The Arc
Minnesota

Annual
REPORT
2024

Equity and Justice

The Equity and Justice Committee exists to develop strategies and goals to guide the organization in **awareness of injustices due to disability, race, gender, religion, sexuality, and other marginalized identities**. Notable accomplishments from 2024 are highlighted.

GOAL: Align Programs and Services with the principles of Disability Justice and ensure they are relevant to all Minnesotans

- Hosted monthly organization-wide trainings on Diversity, Equity, Inclusion, and Justice (DEIJ) topics like LGBTQ+ inclusion, and cultural competence.
- Printed materials into languages most commonly used by our communities.
- Interviewed 25 community leaders from culturally diverse backgrounds.

GOAL: Build a strong coalition of supporters to move our vision forward

- Added CLAS standards to program goals to better meet community needs.
- Shared translated materials at events like Pride and Cinco de Mayo.
- Held conversations with Somali, Hmong, and Latinx communities.
- Added new members to the Equity and Justice Committee with diverse cultures, lived experiences, and regional perspectives.

GOAL: Retain and attract a strong, diverse and inclusive workforce and be an employer of choice in non-profit and retail

- Hosted a employment focused lunch and learn with Kaposia.
- Held annual workplace respect training.
- Developed DEIJ trainings on ableism, racism, and Disability Justice for new hires at The Arc.

GOAL: Ensure predictable, sustainable revenue to fund the mission and serve people equitably across the state

- Met our overall fundraising goal in 2024 and surpassed our grants goal.
- Set 2025 fundraising goals that focus on equity and working across departments.

Advocacy and Community Engagement

In 2024, The Advocacy and Community Engagement team hosted or participated in **195 events that reached nearly 8,180 people** statewide. Additionally, we:

- Hosted Regional Advisory Council meetings across the state to support and address issues that are important to people with disabilities.
- Supported **49 self-advocates** in new leadership roles.
- Fostered new collaborations with **62 Black, Indigenous, and People of Color (BIPOC)**-led community-based organizations.
- Fostered new collaborations with **42 community-based organizations** serving the LGBTQIA2S+ community.
- Increased regional Facebook group membership from 596 to **686 people**.

100% of event participants surveyed indicated:

- Events were accessible.
- They felt welcomed, engaged, and connected during events.
- They would recommend The Arc to someone else in their community.

100% of training participants surveyed indicated:

- They had a better understanding of their options for their life and the tools they need to take action.
- They felt more prepared to make their own decisions and life choices

Culturally and Linguistically Appropriate Services (CLAS) Grant

Hosted expert interviews and focus groups with self-advocates and parents of children with disabilities

We held interviews and focus groups to better understand the experiences of people of color with multiple identities, and parents of children with disabilities, as they try to get the services they need. We looked closely at what people shared and found common themes, challenges, and helpful ideas to make The Arc's programs more fair, welcoming, and culturally responsive.

Completed Culturally Responsive Healthcare Video

This video shares powerful stories from people with disabilities about their experiences with culturally responsive healthcare. It highlights the need for more inclusive care and will be used ito support system change and promote equity.

Watch video : bit.ly/4n2phZ7

Translation of Arc's brochures for tabling

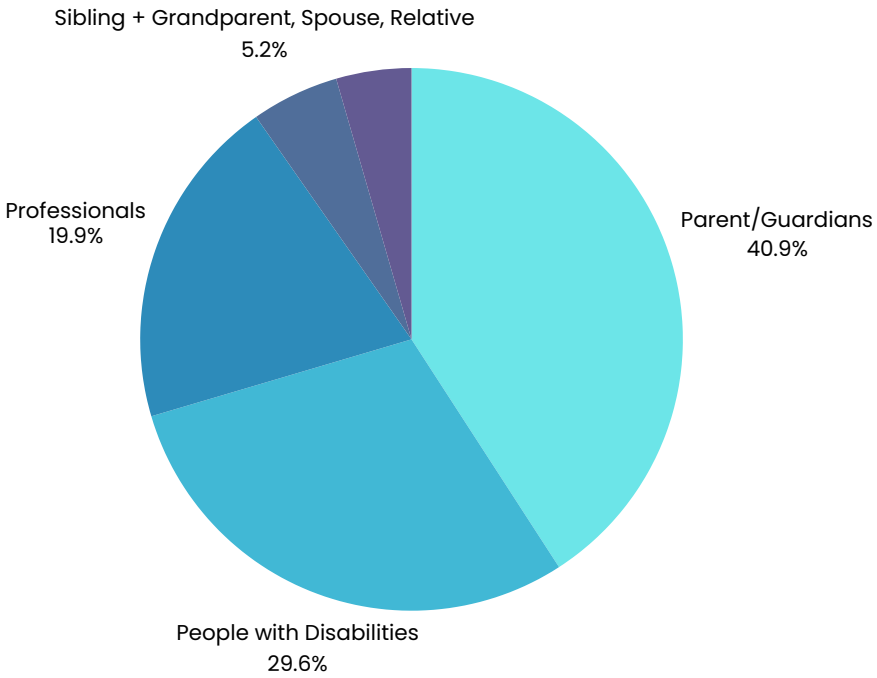
Translated The Arc's brochures into Hmong, Spanish, Somali, and Vietnamese to help more people understand and connect with our work at events. These brochures share important information about our programs and services in languages spoken by many in our communities. This is one way we're working to break down language barriers and reach more people.

Help Desk

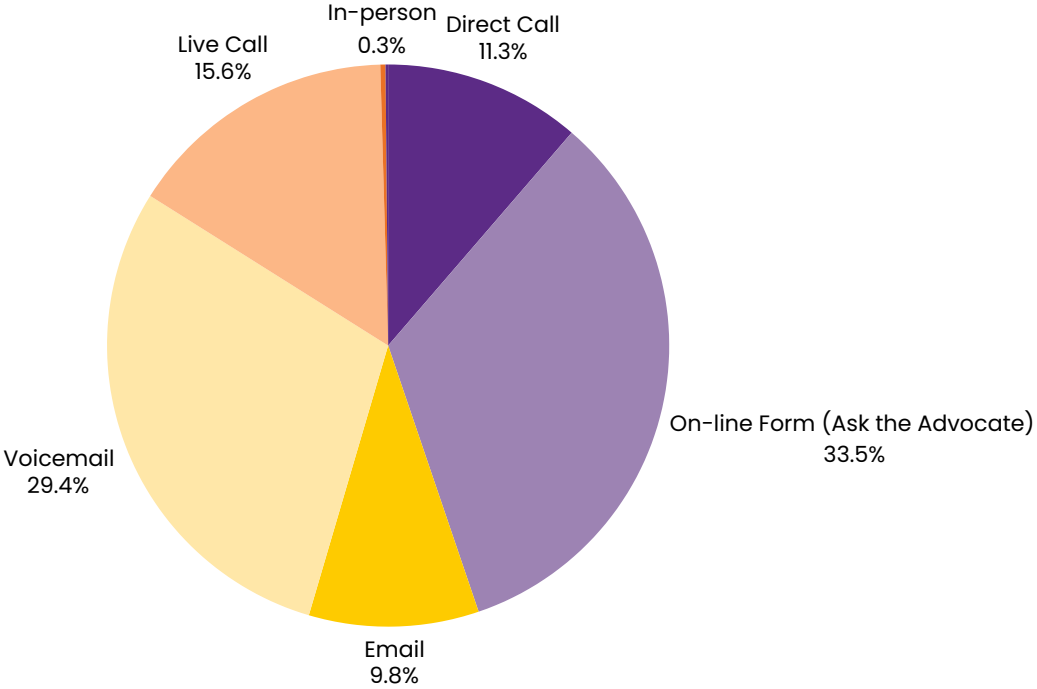
People with intellectual and developmental disabilities and their trusted supporters can call The Arc Minnesota to discuss issues and concerns about disability services. In 2024, our Help Desk:

- Answered **1339 calls**.
- Supported individuals from **79 counties**.
- Made **143 internal referrals** to other Arc programs & services.

Relationship to Individual



Contact Method



Housing Programs

Housing Access Services

- Helped **202 people with disabilities** find and move into homes of their choice.
- Support included help with finding housing, applying, budgeting, understanding leases, covering moving costs, applying for financial help, and solving housing issues.

Alternative Care Discretionary Services

- State-funded program for people age 65 and older who need the level of care provided in a nursing home but want to live independently, are not yet eligible for Medical Assistance, and live in Hennepin or Ramsey County.
- Helped **17 older qualified participants** move into homes in the community.
- Support included help planning for a move, finding housing, and covering moving costs like furniture and belongings.

Crisis Housing Assistance Program

Short-term funding to help people with serious mental illness keep their housing while receiving treatment for up to 90 days. Support can cover rent, utilities, and basic services.

- **297 applications received** in 2024 — a **24.3% increase** from 2023.
- **245 applications were awarded** funding.
- The highest number of applications came in October and February.
- Applicant demographics: 66% female, 44% male, 0.03% nonbinary or other.

Statewide Grants & Initiatives

Programs funded through grants and contracts—many in partnership with the Minnesota Department of Human Services and the University of Minnesota's Institute on Community Integration. **In 2024, these contracts totaled about $2.7 million** and supported programs like Region 10 Quality Assurance, Regional Quality Councils, Capacity Building for Positive Supports, Self-Advocacy, Micrograms, the Inclusion Initiative, and Peer-to-Peer Mentoring.

Regional Capacity Building

88 People were involved in our first year of Regional Capacity Building for Positive Supports. Four groups met regularly Statewide, in the Twin Cities, West Central, and Southern areas of MN. This chart shows the number of people involved in each group.

Regional Capacity Building is a subset of our Regional Quality Councils, focused on promoting Positive Supports. In this first year, we formed networks in the Twin Cities, West Central, and Southern areas of MN. We learned together about Positive Supports and related topics, and used Person Centered Planning tools and strategies to plan for each region.

- The Twin Cities network is focusing on Positive Behavioral Supports and Person-Centered Practices, starting by reviewing current resources.
- The Southern network is focusing on building a Culture of Safety and Person-Centered Practices, while identifying local needs and avoiding duplicate efforts.
- The West Central network is raising awareness about Positive Supports and how to access them, beginning with community input and sharing basic information.

Individual Microgrant

The Minnesota Microgrant Partnership **provides small grants** to Minnesotans who have disabilities to support their personal goals related to housing and employment. The microgrants are **available to disabled persons statewide**, with a focus on reaching people from underrepresented and culturally specific communities.

270 applications received
209 grants awarded
$850 average award amount

4.8/5 Application process rating
4.85/5 Staff experience rating
4.9/5 Overall program satisfaction

99% would recommend the program

90% feel happier with their housing

76% feel safer with their housing

85% are closer to job goals

Elizabeth requested and **received a Macbook Pro** with their microgrant. Their previous laptop would freeze on them when they did their work as a freelance graphic designer. Elizabeth loves the new laptop. It has allowed Elizabeth to create graphic designs with Adobe Illustrator and easily share them with the world. It has also helped in their journey as a disability rights and queer rights activist. Elizabeth hopes to continue growing their audience and raising awareness about important social justice issues.

Minnesota Inclusion Initiative

The Minnesota Inclusion Initiative is a grant program that provides up to $5,000 to groups working to make Minnesota more inclusive for people with intellectual and developmental disabilities (IDD).

In its first year, the program **awarded $150,000 to over 30 organizations** across the state for projects that support people with IDD and promote inclusion in programs, services, and spaces.

On grant accessibility, one recipient recently noted:

"I thought that [the MII app] was the most accessible grant I have applied to. I appreciate that a grant around inclusivity actually felt inclusive in the application, communication, and follow up."

Peer to Peer Mentor Program

Hosted or participated in **26 events**, 14 of which were in partnership with other organizations.

Connected with **287 individuals,** including **109 self-advocates**, **41 family members**, and 1**37 professionals**.

Newsletter launched June 2024 has gained **185 subscribers.**

Provided **14 one-on-one mentoring sessions**, delivered both in person and via Zoom, offering personalized support.

Welcomed **3 new mentors**, for a total of 9. 2 of these new mentors represent previously unrepresented areas of the state.

Regional Quality Councils

West Central

- Hosted **3 webinars** with topics about transition to adulthood and employment (financial planning, transition services basics and Waiver Basics) with approximately **77 attendees**
- Held **6 events** with approximately **238 participants**. The events were a wide range of topics all revolving around employment for people with disabilities and transition to adulthood.
- Built partnerships with organizations including Minnesota State University Moorhead, Moorhead Public Schools, League of Women Voters, ND Assistive, University of Minnesota ICI, DEED, a local attorney, ARRM, Hope Inc, Moorhead Business Association, TNT Fitness, and Becker County DAC.

Metro

- Hosted monthly employment services presentations (June–December), now available on the MRQC YouTube channel.
- Shared insights on accessible, affordable housing on KFAI radio and in a published Access Press article.
- Presented at MICAH's Housing for All event and tabled at the AVIVO Community Resources Fair.
- Spoke at a RevUP event about the importance of accessible voting.
- Participated in the Rethinking I-94 project to advocate for more accessible transportation.
- Collaborated with the Met Council to support transportation policies that benefit riders with disabilities so they can continue to use Metro Transit services for free.
- Collaborated with the Department of Human Services in creating the Housing Video Project.
- Created an Employment Resources website to inform the public about available supports, similar to the existing Housing Resources site.
- Completed the Housing Video Project which tackles various topics relating to housing and disability, especially accessible and affordable housing.

Region 10

- Hosted events focused on accessibility, including a housing demonstration, transportation listening session, and candidate town hall.
- Collaborated with partners including the Cross Disability Focus Group, Transportation Study Steering Committee, MaxAbility, Nonprofit Consortium, and United Way of SE Minnesota.

Statewide

- Wrote letter of support on bills impacting people with disabilities.
- Heard from The University of Minnesota, Institute on Community Integration, Dept. of Human Services, and ARRM experts on statewide workforce shortage.
- Discussed certification process as a way to promote the field of Direct Support Professionals (similar to becoming a Certified Nursing Assistant).
- Partnered with Jesse Bethke Gomez to support proposed bill around a DSP Certification Pilot. We created a letter of support and a one pager with information to share with legislators at Disability Advocacy Day at the Capitol 2025. The bill (SF 1062/HF 1742) is currently laid over for possible inclusion in the Omnibus Bill.

Self-Advocacy

The Arc Minnesota works with disabled leaders to promote human rights and disability justice. Through self-advocacy groups and events, the program builds connections, supports leadership development, and empowers the IDD community to drive systems change and inclusion.

- An estimated **1,124 self-advocates and supporters** were involved in self-advocacy events and classes.
- There were **237 total self-advocacy meetings, events, and trainings** about self-advocacy and self-direction held across our regions.
- **100%** of materials, resources, trainings, educational events **co-created with people who have disabilities.**

Participant Survey Results

92.7% indicated that events held were accessible.

93% indicated that resources and materials are accessible.

76.7 feel more included in their community.

85.7% feel they are better able to make informed choices.

73.2% feel they understand their rights better.

86.4% feel they are better at advocating for themselves.

90.7% say they know more about self-advocacy.

100% have or would refer someone to The Arc Minnesota's self-advocacy programming.

Public Policy

Legislative Agenda

Subminimum Wage Elimination

- **40 support letters** were submitted by The Arc Minnesota, the MN Coalition for Disability Wage Justice, and self-advocates.
- The bill didn't pass, but strong progress was made in building legislator and community support.

Ableism Teacher Training – Passed!

- Minnesota teachers will now receive ableism training led by a person with a disability—marking the first use of the word "ableism" in U.S. legislation.

Inclusive playgrounds

- Bipartisan support for a new inclusive playground in Stillwater.

CDCS Reform

- Improvements made directing lead agencies to follow and implement state policy so there is consistency across the state.

Other Legislative Activity

- **16 letters** submitted on behalf of our support agenda items.
- Engaged with 12 advocacy coalitions or working groups related to supporting our legislative agenda and disability justice.
- Attended **56 lobbying meetings.**
- Attended multiple rallies and advocacy engagement opportunities, including Disability Advocacy Day.

Grassroots Engagement Participation

Capitol Connectors Team Meetings

- 22 meetings with a total of 112 participants.

Disability Advocacy Day

- 200 participants

REV UP MN Voter Engagement Activities

- 33 events held
- 713 people reached

Arc's Value Village Thrift Stores & Donation Centers

Arc's Value Village Thrift Stores and Donation Centers **help fund The Arc Minnesota's programs** for people with intellectual and developmental disabilities and their supporters.

Founded in 1982, the three stores—located in Bloomington, New Hope, and Richfield—generate vital support by selling donated items in-store and on eBay.

580K store visitors

330K purchasers

1.7M items sold

2.2M items stocked

140K donation drop offs

7M lbs donations processed

- Four personal stylists met with 140 clients and generated $24,000 in sales.
- Hosted four Gender Affirming Shopping events at the stores attended by over 200 guests.
- Held several pop-up shop and styling events.
- Autumn Retro Collection & Boo-tique were featured on Fox9 & Minnesota Live.

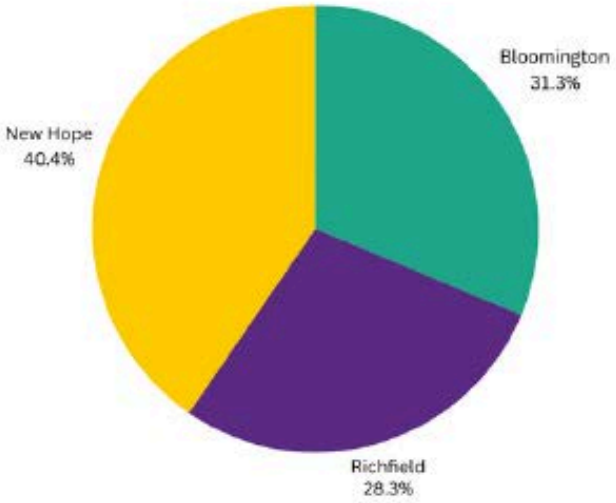
Learn more at arcsvaluevillage.org

Arc's VALUE VILLAGE THRIFT STORE & DONATION CENTER

Volunteers

The Arc Minnesota & Arc's Value Village Thrift stores includes volunteers and interns in all aspects of the organization to create lasting change for people with intellectual and developmental disabilities and their families.

Volunteers by Store



Thrift Highlights

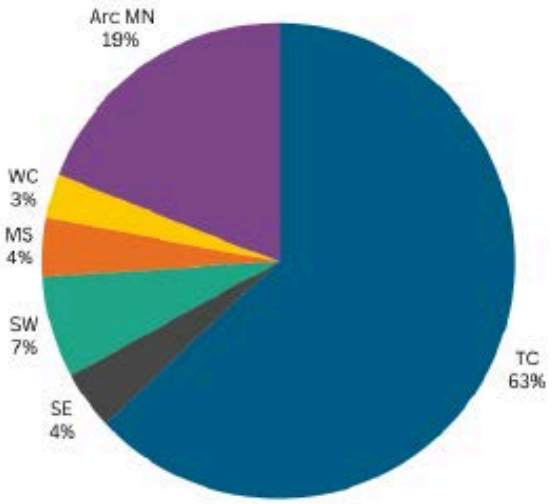
Launched new site www.volunteerforarc.org

Over 30,000 volunteer hours

Over 13,000 volunteers

Groups represented community, religious, corporate, vocational, transitional, and familial.

Volunteers by Region



Agency Activities and Highlights

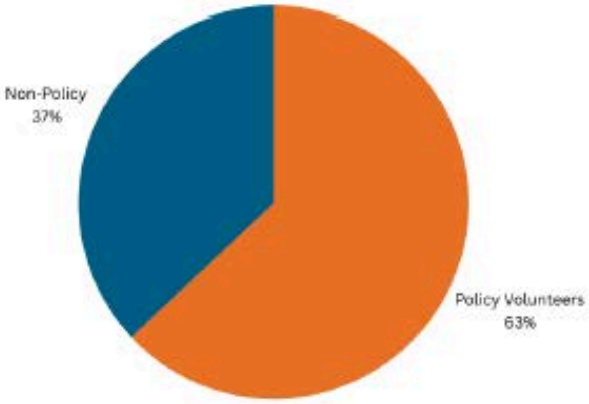
Included policy, programs, and operations

1658 total volunteers and 26,640 total hours

Policy had 1167 volunteers and 16,815 hours

38 interns contributed over 4,560 hours

Types of Agency Volunteers



Volunteers participating with The Arc included individuals from all demographics and from all 5 Arc Minnesota regions.

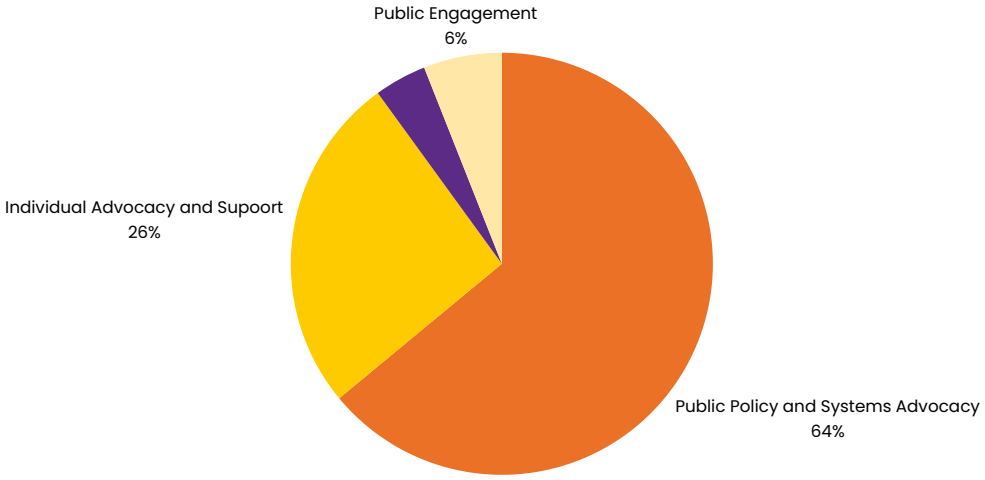
Individuals identified as self-advocates, parents, siblings, other family members and allies.

Volunteer contributions valued at $750,000+

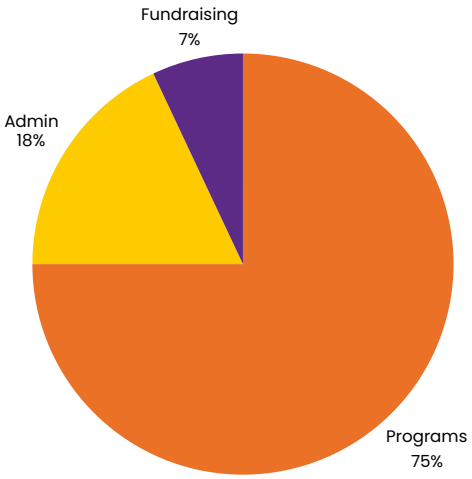
Finance

Total earned revenue	Total donor support	Total Expenses
$4,505,872	**$1,309,403**	**$5,878,844**

Programmatic Spending



Organizational Spending



Members

Household Level

Andre B
Taiyo B
Narayan B
Jonathan Beckel
Maren Christenson Hofer
Rebecca D
Joel Engholm
Aidan Engholm-Flinck
Nadia Engholm-Flinck
Nancy Fitzsimons
Theresa Flinck
Buff Hennessey
Orin Herfindal
Oliver Herfindal
Oliver Herfindal
Scott Hofer
Simon Hofer
Andrew Johnson
John Martin
Liz McDevitt
Justin McDevitt
Maeve McDevitt
Maury McDevitt
Chris Neugent
Leslie Neugent
Peggy O'Toole-Martin
Jack Priggen
Margaret Ryan
Richard Wohlers
Darii Wohlers
McKenna Wohlers
Joel Young
Julie Young
Andrew Young
Joel A Young

Individual Level

Karen Eastman
Naveh Eldar
Suzanne Elwell
Angel Hight
Barbara Klaes
Barbara Kleist
Cortney Kressin
Dawn Lampros
Kerri Leucuta
Liz Ohman
Nik S.
Dale Schultz
Rebecca Schultz
Tracy Sellman
Laurel Sorensen
Robert T.
Amanda Tempel
Angie Tesch
David Theisen
Michelle Theisen
Jessica Thompson
Chelsea W.
Marilyn Weldin
Colleen Wieck

Members

Advocate Level

Karin Alexander
Michelle B.
Lydia Benedict
Teresa Brown
Kellie Cameron
Nathaniel (Nate) Clark
Stacy Clingman
Katie Cragg
Levi Dokken
Shannon Doolan
Linda Driessen
Stephanie E.
Rebecca Ebsen
Heather Farrell
Jane G.
Abby G.
Kathryn Germick
Richard Grimm
Jana Guillot
Samantha H.
Nora Hertel
Emma Holliday
Sarah J.
Krista Jacobson
Benjamin Johnson
Juno Johnson
Mackenzie Johnson
Sarah Klinzing
Caley Kolb
Kathleen Krauter
McKenna Kunshier
Rosieanna LaFond
Christine Lickteig
Angela Lindsey
Ilona Lukacs Martin
Jean M.
Matthew M.
Alaina Martin
Amy Meyer
Reanna Milbrett
Christine Miller
Samantha Morris
Kathleen Morrison
Rhonda Morrison
Ric Nelson
Dagan O.
Scott Olson Laboda
Rachel Orzoff
Mark Ostrom
Jessica P.
Dianne Parker
Kimberly Pedersen
Harrison Perry
Amy jo Piedade
Keith Piskur
Ocean Poet
Rooham R.
Katherine Rebstock
Anne Redetzke-Perry
Tina Rucci
Chris Russert
Leah S.
McKinsey S.
Jasmine Rose S.
Bernadette Sarazine
Alma Silver
Annie Simones
Vanessa Simpson
Mark Stafford
Kathryn Stanek
Krista Stokes
Poppy Sundquist
John T.
Nicholas T.
Brian Twiss
Nora Ulseth
Ben Vinar
Dee Vos
Meghan W.
Vickie Waytashek
Lisa Weeden
Amy Wexler
Jeff White
Therese White
Meghan Wolfe
Sharon Yeazle