



2021

Meeting the Moment

ANNUAL REPORT



A year of lives forever changed.

Perseverance.
Commitment.
Experience.
Determination.

**Meeting the moment that defined
a once-in-a-lifetime crisis.**

Our Mission

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.

Our advocacy is more important now than ever before.

Dear Friends,

As we reflect on one of the most challenging years in our history, we are filled with overwhelming pride to be part of The Arc's family. **Together**, through the pandemic in 2020, the national office, more than 600 of our chapters on the front lines, people with intellectual and developmental disabilities (IDD), and their families found incredible strength to chart a new and unexpected course. Meanwhile, we were never afraid to use our collective power to open minds to the human value of all people. Thanks to the generous and unwavering support of our donors, we persevered and relentlessly pursued our mission. **The Arc led in the moment.**

With your help, we pivoted to **meet the moment**, relentlessly advocating for both Congress and the Administration to help those in need during the pandemic and calling on national and local media to recognize the disproportionate impact of the virus on our communities. Our chapter network shifted quickly to virtual programming to battle isolation and despair, and staff supporting people with disabilities put their lives on the line to carry out their duties.



Kenneth W. Oakes
President, The Arc's Board of Directors

They advocated for state-level investments to support access to services and supports for the workforce.

The COVID-19 pandemic brought into sharp focus what we already knew—the reality that people with IDD face **extraordinary disparity**, and for those with IDD and other marginalized identities, the injustice is often overwhelming. We successfully fought against unequal treatment in hospitals and health care settings. And we continue to fight for systemic change that will provide long-term solutions.

Our advocacy is more important now than ever before.

Together, we will stay the course with fearless determination and renewed resolve for a better future.

We hope you are moved and inspired as we share how The Arc perseveres even in the most difficult of times. We will not rest until every member of our society recognizes and respects the human dignity of people with IDD. **We will lead in the moments still to come.**



Peter V. Berns
CEO, The Arc

The Arc's Story Is Still Unfolding

More than 70 years ago, families refused to accept that their children were less worthy of inclusion because of their disabilities. Driven by their collective desire to raise their children at home—not in an institution—and for those children to have access to an education like everybody else—The Arc came to life.

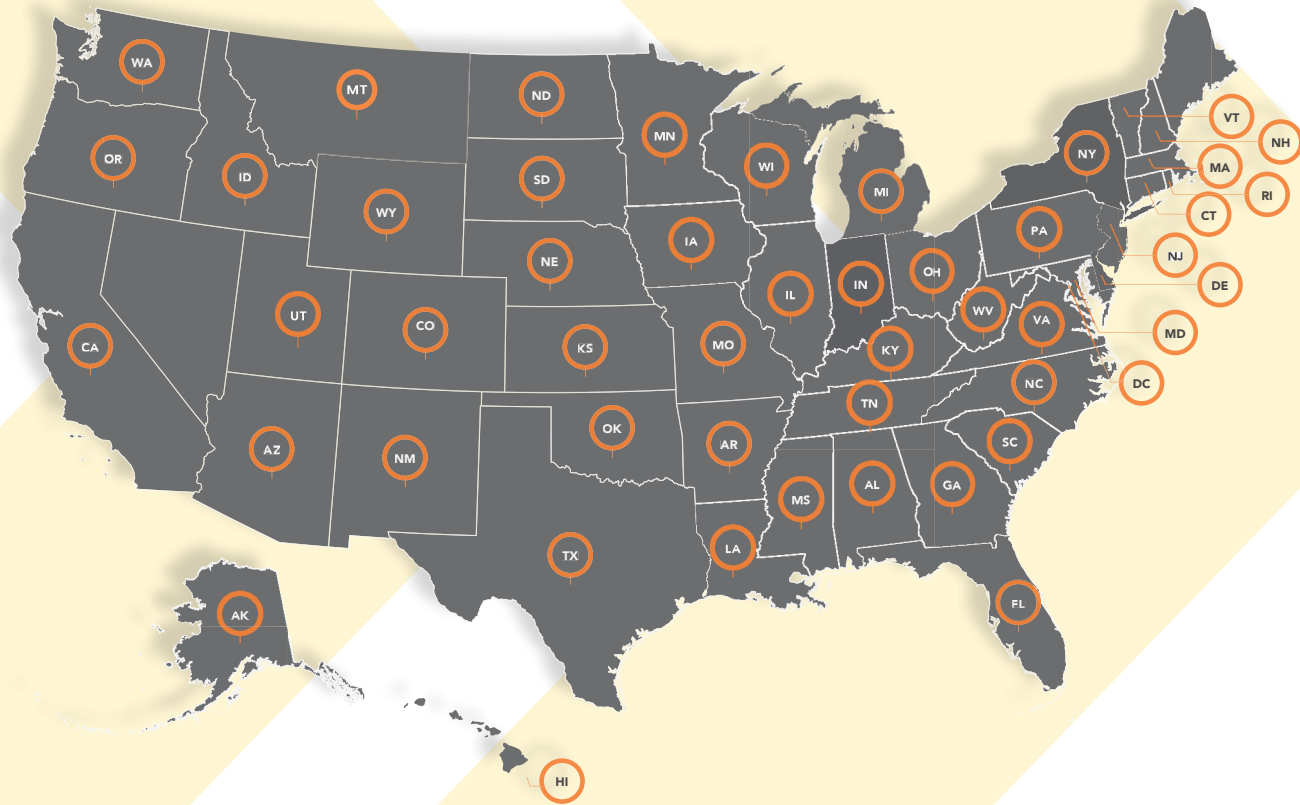
In 1950, little was known about IDD. There were virtually no community-based programs or activities to assist in the development and care of people with IDD or to support their families. Doctors told parents that the best place for their children with disabilities was in institutions, hidden away from their communities. But The Arc's founding families wanted more.

We are grateful to those families that took a stand for equality, and for the many that followed and continue the work.

We are energized by the self-advocacy movement and all the individuals with IDD who bring forward their powerful leadership, advocacy, and vision for a more inclusive future.

And we are thankful for our many allies.

In a diverse and growing disability rights movement, we need all hands on deck, because our job is far from over.



131,000+ Staff

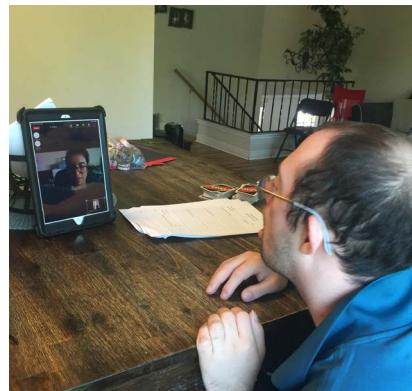
601 Chapters

48 States + DC

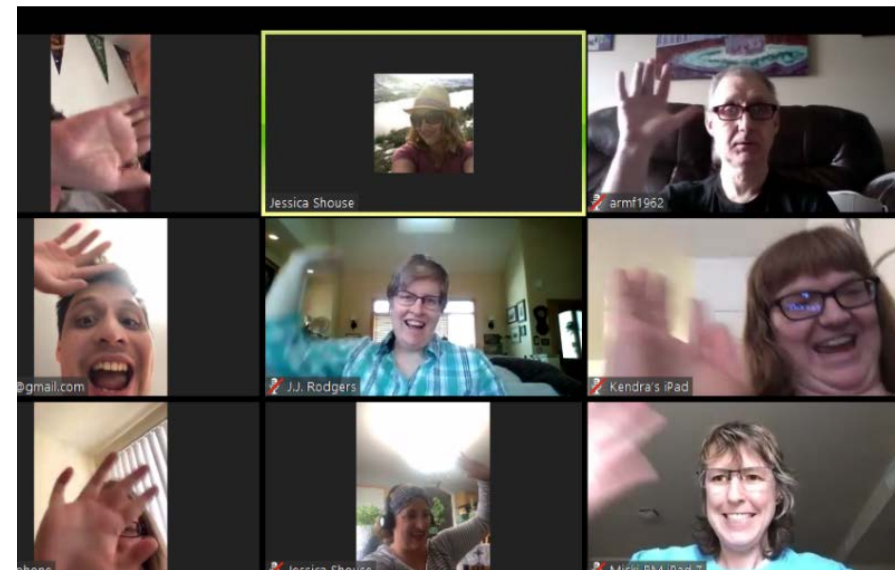
More than 131,000 staff working at 601 chapters in 48 states and the District of Columbia provided significant supports and services to people with intellectual and developmental disabilities to help them enjoy full lives in their communities.



COVID-19 on Our Doorstep: The World Stops, The Arc Leads



Danger arrived on our doorstep. How do we stay healthy and connected?
 Services halted. How do The Arc's chapters provide critical care?
 Isolation. For how long?
 A scramble to acquire personal protective equipment. How do we get enough?
 Families managing work at home, with everyone home, without any support. How do we endure?
 A sputtering economy, jobs lost, and uncertainty looms. How do we survive?



620k

Day program and employment services for 620,000 people with IDD

680k

680,000 adults with IDD who live in some type of supported housing

3.6M

More than 3.6 million individuals with IDD live in their family homes

790k

790,000 who live alone or with a roommate



Thousands and thousands more who are eligible for services, but stuck on waiting lists.



Chapters of The Arc and the individuals that we serve, along with their families, were on the front lines when COVID-19 arrived—and they remain there today. Supporting people to cope with the dramatic shift in day-to-day life and meeting the daily needs of people with disabilities including personal care, providing meals, and ensuring health and safety, were and continue to be difficult, dangerous, anxiety-filled work.



o **Angela Reaves**

We honor the life of Angela Reaves, a direct support professional, or DSP, from Woodbridge, VA. Angie loved her job with The Arc of Greater Prince William County, supporting five women with disabilities in their home. In her role, she helped Andrea, Carolyn, Ericka, Wah, and a fifth housemate with tasks that couldn't be done from six feet away, and Angie did so with pride and commitment to the humanity of those she supported. After months of vigilance against the virus, it slipped past their defenses, and Angie fell ill. She died on June 27, 2020. Angela's life, the important work of DSPs, and the people she served were vividly profiled in this Washington Post news coverage.

Read Washington
Post News Coverage



People of color make up 1/3 of the total U.S. workforce and comprise more than 1/2 of all home care workers.

86%

86% of direct support professionals are women

We honor all those who have been impacted by COVID-19.

We celebrate everyday heroes and hold up our chapters, direct support professionals, advocates, and so many others who persevered in a never-ending struggle.

We honor the marginalized communities who bore the brunt of this pandemic with the least access to health care and other essential services.

We resolve to continue fighting injustices faced by all members the IDD community, but especially those with other marginalized identities.

We met the moment by addressing the needs of people with disabilities, family members, and our chapters.

We collaborated with Amazon to produce and promote **resources using Alexa to support students with IDD who had been thrust into virtual learning** without the supports they had before the pandemic.

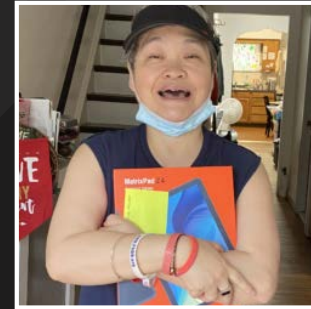
We created a **hub on our website with the latest information from trusted sources** to help people understand how to stay safe in the pandemic. Materials included plain language and Spanish fact sheets, how to shift to virtual services, how to access benefits like stimulus checks and expanded unemployment insurance, and urgent advocacy asks and how to get involved.



With new support from the Coca-Cola Foundation, we were able to **give more people resources to advocate for their rights in school** through The Arc@School Special Education Advocacy Curriculum—an incredibly important resource in the shift to virtual learning. With additional support at the end of 2020 from long-time supporter, Comcast NBCUniversal, we are ensuring even more access to advocacy resources for diverse and low-income families.



Seeing the desperate need for solutions, Comcast NBCUniversal stepped up to quickly provide support where it was needed most. Comcast generously provided **grants with flexibility so chapters of The Arc could make the most impact** in their fight to prevent isolation and support overwhelmed families. Comcast NBCUniversal's expansion of its Internet Essentials low-cost high-speed Internet adoption program also helped more people with IDD stay connected in this virtual time.



ELOISA MAGLAYA
of Philadelphia

Eloisa Maglaya of Philadelphia, PA lost and found her connections in the pandemic. Prior to COVID-19, Eloisa was very active in the community and enjoyed attending a variety of events. But once she was home with few options to safely socialize and stay active, she found herself feeling isolated and frustrated. This all changed with the tablet given to her by The Arc of Philadelphia. With her new tablet, she is able to:

- › Maintain a daily routine
- › Stream virtual Zumba classes (her favorite pre-pandemic activity) and stay active
- › Watch movies in her native Tagalog Philippine language
- › Learn how to navigate app usage directions, stream her favorite videos, and better use the device features with the help of her direct support professional
- › Stay updated on COVID-19 safety protocols

Comcast NBCUniversal's assistance helped open a virtual door for another group: parents. Many parents of children with IDD informed The Arc of Aurora in Colorado that schooling their children with Individualized Education Plan (IEPs) at home during the pandemic was challenging. With support from Comcast, The Arc of Aurora created a no-cost online training for parents coping with virtual learning called *Schooling at Home: Your Guide to Remote and Hybrid Learning With IEP Supports*. The training for parents called *Schooling at Home: Your Guide to Remote and Hybrid Learning With IEP Supports*, delves into how to navigate the special education system and speak up for students in areas like IEPs, procedural rights, and documentation as well as downloadable resources.

We led in the moment...

The Arc is grateful for donations from the Walmart Foundation, Progressive Insurance, and other funders, to help our chapters with:

1 Personal protective equipment (PPE), additional staffing, technology, and other tools and resources necessary to continue providing home and community-based services;

2 Emergency financial and in-kind assistance for individuals and families; and

3 Rapid response advocacy directed at state Governors, developmental disability administrations, school systems, and other government agencies.

PROGRESSIVE

Walmart 





In the morning, between like 6 and 8 o'clock, I'm listening for the phone because I'm thinking... if anything's wrong, I'll get a call by 8. So, when I make it past 8 o'clock, I feel like, okay, we made another day, maybe?

– Carol O'Leary, Brendan's mother



Sal, Brendan, and Their Families Face the Greatest Threat Yet

Tough Decisions and Fear in the Early Days of COVID-19

Our stories make an impact, and we will continue to demand they be told. **We speak truth.**

The Arc worked with **NBC's TODAY Show** to introduce the country to Brendan O'Leary, supported by The Arc Westchester in New York, and Sal Traversa, served by AHRC Nassau, our chapter in Nassau County, New York.

The men and their mothers shared with anchor Craig Melvin the hard choices they had to make at the start of the pandemic.

Melvin also interviewed Tibi Guzman, Chief Executive Officer of The Arc Westchester. She praised the dedication and loyalty of the chapter's direct support professionals, explaining how some employees stayed in their assigned group homes to support their individuals, rather than returning home to their own families.

The story also highlighted The Arc's relentless advocacy efforts to make sure that people with IDD are included in COVID-19 relief legislation in Congress.



Watch this TODAY Show story



171,250

CALLS, EMAILS, TWEETS TO CONGRESS FROM THE ARC'S ADVOCATES ON COVID-19 IN 2020

Dear Congress...Meet the Moment for People With Disabilities, Their Families, and Support Professionals

How we respond in a crisis speaks volumes about who we are.

People with disabilities, their families, service providers, and allies relentlessly advocated to Congress for:

Dedicated funding for Medicaid home and community-based services, or HCBS. People with disabilities need to be served in their homes throughout this crisis, and many tasks that support them can't be done from six feet away. Rescue dollars are vital.

Personal protective equipment (PPE) Direct support professionals must be designated as essential workers so that they can get access to PPE and medical supplies.

Paid leave for all caregivers. As more people with disabilities lose their usual sources of care, family caregivers are scrambling and need access to paid leave and sick days to help their loved ones.

Economic impact payments for all people with disabilities. Unexpected expenses piled up for everyone, yet some people with disabilities were repeatedly left out of stimulus relief payments in 2020.

Over and over again, our advocates told Congress

WE ARE ESSENTIAL.



Making a Difference

The Arc's #WeAreEssential campaign was developed out of frustration that the needs of people with disabilities were not getting the attention they deserved from Congress or the general public. Over the course of the pandemic, we focused our collective power on Congress to advocate for people with disabilities, their families, and the direct support professional workforce to be included in COVID-19 relief legislation.

It took a year to turn that collective power into success. We only got there because we spoke truth. We acted. We advocated. **And it made a difference.**

Celebrating the Victories Along the Way...



Helping people keep their homes in this crisis.

The Arc ensured that the federal government helped people with disabilities with an eviction moratorium and foreclosure protections and provided funding for essential housing programs.



Advocating successfully in Congress for an overdue investment in the Money Follows the Person program,

which provides federal dollars to move people with disabilities out of places like institutions and nursing homes, and back into their homes and communities.



Leading the charge to beat the clock on a harmful Social Security proposal,

which would have been a bureaucratic burden on people with disabilities and their families.





Lifesaving Legal Challenges: Fighting Discrimination in the Crisis of a Lifetime

The COVID-19 pandemic threatened the very lives of people with IDD, especially those who are multiply marginalized, and continues to do so.

Would people with disabilities be denied ventilators or treatment?

Could they get the support of a caregiver when hospitalized?

Would they be prioritized for vaccines?

The Arc fought to make sure that people with IDD were not discriminated against and forgotten in the face of this once-in-a-lifetime public health crisis. Together, we helped save lives and the fight continued into the new year.

In a series of critical victories, The Arc and allies persuaded the Office for Civil Rights (OCR) of the U.S. Department of Health and Human Services to take a stand. Early in the pandemic, thanks to our advocacy, OCR put out guidance to states and health care systems clarifying that federal civil rights laws prohibiting discrimination against people with disabilities and other protected groups in the provision of medical treatment continued to apply during the pandemic.

We challenged...

- › Discriminatory crisis standards of care, which are used to decide who should receive priority for treatment in hospitals when there are not enough resources to serve everyone
- › No-visitor policies
- › Inaccessible COVID-19 testing sites

We lead with our values.

We fight the systems that discriminate.

Our country's patchwork approach to crisis standards left gaping holes and a race against time, with the virus running rampant. The deaths of Michael Hickson, a Black father of five with multiple disabilities living in Texas, and Sarah McSweeney, a white woman with significant disabilities residing in Oregon, exposed life and death disparities. Neither received life-sustaining treatment after physicians expressed clear biases regarding the value of their lives.

By the end of 2020, The Arc reached resolutions in four states that made significant progress toward preventing medical discrimination during COVID-19. Specifically, these resolutions led to:

- Alabama withdrawing its crisis standard of care plan excluding those with profound intellectual disability from treatment
- Connecticut revising its hospital no-visitor policy to allow designated persons to visit any patient with disabilities that requires support and to provide them with PPE
- Tennessee and Utah revised a number of aspects of their policies, including removing all categorical exclusions based on disability or resource intensity, eliminating long-term survivability as a consideration in treatment decisions, requiring reasonable modifications for triage assessment tools and no-visitor policies, prohibiting the reallocation of personal ventilators to other patients, and requiring hospitals to provide information on the full scope of available treatment alternatives, including the continued provision of life-sustaining treatment, and prohibiting them from imposing blanket DNR policies.

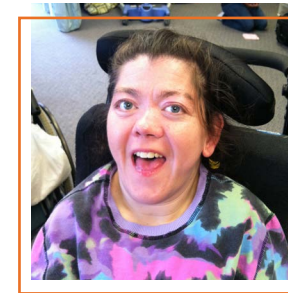
These resolutions were significant not only for the states that were directly involved, but also nationwide in establishing federal precedent on non-discrimination in the provision of medical treatment during the pandemic and garnering widespread media coverage that led to further progress in other states and hospitals around the country.

We persevere to honor Michael, Sarah, and all people with IDD. Their lives have value.



She was young and vibrant and had a great life.

– Heidi Barnett, who works at The Arc Oregon, of McSweeney



Quadriplegic man's death from Covid-19 spotlights questions of disability, race and family

A Texas hospital deemed further treatments for Michael Hickson to be futile – a decision his wife opposed but others signed off on

Washington Post, July 5, 2020



She was so happy and goofy and funny, Barnett says of McSweeney.



I was lucky to know her for the last three years. And I got to know her and how she communicates and what's important to her and how she jokes around. I used to tease her that she was a princess and I was going to buy her a tiara and she'd laugh. And she was so much fun. And even though she had these medical issues, she was vivacious. She just lived her life.



Barnett pauses, and then apologizes for crying. **"She was a beautiful person ... I just think she could have gone out better.**

As Hospitals Fear Being Overwhelmed By COVID-19, Do The Disabled Get The Same Access?, NPR, December 14, 2020



Racial Reckoning

Every day, The Arc fights for people with IDD of all backgrounds and walks of life.

This past year, The Arc examined and reimagined our role in helping mend the racial wounds that exist and persist for Black people in the United States, and all communities of color. More than ever before, we sought to advocate from a place of intersectionality, to acknowledge the overlapping nature of identities, and to address the urgent injustices faced by those who are multiply marginalized.

We challenged ourselves to **meet the moment**, as our nation reckoned with its deep roots in white supremacy and renewed outrage with the injustices of police killings—killings that have disproportionately affected Black, Indigenous, and People of Color (BIPOC) with disabilities for decades. Through our National Center on Criminal Justice and Disability, we critically reflected on the role of police and our role as advocates, as we reaffirmed our commitment to working with directly impacted communities.

In a time of crisis, equity can become an afterthought, and we worked to ensure our chapters were equipped with the tools and knowledge to center equity in their pandemic responses. Through our EquityMatters campaign, we elevated the voices and experiences of those who live at the intersections of various marginalized identities, including those who are BIPOC and LGBTQIA+.

We continue to hold ourselves accountable to meaningful equity work and to all people who live at the margins of society. We affirm that the racial divide in this country, for people with disabilities and for those without, is a deep wound that festers, cheats, and denies what life should be in America for people of color. We reject racism and white supremacy and vow to do better to meet the needs of and advocate for an IDD community that is incredibly diverse. **We will prioritize access, equity, and inclusion at The Arc** and will keep up the fight as long as it takes. We owe gratitude to our allies and friends already leading the way. An equitable future depends on our ability to meet the reality of this long overdue racial reckoning.


We reject racism and white supremacy



A New Course that Meets the Moment.

 **We Build the Movement.**


Consistent, respected civil rights leadership over the course of more than 70 years requires intention, collaboration, action.

 **We Speak Truth.**

Our new **Strategic Framework for the Future of The Arc** declares our vision of the future for people with IDD and reflects our deep commitment to work with and for them, their family members, and supporters to make that vision a reality.

 **We Advocate.**

The millions of people with IDD across this country are the heart and soul of The Arc. The Strategic Framework is a guiding light for our advocacy, mobilization, public education, and programs and services at the national, state, and local levels.

 **We Extend Our Reach.**

 **We Innovate.**



The Strategic Framework was finalized in the midst of the COVID-19 pandemic. The pandemic exposed disparities and gaps in the nation's health care system impacting people with IDD—especially those with other marginalized identities such as people of color, people who are LGBTQIA+, older adults, and those with multiple disabilities. Now more than ever, The Arc must strategically build the disability rights movement into a more diverse and powerful force for change. We must speak truth to all who will listen. We will advocate. We will innovate.

We will extend our reach and invite participation from anyone who believes in justice, dignity, and the rights of all people—including persons with IDD.

Join us as we embark on this journey.

VISION

The Arc's vision is for people with intellectual and developmental disabilities to be valued members of their communities, with the opportunity to realize their full potential and a future that is secure.

To make this vision a reality, The Arc will work to achieve the following goals and strategies.

GOALS

- › Human Dignity
- › Self-Determination
- › Quality Supports
- › Powerful Voice

STRATEGIES

- › Build the Movement
- › Speak Truth to Anyone Who Will Listen
- › Advocate
- › Extend Our Reach
- › Innovate

Learn more at thearc.org/our-strategic-framework.

Being Counted: At the Ballot Box, in the Media, and in the Census

We vote.

Voting is a critical civic duty for people with disabilities, their families, and allies. Elections at all levels matter—for the security of our future, our rights, and our lives.

50 MILLION

People with Disabilities

7 MILLION

Children and Adults with IDD

With all eyes on the first state to kick off the Presidential selection process, chapters in Iowa hosted pre-caucus trainings where people with IDD learned how to caucus.



They're too loud for me and too crowded. I don't like large crowds of people."

– Chloe Schmidt, member of The Arc of Story County

Iowa Parties, Disability Activists Scramble To Prepare For Caucus Day; Concerns Linger
Des Moines Register
January 20, 2020



We created a robust voter and candidate engagement campaign to educate candidates and support chapters and individuals in their 2020 election outreach. Resources in English, Spanish, and plain language included a Disability Voter Guide, sample questions for candidates, information about key disability issues, and more.



If we can put in a little extra thought and a little extra planning to help take away the barriers in order to get [people with disabilities] involved in the voting process, that makes them feel more important in deciding what's taking place in our community and in our country," says Tricia Crain, executive director of The Arc of Story County.

Disability Advocates Push to Make the Iowa Caucuses More Accessible, TIME Magazine, January 28, 2020

In the Media

Is the media questioning candidates about their stances on policies that will determine if people with disabilities will ever have equal opportunity for full inclusion?

We distributed a memo to journalists covering the 2020 election to raise their awareness and elevate our issues.



Who decides what airs on national news programs?

It all happens behind the scenes. We got the network's attention in a standing room only briefing at NBC/MSNBC headquarters in New York City to discuss why disability issues are important in the 2020 election context.

The Arc's CEO Peter Berns raises The Arc's priorities, and Director of Communications Kristin Wright speaks to her experience as a former journalist, and as a sibling of a Black man with multiple disabilities.

In the Census



The Census is crucial for people with disabilities. The resulting count is used to figure out how much money state and local governments get for critical programs like Medicaid, housing vouchers, the Supplemental Nutrition Assistance Program (SNAP), and education programs. When there isn't enough money, services and programs for people with disabilities can be cut. We created plain language materials in English and Spanish to reach as many people as possible about the importance of the count!

Our Census social media campaign reached

3.9M PEOPLE

Television PSA ran

55,000 TIMES ACROSS THE COUNTRY



We Meet the Moment—and Envision a Future That Is Secure

COVID-19 brought into sharp focus: What happens when a caregiver is unable to support a loved one with disabilities?

We believe people with IDD should have a secure future. Through services across our chapter network, and with our national Center for Future Planning, we support families and people with disabilities to plan ahead.

What kind of supports does a person need, or will they need later on in life?

Where does the individual with IDD live now, and where will they live in the future?

What public benefits do they receive now, or could access down the road?

A secure future takes planning—for the expected AND the unexpected.

The Arc met the moment.



The Arc drove 1.5 million interactions

On social media and our website, with webinars, downloadable documents and other outreach efforts, often in plain language and Spanish, The Arc drove 1.5 million interactions educating people about what future planning is, why it's important, and how to get started.

ACTIVIST'S LEAGUE (\$200,000 AND ABOVE)

Anonymous Foundation
Comcast NBCUniversal Foundation
Corporation for National and Community Service
FaceBook
May and Stanley Smith Charitable Trust
Progressive Insurance Foundation

ACTIVIST'S ALLIANCE (\$40,000-\$199,999)

Arizona Developmental Disabilities Planning Council
Consumer Technology Association Foundation
Georgians for a Healthy Future
Ms. Britt-Louise Gilder
Leah Sommers Trust*
Mutual of America****
Open Society Foundation
Rockefeller Foundation
SEPHORA
The John Merck Foundation
The Passport Foundation
The Taft Foundation
Vera Institute of Justice
Verizon Foundation
With Foundation

ADVOCATE'S LEAGUE (\$15,000-\$39,999)

All Voting is Local
American Association of People with Disabilities
Arizona Community Foundation
Mr. Charles Binder and Ms. Nancy Shor
CoBank
Comcast NBCUniversal****
Community Foundation for Greater Atlanta
Dept of Behavioral Health GA
Forsythia Foundation

Ms. Sari Hornstein
Kay Family Foundation
Koechlin Family Trust
National Law Health Program
Pfizer****
PhRMA****
Semel Consulting****
Southwire****
Mr. Rick Stamberger
The Coca Cola Foundation
The Wisconsin Board for People with Developmental Disabilities Therap****
Walmart ****
Mr. Tom Wheeler and Mrs. Carol Wheeler**

PROTECTOR'S CIRCLE (\$5,000-\$14,999)

Mr. Craig Thomas and Ms. Rebecca Alson-Milkman
Amazon Web Services
Mr. Peter and Mrs. Catherine Anders
Anonymous
Anthem****
Mr. Peter Berns and Ms. Melissa Zieve
Bike to the Beach Foundation
Mrs. Priscilla Cahn
Mr. Douglas**and Mrs. Glenys Church
CJL Charitable Foundation
Cloudera
The Coca Cola Company****
Mr. James and Mrs. Christine Connor
Cornerstone Family Fund
Dallas Jewish Community Foundation
Mr. Craig Ehrlich
Mr. Hugh Evans III **
Feldman Foundation
Foothold Technology****
Mr. Frederick Misilo Jr. ***
GA Council on Developmental Disabilities
Greg Dimit and Karen Dimit
GT Independence
Mr. Michael and Mrs. Candace Herbst
Mr. Howard and Mrs. Trudy Jacobson

Jewish Federation of Greater Philadelphia
MassMutual****
Medisked****
Nancy Lurie Marks Family Foundation
New York Life
New York Life Insurance
OnShift****
Ms. Laurie Oseran
Patricia and David Kepler Foundation
People with Disabilities Foundation
Public Welfare Foundation
Rhode Island Foundation
Ms. Jeanne Ruesch
Salesforce****
Mr. Clifford Sloan
Sodexo USA Headquarters
State of Arizona
StationMD****
Mr. John and Mrs. Julene Stellato
Ms. Martha Elaine Sweeney
The Emmes Corporation
The Georgia Advocacy Office
The Pediatric Epilepsy Research Foundation
TruFit****
University of Georgia
VoteAmerica
Vote.org
Mr. Marvin Weissberg
Weston Yonge

NATIONAL SUPPORTERS (\$2,000-\$4,999)

Brown Advisory****
Ms. Elizabeth Calabrese
CARF****
Mr. Lawrence Chu and Ms. Emily Chu
Dorsey & Whitney LLP
Mr. Kristopher Dawsey
Mr. William and Ms. Brenda Doss
Mr. Jack Davies and Ms. Kay Kendall
Dr. Jeffrey Schwamm and Ms. Marty Ford

Dr. Neil Hawkins** and Mrs. Annmarie Hawkins
Mr. Mathias Heck
Mr. Decker Anstrom Ms. Sherry Hiemstra
Ms. Patricia Hollobaugh
Mr. Peter Keisler
Mr. Henry and Laura Kennedy**
Mr. Evan Marwell
Mr. Tom McLeod
MJA Investments Inc
My Choice Family Care
Night Owl Support Systems, LLC
Mr. Bill Norwood
Old National Bank
Mr. Richard and Mrs. Melissa Paddock
Mr. Randall Patrick
Mr. Peter Shields
Mr. Daniel and Ms. Karen Shoemaker**
State Bar of Wisconsin
Ms. Valencia Tate**
The Dorsey & Whitney Foundation
The University of Michigan
Mr. Thomas Thompson
TracFone****
Ulryk Eichbaum Fund
Mrs. Theresa Varnet
Mr. Jose Velasco **
Voya Financial Sales Team
Mr. Milton Wakschlag
Mr. Eric Washington
Mr. Robert and Mrs. Nancy Webster***
Mr. Kenneth Wirfel

Annual Report KEY:

*Bequest gift
**National board members (Members as of November 2020 when the most recent term ended)
***Current/past national president
**** Event Sponsors

The Arc of the United States appreciates in-kind contributions of service. We would like to extend a heartfelt thank you the following law firms that provided pro bono legal services:

Baker Hostetler valued at \$38,330; **Blank Rome** valued at \$110,650; **Buckley Sanders** valued at \$18,696; **Chapman & Cutler** valued at \$14,754; **DLA Piper** valued at \$309,404; **Dentons** valued at \$67,885; **Epstein Becker Green** valued at \$4,042; **Katten Muchin Rosenman** valued at \$69,529; **Latham & Watkins** valued at \$1,620,330; **Munger Tolles** valued at \$65,032; **Skadden** valued at \$606,641; **Squire Boggs** valued at \$60,580; and **Wilmer Hale** valued at \$17,540.

We would also like to extend a thank you to **Comcast NBCUniversal** for airtime provided for public service announcements and Xfinity.com placement of \$1,603,023; and to **Facebook** for in-kind support valued at **\$100,000**.

Thank you to the following chapters of The Arc for making voluntary contributions to The Arc's national office in addition to their annual dues.

The Arc Eastern Shore
The Arc Genesee Orleans
The Arc of Greater Williamsburg
The Arc of Iroquois County
The Arc of New Mexico

The Arc of Oregon
The Arc of San Diego
The Arc of Ventura County
The Arc of Wayne County
The Arc of West Central Colorado

INDEPENDENT AUDITOR'S REPORT

**To the Board of Directors
The Arc of the United States and Affiliates
Washington, D.C.**

We have audited the accompanying consolidated financial statements of The Arc of the United States and Affiliates (the Organizations), which comprise the consolidated statement of financial position as of December 31, 2020, and the related consolidated statements of activities and change in net assets, functional expenses and cash flows for the year then ended, and the related notes to the consolidated financial statements.

MANAGEMENT'S RESPONSIBILITY FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

AUDITOR'S RESPONSIBILITY

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

OPINION

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the consolidated financial position of the Organizations as of December 31, 2020, and the consolidated change in their net assets and their consolidated cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

REPORT ON SUMMARIZED COMPARATIVE INFORMATION

We have previously audited the Organizations' 2019 consolidated financial statements, and we expressed an unmodified audit opinion on those audited consolidated financial statements in our report dated May 21, 2020. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2019, is consistent, in all material respects, with the audited consolidated financial statements from which it has been derived.

OTHER MATTER

Our audit was conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The Consolidating Schedule of Financial Position on pages 22 - 23, and Consolidating Schedule of Activities and Change in Net Assets on pages 24 - 25 are presented for purposes of additional analysis and are not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the consolidated financial statements as a whole.



April 18, 2021

ASSETS

	2020	2019
CURRENT ASSETS		
Cash and cash equivalents	\$ 1,635,717	\$ 1,030,490
Investments.....	11,800,654	11,767,831
Accounts receivable, net of allowance for doubtful accounts of \$55,000 and \$21,965, for 2020 and 2019, respectively	1,590,565	821,026
Grants receivable.....	107,586	196,313
Prepaid expenses.....	118,615	76,962
Total current assets.....	15,253,13	13,892,622
FIXED ASSETS		
Furniture and equipment	1,913,186	1,909,686
Vehicles	21,859	21,859
Website	886,221	821,026
.....	2,821,266	2,817,766
Less: Accumulated depreciation and amortization.....	(2,440,004)	(2,179,192)
Net fixed assets.....	381,262	638,574
OTHER ASSETS		
Security deposit	50,257	49,257
Investments held for beneficial interest in perpetual trust	1,448,913	1,320,372
Deferred compensation investments	253,697	188,756
Total other assets	1,752,867	1,558,385
TOTAL ASSETS	\$ 17,387,266	\$ 16,089,581

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES		
Accounts payable and accrued liabilities	\$ 1,078,843	\$ 1,142,417
Due to related party	6,042	5,576
Deferred income	65,252	40,659
Refundable advance	88,500	-
Deferred rent, current	181,562	169,817
Accrued contingency liability	160,000	160,000
Total current liabilities	1,580,199	1,518,469
LONG-TERM LIABILITIES		
Deferred rent, net of current portion	277,347	448,695
Deferred compensation	253,697	188,756
Total long-term liabilities	531,044	637,451
TOTAL LIABILITIES	2,111,243	2,155,920
NET ASSETS (WITHOUT DONOR RESTRICTIONS)		
Undesignated.....	2,768,734	1,859,093
Board designated	609,682	609,682
Without donor restriction net assets	3,378,416	2,468,775
With donor restrictions	11,897,607	11,464,886
Total net assets	15,276,023	13,933,661
TOTAL LIABILITIES AND NET ASSETS	\$ 17,387,266	\$ 16,089,581

Consolidated Statement of Activities & Change in Net Assets

FOR THE YEAR ENDED DECEMBER 31, 2020 • WITH SUMMARIZED FINANCIAL INFORMATION FOR 2019

REVENUE AND SUPPORT

	2020	2019		
	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL	TOTAL
Contributions	1,282,789	\$ 2,751,050	\$ 4,033,839	\$ 2,755,740
Affiliation and chapter fees.....	2,848,151	-	2,848,151	2,979,877
Contributed services	4,706,407	-	4,706,407	4,328,647
Bequest income	255,660	-	255,660	1,059,397
Registration fees	310,085	-	310,085	881,084
Grants.....	1,742,124	32,000	1,774,124	725,055
Program service fees.....	412,272	-	412,272	485,331
Contracts	651,263	-	651,263	724,098
Investment income, net.....	944,151	670,214	1,614,365	2,131,416
Royalty income	90,682	-	90,682	107,615
Other income.....	10,323	-	10,323	52,351
Net gain in perpetual trust	-	128,541	128,541	197,630
Net assets released from donor restrictions.....	3,149,084	(3,149,084)	-	-
TOTAL REVENUE AND SUPPORT	16,402,991	432,721	16,835,712	16,428,241

EXPENSES

Program Services:				
Chapter Leadership and Development.....	2,323,485	-	2,323,485	2,642,545
Public Education.....	1,591,479	-	1,591,479	1,620,907
Public Policy.....	6,781,857	-	6,781,857	4,937,155
Program Innovation.....	3,229,500	-	3,229,500	4,580,247
Total program services.....	13,926,321	-	13,926,321	13,780,854
Supporting Services:				
Management and General.....	495,784	-	495,784	875,667
Fundraising.....	1,071,245	-	1,071,245	823,240
Total supporting services.....	1,567,029	-	1,567,029	1,698,907
TOTAL EXPENSES.....	15,493,350	-	15,493,350	15,479,761

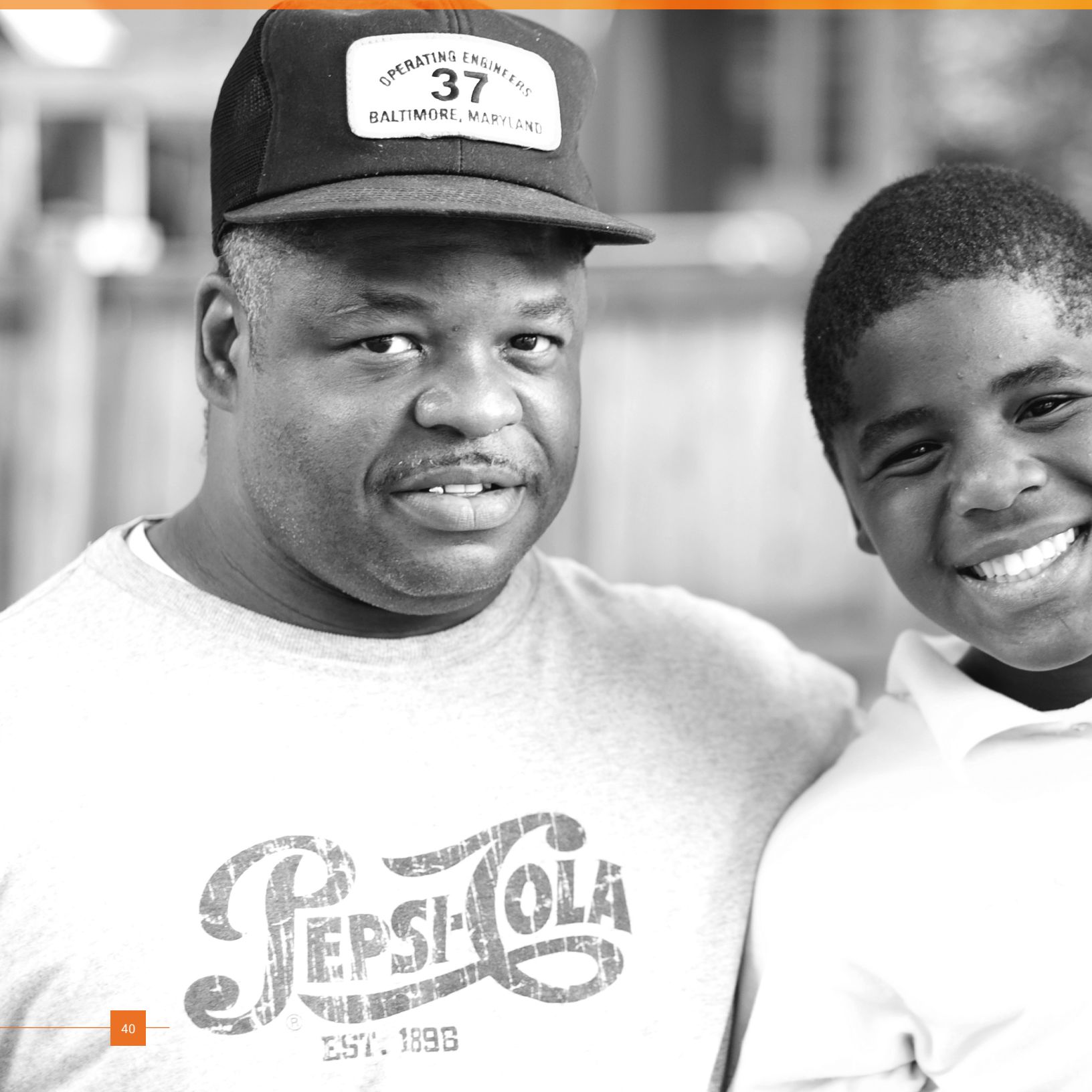
Change in net assets before other items	909,641	432,721	1,342,362	948,480
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OTHER ITEMS

Transfer of net assets from The Arc of the District of Columbia, Inc.	-	-	-	-
Forgiveness of debt	-	-	-	351,974
TOTAL OTHER ITEMS	-	-	-	(139,909)

Change in net assets	909,641	432,721	1,342,362	808,571
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Net assets at beginning of year.....	2,468,775	11,464,886	13,933,661	13,125,090
NET ASSETS AT END OF YEAR.....	\$ 3,378,416	\$ 11,897,607	\$ 15,276,023	\$ 13,933,661



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Bethany Lilly | Senior Director, Income Policy

Claire Manning | Senior Director, Advocacy and
Mobilization

Kristen McKiernan | Senior Executive Officer,
Communications & Marketing

Abe Rafi | Senior Director, Technology Strategy
& Programs

Shawn Ullman | Senior Director, National Initiatives

Shira Wakschlag | Senior Director, Legal Advocacy
& General Counsel

Julie Ward | Senior Executive Officer, Public Policy

Feng Zhang | Senior Director, Finance

2020



The Arc

*For people with intellectual
and developmental disabilities*

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