MISSION:
The Arc of the Triangle, Inc. supports children and adults with intellectual and/or developmental disabilities [I/DD] to achieve their personal goals and dreams in our community through partnership and advocacy.

STAFF 2015-16
Robin Baker, Executive Director
Duffy Palmer, Senior Director & General Counsel
Lisa Maier, Quality Assurance Director
Karen Warner, Human Resources Director
Jennifer Pfaltzgraff, Marketing & Communications Director

Individual Services:
Michelle Merritt, Director of Individual Services
Mike Kirschner, Assistant Director of Individual Services
Maranda Beckwith
Ramona Castillo-Segoviano
Yolanda Enoch
Tara Moore
Lucas Parkin
Kerr Siegemund
Stephanie Smith

Employment Services:
Susan Swearingen, Director of Employment Services
Barb Germiller
Laura Guidry
Steve Johnson
Kathy Mayer

Community & Volunteer Programs:
Michelle Foy, Assistant Director of Community Programs
Susan Chandler, Assistant Director of Volunteer Services

Administrative Team:
Kenneth Kelty Shauna Leng
Marilyn Monroe Eileen Patrick
Joyce Marie Smith Lindsay Smith
Message from Robin Baker, Executive Director

When you do the math it's simple. Combining the efforts of three separate Arc Chapters with a combined 180 years of experience of assisting children and adults with Intellectual and Developmental Disabilities equals future success. For several years we have known that as a non-profit organization in a managed care environment, several conditions would need to be met to ensure the greatest chances for survival.

First, our organization would need to be large enough to attract business from the Managed Care Organizations. As a multi-county provider we are now in a position to provide both Medicaid and State funded services to people across the entire Triangle area. While this certainly doesn’t make us a “big fish”, coupled with other attractive features, it does increase our chances of remaining a viable business partner with our funding agencies.

Second, transforming three separate chapters into one provides economies of scale that enable us to pool resources. As a result, we are in a better position to pay the new and increased expenses to do business with the Managed Care Organizations including but not limited to Outcome Based Reporting Systems, Quality Assurance Data Systems, National Accreditation and an expanded authorization process.

Third and most importantly, joining forces has allowed us to take all of the programs and services that were once unique to each chapter and apply them across our entire catchment area. The fact that we are a unique organization that goes well beyond the typical practice of only providing services that are limited to Medicaid or State funding, is likely to be the variable that continues to attract the attention of our funders and other stakeholders. Petals with a Purpose, Project SEE, The Summer Work and Wellness Program, The Supported Retirement Program, The Triangle Self-Advocacy Network, a membership base largely comprised of individuals with disabilities and their families, and other programs and services that you will read about in this report, brightly define the fabric of our organization. It is because of these services and our commitment to quality and excellence that we will continue to respected partner with both of our Managed Care Organizations.

Thank you for your interest and support of The Arc of the Triangle. With your continued involvement, I am confident that we will succeed in positioning ourselves to be able to assist people with intellectual and developmental disabilities for many years to come. Please consider becoming a member, volunteering and or donating to us! We would not be able to do what we do without you!

Robin J. Baker
A Word from Our Senior Director

Given that The Arc of the Triangle is now 2 years old with decades of experience providing services and supports, it is remarkable to reflect upon how new we are at serving the Greater Triangle area with much success. While we have seen many amazing things, there have been plenty of challenges too. I continue to be impressed at the admirable level of dedication so many people demonstrate to work towards effectively serving and supporting people with intellectually and/or developmental disabilities within our agency.

Our services are primarily funded through our state’s Medicaid and state funded systems. Anyone following our state’s system knows that there has been a lot of changes and a lot of talk about future changes. We are excited about many of these upcoming changes because it appears that the system will empower individuals to guide and direct their services and supports with much more control, have additional options to meet real-life needs flexibly, and impose more individualized and community based rules in unprecedented ways so that people can live in more natural and integrated settings. This empowerment is primary for those who have an Innovations Waiver slot. But for those who unfortunately do not, there may have been some reductions in services and barriers to access services if you were not already receiving services. This funding discrepancy does not come from us. It is determined by our government’s system. We have and will continue to advocate for a high quality services and supports that leaves no one behind. This is a tremendous challenge, but one that we embrace because our pre-existing entities were founded upon this belief and mission decades ago!

Our successes within our Employment Services and Individual Services departments can be summarized in one word: JOBS!

More than any time previously, our Employment Services Department helped more people with disabilities obtain competitive community-based employment. This was no small task. We are fortunate to have persistent Employment Specialists who listen well and help employers hire people with disabilities because of the benefits the employer realizes by doing so. They are dedicated to ensure people are supported long-term. They focus on personal preferences and strengths. These attributes were so recognizable that we are now able to begin accepting and serving referrals from the Durham Voc Rehab office, adding to our existing Chapel Hill and Raleigh Voc Rehab offices’ referrals.

Equally, our Individual Services is one of our most sought after service departments. Despite the statewide and national challenges with hiring qualified direct support professionals and static reimbursement rates, many families and professionals request that we partner with them to hire, train, and supervise Support Professionals. These requests have come by many satisfied people recommending us to others. This work is certainly not easy and has not worked perfectly for everyone all of the time. However, our QP IS Supervisors are trusted partners because they understand and respond to the needs of those who receive individualized services and supports. The impact of our Support Professionals is long-lasting. Their jobs are the beacon example to our communities of how to respect, interact with, and support people with disabilities. The greater Triangle area is better by having Arc Support Professionals partner with individuals to live integrated and fulfilling lives.

Duffy Palmer
Senior Director & Legal Counsel
Quality Assurance
by Lisa Maier, QA Director

In the summer of 2015, the Quality Assurance position was in full swing. We had three successful audits from our partnering MCOs (Managed Care Organization) who authorize our Medicaid funded services. We had a routine and post payment review as well as a financial audit from Cardinal Innovations and a routine monitoring from Alliance Behavioral Healthcare. We attained the maximum two year stamp of approval from each. Before we could catch our breath, The Council on Quality and Leadership (CQL) called to set up their post-merger visit for September. CQL is our National Accreditation organization and it is a requirement to maintain this accreditation to be in business in North Carolina.

CQL focuses on both how we do business (10 Factors) and on the personal outcomes of the people we support. Laura Fleming, our CQL liaison, came into our offices to discuss our merger activities and to assist us to move forward with CQL providing us a foundational structure.

Management sat down, with Laura, and discussed how we are combining the strengths of each organization and the challenges of merging our offices. Our strengths included; having the same business goals in our Person Centered Excellence Plans, merging our specialties and being able to offer more resources and services to our families and in a larger geographical area. Our new challenges were blending our office families (staff), growth that required a new organizational structure (including a new level of management) and combining cultures and emerging with one set of best practices and procedures. Through the discussions we realized how far we had already come.

Laura also sat down with two focus groups – Staff (QPs and Support Professionals) and participants we support. Each group shared the things they would never want to change about The Arc and shared some challenges/ideas. The feedback from these focus groups has shaped many of our quality improvement projects and workgroups. These include a group that is reviewing our staff training materials and staff access to additional professional development options. We have a group exploring new ways of attracting quality staff, we completed a pay equity analysis which led to new pay scales and other retention activities.

The third activity was the POM (Personal Outcome Measure) Interview. This interview is based on the three areas of a person’s life; My Self, My World and My Dreams. Our participant was asked about how she felt she was treated (respect), did she have control over where she lived, where she worked, what staff worked with her. Did she feel she was choosing her own life goals and did she have the relationships in her life she wanted? Each question also rates The Arc and how well we support each of the 21 outcomes. The interview showed outcomes being met for our participant and The Arc was doing a good job giving options and providing supports.

As we grow and move forward as one organization, adhering to the Medicaid rules is important and necessary but the success of people and families we support and is a true gauge of our accomplishments. In the next year, you will see that we will be conducting more POM interviews with our participants and meeting with them to assess their goals for the upcoming year, prepare them for leading their annual planning meeting and focus more on their life dreams. The Arc will be requesting your opinions and ideas through surveys and focus groups to continue our growth in order to better serve our community in the coming years.
Individual Services: 
Supporting Individuals to Live the Life THEY CHOOSE

by: Michelle Merritt Director of Individual Services

This past year has been a busy one for The Arc of the Triangle and especially the Individual Services Department. We have seen several changes especially among our Supervisors and Direct Care Staff. We are excited about our current team and the dedication they put into supporting Individuals with ID/DD. One of the most exciting aspects of our role in supporting individuals to live the life they choose.

We support individuals to live in the environment of their choice whether that is at home with their family, in our Meadowmont apartments, in a different apartment of their choice (maybe with a friend or companion) or in a local group home. We provide the type and level of services that each individual wants and needs based on their desires, interests and funding. Some individuals receive supports to help them maintain their home or living environments or to work on skills to lives as independently as possible.

Many of our individuals enjoy a day in the community. For some, that means volunteering with others to support many great local causes. For others, this means going to work at a paid job! And for a lot of folks that means a mixture of some volunteering and some work.

Many individuals also continue to choose to participate in other Arc activities such as the various classes offered throughout the week and/or the fun Friday and advocacy activities. Our staff promote full community inclusion and want to help our individuals gain friendships and natural supports in the community. We also want to be there to support parents and other care givers so that they can live, work and play too so they are able to be the best care givers possible as well.

Thinking about the Individuals we serve, many of whom have been with The Arc for many years, its amazing to think how many have completed school and now participate in a full day in the community with support of their staff and families. When I run into them participating in cooking class or volunteering for TABLE, or at their job at EV, I see smiling facing. I see a sense of pride for their work and accomplishments. Its clear they are living the life they want to live doing what they want to do!

Often I find out about new and exciting things going on in the area from the folks we support and their families because they are out doing these awesome things. It is clear The Arc of the Triangle supports individuals with ID/DD to live the life that they choose!
Individual Services and Employment Services Annual Report

At the end of the FY 15-16, The Arc of the Triangle’s Individual and Employment Services Departments were serving:

<table>
<thead>
<tr>
<th>Department</th>
<th># of People Served</th>
<th># of People in Process of Accessing Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual Services</td>
<td>215</td>
<td>32</td>
</tr>
<tr>
<td>Employment Services</td>
<td>127</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>342</strong></td>
<td></td>
</tr>
</tbody>
</table>

From July 1, 2015 to June 30, 2016, The Arc of the Triangle’s Individual and Employment Services Departments provided 132,435.00 hours of direct supports and services. This is 21,110.25 more hours than the previous fiscal year.

<table>
<thead>
<tr>
<th>Service</th>
<th>FY 15-16</th>
<th>Difference from last FY</th>
<th>% change from last FY</th>
</tr>
</thead>
<tbody>
<tr>
<td>In Home Skill Building</td>
<td>50,047.00</td>
<td>+9,756.50</td>
<td>24%</td>
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<td>Community Networking</td>
<td>17,766.00</td>
<td>+468.25</td>
<td>3%</td>
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<tr>
<td>Personal Care</td>
<td>18,060.00</td>
<td>+5,070.75</td>
<td>39%</td>
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<tr>
<td>Supported Employment (Innovations Waiver and B3 Medicaid)</td>
<td>13,895.00</td>
<td>+3,315.50</td>
<td>31%</td>
</tr>
<tr>
<td>Respite - Innovations Waiver</td>
<td>9522.25</td>
<td>+137.75</td>
<td>1%</td>
</tr>
<tr>
<td>Personal Assistance</td>
<td>6,970.50</td>
<td>+1,060.00</td>
<td>18%</td>
</tr>
<tr>
<td>Residential Supports</td>
<td>3,068.50</td>
<td>-2,734.50</td>
<td>-47%</td>
</tr>
<tr>
<td>Respite - B3 Medicaid</td>
<td>5,493.50</td>
<td>+96.75</td>
<td>2%</td>
</tr>
<tr>
<td>Vocational Rehabilitation</td>
<td>3,623.25</td>
<td>+1,738.50</td>
<td>92%</td>
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<tr>
<td>Respite (state-funded)</td>
<td>1,788.5</td>
<td>+307.00</td>
<td>21%</td>
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<tr>
<td>Private Pay</td>
<td>286.00</td>
<td>+16.00</td>
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<tr>
<td>Community Guide</td>
<td>382.50</td>
<td>+345.75</td>
<td>941%</td>
</tr>
<tr>
<td>Project SEE</td>
<td>1,321.25</td>
<td>+1,321.25</td>
<td>0.25%</td>
</tr>
<tr>
<td>Group Respite</td>
<td>210.75</td>
<td>+210.75</td>
<td>0.16%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>132,435.00</strong></td>
<td><strong>+21,110.25</strong></td>
<td><strong>24%</strong></td>
</tr>
</tbody>
</table>

Services and Supports Provided FY 15-16
Another year has passed and thanks to the hard work of our participants with support from the Employment Specialists at The Arc of the Triangle there are 37 individuals with I/DD who started new jobs during the 2015/2016 fiscal year. Each of their stories is unique but they all had one goal in common...to be a productive member of their community by obtaining and being successful in a job.

Carl was referred to us by Vocational Rehabilitation in Raleigh. He wanted to get a job working in janitorial services. He is unable to read and only able to write to sign his name. He had been out of work for two years and was finding it difficult to live on his current income. Carl got a job doing exactly what he wanted to do, cleaning office buildings in downtown Raleigh 5 nights a week. The Employment Specialist had to get creative and create a picture schedule to assist Carl in completing his task independently. Through this process, Carl built a special relationship with his employment specialist. He felt safe asking her to help him read and understand his bills and other mail. It was discovered that Carl no longer had insurance and was receiving medical bills that he could not pay. The Arc stepped into action assisting Carl with applying for and obtaining Medicaid. Carl’s Employment Specialist continues to check on him at work to make sure all is well and she lets him know when she is coming so he can bring his mail and they can go through it together on his break. Carl has been successfully employed for over 7 months and his employer is very pleased with his work.

The year was not without its challenges. Many of our participants are considered hard to place and come to us because other agencies were unable to help them find employment or keep them employed. It is our philosophy that everyone who wants to work, should work no matter what it takes.

Latonya is from Orange County. During the past two years she has had support from her Arc employment specialist finding 4 different jobs. Her first job was with U-Haul where she was under-employed so the decision was made leave in order to take a job at the Sheraton offering more hours. She was fired from this job after a short time due to a misunderstanding/miscommunication. With support again from her employment specialist she was able to find a job working through home health. When her patient went into the hospital and there were not enough hours to keep her employed Latonya and her employment specialist went job hunting again. She finally found her dream job at Aloft providing full time housekeeping services. She has been successfully employed for over 6 months and her manager is asking The Arc for more candidates because he is so impressed with Latonya. The employment specialist never gave up on Latonya knowing that she had the skills, abilities and drive to be successful. As a result, Latonya persevered and is now working full time in a job that she loves.

The Employment Services Department continues to above and beyond to make sure that the participants we serve have everything they need to be successful in a job and in life. This very successful year has led to The Arc of the Triangle expanding into new areas and we are now actively receiving referrals and serving participants in Durham County.
The Orange County Apartments in Meadowmont
by Lisa Maier, QA Director

In April 2015 the Orange County Apartments needed someone new to step in to ensure the tenants had a person to call for repairs and the property taken care of. The Arc’s Community Guide Stephanie Smith and I stepped in to learn the ropes. For several months Stephanie and I teamed up to complete the monthly inspections and repairs. It was a challenge to learn the Housing and Urban Development [HUD] rules and contracts but a pleasure getting to know our tenants. As Stephanie’s Community Guide caseload grew she needed to focus on her participants and my QA responsibilities needed my focus.

In December, we celebrated the holidays with our tenant Tristan jumping in to put up outdoor lights and a tree (decorated in Carolina blue) in the community room. The apartments looked very festive and the tenants had a wonderful holiday party that their families organized.

January brought our first HUD inspection. Heath Younts, Property Manager for The Arc of NC, came out to support me through the process. We scored 99% which means we achieved the maximum three year certification.

In March, to better support our tenants and the property, we hired Tristan to be our handyman. Tristan has been a wonderful help. He has provided support to his neighbors, made repairs and was a person on site that we can rely on. About a month later, we purchased a new basketball hoop. Tristan is very mechanically inclined. I served as his assistant while we put it together. It was a long day but it looks great! Tristan “The Handyman” has continued to be there when we needed his expertise and I look forward to his help this coming year.

The only thing that seemed to have something missing was our outdoor space by the community room. In May, just as the weather was getting nice, we purchased patio furniture. We were able to buy two very nice tables, each with 4 chairs and cushions. The tables were topped off with beautiful red umbrella’s that add a splash of color and class to our property. We thank The Ireland Family Foundation for their donation. In the coming year we will be making a few improvements to our community room to make sure it’s a comfortable space for everyone to enjoy. We encourage family and friends of our tenants to take advantage of the larger gather space inside and out!

Durham Voucher Respite Program Growing in Durham

In 2014 we supported over 30 Durham families. A few families no longer needed our support and several moved in B-3 state funded services or received the Innovations waiver which reduced the number of families that were enrolled in the program. Through building relationships with the Alliance BHC Access staff and word of mouth we are growing again and supporting more families and caregiver get the respite they need with a little financial support.
SUMMER PROGRAMS

Project SEE [Supported Employment Experience]
by Clayton Williamson

Project SEE is a six-week work placement program that puts students into a workplace alongside the guidance of a Project SEE job coach. Each student gains professional and social skills, such as how to work as part of a team or how to get ready for work in time for their daily shift. A typical Project SEE student works a 20-22 hour work week, Monday through Friday. In addition to earning a paycheck, students can also earn credit hours that go toward graduation. Warren, a 25-year veteran of job coaching with Project SEE, enjoys watching his students grow and expand their skill sets. “I give them a chance to be independent as much as possible. I give them space to work.”

Most vocational rehabilitation work assessments only last three to four hours, an insufficient amount of time to truly gauge a student’s potential and strengths. But Project SEE lasts six weeks, providing job coaches with far more insight into a student’s abilities and work ethic. “When the novelty of having a new job wears off,” says Warren, “we get to see what each student is really made of.” The six-week duration also allows job coaches to better understand students and help focus their energies.

Permanent job offers are often made to student-interns once their time with Project SEE is complete, says Susan Swearingen, leader of Project SEE. “Employers such as Whole Foods and SAS are always delighted to work with us. Our students become important parts of their team.”

Susan has seen Project SEE become an incredible program for young adults with disabilities, and she hopes Project SEE will take on more student-interns and job coaches in the summers ahead. “This year we had 18 students,” she says, “and we’d love to have many more.” She’s working to ensure Project SEE can take on more student-interns for the near future, but they need more funding to hire job coaches like Warren. Project SEE is funded by Alliance Behavioral Healthcare and private grants.

Summer Work & Wellness Program
By Mike Kirschner, Assistant Director of Individual Services

For the last 13 years I have had the pleasure of being a part of an amazing summer program in Chapel Hill, that has helped shaped some of the way we provide services year round. This program takes place for 9 weeks every summer for students who are between the ages of 15 to 22 years old. There are two main focuses. One is an introduction to vocational training and the other is social. We have partnered with some amazing companies. They have taken us in with open arms as they share the same common goal to give our folks the opportunity to learn skills that can help them get a paid position after graduation from high school.

For Humanity Restore thought the participant who was learning new job skills there for a volunteer position was so productive that they asked that he continue to volunteer there after the summer program. At the Egg & I they were so excited about helping those we serve, that they treated Jason as if he were a paid employee and gave him their official work shirt. Tobacco Road Sports Café started the conversation with us before the program began by asking if Joshua could work in the kitchen and if it works out could they hire him. That sort of enthusiasm is what helps drive the success of this program. The vocational side helps teach the community the importance of having an inclusive work force. It shows that those we serve have a lot to offer and customers see how valuable our participants are where it hopefully will become the norm.

But it’s not all work. After all, the students deserve a summer break. They participate in a Social Skills Chorus once a week from Voices Together where some of the shy participants blossom. Voices Together has been such a positive influence on our program and has brought joy to those we serve. We go on hikes on local trails, swimming at the Community Center, do science experiments, go to the Chapel Hill library to learn how to sign out books, field day games, make tie dye shirts, talent shows, local fire station visit, dance parties and more. On Fun Fridays we go to places like Jordan Lake and do a cook out, Asheboro Zoo, Scavenger Hunts at Southpoint Mall or UNC campus, the movies at The Lumina, Museums, and Bowling at Mardi Gras.
Volunteer, Social, and Community Programs in Orange County
by Susan Chandler, Assistant Director for Volunteer Services

The Arc of the Triangle’s Orange County social programs are led by volunteers and continue to attract many new members. The Arc’s success is greatly attributed to the involvement of community volunteers leading and their involvement in weekly programs and agencies that create fundraising and awareness events. Over the past year The Arc has benefitted from local UNC Sorority ZTA 5K Race donating proceeds raised, Cardinal Fleet Feet races taking place three times a year, AVEDA’s tip of the month club and the Knights of Columbus Tootsie Roll fundraiser. Indeed, it takes a village.

Arc HOOPS participants shoot some hoops, learn new skills, the rules of the game, get a good workout and have some fun! The coach’s goal is to build a basketball team, organize teams and tournaments, create HOOPS uniforms and watch the basketballs fly!

Cardio Spin Class participants enjoy listening to music; pedaling at their own comfortable speed; warming up and cooling down with stretching exercises. Coaches encourage everyone to do their best in a fun and supportive atmosphere.

Community Connections is a program that matches a volunteer from our community with a partner (a teenager or adult with a developmental disability). The volunteer and partner spend time together each month, enjoying recreational and leisure activities. This is a time to learn new skills, grow as individuals, and to get to know each other as the partner becomes more socially involved in the community. Make a difference; make a friend.

Nutrition and Cooking Class allows adults to use hands-on experiences to further their knowledge of nutrition as well as their skills in the kitchen. Each week a different “Head Chef” picks out a recipe to prepare in the class with everyone cooking together. At the end of class, the chefs get to enjoy the fruits of their labor. Once a month thirty-six Meals on Wheels families enjoy a healthy dessert prepared by the cooking class. Field trips are included.

Petals with a Purpose is an effort to connect flowers to people, all the while making a positive difference on the environment. Using items destined for the landfill and with support from the community including Whole Foods, Petals with a Purpose is in full bloom! Combining fine motor skills, music, volunteers and friends with a social conscience, each week they create bouquets of fresh flowers that are donated to the St. Joseph’s food pantry, hospice care patients, senior centers and local events such as Special Olympics Banquet Dinner as Acts of Random Compassion.

Friday Lunch & Learn in Chapel Hill  Lunch & Learn presents an opportunity to socialize and learn about a topic of choice such as voting or knowing your rights. Friday Fun Day  Friday Fun Day are for those over 18 years of age, wanting to go out and about in the community to places and activities based on their interests. The last Friday is pizza and bowling, the other weeks have included the Durham Museum of Life and Science, tour of our local Chapel Hill Police Department, enjoying ice cream on the porch of Maple View Dairy, or movies on a rainy day.

HOPE Gardens  is a community garden founded by UNC Chapel Hill students where local organizations have the opportunity to cultivate and grow fruits, vegetables, flowers for their own use. Each year Arc’s cooking class adopts two garden beds where individuals see firsthand how to use organic food in their daily lives and share it with family and friends.

“It has made a wonderful difference in my life getting to know my Community Partner. She is extremely affectionate with a wonderful sense of humor. I feel like I have benefitted from her friendship even more so than she has from mine. I would 100% recommend the experience to someone else. She finds joy in activities and relationships. To me she is extremely strong and courageous. I’ve learned that small things make a big difference and that simple things we do go a long way.” -Community Connections Volunteer
The Supported Retirement Program supports 24 program participants. Program participants had the opportunity to engage in new social/physical activities that increased their connection to their community, build new friendships and decrease social isolation. Some of those activities included participant Gerald Baugh being selected to represent Wake County in the Special Olympics golf tournament in November. He also participated in The Arc’s 2nd Annual Michael & Sons Golf Tournament.

I was invited to present at the NCAPSE (North Carolina Association of Persons Supporting Employment First) Conference in March along with program participant Gerald Baugh who co-presented. The presentation was titled: *Retired & Inspired Welcoming Older Adults with “disAbilities” to inclusive programs.* The presentation included the history of the Supported Retirement Program, the referral process/qualifications, where the program is today and the benefits of working with older adults with I/DD and helping them to retire to community activities of their choice.

Program participants continue to utilize public transportation which is made possible through two transportation grants. In April The Arc re-applied for those grants for fiscal year 17 and was approved for both. The Elderly and Disabled Transportation Assistant Program grant (EDTAP) in the amount of $21,000 and the Capital Area Metropolitan Planning Organization (CAMPO) Section 5310 grant in the amount of $203,440.00. With a substantial increase in grant funding awarded for the new fiscal year means continued transportation to all program participants at no cost to them along with future expansion to the program.

Both the M’n’M Singers and Grace Notes choirs had a great season and performed and various venues throughout Wake and Orange county ending the season with the annual talent show on June 13, 2016 at Resurrection Lutheran Church in Cary. Dona McNeill (Grace Notes Choir Director) acted as the interim choir director for the M’n’M Singers until we hired Hillary Campbell. Hillary is a recent graduate of East Carolina University where she received degrees in both music education and vocal performance. We are lucky to have her join The Arc of the Triangle family.

Our Community Connections program in Wake County continues to be a popular program for both participants and community members alike. Partners participate in a wide variety of activities on a monthly basis such as playing tennis, going out to eat or to the movies, attending picnics or going to a sporting event. We currently have individuals on a waiting list and are seeking volunteers to get involved in this program.

Family Fun Night, at Marbles Kids Museum is the event that every child looks forward to throughout the year. Hundreds of kids and their families attend this bi-monthly event. FFN continues to be a very fun event as well a great resource to the community. Since its inception, The Arc of the Triangle has been the lead agency and trains the Marbles staff and volunteers on how to interact/work with individuals with I/DD.

Triangle Self Advocacy Network (TSAN) has been learning about several different topics and moved through four module lessons. Module 1- Fiscal Year Goal Planning Goals & How to Measure Success as a Group; Module 2-Being a Healthy Self Advocate; Module 3- Bullying; Module 4- Understanding the Different Types of Self Advocacy. The bullying module took the most time and was probably the most enjoyed. As a group they watched the documentary “Bully” and looked at the different types of bullying, identifying a bully, how to address bullying and what to do if the bully is someone that you should trust (peer, support staff, volunteer, etc.).

In February 2016, Mark Pennington, the lead staff who has run the Durham Community Programs for years retired. Although we were sad to see him go, we were very happy to welcome his replacement, Trina Pendergraph to The Arc family. Each week in Durham there are fun events going on for individuals 18 and over. Dinner & A Movie Night on the 2nd Friday, Dances on the 3rd Saturday and Pizza and Games Night on the 4th Friday. All of these events are equally popular and average between 40-70 people at any given time.
There are vital elements to making a successful non-profit agency. And volunteers are one of the more important pieces. We recognize everyone who has volunteered in some way with The Arc of the Triangle.

VOLUNTEERS

Sarah Lineberry, Special Events, Petals, CCPP
Samantha Link, Cooking Class
Julia Luckas, Petals With a Purpose
Ilsa Luther, Special Events
Sophie Smith, CCPP, Petals
Caitlin Mason, Cooking Class
Jillian Mattera, Special Events, HOPE Gardens, CCPP
Amanda Meers, Spin Class
Kathryn Miller, CCPP, Special Events
Charlotte Mills, Petals with a Purpose
Elizabeth Moore, Petals with a Purpose
Shayne Moore, Petals with a Purpose
Michael Nam, CCPP
NC State Arnold Air Society
NC State Silver Wings
NC Central Univ. Natl Student Speech Language Hearing Assoc.
Allie Newby, Special Events, Outreach
Anthony Nicholson, Human Rights Committee
Anjali Patel, Petals with a Purpose
Panna Patel, Petals with a Purpose
Julia Perkins, Petals with a Purpose
Gloria Pisarskaya, UNC APPLES Student Intern
Caleb Pressley, HOPE Gardens, Cooking Class, Petals with a Purpose
Joshua Ravitch, Special Events
Natalia Rice, HOPE Gardens
Becci Ritter, Petals, Special Events
Emma Rosenthal, Spin Class
Steve Rubin, Photographer
Hannah Ryan, Petals with a Purpose, Special Events
Elizabeth Schroeder, Special Events
Tony Scott (guitarist) Grace Notes Choir
Dillon Sharpe, Petals with a Purpose
Serena Simmons, NCSU Intern
Vanessa Soleil, Special Events
Haejin Song, Special Events
Chris Spencer, HOPE Gardens, Petals with a Purpose
Alissa Vanderlinden, CCPP
Laurel Veeder (pianist) Grace Notes Choir
Jenny Vo, NCSU Intern
Autumn West, HOOPs
Caitlin Willen Petals with a Purpose
Abbey Williams, Spin Class
Lincoln Wurster, Cooking Class, CCPP
Xuelan Wu, Petals with a Purpose

130+
Our way of recognizing outstanding support professionals who partner with our Individual Services participants. Our winners for 2015-16:

**July**
Mitch Eubanks, Service

**August**
Dustin Coutinho, Service
Gracie Jefferson, Service

**September**
April Robinson, Documentation
Kalvin Franklin, Service

**October**
Pam Dove, Service
Bianca Harvey, Documentation

**November**
Jawahannyé (J.B.) Bunn, Service
Allie Cheek, Documentation

**December**
Brittany Collins, Service
Emily Richardson, Service

**January**
Brenda Sartwell, Service
Will Hammond, Documentation

**February**
Lois Stanfield, Service
Jiearonnah Manns, Documentation

**March**
Thomas Graham, Service
Mitch Eubanks, Service

**April**
Amy Tamburro, Service
Kathleen Harding, Documentation

**May**
Krista Benbow, Service
Neil Bailey, Documentation

**June**
Heidi Kerutis, Service
Sandra Logan, Documentation
provide in-kind goods, locations for us to meet, introduce us to volunteers, and overall add to the way we provide supports and services in the community.

Amante Pizza, Falconbridge Chapel Hill
BJ’s Club
Carrboro Fire Station, Carrboro
Chapel Hill Fire Station, Meadowmont, Chapel Hill
Chick-Fil-A
Cici’s Pizza
Equality NC
Good Shepherd Lutheran Church, Raleigh
Extraordinary Ventures, Chapel Hill
Habitat Re-Store, Durham
Hargraves Community Center, Chapel Hill
Harris Teeter
Hillsborough Sportsplex, Hillsborough
Hillyer Memorial Church, Raleigh
HoneySuckle Tea House, Chapel Hill
HOPE Gardens, Chapel Hill
Long Beverages
Marbles Kids Museum
Mardi Gras Bowling, Chapel Hill
Meals on Wheels, Chapel Hill & Raleigh
Michael & Son
NC Botanical Gardens, Chapel Hill
Papa John’s Pizza
Patricia Meszler Photography
Planet Fitness, Chapel Hill
PNC Bank, Chapel Hill
PORCH, People Offering Relief for Chapel Hill Carrboro Homes
Reality Ministries
Resurrection Lutheran Church, Cary,
RambleRill Farm, Penny Lane Farm, Maple View Dairy
Santa Claus!
Steve Rubin Photography
Taco Bell
Triangle Down Syndrome Network
UNC Fitness Center Meadowmont, Chapel Hill
Whole Foods

PROJECT SEE EMPLOYERS:
NC State, University Housing
SAS Cafés, Buildings F and T
SAS Art and Scenic Operations
PPD Development, L.P.
Marbles Kids Museum
Jordan Oaks Retirement Community
The Gardens at Wakefield, Independent Living
Whole Foods, Wade Avenue

SUMMER WORK & WELLNESS PROGRAM PARTNERS:
Cafe Carolina
The Egg & I
Brixx Pizza
Chapel Hill Public Library
Seawell Elementary School
East Chapel Hill High School
Smith Middle School
Rashkis Elementary
Market Street Coffee
Weaver St. Market
The Franklin Hotel
Carolina Meadows
Green Beagle Lodge
Weaver St. Southern Village
Tobacco Road
Ace Town & County Hardware
Great Clips (Meadowmont)
Freddy’s
Habitat Restore
Marshalls
Elements
Orange County Animal Shelter
Great Clips (Chapel Hill North/MLK)
Chapel Hill Parks and Recreation
Voices Together

70+
June 6th started out cloudy and ended a perfect early summer day. What made it perfect was the turnout for the Michael & Son Community Classic Golf Tournament held at Devil’s Ridge Golf Course in Holly Springs. Over 100 golfers turned out to drive one for The Arc of the Triangle. After breakfast and warm-ups on the putting green, golfers took part in a shot gun start and enjoyed the rolling fairways lined with towering hardwoods – a challenge for any golfer. Contests were held throughout the day, and at the end of 18 holes delicious BBQ was served by City Barbecue to everyone. Golfer Ken Alden had this to say, “The Arc of the Triangle hosted one of the best outings I’ve played in. Got to play on a beautiful course and the food and prizes were great. All to support a great cause! Our foursome will definitely be back next year.”

Some highlights of the day were, our self-advocate Gerald sunk a 40 foot putt! Our winning team took home Scotty Cameron Titleist putters. Two teams tied for second and they each received great prizes from Devil’s Ridge.

Now fast forward to the end of the week, and it’s time for The Arc’s first ever Gala for Good. Held at the Doubletree in Durham, on their lakeside terrace, guests mingled over cocktails and dinner while shopping a silent auction featuring such goodies as a deluxe Starbucks basket, an autographed Carolina Panthers football and beautiful jewelry. Guests jokingly outbid each other on tickets to local theater and sporting events, all knowing every dollar raised would go to The Arc. DJ Kate Steiman entertained the crowd with music that got more than few folks on the dance floor. Photographer Steve Rubin captured some special moments throughout the night and auctioneer Scott Hanson wowed our guests with an ability to sell anything! Guests bid on a mountain resort vacation, Disney Park Hopper passes and much more. The Wine Wall displayed a variety of wines all wrapped in plain brown paper. They sold for $20 each. Tara Moore took home one bottle valued at $90! We even raffled off a custom-built wheelchair accessible picnic table- and the lucky winner was sponsor, Marie Hughes who had this to say, “I haven’t missed an Arc gala in 6 years- this was by far the best”. Board members and staff mingled with our sponsors and guests during a beautiful evening.

Both events raised $20,000 for The Arc of the Triangle. And for that we thank our sponsors, auction donors, In-Kind Sponsors, volunteers and everyone who came and made both events the successes that they were.
OUR SUPPORTERS

OVER $5,000
The Blanchard Fund
Cardinal Track Club
Triangle Community Foundation
UNC's Zeta Tau Alpha Sorority

$2,500–4,999
Lamb Foundation of NC, Inc. (Knights of Columbus)
The Ireland Family Foundation
Trane
Ms. Crystal Dicken

$1,000–$2,499
United Methodist Men (Raleigh)
University Presbyterian Church Local Outreach Committee
State Employees Combined Campaign Crossroads Fellowship
Greater NC Area CFC
eVision Partners, Inc.
Mr. & Mrs. David Woody
Fidelity Charitable
Golden Corral
Mr. and Mrs. John McNeilly
Ms. Prillaman
Mr. Michael Riggs
Pediatric Possibilities PA
Senn Dunn a Marsh & McLennan Agency LLC Company
Cintas Corporation
BB&T Insurance Services
Wells Fargo Foundation
WRAZ TV, Inc
Chris Leith Automotive
1-800-Water Damage

$500–999
Amazon Smile
IBM Employee Services Center
Mr. & Mrs. Michael C. Madden
Ms. Marie Hughes
Ms. Janet McLamb
Mr. & Mrs. Harry Land Jr.
Raleigh Neurology
Abilitations Children's Therapy
Ms. Karen Geringer
Mr. Gerald Stockley
Powell Medical Equipment, LLC
Mr. Todd Escaravage
RE Michel Company LLC
WTVD ABC11
Mr. & Mrs. Frederick Haws
State Electric Supply
Withers Ravenel Inc.
Apple Kojeca Accountants

$1–$100
Hayes Barton United Methodist Church
Mr. Atle Rinhom
Ms. Barbara Kaluzny
Mr. Needham Bryan
Mr. & Mrs. Martin Moore
Ms. Tara Moore
Mr. & Mrs. Philip Kregor
SunTrust United Way Campaign

Ms. Jacqueline Kelty
Mr. David Thompson
Ms. Matthias
Mr. & Mrs. Jack Davis
Mr. & Mrs. Michael J Olson
Mr. & Mrs. Stuart Teplin
Mr. & Mrs. Phil Stanberry
Church of St. Thomas More
Ms. Linda Flake
Mr. & Mrs. Charles Thompson
Ms. Janet Levy
Ms. Patricia B. Hill
Ms. Carol Saur
Mr. & Mrs. Robert B Devlin
Ms. Marcia Spray
Ms. Lisa A Blackburn
Mr. & Mrs. Rick Tortora
The Beverly Community Impact Fund
Mr. and Mrs. Craig Jones
Mr. & Mrs. Barry Steiman
Mr. Brian McVeigh
Mr. & Mrs. David Dropkin
Mr. & Mrs. Frank Dietch
Mr. & Mrs. Steve Blackmon
Ms. Dana Kragick
Mr. & Mrs. Richard I. Duley
Ms. Sharon Youse
Mr. & Mrs. Robert McDonald
Mr. & Mrs. Lewis Stanford
Dr. Neddia Ibrahim Drabick
Mr. and Mrs. Steve Strom
Mr. Robin Cochran
Mr. Michael Jacobson
Ms. Kathy Wilkinson
Ms. Mary T. Evans
Ms. Mildred M Munoz Oliva

Grants:
Crossroads Fellowship
Orange County
Stroud Rose Foundation
Town of Carrboro
Town of Chapel Hill
Triangle Community Foundation

Holiday Gift Drive Elves:
Pleasant Grove United Methodist Church
The Alden Family
Janet McLamb
Dawn Selby
Karen Geringer
Katie Holmes
Marie Hughes
Donna Kregor
Carol Moore
Sean McCullough
and many more individuals!
Where The Arc of the Triangle is in the community means we are learning all the time. This results in our supporting individuals with I/DD better. Service provision, advocacy, public relations and a constant effort to strengthen relationships throughout the community all contribute to our participants’ success.

Memberships/Committees
Cardinal Innovations Provider Council
Cardinal Innovations Stakeholders Committee
Chamber of Commerce: Chapel Hill and Raleigh
Developmental Disabilities Institute
Durham CRC (Community Resource Connections for Aging and Disabilities)
NAPSE (Natl Assoc. of Persons Supporting Employment First)
NASW (National Association of Social Workers)
NCAPSE (NC Assoc. of Persons Supporting Employment First)
NCAVA (NC Association of Volunteer Administrators)
NC Center for Nonprofits
NC Developmental Disability Consortium
SHRM (Society for Human Resource Mgmt.)
Wake County CPAC
Wake County GOLD Coalition (Growing Older and Living with Dignity)
Wake County SEAC (Special Education Advisory Council)
Wake CRC (Community Resource Connections for aging and disabilities)
Wake LICC (Local Inter-Agency Coord. Council)

Conferences/Professional Training
Advancing Strong Leadership For North Carolina DD Professionals
The Arc of US Conference
NCAPSE Conference
National APSE Conference
NC Council on Community Programs
Pathways to Integration Conference
NCBLN (NC Business Leader Network) Conference

Community Events
Alliance Behavioral Healthcare Resource Fair
Autism Society Summer Options Fair
Blue Cross/Blue Shield Volunteer Fair
Career Fair - Cedar Fork Elementary
Chapel Hill/Carrboro Transition Fair
Disable the Label Event
Duke Energy Family Resource Fair
Inter-Agency Fair at Tammy Lynn Center
State Employee Health Expo
Town of Cary - Share & Care Resource Fair
Town of Wake Forest Resource Fair
Triangle Down Syndrome Network Buddy Walk
Voices Together Parent Support Workshops
Wake County Public School Special Education Open House

One of The Arc of the Triangle’s goals is to support its participants and their families outside of our regular services & community programs:

Arc Choirs Community Performances & Concert
Burning Coal Theatre - Talk Back Session @ “Spoonface Steinberg”
Community Holiday Parties (Raleigh & Chapel Hill)
Cerebral Palsy Support Group (Raleigh)
Computer Sale with the United Way’s Teaming for Technology
Family Fun Night at Marbles Kids Museum
Holiday Gift Drive for Adults and Children with I/DD and Residents of The O’Berry Center
Party & Pics with Santa - A Holiday Party for children with Special Needs (partnership with TDSN)
Supports & Seminars (in partnership with Triangle Down Syndrome Network):
  Potty Training
  Special Needs Financial Planning
  Supported Employment
# A Summary of the 2015-16 Fiscal Year*

Total Public Support and Revenue: $3,324,415  
Total Expenses $3,507,603

## Source

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<th>Source</th>
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<td>Individual Donations</td>
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<td>Membership Dues</td>
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<td>Corporate Grants &amp; Donations</td>
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$3,324,415

## Expenses

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<td>Contracted Service</td>
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<td>Other Operating Expenses</td>
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<td>18,342</td>
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$3,507,603

*Not yet audited*
2015-16 BOARD OF DIRECTORS

Dave Woody, President
Karen Geringer, Vice President
Lia McNeilly, Secretary
Janet McLamb, Treasurer
Michael Madden, Past President

Laura Alden
Todd Benware
Emmy Boyette
Needham Bryan
Prince Bull
John Caye
Shawn Fisk
Joel Williams

Join
To become a member:
• visit our website to join online
• call the office to have a membership form sent to you

Support
The Arc of the Triangle is funded through state and local funding, revenue generated from its programs and donations from Arc members, corporate and foundation grants, and state and federal employee workplace giving programs. The Arc also sponsors fundraising events to bridge the gap in funding support and to add new services.

OUR LOCATIONS:

Durham/Orange
1709 Legion Road | Suite 100
Chapel Hill, NC 27517
919-942-5119 | Fax 919-942-2119

Wake
5121 Hollyridge Drive | Suite 100
Raleigh, NC 27612
919-832-2660 | Fax 919-832-5446

www.arctriangle.org