The Arc of East Central Iowa’s 2021 Annual Report shines a spotlight on the sustained service to our communities during challenging times. Through derecho recovery and a persistent pandemic, our response to an ever-changing environment provided safety and security for some of our community’s most vulnerable residents and much needed support for their caregivers.

Since joining this amazing agency in October 2020, some of our proudest moments have included providing Humanity Shields to participants who were unable to wear masks, allowing them to continue being served in our site-based and in-home programming; implementing creative solutions for services such as Virtual Day Habilitation; and bringing our community together safely in celebration at The Arc March. We initiated our #wordsmatter campaign, which includes person-first language, ensuring our participants and their families are referred to respectfully and in the manner they deserve. And we created community connections and alliances to further our outreach and advocacy to benefit all individuals with an intellectual, developmental, and/or mental health disability in the communities we serve.

Our mission is to empower the disability community to engage in lifelong opportunities to live, learn, work, and play with dignity, freedom, and full inclusion. Access, Equity, and Inclusion are core to the work we do each day, and in 2022 we are expanding our efforts to have even greater impacts for our participants and outcomes for our communities.

Theresa Lewis
Executive Director
The Arc of East Central Iowa
HOW WE WORK

We accept.
The Arc recognizes every individual we serve has their own unique personality and talents. **We accept each for their Abilities**, not disabilities. We do this by treating each individual with dignity and respect, allowing them to make their own decisions about their life and care, and working to remove barriers to support them as a contributing member of the community.

We empower.
The Arc offers critical skill building services to foster independence and self-advocacy for individuals with an intellectual, developmental, and/or mental health disability. We do this by helping to develop **individualized plans** that consider a participant’s current abilities, strengths, and their **goals for independence**. Each day, our team incorporates the skills outlined in the plan into the daily routine. Our participants learn how to dress themselves, cook, ride the bus, develop a budget, and be successful in a job.

We advocate.
The Arc advocates for Access, Equity, and Inclusion in all aspects of our work. We envision a world where **everyone belongs**, all members of the disability community are valued, respected, and celebrated for who they are, and they thrive and live their best lives. This starts with **awareness and understanding**. Our focus is educating the community-at-large on the barriers to inclusion which still persist in our communities (inaccessible sidewalks, buildings, and restrooms as well as discriminatory hiring practices) and the disproportionate poverty, health outcomes, abuse, neglect, and criminal justice involvement our participants experience during their lifetimes.

We celebrate.
The Arc offers social activities and gatherings that allow people to come together, and **we know how to have fun!** Each spring we host our annual Arc March, in summer we organize softball teams, in the fall we do a Trunk-or-Treat, in December we host a Holiday Party, and soon we will resume partnering with local organizations to offer dances throughout the year. Our participants LOVE to dance. Group respite provides consistent evening and weekend activities, such as bowling, pizza and movie night, and many other events which allow our participants to experience joy and integrate into the community.
2021 hosted our **30th and Final Annual Golf Tournament** at Hunter’s Ridge. Thanks to the generosity of Andrew Schaefer, Willie Ray’s Q Shack provided lunch to all of the golfers and dinner was generously donated by Outback Steakhouse. Our participants helped greet and cheer the golfers as they made their way around the 18-hole course.

**Our dedicated team** donned full personal protective equipment (PPE) during the height of the pandemic so participants who were medically unable to wear a mask could continue to get the daily support they needed to remain independent in their homes.

Our kids are just like any other; they want to **play, explore, and be creative**. The Arc incorporates many different activities in our programming that allow children with disabilities to experience and interact with the world around them.

Each year The Arc participates in **United Way’s Day of Caring**. This year we were visited by Kirkwood Community College’s International Program and Hall & Hall Engineers. These teams helped detail the vans we use to transport participants to events and activities and weed, trim, and landscape the grounds.
The Arc March is our annual fundraising and friendraising event, bringing participants, their families, and our supporters together to celebrate the Abilities in Each of Us. In 2021, The Arc March was moved to May and to an outdoor location at Coe College’s Clark Field. This festive event included music, games, and dancing with local mascots. It concluded with one walk around the track. Over 500 attended the event, which raised $30,000 to support our mission.
**OUR IMPACT: INTEGRATED EMPLOYMENT**

**NewBo City Market** is a dynamic public space promoting health, happiness, and well-being in the heart of the New Bohemia District near downtown Cedar Rapids. “*NewBo wants to serve the underserved. This philosophy is critical to the market and is one of the ways we can be a good community partner*” says Market Manager Bradley Klinger. “*We want to highlight the rich diversity and culture of Cedar Rapids and support all individuals to develop themselves and build useful and marketable skills*”.

NewBo is an enthusiastic new partner to The Arc and currently employ Cullen and Alex as part of our Supported Employment program. Cullen and Alex are part-time crew members who help with the maintenance of the market by emptying trashcans, cleaning tables, and even watering the plants. They are supported by an Arc Job Coach who helps them learn their job tasks and supports them during their shifts, and NewBo has provided additional accommodations when needed.

The local shop owners love how much cleaner the market has been since Cullen and Alex started, and their supervisor Fred enjoys having a team to work with. *“Hiring Cullen and Alex has helped bring visibility to individuals with an intellectual and developmental disability. Representation matters. It is critical for marginalized people to be seen, be heard, and interact with the community”*, says Bradley.

The Arc is thankful for NewBo City Market and all of our community partners who have employed our participants, and welcome new businesses who are committed to promoting access, equity, and inclusion for individuals with disabilities.

A fun moment was Cullen’s birthday. He had such a big smile on his face and was so excited to be able to share his special day at work with his coworkers.

**Alex’s favorite job is watering the plants. She looks forward to it every day.**

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**Current Employers:**
- Applebee’s – SW
- Balance Autism
- Cedar Rapids Kernels
- Chili’s
- Coe College – Sodexo
- Crystal Group
- Culvers – Hiawatha
- Edgewood Road HyVee
- Fas Fuel
- Grace C Mae Advocacy Center
- Happy Time Daycare
- Hiawatha Care Center
- Home Depot
- JoAnn’s Fabrics
- Jones Co Regional Hospital
- Lowes
- Marion HyVee
- McDonalds Williams Blvd
- Methwick
- Mt. Vernon Road HyVee
- New Pioneer
- NewBo Market
- Pizza Ranch SW
- St. Luke’s Dietary
- St. Luke’s Therapy Gym
- St. Luke’s Linen Services
- Summit Pointe
- Vinton Fareway
- Vinton McDonalds
- Winslow House Marion

**Supportive Employers:**
(Job Shadows, Assessments)
- Camp Bow Wow
- Can Shed
- CC Recycling
- Collins Road Theaters
- Electrical School
- Fareway 1st Ave
- Grantwood AEA
- Great Harvest Bread
- HyVee 1st Ave
- Kirkwood Hotel
- Marcus Theaters
- Marion YMCA
- PetSmart
- Sugarfire BBQ

**SUPPORTED EMPLOYMENT** served **47** individuals in fiscal year 2021, providing a total of **2,290** hours of job exploration, development, and coaching.
OUR IMPACT: MEET AMBER AND CARTER

Meet Amber Kirchhoff. As a single mother working for The Arc of East Central Iowa since 2004, Amber is a parent to many children. She has two biological sons, Keegan 16 and Logan 12, and she fosters other children who need a safe and stable home.

Amber began fostering in June 2017 when her nephew and niece needed someone to care for them. In May 2018, she received a call about a child who was non-verbal, had many physical and self-harming behaviors (head banging and hand biting), was fed through a tube in his stomach, and could not walk. Amber said ‘yes’ and brought the boy, Carter, into her home.

In 2019, Amber adopted Carter, giving him a forever family. Their journey over the past two years has been filled with ups and downs, successes and struggles, and most importantly, lots of love. Today with services and support from The Arc and physical, occupational, and speech therapies, Carter has fewer behaviors, can communicate with sign language and through two-word messages on his talking device, eats all solid food (g-tube removed), and walks holding someone’s hand or uses a walker, only needing a wheelchair for bussing to and from school.

“Amber is an extraordinary member of our team. Not only does she exemplify dedication, love and sacrifice as a Direct Support Professional (DSP), she understands what it means to be a mother and foster parent to individuals we serve”, says Kristen Krambeer, Advocacy Program Coordinator. “Amber does all of these things as a single mom and recognizes the everlasting impact on her children and the individuals in our community. I am oftentimes awed by the energy, compassion and love she exudes, particularly in very challenging circumstances.”

“Without The Arc I wouldn’t have much help with Carter. Knowing I have The Arc to help me, I am now caring for another foster child who gets services through The Arc.”
MORE COMMUNITY IMPACT...

COMMUNITY INTEGRATION, otherwise known as Day Habilitation, brings adults into the community to volunteer, socialize, and explore. This program gives adults safe and active experiences in which they can build skills and gain independence. In 2021, we provided 44,015 hours of service for 76 participants, both in person and virtually.

HOME AND COMMUNITY SERVICES provides individualized supports to over 290 individuals which equaled over 46,486 hours of service in 2021. The Arc’s in-home services assist individuals and caretakers. We help with daily living skills, developmental care, and independent living. We also support caregivers by providing supervised Respite care so they can take a break, go shopping, or spend time with other family members.

LICENSED DAYCARE is available for children aged 5–21 years. Our low ratios (1:1 or 1:3) allow us to tailor programming to meet the unique needs of every participant. The Arc provides the only before- and after-school and summer special needs childcare in our five-county region. In 2021, we served 82 children annually for 21,602 hours, allowing their families and caregivers to maintain their employment and self-sufficiency.

PROJECT SEARCH provides on-site job training and coaching in partnership with UnityPoint Health–St. Luke’s Hospital. Each year 12 young adults are transformed through internship and classroom experiences that teach marketable job skills. Many interns are hired by St. Luke’s after graduation. This program has strong outcomes, with 75% of individuals securing and maintaining employment upon program completion.

VOLUNTEERS contributed 629 hours in 2021 to support our community impact. Thank you to the 126 volunteers who contributed in-kind donations in the amount of $10,862.00.
33 YEARS AND COUNTING

Being a Direct Support Professional (DSP) is hard work. But Lori Raleigh loves working with individuals who have an intellectual or developmental disability and their families. Lori has worked as a DSP with The Arc since 1989. She attended Kirkwood’s Handicapped Services Program and was looking for job opportunities that provided flexibility and meaning. She found The Arc.

For Lori, it’s the Connections. She stays with her families for as long as they need her and has served one family’s son from age 4 well into his 30’s. She and his mom are now best friends. Lori loves to help build skills for independence and find new and exciting things for her individuals to experience. She takes their interest and matches it to activities. “My passion is trying to find things each individual can do, even when others think they can’t” says Lori. She has taken individuals to visit Kangaroos and Sting Rays, to ride Electronic Bulls and Monster Trucks, and to Robotics Conventions. Lori believes her purpose “is to help individuals with a disability live their life to the fullest”.

It is the passion, commitment, and longevity of team members like Lori that make The Arc something special to those we serve, their families, and our communities.

“I once took a girl downhill skiing who was both blind and deaf. It was one of the most thrilling experiences of her life and mine too.”

~ Lori Raleigh

In her free time, Lori loves spending time with her family and baby pigs!
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Schwebke
Terrie & Scott Seibert
Richard & Patricia
Semelroth
Boyd & Diane
Severson
Sharon & Andrew
Shaefer
Judy Shaffer
William & Catherine
Sheka
Kathy Shelton
Laura Shepard
William & Rachelle
Shepard
Elizabeth Shepherd
Maryann Shinrock
Joel & Sandra Shirman
Gloria & Raymond
Short
Pamela Shrauger
Terrie & Scott Siebert
Alice Silver
Simmons Perrine
Moyer Bergman PLC
Albert Joseph Simon
Michelle Simpson
Niranjan & Raakhee
Singh
Marilynn Sippey
Dana & Debbie Smith
Debbie Smith
Ryan Smith
Cindy, James & Tyler
Smothers
Troy Smothers
Ellie Snively
Steven Snawaert
Sashi Solomon
Eric & Roxann
Sorenson
Barbara Soukup
Robert & Kay Spading
Kelby Srother
Robert & Marilyn
Stabenow
Ralph Standley
Stacy Stastny
Kevin & Kimberly
Steele
Ted & Amy Steger
Louis Stepanek
Patricia Stepanek
Roger, Oline & Jake
Stigers
James Stigers
Robert & Jane Stolen
Gary & Nancy
Strandberg
Sara, Sally, Matt, &
Beth Strang
Strategic Financial
Solutions
Shelly Strellner
Shelby Strother
Kelby Strother
Sandra Strunk-
Sosaia
Don & Carol Stulken
Carol Stulken
Mark & Angela Sturtz
Janet & Chester
Sullivan
Travis Summer
Linda Svoboda
Luann Swails
Richard Swanson
Leea Swoeha
Catherine & Mary
Swiderski
Melissa Tandy
Mary Tarbox
The Greater Cedar
Rapids Community
Foundation
Thines Law Offices
Janie Thompson
Tammy Lee
Thompson
Katherine & Jeffrey
Thorsteinson
Robert Tierney
Randy & Joyce Tietz
Bev Timko
Andrea Timmerman
Cheryl TLusty-Marsh
Sara, Dale & Adam
Todd
Tom Riley Law Firm
Amanda Tomlinson
Total Quality Logistics
Transamerica
Emma Trotter
Brenda Truelson
Justin & Kimberly
Tucker
Carlee Tumilty
Katie Tumilty
Mitchell Turner
Kim Ross
Deborah Uhrina
David Upah
Curtis & Mary
Updegraff
US Bancorp
Foundation
Tina Usher
Jerry & Vicki
Van Deusen
Dawn Van Dorsten
Van Meter
Mary VanCleave
Angelicla VanNatta
Joseph Vens
Veridian Credit Union
Kathleen Voet
Terry & Kelly
Von Lehmden
Connie & Kenneth
Wagner
James Wagner
Sharon Wagner
Janet & Wade
Wagner
Laurie Wahlert
Dawn Waite
Cherie Walter
Jeanne Wampler
Tara Ward
Angela Ward Bindner
Amanda Weaver
Keith & Lanea Weber
Johnathan & Sharon
Weeks
Thomas Weigand
David Wenzel
Jeff & Julie Wenzel
Kim Wesbrook
Anna West
Phil & Laura White
Christine & Earl White
Kevin & Becky
Whitman
Patricia Wiebel
Tami Wiederin
Thomas Wiegand
Sharon Wilcox
Peggy Wilkinson
John & Kathryn
Wilkinson
Glen & Jacklin
Wilkinson
Erica Wilkinson
Blake & Angie
Wilkinson
Kelly & Emma
Wilkinson
Duane & Debra
Wiltieh
Jared Williams
Debbie Williams
Ann Wilson
Dehlores Wilson
Virginia & John Wilts
Susan Winegarden
Lawrence & Joni
Witzel
Craig & Candace
Wood
Richard & Judith
Woods
Ann Woodward
Richard Woodward
Keith Wright
Larry & Peggy Wright
Lois Yoerger
Jennifer Zach
David, Cynthia &
Zachary Zenk
Timothy & Charlene
Zruisky
We apologize if we
have listed your
name incorrectly
or have omitted
your name. Please
contact us so we
may correct our
error. We’re grateful
for all support
provided to
the agency.
HELP THE ARC

ADVOCATE
Follow The Arc of East Central Iowa online at www.arceci.org for news, resources, trainings and join our email subscription for important advocacy alerts, legislative news, future events, and trainings. For questions or future suggestions contact Kristen Krambeer, Advocacy Program Coordinator at kkrambeer@arceci.org or 319-365-0487, ext. 1028.

VOLUNTEER
We rely on volunteers to improve our mission of supporting individuals diagnosed with intellectual and developmental disabilities. For volunteer opportunities, visit us at https://arceci.org/get-involved/volunteer/ or call 319-365-0487 to learn how you can support The Arc with your gift of time.

FUNDRAISE
We are grateful for and welcome the community’s enthusiasm and initiative in finding creative ways of supporting The Arc. Does your business have a team-building event that might raise funds for The Arc? Are you connected to a philanthropic group looking for fresh, new ways to support impactful area agencies? Do you have an idea you’d like to carry out to support The Arc? Contact Jenny Bosking, our Development & Communications Director, with your ideas at jbosking@arceci.org or 319-365-0487, ext 1024. We would love to help you accomplish your third-party fundraising efforts to support The Arc.

DONATE
Supportive and kind donors to The Arc allow us to carry out our mission of providing programs and services for those with intellectual and developmental disabilities. We invite you to help us bridge funding gaps, provide support for new and long-term families, connect caregivers to others who share their journey, and deliver engaging and life-changing programs to our nearly 650 participants through a monetary donation. Donations can be made online at https://arceci.org/donate/ or call Jenny Bosking with additional questions. Thank you for trusting us with your gift!

FUTURE GIFTS
Are you looking for a way to make a significant and long-lasting gift to help further our mission? Making a long-term investment in The Arc through a planned gift will have a positive impact on our programs and services for years to come. The Arc is excited to share our new, structured planned giving program with information, resources and experts to help you make an impactful gift ensuring generations to come will have access to Arc programs and services in our community.

JOIN THE CONVERSATION
@arceci  @thearcofeastcentraliowa  @the-arc-of-east-central-iowa
FY2021 FINANCIALS (7/1/2020 – 6/30/2021, unaudited)

$4,183,428
TOTAL REVENUE

Programs & Services .................................. 2,322,620
Fundraising & Grants ...................................... 819,531
Other .................................................................................. 1,041,277

$3,316,688
TOTAL EXPENSES

Programs & Services ................................... 2,558,616
Fundraising & Grants .......................................... 77,236
Administration ....................................................... 680,836
A LIFETIME OF SUPPORT

In 1968, Jim and Geri Pettitt became parents to their second daughter, Michelle. Soon after Michelle’s birth, she was diagnosed with Down’s Syndrome. A doctor at University of Iowa Hospitals and Clinics suggested they contact The Arc for help and support and the Pettitt’s relationship with The Arc of East Central Iowa began.

“The Arc, with its array of supportive and informative activities, provided what we needed,” says Geri. Not only did Michelle benefit from Arc programs, but Jim and Geri formed meaningful and important friendships with other Arc parents through community gatherings, parent support groups, conferences, and family events. Michelle’s three sisters also made valuable connections with other Arc siblings. And Michelle loved “all the gatherings and took advantage of the parties, the dances, and community gatherings. Her favorite, and mine too for her, was Summer Day Camp. The respite that Summer Day provided our family was immeasurable!” The ripple effect of being a part of The Arc impacted everyone, and Geri reflects, “It’s not a surprise that The Arc would become family.”

Because The Arc did so much for their family, Jim and Geri wanted to do more for The Arc and became Members and donors. Sadly, Michelle passed away in 2017, but their relationship with The Arc didn’t stop. “We couldn’t just leave all that when we no longer had the same needs. We are forever a part of The Arc. We made lasting friendships with people who shared common experiences and values, with whom we could share the ups and downs of life.”

The Pettitt family is one of many who have supported The Arc for over 50 years! The love and advocacy of each donor sustains the services families like Jim and Geri needed for Michelle. Our supports allow children and adults to remain at home and live and play with dignity, freedom, and full inclusion in the community.

The Arc of East Central Iowa is thankful for the Pettitt’s and the entire family of Arc participants, supporters, neighbors, family, and friends who give so generously year after year to help us carry out our mission.

OUR MISSION

The Arc of East Central Iowa empowers people with intellectual and developmental disabilities to engage in lifelong opportunities to live, learn, work and play with dignity, freedom and full inclusion in their communities.