



We Want A Life Like Yours

Annual
Report

2021

2021

2021



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Dear Friends,

What does it mean to want a life like yours?

For people with disabilities, it means the freedom to live as independently as possible on their own terms, the right to quality health care and education, the opportunity to work, and the ability to fully participate in their communities—just like everyone else.

But too often, outdated policies, systemic discrimination, and chronic underfunding of disability services stand in the way.

That's why, in 2024, The Arc's National Council of Self-Advocates sent a clear message:

"We want a life like yours."

And we're making sure that message is heard—in Congress, in the media, in workplaces and schools, and in communities nationwide.

Together, with supporters like you, we are leading a movement for change. In 2024:

- **We protected the right to vote**, helping strike down a restrictive Texas law that threatened to disenfranchise millions of voters with disabilities.
- **We mobilized a movement to defend disability services**, and were at the forefront of the battle to protect Medicaid from devastating cuts.
- **We shattered stereotypes in national media and public spaces**. From Times Square billboards to viral advocacy campaigns, we are changing how the world sees disability.
- **We put disability leadership on the national stage**. The Arc was recognized as one of America's Top 100 Charities, and our CEO's leadership earned a spot on the [Forbes 50 Over 50 list](#). We also continue to amplify people with disabilities in national media, ensuring their leadership and lived experiences shape conversations.

This movement is about people and about the future we are building together.

Every donation, action, and shared story fuels this fight. [Please consider donating today](#) to ensure people with disabilities have the power and resources to shape their own futures.

It's about Ruth, whose daughter relies on Medicaid for daily life.

It's about Marcus, whose story helped him land a job after years of rejection.

It's about Mitch, who thrived in school with the right support and is now shaping national policy.

It's about Carson, who reminds the world that people with disabilities are just as human as everyone else.

It's about every family, friend, and neighbor touched by disability—which, in truth, includes all of us.

Thank you for standing with The Arc. Thank you for believing in this fight. And thank you for helping build a future where people with disabilities are not just included—they are leading the way.

With gratitude and determination,



Katy Neas
CEO



Meredith Sadoulet
President, Board
of Directors



Leading the Fight for Disability Rights & Services

For millions of people with disabilities, policy is personal. It determines whether they can live in their communities, access health care, get a job, and even cast a ballot. The Arc is a beacon of hope in disability advocacy, driving policy changes that protect rights, expand access, and challenge discrimination.

Advocacy Wins That Are Changing Lives

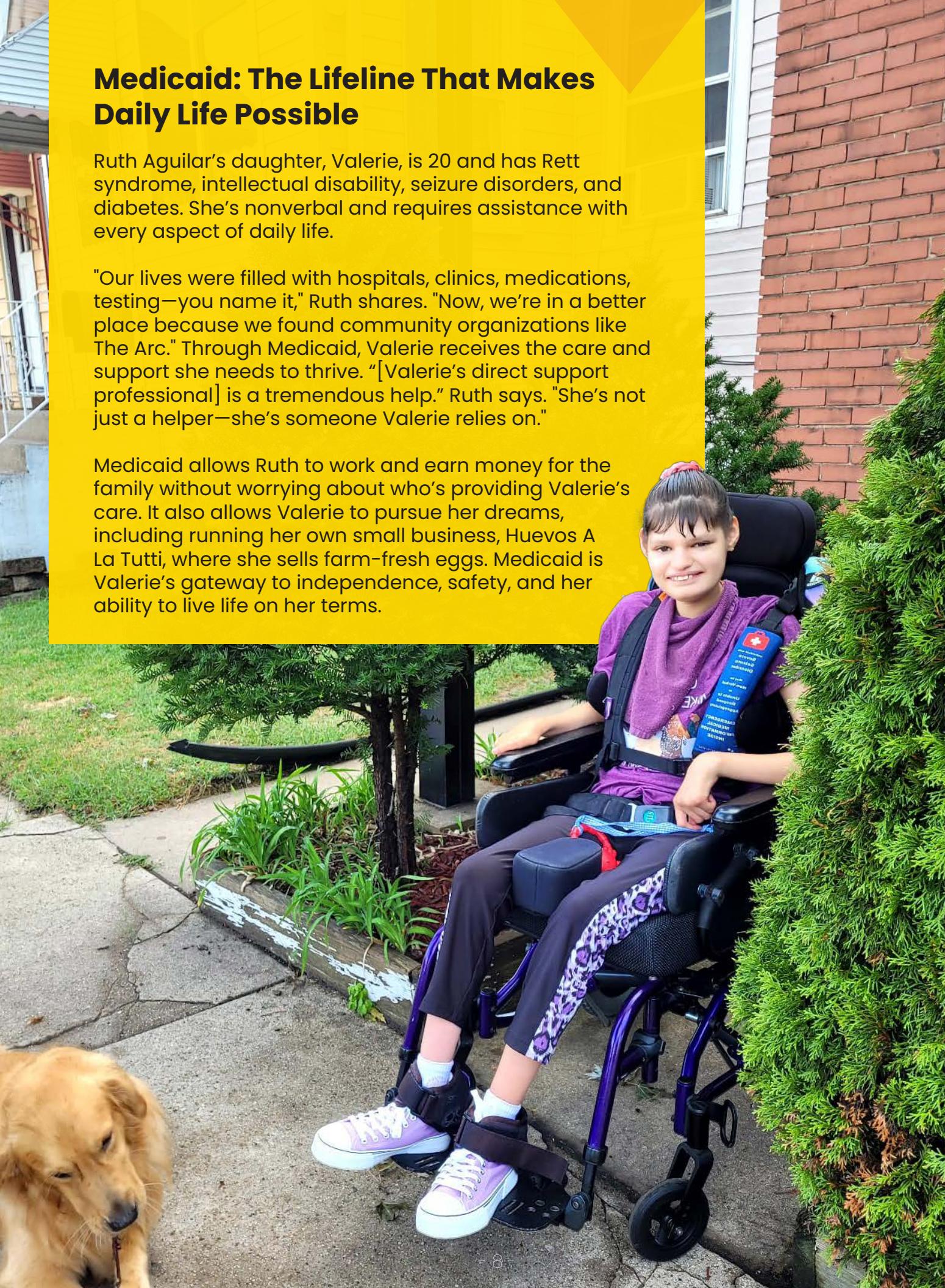
- **Putting our all into the fight to defend Medicaid:** The Arc was one of the first to sound the alarm on threats to Medicaid, mobilizing hundreds of thousands of advocates to push back. Our advocacy toolkits, live trainings, and direct action on Capitol Hill built a groundswell of support that lawmakers heard far and wide.
- **Fighting voter suppression and stopping it before it spreads:** The Arc was co-counsel and The Arc of Texas was a lead plaintiff in a landmark federal case that struck down parts of a restrictive voting law in Texas. The court ruled that criminalizing voter assistance violated the Voting Rights Act, citing powerful testimony from members of The Arc. This victory not only restored access in Texas—it set a precedent that could stop similar restrictions nationwide.
- **Confronting discrimination in health care:** [The Arc's advocacy and personal stories](#) helped shape critical updates to Section 504 of the Rehabilitation Act, enforcing stronger protections against discrimination in health care and human services for people with disabilities nationwide.
- **Expanding autism research and services:** The Arc played a pivotal role in passing the Autism CARES Act, securing federal investment in research, services, and support for autistic people and their families.
- **Urging the end of a barbaric practice:** The Arc organized more than 5,000 advocates to push the U.S. Food and Drug Administration to take long-overdue action against the use of electric shock devices, a cruel and ineffective practice that has been used on people with disabilities for decades.
- **Exposing the child care crisis:** The Arc helped shape [a landmark study](#) from the U.S. Government Accountability Office that outlines severe barriers families of children with disabilities face in accessing child care.

Medicaid: The Lifeline That Makes Daily Life Possible

Ruth Aguilar's daughter, Valerie, is 20 and has Rett syndrome, intellectual disability, seizure disorders, and diabetes. She's nonverbal and requires assistance with every aspect of daily life.

"Our lives were filled with hospitals, clinics, medications, testing—you name it," Ruth shares. "Now, we're in a better place because we found community organizations like The Arc." Through Medicaid, Valerie receives the care and support she needs to thrive. "[Valerie's direct support professional] is a tremendous help." Ruth says. "She's not just a helper—she's someone Valerie relies on."

Medicaid allows Ruth to work and earn money for the family without worrying about who's providing Valerie's care. It also allows Valerie to pursue her dreams, including running her own small business, Huevos A La Tutti, where she sells farm-fresh eggs. Medicaid is Valerie's gateway to independence, safety, and her ability to live life on her terms.



Where We Are in 2025

- **We're leading a nationwide movement** to push back on devastating cuts to Medicaid and to protect the rights of students with disabilities as the U.S. Department of Education is dismantled.
- **We're mobilizing a record number of advocates** to demand policies that allow people with disabilities to live full, self-determined lives. In the first 6 months of 2025, our supporters contacted Congress nearly half a million times. Engagement across our advocacy efforts—including social media, grassroots actions, and direct outreach—is reaching unprecedented levels.



Be a part of the movement.

Sign up for advocacy alerts at thearc.org/action.



Stronger Communities, Greater Impact

True progress starts in communities, big and small. Across the country, The Arc's nearly 600 chapters are leading the charge for inclusion, expanding access to critical services, and empowering people with disabilities to share their stories. And they aren't doing it alone. Through strategic partnerships and national funding, we provide resources, training, and support that help chapters turn advocacy into action.

How We're Transforming Communities Nationwide

- **Expanding mental health support:** Up to 40% of people with intellectual and developmental disabilities (IDD) experience mental health conditions, yet providers lack the training to support them. With funding from the United Health Foundation, The Arc is helping 10 chapters bring [Mental Health First Aid training](#) to their communities—equipping caregivers, providers, and families with skills to recognize and respond to mental health needs.
- **Bridging the digital divide:** People with disabilities are three times more likely to be offline, limiting access to education, jobs, and social connection. Through our partnership with AT&T, 26 chapters of The Arc are offering [in-person and virtual digital skills training](#).
- **Empowering marginalized families:** The special education system is complex, especially for families facing language barriers. That's why we launched a bilingual special education advocacy curriculum as part of [The Arc@School](#), ensuring more families can effectively fight for their child's educational rights.
- **Making businesses more inclusive:** Finding accessible businesses shouldn't be a guessing game. The Arc partnered with Yelp to expand their accessibility search features.
- **Activating self-advocates nationwide:** In 2024, The Arc engaged thousands of people with disabilities through leadership development, advocacy training, and policy forums—including our National Council of Self-Advocates. Their stories and direct action are driving everything we do and making a real difference.

From Local Leader to National Advocate

Mitch Routon's journey proves that access to education and advocacy can open doors to national impact. When Mitch was 10 days old, he had a stroke. Four years later, he began experiencing seizures that lasted until he was 10. But with the right supports, he thrived in school—serving as the football team manager and proving that inclusion benefits everyone.

His advocacy started in his hometown with The Arc Pikes Peak Region, where he joined the board in 2007. Soon, his leadership broke barriers—he became the first person with an intellectual disability to serve as President of The Arc of Colorado. Today, as a national board member, Mitch is fighting to protect disability rights in Congress and beyond. In 2024, he was honored with The Arc's President's Award—a recognition of his extraordinary impact.

"I want to ensure that people with disabilities have the same rights as everyone else," Mitch says.



Where We Are in 2025

- **We're scaling up.** Our Mental Health First Aid and digital skills training programs are expanding to reach even more people with disabilities and their families.
- **We're helping more and more people with disabilities use their stories to create positive change** because everyone should have a say in the policies and decisions that affect their lives. The Arc provides leadership training, policy education, and advocacy opportunities to help self-advocates make an impact in their communities and beyond.



Be part of shaping the future of disability rights.

Join our **National Council of Self-Advocates.**



Shaping the Narrative, Changing the Future

The stories we tell shape the world we live in. Who gets interviewed, how stories are told, and whose perspectives are shared influence public perception, policy, and opportunity. For too long, people with disabilities have been sidelined or misrepresented, often in ways that reinforce harmful stereotypes. The Arc is changing that. We're making sure people with disabilities aren't just included in the conversation—they're driving it.

Breaking Stereotypes & Elevating Disability Voices

- **Disability pride takes over Times Square:** Our partnership with Sephora put disability inclusion on one of the biggest stages in the world—Times Square. In 2024, two separate billboards featured The Arc, showcasing Lizzy Graham, an autistic, transgender woman on our National Council of Self-Advocates, and CEO Katy Neas. Sephora also [shared Lizzy's story](#) with its 22+ million followers, spreading messages of inclusion far beyond New York City.
- **Educating journalists on inclusive reporting:** The National Press Club partnered with The Arc on a [four-part Q&A series](#) with Katy Neas, educating 3,000+ journalists on what was at stake for people with disabilities in the 2024 elections. This effort didn't just inform—it challenged reporters to broaden their coverage, ensuring disability issues were front and center.
- **Bringing inclusion to retail:** Lids, one of the largest sports apparel retailers in the country, championed The Arc in 1,500 stores nationwide. From co-branded signage and donation round-ups to featuring The Arc's logo on custom embroidery, [Lids is making disability inclusion part of the culture of sports and fandom.](#)
- **Expanding disability visibility across media:** From TV to social media to national press, The Arc is ensuring disability representation reaches further than ever. Thanks to in-kind support from Comcast, our public service announcements aired 266,168 times nationwide in 2024—showing millions of homes what's possible for people with IDD. Meanwhile, engagement on our social media platforms continues to skyrocket, sparking conversations about stigma, advocacy, and disability pride. We also secured unprecedented national media coverage, expanding when and how disability is portrayed in the news.

An All-Too-Common Story of Untapped Potential

Marcus Stewart's smile lights up a room—so why couldn't he land a job? At 23, Marcus also had the skills, experience, and motivation to work. But time and again, hiring managers saw his Down syndrome, not his potential. "One big misconception is that I am not able to follow directions, learn, or be employable," Marcus says.

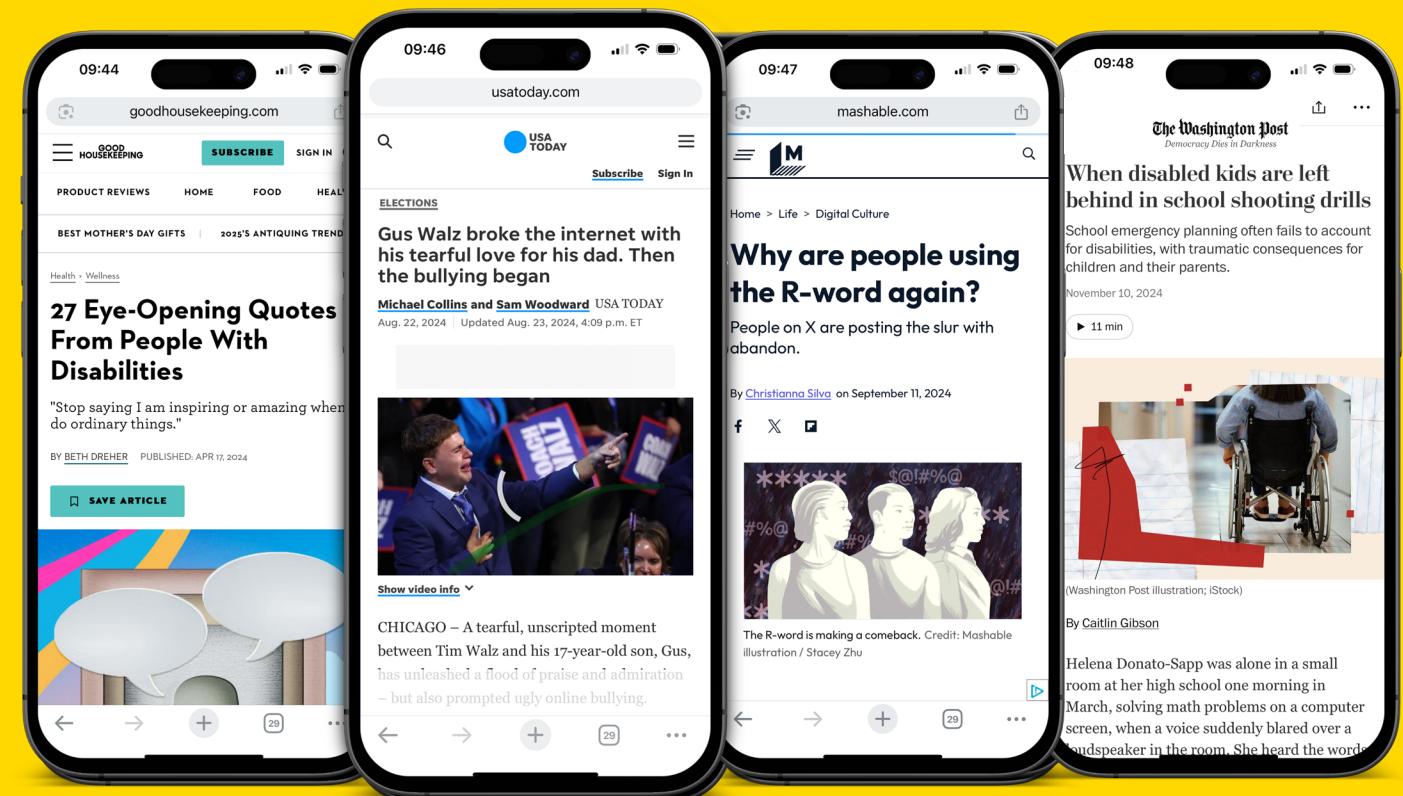
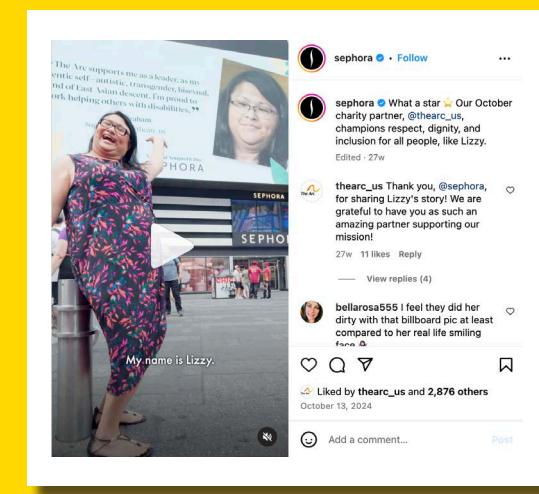
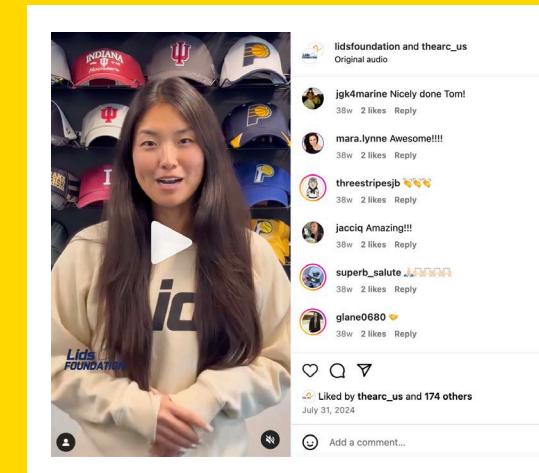
Despite gaining experience in stocking, janitorial, food prep, and administrative roles, he faced hiring barriers that shut out countless job seekers with disabilities. Then, The Arc shared his story, reaching thousands with our blog and social media posts. Shortly after, Marcus got the opportunity he'd been waiting for—a job he loves at a pet groomer.

"I want to work so I can be independent and get my own apartment," Marcus says. His dream is what we all want. Yet across America, qualified people with disabilities face systemic hiring discrimination. The Arc is changing the narrative and breaking down barriers, one story at a time.



Join the conversation.

Follow us on social media at [@TheArcUS](#) and sign up for updates.



Where We Are in 2025

- Major media outlets are turning to The Arc as the go-to authority on disability issues. The Washington Post, HuffPost, and CNN amplified our warnings about threats to essential services. CBS, Yahoo News, PBS NewsHour, and the Associated Press shared powerful, personal stories from The Arc's advocates. TIME, NPR, and USA Today helped us reject harmful language and stereotypes. Important stories are in the works every day!
- We're reaching new audiences in powerful ways. Through strategic partnerships and innovative outreach, we're connecting with people and communities who have historically been disconnected from disability advocacy.



The Future of Disability Rights Starts Now

A more inclusive future doesn't happen by chance—it's built by people who demand better. The Arc has been at the forefront of disability rights for decades. Now, in 2025, with unprecedented threats on services and support, we're not just defending progress—we're driving real change.

Turning Momentum Into Action

- **Defending disability rights and services like never before:** The Arc's policy experts and self-advocates are on Capitol Hill every day making sure the disability community's needs are loud and clear. We're also working hand-in-hand with our partners and self-advocates to organize rallies and campaigns that lawmakers can't ignore.
- **Raising the bar for inclusive education:** Fifty years after the passage of the Individuals with Disabilities Education Act (IDEA), too many schools still fail to support students with disabilities. In response, The Arc is launching the Orange Ribbon School Prize, a first-of-its-kind initiative recognizing and celebrating public schools that truly deliver on the promise of inclusive education. Orange Ribbon Schools will serve as national models, proving that inclusion isn't just possible—it's essential.
- **Strengthening local advocacy and support:** Our chapters are at the heart of disability advocacy nationwide. That's why The Arc is investing in next-generation resources, training, and tools to help local leaders fight for policies that empower people with disabilities—whether in schools, workplaces, or state legislatures.
- **Building a bigger community:** More people than ever are demanding change and supporting the disability community. We're rapidly expanding our social media audience, media presence, and email network, ensuring more people learn from people with disabilities.

Your Role in the Movement

- Donate. Every dollar fuels real progress for people with disabilities.
- Follow us on social media at @TheArcUS and sign up for emails. Stay connected. Stay informed. Share our message.
- Volunteer with a local chapter. Change happens when people show up in their communities.
- Take action today at thearc.org/action.

"We Are Just as Human as You"

"Many people think they're being nice by treating us differently. Though there are many different kinds of disabilities, we are just as human as you. We deserve to live independently, be active in our community, receive education, vote, and so much more—just like everyone else. In order for us to be successful, we just need the right support and resources to live as normal a life as possible."

— Carson Covey, advocate with cerebral palsy



A Look at Our Chapter Network

With 577 chapters spanning 47 states and Washington, DC, The Arc's network drives impact from the local level up. Our chapters are embedded in the communities they serve and powered by the perspectives of people with disabilities and their families.



Find a chapter near you.

Get involved:
thearc.org/find-a-chapter

Thank You to Our Supporters

Institutional Giving

President's Cabinet (\$1,000,000+)

Comcast NBCUniversal Foundation*
Corporation for National and
Community Service*
United Health Foundation*

Leadership Circle (\$500,000 – \$999,999)

AT&T
Bureau of Justice Assistance*
(University of Cincinnati sub-award)
National Domestic Workers Alliance*
Office of Community Oriented Policing
Services*

Activist's Circle (\$250,000 – \$499,999)

Bureau of Justice Assistance (IACP
sub-award)*
May & Stanley Smith Charitable Trust*
National Association of Councils on
Developmental Disabilities*
Robert Wood Johnson Foundation

Advocate's Circle (\$100,000 – \$249,999)

Arizona Development Disabilities
Planning Council
Bureau of Justice Assistance (Autism
Society sub-award)
CARE Fund*
CareQuest Institute for Oral Health
Coca-Cola Foundation
Office of Violence Against Women*
(University of Cincinnati sub-award)
Passport Foundation*
Rhode Island Department of
Behavioral Healthcare, Developmental
Disabilities Hospitals* (Cerebral Palsy
Foundation sub-award)
Sephora
The Arc of the United States
Foundation

Defender's Circle (\$50,000 – \$99,999)

Amazon
Broad Reach Fund
Bureau of Justice Assistance* (National
Policing Institute sub-award)
CoBank
Deckers Giving
Elevance Health
Forsythia Foundation
Lids Foundation
Office of Community Oriented Policing
Services* (IACP sub-award)
Precision Strategies
Verizon Foundation

Protector's Circle (\$25,000 – \$49,999)

Altria
Apple
Meta
National Health Law Program
Home Depot
Park Foundation
Rhode Island Developmental Disabilities
Council
Skyline Foundation
Truist Foundation
TruStage Foundation

Family's Circle (\$10,000 – \$24,999)

American Airlines
Center on Budget & Policy Priorities
National Institute of Health (Lurie Institute
of Research Operations sub-award)*
Pediatric Epilepsy Research Foundation
Rhode Island Foundation
Walmart
Wispaqt Foundation
WITH Foundation

Friend's Circle
(\$5,000 – \$9,999)
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John Fogarty Foundation
Planned Lifetime Association
RevUp
Selective Insurance Group Foundation

Supporter's Circle
(\$2,000 – \$4,999)
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American Association on Intellectual
and Developmental Disabilities
Association of University Centers on
Disabilities
Autism Society of America
Caring Across Generations
Bader Rutter
Bierman Autism Center
Earthjustice
FINDS* (University of Minnesota
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Mathematica
Mercy Care
National Association of Councils on
Developmental Disabilities
NIDLRR* (Vanderbilt University
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Orrick
Respectability
Summitt Challenges
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*The Arc extends its deepest
appreciation to those who have made
multi-year commitments.

National Sponsors

Change Agent (\$25,000+)

Amazon
arc Thrift Stores
Comcast NBCUniversal*
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Champion (\$20,000+)

Therap Services

Advocate (\$15,000+)

AMBA

Supporter (\$10,000+)
Globe North
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Friend (\$7,500+)
CIL
Community Brands
Erskine Green Training Institute
EVero
Kibu
Mass Mutual
RespiTrack
Sonepar USA
TrueLink Financial
Woods Systems of Care

*The Arc extends its deepest
appreciation to those who have made
multi-year commitments.

Individual Giving

The Arc of the United States

\$15,000 – \$49,000+
Lauren Ann Kay
Renate Kupke
Mark and Christiane Ladd
Susan Ritchie
Martha Elaine Sweeney
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\$5,000 – \$14,999
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\$2,000 – \$4,999

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Bequests

Donald C. Detzler
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The Arc of the United States Foundation**\$50,000+**

Sari Ruth Hornstein
 Carol and Tom Wheeler

\$15,000 – \$49,000

Catherine Anders
 Britt-Louise Gilder
 The Ruesch Family
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\$5,000 – \$14,999

Thomas and Jacqueline Collamore
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 Kay Kendall and Jack Davies
 Laurie Oseran
 Nancy and Robert Webster

\$2,000 – \$4,999

Frederick Misilo
 Brian and Caroline Smith
 Philip and Melanne Verveer
 Nina Zolt and Miles Gilburne

Chapter Contributions

The Arc of Middlesex County
 The Arc of Ohio

Pro Bono & In-Kind Supporters

The Arc of the United States appreciates in-kind contributions of service. We would like to extend our wholehearted thanks to the following law firms that provided pro bono legal services to The Arc in 2024.

Akin Gump Strauss Hauer & Feld LLP
 ArentFox Schiff LLP
 Chapman & Cutler LLP
 Crowell & Moring LLP
 Davis Wright Tremaine LLP
 DLA Piper
 Fried, Frank, Harris, Shriver, & Jacobson LLP
 Katten Muchin Rosenman LLP
 Latham & Watkins LLP
 McDermott, Will & Emery LLP
 Miller & Chevalier Chartered
 O'Melveny & Myers LLP
 Orrick Herrington & Sutcliffe LLP
 Reed Smith LLP
 Skadden, Arps, Slate, Meagher, & Flom LLP
 Wilmer Cutler Pickering Hale & Dorr LLP

We are grateful to Comcast NBCUniversal for the following in-kind support: PSA distribution valued at \$1,863,907, and Comcast Newsmakers production, placement, and promotion valued at \$833,210.

We thank LinkedIn for their advertising grant valued at \$225,000.

National Leadership**Officers**

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Burt Hudson (he/him)
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 Chief Executive Officer

Ruben Rodriguez (he/him)
 Chief Operating Officer

Consolidated Statement of Financial Position

ASSETS		
	2024	2023
CURRENT ASSETS		
Cash and cash equivalents	\$ 4,643,005	\$ 4,521,726
Investments	8,881,915	7,320,302
Accounts receivable, net	66,081	159,030
Grants and contributions receivable, net	2,123,537	3,394,790
Prepaid expenses	106,871	198,812
Total current assets	<u>15,821,409</u>	<u>15,594,660</u>
FIXED ASSETS		
Furniture and equipment	1,506,753	1,502,324
Vehicles	21,859	21,859
Website	886,221	886,221
Less: Accumulated depreciation and amortization	(2,406,283)	(2,397,385)
Net fixed assets	<u>8,550</u>	<u>13,019</u>
OTHER ASSETS		
Security deposit	45,843	45,843
Investments held for beneficial interest in perpetual trust	1,468,379	1,363,481
Investments, net	992,096	992,096
Deferred compensation investments	126,921	390,093
Grants and contributions receivable, net	491,183	-
Operating lease right-of-use assets, net	<u>3,338,899</u>	<u>3,723,984</u>
Total other assets	<u>6,463,321</u>	<u>6,515,497</u>
TOTAL ASSETS	<u>\$ 22,293,280</u>	<u>\$ 22,123,176</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Operating lease liabilities	\$ 446,356	\$ 125,528
Accounts payable and accrued liabilities	1,891,805	1,614,338
Due to related party	30,867	22,504
Deferred revenue	2,000	12,000
Accrued contingency liability	-	160,000
Total current liabilities	<u>2,371,028</u>	<u>1,934,370</u>
LONG-TERM LIABILITIES		
Operating lease liabilities, net	3,491,012	3,832,063
Deferred compensation	126,921	390,093
Total long-term liabilities	<u>3,617,933</u>	<u>4,222,156</u>
Total liabilities	<u>5,988,961</u>	<u>6,156,526</u>
NET ASSETS		
Without donor restrictions	2,338,214	3,206,671
With donor restrictions	<u>13,966,105</u>	<u>12,759,979</u>
Total net assets	<u>16,304,319</u>	<u>15,966,650</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 22,293,280</u>	<u>\$ 22,123,176</u>

Consolidated Statement of Activities and Change in Net Assets

REVENUE AND SUPPORT	2024	2023		
	Without Donor Restrictions	With Donor Restrictions	Total	Total
Contributed nonfinancial assets	\$ 15,977,623	\$ -	\$ 15,977,623	\$ 20,092,542
Grants	1,617,143	3,063,305	4,680,448	7,607,358
Affiliation and chapter fees	2,870,611	-	2,870,611	2,876,247
Contributions	1,763,690	156,411	1,920,101	1,822,000
Registration fees	1,150,562	-	1,150,562	1,270,907
Contracts	25,080	-	25,080	25,080
Program service fees	157,405	-	157,405	198,255
Bequest income	76,183	786,564	862,747	89,853
Royalty income	93,584	-	93,584	186,330
Other income	183,797	-	183,797	21,629
Net investment return	149,752	849,707	999,459	1,112,049
Net gain in perpetual trust	-	104,898	104,898	111,468
Net assets released from donor restrictions	3,754,759	(3,754,759)	-	-
Total revenue and support	<u>27,820,189</u>	<u>1,206,126</u>	<u>29,026,315</u>	<u>35,413,718</u>
EXPENSES				
Program Services:				
Chapter Leadership and Development	2,553,288	-	2,553,288	2,865,969
Public Education	10,758,767	-	10,758,767	12,642,831
Public Policy	9,916,665	-	9,916,665	12,233,301
Program Innovation	3,383,841	-	3,383,841	3,461,200
Total program services	<u>26,612,561</u>	<u>-</u>	<u>26,612,561</u>	<u>31,203,301</u>
Supporting Services:				
Management and General	938,058	-	938,058	899,350
Fundraising	1,138,027	-	1,138,027	1,220,173
Total supporting services	<u>2,076,085</u>	<u>-</u>	<u>2,076,085</u>	<u>2,119,523</u>
Total expenses	<u>28,688,646</u>	<u>-</u>	<u>28,688,646</u>	<u>33,322,824</u>
Change in net assets	(868,457)	1,206,126	337,669	2,090,894
Net assets at beginning of year	<u>3,206,671</u>	<u>12,759,979</u>	<u>15,966,650</u>	<u>13,875,756</u>
NET ASSETS AT END OF YEAR	<u>\$ 2,338,214</u>	<u>\$ 13,966,105</u>	<u>\$ 16,304,319</u>	<u>\$ 15,966,650</u>



*For people with intellectual
and developmental disabilities*



2000 Pennsylvania Avenue NW
Suite 500, Washington, DC 20006
800.433.5255

TheArc.org