Gilpin Counties

8725 W. 14th Ave., Ste. 100  
Lakewood, CO 80215

(303) 232-1338  
info@arcjc.org  
www.arcjc.org



**Want to stay informed on the latest news and resources?** Scan this image with your smartphone to join our email list, or sign up online at [www.arcjc.org](http://www.arcjc.org).



**Ensuring  
bright  
futures for  
everyone.**



**Achieve with us.**

# SAVE THE Date!

**2014 Calendar of Events**

**Thursday, March 20**

*Retirement Party for Jo Lynn Osborne*

**Sunday, March 30**

*Achieve With Us Colorado Film Festival*

**Saturday, May 17**

*Achievement Challenge 5K*

**Wednesday, July 16**

*Summer Picnic*

**Tuesday, October 7**

*Summit of Hope Community Awareness Luncheon*

**Wednesday, November 19**

*Annual Membership Meeting & SPARC Awards*

**Monday, December 15**

*Holiday Open House*