



Annual Report



MESSAGE FROM THE CEO

A quarter of the country—one in four people—has a disability. One in 36 children in the United States have been identified with autism spectrum disorder. Twenty years ago, this statistic was one in 150 children. Most of our programs are at capacity, with more people on waitlists.

And we are stepping up every day, growing to meet the need across our region.

We are committed to overcoming countless challenges, obstacles to tackle, and battles to be fought on behalf of people with disabilities. And we continue to spin up new initiatives to serve our community.

Take, for example, mental health: 40% of people with disabilities struggle with mental health issues, yet only 1 in 10 receive proper care and support. People with disabilities also face much higher risks of suicide, depression, isolation, and use of force from law enforcement.

We've partnered with The Arc of the US on a national pilot program to offer lifesaving Mental Health First Aid for all who support people with disabilities, supported by funding from the United Health Foundation. We'll be able to provide our community with training to recognize the warning signs of mental health crises in people with a disability, understand the unique needs and challenges of adults with mental health needs, access resources and support, and respond appropriately during a potential crisis situation.

We are also working to develop a new online roadmap of services, a dynamic tool providing a vetted guide to resources for families navigating disability resources and benefits, from early childhood through adulthood.

And we are conducting a needs assessment to identify gaps in services. This will lead to a plan that we will share with our community, including with our elected leaders, to bring tangible and timely solutions to address these gaps in service.

We are committed to fostering a culture of inclusion, respect, and equity in every facet of our community. We believe in the inherent worth and potential of every individual, and we strive to create environments where everyone feels valued, supported, and empowered to reach their full potential.

We can't do this alone. Just as a person with a disability needs a network of resources, The Arc of Loudoun depends on you—our community—working together to achieve the vision of a lifetime of opportunities for people with disabilities.

Lisa Max Chief Executive Officer



Fiscal Year 2024

ACCOMPLISHMENTS & HIGHLIGHTS

Supported 59 families with over \$8,000 through our Bridge the Gap funds, ensuring low to moderate income families have access to our programs.

Served more than 5,400 people through direct services for clients and students, families supporting a loved one with a disability, and collaborative partnerships.

Provided **specialized training for Loudoun County's Crisis Intervention Team** (CIT) on disabilities awareness in the criminal justice system.

Raised **more than \$60,000** at our inaugural Opportunities Breakfast, in May 2024.

Made our first Equal Employment Opportunity Commission filing, having reached the 100+ employee threshold last year. The Arc of Loudoun is **the largest private employer** in Leesburg's Historic District.

Implemented **a new Human Resources Information System** to better collect data for reporting requirements and streamline Human Resources processes.

Launched a new disability awareness and accessibility training for local businesses, **You Belong Here**, in partnership with Visit Loudoun.

Partnered with dozens of organizations including school systems, local government agencies, other human services nonprofits, and businesses.



Inclusive preschool for children ages 2 ½ - 7, preparing students and parents for kindergarten.

Served 45 students and their families through the school year.

Graduated 12 students ready for kindergarten.

CENTER

Increased staff and students while maintaining low staff-student ratios.

Filled up our summer school!



We love getting visitors like Micah and Mrs. Kris from Summit Dog!



Thank goodness for Rena Bates!

This year was her 20th work anniversary with The Arc of Loudoun—and the year she became the new director of Open Door Learning Center!

She's been with The Arc of Loudoun since before we even moved to Leesburg (did you know The Arc of Loudoun used to be in Purcellville?) and she's been an educator even longer than that!



Individual and group therapy with applied behavior analysis, speech/language pathology and occupational therapy.

> Served 220 clients, plus their families, in individual sessions and group sessions.

Working to serve more than 80 families on the waitlist.

CLINIC

Life is completely different three years

later. Coco can communicate her needs such as when she's hungry, needs to go to the restroom, when she's tired. She can express preference for toys and music. Coco laughs and jokes with us and her face lights up every time we pull into the driveway at Aurora.

She was trapped for so long... Now Coco is thriving!"

Shared by Coco's mother



That's Coco crossing the finish line at Run the Greenway! When she started at ABC in 2020, she was unable to walk or communicate effectively. This past year, Coco walked a 5K at Disney World! That inspired the family to take part in Run the Greenway, and once again she walked the whole way, joined by ABC staff!



Private year-round day placement K-12 school, primarily for students with autism, accredited by both the Virginia Department of Education and the Virginia Association of Independent Specialized Education Facilities.

Served 52 students through the school year.

Opened the new Miller Grocery Store, a practice grocery store to help students learn and practice everyday skills like money skills, sorting, and storing items.

Held Aurora School's first-ever prom, suggested by one of our students.







Glad you're here, Meghan Marinos!

Aurora School has a new assistant principal! Have you met anyone else who's been the founding head of school for TWO successful private schools? The resume's even longer than that, but you get the idea. We're thrilled you're here!





Acquired new therapeutic technology such as a Galileo Delta tilt table with vibration plate, Vectra Genisys electrotherapy system, and CommSin rehabilitation robot glove.

On its 10th anniversary, renamed the Billy Grey **Memorial Golf Tournament** in honor of its late longtime chairman and founding Ability Fitness Center client Billy Grey.





Nothing's going to stop Lindsay from walking across the finish line at Run the Greenway!







ALLY events help open doors for people with disabilities and their families to crucial everyday skills like riding public transit or riding a bike!



Connecting people with disabilities to resources through consultations, trainings, and events.

Supported more than 1,317 people and provided 679 consultations for individuals and families.

> **Provided 200 people with gifts** during the Holiday Giving Program.

Created and distributed 150 sensory comfort kits to first responders and educators.

Provided iCan Bike Camp for the sixth year, with 90 volunteers supporting 38 riders.

In collaboration with the Loudoun Workforce Resource Center and the Loudoun County Disability Services Board, hosted the **Disability** Resource Fair with 380 attendees and 60 organizations, twice the size of last year's fair.

Held Pathways to the Community Events for adults with disabilities on banking and riding Metrorail. addressing key barriers to justice for people with disabilities with hands-on training.

Hosted trainings on the State Rental Assistance Program and Technology for Independence.

> Hosted **DMV Connect**, bringing DMV services to the community.

Hosted a day of Crisis Intervention Training for 94 people including first responders, dispatchers, and other professionals.

> Held a third Practice Traffic Stops event with local law enforcement, first responders and community partners.



This year The Arc of Loudoun partnered with Visit Loudoun to create something new: You Belong Here disability awareness and accessibility training for local businesses.

Seeded by grant funding from Visit Loudoun, the only organization solely dedicated to driving visitor demand for Loudoun County, and built on our expertise as a regional educator, resource and advocate for people with disabilities, we created a series of free workshops to help help businesses and their staff realize, understand and address the barriers people with all types of disabilities may face when they try to shop, stay or work at those businesses. The training also helps businesses understand how people with disabilities might look for when finding and choosing a place to visit, shop or work, and is customized by industry sector.

The training includes and goes beyond legal minimum standards such as the Americans with Disabilities Actstandards that do not address accessibility for all people, and which may not fully meet the needs of others.

People who completed the workshop also received handy reference materials to take back to the workplace, along with a certificate of completion and window cling to stand out to shoppers and show visitors their commitment to accessibility.

After a successful first run focused on the hospitality industry, this year we're throwing the doors wide to all kinds of businesses!







Helen, a student at Aurora School, helps out at Open Door Learning Center!



Our staff put together a day of trick-or-treating for our students! It's an annual tradition!



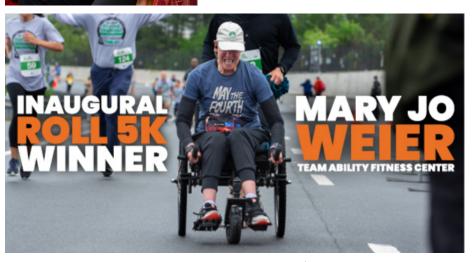
We appreciate our partnerships with first responders—and it sure is fun when they visit campus!



Once again, professional Santa Parker Holloway along with his wife Nadine, Bobbi Desai, Tracy Kelley and Christine Favreaux brought a chance to meet Santa in a sensorysafe environment to our campus for our students and the community. It's a hit every year—and this year the Sensory Santa team was recognized with a **Loudoun Cares Outstanding Volunteer** Award!



Thank you Loudoun County Sheriff's Office for surprising us with a **Sheriff's Leadership Award!**



We helped the Dulles Greenway make their Run the Greenway fundraiser wheelchair-accessible three years ago, and this year for the first time they introduced the Roll 5K category for wheelchair users! And the first-ever champ: **Team Ability Fitness Center athlete Mary Jo Weier**!



Aurora School graduations are always bittersweet—we're going to miss you, but we are so proud of you!



On **Giving Tuesday**, we wanted to give back, so we hosted a day of online educational talks with our experts. Lost Rhino Brewing Company generously hosted us for an evening of good drinks, good food, and good music!



Our first-ever **Opportunities Breakfast** was a huge success, bringing people together to hear directly from our clients!



At our annual meeting each year, we honor staff, volunteers, supporters and partners who go above and beyond for a just, equitable world for people with disabilities. We could never tell every amazing story and honor every dedicated person from a whole year, but here are some amazing ones!

The Beth Mills Service Award honors people who go above and beyond to take on the responsibility to serve people with disabilities. Congratulations Michael Drogin, Leesburg Police Department and Sean L. Dikeman, Loudoun County Sheriff's Office!

The **Rick Berry Professional of the Year Award** honors dedicated professionals that go above and beyond to better the lives of people with disabilities. Congratulations **Suhad Abdallah**, **Principal of Aurora School** at The Arc of Loudoun!

The **Mary B. Tett Volunteer of the Year Award** honors "superstar" volunteers who go above and beyond to selflessly give of their time and talent to support people with disabilities and their families. Congratulations **Soledad Vilela**!



The Arc of Loudoun is one of the first Loudoun nonprofits now coordinating and streamlining referrals through **Unite Virginia**, thanks to a group of local funders led by 100WomenStrong, the Claude Moore Charitable Foundation and the Community Foundation for Loudoun and Northern Fauquier Counties! We're one of 14 nonprofits to pilot the **Unite Us** platform (uniteus.com) in Loudoun County!



The Arc of Loudoun maintains low overhead costs. Management and general expenses make up only 6% of The Arc's expenses, and fundraising only 4% for a total of 10% overhead. That means 90% of expenses are dedicated directly to programs and services.

Meanwhile **revenues have increased by 32% in the last five years**, from \$5.8 million in 2019, to \$7.7 million in 2024.

Other major nonprofits and philanthropists trust The Arc with their investment—like 100WomenStrong, Loudoun County's human services grants, and the Claude Moore Charitable Foundation, which since 2020 has continued to invest in the Claude Moore Center for Early Intervention at The Arc of Loudoun.

Even more growth is on the way with **successful new fundraisers**, and increased earned revenue in all programs.

It's an investment you can trust—The Arc of Loudoun is a 501(c)(3) nonprofit awarded Candid's Platinum Seal of Transparency, with a **strong strategic plan**, **stable leadership**, **and extensive community partnerships**.





The 150-year-old, historic Carlheim Barn, which The Arc of Loudoun renovated and reopened in 2018, today houses the Aurora Behavior Clinic and The Arc's administrative offices.

OUR STORY

When no one else would, a group of parents started a preschool for their children with disabilities.

That was 1967, and from this act of love The Arc of Loudoun was born. Since then, this 501(c)3 has grown and matured into a fullservice organization with multiple programs that together provide a lifetime of opportunities for people with disabilities. Today, The Arc of Loudoun serves thousands of people every year and is the largest private employer in Leesburg, Virginia's Historic District.

At The Arc of Loudoun, it always has been and always will be our mission to advocate for, educate, serve, and support people with disabilities and their families. With this mission in mind, we have five integrated, comprehensive, and direct-service programs colocated on our campus.

The Arc of Loudoun strives to bring about a just, equitable world for people with disabilities.



The Arc of Loudoun leads the Community Action Team, a collaboration between local agencies to help families with urgent needs; created and runs the Disability Response Team, a coalition of local law enforcement and members of the criminal justice community, and the Loudoun Disability and Justice Coalition; and is an active member of the Loudoun Human Services Network and the Loudoun Chamber of Commerce.

Public school systems including Arlington County; City of Falls Church; District of Columbia; Fairfax County; Jefferson County, WV; Loudoun County Public Schools and its Parent Resource Services Office; Prince William County; Shenandoah County; Stafford County.

Local government agencies including Loudoun Homeless Services Center; Job Link; Leesburg Police Department; Loudoun County Department of Elections and Voter Registration; Loudoun County Combined Fire and Rescue; Loudoun County Department of Family Services; Loudoun County Department of Mental Health, Substance Abuse, and Developmental Services; Loudoun County Health Department; Loudoun County Public Library; Loudoun County Sheriff's Office; and Purcellville Police Department.

Other nonprofit human services agencies including A Farm Less Ordinary; A Place to Be; Arts for All Loudoun; Blossom & Bloom; Brain Injury Services; Claude Moore Charitable Foundation; Community Foundation for Loudoun and Northern Fauquier Counties; Community Foundation for Northern Virginia; Crossroads Jobs; ECHO; Equality Loudoun; iCan Shine; LAWS Domestic Violence & Sexual Assault Services; Legal Services of Northern Virginia; Loudoun Cares; Loudoun County Chamber of Commerce; Loudoun Habitat for Humanity; Loudoun Hunger Relief; Loudoun Volunteer Caregivers; Northern Virginia Family Services; St. Gabriel's Episcopal Church; St. James Episcopal Church; Summit Dog, Inc.; The Arc of Northern Virginia; View of Heaven Farm; and Women Giving Back.

Business and industry partners including Allegra Print Signs Design; Climatic Heating and Cooling; Copy General; Costco; Ford's Fish Shack; Loudoun Kitchen & Bar; Paisano's Pizza; Quail Creek Promotions; Target; and Walmart, among others.

A JUST, EQUITABLE WORLD FOR PEOPLE WITH DISABILITIES

Donate

thearcofloudoun.org/donate

Volunteer

thearcofloudoun.org/volunteer

Wishlists

thearcofloudoun.org/wishlist









601 Catoctin Circle NE Leesburg, VA 20176 703-777-1939 info@thearcofloudoun.org thearcofloudoun.org

Platinum Transparency **2024**

Candid.

