



The ArcTM

Arapahoe & Douglas Counties



FOR PEOPLE WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES

2019 Annual Report



Achieve with us.

Staff Members

Carol Meredith
Executive Director

Pam Bailey
Operations Manager

Cg La Scala
Director of Advocacy

Lee Ray
Adult Advocate

Veronica Crowell
Child Advocate

Tona Collins
Child Advocate

Aida Abril
Adult Advocate

Kelie Kyser
Criminal Justice/Adult Advocate

Luke Wheeland
Director of Community Outreach & Education

Kelly Lawler
Events Coordinator

Board Members

Karen Glenn, *President*

Terri Barnhart, *Current Past President*

Catherine O'Brien Crum, *Vice President*

Lynn Meyer, *Secretary & The Arc of Colorado Representative*

Erin Jones, *Treasurer*

Marc Malamud

Kian Phair

Helene Schmidt

Michael Simms

Lorie Simpson



Here at The Arc Arapahoe & Douglas Counties we are so grateful to people with disabilities and their families that we work with every day. Since we serve everyone from birth through end of life, and we don't care what your label is, we get to meet lots of people with a huge variety of strengths, interests and needs. You certainly keep us reaching for excellence in obtaining accurate information and understanding different systems of care!

In 2019, we continued to collaborate with our sister chapters of The Arc across the state to support, amend, oppose and monitor legislation at the state and federal level. Your chapter also spends a great deal of time working with the departments of state who implement and distribute funding that the legislature enacts. This year, Lee and Carol spent a lot of time working on a stakeholder committee at Medicaid that is working to implement a new assessment tool for long-term care services (waivers like CES, SLS, HCBS-DD etc.). This tool will automatically feed assessment information into a person-centered planning tool. It is complicated and difficult work, but we want to make sure that the final product meets the needs of the people we support and serve. Carol was appointed to the Children's Subcommittee of the Governor's Behavioral Health Task Force and continued to work with the Douglas County Mental Health Initiative. Through our advocacy work with individuals, we know that access to behavioral health services is difficult to find and navigate for people with a co-occurring intellectual and developmental disability. We also worked on the IDD Waiver redesign committee, where Carol serves as a stakeholder co-chair. We know that our folks depend upon these waivers and we want to do everything in our power to get it right. The significant amount of time we spend in committee meetings is valuable because you help us understand what is working and what is not working in these systems of care. One senior staff member at Health Care Policy and Financing (Medicaid) said that she believes The Arcs are like canaries in the coal mine. We often see what needs fixing before the larger systems of care even knows that there is a problem.

We are having much more fun at The Arc and in our community. Since we get most of our funding from the arcThrift stores, we don't have to answer to foundations and other grant makers. The only people we answer to is you! So, when you told us that social activities are important to you, we made that happen. There is a lot of science to back up this use of resources. Social isolation is a big problem for people with IDD and their families. We want you to know that we take "belonging" seriously. You are welcome here.

A handwritten signature in blue ink that reads "Carol Meredith".

Carol Meredith
Executive Director



In 2019 The Arc Arapahoe & Douglas Counties actively pursued our mission as a voice and resource to improve the lives of individuals with intellectual and developmental disabilities. Even as I write this, I'm reaching out again, with my own questions surrounding my loved one. No matter where you and your loved ones are in the continuum of life, whether new to the disability community or to Colorado, have questions about school services at any level, facing insurance, wavier or service issues, have employment or residential questions, facing life transitions, or you're looking for fun community activities to attend, look to us. This chapter of wise, talented and dedicated staff are here for **you**.

At the same time, the very important work of informing and influencing public policy has continued; it is so vital to have a voice at the table to speak to the important issues of the I/DD community as state and national priorities are ever-changing. I am so humbled by the wise and dedicated staff here, as well as the amazing volunteers at this chapter! Thank you all for your hard work and dedication, empowering and supporting us and our loved ones to find success.

One of the visible accomplishments from last year is Our Place, the inviting and accessible garden space in the former field behind our office. If you haven't had a chance to check it out, I hope you do when the weather warms up this spring and summer. We dedicated this garden last fall during our Annual Picnic.

In closing, thank you for your participation in The Arc Arapahoe & Douglas Counties and please let us know how we can support you and your loved ones.

Karen Glenn

Karen Glenn
Board President

Board & Staff at Work!



Carol Meredith and Helene Schmidt

On our agenda in 2019

In 2019, the Board of Directors decided it was time to landscape our field and create a new outdoor space for our constituents and community partners to enjoy. During the board retreat, we focused on strategic planning for the next three years. Highlights include succession planning for staff, broadening our reach in the community and expanding our programs. We also began the arduous task of updating our policies and procedures.

Our board takes their fiduciary responsibilities seriously by monitoring our investments and reserve accounts to ensure our sustainability.

Board meetings are open to the public and typically take place on the second Wednesday of each month at 6:30 pm. You are always welcome!

About Us

The Arc Arapahoe & Douglas Counties is a 501(c)(3) nonprofit membership organization. We are guided by our mission, which states: The Arc Arapahoe & Douglas Counties uses advocacy and education to include all children and adults with disabilities, and their families, in their communities.

BOARD OF DIRECTORS

The Board of Directors for The Arc Arapahoe & Douglas Counties consists of ten individuals. A board member also represents our chapter on the Board of Directors for The Arc of Colorado. This year the board focused their work on investment strategies, program development, succession planning and enhancements to our building and grounds.

AFFILIATIONS

The Arc Arapahoe & Douglas Counties is affiliated with The Arc of Colorado and The Arc of the United States.

STAFF

The Arc Arapahoe & Douglas Counties has ten staff members who focus on children's advocacy, adult advocacy, systems advocacy, education, community outreach, fun events, communications and operations. Due to the small number of staff, many volunteers support our mission through office work, building and grounds beautification, and social activities.

GEOGRAPHIC AREA

The Arc Arapahoe & Douglas Counties serves people with disabilities and their family members in Arapahoe and Douglas counties, excluding the City of Aurora (which is served by The Arc of Aurora). Best estimates based on incidence ratios indicate there are 15,180 (2.3% with an IQ of 70 or under) children and adults with intellectual/developmental disabilities (I/DD) living in Arapahoe County (excluding the City of Aurora) and Douglas counties.



Systems Advocacy

Here is a partial list of activities we participated in during 2019:

- **CANDO Colorado Collaborative for Autism and Neuro-Developmental Disabilities Opportunities** This group is working to implement the strategic plan from the Colorado Autism Commission.
- **Children's Habilitative Residential Program (CHRP) Waiver** We are monitoring the implementation of this important program that should allow children with IDD and their families access to appropriate care.
- **Children's Disability Advisory Committee (Medicaid & Kids)** This collaborative works to solve systemic problems for children that access Medicaid and other services.
- **Crisis Intervention and Prevention Project** In collaboration with JFK Partners, The Arc of Colorado, and many other organizations, we monitored the implementation of the pilot project to ensure that Colorado receives accurate information regarding the significant gaps in treatment for people with I/DD and co-occurring mental health conditions.
- **The Family Support Council at Developmental Pathways** Staff attend these meetings to cultivate the development of family support in our community.
- **Disability Policy Collaborative, Washington D.C.** This conference provides the opportunity to influence federal legislation as well as collaborate and learn from disability organizations nationwide.
- **Douglas County Mental Health Initiative** Staff served on this committee focused on ensuring that residents in Douglas county have adequate access to high quality mental health supports.
- **Colorado Consumer Health Initiative** We are members and involved with the public policy group that reviews health care issues for all Coloradoans.
- **Transportation Interagency Councils in Arapahoe & Douglas Counties** Staff participates in both groups to represent the needs of people with I/DD as they relate to public transportation.
- **Protect Our Care** Staff collaborates with a coalition of organizations who work to ensure that federal health care policy protects people with disabilities and their families.
- **Long-term Care Assessment Tool** Staff participated in the development of this tool that allows for person-centered assessments of strengths, needs and preferences.
- **Waiver Re-Design** Staff serves on this workgroup to develop a single Medicaid waiver for adults with I/DD.
- **Governor's Behavioral Health Committee** Governor appointed intensive work group to redesign mental health and behavioral health systems of care in Colorado.
- **Health First Colorado (Colorado's Medicaid Program)** Staff spent many hours at stakeholder meetings to ensure that the voice of individuals with I/DD was included in systems change.

The Arc Arapahoe & Douglas Counties participates in these important initiatives to ensure that the voice of children and adults with IDD and their families are heard. We focus on practical solutions to complex problems.



John, Tyler & Travis at IDD Awareness Day at the Capitol



Christiano Sosa
Executive Director
The Arc of Colorado
2019 Rising Star Award

Carol Meredith
Executive Director
The Arc Arapahoe & Douglas Counties
2019 Outstanding Professional
Achievement

Craig Severa
Advocacy Coordinator
The Arc of the Pikes Peak Region
2019 Outstanding Professional
Achievement

A few notes of thanks that Carol received:

“Congratulations! We are so lucky to have you! Thank you for all you do for our community. We are so blessed.”

“National recognition of you is quite ‘noteworthy’. You have a way of getting people excited and active about important things. You deserve all the best.”

“Congratulations on your award as a visionary leader. Thank you for everything you do.”

National Recognitions

Behind each chapter in The Arc’s national network, there are passionate and hardworking leaders. Each year, at The Arc United States National Conference, chapter role models who go above and beyond to fulfill the mission, core values and position statements of The Arc are recognized at the National Conference of Executives (NCE) luncheon.

In 2019, the State of Colorado had a lot to celebrate as three of our leaders within The Arc Colorado chapters were recognized for their outstanding contribution to the intellectual and developmental disability community.

Christiano Sosa, our own Carol Meredith and Craig Severa represent a wealth of knowledge and expertise around services and supports within the IDD community. They embrace the challenges and recognize the struggles some families encounter to obtain appropriate supports for their sons or daughters.

Colorado chapters of The Arc were well represented at The Arc United States National Conference and our cheers were loudly heard when our three distinguished professionals were recognized.



Kian, Aida, Pam, Kelly, Bev, Marc, Tim, Lee, Luke & Carol in Washington, DC



Kelly Lawler, Event Coordinator

In the Name of FUN...

This year our organization was excited to introduce new and fun activities for individuals and families.

- Colorado Rockies Games
- Grease Sing Along
- Disney Trivia
- Paint Party
- Photo Workshop
- Karaoke
- Annual Picnic
- Mario Kart Tournament
- Pop Culture Trivia
- Haunted House
- Autumn Craft Workshop





“Thank you so much for all of your help through this process! We appreciate the help so much! We are very thankful for The Arc!”

“Thank you so much for taking the time to sit down with us and share your knowledge and resources. We are excited to learn from you.”

Individual Advocacy

The Arc Arapahoe & Douglas continues to aid in accessing services for children and adults with disabilities who may be entitled to one or more of the following: educational services, residential services, vocational services, Social Security benefits, and other local, state and federal benefits.

Our advocates assist families and individuals with disabilities to access these services through education and individual support. Advocates counsel by telephone, email, or in person. They also attend meetings with families or individuals, review documents for accuracy, and help determine appropriate services.

Children’s Advocacy

As any parent knows, children do not come with instruction manuals! Parents who have children with special needs or disabilities really need instruction manuals, and those manuals need to be individualized for their child’s specific strengths and needs. Here at The Arc Arapahoe & Douglas, we can help parents understand their rights and responsibilities while trying to navigate many different systems of support. We spend most of our time assisting families and older students with educational advocacy. There are federal laws and state laws and each of the six districts in our area do it a little bit differently. Our dedicated advocates know the staff in each of our districts well, and they know the laws. Advocates also know a lot about best-practices and interventions that work well for particular students. If they don’t know about a certain diagnosis or learning difficulty, they network with each other and look up the characteristics on reliable websites.

We all know that children are expensive! However, children with special needs are really expensive. Our motto at The Arc, is that it is best to try to get various systems of support to pay for what is needed, because there is always something that the systems don’t pay for that your child really needs. That is why we spend so much of our time and effort working to ensure that Medicaid, Medicaid waivers and commercial insurance pay for what they should be paying for! We can explain all the waivers and help families make an informed choice about programs that can help them help their child.

We often hear parents say: “why didn’t somebody tell me this before?”. It is probably because these systems are so complicated that it is really hard to know everything about everything, but here at The Arc, we do everything in our power to keep up to date on all the available resources.

Adult Advocacy

This year, we spent a lot of time helping individuals and families to use the new resources that the legislature made available last year. In Arapahoe and Douglas counties many of those new resources came our way because we had the biggest waiting list for residential services due to population growth over the years.

Case management turnover continues to be higher than we would like, and we are able to answer questions and provide options that newer case managers haven't learned yet.

With the passage of Employment First initiatives, we are happy to see that adults with IDD are choosing to work at least part-time. We can help them understand that you can work, and still keep important services that are needed to live in the community.

The most pressing need in our community is direct support staff that are trained and willing to support people with IDD to live their best lives. Low wages make this difficult during times of low unemployment.

“Thank you so much for all of your help. You are always so supportive of our family and make us feel that we are not alone.”

“Thank you for joining us at our daughter’s meeting. Your support and guidance mean more than we can ever express. Your advocacy for people changes lives and makes the world a better place.”



This year we assisted 206 children or adults with developmental disabilities and their families who were new to our organization. Additionally, we assisted 1,613 with individual advocacy. On average, our organization works with 284 people with disabilities and/or their family members per month.



“My son loves participating with all The Arc activities. Kudos to you and all involved for another awesome event!”

“I wanted to let you know how much my daughter enjoyed the photography class. The events you put together have really been incredible. “

Activities

- **Annual Meeting**
Each year our board of directors holds a meeting to elect new board members, share this report, make audited financials available, and honor our volunteers.
- **Mountain Trip**
Fourteen adults with intellectual disabilities and friends embarked on a mountain trip near Woodland Park. We are grateful to have several volunteers who have been supporting this trip for many years.
- **The Arc ADventures in Fun (Fun Fridays)**
Self-advocates (ages 15-30) with I/DD enjoyed many fun activities over the year including: “Newsies” the musical in Parker, Chatfield Corn Maze, Holiday Dinner, and Art Exhibits.
- **Resource Fairs and Presentations**
We attended several resource fairs during the year and did a presentation for over 500 law enforcement officers from all over the world.
- **The Sharing Tree**
King Soopers sponsored our chapter over the holidays again this year. Our community generously provided many gifts for our 12 wards and needy families during the holiday season.
- **Achieve With Us Colorado Film Festival**
This event was held in March for Developmental Disability Awareness month. Achieve with Us is a film festival of movie shorts featuring and produced by people with I/DD.
- **The Annual Picnic**
This picnic in late August was special because it was the Grand Opening of “Our Place”, an outdoor area for our community. We rekindled old friendships and connected with new. The National Sports Center for the Disabled set up an obstacle course for the adventurous, and South Metro Fire Rescue provided a tour of their fire truck.



Educational Programs

- **Building Blocks**

We created this workshop to introduce families with young children to systems of care. During the program, families learn about their rights and responsibilities in the education system, Medicaid, and commercial insurance. We also explored recreation and community experiences.

- **The Arc ADventures in Learning**

This educational series was created for teenagers and young adults with I/DD and focuses on learning about relationships. The curriculum explores friendships, boyfriends/girlfriends, and community safety. We believe that this program provides a very important service to our community and look forward to continued growth in this area.

- **Step Up Into Life After High School**

The Step-Up series was conducted by our chapter to assist parents and young adults with understanding resources and planning for life after high school. Forty families attended this workshop in 2019.

- **Understanding the Family Caregiver Option**

Seventeen participants attended this workshop to learn about how family members can be paid to provide services in certain waivers.

- **Live Well, Plan Well, Leave Well** Family members attended this workshop that focuses on planning for the time when parents are no longer able to care for their children.

- **The Arc ADventures in Leadership (The Two-Way Street)**

This group of self-advocates gathered once a month to give back to their community and learn leadership skills.

- **Sex-Education**

We have learned through our advocacy efforts, that many of our folks get in trouble because they don't have accurate information about sexual education. This class was created for teens with I/DD and is taught by Planned Parenthood. Thirteen teens attended this workshop.



“You’ve become a huge ray of light in our lives, and I’m beyond thrilled and grateful that you are willing to share what you know with our extended Prader Willie Syndrome family”

“I really enjoyed the way you relayed this information in an easy flowing, exception and timely manner.”

“You bring light to a complicated and scary system. Your work and knowledge are very much appreciated.”



284 INDIVIDUALS PER MONTH

Advocacy: On average, our chapter advocates for 284 individuals with I/DD and their families a month, by protecting their civil and human rights and promoting their quality of life.



735 REFERRALS TO SERVICES

Referrals: Our chapter provides information and referrals to 735 people on a yearly basis, connecting individuals and families to supports and services that may be helpful.



851 PEOPLE
COUNSELED PER YEAR

Counseling: On average, our chapter counsels 851 people a year, assisting with communication and advocacy strategies that may help them access various systems of support.



15,180
CHILDREN & ADULTS

Population: An estimated 15,180 children and adults with I/DD live in our service area of Arapahoe and Douglas Counties, excluding the city of Aurora (which is served by The Arc of Aurora).



Services

- **Guardianship**
The Arc Arapahoe & Douglas Counties is guardian for 14 people in our community without family or friends who are willing or able to serve in this important role. We have many resources available that provide information to families to learn about guardianship, Power of Attorney, and Conservatorship. Our organization also provides Power of Attorney services for adults with disabilities when their guardian lives out-of-state.
- **Information and Resources**
Every day, we receive calls in our office from individuals and families looking for resources or information. All our staff members are very knowledgeable about the existing systems that support individuals with developmental disabilities and their families. We connect families to supports and services that could be helpful. In 2019, our chapter supported 735 people with information and referral.
- **Education and Counseling**
We also assist families with communication and advocacy strategies that can help them access various systems. Our efforts include but are not limited to extensive telephone and/or email conversations. This year we supported 851 people with education and counseling.
- **Communication and Networking**
We recognize the importance of keeping up with trends in digital and print media and constantly strive to improve our presence and delivery. We utilize email marketing and social media to share important news, updates and valuable resources.
- **Grassroots Organizing**
We believe that informed parents and self-advocates are great resources to our community; accordingly, we conduct educational workshops, and keep constituents informed of legislative and public policy initiatives that affect the lives of people with disabilities through our E-Alerts, Facebook and Twitter.
- **Collaboration**
The Arc Arapahoe & Douglas Counties works with many other organizations to reduce duplication of services and to increase supports to individuals affected by disabilities. Here is a partial list of the organizations that we collaborate with: Chapters of The Arc throughout Colorado, JFK Partners, Colorado Cross Disability Coalition, Parent to Parent of Colorado, Developmental Pathways, six school districts, The Colorado Department of Education, Disability Law Colorado, Colorado Consumer Health Initiative, and PEAK Parent Center.

Funding

The Arc Arapahoe & Douglas Counties receives funding through a variety of sources including arc Thrift Stores, membership dues, contributions from individuals and businesses, fundraising activities, and grants for specific projects. This year we recognized donations in the following categories:

Diamond Partner

- arc Thrift Stores
- McCulloh McTavish Foundation

Gold Partner

- Ty Kearns
- Liberty Gives Foundation

Silver Partner

- The Arc of Colorado
- Peggy Kerchner
- Knights of Columbus 1498
- Clifton Pepper

Bronze Partner

- Carla Shankle

An independent auditor reviews our finances every year. Our audit report for 2019 and 990 will be available for inspection in our offices and on our website.

Two people donated through “Vehicles for Charity” and we received \$198.00 in car donations. We are also happy to report that this year we received an 8.99% increase in allocations from arc Thrift stores. We are very grateful that our funding has increased, allowing us to better serve our constituents. In 2019, 96% of our revenue came from the arc Thrift stores.



\$1.3M RAISED

In 2019 we raised a total of \$1,293,116



\$1.1M EXPENSES

In 2019 our expenses were \$1,162,455



\$130K NET INCOME

Which gave us a net income of \$130,661



Our board continued to invest conservatively to build an annuity for the future. Our investments were slightly up at the end of the year.

Contributing Partners

Ability Specialists
Accame, Guillermo & Jill
Ancell, Brad & Holly
Anderman, Elizabeth
Armstrong, Carolyn & Tara
Ashcraft, Renee
Austin, William & Stephany
Ayers, Brad & Laura
Bailey, Harold & Pam
Barenberg, Phil
Barnhart, Ben
Barnhart, Terri
Becker, Caryn
Beebe, Kerry
Boodell, Barbara
Bowman, Christine
Buddeke, Conor
Cano, Alicia & Darcie
Chakounis, Josheph & Janelle
Chalfant, Lola
Chauche, Christine
Christian, Stephanie
Clouse, Jack & Carol
Colamatteo, Pauline
Coleman, Brad
Coleman, Donald
Clip, Terry & Patricia
Cooney, Shawneen
Corbett, Mary
Cottonwood
Community
Covington, Douglass & Frances
Crowell, Veronica
Curtan, James
Dangremond, Hope & Richard
Delhaie, Gene & Barb
Dobler, Daniel
Duran, Judy
Exceptional Kids
Fiedler, Kirsie
Forlenza, Scott & Eileen

Forrester, John
Forrester, Luke
Francen, Tom
Francis, Dan & Marcia
French, Allen & Lorraine
Frumkin, Leah
Frumkin, Martin & Jane
Gilardino, Ned
Glenn, John & Karen
Gray, Karen
Greenburg, Mark
Greichen, Jack & Theresa
Groom, John
Guthals, Bruce & Laura
Guzman, Indira
Hall, Georgann
Hanes, Gary
Harding, Tom & Patricia
Harris, Maya
Hayes, Ryan
Head, Jamie
Holley, Mark & Elizabeth
Holscher, Dianne
Howell, Kathleen
Howell, Shakire
Huber Franz & Karen
Huckaby, Martha
Johnsen, Gary
Johnson, Michael
Jones, Erin
Jordan, Stephanie
Kerchner, Peggy
Kingston, Jeffrey
Kirkemo, Betsey
Klotzbach, Renee
Kobus, James
Koehmstedt, Amelia
Kohl, Rebecca
Krieger, Vicki
Kruger, Robert & Joyce
Ladd, Janet
Larson, Rodney
La Scala, Cg
Leaf, Karl

Rodney, Theodore & Susan
Lazaroff, Alen & Debbie
Lehman, Betty
Levin, Caryn
Lewis, Andrew
Lewis, Charles & Johanna
Livingston, Rich
Malamud, Marc
Malone, William & Thadene
Malott, Jenifer
Marrs, Hugh & Laura
Maw, Logan
Maw, Penny
May, Theresa
McCarnes, Kayla
McGlade, Lori
McNamara, Heather
McWilliams, Carrie
McWilliams, Keith
Meis, Louise & Mary
Melwood
Horticultural Ctr
Meredith, Alex
Meredith, Carol
Meyer, Lynn
Miller, John & Enid
Montano-Liermann, Rose
Mooney, Susan
O'Brien Crum, Catherine
Oshel, Ilse
Owen, Julie
Pasterkamp, Dirk & Janet
Pepper, Clifton
Phair, Kian
Phipps, Emily
Phipps, Thomas & Laurie
Plybon, Jerry & Ruth
Pollard, Lesley
Proett, Michael
Quiroga, Lorraine
Rice, Denise
Richards, Jean
Rivero, Francisco & Christine
Robinson, Christine

Robinson, William & Barbara Doerr
Roeske, John
Rosanova, Forrest & Wendy
Roschewski, Donald & Margaret
Ruybal, Jay
Sabin, Eddie
Saunders, Jon & Amber
Schmidt, Andrew & Helene
Schneider, Derek
Schoonover, John
Shankle, Carla
Sherrill, Broutin
Silvestain, Carol
Simms, Michael
Simpson, Lorie
Solomon, Tracy
Sprinkle, Sandra
Stahlman, Bruce & Kelly
Stamps, Kathy
Suhaka, Andrea
Surfas, Joe & Geri
Sutliff, Christopher & Mary
Thayer, Susan
Thomas, Blake & Anne
Trudeau, Andrew
Valvano, Pam
Van Bruwaene, Rod & Carrie
Vaughan, Barbara
Vizurraga, Antonio & Deanne
Wachter, Ray & Diane
Walkabout Village
Walker, Teri
Wheeland, Luke & Zoey
Woody, John & Chelsea
Wyckoff, Molly
Yoakum, Mark
Yoakum, Tim & Bev
Zink, Kiera

Members

The Arc Arapahoe & Douglas Counties currently has 132 active members. There are over 1,200 people on our mailing list who receive information from us throughout the year.

Volunteers

Finally, our volunteers are the greatest because they are willing to give their time and talents to make sure our organization runs smoothly. This year we documented 670 hours of volunteer time by 40 people. We truly appreciate our volunteers for their commitment to The Arc Arapahoe & Douglas Counties. Thank you to:



Bailey, Harold
Barnhart, Terri
Barnhart, Ben
DeLemos, Brittany
Delhaie, Gene
Frye, Tony &
Rhonda
Francen, Tom
Girardino, Ned &
Anne
Glenn, John & Karen

Guthals, Laura
Guthals, Philip
Harding, Tom &
Patricia
Jones, Erin & Family
Kaiser, Esther
Kindall, Sarai
Klotzbach, Renee &
Katrina
Malamud, Marc
Meredith, Alex

Meyer, Lynn
O'Brien Crum,
Catherine
Phair, Kian
Poplin, Kim
Rice, Rachelle
Schmidt, Andrew &
Helene
Schrab, Stephanie
Simms, Michael
Simpson, Lorie

Stader, Michelle
Trudeau, Andrew
Wheeland, Zoey
Yoakum, Tim & Bev
Yoakum, Mark

In Memoriam

This year we said farewell to Ruth Sharrow and Fran Del Ponte.

Respectfully submitted,

A handwritten signature in blue ink, which appears to read "Carol Meredith".

Carol Meredith
Executive Director



6538 South Racine Circle
Centennial, CO 80111
303.220.9228
303.220.0994 fax

Join a powerful group of people determined to make a difference!

The Arc Arapahoe & Douglas Counties is a private 501(c)(3) nonprofit organization dedicated to providing advocacy, information and support to people with intellectual and developmental disabilities (I/DD) and their families.



www.arc-ad.org



[TheArcArapahoeDouglas](https://www.facebook.com/TheArcArapahoeDouglas)



[ArcArapDoug](https://twitter.com/ArcArapDoug)



[thearcapdoug](https://www.instagram.com/thearcapdoug)

