



Annual Report 2009~2010

Introduction to the Organization

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

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

Our Mission Statement

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

Strategic Planning

The Arc of Tennessee Board of Directors developed a three-year Strategic Plan that was approved in August, 2009. The Arc of Tennessee's seven (7) committees and its staff was charged with addressing the outcomes outlined in the plan through various activities and programs. The outcomes are as follows:

1. **The Arc of Tennessee will increase public awareness about individuals with intellectual and developmental disabilities and The Arc organization.**
2. **The Arc of Tennessee will initiate systems change at the local, state and federal levels to advance the full inclusion of individuals with intellectual and/or developmental disabilities in their schools and communities.**
3. **The Arc of Tennessee will provide accurate and timely advocacy, information and referral services to individuals with intellectual and/or developmental disabilities and their families.**
4. **The Arc of Tennessee will promote self-advocacy among individuals with intellectual and/or developmental disabilities.**
5. **The Arc of Tennessee will increase its membership by 3% each year.**
6. **The Arc of Tennessee will develop at least 2 new chapters.**
7. **The Arc of Tennessee will diversify its funding streams.**

Below is a summary of Committee activities for the year:

Planning and Rules

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

- Reviewed the by-laws and recommended changes to help the Board operate more smoothly
- Explored new avenues for adding Board Members including “onboard” – a new venture that connects business professionals and non-profits (5)
- Conducted a Board orientation for new members to help them learn more about The Arc of Tennessee (5)
- Revised the board meeting format to allow for “plenary” topics each meeting
- Began a review of The Arc of TN policies

Impact:

The Planning and Rules Committee ensures that The Arc of Tennessee develops strong Board of Directors through the development of thoughtful by-laws, policies and procedures. A well-run board has helped the organization attract new leaders.

Advocacy and Education

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

- Advocated for W.P. to move from Harold Jordan back to the community by working with Public Defender and others (3)
- Researched opportunities for collaborating with other self-advocacy groups such as People First (4)
- Researched the development of a self-advocacy group through The Arc of Tennessee (4)
- Initiated planning of a self-advocates group centered around recreational activities (4)
- Encouraged the Nominating Committee to recommend additional self-advocates be appointed to The Arc Board of Directors (4)
- Submitted a letter to TennCare and other government entities expressing concern over proposed cuts
- Toured Mur-ci Homes (2)
- Monitored the proposed closure of Clover Bottom State Developmental Center and its Closure Plan (2)
- Continued membership in the Disability Coalition on Education which was responsible for:
 - Drafting and submitting a letter to the Department of Education opposing its mandate that a student with Down syndrome will be labeled with an intellectual disability for planning purposes and continues to work toward the reversal of this decision (2)
 - Offering training to families on the complaint process through the school systems (4)
 - Commenting on rulemaking regarding restraint and seclusion legislation
 - Commenting on the Part B and Part C applications for federal education funds
 - Commenting on the first round of Education and Secondary Education Act

Impact:

Individuals have received the advocacy services needed to protect their human rights. The Arc of Tennessee will have more opportunities for self-advocates to be involved in the organization.

Public Awareness/Awards/Fundraising

The Public Awareness/Awards/Fundraising Committee serves in a variety of capacities. It focuses on activities that serve to increase community awareness of The Arc of Tennessee and its mission. It also organizes and executes the awards program that is presented every year at the Annual Dinner and Awards banquet. These awards honor self-advocates, educators, legislators, businesses, volunteers and others who have had a positive impact on individuals with intellectual and developmental disabilities and their families. Lastly, this committee strives to find additional resources for The Arc of Tennessee through fundraising activities, grant opportunities and other funding sources. Below is a summary of its activities and accomplishments for the year:

- Partnered with Technology Access Center for Light Up a Life Fundraiser in December, 2009 which introduced our organization to the Nashville Predators and Caterpillar Financial, resulted in a Public Service Announcement (PSA) by Scott Couch that ran on Fox 17 News, and gave us the opportunity to distribute literature about The Arc at two (2) Predators games (1), (7)
- Partnered with VSA Arts to promote “VSA at the Ryman” which resulted in PSAs aired on local radio stations, posters all over town to advertise the event and calls to The Arc office to order tickets (1), (7)
- Conducted an annual awards ceremony at the MegaConference Awards banquet and distributed promotional materials that showcased The Arc along with the winners (1)
- Reviewed and revised the website to make it more user friendly for people not familiar with The Arc of Tennessee (1)
- Applied for a Disability Coalition Spring Grant (7)
- Applied for and was awarded The Arc of the US/Walmart Foundation School-to-community Transition Grant of \$75,000 (7)
- Created an annual campaign letter as an option for fundraising
- Attended trainings and participated in webinars through the Center for Non-profit Management related to securing donations through foundations (7)

Impact:

The Arc of Tennessee diversified its funding streams by adding the grant from The Arc US/Walmart foundation. The committee members also learned a great deal about what needs to happen to ensure successful fundraising events. This knowledge will help as fundraising efforts continue to expand. Lastly, the organization will be in a better position to apply for grants through other foundations because it can demonstrate an ability to raise its own funds as match dollars.

Membership Committee

The Membership Committee strives to increase membership for The Arc of Tennessee and for its local chapters. It also works to increase the number of local chapters throughout the state and to support existing chapters. Below is a summary of its activities and accomplishments for the year:

- Promoted The Arc and membership at a variety of events including CHC presentations to federal, state and private employees, the TABS Conference, MArch event in Cumberland County, family trainings and PATHs (1), (5)

- Visited local chapters to help them feel more connected to The Arc at the state and national levels (1), (6)
- Promoted membership at variety of events through Tennessee (1), (5)
- Revised The Arc's brochure to combine a description of the organization and the benefits of membership into one document (1), (5)
- Revised the membership and chapter section of the website (1), (5)
- Recommended approval of hardship applications for struggling local chapters (6)
- Promoted membership with local chapters (5), (6)
- Began planning process for a statewide membership drive (1), (5)
- Conducted a local chapter survey about membership and the challenges of getting new members (5), (6)
- Encouraged self-advocates to become members of The Arc of Tennessee (5), (4)
- Provided training to local chapters on membership processing (5), (6)
- Investigated ways to develop funding to help new chapters get off the ground (6)
- Investigated ways to help chapters develop their own fundraising strategies to become sustainable organizations (6)
- Regularly attended a support group in Mount Juliet for parents of adult children with intellectual and developmental disabilities and completed a PATH for them (6)

Impact:

The Arc of Tennessee is in a position to launch a statewide membership campaign in the coming year to boost its number of members. It has also strengthened its services to members and local chapters so that there is more cohesiveness across the state.

Governmental Affairs Committee

The Governmental Affairs Committee drives systems change at the legislative level – both state and federal. The Committee is active in developing legislation, supporting legislation that will benefit individuals with intellectual and developmental disabilities and their families and at times opposing legislation that may cause problems. The Committee further works to develop relationships with state and federal legislators. Below is a summary of its activities and accomplishments for the year:

- Participated in Disability Days on the Hill at Legislative Plaza, met with legislators and distributed information about people with intellectual and developmental disabilities and The Arc of Tennessee (2)
- Worked with the Family Support Alliance to wage a grass roots campaign to keep funding for the Family Support Program – a program that helps over 4000 individuals with disabilities live in the community (2)
- Supported DIDS plan to close Clover Bottom State Developmental Center and actively opposed the legislation to keep it open/build 30 state run ICF-MR homes (2)
- Supported an amendment to restore \$5.5 million in funding to HCBS residential services to help individuals continue living in the community (2)
- Met with Congressmen and Senators in Washington DC to express support for the ABLE Act, the Elementary and Secondary Education Act, and other important legislation geared toward keeping individuals with disabilities in their neighborhood schools and communities (2)
- Met with Representative Cooper to asked him to support health care reform (2)
- Had strong representation on the Disability Partnership on Home and Community Based Supports that developed a White Paper to recommend best practices for HCBS in Tennessee (2)

- Continued participation in the Alliance on Disability Policy that introduced legislation to change the language of “mental retardation” to “intellectual disability” in parts of the Tennessee Code – legislation passed (2)
- Actively participated in legislative activities on the Hill (2)
- Created and distributed talking points in support of legislation that changed the language of “mental retardation” to intellectual disability, that would create a Department of Intellectual and Developmental Disabilities, and that would create a task force to study regulatory relief for DIDS service providers (2)
- Created and distributed talking points that opposed the cuts to the DIDS budget and offered alternative solutions and opposed the legislation to require legislative approval to close a state developmental center and build 30 state-run group homes (2)
- Held weekly conference call during the legislative session to keep everyone updated on developments (2)

Impact:

The Governmental Affairs Committee had a strong impact on this year’s legislative session. Family Support was funded for another two years which ensures that 4000 individuals/families will continue to receive vital funding to live in the community, legislation passed that changed the language in various chapters of the Tennessee code from “mental retardation” to “intellectual disability”, services providers will have a real possibility of experiencing regulatory relief and there is a strong chance that cuts to the DIDS budget will be restored, ensuring that individuals can continue to receive services.

Executive Committee

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

- Approved The Arc of Tennessee to apply for grant funds through the Tennessee Disability Coalition, The Arc of the US/Walmart Foundation, Tennessee Early Intervention System and to reply to an RFP to provide Support Brokerage Services for the new TennCare CHOICES Waiver (7)
- Supported the Nominating Committee’s recommendations to add additional self-advocates to the BOD and to promote one to a leadership role
- Approved the use of Edith Wright funds to help an individual pay a deposit on a community residence
- Supported the Public Awareness/Awards/Fundraising Committee’s recommendation to donate money raised at the VSA at the Ryman event to flood relief
- Approved new board meeting formats
- Supported the Rules and Planning Committee recommendation to amend the by-laws

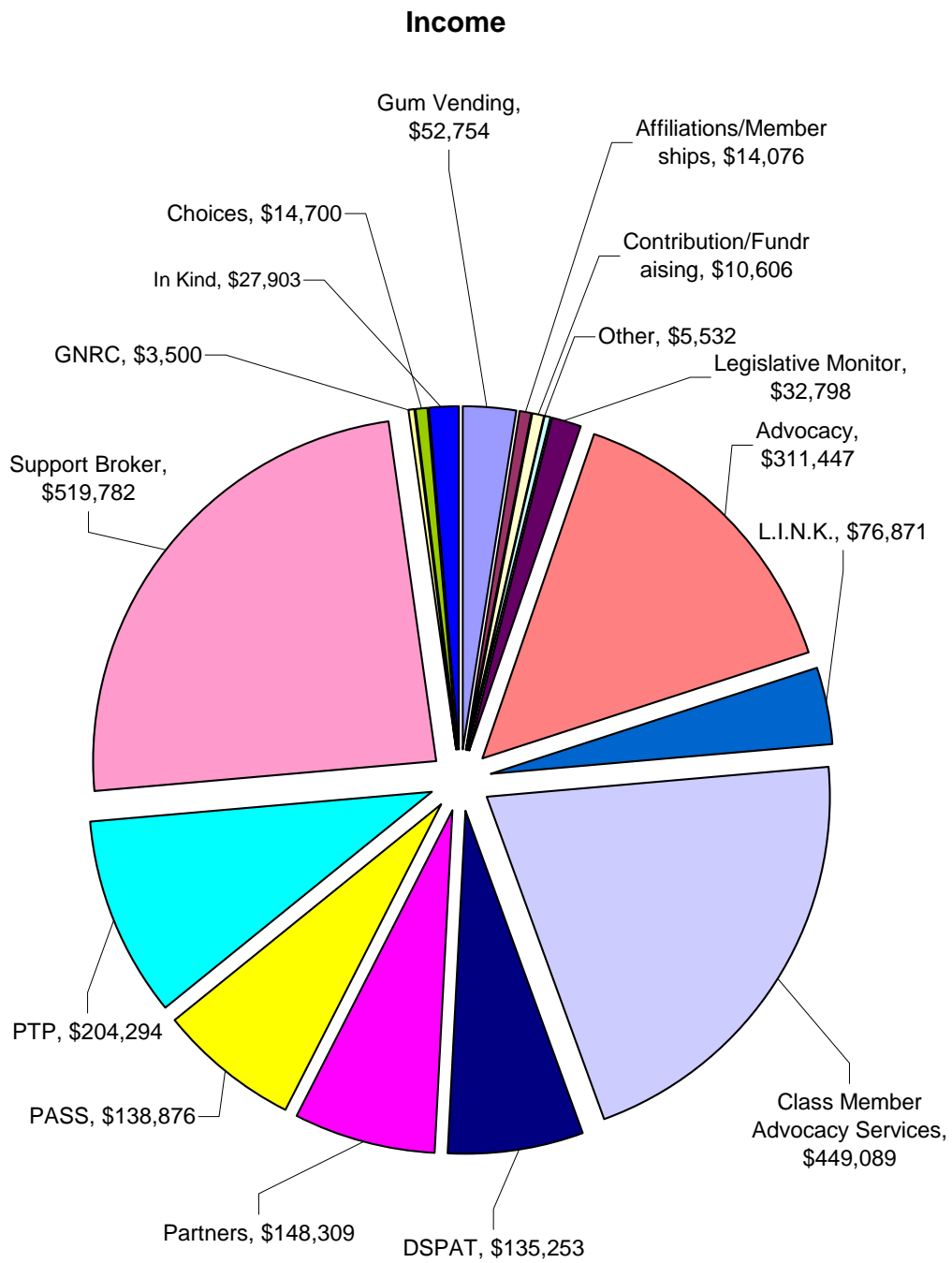
Finance Committee

Though the Finance Committee does not play a direct role in working towards the outcomes of the Strategic Plan, it is their leadership that The Arc has the financial stability to carry out the activities related to those outcomes. The commitment of this group is evident in the financial position of our organization. The Budget and Finance Committee developed the annual budget for the 2009/2010 fiscal year that was approved by the Board of Directors.

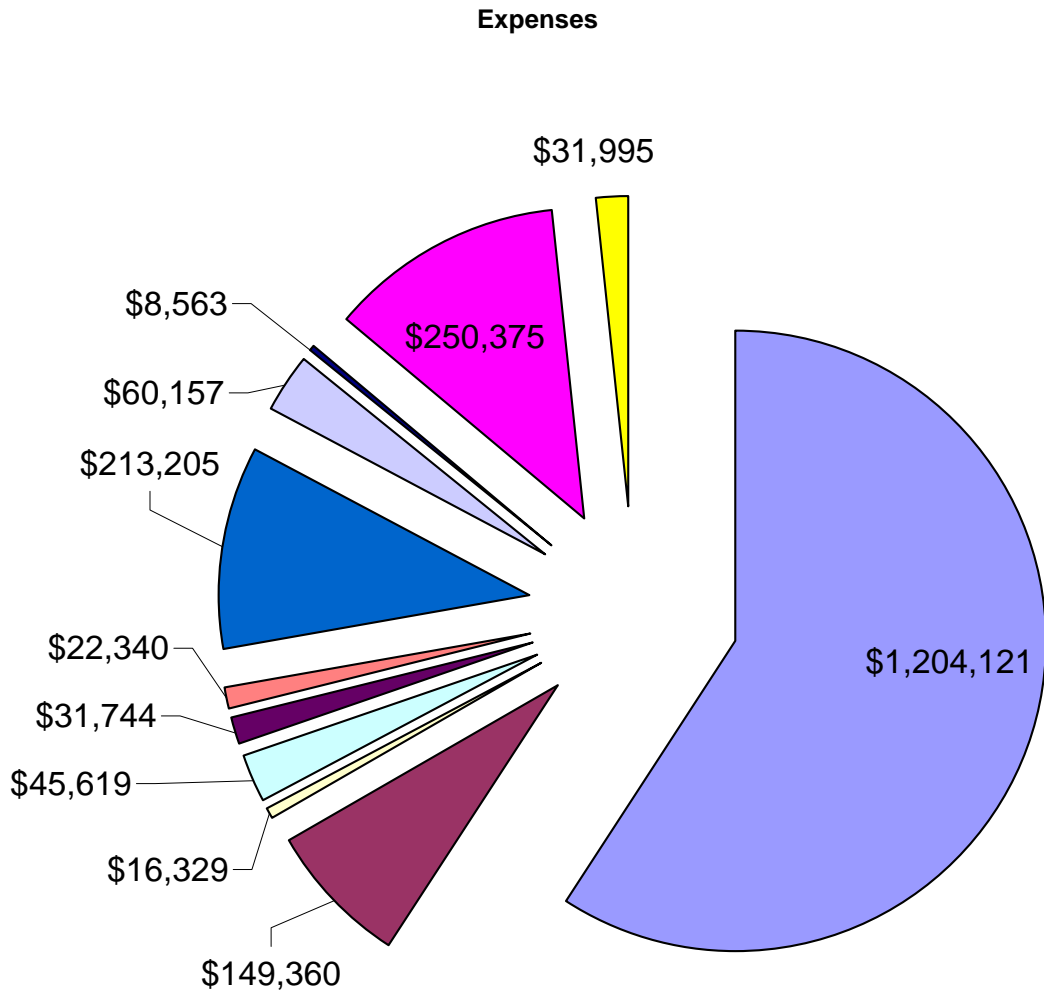
- Income for the 2009/2010 year was \$2,145,790. Revenue comes from:
 - State grants/contracts from the Department of Education and the Division of Intellectual Disabilities Services
 - Local chapter affiliation fees/membership dues

- Donations/fundraising
- Expenses for the 2009/2010 year were \$2,033,807.

See detail below:



Expenses of \$1,370,060 (\$165,939 comes from indirect on pie graph) for salaries and benefits went to support 60 full and part-time staff members who provide the many services provided by The Arc of Tennessee. A breakdown of expenses follows:



Salaries & Benefits	Prof. Services
Supplies	Communication/Postage
Occupancy	Equipment/Printing
Travel / Conferences & Meetings	Specific Assistance to Individuals
Other Non-Personnel	Indirect Cost
In-Kind, Miscellaneous & Lobbying	

Grant Activities

Advocacy & Public Awareness

The Advocacy and Public Awareness project, funded by the Tennessee Division of Intellectual Disabilities Services, exceeded many of its outcomes again this fiscal year. This project allows our organization to provide support and resources to numerous people and their families throughout Tennessee. Regular meetings were held with the Deputy Commissioner to provide information on issues and barriers that have been identified from interactions with families seeking advocacy services. Below is a summary of project activities and accomplishments for the year:

- Provided individual advocacy to over 485 individuals and families throughout the state to help navigate various service systems including DIDS, TennCare, Social Security, Education and others (3)
- Actively participated in over 166 committees, task forces, boards and councils to work cooperatively toward systems change within the DIDS service system and related service systems (2)
- Provided information and referral services to over 521 individuals and families requesting such help (3)
- Provided emergency cash assistance to 21 individuals with disabilities
- Conducted family trainings on a variety of topics including self-determination, advocacy, and navigating the DIDS service delivery system and participated in Circle of Support meetings for over 119 individuals and families
- Facilitated 13 PATHs (Planning Alternative Tomorrows with Hope)
- Coordinated and distributed the quarterly newsletter The Arc Connection to over 3000 individuals for each edition
- This grant enabled The Arc of Tennessee to continue being the lead sponsor of the Tennessee Disability MegaConference. This all disability-inclusive statewide conference celebrated its eighth year of empowering people with disabilities and the people who support them. There were over 600 attendees, presenters, volunteers, and exhibitors at the conference this year. Stipends were awarded to 167 individuals, an increase of 25 from last year. (2), (4)
- This grant also provides funding support of the www.ArcLink.org, which contains information on services and supports throughout the state.
- Participated in two transition provider fairs for the purpose of family education with regard to the closure of Clover Bottom Developmental Center.

Secondary Transition Project

The Secondary Transition Project helps families & students prepare for the significant challenges of secondary transition. Families, students, and educators gain knowledge of the secondary transition process, resources, and opportunities in local communities across the state and on the internet, so that young adults transition into adulthood with quality lives they and their families design. The Project promotes collaboration between families, students, and educators to help meet the student's secondary transition goals. Below is a summary of project activities and accomplishments for the year:

- Updated and maintained a database of secondary transition resources that has over 186 entries and has been updated at least 12 times in the past year (3)

- Updated and maintained the Tennessee Secondary Transition Family Handbook and conducted over 35 trainings related to the information in that handbook; this handbook is distributed statewide (3)
- Provided technical assistance in education related matters for over 166 students and families across the state including support at IEP meetings (3)
- Created and distributed over 2028 copies of brochures related to topics on secondary transition through conferences, individual meetings and website downloads (3)
- Developed information to help families navigate the Vocational Rehabilitation System
- Developed new trainings in Self-Directed IEPs and Self-Determination (4)

Legislative Monitor

The *Legislative Monitor* has been published by The Arc of Tennessee since 1990 with a grant from the Tennessee Council on Developmental Disabilities. *The Legislative Monitor* is published once a month. The *Monitor* is also available by e-mail and is posted on The Arc of Tennessee website. Its purpose is to keep Tennesseans updated on all disability related legislation introduced each session and the progress of that legislation. Below is a summary of project activities and accomplishments for the year:

- Published 12 issues and mailed an average of 3583 copies each month and increased email copies to 171 individuals (2)
- Facilitated 21 weekly conference calls during legislation session to provide updates on legislative activity with an average participation of 8-10 individuals each time (2)
- Posted the Legislative Monitor and the Weekly Updates on the website which had over 830 visits during the past year
- Delivered the weekly updates via email to 88 participants each time

PASS Project

Personal Assistance Supports and Services (PASS) is funded through the Division of Mental Retardation Services. The grant enhances community supports by demonstrating a model of self-directed personal assistance that shifts the existing system in Tennessee from an institutional provider system to self-directed services. The system provides tools, mentoring, and training that allows individuals with a disability to access personal assistance and successfully manage and control the quality of care and service delivery.

There are eight participants in the PASS program, all of whom have physical disabilities. Each participant lives in his/her own home and receives personal assistance services. Participants utilized PASS services to assist in identifying their needs, developing job descriptions and recruiting and employing their personal assistants.

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

People Talking to People Project

The People Talking to People (PTP) project assists the Division of Intellectual and Developmental Disabilities Services (DIDS) with quality assurance and quality improvement by empowering service recipients to give honest feedback regarding the services they receive through participation in a survey. Individuals selected for the survey are chosen randomly from a list generated by DIDS. Four key areas are covered in the survey:

- | | |
|------------------------|------------------------|
| 1) Choice and Control | 3) Access to Care |
| 2) Respect and Dignity | 4) Community Inclusion |

The PTP project employs teams of interviewers in nine regions throughout the state. Teams are comprised of individuals with disabilities and/or family members. Below is a summary of project activities, findings and accomplishments for the year:

- Over 1589 valid individual interviews were conducted with service recipients and/or conservators (179 Self-Determination Waiver interviews; 91 Arlington waiver interviews; 84 Developmental Center interviews; 1235 Statewide Waiver interviews) (2)
- 75 of 95 Tennessee counties were represented in the interview process
- More than 75% of the individuals employed in the PTP program have a disability

PTP annual reports are posted on The Arc of Tennessee website. This report provides detailed information regarding how individuals in the various waivers answered each survey question. This is the first year the information is separated by waiver type. The results are formulated into recommendations for systems change within the Division.

Support Brokerage

The Arc of Tennessee partners with Public Partnership, LLC to provide Financial Administration and Support Brokerage services to people in the Self-determination Waiver who desire to self direct their services. The Arc of Tennessee provides the Support Brokerage services.

Support Brokerage enables a Self-determination Waiver Program participant to manage their services. The support broker assists the waiver participant to locate, access, and coordinate needed services. The support broker serves as a link between the participant or their guardian/conservator, providers, and the Financial Administration Entity. The participant or their guardian/conservator must retain authority and responsibility for self-direction.

PPL, as the financial administrator, facilitates the employment of service providers by the waiver participants and the management of the self-determination budget. This service is available only to waiver participants who self-direct services and is necessary to assure that participant-managed funds specified in the ISP are managed and distributed as intended. Below is a summary of project activities and accomplishments for the year:

- Individuals receiving support brokerage services increased from 307 to 358 this year
- Support Brokers assisted an average of
 - 50 individuals and/or conservators per month in recruitment of providers of participant-managed services
 - 43 individuals per month in scheduling, training and supervision of their providers of participant-managed services (4)
 - 77 individuals and/or conservators per month in managing their service budgets
- Support Brokers averaged 311 contacts per month with individuals and/or their conservators related to participant-managed services
- Support Brokers assisted an average of 60 individuals per month in connecting with other supports and services in their communities (1)

Class Members Advocacy Services

The Class Member Advocacy Services (CMAS) program provides individual advocacy for people who are members of the Clover Bottom Settlement Agreement and/or Arlington Remedial Order class groups. There are currently 1582 total Class Members. Advocates are available for mediation or problem resolution providing a voice with and for people who are class members. Referrals for advocacy come from the class member, their conservators, agency personnel, Independent Support Coordinators (ISCs) and/or anyone who supports the person. Below is a summary of program activities and accomplishments for the year:

- Provided active advocacy services to over 546 class members this past year (3)

- Participated in 76 transition meetings for individuals moving from a Developmental Center to the community (2)
- Provided legal advocacy to an average of 25 individuals per month
- Worked through an average of 382 issues per month
- Resolved over 290 issues for individuals this past year

Other Grant/Contract Projects

GNRC

GNRC is a state-funded pilot project through the Commission on Aging and Disability and the Greater Nashville Regional Council on Aging to allow individuals with disabilities to self-direct their long-term supports and services in their home. The Arc provides support brokerage services for the ten individuals in this program and PPL provides fiscal administrator services. Though each individual in the program has a fairly small budget, there is significant flexibility in the way the funds can be utilized for the individual.

Direct Support Professionals of Tennessee

The Arc of Tennessee provides support and direction to the Direct Support Professionals of Tennessee project that is funded through the Division of Intellectual Disabilities Services (DIDS). The goal of this project is to create a stand-alone 501c3 organization that becomes “the voice” of all DSPs in Tennessee. Activities of this project include DSP recognition, grass roots mobilization, and development of training opportunities.

Partners in Policymaking

The Arc of Tennessee provides administrative support to the Tennessee Council on Developmental Disabilities’ Partners in Policymaking project so that project expenses are reimbursed in a timely fashion.

Youth Leadership Forum

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

Support Brokerage for CHOICES Waiver

The Arc of Tennessee contracted with PPL to provide support brokerage services to individuals who choose to self-direct their services on the new CHOICES Waiver administered through TennCare. The project began April 1, 2010 and already has over 100 referrals being processed. The Arc of Tennessee will provide support brokerage in Middle and West Tennessee.

Other Activities

Membership/Local Chapters (5), (6)

The Arc of Tennessee values its local chapters and its members. Below is a summary of staff activities related to supporting membership and local chapters:

- Created and distributed the Membership Matters newsletter each month
- Visited local chapters to meet with leadership and discuss ways to assist local chapters
- Visited struggling chapters to assist with membership processing

- Provided technical assistance for local chapters with regard to membership processing, grant applications, project forms and fundraising
- Conducted monthly leadership calls with local chapters
- Shared information obtained from monthly meetings with DIDS leadership with local chapters

Diversifying Funding Sources (7)

The Arc of Tennessee staff made strides in securing new sources of funding for the organization. Below is a summary of those activities:

- Secured a new contract with PPL to provide support brokerage services for Middle and West Tennessee for the CHOICES Waiver funded through TennCare
- Secured a new contract with TEIS to provide self-determination training to educators and family members on incorporating choice into the lives of children served by TEIS beginning July 1, 2010
- Applied for and was awarded a \$75,000 grant from The Arc US/Walmart Foundation for a School-to-Community Transition project focusing on self-directed IEPs
- Supported the fundraisers of the organization through passing out flyers, sending out email blasts, creating and distributing public service announcements, baking and/or donating food items, purchasing tickets, providing administrative support, etc.

Impact of Projects and Activities of The Arc of Tennessee:

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

Committee, Board, Task Force and Council Involvement

The Family Support Alliance
 The Tennessee Employment Consortium (TEC) and its sub-committees
 The Developmental Disability Planning and Policy Council
 Tennessee Disability MegaConference
 The Alliance for Disability Policy Collaboration
 TN Disability Voters
 TN Partnership on Home and Community Based Services
 Licensure Rules Review Committee
 P.A.T.H Facilitation Services
 Disability Coalition on Education (DCE)
 Disability Employment Partners
 Next Steps Advisory Council
 Vanderbilt Kennedy Center Community Advisory Council
 Governor's Advisory Council on Traumatic Brain Injury
 PAIMI Council
 DIDS Advisory Committee
 DIDS Licensure Review Panel
 DIDS Regional Death Review Committee
 DIDS Direct Support Professional Recognition Committee

DIDS Human Rights Committee (Regional)
Disability Law and Advocacy Center Board of Directors
Warren County Secondary Transition School Advisory Council
Brain Injury Association of Tennessee Board of Directors
Post-Secondary Education Task Force
Jackson Center for Independent Living Board of Directors
Metro/Davidson County Mayor's Advisory Council
STEP Board of Directors

Collaborations

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

Brain Injury Association of Tennessee	The Arc of Davidson County
Community Health Charities of Tennessee	The Arc of Dickson County
Direct Support Professionals Association of Tennessee	The Arc of Hamilton County
Disability Coalition on Education	The Arc of Hickman County
Disability Law and Advocacy Center of Tennessee	The Arc of Knox County
Down Syndrome Association of Middle Tennessee	The Arc of Lincoln County
Easter Seals of Tennessee	The Arc of the Mid-South
Family Voices of Tennessee	The Arc of Montgomery County
Guardianship and Trust Corporation	The Arc of Sullivan County
League for the Deaf and Hard of Hearing	The Arc of the United States
People First of Tennessee	The Arc of Upper Cumberland
Progress, Inc.	The Arc of Washington County
Public Partnerships, LLC	The Arc of Williamson County
Quality Review Panel	The Tennessee Council on Developmental Disabilities
STEP, Inc.	The John F. Kennedy Center at Vanderbilt University
TASH	The Special Education Action Network
Technology Access Center	The Tennessee Information and Referral Office
TennCare Long Term Care Division	The TN Department of Mental Health and Developmental Disabilities (TDMHDD)
Tennesseans for Fair Taxation	The TN Division of Health Services
Tennessee Conference on Social Welfare	The TN Division of Mental Retardation Services
Tennessee Council for the Deaf and Hard of Hearing	The TN Division of Rehabilitation Services
Tennessee Education Association	The TN Department of Health
Tennessee Disability Coalition	TN Commission on Aging and Disabilities
Tennessee Health Care Campaign	TN Department of Education – Division of Special Education
Tennessee Microboard Association	Tennessee Alliance on Disability Policy
Tennessee Network of Community Organizations (TNCO)	TREDS (Tennessee Technical Assistance and Resources for Enhancing Deaf-Blind Supports) of Vanderbilt University
Tennessee Technology Access Project (TTAP)	U.T. Boling Center for Developmental Disabilities
Tennessee Voices for Children	United Cerebral Palsy of Middle Tennessee
Tennessee WorkFORCE	Ups for Downs of Chattanooga
The Arc of Anderson County	UT-Center for Disabilities and Employment
The Arc of Claiborne County	
The Arc of Coffee Moore Counties	
The Arc of Cumberland County	

Financial Statement

THE ARC OF TENNESSEE, INC.
 STATEMENT OF ACTIVITIES
 FOR 2009-2010 THROUGH April

	Unrestricted	Temporarily Restricted	Total
Revenues and Other Support:			
Gum Vending	\$52,754.09		\$52,754.09
Government grant	\$1,496,936.32		\$1,496,936.32
Contract revenue – non-government	\$537,982.00		\$537,982.00
Contributions/fundraising	\$10,606.42		\$10,606.42
Interest	\$32.22		\$32.22
Rental Income	\$4,900.00		\$4,900.00
Affiliation fees	\$9,200.00		\$9,200.00
Mega Conference administrative fee	\$0.00		\$0.00
Miscellaneous	\$600.00		\$600.00
Memberships	\$4,876.00		\$4,876.00
In-Kind	\$27,902.92		\$27,902.92
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Total Revenues and Other Support	\$2,145,789.97	\$0.00	\$2,145,789.97
Expenses:			
Program Services			
Public awareness - Legislative Monitor	\$38,224.04		\$38,224.04
Advocacy, education and public awareness	\$271,683.20		\$271,683.20
Support collaboration for special education	\$97,070.16		\$97,070.16
Class Member Advocacy	\$392,035.74		\$392,035.74
Support and assistance services (DSPAT)	\$118,211.00		\$118,211.00
Partners in Policymaking workshop	\$157,102.03		\$157,102.03
Personal assistance services and supports	\$121,362.93		\$121,362.93
Administration of the Real Choice Systems Change	\$178,494.55		\$178,494.55
Support Brokerage/financial administration	\$365,935.63		\$365,935.63
GNRC	\$5,731.94		\$5,731.94
Choices	\$1,062.42		\$1,062.42
Support Services :			\$0.00
Management and general	\$286,518.81	\$375.00	\$286,893.81
	<hr/>		
Total Expenses	\$2,033,432.45	\$375.00	\$2,033,807.45
Increase (Decrease) in Net Assets	\$112,357.52	-\$375.00	\$111,982.52

Board of Directors

ELECTED OFFICERS - EXECUTIVE COMMITTEE

Glenda Bond – President (Crossville)
holly lu conant rees – Vice President and Chairperson, Planning and Rules Committee
(Nashville)
Gina Lynette – Secretary (Brentwood)
Ron Butler – Treasurer and Chairperson, Budget and Finance Committee (Nashville)
Ruth Roberts – Past President and Chairperson, Nominating Committee (Memphis)
Madeline Nichols – Regional Vice President East TN (Blountville)
Katie Powers – Regional Vice President Middle TN (Nashville)
Merle Smith – Regional Vice President West TN (Memphis)
Donald Redden – Chairperson, Advocacy and Education Committee (Cumberland Furnace)
Doria Panvini – Chairperson, Governmental Affairs Committee (Nashville)
Pat Butler, - Chairperson, Membership Committee (Brentwood)
Carol Greenwald – Chairperson, Public Awareness/Awards/Fundraising (Memphis)

APPOINTED BOARD MEMBERS AT LARGE

Luke Randall, Smyrna
Megan Hart, Nashville
John Lewis, Nashville
Melinda Swafford, Monterey

AUTOMATIC BOARD MEMBERS

Mary Jordan, Johnson City
Elise McMillan, Nashville

LOCAL CHAPTER BOARD REPRESENTATIVES (one-year terms)

Lois Davis, Cumberland Country
Kenneth Winter, Claiborne County
Norman Tenenbaum, Davidson County
Del Ray Nichols, Washington County
Sharon Bottorff, Williamson County

Full-time Staff

Carrie Hobbs Guiden, Executive Director	Steve Jacobs, Assistant Executive Director	Scott Finney, Administrative Assistant
Peggy Cooper, Membership, Chapter and Communications Manager	Nicole Davidson, Business Manager	Lori Israel, Operations and Supports Manager
Kristin Byrd, Project Director (PASS, GNRC, CHOICES and Support Brokerage) Brandi Osborne, Project Assistant Shani Abell, Lead Support Broker Sandy Burnette, Support Broker Karen Mevis, Support Broker Donna Ogden, Support Broker Jessica Perry, Support Broker Rebekah Seiber, Support Broker Amy Stockard, Support Broker Lindsey Tidball, Support Broker	Pattie Hall, Project Director (CMAS) Marlana Buford, Project Assistant Sarah Biskner, Advocate Betrice Brown, Advocate Tracey Cunningham, Advocate Russ Daley, Advocate Theresa Smisor, Advocate Lamont Tucker, Advocate Jerry Winters, Advocate	Frank Meeuwis, Project Director (People Talking to People) Holly Newingham, Project Assistant (People Talking to People)
		Khesa Smiley, Project Assistant (DSPAT)
Jenny Kimbrough, Project Specialist (Advocacy)	Treva Maitland, Project Specialist (Education)	Loria Richardson, Project Specialist (Education)