Hundreds of self-advocates, family members and community partners supported Disability Day on the Hill

On Tuesday evening, January 26, 2016, the ballroom of the Downtown Sheraton Hotel was packed with self-advocates, family members and community partners chatting with their state legislators about disability issues of importance to them. The annual legislative reception, hosted by the Tennessee Disability Coalition and sponsored by several member organizations including The Arc Tennessee, offers a relaxed atmosphere of food and fellowship where people can talk to their legislators about issues of importance to them.

On Wednesday, January 27, 2016, the halls of legislative plaza were filled with people of all ages from all over the state who met with their legislators about disability issues. The Disability Policy Alliance hosted a Welcome Program in the Senate Chambers where nearly 100 people came to listen to various government departments share successes from the past year and challenges for the year ahead. They also heard from John Shouse, family member and Board President of The Arc Tennessee, who shared his personal story of advocacy, and from Brittany Carter, self-advocate and employee of The Arc Mid-South, who shared her personal story of living with disability. There were many young adults at DDH sharing their stories about going to college, participating in Project Search, and working. It was exciting to see so many “next generation” self-advocates involved!

From left, back: Donald, Micah & Zach, Brentwood High School; front, Catie, Brentwood High School; Carolyn Meyer, The Arc Williamson County; Marigrace & Chessie, Summit High School; Senator Jack Johnson; Adam, Step Up; Nic, Summit High School
MISSION STATEMENT
The Arc Tennessee empowers people with intellectual and developmental disabilities and their families to actively participate in the community throughout their lifetime.

CALENDAR REMINDERS

<table>
<thead>
<tr>
<th>Date &amp; Time</th>
<th>Event</th>
<th>Place</th>
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<tbody>
<tr>
<td>5/25/16, 3pm</td>
<td>Board/Annual Meeting</td>
<td>Nashville Airport Marriott</td>
</tr>
<tr>
<td>5/25/16, 6pm</td>
<td>Awards Banquet</td>
<td>Nashville Airport Marriott</td>
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<tr>
<td>5/26-27/16</td>
<td>TN Disability MegaConference</td>
<td>Nashville DoubleTree Airport</td>
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<tr>
<td>9/10/16, 9am</td>
<td>Board Meeting</td>
<td>Caterpillar Financial, Nashville</td>
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<tr>
<td>12/2/16, 5pm</td>
<td>Light Up a Life kickoff</td>
<td>Nashville DoubleTree Airport</td>
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<tr>
<td>12/3/16, 9am</td>
<td>Board Meeting</td>
<td>Friends Life, Nashville</td>
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<tr>
<td>3rd Tuesday, every</td>
<td>Job Club</td>
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<td>month, 5:30 pm</td>
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http://www.thearctn.org/Calendar.php

Support The Arc Tennessee by signing up to participate in the Kroger Community Rewards® program. Go to www.kroger.com/communityrewards and sign up using The Arc TN’s unique ID 37451. Everytime you shop at Kroger and use the rewards card you already have you will be donating to The Arc TN! NOTE: You must update your profile every year!

Donate a Car Today
1-877-ARC-CAR-0
www.thearctn.org/Car-Donation

Do you have something you would like published in the Connection? Please send it in! Information on where to send your stories and pictures or comments is in the box on the left of this page.

Deadlines for issues:
- Summer: 6/30/16
- Fall: 9/30/16
- Winter: 12/31/16
- Spring: 2/28/17

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Donate a Car Today
1-877-ARC-CAR-0
www.thearctn.org/Car-Donation

Know your right to vote. Elections matter! Vote in 2016!

The Arc Tennessee values diversity and does not discriminate based on race, ethnicity, religion, age, geographic location, sexual orientation, gender, level of disability or Limited English Proficiency.
I was reminded recently of a story about my twin boys.  When they were younger, a regular part of our nighttime routine was saying their bedtime prayers.  We’d talk to God, then finish by asking him to “Watch over our family and friends, wherever they might be.  Watch over our loved-ones in Missouri, Tennessee, Florida, Georgia, South Carolina, North Carolina, Wisconsin…” And so on.

One night when the boys were about 8 or 9, as Brendan was helping say those prayers, he started in with the list of states. “Missouri, Tennessee, Florida, Idaho…” He paused, then turned to me and asked, “Dad, do we know anybody in Idaho?”  I smiled and said, “No Brendan, I don’t think we know anybody in Idaho.”  He resumed his prayer, “Alright God, scratch that… we’re not praying for Idaho!”  I had to laugh.

I said, “Brendan, you know, the people in Idaho might need some prayers too.”  He immediately returned to his prayer and said, “So, OK God, I guess Idaho is back on the list!”

As I was telling someone recently about that story from all those years ago, I started thinking about how this is kind of like our disability community.  Sometimes we are so wrapped up in our own work that we forget we’re not alone.  There is a much bigger community out there, and we need to look outside ourselves and be a part of it.  There are many other agencies and organizations out there that advocate for some of the same things we do, even if they don’t have the word “disability” in their mission.  There are individuals out there in all walks of life that have similar value systems and priorities and passions as we do.  Maybe these groups or individuals spend time advocating for enhanced employment opportunities, for affordable housing options, or for civil justice for groups of citizens who are too often marginalized by society.  Maybe they’re actively engaged in promoting social and systemic change with policymakers.  In particular, wherever you are located in Tennessee, there are likely others in your own backyard that have parallel issues to “the work” we hold so dear.  You may be surprised to find folks whose passions are very closely aligned with things we focus on in The Arc Tennessee.  But we never know until we engage with them and listen to their stories.

Several of us from The Arc TN have been able to spend a little bit of time in the last few months with Mary Gonzalez, a board member of The Arc of the US.  Along with her husband Greg, they are Directors of the Gamaliel Foundation.  Gamaliel has as its mission helping groups (like ours, for example) learn more effective ways to organize their own communities.  Mary challenged us that in order to grow and expand our sphere of influence for people with disabilities, we must also begin to actively listen to the stories of the people outside our own organization.  We must try to learn who they are, what they are passionate about, and look for areas of common purpose.

So our challenge, yours and mine, is simply to listen to others.  Not a “conversation” where we’re telling them about us, or trying to “sell” them on The Arc.  We want to become better at listening to others and doing so with intention.  We want to get them talking about themselves, all the while being aware of where we might have common motivations.  I challenge each of you reading this to in the coming weeks have at least one such intentional interaction with someone in your own community.  Perhaps it will be someone that you simply wish to get to know better because you think they might have common interests in some way in terms of our work at The Arc TN or in your own local chapter.  Remember, we are part of the larger community, and we must act from that reality.  This means learning about people … a LOT of people … many of whom may be very different than we are.

So, when you have one of these listening sessions, what kinds of things are you looking to learn?  What are the things they value most?  Have those values been challenged or violated in their lives?  What talents have they developed, or how have they grown through those things?  What are they angry about?  What are they willing to invest in?  What do they want to accomplish?  Who do they know?

Don’t approach it like an interrogation.  Approach it from the point of view of genuine interest in their lives.  Make it as natural and comfortable as possible for them to share with you.

You might ask, “So how did you get interested in the work you do?”  If you hear them mention something that they’ve struggled with, you might say something like, “Wow, that must have been tough.  Has that changed the way you think about the world?”  or, “I bet that was frustrating.  What did you do about it?”  There will be opportunities in their answers to expand the dialog and go deeper into what it is that they care most about.  MOST people, when given the opportunity, will gladly talk about the things they care most about.  But it does sometimes take that gentle nudge.  Why am I challenging you do this?  It’s simply because these interactions help build a foundation for both of us, help us find common ground.  If we are serious about becoming more effective agents for change for people with disabilities and their families, we simply cannot do it by conducting “business as usual”.  We MUST engage the broader community using every tool at our disposal.

Reaching out to others in the community, identifying areas of common interest, we can begin to organize around those things.  People don’t engage with us for OUR reasons.  They
In 2007, the Developmental Disabilities Taskforce published the “Fulfilling the Promise” report which outlined the need for services for people with developmental disabilities other than intellectual disability, and made ten specific recommendations around this need. Nine years later, it appears that promise will be fulfilled with the implementation of the Employment and Community First (ECF) CHOICES Waiver in the upcoming fiscal year. The Arc Tennessee is excited about this new waiver and the opportunity it offers people with intellectual and/or developmental disabilities (I/DD). Below is information from TennCare to help people better understand these new waivers.

What is ECF CHOICES?
• A new program that will provide essential services and supports, along with other health and mental health services, in a coordinated and cost-effective manner for individuals with I/DD
• Focused on promoting integrated employment and independent community living as the first and preferred outcome

What kind of services will be provided?
• 3 benefit groups targeted to the needs of persons served in that group; services designed and based on what individuals and families have said they need most:
  1. Essential Family Supports – supports for families caring for a person--primarily for children under age 21--living at home with their families
  2. Essential Supports for Employment and Independent Living – targeted to people 21 and older aging out of school to support transition into employment and independent community living
  3. Comprehensive Supports for Employment and Community Living -- for people who need more support to help them achieve employment and community living goals
• Includes supports, including 24 hour residential services (when appropriate), up to the same level as available under the current Statewide waiver (for people with ID), but benefits are targeted based on need

Who will be served?
• Targets individuals with intellectual disability (ID) on the current waiting list for Home & Community Based Services (HCBS) (~4,000 actively waiting), as well as people with other kinds of developmental disabilities (DD) not currently eligible for these programs (~3,000 – 10,500 projected)
• All new people with I/DD coming into services will be enrolled into ECF CHOICES
• Does not impact people receiving services in the current HCBS waiver programs, although they can choose to enroll once the program is established

How many people will be served in ECF CHOICES?
• Funding request estimated to serve 1,700 new people in the first year
• People currently receiving HCBS waiver services who choose to move into the new ECF program would not count against the 1,700

How will services be delivered?
• Benefits are tiered based on the needs of people served in each group and include caps designed to provide services more cost-effectively so as to serve more people over time, including people with intellectual disability on the waiting list and people with other developmental disabilities who are not eligible for Tennessee’s current HCBS waivers
• Employment benefits designed in consultation with experts from the federal Office of Disability Employment Policy create a pathway to employment, even for people with severe disabilities, with outcome or value-based reimbursement and other strategies to align incentives toward employment
• Focusing on the unique needs, goals and preferences of each individual, managed care organizations (MCOs) will provide comprehensive services (i.e. physical and behavioral health and long-term services and supports), resulting in more coordinated, efficient and higher quality care (e.g. reducing avoidable ER/hospital services and the inappropriate use of psychotropic medications)

When will ECF CHOICES begin?
• Approved by CMS February 2016
• Funds included in the Governor’s budget and must be included in the final budget approved by the General Assembly
• Implementation activities underway in anticipation of July 1, 2016 go-live date

Why was ECF CHOICES created?
• More than 75% of people with ID receiving long-term services and supports in TN are in the 3% of the TennCare population driving 50% of program expenditures
• Current system is not fiscally sustainable
• Almost as many people with ID on the waiting list to receive services as currently enrolled in HCBS programs
• People with DD other than ID do not currently qualify for HCBS waiver services
• Critical first step in restructuring/transforming the service delivery system for people with I/DD—creates a new, more cost-effective model of service delivery for this population
• Upon implementation, all new HCBS enrollment is directed to the new more cost-effective program
• Aligns with Governor’s commitment to Employment First for people with disabilities; reduces reliance on public benefits
• Improved quality and coordination of services; improved employment, health and quality of life outcomes

Continued on next page
Will residential services be available in ECF CHOICES?
• Yes, supports up to and including 24-hour residential service (when appropriate), based on the needs of the individual

What will happen to people currently on the waiting list for HCBS waiver services?
• They will receive a letter telling them they are being automatically referred to the new ECF CHOICES program
• They will have opportunity provide information to determine if they are in one of the groups that will be prioritized for intake and enrollment
• If they are not in one of those groups, their name will be on the waiting list for the new program
• Because services in ECF will be more cost-effective and serve more people, it will help reduce the waiting list over time

How will people with other kinds of developmental disabilities who don’t qualify for the current HCBS waivers) find out about ECF CHOICES?
• TennCare and the Department of Intellectual and Developmental Disabilities (DIDD) are working with advocacy groups, local school districts, medical/clinical professionals and other organizations to share information

How long will it take to serve all of the people who need services?
• Not all of the people on the DIDD waiting list and people with other kinds of developmental disabilities will be able to get services right away
• Of the 6,000 on the DIDD waiting list, 4,000 would like to receive services now
• Another 3,000 to 10,500 people with other kinds of developmental disabilities may apply once services are available

Will everyone in ECF CHOICES have to work?
• No, they will not “have to” but we want to ensure that employment is recognized by everyone as the first and preferred option - employment is possible with supports
• Employment benefits were designed to create a pathway to employment, even for people with severe disabilities, using outcome-based approaches
• There is a significant gap between the number of people with ID supported in TN’s HCBS program who want to work and the number who are actually working

What other kinds of services will be available to someone who does not want (or is not able) to work?
• Community Integration Support Services, Independent Living Skills Training, Personal Assistance and other supportive services that are needed most; residential services for those who need more support

How does ECF CHOICES affect providers who currently deliver services to this population in an existing HCBS waiver?
• Will not affective providers or the services they provide in the existing HCBS waivers
• TennCare contracts with Managed Care Organizations (MCOs) also known has health plans that coordinate care and contract with providers who deliver services to TennCare members; services provided in ECF CHOICES will be delivered by providers contracted with their TennCare health plan
• Some current HCBS waiver providers may contract with TennCare health plans to provide ECF CHOICES services
• TennCare health plans will not need to contract with all current or available providers, particularly in the beginning of the program. As the program grows, more providers will be enrolled to meet the needs of those receiving services
• ECF CHOICES represents significant opportunity for providers who are committed to supporting people more cost-effectively in ways that help them to achieve employment and community living goals
• TennCare and DIDD are working with current HCBS providers, including TNCO (Tennessee Community Organizations), a provider association, to gather input regarding program design and implementation

How does ECF CHOICES impact DIDD?
• DIDD is working with TennCare and stakeholders on design and implementation
• While DIDD will not directly operate ECF CHOICES, they will help people apply for services (intake), help oversee quality of services provided (conducting annual quality assurance surveys), help ensure that critical incidents are reported, investigated, tracked and addressed to ensure the health and safety of persons supported
• DIDD will continue to operate the existing HCBS waivers

How does ECF CHOICES affect people currently receiving HCBS waiver services?
• Does not impact people receiving services in the current HCBS waiver programs, unless they choose to enroll in ECF CHOICES after the program is established

The ECF CHOICES waiver was developed in consultation with stakeholders and through an extensive stakeholder process. The Arc Tennessee has been participating in the process for over two years and will be assisting TennCare in holding community forums across the state.

For more in-depth information and service definitions, visit our website at http://www.thearctn.org.

As always, if you have questions, don’t hesitate to contact me at cguiden@thearctn.org or 615-248-5878 x14.
According to the Tennessee Department of Education’s guidance at
https://tn.gov/assets/entities/education/attachments/sped_understanding_dyslexia.pdf,
dyslexia is a neurologically based specific learning disability and characterized by difficulties with accurate and fluent word recognition and poor spelling and decoding abilities. These difficulties typically result from a deficit in the phonological component of language and are often unexpected in relation to other cognitive abilities and effective classroom instruction. Secondary consequences may include problems in reading comprehension and reduced reading experience that can impede growth of vocabulary and background knowledge.

Dyslexia is a learning profile that includes deficits in phonological awareness (i.e. ability to hear and manipulate sounds in language). Individuals with dyslexia have difficulties with accurate, fluent word recognition and poor spelling and decoding skills.

Approximately one in five school-age children demonstrate some of the characteristics of dyslexia – some have a formal diagnosis but most do not. Regardless of whether a diagnosis has been made, educators should be aware of these characteristics in order to intervene and provide necessary supports.

It is not necessary for a student to be diagnosed with dyslexia in order to receive appropriate intervention. Once a school identifies that a student shows six characteristics from Just the Facts...Information provided by The International Dyslexia Association, it is important to provide the right interventions. These students need intervention that is:

- Intensive – given daily or very frequently for a sufficient amount of time to meet the student's needs
- Explicit – skills are explained, directly taught, and modeled by the teacher
- Systematic and cumulative – introduces concepts in a definite, logical sequence; concepts are ordered from simple to more complex
- Structured – step-by-step procedures for introducing, reviewing, and practicing concepts
- Multi-sensory – links listening, speaking, reading, and writing together; involves movement and “hands-on” learning
- Language-based – Addresses all levels of language, including sounds (phonemes), symbols (graphemes), meaningful word parts (morphemes), word and phrase meanings (semantics), sentences (syntax), longer passages (discourse), and the social uses of language (pragmatics)

Of course, we recommend a continuum of services and supports because not every boot fits my feet nor does every shoe fit your child, but we highly recommend “footwear” of some sort. What we mean by that is that every person who has dyslexia (and/or other disabilities that qualify a student for Special Education and/or an accommodation plan under Section 504) has the right to services and supports that meet their needs in the Least Restrictive Environment (LRE).

We often hear that schools do not want the word “dyslexia” on IEPs. However federal law (PL-94-142-The IDEA) and state rules include dyslexia in the midst of SLDs (Specific Learning Disabilities). We have also heard from families that schools often refuse to include best practices, research-based accommodations on IEPs, and/or help students get needed accommodations on the ACT, appropriate for students with dyslexia.

In order to fully access the curriculum, students with dyslexia may be eligible for an accommodation plan through Section 504 of the Rehabilitation Act of 1973. A student with a disability may have a plan that guarantees equal access to education and allows for accommodations or modifications. Unlike IDEA2004, Section 504 has no requirement for an IEP and has fewer procedural safeguards. Some examples of accommodations for students with dyslexia may include, but are not limited to:

- Extended time on exams
- Recording lectures
- Audio books and/or screen reading technology
- Use of smart pens or tablets, or spell check
- Giving the student a choice between print, cursive or word processing
- Not requiring the student to read aloud in certain settings
- Scribes
- Oral testing options or prompting upon request
- Grading writing assignments for content and not for correct spelling

Tennessee’s 504 Guide can be found here: http://www.tn.gov/assets/entities/education/attachments/legal_section_504_guide.pdf.

School teams, in collaboration with families, should consider all available information to develop a plan to address the individual needs of each student. This continuum of support may include tiered interventions through RTI², accommodations provided through Section 504, and/or Special Education Interventions.

Continued on next page
What can parents do at home?

· Read out loud every day with your child
· Provide reading materials that would interest your child
· Use audio books in conjunction with printed books
· Look for apps to help with spell-check or to dictate notes
· Encourage your child; give praise for trying hard, boost their confidence, etc.
· Let your child know that they can be successful

Many talented individuals and historic figures have overcome their challenges associated with dyslexia; your child can too. Find some awesome info about people with dyslexia at: http://www.thepowerofdyslexia.com/famous-dyslexics/.

Sometimes, we do all we know to do and find ourselves in a quandary. It’s a good idea to seek resources when we need help! Here’s a few places to check out:

Additional Resources Center for Dyslexia - Middle Tennessee State University http://www.mtsu.edu/dyslexia/

Decoding Dyslexia Tennessee www.decodingdyslexiatn.wordpress.com

International Dyslexia Association (IDA) https://eida.org

Learning Disability Association of Tennessee http://www.learningdisabilitiesoftennessee.org/

The Arc Tennessee http://www.thearctn.org

University of Michigan http://dyslexiahelp.umich.edu/dyslexics

Yale Center for Dyslexia & Creativity http://dyslexia.yale.edu/

The Big Payback is back and we are participating! We need your support!

The community-wide, online giving day hosted by The Community Foundation of Middle Tennessee, returns on May 3, and The Arc Tennessee is thrilled to be participating!

The 2016 charitable event will help to support our programs, as well as, celebrate the good work of participating Middle Tennessee nonprofits, schools, and religious institutions. Last year, this region’s generosity was astonishing as our community rallied together to raise more than $2.65 million in 24 hours for 770 area organizations.

How does The Big Payback work? Kicking off at 12:00 a.m. on Tuesday, May 3, donors can make gifts online to The Big Payback participants located in or providing services to the 40 counties of Middle Tennessee. Your contribution to The Arc Tennessee could be amplified by additional incentives, bonuses and prizes made possible by The Big Payback sponsors throughout the day!

www.TheBigPayback.org

Partners in Policymaking is the TN Council on Developmental Disabilities’ leadership and advocacy training program for adults with disabilities and family members of individuals with disabilities. Each year, around 30 individuals are selected to participate in this intensive training that introduces partners to public policy advocacy strategies, state and federal legislation impacting people with disabilities, best practices and creative programs, and opportunities to network with other members from across the state.

Sessions are held once a month on a Friday and Saturday, September through November and January through April, at a hotel in Middle Tennessee. Travel costs are reimbursed and the program is entirely free. Applications for the 2016-2017 class are due by May 2, 2016 and can be found at: http://tn.gov/cdd/article/partners-in-policymaking

For more information, contact Partners in Policymaking Director Ned Andrew Solomon at ned.solomon@tn.gov or by phone at 615.532.6556.
Disability Day on the Hill Photos, continued from page 1

Brittany Carter & Carrie Hobbs Guiden

Josh, Project SEARCH student

Martine Hobson, Catherine Person, Jamila Morrow & Laurie Hobson

Sarah Harvey, Emma Shouse, Courtney Taylor “Girls with Glasses”

Landon, Project SEARCH student

Daniel, Project SEARCH student
Amber Clark joined The Arc team in January. She is in the Masters of Social Work program at Austin Peay. Amber is married to Rick, a soldier stationed at Fort Campbell, and has two children, Bryson (seven years old and on the autism spectrum) and Emmalyn (three years old). She previously worked for WIC and Planned Parenthood Victims Assistance Center. Amber was very interested in advocacy work related to autism and other disabilities.

“The Arc has provided me with in-depth experience in state public policy initiatives. I am looking forward to attending the Disability Policy Seminar in Washington, DC to get the national side of governmental affairs,” said Amber.

Her internship will end in August. She is an asset to our team. Her skills and talents are greatly appreciated!

**MEET INTER Amber!**

**JOB CLUB!**

**What is Job Club?** The Arc TN’s Job Club is a monthly workshop for people with disabilities; a safe space to discuss professional development and build skill sets. Whether you have a job or are currently looking, this is the place for you!

**When is it held?** The third Tuesday of every month from 5:30 to 7:00 pm (CT)

**Where is it held?** Friends Life, 4414 Granny White Pike, Nashville, TN 37204

**Who conducts the meetings?** David Griffin, Project Specialist

**What topics are covered?** Topics related to employment such as technology, stress, workplace behavior, networking, social media, interviewing skills, etc. are presented monthly by expert guest speakers

**How can I participate?** RSVP with David by email or phone: dgriffin@thearctn.org 615-594-6529

Drinks and snacks included!

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**PRESIDENT’S POST, continued from page 3**

engage with us for THEIR reasons. At some level, we all act out of our own self-interest. That’s not a bad thing. People will invest themselves more fully when they are brought together with others who believe as they do. We all…. EVERY ONE OF US …. have capacities and potentials that we have not yet tapped because we mistakenly believe we are without power. We have far more power than we realize because of those common interests, common beliefs, and common passions. Until we get people talking about THOSE things, we’ll never know how much we might accomplish together.

The people in "Idaho" will appreciate you for caring, and for taking the time to listen.

--John

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**TENNESSEE DISABILITY MEGACONFERENCE**

Engagement • Inclusion • Self-determination • Choice

May 26-27, 2016
Nashville Airport Marriott

**COLLECTIVE ACTION FOR STRONG COMMUNITIES**

Engaged • Healthy • Working • Informed

This is Tennessee's largest disability-specific conference for individuals with disabilities, families, and professionals where people share the latest information and innovations on many topics including housing, employment, education, health care, recreation and leisure, mental health, and more. Continuing education credits are offered in many categories. This year's conference features:

- Jonathan Friesen, keynote speaker
- Susan Vaught, Barbara Brent & Rachel Pollock, speakers
- Interactive workshops and educational sessions
- Exhibits of disability products and services
- Exhibits and sales of self-advocate entrepreneur wares
- Wednesday night pre-conference Awards Banquet, $50
- Thursday night dance or States of Grace movie, free
- Thursday night movie screening, free
- Breakfast and lunch included with registration

Registration is open. Limited stipends available for people with disabilities and their families to attend! For all MegaConference information and to register, go to the website:

[http://www.tndisabilitymegaconference.org](http://www.tndisabilitymegaconference.org)
Developmental Services of Dickson County hosted their first art class at the Dickson County Family YMCA. Local artist Wendi Work led the class in creating festive Heart Art. This new class is scheduled to meet monthly for a variety of art projects and themed activities.

The Arc Cumberland County is currently hosting basketball in their SACC (Structured Athletics of Cumberland County) program. They recently received a check for $4,300 from the Knights of Columbus/MR Foundation of TN for their family assistance project that helps families with disability-related expenses when other sources of funding have been exhausted or there is no where else to turn.

The Arc Cumberland County welcomes new team member Josh Hudgins as their Business Coordinator. A former Marine and father to son Eli, Joshua has over nine years experience working with individuals with special needs and is looking forward to growing and giving to The Arc. Joshua brings his energetic and active lifestyle to the growth of The Arc Cumberland County.

Through learning more about The Arc, Joshua has helped with the Hearts Take Flight Pull-a-Plane Challenge and was inspired to host a Cruise In to help raise money for their chapter and will be continuing participating in these events.

The Arc Washington County honored two staff members at their annual Christmas luncheon. Awards are voted on by the staff. Martha Dugger received the Above and Beyond award and Ashley Williams received the Rising Star award. Service pins were also presented to staff for different years of tenure.
In December, members of The Arc Tennessee team donated time to another non-profit, the Nashville Food Project. Volunteers chopped vegetables and fruit, prepared meats and desserts and cleaned up!

The Arc Williamson County nominated Rena Booker, the mother of two young men with autism, for the Woman of Inspiration Award given annually by the United Way of Williamson County Patricia Hart Society. Rena was one of three finalists for the award which honors women who have faced tremendous challenges and adversity but have persevered and have incredible stories of inspiration and hope!

The Arc Williamson County and Waves, Inc. co-hosted a Sweetheart Gala on February 12. Music was provided by DJ Dude and catering by the Franklin High School Culinary Arts Class. A great time was had by all!

Caterpillar Financial
Sonya F. Dobbs
Pat Edmiston
Carol Greenwald
Carrie Hobbs Guiden
Mr. & Mrs. Charles M. Hobbs
Ingram Entertainment Inc.
Lori Israel
Tommy Lee Kidd
Terry Long
Melwood H. Training Ctr. Inc.
Jerry W. Winters

In Memory of Lloyd Finney
Sharon Bottorff
Bud & Pat Butler

In Memory of Al Ogden
Thelma W. Kelly
Nancy Stanley

The Arc Knox County presented Joey McMahan with the Jo C. Anderton Employee of the Year award during their annual Christmas party. Akima provided lunch and furnished goodie bags. They had music, dancing, karaoke and a visit from Santa!

The Arc Mid-South celebrated March Developmental Disabilities month by hosting their annual Wheelchair Basketball Tournament where the Rollin’ Grizzlies played corporate teams. All the players are in wheelchairs provided by the Rollin’ Grizzlies, and the corporate teams pay an entry fee to participate.
To continue prospering and growing as an organization, we must receive charitable contributions and enroll new members. The form below was designed for your convenience in making a donation, giving a gift, or becoming a member! Please send completed form to:

The Arc Tennessee, 545 Mainstream Drive, Suite 100, Nashville, TN 37228-1213

YES, I/we want to make a contribution to The Arc Tennessee!

Name(s)_______________________________________________________________
Address________________________________________________________________
City, State, Zip___________________________ County of Residence____________
Phone______________________________ Exp. Date _________________________
Email____________________________________________________________________

I am making a gift of $___________________.

_(Make check payable to The Arc Tennessee.)_

I prefer to pay by credit card:  _____ Visa     _____ MasterCard    _____ Discover
Card number_______________________________ Verif. Code ________  Exp. Date _________________
Signature__________________________________________________________________

___Enroll me as a member ($20 Individual, $5 Self-advocate, $100 Agency)

I would like my gift to be: ___in honor of: ________________________________
                        ___in memory of: ________________________________
                        ___gift membership for: ____________________________

Name (of person to receive acknowledgment or gift)________________________________________________
Address____________________________________________________________________________________
City, State, Zip________________________________ County of Residence__________________________
Phone_____________________________________________________________________________________
Email_____________________________________________________________________________________

___Send me information about including The Arc in my will.