



**The Arc**  
of Larimer County

# ANNUAL REPORT 2021



# OUR MISSION

The Arc of Larimer County promotes and protects the civil rights of people with intellectual and developmental disabilities through individual and systemic advocacy and education, which fosters an inclusive community that embraces people throughout their lifetime to be included in every aspect of community life.





*You were incredibly helpful with providing me information about policies and procedures as well as educating me on my daughter's rights. Along with this, you took time to be there and were flexible with our schedules and meetings to make sure you could attend for support. It was a huge relief for me to finally feel like "the battle" was not just mine to fight to make sure my daughter was treated fairly and got the help she needed and deserved. I appreciate all that you did and will never forget it!*

– Sandra

2021 has been a successful year for The Arc of Larimer County. Despite the pandemic, The Arc is strong in many areas. The energy in our organization is high and vibrant as we continue to advocate for the civil rights of people with intellectual and developmental disabilities (I/DD). As we welcome new leadership, we aspire to develop Arc even further and continue building upon our successes. It is important to emphasize that as our organization is excelling it is vital that we ask you to continue to support Arc's growth.

As we celebrate and review our 14th year in our community we continue to grow. What started as a small grass roots group of parents, individuals with disabilities, and concerned citizens wanting access to unbiased information, resource support, and help navigating complex systems has grown into much more. We are now an established and influential organization in the community; as such we continue to strive to provide utmost support for individuals and families with I/DD.

In 2021 we served 610 people and supported them with 3,700 hours of free advocacy support in areas of education, COVID advocacy and outreach, criminal justice, employment, and housing. As we continue to grow, we thank you for your ongoing support and are looking forward to bringing greater awareness about the rights and importance of being an inclusive community.

A handwritten signature in black ink that reads "Kendal E. Nolan". The signature is written in a cursive style.

Kendal Nolan

# 2021 ACCOMPLISHMENTS

In 2021, The Arc of Larimer County worked at the local, state, and national level to remove barriers to inclusion and protect the civil rights of individuals with intellectual and developmental disabilities.

## 2021 ADVOCACY SUMMARY

In 2021 we provided 3700 hours of free advocacy services to assist people in navigating complex systems and resources.

### Number of individuals served directly:

- Adults & Children: 390 (210 children, 180 adults)
- One time Resource/Referral/Info: 220
- Total Individuals Served in 2021: 610

### Main themes addressed in 2021 through Individual Advocacy included:

- **Education** – A majority of advocacy cases in 2021 were in the education system supporting families with children on individual education plans (or IEPs).
- **Criminal Justice** – Provided support in the court systems and jail to individuals with I/DD and their families in areas such as restoration of competency, guardianship, testimony, assessment, and resources to inform courts.
- **Child Welfare System** – Supported families with children with I/DD, parents with I/DD with children in the child welfare system, and youth with I/DD who had no direct family connections.
- **Social Security** – Advised individuals and families during the application process or to understand benefits from the Social Security Administration.
- **Assessments and Qualification** – Supported individuals thought to have I/DD in identifying resources to receive an appropriate assessment in order to access resources.
- **Social Security** – Advised individuals and families during the application process or to understand benefits from the Social Security Administration.
- **Employment** – Provided individuals with I/DD information on resources to find and sustain employment, including benefits counseling and co-attending meetings related to employment.
- **Housing** – Supported individuals with I/DD and their families in understanding various housing options and resources, navigating housing systems, and provided direct support.

### Main Systemic Advocacy Themes Included:

- **Transportation** – Advocated for the improvements of accessibility to public transportation in Fort Collins and other areas of Larimer County.
- **Education** – On the district level, examine school budget to determine what, if any, cuts or reductions are being made to special education services.
- **Employment** – About 85% of individuals with I/DD are not working not for lack of skill but lack of opportunity. The Arc of Larimer County continues to work to break down systems barriers to the employment of people with disabilities across the state.
- **Criminal Justice** – Provided several trainings to The Larimer County Sheriff's Office and at CIT (Crisis Intervention Trainings throughout the county) Served as a representative on the statewide Commission on Improving First Responder Interactions with Persons with Disabilities through the Attorney General's Office.

## PUBLIC AWARENESS/ OUTREACH/ EDUCATION SUMMARY

### WORKSHOPS

Hosted Over 8 Virtual workshops and over 55 weekly self-advocate zoom chats



### FILM FESTIVAL

Hosted the 9th Annual Film Festival at the Holiday Twin Drive-In with an estimated 158 people in attendance



### VIRTUAL TOWNHALL MEETING

We were proud to again partner with Foothills Gateway and SummitStone Health Partners/ Spirit Crossing Clubhouse to host a virtual Town Hall Meeting. This annual event is a great opportunity for people living with disabilities or mental illness to ask questions to candidates or elected officials. Number of people in attendance was 59.

# SYSTEMS ADVOCACY

## SELF DETERMINATION

During the 2021 legislative session, The Arc of Larimer County, along with other Arc Chapters, supported and advocated for the passage of SB 075, which created a process by which adults with disabilities can voluntarily enter into supported decision-making agreements with members of their community circle of support, as an alternative to or supplement for formal guardianship. The bill, which was passed into law in April of this year and will become effective in November of 2022, outlines the requirements of how to create a supported decision-making agreement, as well as when and how an agreement may be terminated. Through this law an adult with a disability can obtain the help of a member of their supportive community to help them in accessing, collecting, obtaining, and understanding, information relevant to making important life decisions. We believe this law will help individuals with intellectual and development disabilities lead more independent lives.

The Arc of Larimer County had a staff member appointed to the House Bill commission!

The commission consists of 12 individuals who will examine and help improve first responders interactions with people with disabilities. Atalanta is one of the two representatives chosen from organizations who advocate for people with disabilities. This legislation was signed, by Governor Polis, in June 2021. House Bill HB21-1122

## EMPLOYMENT

About 85% of individuals with I/DD are not working, not for lack of skill but lack of opportunity. The Arc of Larimer County continues to work to break down system barriers to the employment of people with disabilities across the state.

### Outreach:

In 2021, we continued our commitment to engage with partners and employers to decrease unemployment rates of people with disabilities. We continued to engage with other agencies and worked to increase the knowledge of the free advocacy services we provide for Larimer County residents with intellectual/developmental disabilities.

### SB 21-039 - Elimination of Subminimum Wage Employment

During the 2021 Legislative session, The Arc of Larimer County, in partnership with other Arc Chapters, advocated for the passage SB 21-039, a bill to phase out sub-minimum wage employment in Colorado. The origins of subminimum wage and its impact on the treatment of persons with disabilities go back to the National Industrial Recovery Act of 1933. Under this Act, a productivity-based sub-minimum wage, arranged through a system of certificates, was established for persons with disabilities. In competitive industries, such workers were paid at 75 percent of the industry minimum. In what are known as sheltered workshops, there was no wage floor. The NIRA was declared unconstitutional in 1935.

Over to past several decades, disability rights advocates across the United States have worked with their state legislators to try to bring about an end to the payment of sub-minimum wages to individuals with disabilities. During the 2021 Colorado legislative session, disability rights advocates in Colorado worked diligently to change the law in our state, and the bill was passed into law during the 2021 legislative session.

Beginning in July of 2021, the act prohibited an employer in Colorado from paying an employee whose earning capacity is impaired by age, physical or mental disability, or injury less than minimum wage if the employer does not hold a special certificate. With the passage of the act, a great injustice to individuals with disabilities has finally been remedied.

## TRANSPORTATION

Many people with disabilities rely on public transportation to get to jobs, religious services, recreational activities, and perform essential life functions. The Arc of Larimer County advocates for a transportation system in Larimer County that is accessible to all.

A staff member from The Arc of Larimer County participated in the advocacy for improvements of accessibility to public transportation in Fort Collins and other areas of Larimer County. The City of Fort Collins has funding available, in each budget cycle, to continue to bring bus stops and sidewalks up to ADA standards.



## CRIMINAL JUSTICE

In 2021 outreach within the various sectors of Justice continued to be a system focus for The Arc of Larimer County.

### Vital Stats:

- An estimated 85% of youth in detention centers are eligible for special education services.
- 20-30% of people incarcerated in jails identify as having some degree of cognitive disability.

Advocates continued to provide direct advocacy for both youth and adults that were involved in the justice system. The Arc of Larimer County worked to create a new competency court, helping to keep a number of individuals with I/DD out of jail. In 2021, we worked with agencies in the justice domains to increase awareness of intellectual and developmental disabilities throughout various systems, including:

- Child Welfare, where our advocates supported families and their teams through Permanency Round Table and Family Unity meetings.
- Provide professional development trainings for Public Defenders, District Attorney's, county courts, and adult/child protection workers.
- Provided trainings for all Larimer County Sherriff's Office Deputies on I/DD.
- Provided trainings for over 100 law enforcement officers from across Northern Colorado during CIT (crisis intervention training).
- Exploration of restorative justice systems to better understand and advocate for uncommon resolutions to justice issues in an effort to reduce reentry of the correctional facilities.
- Adult Advocacy Specialist served as a representative on the statewide Commission on Improving First Responder Interactions with Persons with Disabilities through the Attorney General's Office.

Larimer County is one of the few places in the country where there is a close collaboration between the corrections facility and a community organization that specializes in I/DD. We hope to collaborate in a way that gives both parties the opportunity to grow and learn together.



# PEOPLE FIRST

People First of Larimer County is a self-directed community of adults, advised by The Arc of Larimer County, who have intellectual and developmental disabilities.

## **Mission:**

The mission of People First of Larimer County is to promote equity for people with disabilities to live the lives they want by fostering inclusion and self-determination in every aspect of community life.

To learn more visit [www.arclc.org/what-we-do/people-first/](http://www.arclc.org/what-we-do/people-first/)

## **2021 Accomplishments:**

- Hosted a weekly “Connection Call” over Zoom. It was a time for individuals throughout Colorado with I/DD to meet, play games, learn new things about self-advocacy, and socialize. Calls were hosted every week except for when The Arc of Larimer County’s office was closed (45 calls total)

- Partnered with the City of Fort Collins and the City of Fort Collins Natural Areas
  - Gave feedback on different trails in the area and their overall accessibility
  - Toured the Fort Collins Recycling Center and shared feedback on how to enhance accessibility
- Passed out 50 free turkeys to the community for Thanksgiving
- Gave community presentations to Cooper Home and Project Search to help grow membership
- Were able to host meetings throughout the pandemic in person and virtually
- We are currently working with the City of Fort Collins Natural Areas on ways to make recycling more accessible and to visually explain the process
- Planned to host a movie showing of Crip Camp at the Lyric for Disability Awareness Month in 2022

# FINANCIAL RESOURCE DEVELOPMENT



## Continued to develop income outside of arc Thrift Store funding allocation:

- Colorado Gives Day 2022: \$3,064.90
- Individual Contributions: \$29,043.06
- Corporate Giving: \$3,088.84
- Grants & Foundations: \$10,949.64
- Membership Dues: \$1029.50
- Film Festival: \$3,949

Total Arc of Larimer County  
Membership Throughout 2021: 44

Total grants, gifts and donations in 2021 outside of arc Thrift  
funding allocation – \$48,060.13

## AWARDS AND RECOGNITION GIVEN OUT IN 2021:

**Brad Smith** – In recognition of time as a board member and in appreciation for your years of leadership both past and present.

**Chris Smith** – Larimer Sheriff's Department – In appreciation for your work and commitment to creating an inclusive community.

*"I've been involved with The Arc since my son was born 30 years ago. Why? The Arc promotes and protects the human rights of people with intellectual and developmental disabilities and actively supports their full inclusion and participation in the community throughout their lifetimes.*

*The Arc of Larimer County makes a difference by staying on the front lines in making change happen for people diagnosed with Autism, Down syndrome, Fetal Alcohol Spectrum Disorder, and a range of diagnoses across the spectrum of intellectual and developmental disabilities. The Arc is the nation's leading advocate for all people with intellectual and developmental disabilities and their families and the premier provider of the supports and services people want and need."*

– John J. Primsky



# THANK YOU

## Thank You For The Generosity of our 2021 Donors:

Alyssa Pinkerton  
Anna Fuller  
Annastacia Register  
Audra and Trey Brickner  
Audrey Hendricks  
Becky Eden  
Beth Higgins  
Beth West  
Beth Higgins  
Bob Brown  
Bonnie Beach  
Braden Buskirk  
Bradley Smith  
Brian McAlpine  
Catherine Stacey  
Catherine and Joel Bladow  
Chasity Banks  
Cheryl Hazlitt  
Cindy Peak  
Conni Tricarico  
Connie Meyer  
Dan & Denise Kocol  
Dana Stanke  
Daniel and Kimberly Smeak  
Denise Fedelleck  
Derek Schneider  
Diane Rehner

Genevieve Marmaduke  
Heather Crosser  
Heather Alderman and Dan Marx  
Holly Godfrey  
Ingrid & Steve Grotheer  
James Carr  
James Stanley  
Janice Lukasik  
Jayme & Teresa Parker  
Jeff and Debbie McCubbin  
Jen Williams  
Jennifer Pfiester  
Jennifer Kirkham  
Jenny Rosen  
Jerry Hazard  
John Kefalas  
John & Amy Kossler  
John & Jane Nuttall  
Jonah Thompson  
Joseph Hoefler  
Joyce DeVaney  
Julie Cade  
Kara Nossardi  
Karen Alfino  
Karen Holloway  
Kathi Lines  
Kathy Hartman

KC Young  
Kendal Nolan  
Kris HoGlin  
Kristin Stephens  
Lane Bryant  
Larry Meier  
LeAnn Massey  
Lois Rellergert  
Lynn Norris  
Maddi Denninger  
Marilee Boylan  
Mary Walton  
Mary Marie Sprecher  
Micki Rae Miller  
Missy Glenn  
Misty & Andy Gregory  
Natalie Brown  
Nick Roussos  
Page Hartwell  
Patrick Shettle & Alexandra Stanke  
Patsi Maroney  
Philip & Debbie Beers  
Rachel Souders  
Rachel Bedard  
Renee Lee  
Richard and Linda Rumney  
Rilla Wolf

Rita Hinds  
Robert Taylor  
Robert Pickett  
Ryann Hodge  
Shaila Parashar  
Shana Ryken  
Shanta Rittenhouse  
Shawn Campbell, Jr.  
Shelly Densberger  
Skip Larson  
Steve Mckenzie  
Sue Pauley  
Susan Hepburn  
Tammy Breeding  
Tena and Steve Green  
Therese Ward  
Thomas Bennett  
Vicky McLane  
Walt & Martha Grady  
Wendy Wood and Barb Hooper  
Wendy Villavicencio  
Yvette & Rod Menking

## With Gratitude to Our 2021 Volunteers.

## Together you donated 445 hours to The Arc of Larimer County!

Beth Higgins  
Brad Smith  
Kendal Nolan  
Jeff McCubbin  
Larry Meier  
Ryann Hodge  
Phil Beers  
Dani Taylor  
Susan Hepburn  
Micki Miller  
Bob Brown  
Alva McCloud  
Emily Daniels  
Joyce DeVaney  
Anna Fuller  
Gloria Borensen  
Shelley Koogle  
Kim Migdall  
Peggy Stumpf  
Joan Williams  
Susie Robinson

## Corporate Funders

Amazon Smile  
arc Thrift Stores  
Autism Home Support Services  
Branded Logistics

Colorado State University  
Department of Human  
Development and Family Studies  
Kroger/King Soopers

Melwood Horticultural Training  
Center, INC.  
Northern Colorado Down  
Syndrome Association

Old Town Media  
The American Gift Fund  
The Ranch Events Complex  
Walmart Facility #6019

# MEET THE TEAM



**David Monroe**  
Executive Director



**Kimberly Aguilar-Pauli**  
Youth Advocacy Specialist



**Katie Kilber**  
Development Director



**Kenneth Blakely**  
Adult Advocacy Specialist



**Sam Cote**  
Advocacy Specialist



**Patrick Shettle**  
Office Coordinator



**Jessica Shouse**  
Associate Director



**Lorraine Snow**  
Communications Manager



**Julian Wang**  
Peer Advocate

## 2021 BOARD OF DIRECTORS

Beth Higgins  
Jeff McCubbin  
Brad Smith  
Kendal Nolan  
Larry Meier

Phil Beers  
Bob Brown  
Susan Hepburn  
Micki Miller  
Ryann Hodge

Tena Green  
Joyce Saffel  
Dani Taylor

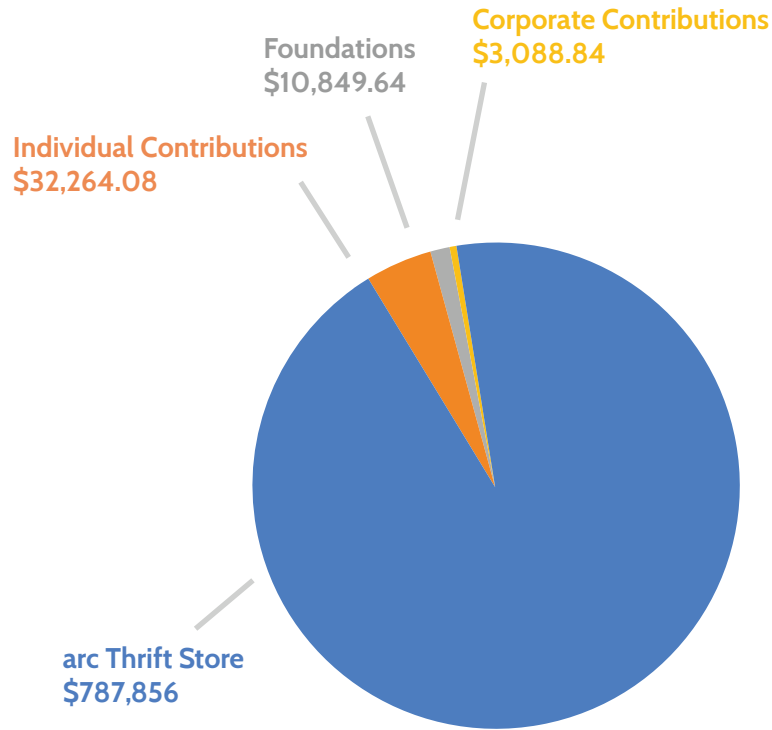
# COMMITTEES

The Arc of Larimer County was represented through service on the following Committees:

- Administrative Review Team
  - Foothills Gateway
- Community Respite Coalition
  - DHS Child Welfare
- The Loveland Disability Advisory Commission
- DARTAC (Dial-a-Ride Transit Accessibility Committee)
- Foothills Gateway Legislative Committee
- Colorado Special Education Advisory Committee (CSEAC)
- PSD Transition Planning Team
- PSD Special Education Advisory Committee
- Human Rights Committee
  - Foothills Gateway
- External Consultants for Family Unity
- Meeting/ Permanency Round Table
- Meeting – Department of Human Services
- Trauma Practice Group
- Resource Coalition
- National Childhood Traumatic Stress Network (NCTSN) Secondary
- Traumatic Stress Workgroup
- Employment First Advisory Partnership (EFAP)
- Family Leadership Training Institute
- Fort Collins Commission on Disabilities
- Colorado Association for Persons Supporting Employment First
- State Rehabilitation Council
- Adult Protection Committee
- Healthy Larimer Committee
- Colorado Executives of The Arc (CEARC)
- Larimer County Workforce
- Development Board

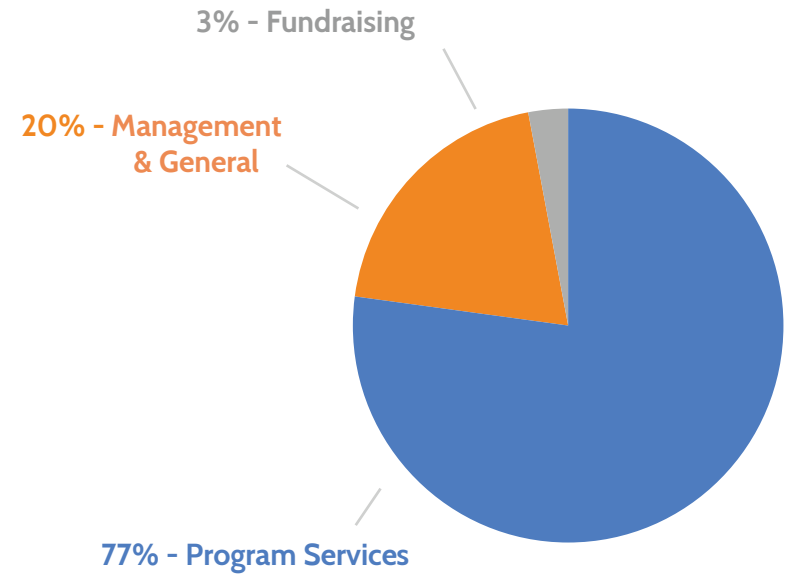
# STATEMENT OF FINANCIAL POSITION

**Fiscal Year 2021 Revenue: \$834,059\***

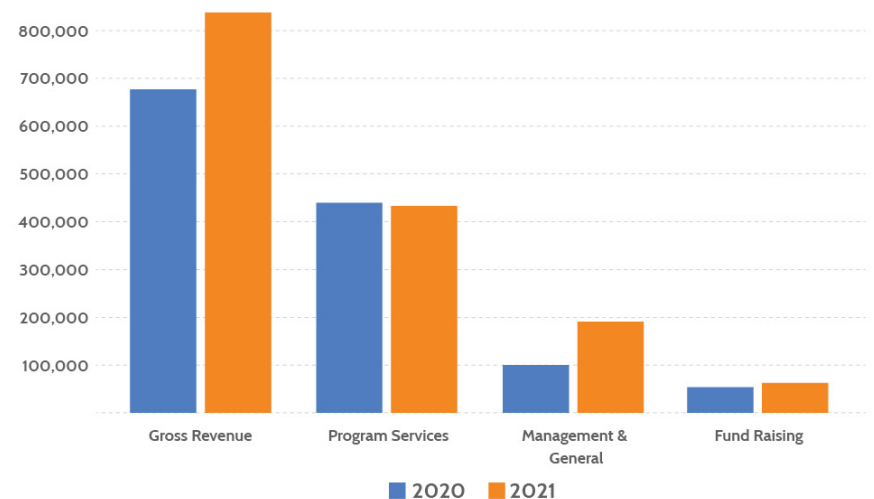


\*Includes Investment (loss) income, net of fees - \$7,604

**In 2021, 77% of every dollar went to Program Services**



## Comparison 2020 & 2021



## Fiscal Year 2021 Functional Expenses: \$510,475

\*Due to rounding, the percentages may not add up to 100%

### Category Breakdown:

Salaries and Wages - 44%	Marketing - 0%	Property Tax - 0%
Payroll Tax Expense - 4%	Insurance - 1%	Travel - 0%
Employee Benefits - 3%	Office Expense - 1%	Interest Expense - 1%
Professional Fees - 4%	Utilities - 0%	Membership - 0%
Depreciation Expense - 2%	Fundraising Expenses - 0%	Amortization - 1%
Program Expense - 1%	Bank Charges - 0%	

