



Annual Report

2022

The year in review



As I reflect on the 2021-22 Fiscal Year, I am grateful for the steadfast support of our board, staff, families, and partners who help us provide a wide range of opportunities for people with developmental disabilities in our community.

The work of The Arc of Southside has never been more important, nor has the leadership and staff been more committed, to not only continuing our good core work, but enhancing it to ensure that our friends and neighbors with developmental disabilities are both included and empowered.

As you will note in this report, we are committed to supporting people to live their lives with self-determination and confidence, through programs specifically designed to provide them with the tools they need to continue their

education, prepare for, and find, meaningful employment, live healthy lives, and reside in the home of their choosing with the support they need.

I thank The Arc's direct service and management staff for their professionalism and dedication in helping those we support develop the resilience to overcome barriers and strive for increased independence.

To our families, and employment and community partners, we could not do this without your generosity, voluntarism, and advocacy. On behalf of all 160 adults and transition age youth we serve, please accept my gratitude for your belief in our participants and your commitment to the success of our mission.

Monica Karavanic
Executive Director

Summer Highlight

The Arc of Southside became the first and only provider to offer Peer Mentoring services in Virginia.

Winter Highlight


The Arc of Southside met with Delegate Danny Marshall and Senator Bill Stanley to advocate for the DD System Rescue Plan during General Assembly.

Autumn Highlight

The Arc of Southside added Benefits Planning to its menu of service offerings.

Spring Highlight

Monica Karavanic was selected as The Arc of Southside's new Executive Director.



Services by the numbers

BENEFITS PLANNING

5 Served

COMMUNITY LIVING

54 Served

COMMUNITY & DAY

136 Served

SUPPORTED EMPLOYMENT

73 Served

PEER MENTOR

9 Served

TRANSITION

17 Served

294

Total Services Provided



Our Impact *highlights*

8

Unfunded Participants

164

People Supported

17.8%

Average DSP Wage increase

11

Job Placements



Projects

Details

Outcome

**Direct Support
Professional
Wage Rebase**

Evaluate wages for front-line staff to determine a wage scale that is equitable and accurately reflects the value of the work performed

- Developed a model that is employee-specific and considers tenure, training and development within the agency

**Finance
Department**

Establish a full-service Finance Department by bringing all operations/staff in-house

- Hired a full time Finance Director

Everyone deserves

A Life Like Yours



The Traveler

Wes Fifer lives independently in his apartment and enjoys working his job at Walmart. Wes has also taken the opportunity to explore his hobbies and interests. One interest in particular: He loves to travel.

During his June trip, Wes visited a friend in New Hampshire, taking in all the sights, sounds, and food that the state has to offer. Wes also loves the thrill of racing. In September, with the help of his DSP, he planned a trip to Daytona for a NASCAR race and at the last minute, added Miami, Florida to his travel plans. Wes is not slowing down either. When asked about future trips, he expressed interest in returning to Daytona for a future NASCAR race and also wants to visit his aunt in San Antonio, Texas.

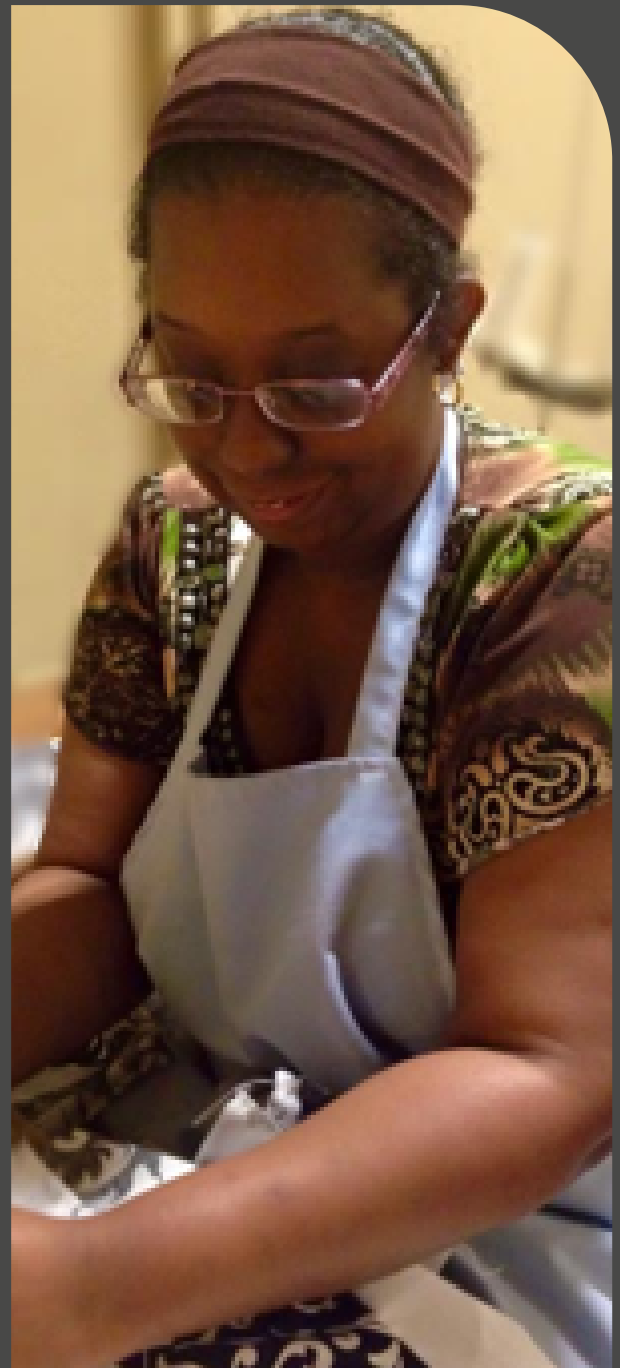
With guidance from The Arc, Wes is exemplary of A Life Like Yours. Alongside independent living and employment is a freedom that Wes now enjoys. The freedom of visiting friends and family. The freedom of watching the next NASCAR race. The freedom of travel.

FINANCIAL POSITION

Current Assets	\$1,787,313
Property & Equipment	\$1,634,490
Total Assets	\$3,421,803
Liabilities	\$289,036
Net Assets	\$3,132,767
Total Liabilities & Net Assets	\$3,421,803

ACTIVITIES

Program Revenues	\$3,315,258
Donations, Grants, & Contributions	\$346,247
Other Income	\$118,329
Total Revenue	\$3,779,834
Direct Program Expenses	\$2,260,667
Program Support Costs	\$884,051
Administrative Expense	\$276,995
Total Expense	\$3,421,713



Spending Summary

66%	26%	8%
Direct Program Expenses	Program Support Costs	Administrative Expense

2022 Awards

let's celebrate



Employer Award

For Outstanding Inclusive Employment Practices that Advance Integrated Employment Opportunities for people with disabilities

Axxor

Employee Award

For Outstanding Achievement in Supported Employment

Billy Woodard

ALLY Award

For Outstanding Dedication to supporting people with disabilities to have A Life Like Yours

Nicholas Pruitt

Direct Support Professionals Service Award

5 Years of Service

Angela Adams

Jean Allen

Rachel Brown

Andre Ferrell

Laurice Holland

Jeffrey Searce

James Slade

15 Years of Service

Quanta Thomas

Shirley Wilson

20 Years of Service

Angela Bradsher

25 Years of Service

Lisa Carter

Sabra Carter

10 Years of Service

Johnnie Hopkins

Jerry McAlexander

50 Years of Service

William Jones

Thank You to our Dedicated
Board Members



SCAN ME