



Arnold Center, Inc.

Annual Report



22
/
23



Exceptional People Delivering Quality Service

Table of Contents

Letter from the Executive Director	2
Board of Directors	3
Mission, Vision, Quality Statement	3
Highlights	4
Highlights	5
Bright Horizons	6
Donations	6
Community Living Supports	7
Industrial Supports	8
Success	8
WeCycle	9
Community Employment	9
Arnold Farms	10
Midland Fresh	10
Good Kitchen	11
Success	11
Connect With Us	12

OUR MISSION

We empower people with barriers to personal growth and independence through supportive services and opportunities.

OUR VISION

The Arnold Center pioneers empowering journeys uniting community support, vocational training, and meaningful employment to champion the aspirations of Central Michigan's diverse individuals.



LETTER FROM THE EXECUTIVE DIRECTOR

Dear Friends, Supporters, and Partners,

As we reflect on the past year at The Arnold Center, we are filled with a profound sense of accomplishment and anticipation for the future. This year has truly been a pivotal one—a year of great transformation and evolution in our mission to empower individuals with disabilities.

We are thrilled to announce the opening of our new Autism Center, Bright Horizons. This state-of-the-art facility is designed to offer specialized support and resources, enhancing our ability to serve those on the autism spectrum with the utmost care and expertise. Bright Horizons represents a significant step forward in our commitment to providing comprehensive, tailored services.

In addition to the Autism Center, we have expanded our Community Living Support Services to include day habilitation programs and a new location. This expansion is in direct response to the growing needs of our community and is aimed at providing a broader range of support and activities that enrich the lives of our participants daily.

This year also marked the end of our 14c Special Minimum Wage program. While this program served us well for many years, we recognized the need for a more modern approach that aligns with current best practices in disability employment. To replace it, we have launched Employment Ready, a groundbreaking program designed to prepare our clients for competitive employment through skill development, confidence building, and hands-on work experience.

Our Social Enterprises—Good Kitchen, Arnold Farms, and WeCycle—have seen tremendous growth and continue to be a cornerstone of our approach to creating meaningful employment opportunities. These initiatives not only provide valuable services to our community but also offer our clients the chance to develop real-world skills in a supportive environment.

Looking forward, we are excited about the opportunities that these new and expanded programs offer. We are deeply grateful for the support of our donors, volunteers, and community partners, whose unwavering support makes all of this possible. Your belief in our mission fuels our continued innovation and service expansion.

Thank you for being part of our journey. Together, we are making a difference in the lives of individuals with disabilities, providing them with the tools and opportunities to thrive in every aspect of their lives. We look forward to another year of growth, challenges, and achievements.

With warm regards,

Jennifer Grace

Jennifer Grace

Executive Director, The Arnold Center



OUR BOARD



Kimberlee Baczewski
Chair



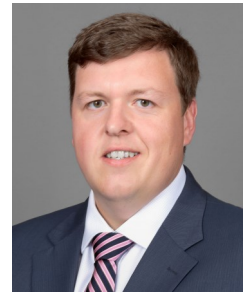
Matt Granzo
Vice Chair



Tom Kreucher
Secretary



Sam Howard
Treasurer



Kyle Fahrner
Past Chair

Directors: Mark Craig, Maureen Donker, John Searles, Mark Freed, Bob Balzer, Gregg Young, Dave Szczepanski, Chryssa Milholland, John Bunch, Lance Lewis, Marcie Post

Consultants: Alice Strack, Jim Hummel

As we reflect on the past year, we wish to express our deepest gratitude to our Board of Directors for their unwavering support and invaluable guidance. This year has been one of significant evolution and transition for our organization, and their leadership has been crucial in steering us through these changes.

Their strategic insights have enabled us to adapt our services to better meet the needs of those we serve, ensuring that our mission remains not just relevant but vital. Each decision and direction provided by this board has been instrumental in fostering our growth and enhancing our impact.

Thank you for their commitment to excellence and their ongoing dedication to our cause. We look forward to continuing this journey together, strengthened by their leadership and supported by their belief in our potential.

With sincere appreciation,

Arnold Center Staff

OUR VALUES

One: We work collaboratively towards a common purpose and shared goals

Human: We are genuine in our interactions and communicate openly, honestly, and respectfully.

Strive: We deliver that best possible outcome for our stakeholders and take pride in our work built on quality and integrity.

Growth: We embrace change and seek opportunities to advance our services for the benefit of our stakeholders and community.

Service: We acknowledge that our work matters and build a sense of belonging, acceptance, and support for those we serve.

TRANSITION AT THE ARNOLD CENTER

The Arnold Center is navigating substantial regulatory shifts that signify an evolution in disability services, focused on enhancing support for individuals with disabilities. These changes, originating from state amendments ratified in October 2022, have redefined Medicaid service terms in Michigan, compelling the Arnold Center to cease using the Special Wage Certificate 14c. This certificate previously facilitated payments below the minimum wage, based on individual productivity.

In response to this pivotal change, the Arnold Center has innovatively developed new programming to better meet the evolving needs of its participants. A key part of this innovation is the restructuring of the Skill Building program, a fundamental component of the organization's vocational training services. The restructuring aims to effectively support individuals facing significant employment barriers by raising wage standards without linking them directly to productivity, which introduces both financial and operational challenges.

To address these challenges, the Arnold Center is proactively collaborating with local manufacturers and various industries to modify existing contracts and create new employment training opportunities that align with the updated regulatory framework. This strategic shift is designed not only to sustain the financial viability of the program but also to broaden the support it offers, thereby enhancing community inclusion and improving participants' quality of life.

Through these efforts, the Arnold Center reaffirms its dedication to empowering individuals with disabilities, adapting its services to meet changing societal and regulatory expectations. We remain committed and optimistic about the future as we evolve our organization and develop innovative services that will enable us to impact even more individuals through our mission.

FINANCIALS

Weinlander Fitzhugh Certified Public Accountants audited Arnold Center 2018/2019 financial statements in accordance with *Government Auditing Standards* and determined our fiscal practices to be compliant with generally accepted accounting principles.

Resources Earned

United Way Allocations	\$
Other Revenue & Income	\$
Government Fees & Grants	\$
Product & Commercial Service Sales	\$
Total	\$

Resources Expended

Cost of Product & Commercial Service Sales	\$
Depreciation	\$
Occupancy Costs	\$
Administration	\$
Other Operating Salaries, Wages, Benefits, & Payroll Taxes	\$



HIGHLIGHTS

- Concessions at Miracle Field
- ReGrow Together Midland - 3,500 meals after the LPGA Summer 2023, monthly distribution kicked off February
- Day Program opened in January 2023/Open House on February 10th
- Staff retreat at Camp Fish Tales August 2023
- Gladwin County Crime Stoppers
- Gladwin County Fair Sponsor Livestock Barn
- Midland County Toons by the Tridge
- SVSU Nursing Students
- Jennifer Grace presented at Small Business Alliance of Michigan Conference on March 21st, 2023 on Hidden







In July 2023, the Arnold Center began offering autism services and opened Bright Horizons in September. Bright Horizons is an Applied Behavior Analysis (ABA) program which uses ABA therapy to assist individuals to learn and develop new skills to replace challenging behaviors. Bright Horizons provided over 761 Hours of Behavior Technician Services in our first four months and continues to grow and offer more services.

Program Goals

- ◆ Develop functional communication skills based on individual strengths, needs, and preferences
- ◆ Learn effective replacement behaviors to communicate needs and wants
- ◆ Develop social skills that support interpersonal relationships
- ◆ Foster the development of self-advocacy skills
- ◆ Develop self-management skills to thrive in all goals and endeavors



Applied Behavior Analysis (ABA) is an evidence-based intervention, systematically utilizing the principles of behavior to teach individuals new skills and functionally replace challenging behaviors. Behavior analysts focus on determining the function of behavior to design individualized interventions to teach functionally equivalent and socially appropriate replacement behaviors. ABA is an effective therapeutic intervention for individuals of all ages and ability levels, and can be implemented in a variety of environments, including home, community, school, and workplace settings. Research shows that ABA can decrease the need for intensive services for individuals across their lifespans.

DONATIONS

Together We Make a Difference. With the support of our many community partners, we have provided a better quality of life for many of our community's residents. Arnold Center, Inc. would like to thank the following individuals and organizations for their support.

Gerstacker Foundation

Doan Family Foundation

Mr. & Mrs Sam Howard

Mr. James Hummel

Knights of Columbus Council #5280

Jonathan and Jennifer Wendt

Memorial Presbyterian Church

Golden Wing Road Rider Association

Jan Lampman

Kimberly K Hale DDS

Midland Eye Care

Servenski Sod Service, Inc.

Cindy's Tax Consulting

Midland Eye Care

Midland Eye Care PLC

Kevin M Kane DDS PC

Yeomans Enterprise LLC

Katrina Ludington

Mary Yeomans

Mark Freed

QRP

COMMUNITY LIVING SUPPORTS

36,522.5 Hours of Community Living Supports provided to individuals to increase/maintain community inclusion and independence.

Over 4,000 of Home Chore Hours provided that allows individuals to maintain living independently in their communities.

Our Community Living Support Services provide services and activities tailored to support individuals living independently and in supported living situations.

We Provide:

- ◆ Medication Management and Monitoring
- ◆ Health maintenance and personal care
- ◆ Safety monitoring and training
- ◆ Social recreation and relationship building activities
- ◆ Activities of daily living support
- ◆ Transportation
- ◆ Creative Arts Classes
- ◆ Money management and budgeting
- ◆ Attendance at medical appointments
- ◆ **Respite Services:** Respite care provides short term relief for primary caregivers. It can be arranged for just an afternoon or for several days or weeks.
- ◆ **Home Chore Services:** Services include light housework, shopping, transportation, meal preparation, laundry. Service is funded through Department of Health and Human Services.
- ◆ **Community Educational Presentations**

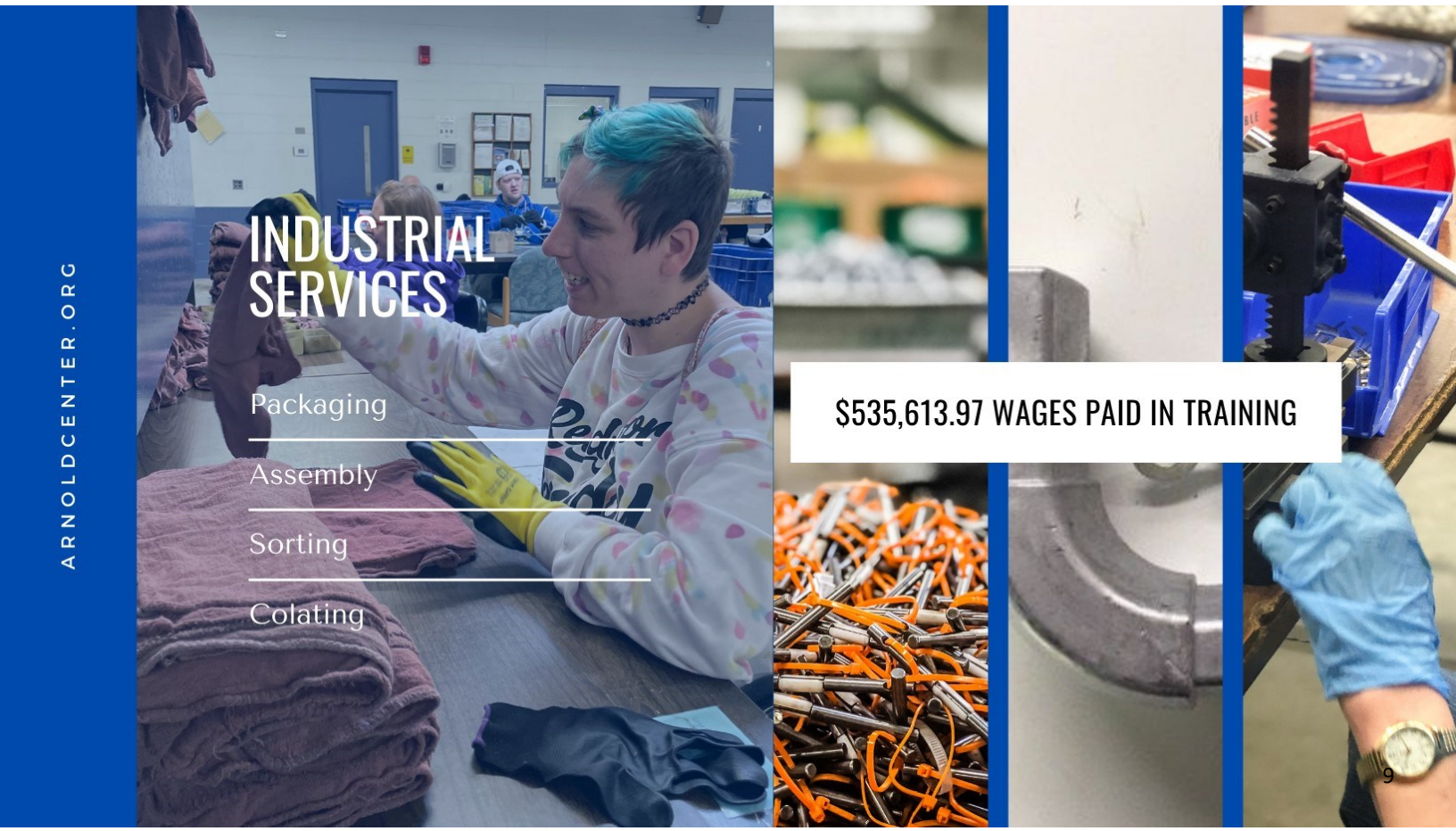


SUCCESS



Jordan Gray started working at the Arnold Center in 2015, on the production floor, participating in our Industrial Skills Training program. Jordan struggled with his short-term memory, meaning Jordan needed instructions repeated often to learn each step of a job and put those steps together, affecting his ability to catch on to multi-step jobs. However, with the assistance and continuous training from staff, Jordan's determination made it possible for him to not only pick up the steps to one or two of the various shop floor jobs, but in time, Jordan became knowledgeable of all jobs and was able to remember the steps in which to do them from day to day. In October 2023, due to new state regulations, the Arnold Center had to change how it operates its Industrial Skills Training program and many of our participants lost hours and programming, but not Jordan. Due to Jordan's hard work and persistence, he was able to graduate from the Skills Training program and obtain a job as General Production Labor with the Arnold Center.

The Arnold Center's Industrial Services program offers a variety of ways we can help your business while providing training opportunities for our participants to develop their work skills that will enhance their abilities to obtain work in the greater community. From sorting cloths and industrial parts to packaging small and fabricating those pieces that need a human touch, the Arnold Center's Industrial Services Program has you covered. During the 2022-2023 year, the Arnold Center grew to include shipping product overseas, offering even greater opportunities for those we serve. For more information visit our website at arnoldcenter.org or call Karen at 989-631-9570 ext. 227.



ARNOLDCENTER.ORG

INDUSTRIAL SERVICES

- Packaging
- Assembly
- Sorting
- Colating

\$535,613.97 WAGES PAID IN TRAINING

9

The Arnold Center's WeCycle program recycles cardboard and paper at both our Midland and Gladwin locations Monday through Friday. We also offer paper and cardboard pick-up from your location. We ensure the confidentiality of your information with onsite shredding and confidential recycle containers.

For more information on how we can meet your recycling needs visit arnoldcenter.org/wecycle or contact Karen at kelledge@arnoldcenter.org



- ◆ 85,000 lbs. of paper recycled per month
- ◆ 28,000 lbs. of cardboard recycled per month
- ◆ 55+ recycling sites
- ◆ \$76,618 paid in Wages



COMMUNITY EMPLOYMENT

Our Community Employment Programming offers vocational training and paid training opportunities to work in the community. Services include application and interview assistance, resume building, transportation, and assistance with linking to other employment support services.

We offer:

- ◆ Customized Competitive Community Employment
- ◆ Job Development
- ◆ Supported Employment
- ◆ Job Coaching
- ◆ Micro-Enterprise development and support
- ◆ Social Enterprises
- ◆ Transportation services and school districts and state vocational rehabilitation service to transition students from school into community employment
- ◆ Benefits Guidance with a Work Incentive Practitioner.
- ◆ Skills Lab: a program for individuals looking to hone their skills for community employment, learn computer skills, or are looking to start their own business





Arnold Farms is a fully organic, non-GMO, indoor hydroponics farm. Hydroponic farming is a soil-less, water-based farming process. Temperature, nutrients, and PH levels are all computer monitored to ensure the ideal growing conditions for our crops 365 days a year, ensuring our ability to deliver the finest quality produce in a sustainable, climate friendly environment.

Arnold Farms’ 3,000 square foot indoor facility has the capacity to grow 12,000 plants. Our mission is to provide a training environment where our participants can earn a paycheck while learning diverse and valuable skills for careers in the agricultural industry or any field they choose.

Many of the greens grown at Arnold Farms can be found not only on our own Good Kitchen’s Catering menu, but also in local restaurants, local grocers, and at the Midland Farmer’s market during the summer season. Northwood

University, Delta College, and Midland School District also partner with us.

We are excited to announce two new product lines, Spinach and Baby Bok Choy. If you are interested in purchasing produce from Arnold Farms, we can be found at arnoldfarms.org. You can also contact Gerrod Brown at 989-491-1592 for more information.



Midland Fresh provides those with transportation an cost barriers around Midland County with access to fresh, local food. By serving people where they live, this program brings fresh produce directly from local farms to neighborhoods across Midland county on a weekly basis with the goal of :”Healthy Food, Healthy Eating, Healthy Community.”

At Midland Fresh we firmly believe in Free Food for All.”





Good Kitchen at the Arnold Center is a fully operating commercial kitchen with the mission to train and prepare individuals for employment in the food services industry. Participants learn food safety, safe kitchen skills, customer service, how to use a cash register, have the possibility of earning ServSafe Certification, and so much more. The Good Kitchen is designed to help our participants earn wages while expanding their opportunities for future employment.

The Good Kitchen provides meals to staff and participants. It is also a fully functional catering service, offering services to individuals and businesses. Check out their menu at the Arnold Center website arnoldcenter.org/goodkitchen or contact Stephanie Spina 989.631.9570 ext. 228 for more information.

SUCCESS

My name is Colleen Beebe. My initial start, the beginning of my experience with the Arnold Center was 2018/2019. I came to the Arnold Center as a consumer with physical disabilities I had acquired from a work related accident in 2010. I was an injury case. It took over a year just to walk again.

I was struggling physically to keep a job that my body could bare for approximately eight years. Going through part time job after part time job trying to find one to suit my needs. It was a long and frustrating journey.

Approximately seven years ago I had spinal injections and started treatment for Aura Migraines as well as counseling which helped me more hours a week.

In 2019, I left the Arnold Center for a job in the community that was approximately 35 hours a week being a Home Care Provider and chore provider. I did this through Covid.

In 2022, I returned to the Arnold Center as a consumer so I could get back to physical therapy on my neck and shoulder working part time. In 2023, the Arnold Center approached me with the option to be promoted as a staff into the Arnold Center full time and I gladly accepted.

The Arnold Center has changed my life for the positive and better in so many ways. I love working here. I enjoy my job and all of the people I work with.



CONNECT WITH US



Midland
400 Wexford Ave,
Midland, MI 48640



Midland
989-631-9570
Gladwin
989-426-6300



www.facebook.com/thearnoldcenter



www/Instagram.com/thearnoldcenter



Gladwin
490 Industrial Dr.
Gladwin, MI 48624



[Www.arnoldcenter.org](http://www.arnoldcenter.org)



hello@arnoldcenter.org





Arnold Center, Inc.

400 Wexford Ave
Midland, MI 48640

Gladwin Center
490 Industrial Dr.
Gladwin, MI 48624