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Nonprofit portrait provided by The Community Foundation Serving Richmond & Central Virginia

## Arc of Virginia, Inc.



### General Information

#### Contact Information

<b>Nonprofit</b>	Arc of Virginia, Inc.
<b>Address</b>	2147 Staples Mill Road Richmond, VA 23230
<b>Phone</b>	804 649-8481 104
<b>Fax</b>	804 649-3585
<b>Web Site</b>	<a href="http://www.thearcofva.org">www.thearcofva.org</a>
<b>Facebook</b>	<a href="https://facebook.com/TheArcofVA">facebook.com/TheArcofVA</a>
<b>Twitter</b>	@TheArcofVA

#### At A Glance

<b>Year of Incorporation</b>	1962
<b>Organization's type of tax exempt status</b>	Public Supported Charity

# Statements & Search Criteria

## Mission

The Arc of Virginia promotes and protects the human rights of people with intellectual and developmental disabilities (I/DD) and actively supports their full inclusion and participation in the community and throughout their lifetime.

## Background

Advocacy is key in our identity as The Arc of Virginia. We promote self-advocacy, which equips people with I/DD from across the state with the tools and resources to advocate for themselves. We work to ensure that self-advocates have a seat at every table where I/DD policy is discussed and that they have the support needed for meaningful participation. We meet with legislators and policymakers to explain what is needed to achieve the **A Life Like Yours** vision, such as: ending the Medicaid Waiver waitlist, which has surpassed 10,000 individuals; improving services offered in the Waiver program; ensuring institutions are closed and community integrated housing and employment is available to all Virginians with I/DD, and; expanding access to early intervention services and quality education for youth with I/DD. We've seen some successes over the years; in the 2015 General Assembly session we achieved increases in I/DD Waiver reimbursement rates; protection of new I/DD Waiver slots, and; passage of legislation that limits the use of seclusion and restraint in public schools. But, there is still plenty of work to be done.

## Impact

Your support helps The Arc of Virginia provide advocacy and improve community-based services for thousands of fellow Virginians with intellectual and developmental disabilities (I/DD) and their families. We call our movement ALLY: *A Life Like Yours*. We believe people with I/DD should live a self-determined life, with meaningful engagement in their communities, opportunities for gainful employment, and services that promote well-being. The Arc's strength and voice is critical to shaping solutions and cultivating the political will to solve systemic problems with Virginia's I/DD system.

We connect with legislators, train self-advocates, provide information and referral services, support families in crisis, develop local chapters, and more. We have fiercely advocated for waiver reform, and ensured stakeholders have a seat at the table where policy is discussed. In 2016 we will continue to advance our critically important mission:

- Insisting legislators embrace *A Life Like Yours* and keep the promise to end the I/DD Waiver waitlist and approve I/DD Waiver redesign.
- Closing Virginia's institutions to deliver community integration for all Virginians with I/DD.
- Facilitating access to early intervention services and ensuring inclusive education for our children.

## Needs

It is a historic time in the intellectual and developmental disabilities (I/DD) civil rights movement, and The Arc of Virginia is committed to ensuring that all Virginians with I/DD continue to have a voice during the implementation of the U.S. Department of Justice v. Commonwealth of Virginia Settlement Agreement, continuing to work toward the vision of *A Life Like Yours*.

In order to grow the *A Life Like Yours* movement and help make this vision a reality in Virginia, The Arc of Virginia needs funding to support ongoing and new advocacy efforts to ensure *A Life Like Yours* becomes a reality for all Virginians with ID/DD and their families.

## CEO/Executive Director Statement

Sixty years ago, families came together to form The Arc of Virginia so that they and their loved ones had a voice in Virginia's capitol. They sparked a movement that led to community integration for people with I/DD in Virginia's schools, neighborhoods and communities. Their actions helped pave the way for the services and supports that exist today. While much has been accomplished, the work is not yet done.

It is our turn to continue the work of the heroes who came before us. The Arc of Virginia needs your help to carry on our important legacy of advocating for the rights and full inclusion of children and adults with developmental disabilities. We hope you will join us in advocating for **A Life Like Yours** for Virginians with developmental disabilities as we work to strengthen and sustain this all too important civil rights movement.

## Areas Of Service

### Areas Served

#### Areas

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Statewide

The Arc of Virginia has 24 affiliated local chapters across the Commonwealth of Virginia.

## Service Categories

Alliances & Advocacy

Disabled Persons' Rights

Alliances & Advocacy

# Programs

## Programs

### Chapter Development

**Description**

The Arc of Virginia is the state chapter of The Arc, and is comprised of 26 local chapters across the Commonwealth of Virginia. Each chapter serves as a resource to help people with ID/DD access the services they need, providing family support throughout the process.

The Arc of Virginia continues to grow and facilitate chapter development in areas of the state that are in need of family support and advocacy. In the past three years, The Arc has affiliated six new chapters. The Arc continues to provide start-up support and technical assistance to chapters already in the The Arc of Virginia network.

**Budget**

\$0.00

### Self-Advocacy

**Description**

In addition to advocating on behalf of Virginians with ID/DD, The Arc of Virginia also helps them become advocates themselves. Last year, The Arc of Virginia facilitated the start-up of a statewide peer-advocacy group for people with ID/DD, Voices of Virginia. Voices of Virginia is a coalition of seven local peer-advocacy organizations that are run by and for Virginians with ID/DD, advocating for themselves and others with ID/DD.

**Budget**

\$0.00

### Training and Technical Assistance

**Description**

The Arc of Virginia provides individuals with ID/DD and their families with the information they need to access supports and services to live safely and successfully in the community - to live "A Life Like Yours."

Training session topics include (but are not limited to): Early Intervention, Medicaid Waivers, Early Periodic Screening Diagnosis and Training Program, the Health Insurance Premium Payment Program, the Health Insurance Premium Payment Program for Kids, Supplemental Security Income, and local and state advocacy. Training sessions are available online through webinars, in the community or as one-on-one consultations. The consultation service is available to assist individuals with a challenge or struggle they are experiencing, to educate an individual or family about their rights and services that are available to them, and to assist with accessing community-based supports and resources.

**Budget**

\$0.00

## Public Policy Advocacy

### **Description**

The Arc of Virginia advocates for people with ID/DD and their families, speaking out on key issues such as help for waiting list families, strengthening ID/DD services, and helping Virginia transition to a community-based system of support. The Arc also facilitates action by mobilizing turnout at budget hearings, providing representation when needed, hosting grassroots advocacy events, and developing toolkits for taking action.

### **Budget**

\$0.00

## New Path: The Support Network for Families in Early Intervention

### **Description**

When parents first learn their child is developing differently than expected, it can be overwhelming. They are thrust into a new world that often transforms their notions of what being a parent would be. We are here to guide them on their **New Path**. will guide them as their children move through EI and transition to the next step.

Getting children started in early intervention is critical, but it's often not enough. Parents need information, support, and so much more.

**New Path** and The Arc are here to help you navigate the system ... from the very start of the journey and, if necessary, throughout a lifetime. We will help you understand all of the jargon. We will introduce you to fellow parents. We will make sure you know what your rights are. We will share success stories as well as tips for dealing with challenges.

### **Budget**

\$0.00

# Board & Governance

## Board Chair

<b>Board Chair</b>	Mrs. Kim Goodloe
<b>Company Affiliation</b>	Fine Metals Corp.
<b>Term</b>	Nov 2016 to Aug 2017
<b>Email</b>	kgoodloe@finemetalscorp.com

## Board Members

<b>Name</b>	<b>Affiliation</b>	<b>Status</b>
Ms. Barbara Barrett	Retired	Voting
Ms. Lucy Beadnell	The Arc of Northern Virginia	Voting
Mr. Chris Cadwallader	Retired	Voting
Mr. Howard Cullum	Retired	Voting
Ms. Heidi Dix	Anthem	Voting
Ms. Norma Draper	Virginia Commonwealth University	Voting
Ms. Elsie Gladding	Retired	Voting
Ms. Kim Goodloe	Fine Metals Corp	Voting
Ms. Nita Grignol	Retired	Voting
Ms. Melissa Heifetz	Paxton Campus	Voting
Mr. Burt Hudson	LeadingAge	Voting
Ms. Caroline Kistler	The Arc of Hanover	Voting
Ms. Marisa Laios	Community Volunteer	Voting
Ms. Julia Lewis	Frontier Health	Voting
Ms. Pam McGregor	The Arc of Williamsburg	Voting
Mr. Warren McKeen	The Arc of Augusta	Voting
Ms. Tonya Milling	The Arc of Southside	Voting
Ms. Carol Olson	The Arc of Warren County	Voting
Ms. Nichole Pangle	The Arc of Northern Shenandoah Valley	Voting
Ms. Sara Raessler	Self	Voting
Ms. Lynne Seagle	Hope House Foundation	Voting
Ms. Karen Smith	The Arc of Greater Prince William	Voting
Mr. James Ward	James Madison University	Voting
Ms. Amy Yarcich	Rx Partnership	Voting

## Board Demographics - Ethnicity

<b>African American/Black</b>	4
<b>Asian American/Pacific Islander</b>	0
<b>Caucasian</b>	29
<b>Hispanic/Latino</b>	2

<b>Native American/American Indian</b>	0
<b>Other</b>	0 0

### Board Demographics - Gender

<b>Male</b>	11
<b>Female</b>	24
<b>Unspecified</b>	0

### Governance

<b>Board Term Lengths</b>	1
<b>Board Term Limits</b>	0
<b>Board Meeting Attendance %</b>	85
<b>Written Conflict of Interest Policy?</b>	Yes
<b>Percentage Making Monetary Contributions</b>	100
<b>Percentage Making In-Kind Contributions</b>	100
<b>Number of Full Board Meetings Annually</b>	4

### Standing Committees

- Finance
- Nominating
- Board Development / Board Orientation
- Development / Fund Development / Fund Raising / Grant Writing / Major Gifts
- Executive
- Membership
- Program / Program Planning

# Management

## Executive Director/CEO

<b>Executive Director</b>	Mrs. Jamie Liban
<b>Term Start</b>	July 2007
<b>Email</b>	jliban@thearcofva.org

### Experience

Jamie Liban has served as the Executive Director of The Arc of Virginia since 2007. As Executive Director, Jamie engages in public policy advocacy on behalf of The Arc with the Governor, Virginia General Assembly and various state and federal agencies. Her areas of responsibility include organizational management, strategic advancement, legislative advocacy, public policy analysis, legal advocacy and promoting best practices in I/DD services. Jamie is passionate about advancing the rights and full inclusion of all Virginians with intellectual and developmental disabilities and has dedicated the last decade to pursuit of the vision of “A Life Like Yours.”

As Executive Director of The Arc of Virginia, Jamie’s advocacy has been instrumental in increasing opportunities for community integration, independence and self-determination for Virginians with I/DD. Beginning in 2007, Jamie coordinated a campaign to promote Virginia’s transition to a community based system which culminated in the Commonwealth’s decision to close four of the five state operated institutions for people with I/DD. Jamie played a critical role in providing stakeholder feedback to the Department of Justice during their investigation and litigation of U.S v Virginia, which resulted in a landmark, 10-year civil rights agreement receiving national attention. As a direct result of The Arc’s advocacy, the General Assembly has approved more than 3,000 I/DD Waiver slots for individuals and families on the I/DD Waiver waiting lists and an additional 1,800 are required to come online by 2021. Jamie has also been actively involved in the establishment of numerous, large coalitions which helped to advance these and other civil right issues affecting Virginians with I/DD including the Virginia Alliance for Community, the U.S. v Virginia Stakeholder Coalition and Coalition for Improving Student Safety.

During Jamie’s tenure as Executive Director, she and The Arc of Virginia received numerous recognitions at the state and national levels for its advocacy on behalf of Virginians with intellectual and developmental disabilities. In 2012, we received The Arc of the United States’ “Advocacy Matters” Award for our advocacy efforts related to the U.S. v Virginia settlement agreement. In 2012, Jamie was also the recipient of the Hope House Foundation Community Award, the Virginia Association of Personal Care Assistants’ Community Champion Award and The Arc of Northern Virginia’s Rusty Garth Advocacy Award. In 2011, she was named one of Style Weekly’s “Top 40 Under 40” and in 2009, she was the recipient of the Collaborations Leadership Award presented by Virginia Association of Professionals in Supported Employment, Virginia Rehabilitation Association and vaACCSES.

Jamie holds a Bachelor’s Degree in Social Work from James Madison University and a Master’s Degree in Social Work from George Mason University.

## Senior Staff

<u>Name</u>	<u>Title</u>
Ms. Lucy Cantrell	Director of Information & Referral

## Staff

<b>Full Time Staff</b>	2
<b>Part Time Staff</b>	2
<b>Volunteers</b>	35



<b>Contractors</b>	0
<b>Retention Rate</b>	80

## Plans

<b>Organization has a Fundraising Plan?</b>	Under Development
<b>Organization has a Strategic Plan?</b>	Yes
<b>Years Strategic Plan Considers</b>	2
<b>Date Strategic Plan Adopted</b>	Dec 2015
<b>Management Succession Plan?</b>	Under Development
<b>Organization Policy and Procedures</b>	Yes
<b>Nondiscrimination Policy</b>	Yes
<b>Whistleblower Policy</b>	Yes
<b>Document Destruction Policy</b>	Yes
<b>Directors and Officers Insurance Policy</b>	Yes

# Financials

## Fiscal Year

	Jan
<b>Fiscal Year</b>	2017
<b>Projected Revenue</b>	\$425,727.00
<b>Projected Expenses</b>	\$425,727.00
<b>Endowment Value</b>	0
<b>Spending Policy</b>	Income Only
<b>Percentage (if selected)</b>	0%

## Form 990s

[Form 990](#)  
[Form 990](#)  
[Form 990](#)  
[Form 990](#)  
[Form 990](#)  
[Form 990](#)  
[Form 990](#)  
[Form 990](#)

## Detailed Financials

### Revenue and Expenses

<b>Fiscal Year</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>
<b>Total Revenue</b>	\$380,935	\$348,735	\$459,447
<b>Total Expenses</b>	\$412,156	\$393,531	\$396,457

### Revenue Sources

<b>Fiscal Year</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>
<b>Foundation and Corporation Contributions</b>	--	--	--
<b>Government Contributions</b>	\$144,414	\$0	\$0
<b>Federal</b>	--	--	--
<b>State</b>	\$144,414	--	--
<b>Local</b>	--	--	--
<b>Unspecified</b>	--	--	--
<b>Individual Contributions</b>	\$58,186	\$15,851	\$37,604
<b>Indirect Public Support</b>	\$6,049	\$3,413	\$4,313
<b>Earned Revenue</b>	\$49,004	\$227,034	\$303,063
<b>Investment Income, Net of Losses</b>	(\$4,960)	\$3,041	\$6,154
<b>Membership Dues</b>	\$116,586	\$80,066	\$84,991
<b>Special Events</b>	\$7,515	\$9,115	\$11,672
<b>Revenue In-Kind</b>	\$4,141	\$10,215	\$11,650
<b>Other</b>	--	--	--

**Expense Allocation**

Fiscal Year	2015	2014	2013
Program Expense	\$389,982	\$356,364	\$354,044
Administration Expense	\$18,751	\$34,063	\$36,892
Fundraising Expense	\$3,423	\$3,104	\$5,521
Payments to Affiliates	--	--	--
Total Revenue/Total Expenses	0.92	0.89	1.16
Program Expense/Total Expenses	95%	91%	89%
Fundraising Expense/Contributed Revenue	2%	11%	10%

**Assets and Liabilities**

Fiscal Year	2015	2014	2013
Total Assets	\$224,788	\$304,607	\$353,009
Current Assets	\$64,950	\$277,628	\$324,023
Long-Term Liabilities	\$0	--	--
Current Liabilities	\$5,984	\$18,477	\$22,083
Total Net Assets	\$218,804	\$286,130	\$330,926

**Short Term Solvency**

Fiscal Year	2015	2014	2013
Current Ratio: Current Assets/Current Liabilities	10.85	15.03	14.67

**Long Term Solvency**

Fiscal Year	2015	2014	2013
Long-Term Liabilities/Total Assets	0%	0%	0%

**Top Funding Sources**

Fiscal Year	2015	2014	2013
Top Funding Source & Dollar Amount	--	--	--
Second Highest Funding Source & Dollar Amount	--	--	--
Third Highest Funding Source & Dollar Amount	--	--	--

**Capital Campaign**

Currently in a Capital Campaign?	No
Goal	0

**State Charitable Solicitations Permit**

Permit?	Yes Nov 2016
Registration	Exempt Sept 2020

**Comments****Foundation Comments**

- Form 990 and audit prepared by Paul Wring, CPA.
- Financial analysis performed with audit.



The Community Foundation Serving Richmond & Central Virginia  
7501 Boulders View Drive, Richmond VA 23225  
804-330-7400

