

The
Arc
Effect

Achieve with us.



The Arc of Midland Core Values

The Arc of Midland imagines that

Anything is Possible.

The Arc of Midland is

Building a Community for All

The Arc of Midland

Encourages Our Society

to learn about

Patience, Acceptance, and Valuing Others

The Arc of Midland

Advocates

for All People

being together

and provides

Invaluable

services, and makes

Person-Centered

decisions





December 2020

Hello Friends,

Andy Andrews, author of *The Butterfly Effect* and several impactful books states, “Every single thing you do matters. You have been created as one of a kind. You have been created in order to make a difference. You have within you the power to change the world.”

Although I don’t expect to change the world, I do expect to make a difference in the lives of people with disabilities. When I think about the last 27 years of my life and the future of The Arc of Midland, I am here to tell you that anything is possible...I look forward to doing great things with you...The Butterfly Effect is something I think about often, and will believe in always.

I find myself reflecting on what has already happened, how much I have endured and what more I need to do. Most of my thoughts circle back to Melina, my 27-year-old daughter with Down syndrome. Melina is the reason that I am working with people with intellectual and developmental disabilities and at The Arc of Midland. I have dedicated exactly half of my life thinking about how she deserves every chance and should be afforded every opportunity. Within 12 hours of Melina being born and receiving the news of her having Trisomy 21, my husband and I were in the basement of the hospital looking at microfiche combing through information looking for the most positive, brightest outlook. It was that moment in the hospital within those first 24 hours that I knew the only thing that I would be willing to do is to look forward. Making change as we went along, trying to never settle, and many times when making choices for her, trying to forget about the fact that Melina had a disability.

I made choices for her as though she did not have a disability. I thought each time, if she did not have Down syndrome, would I make this same choice? Melina is my first born so I had set the highest of expectations. I also have two other daughters, once they were born I would ask myself the same question over and over...would I make this same decision for Zoie or Delia. If the answer was no, I took a step back and decided how I might alter my next step. If the answer was yes, I moved forward. I use that same guidance today, even though it may be slightly different.

Today, at The Arc of Midland, my mind takes me back to some of those same questions that I once asked myself for my own family and for Melina. Our mission is shaped by asking questions whether any of our actions are person-centered, is it inclusive, does the person enjoy it, does the person have a meaningful life, what can we do as an agency to make their life better. What additional information does the person need to help them understand it more? What are we missing, can we create more opportunities for people, can we educate the community more about the work that we do, how can we showcase a person and their gifts so our community understands the population of people we serve? What more can we do to advocate for people with disabilities, how can we be better partners?

The work that The Arc of Midland does is critical to our community. We are constantly discussing situations and talking about how our agency can make things better for people. We are always looking at our programs and making decisions on whether we continue it, change it up or discontinue it. Our minds are being stretched and we are thinking of new ideas that will make our agency better than ever. Exciting times are yet to come!

With appreciation,

Laurel Bucci

Executive Director



Perspectives

By: Shana Holet

From time to time all people will struggle with one thing or another. My name is Shana Holet and I am a person that needs support at various times. I live with mental illness and physical-health related disabilities. During the fall of 2019, I found myself lonely and feeling as if my time was only dedicated to doctor's appointments that are necessary to live the healthiest life I could live.

For my 2019 Person-Centered Plan; an individual I had never met, Lexi, attended. At this time, Lexi was still in school, and was attending SVSU as a field student in the Social Work program while on assignment at The Arc of Midland. Through the Person-Centered Planning process, I decided it would be helpful for me to have someone call me each day and ask me simply how my day was and to focus on the good and positives of the day. Lexi took on the role to call me daily and provide the support I needed to see that each day has something positive.

Lexi continued to call me throughout the year leading up to the COVID-19 pandemic and through the months that followed. These daily phone calls really allowed me to build a relationship of positivity with

Lexi that allowed us both to share positive and not so great moments. Having a relationship that is built on positivity and commonality, but differences, allows for each person to grow and learn together. Lexi and I grew to know one another and we each shared about our days equally. I feel I learned to look at my life in a more positive light from the experience.

49% of people without disabilities feel that they do not have anything in common with people with disabilities and 26% admit to avoiding engaging in conversation with an individual who has a disability. A lack of understanding and awareness of disability is one of many significant obstacles a person may face when making connections and forming friendships. Learning, valuing, and knowing an individual with a disability is bound to enrich one's life. A positive connection between a person with and without a disability will have a lifelong impact.

Stay tuned for the upcoming series, "Perspectives", which spotlights an individual's firsthand experiences.



Smile-Making Moments

"Thanks to the Jacqueline and Dennis Klipa Fund held at the Midland Area Community Foundation, Drew can now experience the joy of riding a bicycle!"

The Jacqueline and Dennis Klipa Fund provides equipment for physically and multiply impaired individuals through age twenty-five.

"Libby is able to smile a whole lot more with true confidence and happiness through our Special Assistance program!"

This smile-making moment was provided by a generous donation from Robert L. Malecki.



Program Areas

The Arc of Midland's staff provides the stepping stones to enhance lives. Their personal dedication and care to each person's life is evident in each of their daily practices. The important decisions made each day include the individual, centering around their own choices and well-being.

Our agency's primary purpose is to advocate for individuals with intellectual and developmental disabilities. We have two areas of expertise, the Personal Representation Services Team (this includes the Representative Payees and Guardians*) and the Community Building Team.

PERSONAL REPRESENTATION TEAM



From left to right: Cass, Bre, Lacy, Tricia, Lexi, & Malorie

Together, The Arc of Midland and the individual develop a budget to manage their monthly SSI, SSDI payments and earned income. Such work includes assisting them with paying their bills, budgeting, and planning for achievement of personal goals such as purchasing a house, living independently, or having the funds for a vacation or special class. This support allows those with intellectual and developmental disabilities to live independently, but also ensures the unbiased support and guidance of an intermediary as necessary. In addition,

through this program we serve as guardian of person, guardian of estate, conservator or payee for individuals with intellectual and developmental disabilities as requested or required by law.

Our Personal Representation Services team assists the individuals that we serve in the following ways:

- Advocating for medical decision-making, personal needs, affordable housing, financial and legal assistance on a daily basis
- Creating budgets to assist with an individual's understanding of their day to day financial needs
- Managing financial accounts to assure that bills are paid and funds are available
- Scheduling medical appointments
- Meeting with partnering agencies to assure that communication about the people we mutually serve is accurately reflected
- Ongoing Fiduciary Guardian reporting with Probate Court
- Assisting with obtaining personal identification and setting up accounts (examples include: Consumers Energy, AT&T, Spectrum, MiAble, bank accounts, Trust accounts, Truelink debit card account, MDHHS account)

*A Guardian is a person who is given Probate Court authority to be responsible for the personal and physical well-being of an adult who is Developmentally Disabled (DD). The Guardian has the same powers and duties over the individual as parents have over their children. The Guardian has the authority to act as the decision-making agent for another person in specified or all legal, medical, or financial matters.



COMMUNITY BUILDING TEAM



From left to right: Rachel, Michelle, Laurel, Thom, & Olivia

We advocate for individuals of all ages with intellectual and developmental disabilities so their voice can be heard. This program area allows for collaboration with partner agencies and businesses to create opportunities for individuals to be contributing members of our local community. Our local programs evolve based on the current needs of the people with intellectual and developmental disabilities and their families within our community. Our Community Building Program Associates create opportunities within the community to give individuals with intellectual and developmental disabilities a sense of belonging.

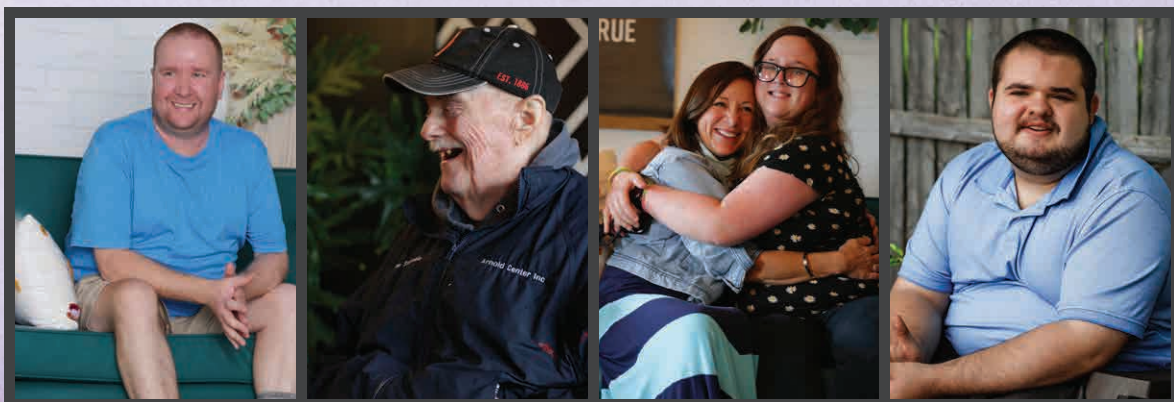
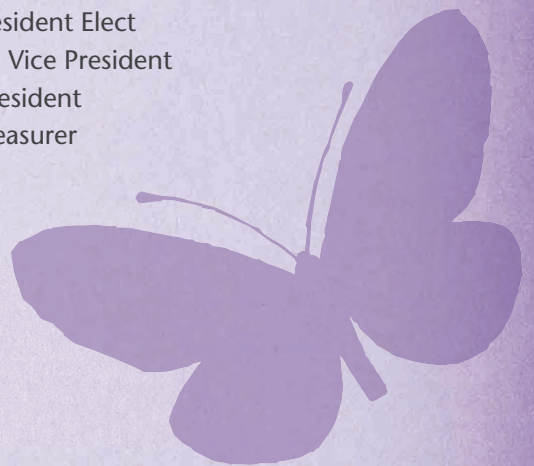
Our current Community Building programs include:

- Everyone In Education is a collaborative effort with Midland Public Schools and the Midland County ESA aimed at increasing resources and capacity for educating all students together.
- Healthy Relationships is small group education related to safe and healthy relationships and sexual assault prevention.

- iCan-Bike Midland is a program for children and adults to learn how to ride a 2-wheel bike.
- AngelSense is a GPS tracking program we provide specifically designed for individuals with disabilities to keep individuals safe.
- People First is a group of people with intellectual and developmental disabilities who advocate for positive change in the community including voters education and public policy advocacy.
- Sibling Roots provides support to siblings of people with disabilities through a variety of programs. Sibling ROOTS is offered to school-aged siblings, and is provided in two sessions, one for young siblings (K-5) and one for teen siblings (6-12).
- TEAM is a weekly class that provides information and resources to adults on health, safety, general "adulting", and advocacy.

BOARD OF DIRECTORS

- Sarah Murchison, President
- Kathy Dolan, President Elect
- Michelle Bourke, Vice President
- Jeff Dyer, Past President
- Sage DeMull, Treasurer
- John Boothroyd
- Amanda Brown
- Colleen Dolan
- Jeff Rekeweg
- Kevin Roeder
- Brad Tammen
- Jordan Waier



POOLED TRUST

Did you know that The Arc of Midland offers a Pooled Trust for people with disabilities living in Michigan? This wonderful opportunity allows for individuals and their loved ones to save money to fulfill dreams and contribute to quality of life moments.

The Trust was created to manage funds for qualified needs during a beneficiary's lifetime. The funds contributed to The Arc of Midland's Pooled Trust come to a person in a variety of ways:

- Beneficiary Contribution
- Legacy Gifts
- Birthday Gifts
- Holiday Gifts

Without a Trust, government or state benefits and vital to everyday living might be compromised. Pooled Trust funds can be used for items such as: home repairs, vacation, supplemental medical or dental care, technology, and home furnishings to name a few.

Help us make dreams come true with a thoughtful gift!

ADVOCACY SERVICES

The Arc of Midland's origins began sixty-eight years ago with a desire and mission to serve in an advocacy role for individuals with intellectual and developmental disabilities. Dependent upon the desires and needs of each individual, The Arc would assist, create and facilitate helpful solutions to life's everyday concerns and needs.

Occasionally, we are also called upon to advocate for a family member of a person with a disability. The Arc of Midland may be called to assist new parents learning of their child having a disability as they sometimes encounter difficulties understanding the different agencies and next steps in getting supports. Potentially, even with their employer regarding scheduling or time away from their job in order to provide the special care and specialized therapies needed for their child. The Arc of Midland has been instrumental in exploring possible solutions that created a "win-win" outcome for everyone.





Today, the areas that often come to mind are in the education system and the Community Mental Health for Central Michigan service system, as we receive calls weekly from those seeking assistance and guidance within these respective areas. We attend meetings with people, assist with email inquiries and make telephone calls on an individual's behalf. The conversation may be a little different for each person, but similar in the fact that an individual may need assistance in seeking answers from "systems" that they are not able to navigate on their own.

The Arc of Midland might also be asked to assist and guide an individual whose personal desire it is to become their own self-advocate. This individual may not have a guardian, or maybe they do, but may find themselves needing a bit of guidance in seeking their independence. The Arc of Midland works with every individual in order to help them achieve their goal of independence and self-care.

The Arc of Midland's Advocacy Services are provided at no expense to every individual with an intellectual and developmental disability within our community. The Arc of Midland is incredibly proud and honored to serve in this capacity for those in our community that need advocacy services.



Mission: The Arc of Midland is a nonprofit organization which promotes the general welfare of people with intellectual and developmental disabilities and increases their presence, participation and inclusion in the community.

Pop-up events at The Arc of Midland

Connecting people with intellectual and developmental disabilities is an integral part of The Arc of Midland's mission. It is a human necessity that people feel safe and connected to others. Our Pop-up events provided a fun way to interact with the individuals that we serve and support, while connecting with our community. COVID-19 presented some challenges in 2020, but we found a way to navigate the changes and celebrate the good things in life.

POP-UP PICNIC

In July, our summer Pop-up picnic was held and nearly 200 people were thrilled to receive their orange, summer themed bucket of fun! We included a summer bucket list scavenger hunt, hot dog dinner for two, and sidewalk chalk, giving people the opportunity to get out into the community, pick up their bucket and enjoy the sunny day.

POP-UP DONUT DELAY, LEARN ABOUT VOTING TODAY

Over 50 proud citizens received an informational, goodie bag filled with fun, patriotic items, including a delicious donut! This event raised awareness on the importance of voting and provided people with the opportunity to register to vote.

POP-UP TRUNK OR TREAT

We partnered with People First to host a Trunk or Treat event. This group of self-advocates filled Halloween bags with candy, donned their best costume and passed out the goodie bags to others as they arrived.

It's about making Connections! It's about making Memories! It's ALL about Building Community!



PICNIC POP-UP
JULY 2020

POP-UP DONUT DELAY,
LEARN ABOUT VOTING TODAY
SEPTEMBER, 2020

POP-UP TRUNK OR TREAT
OCTOBER 2020



Partners on the Patio

Creating a community space dedicated to learning and discussion was the thought behind Executive Director Laurel Bucci's "100 Days – Partners on the Patio".

Between July and November 2020, The Arc of Midland was host to twenty-nine community members who met with members of the Arc staff in order to learn of The Arc of Midland's history and focus, its positive community influence and its vibrant dreams for a bright future.

Laurel's desire in creating this discussion-based gathering was inspired by her twenty years of being associated

with The Arc of Midland. Now, as Executive Director and wishing to share with our Midland community the commitment and dedicated work which The Arc of Midland provides for all people with intellectual and developmental disabilities every day, Laurel's idea took hold and Partners on the Patio was created.

Judging by the many new relationships and warm discussions that were shared by all during our first year of Partners on the Patio, we can only imagine a future where "Anything is Possible!".

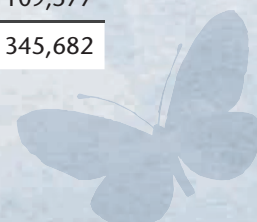
Thommy the Elf's *Holiday Arcstravaganza*



Did you get a chance to see Thommy at our 1st annual Thommy the Elf's Holiday Arcstravaganza!?

Statements of Financial Position

	DECEMBER 31	
	2019	2018
ASSETS		
Current assets:		
Cash and cash equivalents	\$ 602,806	\$ 74,358
Accounts receivable - funding sources	10,518	6,082
Accounts receivable - clients	11,188	121
Accounts receivable - officer	-	1,313
Program supplies inventory	-	300
Grants receivable	25,000	50,000
Prepaid expenses and other current assets	-	2,945
Total current assets	649,512	135,119
Property and equipment, net	-	1,050
Beneficial interest in assets held by others	5,020	4,282
Cash held for clients	183,574	205,231
Total assets	\$ 838,106	\$ 345,682
LIABILITIES AND NET ASSETS		
Current liabilities:		
Accounts payable	20,916	11,015
Accrued payroll and related expenses	26,125	19,343
Line of credit	-	516
Total current liabilities	47,041	30,874
Cash held for clients	183,574	205,231
Total liabilities	230,615	236,105
Net assets:		
Net assets without donor restrictions:		
Undesignated	522,471	58,591
Board designated	5,020	4,282
Total net assets without donor restrictions	527,491	62,873
Net assets with donor restrictions	80,000	46,704
Total net assets	607,491	109,577
Total liabilities and net assets	\$ 838,106	\$ 345,682



Statements of Activities



	DECEMBER 31	
	2019	2018
NET ASSETS WITHOUT DONOR RESTRICTIONS		
Revenue and support:		
Program services	\$ 303,479	\$ 319,258
United Way allocation	90,500	94,095
Contributions and grants	659,264	231,309
Special event revenue	96,375	101,619
Appreciation (depreciation) of beneficial interest in assets held by others, net		
Interest income	738	(643)
Net assets released from restrictions:		
Satisfaction of purpose restrictions	87,474	93,087
Total revenue and support	1,238,299	838,992
Expenses:		
Program services:		
Family/individual support services	418,626	398,876
Community development	170,672	119,604
Total program services	\$ 589,298	\$ 518,480
Supporting services:		
Management and general	139,564	184,923
Fundraising	44,819	50,399
Total supporting services	\$ 184,383	\$ 235,322
Total expenses	773,681	753,802
Change in net assets without donor restrictions	464,618	85,190
NET ASSETS WITH DONOR RESTRICTIONS		
Contributions and grants restricted for programs	120,770	39,791
Net assets released from restrictions	(87,474)	(93,087)
Change in net assets with donor restrictions	33,296	(53,296)
Change in net assets	497,914	31,894
Net assets at beginning of year	109,577	77,683
Net assets at end of year	\$ 607,491	\$ 109,577

Grants Awarded

2020

Consumers Energy Foundation

Project Connect

Michigan Developmental Disabilities Council

Independent Facilitation

Michigan Small Business Restart

COVID-19 Support

Midland Area Community Foundation

Community Investment COVID-19

Midland Area Community Foundation

COVID-19 Support

Midland Area Community Foundation

Be Counted 2020 Census

Midland Noon Rotary

Lost Wages due to COVID-19 for Individuals with I/DD

Paradise Foundation

Holiday Giftopia

Rollin M. Gerstacker Foundation

Hopeful Futures

The Charles J. Strosacker Foundation

Operations

The Arc of the United States

MLK Day of Service

2019

Michigan Health Endowment Fund

Family Support and Training

Blessed Sacrament

Sensory Kits

Michigan Developmental Disabilities Council

Independent Facilitation

Midland Area Community Foundation

Sensory Kits

Midland Area Community Foundation

Project Lifesaver

Midland Civitan Club

iCan Bike - Midland

Midland Rotary Club

iCan Bike - Midland

Noon Exchange Club of Midland

Veteran Assistance

The Arc of the United States

MLK Day of Service

The Arc of the United States

Future Planning for Aging Caregivers

The Herbert H. and Grace A. Dow

System Advocacy and Navigation

Rollin M. Gerstacker Foundation

Hopeful Futures

Zonta Club of Midland

Self-Esteem Education



United Way of Midland



With Our Loved One's in Mind

Today, there are many more opportunities for people with intellectual and developmental disabilities (I/DD) as they benefit from typical life experiences and contribute to society in meaningful ways. It was once believed that people with I/DD needed more restrictions and protection throughout their lifetimes, not allowing a person to make their own decisions. While some of these beliefs and practices exist today, significant progress has been made in the past 50 years. There are a number of people living successfully in our own community without restrictions.

Midland is an amazing community for a person to live in, with or without a disability. People with I/DD are now breaking down many of the old stereotypes with support from their own family members or other natural supports, improved medical knowledge, access to education and technology, and opportunities with full community inclusion and participation.

As the American Association on Intellectual and Developmental Disabilities and The Arc of the United States have jointly concluded: "Less restrictive means of decision-making supports (e.g., health-care proxies, advance directives, supported decision-making, powers of attorney, notarized statements, representation agreements, etc.) should be tried and found to be ineffective in ensuring the individual's decision-making capacity before use of guardianship as an option is considered." Other common examples of legal alternatives to guardianship include: health care surrogates by operation of state law, representative payees, trusts, and joint ownership.

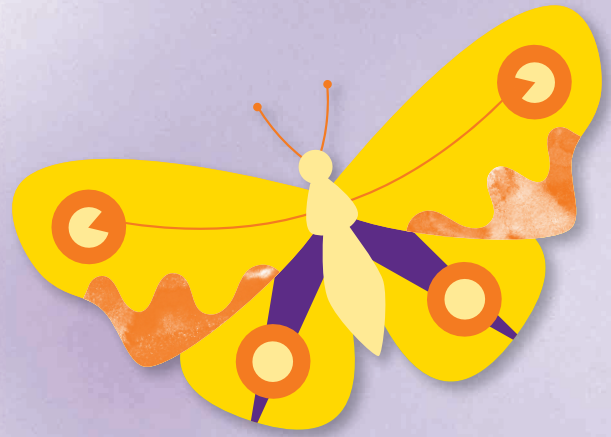
If alternatives to guardianship are thought of broadly - i.e., as services or supports that allow a person's needs to be met without a court-appointed guardian - many other options may be included within the continuum of decision-making support. Some of these options include:

- Voluntary participation in money management services
- Case management services
- In-home care services
- Food and prescription delivery
- Daily call services
- Direct deposit or bill pay
- Medical or educational release forms to allow the sharing of confidential information with supporters
- Other credit union and banking services technology
- Person-centered planning
- Vocational services
- Supported living services

Because of its legal implication on the person's civil rights, guardianship must be recognized as "an extraordinary intervention in a person's life and affairs," with the inherent potential to be a "drastic restraint on a person's liberty".

Our loved one's future relies on supportive, less restrictive, and mindful decision-making. The Arc of Midland is an advocacy organization with knowledge and educational resources for individuals with intellectual and developmental disabilities and their family members to fully explore and understand the numerous possibilities that are achievable.





*"Many heartfelt thanks...
Words cannot express the gratitude and appreciation
The Arc of Midland has for all of you, our community
partners, providers, direct support professionals, donors,
sponsors, foundations, members, the people we serve,
our staff, and our board of directors. Thank you for
supporting The Arc of Midland during this eventful year."*



Thank you to Renee' Deckrow from Captured Photography for our photo series