



**FOR PEOPLE WITH INTELLECTUAL
AND DEVELOPMENTAL DISABILITIES**

2021 Annual Report



Staff Members

Carol Meredith
Executive Director

Pam Bailey
Operations Manager

Lee Ray
Director of Advocacy

Luke Wheeland
*Director of Community Outreach,
Communication & Education*

Cg La Scala
Senior Advocate

Tona Collins
Advocate

Aida Abril
Advocate

Kelly Lawler
Events Coordinator

Whitley Conn
Advocate

Michelle Perry
Advocate

Julie Lacz
Advocate

Board Members

Helene Schmidt, *President*

Karen Glenn, *Vice President*

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

Drew Koff, *Treasurer*

Jill Accame
Terri Barnhart
Tom Francen
Hollie LaGrotta
Shukri Muwwakkil
Kian Phair
Lorie Simpson
Tim Yoakum



2021 What a Year!

By the time January of 2021 rolled into reality at our chapter of The Arc, our advocates and board members had become very comfortable with Zoom, Teams, Google Meet and many other platforms that we had been using to meet safely with people in our community. Of course, we continued to use email and the telephone, but didn't loosen our restrictions on in-person meetings for most of the year.

However, we felt like we had to see some people in person, so we did allow staff to use their best judgement and visit some of the people for which we provide advocacy in the community or at their homes. All team members were given every opportunity to get vaccinated and we provided PPE multiple times as well as testing kits. Given the number of people with IDD that we serve who have compromised immune systems, complicated medical profiles, and other higher risk conditions, we wanted to keep our interactions with them and their families as safe as possible.

Your chapter collaborated with community partners and offered vaccine clinics at our location for various age groups several times during the year. We knew the accommodations and supports that many children, youth and adults with IDD would need to get their vaccination and made every effort to ensure that getting the jab was as comfortable as possible.

Over the summer we were able to offer several outdoor fun events and safely provided some holiday activities indoors toward the end of the year. Your entire team continued to be flexible yet mindful in continuing to provide the high quality of support that you have always expected from our organization.

Without having to drive or find parking downtown, we were able to attend many stakeholder meetings with various departments of state to ensure that the voice of people with IDD was always at the table and that the needs of our people were included in various policy initiatives.

This will be the last Annual Report that I will have the honor of creating for this amazing chapter of The Arc, as I will be retiring at the end of 2022. I want to thank each and every one of you for allowing me to be a part of this journey. It has often times been a very wild ride, but I have enjoyed this work immensely and wish you all a wonderful life.

A handwritten signature in blue ink, appearing to read 'Carol Meredith'.

Carol Meredith
Executive Director

The year 2021 will go down in history as a year when The Arc Arapahoe & Douglas Counties proved its resilience. The chapter was actively engaged in important public policy initiatives around topics that included case management redesign, reducing waitlists, and behavioral health reform that includes people with IDD. On the advocacy front, areas of support included educational, mental health services, and criminal justice. The team at The Arc Arapahoe & Douglas actively engaged through social media and was very visible in the community with educational presentations to Douglas County Schools, Cherry Creek Schools, and health care professionals on various topics including SSI/Medicaid and waivers.

As the pandemic journey evolved, flexibility was a necessity. The team continued to adapt to the world of virtual meetings. The needs of our community varied due to the changing COVID restrictions. Because of that, mental health became a growing focus area. Our team continued their work influencing policy for our members. New and ongoing challenges were tackled head on by the team with great success.

We worked diligently to listen first, to understand, and search for resources to address the needs of those who turn to us for support.

As a precaution this year's annual meeting is being held virtually. But everyone is so thrilled that restrictions are starting to lift. We are hoping to move towards a new normal that can balance virtual and face to face communications. Our utmost responsibility though remains the safety and well-being of our community.

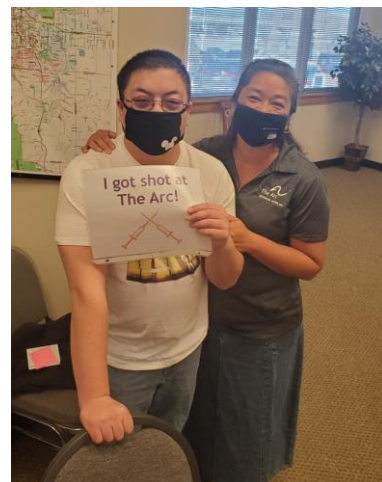
Early last year, our Executive Director, Carol Meredith announced her intention to retire after 25 years as Executive Director of The Arc Arapahoe & Douglas. This was initially a soft announcement so the board could diligently plan the smooth transition to a new ED. The board started by forming a selection committee, creating a job description and a timeline. The Arc Arapahoe & Douglas is a well-structured organization, built and maintained by Carol. Neither our community nor our staff will be hindered in any way as we continue with this endeavor. Carol will be dearly missed for her unwavering support and dedication to the community at large, but the selection committee is determined to identify the best possible candidate for The Arc Arapahoe & Douglas for a seamless transition.

As I look back at 2021, it was a unique, different world, one that required a lot of flexibility, patience, resilience, and empathy. The team worked through it all knowing our community relied on us for guidance and support more than ever. The team powered on making great strides and accomplishing so much. I look forward to what 2022 will bring and am confident that this board and staff of The Arc Arapahoe & Douglas Counties will exceed expectations.

Helene Schmidt

Helene Schmidt
Board President

Board of Directors at work!



Helene Schmidt, Board President, with her son.



Lynn Meyer, at the COVID-19 vaccine clinic.

On our agenda in 2021

While the board continued to meet virtually during 2021, they had a busy year supporting vaccine clinics, reviewing, and editing policies, and discussions that focused on strategic planning for the retirement of the Executive Director in 2022.

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 twelve (12) 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 supporting the vaccine clinics, investment strategies, program development, updating our internal policies and procedures and succession planning for the retirement of the Executive Director in 2022.

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 eleven (11) 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, volunteers typically support our mission through office work, building and grounds beautification, and social activities, however with statewide restrictions due to COVID, our volunteer involvement was again limited during 2021.

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 14,416 (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.



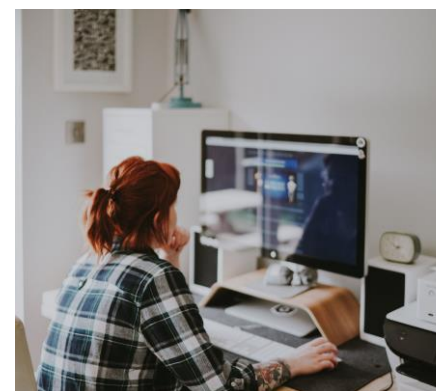
Systems Advocacy

In 2021, your advocates at The Arc provided input on several important issues that affect the lives of people with disabilities and their families including: Case Management Redesign, American Rescue Plan Act (ARPA) funding, reducing the waiting list for the HCBS-DD waiver (aka residential/comprehensive wavier), access to mental health treatment for children and adults with IDD, the workforce shortage in both schools and community-based services, adequate funding for public education, and more.

Here is a partial list of activities we participated in during 2021:

- **CANDO Colorado Collaborative for Autism and Neuro-Developmental Disabilities Opportunities** This group is changing focus since the 10-year strategic plan is complete. We have continued to meet quarterly to focus on research, policy, and other issues important to people with IDD.
- **Children's Disability Advisory Committee** This collaborative works to solve systemic problems for children that access Medicaid and other services.
- **Crisis Intervention and Prevention Project** - a law was passed to expand training for START coordination for this project, but implementation was delayed due to contract negotiations between Medicaid and the vendor.
- **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.** Staff attended this meeting virtually and were still able to meet with members of Congress and help them to understand the needs of the population we serve.
- **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 Coloradans.
- **Transportation Interagency Councils in Arapahoe & Douglas Counties** Staff participates in both groups to represent the needs of people with IDD as they relate to public transportation.
- **Long-term Care Assessment Tool** Staff participated in the development of this tool that allows for person-centered assessments of strengths, needs and preferences. Work on the person-centered budget algorithm for this project was delayed due to the tech issues with the new tool and the need to have adequate numbers of the pilot assessment to create algorithms.
- **Co-occurring Disabilities and Mental Health Subcommittee** Our staff continued to work on the integration of mental health treatment for people with IDD in the new Behavioral Health Administration.
- **Health First Colorado (Colorado's Medicaid Program)** Staff spent many hours at stakeholder meetings to ensure that the voice of individuals with IDD was included in systems change.
- **Arapahoe County Adult Protective Committee** - ensuring that people with IDD are supported effectively and humanly if abuse or neglect is suspected.
- **Not One More Child in Arapahoe County** - a stakeholder meeting to address child abuse and neglect.
- **Child and Youth Mental Health Treatment Act** - one of your advocates was appointed to this committee to monitor and advise on the implementation of this program.

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.





In the Name of FUN...

After a year of isolating and social distancing we were so honored to be able to host our Vaccine Clinics and take that small step back towards normalcy. As we slowly opened for outdoor and socially distanced events we were thrilled to welcome and see individuals and families once again.

We Social Distanced...

- Winter Wonderland
- Escape Rooms
- Scavenger Hunts
- Adventure Lounge
- Pizza Night
- Movie Under the Stars
- May Move-a-thon
- Letterboxing
- Bingo Nights
- Vaccine Clinics

...and Stayed Trivial!

- Music Trivia
- Movie Trivia
- TV Trivia
- Disney Trivia
- Nickelodeon Trivia
- Gaming Trivia
- Decade Trivia
- AND MORE!



Scavenger Hunts



Pizza Night



Escape Rooms



Vaccine Clinic



Adventure Lounge



Winter Wonderland

Individual Advocacy

The Arc Arapahoe & Douglas supports self-advocates and parents to access services that children and adults with disabilities may be entitled to, including educational services, residential services, vocational services, Social Security benefits, and other local, state, and federal benefits.

Advocates use a person-centered approach to assist in the exploration of appropriate services and supports. We counsel by telephone, email, or in person. Advocates also attend meetings with families or individuals, review documents for accuracy, and help people understand their rights and responsibilities within government programs.

2021 was a challenging year for many individuals with intellectual/developmental disabilities and their families. As the year progressed, we saw a return to in-person school as well as a gradual loosening of restrictions allowing both children and adults with IDD a little more normalcy in their lives. But many challenges remain.



Educational Advocacy

In the fall the school districts in Arapahoe and Douglas Counties reopened for in person attendance. While this was a welcome change for many, it posed new challenges. Children who are medically fragile, or immunosuppressed faced a greater risk with this return, and the option of virtual learning was not always available or satisfactory. For all students the loss of time and educational opportunities from the previous school year left much ground to recover. The advocates pushed hard for compensatory services and other supports such as extended school year to try to recover some of these losses. All of the districts also faced severe staff shortages in teachers and paraprofessionals. This often led to problems with having the adaptations and supports identified in IEPs and 504 plans fully implemented. At the same time, we saw a decrease in new referrals and calls from families as compared to previous years, especially in Arapahoe County. Traditionally many of our referrals come from word-of-mouth between parents and the pandemic clearly had an impact on this. As the midway point of the second semester arrived, we were seeing those numbers bounce back, but increased outreach to the community remains a priority. The changes in Douglas County with the school board, the firing of the superintendent and related further loss of teachers and paras meant a dramatic increase in referrals, rather than the decrease we saw in Arapahoe. All the problems affecting appropriate education for kids with IDD were even more challenging in Douglas. We rose to that challenge, but many families still feel their students' needs are not being met.

It will take a lot of effort by everyone involved to ensure that our students succeed to the best of their ability. We look forward to our continued partnership with schools, parents, and teachers to mitigate the effects of the pandemic on students that require special education supports and services.

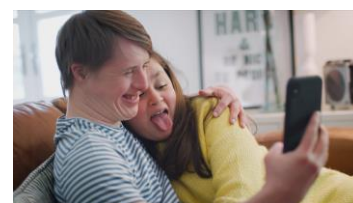


Advocacy for Adults

The slow recovery from the pandemic also continues to impact adults with IDD. A huge percentage of individuals who were employed before lost their jobs, and many are still looking for employment. Likewise, because day programs were closed for many months some went out of business and others, when they came back, served markedly fewer numbers of individuals. As a result, people who had been stuck in their homes for months may be largely still at home. Across the state, indeed across the country, a shortage of direct support staff is a crisis affecting residential services as well as day programs and job support. The capacity of the support system to provide services is equally impacted in many other areas: case management, in-home CNAs, nursing and support staff, behavioral therapies and more. 2021 brought wonderful news for many individuals waiting for services as a relatively huge number of resources were made available from the state for the IDD Waiver (residential and 24/7 services). This was somewhat tempered by the capacity issues. Most of the individuals receiving these new resources enrolled in the Family Caregiver model, receiving the services in their family home and from family members. Although the added resources helped in many ways, finding people to provide supports that family members cannot or would prefer not to provide directly, is extremely challenging. Changes made on the state level kept anyone from losing funding for services, and this was wonderful, but finding providers became much harder than ever. Our advocates continue to work hard with individuals and families to ensure the highest quality of services possible given these challenges.

“Thank you for your generous time and effort in the guidance you provided in formulating the appeal for the waiver. We were recently informed that our son was authorized for the waiver.”

“I can’t begin to tell you how much I appreciate all you did to support David and me. You made a miracle happen!”



This year we assisted 205 children or adults with developmental disabilities and their families who were new to our organization. Additionally, we assisted 1,981 with individual advocacy. On average, our organization works with 182 people with disabilities and/or their family members per month.

Activities



“Thank you everybody! My family felt like we were treated like VIPs today at your vaccination clinic! So glad our first shot is behind us.”

“Congrats on a wonderful gifting campaign! Great idea. Also, very well organized, and efficient. The people who benefit will be so thrilled with the individuality of their gifts. Super idea!”

- **Annual Meeting**

We were not able to hold an Annual Meeting in person this year, however we were able to meet virtually where year-end reports were presented by Carol Meredith, Executive Director, Karen Glenn, President and Drew Koff, Treasurer. A link to vote for incoming board members was provided when individuals and families registered for the Annual Meeting on Eventbrite. At the conclusion of the meeting, participants were able to “meet” and network with those in attendance by “sitting” at various tables.

- **The Arc ADventures in Fun**

A group of self-advocates (ages 15+) with I/DD continued to be fully online and enjoyed virtual ADventures in Fun such as online games and monthly Pop Culture Trivia.

- **COVID-19 Vaccine Clinics**

We hosted seven COVID-19 Vaccine Clinics throughout 2021. Where over 450 adults and children (5+) were able to get access to the vaccine, in a familiar environment. We partnered with CDPHE and Tri-County Health to host our main clinic and sequent booster and child clinics.

- **Resource Fairs and Presentations**

We attended several resource fairs and presented to a variety of agencies and communities throughout the year. We virtually presented to two school districts, two police/crisis departments, two different picnics and to a handful of organizations from various areas within the Arapahoe and Douglas County communities.

- **Holiday Dream List**

This year the Sharing Tree took on a different “look” as we transitioned to an online platform, Dream List. During the 2021 holiday season, with your help, we were able to deliver gifts to 23 individuals in our community.

- **The Annual Picnic** - Unfortunately, due to COVID-19 restrictions we were not able to have our annual picnic during 2021.



Educational Programs

- **Building Blocks**

This workshop introduces 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. This workshop is recorded in full and hosted on our YouTube channel for on demand viewing. We were able to host 2 question and answer sessions for families this year.

- **The Arc ADventures in Learning**

This educational series was created for teenagers and young adults with IDD 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. The ADventures stayed virtual for 2021.

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

The Step-Up series is conducted by our chapter to assist parents and young adults with understanding resources and planning for life after high school. This workshop is hosted twice a year and just under 100 families attended during 2021. This workshop is recorded in full and hosted on our YouTube channel for on demand viewing. We were able to host 3 question and answer sessions for families this year.

- **Understanding the Family Caregiver Option, CDASS and other delivery options**

These workshops introduced families to how family members can be paid to provide services in certain waivers. The workshops are recorded and are hosted on our YouTube channel for on demand viewing.

- **The Arc ADventures in Leadership**

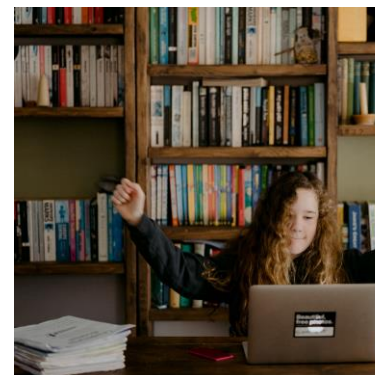
In previous years, this group of self-advocates gathered once a month to give back to their community and learn leadership skills. During COVID restrictions, this group was halted but will restart once in person activities resume.

- **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. We were able to host three workshops in 2021. This class was created for teens with IDD and is taught by Planned Parenthood. These workshops were attended by 33 teens.

- **Dad's/Caregiver Zoom Support Groups**

We held our Dad's/Caregiver Support Group bi-monthly during 2021. Our advocates and staff focused on different topics to support each other with tips and tricks for surviving the pandemic and share stories of what is and isn't working. Dads were encouraged to join in or listen to the conversation. The intent of the support groups was to reduce isolation as we are not alone in getting through the pandemic and an opportunity to connect as fathers.



“Thank you for the time you took to prepare the Step Up Into Life After High School videos. Really helpful! I am a teacher and am impressed with the content you presented.”



262 INDIVIDUALS PER MONTH

Advocacy: On average, our chapter advocates for 262 individuals with IDD and their families a month, by protecting their civil and human rights and promoting their quality of life.



495 REFERRALS TO SERVICES

Referrals: Our chapter provided information and referrals to 495 people this year, while connecting individuals and families to supports and services that may be helpful.



584 PEOPLE

GUIDANCE & SUPPORT PER YEAR

Guidance & Support: Our chapter provided support to 584 people this year. We assisted individuals and families with education about navigating the systems and problem-solving strategies.



14,416

CHILDREN & ADULTS

Population: An estimated 14,416 children and adults with IDD live in our service area of Arapahoe and Douglas Counties, excluding the city of Aurora (which is served by The Arc of Aurora).

Services

- **Supported Decision Making**

The Arc Arapahoe & Douglas Counties is legal guardian or co-guardian for 11 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.

- **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 2021, our chapter supported 495 people with information and referral.

- **Guidance and Support**

We also assist families with communication and problem-solving 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 584 people.

- **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. We also received another loan for \$149,100 through First Bank and the Payroll Protection Program (PPP). This year we recognize donations in the following categories:

Diamond Partner

- arc Thrift Stores
- McCulloh McTavish Foundation
- Auto Donations - Melwood Horticultural Training Center

Silver Partner

- David Carlson
- Clifton Pepper

Bronze Partner

- Timothy McEntee
- Dirk & Janet Pasterkamp
- John Roeske
- Jason Schlosky
- Lorie Simpson
- Stan & Sandi Sprinkle

We received \$218 through Amazon Smile, \$5,144 in vehicle donations and \$7,780 on Colorado Gives Day. During 2021, 72% of our revenue came from the arc Thrift stores.

An independent auditor reviews our finances every year. Our audit report for 2021 and 990 will be available for inspection in our offices and on our website.



\$1.5M INCOME

In 2021 our total income was \$1,494,942.35



\$1.0M EXPENSES

In 2021 our expenses were \$1,102,952.36



\$400K NET INCOME

Which gave us a net income of \$391,989.99



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

Abe, Aaron & Sandra
Accame, Guillermo & Jill
Albee, James
Ancell, Brad & Holly
Anderman, Elizabeth
Armstrong, Carolyn & Tara
Austin, William & Stephany
Baesman, Bill & Nancy
Barenberg, Phil
Barnhart, Ben
Barnhart, Terri
Batz, Timothy & Suzanne
Beaulieu, Bobby
Bengtson, Sheila
Berringer, Terry & Ulla
Boodell, Christopher & Barb
Burkhalter, Yvette
Calloway-Maxwell, Dori
Chakounis, Josheph & Janelle
Chalfant, Lola
Cicarelli, Cristina & Tessie
Clouse, Jack & Carol
Cohen, Eli
Colip, Terry & Patricia
Cooney, Shawneen
Corbett, Mary
Dangremond, Hope & Richard
Delhaie, Roger
DePasse, Melina
Devine, Kevin & Lorene
Dobler, Daniel
Duran, Judy
Fiedler, Kirsie
Forrester, John
Francen, Tom

Francis, Dan & Marcia
French, Allen & Lorraine
Frohne, Geraldine
Frumkin, Leah
Frumkin, Martin & Jane
Glenn, John & Karen
Grantowitz, Amy
Gray, Karen
Greenberg, Mark
Guerra, Sheryl
Gumm, Steve & Mary
Guthals, Bruce & Laura
Hall, Georgann
Harding, Tom & Patricia
Harris, Maya
Hayes, Joan
Head, Jamie
Hill, Amy Petre
Hogue, Sharon
Holscher, Dianne
Homme, Meggan
Homme, Robert & Suzanne
Howell, Kathleen
Huckaby, Martha
Johnson, Jacqueline
Jones, Erin
Jordan, Stephanie
Kirkemo, Betsey
Klotzbach, Renee
Koff, Drew
Kovacs, Debra
Krieger, Vicki
Kruger, Robert & Joyce
LaGrotta, Hollie
Larson, Rodney
Larson, Theodore & Susan
LaScala, Cg
Lazaroff, Alan & Deborah
Leaf, Karl & Monika
Lear, Amanda
Lewis, Andy & Collin
Lewis, Johanna
Malone, William & Thadene

Marshall, Joel
Maw, Logan
Maw, Penny
May, Daniel
McGill, Sarah
McNamara, Heather
McWilliams, Keith
Meyer, Lee & Alla
Meyer, Lynn
Miller, John & Enid
Mondrow, Jamie
Montano-Liermann, Rose
Mooney, Susan
Muwwakkil, Shukri
O'Donovan, Helen
Oshel, Ilse
Owen, Julie
Phair, Kian
Phipps, Thomas & Laurie
Plybon, Jerry & Ruth
Pollak, Desiree
Proett, Michael
Rael, Joshua
Reece, Barbara
Rice, Denise
Rivero, Francisco & Christine
Roberts, Sarah
Robertson, Benjamin
Robinson, Christine
Robinson, William & Barbara Doerr
Rosanova, Forrest & Wendy
Sabin, Eddie
Schmidt, Andrew & Helene
Schoonover, John
Shaw, Sharon
Silbernagel, Barbara
Silvestain, Michael & Carol
Simpson, Lorie
Solomon, Mark & Tracy
Soso, Christiano
Stahlman, Bruce & Kelly
Stevens, Robert & Cindy
Stevens, Evan

Suhaka, Andrea
Surfas, Joe & Geri
Sutliff, Christopher & Mary
Sword, Sara
Tesfmichael, Nardos
Thomas, Blake & Anne
Thompson, Payton
Thompson, Susan
Valvano, Pam
Vaughan, Barbara
Velazquez, Rafaelina
Vizurraga, Antonia & Deanne
Walkabout Village (Dawn Rhods)
Woody, John & Chelsea
Wuest, Joseph & Liz
Yasskin, Jill
Yoakum, Mark
Yoakum, Tim & Bev

Members

The Arc Arapahoe & Douglas Counties currently has 119 active members. There are over 1,169 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 633 hours of volunteer time by 32 people. We truly appreciate our volunteers for their commitment to The Arc Arapahoe & Douglas Counties.



Catherine and Karen volunteering at the COVID-19 vaccine clinic.

Thank you to:

Accame, Jill	Glenn, John	Muwakkil, Shukri	Yoakum, Tim
Bailey, Sean	Jordan, Phyllis (PJ)	O'Brien Crum, Catherine	Yoakum, Bev
Barnhart, Sarah	Klotzbach, Katrina	Perry, Children	Yoakum, Mark
Barnhart, Terri	Klotzbach, Renee	Perry, Immanuel	
De Lemos, Brittany	Koff, Drew	Phair, Kian	
Francen, Tom	LaGrotta, Hollie	Rice, Rachelle	
Frye, Allison	Lawler, Josh	Schmidt, Helene	
Frye, Rhonda	Tyler, Glenn	Simpson, Lorie	
Frye, Tony	LaGrotta, Hollie	Simpson, Sarai	
Glenn, Karen	Meyer, Lynn		

In Memoriam

This year we sadly said farewell to Alan Minson, Charlie Zartman, Demetrial Smith, and Todd Lowther.

Respectfully submitted,

A handwritten signature in blue ink, appearing 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 (IDD) and their families.



www.arc-ad.org



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



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



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