



The Arc[®]
of the Triangle

2019-2020
ANNUAL
REPORT



MISSION STATEMENT:

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.

VALUE STATEMENT:

The Arc of the Triangle, its staff and board of directors value individuals with intellectual and developmental disabilities [I/DD] and their families by:

- Empowerment, self-determination and diversity
- Reinforcement through social, cultural and linguistic competence
- Innovation and social change through advocacy
- Integration through quality programs/services and natural supports
- Respect and equality through person centered beliefs and a strong community
- Support of families through safety, security and respite

STAFF 2019-20

Jennifer Pfaltzgraff, Executive Director

Lisa Maier, Quality Assurance Director

Michael Kirschner, Individual Services Director

Susan Swearingen, Supported Employment Director

Eileen Patrick, Human Resources Director

Michelle Foy, Community Programs Director

Individual Services:

Marie Dionne, Assistant Director of Individual Services

Ramona Castillo-Segoviano Liane Chestnut-Perez

Phillipa Grove Trista Palmer Cedrician Simmons

Steph Madara Kevin Mercer Sandy Rogowski

Employment Services:

Kathy Mayer, Assistant Director of Supported Employment

Athena McWhorter Natasha Pratt

Majesty Robinson Rachel Werdebaugh

Community Programs:

Doug Gill Hailey McCullough

Dona McNeill Courtney Owens Ellen Perry

Administrative Team:

Joy Allen Tim Barnard Julie Keever Kenneth Kelty
Shauna Leng Heather Sapp Sonya Stockton Keara Suzik

MESSAGE FROM JENNIFER PFALTZGRAFF, EXECUTIVE DIRECTOR

Dear Friends and Supporters,

We finished out the 2019-20 fiscal year in a state of uncertainty, risk, and fear. Covid-19 became the main focus for The Arc of the Triangle, as it did for the world. It is important to acknowledge that was the last quarter of the year. It is my hope this report can be a reminder of a time when The Arc of the Triangle faced typical challenges like staffing shortages and celebrated our successes through our service delivery, community programs and events.

Looking back to July 2019, the year started off with a bang! The end of the summer brought our second annual **Wings for Autism**. 100 guests enjoyed a taxi around RDU airport to get that experience of real air travel. *(read more about this great event inside!)*

The year took off from there. *(pun intended :)*

The next month we enjoyed a sunny afternoon at Rashkis Elementary School in Chapel Hill at a **Respect the Space** event. This was an opportunity to teach students that disability parking is just one aspect of making sure we support and provide accommodations for our friends with disabilities. Children of all abilities and their teachers decorated the disability parking with sidewalk chalk and posters for all of the schools staff, families and visitors to see. This is a perfect example of the acceptance and support The Arc of the Triangle prides itself in teaching and practicing.

By the time the holidays came around we were planning for our annual **Holiday Gift Drive** which supported over 150 individuals and families with holiday gifts. Our **Holiday Party for Teens and Adults**, held in Durham, and our **Party & Pics with Santa**, held in Raleigh, were their usual smashing successes. A great example of how The Arc brings community together any chance we can!

These were happy, productive months as we hosted these great events and continued to provide excellent services like Supported Employment and Medicaid Waiver services to folks across the Triangle. We attended local resource events, hosted our own future planning seminars and more.

Then March rolled around and everything changed. Our leadership team made the most difficult decisions we have ever made in terms of service delivery and how to serve our families. With no guidance from our contracted funding sources nor the government - we suspended many of our services and programs* in an attempt to protect our participants, families and our staff from Covid-19. At the time we knew so little and erred on the side of caution. We closed our offices and staff began working from home. We all assumed it would only be for a few months.

Those first few months, we were met with mostly support and agreement in our attempts to navigate the Coronavirus with not only no guidance, but no PPE as well. But we were also met with backlash from a few that tried their hardest to discredit The Arc of the Triangle and the decisions we made. I am proud to say that looking back on that time I believe we would make the same decision again- to put people first. It has always been about the health of families and employees and continues to be.

By June, the end of this fiscal year, we had applied and received a generous PPP loan which was fully forgiven in December 2020. We also managed to amass PPE for staff and families. We then began to offer some community programs via Zoom (which eventually became Arc Triangle University). Our HR department and service delivery departments figured out how to keep staff as safe as possible while supporting the people we promised to support. At that time we had no idea how long this would last but we came together as a team- our staff, families, board of directors and volunteers and managed to end the year with a feeling of optimism and hope.

During these uncertain times we are most grateful for our friends and supporters. Thank you for choosing to partner with The Arc of the Triangle and children and adults with disabilities here in the Triangle.



Jennifer Pfaltzgraff
Executive Director

**It should be noted - for those individuals who could not go without services - we continued to serve them- without interruption. Although that was not the narrative that our critics were sharing. Most non-essential in-person services were suspended those first few months.*

SUPPORTED EMPLOYMENT: ON THE JOB

by Susan Swearingen, Supported Employment Director

Supported Employment had a very successful year despite the significant slowing at the end of the fiscal year due to COVID-19. There were 70 new participants referred to The Arc for Supported Employment Services making a total of 159 participants served during the fiscal year. Our Employment Specialists worked hard and supported 38 participants in obtaining competitive and integrated employment in the community. We also continued to support an additional 47 participants who were already successfully employed in jobs throughout the community. Our team completed a combined total of 34 evaluations to help participants determine their interests and talents in order to help them find the best job match and to move forward through the process.

Members of our team also participated in and presented at job fairs, transition fairs and other Arc sponsored events to inform people about Supported Employment and its benefits.

When COVID hit things slowed dramatically for Supported Employment due to the fact that a large number of participants requested to be put on hold, not wanting to be out in the community. The Supported Employment Team had to get creative. So many of our participants who were working in good, steady jobs suddenly found themselves laid off or furloughed until further notice. How were we going to keep them interested, engaged, and excited about going back to work when the time was right? Our team began brainstorming and came up with the idea of engaging our participants virtually in face to face educational sessions geared toward employment. It was decided that we would start with the basics and build from there. What we came up with was 5 classes that were comprehensive of the supported employment experience from beginning to end.

The following classes were developed and presented to our participants in a virtual group setting in April by the Supported Employment team:

1. Creating a Resume- what resources and information are needed and how to put them together to create a professional resume
2. Appropriate Workplace Behaviors – “soft skills” what are employers looking for in a good employee, how to handle social situations at work and how to talk to your supervisors
3. Determining Job Interests – surveys, interviews and creative virtual job sampling

4. Job Searching- where to go to find jobs of interest, how to apply and how to follow up
5. Interviewing Skills – Dressing for the part, staying focused and being prepared with follow up questions

We got a lot of positive feedback from participants and parents alike. It was good to have a way to continue engaging and teaching our participants. Each employment specialist continued working virtually one on one with participants as a result of these classes, expounding on the materials and ensuring that each person understood the content. By May, Vocational Rehabilitation secured funding to allow us to do hourly billing for the virtual service we were providing. Even though it wasn't retroactive from the beginning of the services we were glad to be able to bill moving forward since so many of our participants were no longer participating in traditional employment services. Those who did wish to continue with job development or who were being supported in the community in the jobs that they had previously obtained were getting those needed services as well from our Employment Specialists and job coaches. PPE and all other best practices were in place and strictly followed by participants and staff. Our dedicated Employment Specialists were even able to support 4 individuals in getting jobs and subsequent training through April, May and June.

MARIA'S STORY...

by Natasha Pratt

Maria is a fun young woman that loves to make friends everywhere she goes. When I first started working with her, she didn't have a specific direction for where she wanted to work. I was looking for business with “now hiring” signs near Maria's house when I came across a local pizza shop. I spoke with the manager, explained who I was and asked if they had any openings. Interest sparked and they asked if Maria could come in for an interview. Of course, after interviewing, management knew that she would be an asset so they offered her a position assisting with refilling condiment shakers in the dining area and folding pizza boxes. Maria was ecstatic. Almost a year later, Maria still works at this local pizza shop. She has made friends with her co-workers and even has a pizza named after her – the “Maria Special”. Staff and customers comment on how much they enjoy coming in to see Maria working throughout the week.

PROJECT SEE [SUPPORTED EMPLOYMENT EXPERIENCE]

by Susan Swearingen, Supported Employment Director

As of the summer of 2019 the Project SEE program has operated continuously for 39 summers. It is designed to support individuals aged 17-21 who have mild to moderate developmental disabilities and need varying levels of support in a work environment. These high school students were required to fill out an application and attend an interview as part of the program selection process. The selected high school students worked in a 2:1 ratio with an assigned job coach at a site that best matched their work interests and/or skill levels. The program lasted for 6 weeks for the students. In addition to gaining valuable work experience, students also developed or enhanced their social skills.

All of the Project SEE Job Coaches had previous experience in working with individuals with I/DD either in the classroom or in the community as one on one Support Professionals. They all came from diverse backgrounds and most were teachers or teacher assistants in the WCPSS special education programs. All of the job coaches participated in required trainings where they were given an orientation to the Project SEE program, a presentation on communication and intervention strategies, training on HIPPA, blood borne pathogens, First Aid and CPR certification and a crash course on how to use The Arc's online reporting system; SET-Works. Throughout the program, the job coaches made daily documentations of the interns' progress during the program. Weekly goals were set and/or modified specific to each student and data was collected based on those goals as well as general comments about each student's day.

Overall, Project SEE was once again a successful summer program for all involved. Every student completed the program and showed growth both vocationally and socially through skills learned and by demonstrating an increased level of independence. Parents were pleased with the program and had great things to say.

The following sites hosted our students this year: Marbles Kids Museum, SAS Institute Inc., NC State University in International Housing, Jordan Oaks, The Lodge in Wake Forest, Whole Foods -Wade Avenue and The Gardens in Wakefield.

OUR JOBSITES:

WAKE

- TJMaxx - Brier Creek
- DHL eCommerce
- Great Tech Geeks
- Poole'side Pies
- Sunrise Facility Services
- Party City - Brier Creek
- Wegmans
- Lowe's Foods
- ServiceMaster
- Chick Fil A - Capital Crossing
- Chick Fil A - Glenwood
- Lifetime Fitness - Triangle Plantation
- Forks Café - Wake Forest
- Pet Mania - Wake Forest
- Jiffy Lube - Cary
- The Produce Box - Raleigh
- Waltonwood
- Ruckus
- Town of Apex
- KFC
- JC Penny's
- A Touch of Love Cleaning Services
- The Templeton of Cary
- NC State Landscaping

- Applebee's
- Burger King
- Carlie C's
- Harris Teeter
- Publix
- PPD



DURHAM

- Durham Co-Op Market
- Duke Regional Hospital
- Harris Teeter - Durham
- Bojangles

ORANGE

- Whole Foods
- Café Carolina
- Harris Teeter - Carrboro
- Weaver Street Market
- Courtney's Drop In Kids Care
- Chapel Hill Country Club
- Lowe's Foods
- Harris Teeter - Chapel Hill North
- ABM Cleaning - Chapel Hill Public Schools

INDIVIDUAL SERVICES

by Michael Kirschner, Individual Services Director

Another year has flown by and to say our community has been met with some challenges is an understatement. But, rather than focus on the challenges let's look at the positive things that have happened. Under the Individual Services Department we served 216 participants this past fiscal year. We could not have done it without the team approach between our participant's, families, Support Professionals and community partners.

Our department has worked tirelessly to make sure we are providing the best standard of care. You may have heard of new terms in regards to the future of Medicaid Transformation like *social determinants of health* and *tailored plans*. And while this can be confusing, especially when dates and definitions continue to change, The Arc continues to be a constant in quality service provision. The Individual Services Department's hard-working Qualified Professionals/Supervisors do an excellent job of keep up with Medicaid rules and guidelines so that our participants get the supports they deserve.



With the on-set of Covid-19 in March, the last quarter of the year did prove difficult in that we were all in uncharted

waters. One of the first changes was that some of our Medicaid services began to be provided virtually (telehealth) as well as in the community, depending on the need of the individual and his or her family. We respect that our families may not have wanted support staff in their home - but we were always prepared to provide services when they were ready.

Innovations Waiver Services

- Alternative Family Living (AFL)
- Community Living and Supports
- Community Navigator
- Community Networking
- Respite
- Supported Employment
- Supported Living

B3 Medicaid Services

- Respite
- Supported Employment
- Community Navigator Services

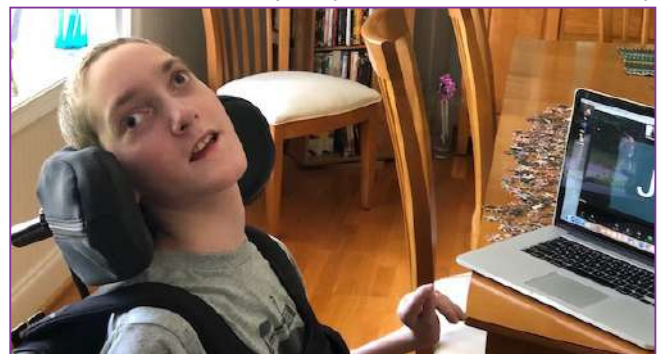
COMMUNITY NAVIGATOR

by Marie Dionne, Assistant Director of Individual Services

It was an exciting year of positivity and growth for our Community Navigator Department. Fiscal year 19-20 brought an updated contract with Alliance that added the Community Navigator service in Wake and Durham counties. Previously, The Arc had only been contracted to provide the service through Cardinal. With the expansion of our service area came an influx of new cases – 17 for the year, bringing our year's total to 64. I'm grateful to the Care Navigators at Alliance for spreading the word and referring families to The Arc for this versatile and rewarding service.

For those of you unfamiliar with the Community Navigator service, it has a very broad service definition, with Community Navigators taking on the role of plan writer, advocate, financial advisor, and realtor, among others. Among our success stories for the year comes one from a new family in Wake County. At the intake meeting, this family made it clear that it was a priority to find an appropriate lift system for their son to make transfers easier and safer. Our Community Navigator was able to locate a vendor and the system was installed this past year. Also in Wake County there was a family who was confused and apprehensive about the process for obtaining guardianship. With some coaching and some resources from our Community Navigator, this family went through the process with no trouble.

Our growth and increased caseload size has meant that we are well on our way to upgrading our current part time position into a second full time Community Navigator position, hopefully by the end of FY2021. It's exciting to see our department grow as we're able to support more families across the Triangle.



HUMAN RESOURCES

by Eileen Patrick, Human Resources Director

The Human Resource Department started 2019-2020 with big change. Heather Sapp was promoted to Recruitment Specialist. She had tremendous success in her previous role as Employee Relations Specialist and that success has funneled into her new role. By the end of 2019, recruitment was stabilizing. Retention became the focus. Systems and processes were becoming routine and the department was able to improve employee satisfaction. We pushed for change in areas that our support professionals indicated needed work. One area was onboarding. We worked to streamline the onboarding process. The Recruitment & Retention Work Group made changes throughout the winter.

We also planned several staff appreciation events. In August, we held an ice cream social for the direct support professionals. Members of the leadership team *dished out* ice cream sundaes to anyone who stopped by. In the spring as we grappled with Covid-19 and its effects, we sent newsletters to all of our support professionals. We enclosed small treats and sent thanks to those who continued to support participants in person despite the risk of Covid-19.

As the pandemic weighed on us, HR focused on the well-being of all of our employees. As we slowly received information from various federal and state agencies, we looked for ways to help The Arc's employees. As our services



Arc of the Triangle Staff

L-R top row: Trista Palmer, Mike Kirschner, Rachel Werdebaugh, Marie Dionne, Ramona Castillo-Segovia, Julie Keever, Heather Sapp, Susan Swearingen, Steph Madara, Courtney Owens, Jennifer Pfaltzgraff
L-R bottom row: Lisa Maier, Eileen Patrick, Kevin Mercer, Kathy Mayer, Keara Suzik
(not shown: Liane Chestnut-Perez, Michelle Foy, Phillipa Groves, Doug Gill,

DIRECT Support

The Arc
of the Triangle

News & Notes
September 2020

It's Direct Support Professional
Recognition Week September 13-19



Thank you for being a
part of the "Tea-M"

Your work is very appreciated!

slowed, many support professionals were laid-off. This lay-off did allow our employees to get faster access to unemployment. Many of them have since been rehired. For those employees who remained, we took steps to keep them safe by enacting Covid protocols and providing them with PPE. We also kept up with the improvements we made with onboarding and communication. Covid-19 forced us to learn how to navigate virtually. Hiring, onboarding and training have become virtual processes. While not perfect, technology has helped to keep us moving forward.



We continued our Employee of the Quarter program and honored the following recipients for 2019-20

**July - September 2019 - Dorothy Ransom;
Honorable Mention: Pam Dove**

October - December 2019 - Sandra Logan; Honorable Mention: Nancy Vargas

January - March 2020 - Edwena Miles

April - June 2020 - Hannah Steen

COMMUNITY PROGRAMS ACROSS THE TRIANGLE

by Michelle Foy, Community Programs Director

The Community Programs across the Triangle provide meaningful social interactions on a weekly basis and continue to attract new participants. Whether one is participating in the Mall Walking Club with the Supported Retirement Program, Performing in the community with The Every Voice Choir, learning how to better advocate for oneself with the TSAN group, creating a new healthy recipe in the Cooking class, Bowling with the Friday Fun Day group or making and delivering floral arrangements with our Petals with a Purpose Program, a big smile is sure to be seen on everyone's face. Volunteers are such a big part of the community programs success, so to show our appreciation volunteers were celebrated during Volunteer Appreciation Week April 19-25, 2020. Each day they were showered with thank you cards, words of encouragement to even having a "Virtual Happy Hour" via Zoom!

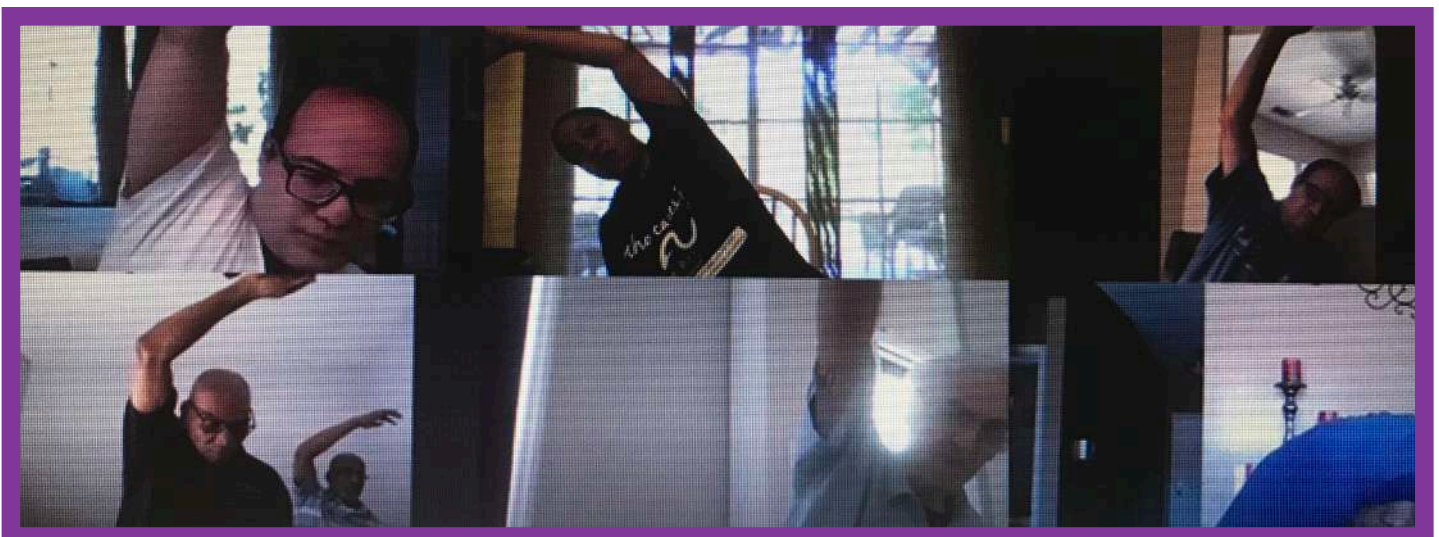
The Cooking and Nutrition class had a blast demonstrating their cooking skills at the start of the fiscal year by modeling a popular cooking show on the Food Network and had a mocked "Master Chef Cook-Off" challenge. Participants were broken into two groups and prepared the same meal of Baked Puerto Rican Rice with Sausage. The Master Chef Cook-off judging consisted of the following elements:

1. Recipe- Did the team follow recipe and use all ingredients
2. Safety- Did the team wear gloves and use a knife in a safe manner
3. Cleanliness- Did the team wash hands before, during and after cooking
4. Taste- Was it good!



Fun was had by all, but more importantly, class participants used this cooking challenge to discuss what skills they had learned and where they still needed practice.

Although the Coronavirus Pandemic came as quite a shock to everyone which forced community programs to move to virtual classes, with continuous support and resources participants were able to regroup and adapt to the new norm fairly quickly. The program began offering services in a couple of different ways. Online classes began being offered weekly via Zoom which consisted of Cooking Class Demonstrations, Triangle Self-Advocacy Network (TSAN) meetings, Chair Exercise and Choir Singalongs. COVID-19 resources as well as virtual activity resources were also shared in order for individuals to stay connected. Wellness checks began being provided which consisted of calling or emailing participants and caregivers on an ongoing basis. The majority of participants were able to adjust to the changes of online activities and enjoyed the interaction they received by participating in Zoom activities.



Arc HOSTED COMMUNITY EVENTS

Annual Meeting and Arc Awards

Supports and Seminars: Special Needs Financial Planning & Writing a Letter of Intent

Family Fun Night @ Marbles Kids Museum

Spooktacular @ Marbles Kids Museum

Party & Pics with Santa

Community Holiday Party

Every Voice Choir Talent Show

Wings for Autism

Respect the Space



OUT IN THE COMMUNITY

Chapel Hill/Carrboro Public Schools Transition Fair

Chatham County Schools Resource Fair

Civilians Resource Fair - Holly Springs

DisABLE the Label - Durham

Durham Public Schools Resource Fair

Holly Springs Autism Awareness Event

Lake Myra Elementary School Family Night, Wendell

Town of Cary - Care & Share

Museum of Life & Science Sensory Day - Durham

Orange County Public Schools Transition Fair

Richland Creek Community Church - Wake Forest

Wake County Special Education Open House

WINGS FOR AUTISM

On August 19, The Arc of the Triangle hosted its second Wings for Autism. Wings for Autism is an air travel training event for kids and adults with autism and other developmental disabilities. Our families went through ticketing, an authentic TSA security check, and boarding the plane. Delta came on board (no pun intended) as our airline partner this year. They pulled out all the stops. The number of their employees that came to volunteer was in the dozens. The flight crew came to the concourse, greeted our families, and posed for pictures. The ground crew was there to lend a hand. As usual- RDU and TSA staff were there to help make the day great.

Once everyone boarded the plane, including our volunteers, the senior flight attendant went over the safety guidelines while the other flight attendants passed out earbuds and spoke to everyone. It felt like the real deal. Then the real magic happened. Those engines started up and the pilot announced we would be "taking off" and the plane taxi'd around the airport's 5000+ acres for a half hour. The response was amazing! Our participants did not want it to end. I didn't either for that matter!

One mother had this to say: "The happiest man on the planet arrived home yesterday after a spectacular outing to RDU with his friend, Dieatra. Matt's face almost broke, he was smiling so broadly and it stayed that way until bedtime. BTW, he HAD to wear his handsome new t-shirt to bed. The only down side, as far as I can tell, was that it was over. Matt could have stayed forever. Maybe we have a plane spotter in the making?? Thanks so much to you and all of the folks who made this wonderful event happen. It was right up there with a big lottery win."

A slew of Arc volunteers along-side airport and airline staff made quite a team. It is our hope this partnership with Delta and RDU will continue for years to come so another 50 families can benefit from this amazing experience. It was a practical experience for our participants but also really fun and a little magical.



VOLUNTEERS

There are vital elements to making a successful non-profit agency. Volunteers and our community partners are one of the more important pieces. We recognize everyone who has helped out in some way with The Arc of the Triangle.

GROUP VOLUNTEERS :

Durham Tech

Lenovo

Meredith College Child Development Dept.

NC Central University- National Student Speech Language Hearing Assoc.

NC State University - Arnold Air Society

NC State University - PRT 238, Inclusive Recreation class

Southeast Raleigh HS Beta Club

Trinity School of Durham & Chapel Hill

Interns from UNC APPLES program and NC State's COM 460 class

Ongoing Individual Volunteers - 24

One Time Event Volunteers - 120



HOLIDAY GIFT DRIVE

Our Holiday Gift Drive was a bigger success than ever. The Arc of the Triangle was able to deliver gifts to many of our own participants, residents of the O'Berry Center, as well as participants served by The Arc of North Carolina.

Corporate/Group Donors:

Glaxo Smith Kline

Pleasant Grove United Methodist Church

Inner Health Chiropractic

Center for Chiropractic Wellness

NuAngels Home Care

RedHat

Individual Donors:

Melissa Jones, Laura Alden, Judy DiDonato, Marie Hughes, Hillary Laster, Allison George, Christine Ryan, Randy Kabrick, Karen Geringer, Eileen Patrick, Jennifer Pfaltzgraff, Majesty Robinson, Natasha Pratt, Katherine McDuffie, Gina Kinlaw, Keara Suzik, Katelyn Glassman, Rusty Mumford, Ivette Sanchez-Sandoval



COMMUNITY PARTNERS

AMF Pleasant Valley Lanes

AMF South Hills Lanes

Carrboro Fire Station 1

Covenant Christian Church

Chuck Jaynes Photography

Delta Airlines

The Food Bank of Central & Eastern NC

Fresh Market

Good Shepherd Lutheran Church

Hargraves Community Center

Hillyer Memorial Christian Church

Meals on Wheels

Marbles Kids Museum

RDU Airport

Reality Ministries

Resurrection Lutheran Church

Santa Claus

Seymour Senior Center

Steve Ruben Photography

Triangle Grace Church

Whole Foods



2019 Arc AWARDS

THE GERALD BAUGH SELF-ADVOCATE OF THE YEAR

Robert Faircloth

TEACHERS OF THE YEAR

Chef Greg Hamm and Chef Regina Minter

EMPLOYERS OF THE YEAR

Courtney's Drop-In Kids Care Relias Learning

DIRECT CARE PROFESSIONAL OF THE YEAR

Catrice Hines

PROFESSIONALS OF THE YEAR

Brittanie Mangum Katie Tompkins

VOLUNTEER OF THE YEAR

Kathryn Jones

SIBLING OF THE YEAR

Claire Isabel Gitterman

COMMUNITY PARTNERS OF THE YEAR

RDU Airport

Triangle Grace Church

DISTINGUISHED SERVICE AWARD

Quinn Holmquist



FUND DEVELOPMENT

Our 2nd Annual Casino Royale should have been held April 2020 and was postponed due to Covid. We did have many of our awesome sponsors in place who insisted The Arc keep the donation. We then honored the sponsorship in the fall of 2020.



FULL HOUSE



FLUSH



TWO PAIRS



ALL IN

Marie Hughes & Judy DiDonato • Hillary Laster • Christine Ryan & Katie Holmes

FOUNDATIONS, GRANTS & LOCAL SUPPORTERS

- Amazon Smile
- Cardinal Track Club
- Crossroads Fellowship Foundation
- Fidelity Charitable Gift Fund
- IBM Employee Giving
- Knights of Columbus
- Orange County
- Town of Carrboro
- Town of Chapel Hill
- Millbrook United Methodist Men
- Zeta Tau Alpha Sorority, UNC

When you make a donation to The Arc of the Triangle you are supporting children and adults with disabilities right here in your community.

#GIVINGTUESDAY



So thanks.



OUR FUNDRAISERS

- End of Year Giving / #GivingTuesday
- Red Nucleus Concert Fundraiser - Chapel Hill
- Kendra Scott Gives Back - Southpoint, Durham

Join us for an afternoon of great music supporting people with disabilities

Red Nucleus
 Sunday, February 2nd 2:00-5:00pm
 With Special Guest
The Carrborators



SUPPORTERS

\$5000+

Cardinal Track Club
Zeta Tau Alpha Foundation

\$2500+

IBM
Publix Super Markets Charities
YourCause, LLC Trustee

\$1500+

Carlson Family Foundation
Derek D. Elenbaas
Fidelity Charitable Gift Fund
Pediatric Possibilities
University Presbyterian Church

\$1000+

American Endowment Foundation
Cristina Flake
Lamb Foundation of NC, Inc
Marsh & McLennan Agency LLC
Raleigh Neurology Associates
Secondstory Health LLC
Society of Clinical Research
United Way

\$500+

Principled Technologies, Inc
Christine Ryan
IBM Employee Services Center
Apple, Kocela & Associates
Michael Madden
United Way of Greater Kansas City
Nick Keller
Joshua Ravitch & Amy Rosenthal
Thomas Davis
SunTrust
Ameriprice Financial
Chris Leith Automotive
David Demarini
Duane & Sally Bartholomew
Geneva Capital
Leeann Graham
NC Electric Cooperatives
On Par Technologies
Raleigh Homes Realty
Robert Cooney
Withers & Ravenel, Inc.

\$250+

Kendra Scott, LLC
Meredith R. Ellington
Henry Jones
Edward Jones
NC State Employees Combined Campaign
Jennifer Pfaltzgraff
Edward Scott Thomas
J. Rusty Mumford
Nancy Pfaltzgraff
Pediatric Therapy Associates
Laura Alden
Arnold Kaluzny

\$100+

John Deere
Lynn Cotterill
Samuel P. Dickinson
Zachary Lefaiivre
Marie L. Hughes
Jeanne Mammes
Kate Payne
Ross O'Donovan

Taylor Furr
Lia McNeilly
Church of St. Thomas More
Joseph Boyette
Mary Beth & Dale Stillwell
Randall L. Jones
Schwab Charitable Fund
William D. Lappin
Amazonsmile Foundation
C. D. Johnson Harper
Eneta McAlister
Julia Moore
Eileen Patrick
Megan Richardson
Aaron Chen
Albert Failla
Allen Overman
Andrew Conner
Biogen
Carol & Marty Moore
Catholic Daughters of the Americas
Connie Cochran
DCL Management Group
Deborah Stanford
Dionne Lester
Geraldine Hasinger
Jerry Cotten
John W. Becton
Joseph E. Dew, Jr.
Kenneth G. Oakley
Kim Feller
Laura Northcutt
Margaret A. Deutsch
Marissa Tew
Marlys S. Akin
Mary Helen Page
Mary Kessler
Michael S Tane
Sam D. Bryan
Stanley W. Black III
Todd R. McIntyre
Vickie Yongblood
Jennifer W. Walken
Keara & Kevin Suzik

\$50+

Kerry McCarthy-Adams
Harry Moehring
Mark Wollerman
Amy W. Eischeid
Donna J. Gregor
Emilea Boyette
Greystone Baptist Church
Maire Zmuda
Elizabeth LaPierre
David L. Dropkin
Melwood Horticultural Training Center
Steven Jacobson
Elizabeth Diesel
Shannon Sikes
AL Capehart
Amy Krebs
Ann Matthyse
Anne Rothrock
Anthony Krasznai
Arthur Warner
Bonita Garland
Brent G. Rinholm
Carla N. Bernstein
Christal Delagrammatikas
Christie Barry
Christina Smith Hilliard

Christopher E. Koller
Colleen Armstrong
Cynthia Callahan
Cynthia Linton
David Charles Kenney
David Woody
David Thompson
Delondria Catrice Hines
Denis Pascarelli
Denise Llyod
Dickson Flake
Donald Hamrick
Donna F. Jarmusz
donna M Beckmann
Edith H Horne
Eileen Rice
Elizabeth Thompson
Frances Duley
Fred and Lisa Clifford
George E. Forrest Jr.
Jackie Kelty
John Cordeiro
John M. Davis
Judy Elson
Lauren Walker
Laurie Nederveen
Lisa Hanson
Luther Liles
Marco Galaverna
Margaret P. Lucas
Mary C Snyder
Matthew Kuhr
Maura Waugh
Meg Mcdaniel
Melanie Edwards
Mella Louise Diaz
Michael Shore
Morry Spitzer
Pamela & Peter Catlin
Reece Dillard
Rene Gonzales
Rhonda George
Richard & Judith Didonato
Richard T. Liles
Robert Schwab
Rolland Olin
Sarah Vivian Harlan
Sivia Liboon
Stephen Fisher
Susan Book
Theodore Buckner
Theresa Trout
Troy McLean
Max VanName

>\$50

Beta Theta Pi Fraternity
Carol Conway
Christine Agamaite
Peter Chae
Hillary Laster
Regina Dropkin
Charles Stillwell
Dawn Selby
Darragh Davis
Freda Dias
David Brown
Adrienne Kittle
Angela M. Anderson
Annie A. Johnson
Brunilda Mendez
Carla A Erickson

Dominique Elliot
Donna P. Black
Elizabeth DeMelfy
Enjoli Allen
Etta Cox
Gene Presson
Gerald E. Stockley
Holly Severin
Jamie Richardson-Casey
Jessica Gutierrez
Jessyka Glatz
John Kessler
John Leon
Karen Stockley Geringer
Karen Wasburn
Katherine Tompkins
Kathy Honeyman
Keith Caslin
Krista Johnson
Linda Shipman
Liping Liu
Lisa Robertson
Lucy A. Harber
Martha Sorrentino
Mary Kuhr
Mary Lou Kransnick
Mary Moww
Melissa Pierce
Michelle Foy
Thurman P. Hilliard
Neill Cox
Orah Raia
Pam Hardee
Paul Yokabitus
David Poe
Sandra Sharples
Sherri Claes
Steven Jones
Sue Lamp
Susan M. Harvell
Susanne Poythress
Tamela Yvette Haywood
Verizon
Kerry Hutchins
Amy Cole
James Cross
James E. Pilling
James Robertson
Latoya Todd
Maia Keller
Barbara Failla
Prithiva Ely
Kate Colburn
Amelia Langston
Darrin Frey
Dawson Berry
James L. Young III
Jeffrey P. Horsman
Kathleen Wilkinson
Linda Dickinson
Linda Gail Mathis
Michelle Rawls
Michael Naumoff
Rico Watson
Robert Gillis
Wanda S. Stephens
William Diehl
Billie S. Churchwell
Carisa Ransome
James O'Brien
Heather A. Sapp

A SUMMARY OF THE 2019-2020 FISCAL YEAR

Total Public Support and Revenue:	\$3,512,000
Total Expenses	\$2,989,337

INCOME

Contributions	75,411
Special Events	11,081
Government Grants	345,177
PPP Loan Forgiveness	515,400
Contracted Services	2,530,658
Program Service Fees	23,262
Interest/Dividend Income	13,077
Realized & Unrealized Gains	-2,066
	\$3,512,000

EXPENSES

Program Services	2,609,062
Community Programs & Events	24,016
Supporting Services:	
Management & General	342,469
Fundraising	8,258
Payments to Affiliated Organizations	5,532
	\$2,989,337



2019-2020 BOARD OF DIRECTORS

Christine Ryan, President

LeeAnn Graham, Vice President

Josh Ravitch, Secretary

Derek Elenbaas, Treasurer

Dave Woody, Past President

Laura Alden

Peter Chae

Robert Faircloth

Karen Geringer

Maia Keller

Nick Keller

Beth LaPierre

Hillary Laster

Rusty Mumford

Paul Yokabitus

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.



The Council on Quality and Leadership
Partners in Excellence; Leadership for the Journey.

OUR LOCATIONS

Durham/Orange

1709 Legion Road | Suite 100
Chapel Hill, NC 27517

Wake

5121 Hollyridge Drive | Suite 100
Raleigh, NC 27612

919-942-5119

www.arctriangle.org

