



ANNUAL REPORT
NOVEMBER 2018 - OCTOBER 2019
KIRSTEN DEVORAK, EXECUTIVE DIRECTOR

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Paul Griffin, Director

Rebecca Giffey, Director

The Arc of Bismarck Staff

Kirsten Dvorak, Executive Director

Natalie Krein, Store Manager



Dear Friends,

November 14, 2019

First, I would like to thank every member, staff person, donor, and stakeholder that has committed to the Arc of Bismarck and the Arc of North Dakota.

This document highlights the activities and accomplishments of The Arc of Bismarck over the past year. Our achievements would not have been possible without help from many dedicated individuals who care deeply for The Arc.

Our Board of Directors-Matt, Chris, Tahna, Jennifer, Paul, and Rebecca: A nonprofit organization is only as active as its board of directors. Your support and

unwavering commitment continue to guide our organization into the future. We are, and with your help, we will continue to be a loud voice for inclusion.

Matt McCleary - President: Thank you for stepping up to the plate and supporting our mission.

Thrift Store Team Members-Natalie, Sam, Pam, Lance, Tami, Dale, Marcus, Cheyenne, Chris, Radek, Cheryl, Sandi, Sylvia, Elmer, Jason, Justin, Alice, and our amazing volunteers: Thank you does not cover the appreciation that I have for each one of you. You have gone beyond to make the thrift store great again and to make it the place to shop in Bismarck. I cannot wait to see what you do in the coming year.

Members: Thank you for your commitment. Thank you for validating the work we do every day for the people that we serve.

Donors: We are grateful for your support without your donations; none of this would be possible. Thank you for helping us continue our mission.

We are so excited about the future and are foreseeing great things for the Arc in the upcoming year!

Kirsten Dvorak
Executive Director

MISSION STATEMENT

"To provide education, advocacy, and supports to children and adults with disabilities to foster empowerment and full inclusion in the community."

BACKGROUND

The Arc is a private, non-profit 501(C)3 advocacy organization that was formed in 1957 and incorporated in 1960. Initially founded by a small group of parents and stakeholders, The Arc has developed into a powerful membership-driven organization of over 700 state and local chapters. The Arc of Bismarck is affiliated with The Arc of the United States and The Arc of North Dakota. While the work of Arc chapters across the country is diverse, The Arc of Bismarck, like The Arc of North Dakota, does not provide any direct services to consumers. Throughout its history, The Arc of Bismarck has offered a variety of services and supports, always morphing to meet the current needs of individuals with disabilities and their families. The Arc of Bismarck is dedicated to improving community supports and services, influencing public policy at all levels, providing education and training for advocates, self-advocates, and parents, and achieving full inclusion of people with disabilities in all aspects of life. Through these efforts, the organization teaches effective self-advocacy skills, fosters empowerment, and seeks to advance the overall quality of life for individuals with disabilities and their families. Many activities over the past year have allowed The Arc of Bismarck to remain relevant and essential to the disability community.

SUPPORTS

Information and Referral

The Arc of Bismarck provides individuals with disabilities and their families assistance in finding appropriate community resources. Trained professionals help self-advocates, parents, and community members understand and navigate complex systems of education, government, and community institutions. During the past year, information and referrals have been given on a variety of topics, such as housing, guardianship, low-income services, family services, adaptive equipment, and education. The Arc of Bismarck has seen the volume of calls for information and referral requests steadily increase over the past year. Several factors have likely contributed to this increase, namely the population growth in the local area.

Community Living Program

This program provides people with disabilities transitioning out of an institutional setting and into the community a voucher that can be used at our thrift store for household items and personal effects. The Arc of Bismarck does not see large volumes of requests for this service. However, The Arc continues to assist people transitioning into independent living environments. A representative from The Arc is actively involved with the Money Follows the Person program, which provides funding for one-time moving costs to people with disabilities and adults and assists individuals in obtaining the services and supports needed to live independently. During the annual review of the strategic plan, the Board of Directors expressed the desire to expand or

redesign this program to broaden the scope of its services. The Board will continue these discussions in the coming year.

American People Self-Advocacy Association

American People is a self-advocacy organization run by and for people with disabilities whose mission is: “Helping all people with disabilities learn about their rights and responsibilities, while promoting self and systems advocacy in the community.” This group is provided with advisory and fiscal support by The Arc of Bismarck. All adults (18+) with disabilities are invited to attend the group’s monthly membership meetings to find out more about the group and get involved in self-advocacy. Meetings are held on the first Monday of every month at 7:00 p.m. at the Bismarck Public Library.

ADVOCACY

Individual and Systems Advocacy

The Arc of Bismarck knows the critical role advocacy plays in independence and is an active advocate for issues and concerns regarding the rights of people with disabilities and their families. Individual advocacy is provided upon request and has mainly come in the form of information dispersal and connecting citizens with their legislators.

Systems advocacy:

- North Dakota Department of Human Services: The Arc of Bismarck/ND is one of two advocacy organizations that was asked to be part of the primary working group for The North Dakota Department of Human Services (ND DHS) Person-Centered Practices technical assistant grant through National Center on Advancing Person-Centered Practices and Systems (NCAPPS). The Arc of Bismarck/ND is also part of the North Dakota Lifespan Respite Care Coalition.
- North Dakota Department of Instruction: The Arc of Bismarck/ND will continue to serve on the Every Students Succeeds Act committee to bring the voice of a parent accessing special education.
- The Arc of Bismarck/ND is appointed to the North Dakota Complete Count Taskforce to make sure that people with ID/DD are counted during the Census Count.
- Continued participation in the local, North Dakota Disabilities Advocacy Consortium, North Dakota Autism Spectrum Disorder Consortium, Mental Health Advocacy Network.

Legislative Advocacy

During the 2019 legislative session, The Arc of Bismarck tracked and monitored over 30 disability-related bills and provided written and oral testimony on several. The Arc of Bismarck secured a contract and provided legislative advocacy services to The Arc of North Dakota for the 2019 Legislative Session. The Arc's legislative priorities included employment, Seclusion, and Restraint, Support to increase access to mental health services, increase wages for staff working in community DD programs, Supported Decision Making, and downsizing the population at the Life Skills and Transition Center. Below is a list with brief descriptions of a few of the bills that we took a position on in the 2019 session.

All of The Arc's position statements are available online at <http://www.thearc.org/who-we-are/position-statements>.

HB 1406 The Arc of ND Bill Employer Tax Incentive increase:

HB 1406 was passed and signed by the governor. The bill will give businesses a 25% tax incentive to hire individuals that qualify for customized employment. The tax incentive is available for only 100 employees as the legislation wants to see what the impact is. We will have to give a report next session to remove the cap.

HB 1378 Supported Decision Making:

The passing of Supported Decision Making makes it possible to allow Individuals to make important life decisions and to stay in charge of their own lives. It will enable an individual to appoint a person to help in making decisions.

DHS Budget 2012:

- **Downsizing the population of the Life Skills and Transition Center and the expansion of The Cares Teams:**

The department of human services put into SB 2012 (DHS BUDGET) \$469,961 in general funds and \$469,960 in other funds to expand the CARES services throughout the state. With a total of 7.5 FTE's (Full-time employees). The House and Senate both agreed with the funding and came out of the session fully funded. The teams will help support providers around the state and will help in deferring individuals to the LSTC. LSTC and DHS asked for one-time funding of \$3,361,595 to remodel Maplewood and Ceadergrove buildings. The updates include modernizing and medical upgrades for their specialized medical residents. The remodel would allow them than to have all the residents in those two buildings and have the population for 45 adults and eight youth. Along with crisis beds.

- **1915i Medicaid State Plan Amendment:**

This will help in getting more mental health services in the state for both adults and children. The Arc of Bismarck/ND will continue giving input at the state level in the development of the 1915i

- **Increase wages for all staff working in community DD programs:**

Providers received an increase of 2 and 2.5 over the biennium.

EDUCATION

Peer-to-Peer Leadership Trainings.

The Arc of Bismarck trained 11 schools on the Peer-to-Peer Leadership model; five school districts have started their leadership classes. The North Dakota Department of Instruction as a proven model supports the Peer-to-Peer Model. In May, The Arc of Bismarck presented information at the National Technical Assistant Center on Transition collaborative in North Carolina. The Arc of Bismarck is continuing to collaborate with Bismarck Public schools to promote and support the Peer-to-Peer model.

THE ARC OF NORTH DAKOTA

In March of 2014, The Arc of Bismarck entered into a contractual agreement with The Arc of North Dakota to provide administrative services to the state organization. This contract has allowed The Arc of North Dakota to return to Bismarck, improving access to legislators, policy, and state agencies. While the state organization is now housed at The Arc of Bismarck, it remains its own fiscal and legal entity and is managed by The Arc of Bismarck's executive director at the direction of the state board. Notable state activities since the transition include reviewing and updating bylaws, conducting a board training event in conjunction with The Arc of Bismarck, approving a legislative advocacy services agreement, holding quarterly meetings, and scheduling the first in-person board meeting in several years. North Dakota's interim and 2020 Legislative Session will be the top priority heading into the next year.

Affiliate chapters of The Arc of North Dakota remain vital to the success of the state organization. A special thanks to all of the local chapters for their efforts over the past year: The Arc of Barnes County (Valley City), The Arc of Bismarck, The Arc of Cass County (Fargo), The Arc of Dickinson, The Arc of Little Missouri (Bowman), and The Arc, Upper Valley (Grand Forks).

COMMUNITY CONTRIBUTIONS: COLLABORATION, DONATIONS, SPONSORSHIP

The Arc of Bismarck provided support to individuals and organizations to enhance community involvement. This is an opportunity for The Arc to invest in worthy individuals and efforts by providing financial or in-kind support. It also allows The Arc of Bismarck to form partnerships with future organizational stakeholders and build relationships within the community.

The Arc of Bismarck is dedicated to collaboration with diverse entities throughout the state to enhance opportunities available to people with disabilities, families, and others. To utilize resources responsibly, The Arc worked with several organizations over the past year. Special thanks to our primary collaborators: North Dakota State Council on Developmental Disabilities, North Dakota Disabilities Advocacy Consortium, and many disability stakeholder organizations that have helped with our programming and education efforts.

SOURCES OF REVENUE FOR PROGRAMS

Chapter Efforts

The Arc of Bismarck is able to fund quality programs and services through several resources. The Arc holds fundraisers, relies on members to offer support in the form of dues and donations, receives revenue from corporate sponsors and foundations through grant writing, and operates a thrift store. Over the past year, The Arc was generously supported by the Sam McQuades Sr./Budweiser Charity Softball Tournament, and the State Council on Developmental Disabilities. The financial support of these organizations is much appreciated and ensures the impact and success of efforts.

The Arc Thrift Store Efforts

The Arc Thrift Store provides monetary support for the Bismarck chapter's programs. Thrift store sales for 2018-2019 were \$278,543, which is an increase of 9.37% from the same period a year earlier. Also, our expenses reduced by 2.49% from the previous year.

The Arc Thrift Store continues to thrive in a business climate that is increasingly competitive for employees and labor and in a community of many thrift stores. The success of The Arc Thrift Store dramatically relies on the hard work of employees, who deserve recognition: Natalie Krein, Store Manager; and employees Radek Dvorak, Carolyn Fode, Sandra Highley, Lance Jahner, Maribeth Leifson, Samuel Melice, Tammy Mills, Dale Mische, Jason Neis, Justin Neis, Chris Nolden, Sylvia Pitzer, Patty Remmick, Marcus Schmidt, Cheyenne Wagner, and Elmer Wagner. The Arc Thrift Store also would like to show gratitude to Alice Marie Schafer and Beverly

A Look Ahead

The Arc of Bismarck/ND will continue to advocate for home and community-based services. To help all individuals have employment opportunities that best suit their needs and likes. To support the family and peer support for individuals. To make sure that individual needs and wants are met within their community of choice.

PROFIT & LOSS STATEMENT

PREVIOUS YEAR COMPARISON

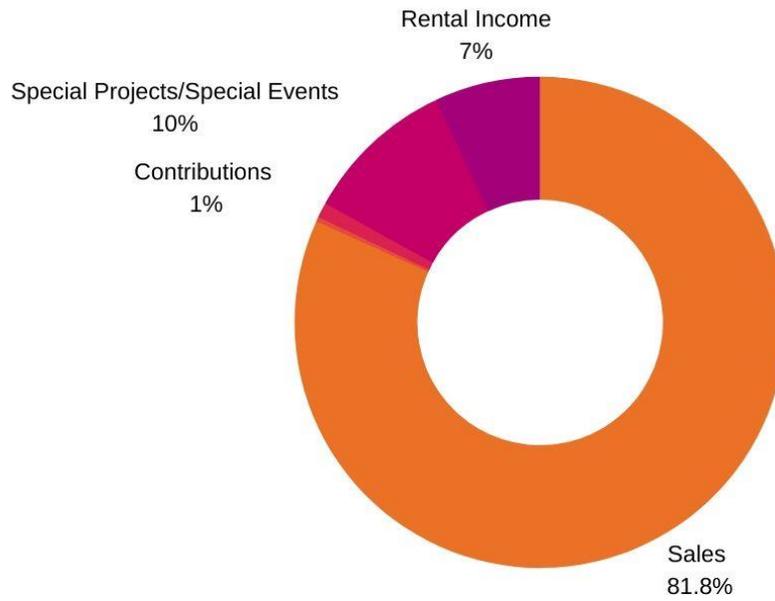
	TOTAL			
	Nov '18 - Oct 19	Nov '17 - Oct 18	\$ Change	% Change
Income				
Total Sales	278,542.70	254,673.27	23,869.43	9.37%
Total Dues	950.00	909.50	40.50	4.45%
Total Contributions	3,770.14	4,170.68	-400.54	-9.6%
Projects/Special Events Income				
4319 · DD Council Grant	17,300.16	42,859.61	25,559.45	-59.64%
Total Non-Arc Accounts	17,300.16	42,859.61	25,559.45	-59.64%
Total Projects/Special Events Income	23,495.19	45,153.49	21,658.30	-47.97%
Misc. Income				
4507 · Rental Income	22,505.10	21,610.00	895.10	4.14%
Total Misc. Income	33,947.30	36,881.45	-2,934.15	-7.96%
Total Income	340,708.01	341,790.36	-1,082.35	-0.32%
Gross Profit	340,708.01	341,790.36	-1,082.35	-0.32%
Expense				
Payroll Expenses				
Total Payroll Expenses	235,664.89	208,151.24	27,513.65	13.22%
Total Vehicle/Travel Expenses	1,498.10	984.56	513.54	52.16%
Total General & Admin. Expense	36,590.17	30,686.38	5,903.79	19.24%
Total Insurance	8,709.46	9,260.63	-551.17	-5.95%
Total State/National Affiliation Fees	4,794.60	8,977.30	-4,182.70	-46.59%
Total State Meetings	527.03	1,770.42	-1,243.39	-70.23%
Total Property Expenses	42,811.72	46,678.53	-3,866.81	-8.28%
Total Expense	344,586.22	353,366.52	-8,780.30	-2.49%
Net Income	-3,878.21	-11,576.16	7,697.95	66.5%

BALANCE SHEET

PREVIOUS YEAR COMPARISON

	Oct 31, 19	Oct 31, 18	\$ Change	% Change
ASSETS				
Current Assets				
Total Bank Accounts	19,404.69	25,270.01	5,865.32	-23.21%
Total Checking/Savings	19,404.69	25,266.25	5,861.56	-23.2%
Total Current Assets	19,404.69	25,266.25	5,861.56	-23.2%
Fixed Assets				
Total Fixed Assets	264,648.51	264,648.51	0.00	0.0%
TOTAL ASSETS	284,053.20	289,914.76	5,861.56	-2.02%
LIABILITIES & EQUITY				
Liabilities				
Total Liabilities	4,330.65	6,314.00	1,983.35	-31.41%
Total Equity				
Total Equity	279,722.55	283,600.76	3,878.21	-1.37%
TOTAL LIABILITIES & EQUITY	284,053.20	289,914.76	5,861.56	-2.02%

Income



Expenses

