For people with intellectual and developmental disabilities

Achieve with us.®
Annual Report
2014
A message from the
President & CEO

Spectacular achievements ...that’s how I would describe The Arc Jacksonville’s year in 2014. In our brand tagline, “Achieve with us,” The Arc both invites and promises our community to produce results. This past year those results have appeared across programs and services, particularly in the areas of focus established by the 2014-2016 strategic plan: The Arc Village, Community Employment and Volunteer Engagement. This annual report provides glimpses of things spectacular that came about in 2014. Make no mistake; however, these things did not just spring up.

“Spectacular achievement is always preceded by unspectacular preparation.” Robert H. Schuller

The Arc Jacksonville board of directors, staff and community supporters prepared together to achieve some amazing results in 2014:

- The ceremonial groundbreaking for The Arc Village, an affordable, independent-living apartment neighborhood designed to maximize community inclusion for adults with intellectual and developmental disabilities...marking a major milestone in the Arc Village $21.3 million capital campaign.
- The Pathways for Employment initiative to secure commitments from community employers to hire job candidates with intellectual and developmental disabilities...launched with $125,000 in funding by the City of Jacksonville through the Public Service Grants.
- The Local Initiative for Volunteer Engagement (LIVE) program that brought more than 2,000 volunteer hours over eight months to enhance programs and services throughout the organization ...underwritten by a $10,000 Build Engage Sustain Transform (BEST) grant from Volunteer Florida.
- The efficient use of funds in 2014 continued a 10-year trend that has kept administrative costs level while revenues grew at a healthy pace. In fiscal year 2014, 90% of the expenses incurred were related to programs and services.

I invite you to enjoy evidence of things spectacular within the pages of this annual report and to discern and appreciate the unspectacular preparation that preceded them.

Jim Whittaker
President & CEO
A message from the

Board Chair

The year 2014 for The Arc Jacksonville began with momentous tasks from 2013 and ended with phenomenal accomplishments. Phenomenal as measured by the legacy of lives touched and transformed. I invite you to take a moment and consider the quality service that is accomplished by The Arc Jacksonville every moment of every day and night. These are often unknown continuous acts of selflessness coupled with determination and unwavering commitment that yield exceptional accomplishments.

As you have been reading this letter, someone on The Arc staff has provided a meal, made a bed, helped to balance a checkbook, taught a new life skill, talked to a potential employer, helped one of our clients get dressed for a movie date and many more caring actions too numerous to capture. We are extremely proud of The Arc Jacksonville’s impact measured by these thousands of small compassionate acts of service provided every day, 365 days a year, including Christmas and Thanksgiving. This is the Arc Jacksonville staff at its best -- providing one-on-one compassionate service to our clients. The organization can do this because our staff holds themselves to the highest standards and does not know the definition of “quit” or “that's just good enough,” and they are led by one of the best executives I’ve had the pleasure of working with – Jim Whittaker. Jim and staff, working with a group of connected and committed board members, have continued to blaze a trail that just a few years ago did not exist.

When we stood on the site of The Arc Village on November 5th with benefactors, supporters, staff, community leaders, and soon-to-be residents of The Village, we celebrated a new community that the Intellectually and Developmentally Disabled populations and families have never before contemplated. The Arc Village and the On Campus Transition residential program are nationally recognized as trailblazing and transformative. They too, however, are accomplished through small, anonymous acts of compassion.

I am humbled by the millions of human touches that were the heartbeat of The Arc Jacksonville in 2014 and will sustain the organization into 2015 and beyond. Let us continue to celebrate them all as we travel together into 2015 and see great projects like The Arc Village come to fruition and others like the On Campus Transition Program grow as national models.

E. Shawn Ashley
Chair, Board of Directors
Achieve with us at
The Arc Village

The ceremonial groundbreaking for The Arc Village brought together more than 150 supporters, prospective residents, Arc board members and staff to celebrate a significant milestone in the journey toward realization of a spectacular vision – a neighborhood designed to assist adults with intellectual and developmental disabilities to achieve maximum independence and potential.

Balloons, confetti, applause, cheers and hugs filled the air while attendees faced the piney woods where soon would rise the Village of affordable apartments that will be home to a maximum of 120 residents.

Arc board chairman Shawn Ashley and agency president & CEO Jim Whittaker welcomed attendees and recounted the eight years of preparation that led to the moment. Colleague Denise Arnold of the Agency for Persons with Disabilities (APD) applauded the development of this new residential option for persons with I/DD. Florida Senator Aaron Bean praised Arc Jacksonville for leading this expansion of opportunities for independence and community inclusion. Philanthropists Delores Barr Weaver and David Stein expressed their pride in funding the start of an endowment to assist future Arc Village residents through times of financial stress. Prospective residents Moira Rossi and Collin Hazelip shared what living at The Arc Village would mean to them and to their peers who want to venture “far and wide” and come home to their own home and good friends.

“Success is where preparation and opportunity meet.”
- Bobby Unser
Achieve with us through Employment

With a focus on Florida’s Employment First initiative, the Arc’s Employment Department devised the “I Got a Job” initiative to facilitate the full inclusion of people with disabilities in the workplace. Start-up funding was sought and awarded from the City of Jacksonville Public Services Grant program in October.

The “I Got a Job” initiative affords the opportunity to hire a Business Relationship Specialist with the primary responsibility of opening doors to discussion with chief executives regarding employment of individuals with disabilities. This initiative replaces the traditional “bottom-up” approach to job development for persons with IDD with a “top-down” negotiation that results in partnership commitments with business executives for hiring individuals with disabilities.

Bonnie Barnes was hired in October as the Arc Jacksonville’s Business Relationship Specialist. She brings to The Arc a wealth of experience and business contacts formed over 20 years as a development/marketing professional. By the close of 2014, the initiative was well underway with new marketing collateral and a January 2015 calendar of appointments. Achievements included:

- Employment Services brochure defining The Arc Jacksonville’s capacity to provide “inspired solutions” to the workforce needs of Jacksonville’s business sector
- Promotional video to accompany presentations to civic clubs, business groups and human resources professional associations
- Development of EmployMeFirst Website to match dynamic individuals with disabilities to employers in Northeast Florida

Looking forward to 2015, The Arc Jacksonville plans to lead the community in developing partnerships with local businesses, Chamber councils and civic organizations interested and committed to hiring individuals with IDD.
Achieve with us through Volunteering

The Arc Jacksonville made spectacular strides in growing a robust volunteer program within the agency. In February, the agency was awarded $10,000 through the Build Engage Sustain Transform (BEST) grant from Volunteer Florida for its Local Initiative for Volunteer Engagement (LIVE) program. With this grant, The Arc Jacksonville was able to purchase volunteer management software, additional relevant technology, attend training workshops and gain a part-time Volunteer Manager.

Equipped with these resources, the Volunteer Manager and the Volunteer VISTA member were able to build the foundation of The Arc Jacksonville’s volunteer program by developing processes and procedures, orientation and recruitment materials, manuals, handbooks and a recognition program.

The LIVE program utilized that foundation to surpass the goals of 1,200 hours served by 150 new, skill-based volunteers including at least 15 volunteers who are veterans. Within the eight-month grant period, 243 volunteers and 25 veterans were recruited. They collectively volunteered 2,326 hours at The Arc Jacksonville. In addition, partnerships with community members, companies, schools and organizations were cultivated to present engaging activities with the individuals served by The Arc Jacksonville.

Volunteers taught sign language, held weekly Zumba classes, hosted seasonal and holiday craft activities and provided Excel training to staff. Additionally Club Arc benefited from an influx of new and enthusiastic volunteers from Vast Bridges, Brooksource, FSCJ, UNF and Florida Coastal School of Law.

“Small acts, when multiplied by millions of people, can transform the world.” - Howard Zinn
Achieve with us at

Special Events

The Arc Jacksonville produced a wealth of awareness, friendraising and fundraising opportunities in 2014.

Kicking off the year, The Arc Jacksonville brought the first Wings for Autism event to Jacksonville International Airport. This airport rehearsal program for children with autism and their families simulated the process of taking a flight. On January 29, 2014 22 families mimicked air travel by checking in at the JetBlue ticket counter to receive their boarding pass, navigating through TSA security and boarding the plane. Once on board, the plane was towed around the tarmac to allow participants to feel what it would be like to move in an airplane—something no other Wings for Autism event has been able to do! Wings for Autism not only alleviated air travel concerns, but families were introduced to the agency’s A.S.K. program and how it can be a resource.

Following Wings for Autism, The Arc Jacksonville was chosen as the official charity partner for the springtime Jacksonville Home and Patio Show February 27-March 2, 2014 and then again for the fall show October 2-5, 2014. These uncommon opportunities allowed The Arc Jacksonville to expand awareness of its programs, services and events to new audiences and to the TransformAbilities project. TransformAbilities is a new component of the PSR program in which participants take pallets and old furniture and transform them into beautiful tables, chairs, planters, wine racks and other home accessories. In addition to TransformAbilities upcycled furnishings, The Arc Jacksonville showcased artwork from the A.R.T. program.

The Arc Jacksonville capped the year by introducing the newest fundraising event, Running of The Bulls 5K, on December 6, 2014. This unique spin on the famous Encierro in Spain featured the Jacksonville RollerGirls as the bulls that chased runners through downtown Jacksonville while “goring” them with red paint. Celebrity Matadors Kerry Speckman, Jacob Long, Daniel Austin, Tracy Collins and Lewis Turner cheered runners and taunted the bulls throughout the 3.1 mile course. After the run, 300 participants and their friends and families enjoyed food, drinks, music and activities in Hemming Park.
Fiscal Year ‘13–’14

Financials

Since 2005, The Arc Jacksonville has experienced an increase in public/private support and revenue while maintaining low operational costs and minimal increases in programmatic costs. In 2014, The Arc Jacksonville continued this trend with public support and revenue reaching $8,864,948, including revenue of $1,454,000 for The Arc Village capital campaign for construction, development and the Village endowment fund. Expenses for the fiscal year totaled $8,202,825, including $549,151 for The Arc Village project. The Arc Village capital campaign expenses of $355,594 included the transfer of $200,000 for the initial contribution to the Village endowment fund held at the Community Foundation for Northeast Florida and $155,594 in campaign costs.
The Arc Jacksonville’s ’13-’14 fiscal year ran from October 1, 2013 through September 30, 2014.

Program Support & Revenue - $8,864,948

- Program Service Fees
- Contracts
- State of Florida Contracts
- Contributions, including in-kind
- Capital Campaign
- Other government contracts
- Special Events
- City of Jacksonville
- United Way
- Other

Expenses - $8,202,825

- Employment Services
- Management, Buildings
- Residential Care
- Adult Day Services
- Advocacy
- Development
- Arc Village Project
- Capital Campaign
Achieve with us into
The Future

Our Mission
To serve people with intellectual and developmental disabilities to achieve their full potential and to participate in community life.

Our Vision
A community where disability is a distinction without a difference, where individuals will have choices on how they live, learn, work, worship and play.

Our Future
The Arc Jacksonville has served our community’s citizens with intellectual and developmental disabilities since 1965. As we celebrate The Arc Jacksonville’s 50th Anniversary in 2015, we look forward to your participation in helping us carry achievements forward for decades to come.

The Arc Jacksonville invites you to shape the future of our organization by volunteering your time in our programs, supporting our special events, employing persons with intellectual and developmental disabilities and advocating for a fully inclusive community.

Become a part of our future at arcjacksonville.org
The leaders who Achieve with us

**Board of Directors** (as of December 31, 2014)

**Officers**

**Chairman**  
Shawn Ashley  
Business Owner

**Vice Chairman**  
Lou Vaccaro  
Senior Vice President,  
The Jacksonville Bank

**Secretary**  
Anne Lufrano  
Retired Psychologist &  
Community Advocate

**Treasurer**  
Mike Tanner  
Certified Public  
Accountant

**Immediate Past Chair**  
Debbie Johnson  
Certified Public  
Accountant

**Members**

**Tom Dumphy**  
Fleet Director,  
CSX Transportation

**Joyce Eyrick**  
Community  
Volunteer and Advocate

**Jim Gilmore**  
President,  
Infinity Global Solutions

**Tiffany Green**  
CEO/Executive Director,  
River Region Human  
Services, Inc.

**Steve Gutos**  
Past Chairman  
Community Volunteer  
and Advocate

**Diane Halverson**  
Executive Director,  
Children’s Christmas Party  
of Jacksonville

**Jason Hamilton**  
EverBank

**Sally Hazelip**  
Executive Director,  
North Florida School  
of Special Education

**John Hollett**  
Retired Business  
Executive

**Ward Lariscy**  
Owner and Designer,  
R. Ward Lariscy, Inc.

**Michelle J. Miller**  
United Way of  
Northeast Florida

**Bernadette Moran**  
Past Chairman  
Business Owner

**Elise Nowikowski**  
Consultant,  
Evidens Group

**Karal B. Oberdier**  
Attorney,  
Oberdier Law, P.A.

**Buck Smoak**  
Sr. Project  
Manager, DANIS

**Helen Werking**  
Past Chairmain  
Executive Director,  
Riverside Foundation, Inc.

**Barbara A. Williams**  
President/Owner,  
Orange Environmental Service

**Max Zahn**  
Area Membership  
Chairman, Seminole Boosters  
Florida State University

**Staff Leadership** (as of December 31, 2014)

**William Adams, MS**  
Vice President, Mental Health

**Patricia Goff**  
Vice President, Programs

**Susan Hamilton**  
Vice President, Employment

**Scott Holt**  
Vice President, Finance

**Judy Hall Lanier**  
Vice President, Development

**Janet Lawrence**  
Vice President, Residential

**Betty Smith**  
Vice President, Human Resources

**Charlotte Temple**  
Vice President, Advocacy

**Jim Whittaker**  
President/CEO
For people with intellectual and developmental disabilities