

Our History



“Empowering individuals with disabilities to improve the quality of their lives” 1



105 E. Roosevelt Road, Little Rock AR 501-666-0246

Our Mission

Empowering individuals with disabilities to improve the quality of their lives

Arkansas Enterprises for the Developmentally Disabled, Inc.

AEDD is a non-profit agency whose purpose is to meet the needs of children and adults with developmental disabilities through a variety of programs including preschool services, therapy services, vocational training, work activity, supportive employment, supervised living, community-based waiver services, life skills training, and the support of individual families.

Impact in Pulaski County

Salaries	\$ 10,366,000
Supplies	563,000
Transportation	300,000
Rent & Other	<u>838,000</u>
TOTAL	\$ 12,067,000
Consumer Spending	\$ 703,000
TOTAL	\$ 12,770,000
Direct Spending	\$ 12,770,000
x Economic Multiplier	6.31*
Indirect Secondary Spending	\$80,578,700

Employees

305

People Served

495

AEDD provides services in the Central Arkansas area including Little Rock, North Little Rock, and Ward

www.aeddinc.org

*University of Arkansas Sam M. Walton School of Business Center for Business and Economic Research

ARKANSAS ENTERPRISES
for the
DEVELOPMENTALLY DISABLED, INC.

Founded by Sam Sanders (1971)

Administrative

105 East Roosevelt Rd.
Little Rock, AR 72206
501.666.0246

**Lacy Landers Adult Skills
Training Center**

6 Production Dr. Little Rock, AR 72209
501.562.6579

ACS Waiver Office

105 East Roosevelt Rd.
Little Rock, AR 72206
501.374.7538

Jobs 4 You

North Little Rock
1802 Franklin Street
North Little Rock, AR 72114
501.907.6547

**AEDD Adult Skills
Training Center**

5532 John F Kennedy Blvd.
North Little Rock, AR 72116
501.254.6480

University Gardens, Inc.

Beebe, AR
501.882.3668

Mount Ida Gardens, Inc.

Mt. Ida, AR
870.867.2155

Cheshire Gardens, Inc.

Little Rock, AR
501.374.7538

Grand Prairie Gardens, Inc.

Lonoke, AR
501.676.0020

**Community Life Services, Inc.
Intermediate Care Facility**

Little Rock, AR
501.223.9015

**Jobs 4 You
Ward**

80 West 2nd Street
Ward, AR 72176
501.941.1870

"AEDD is in compliance with Titles VI & VII of the Civil Rights Act and is operated, managed and delivers its services without regard to sex, race, color or National Origin"

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Primary Services for Adults with Intellectual Disabilities:

- ◆ Adult Skills Training and Wellness Center
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- ◆ Jobs 4 You - Employment Training & Placement
- ◆ Post-Secondary Education
- ◆ Long-Term Care Residential Facilities
- ◆ Elderly/Disabled Housing Assistance
- ◆ Long-Term Care Residential Facilities

AEDD Auxiliary and Fundraising

AEDD Multipurpose Center Rental

Mission Statement

Empowering individuals with disabilities to improve the quality of their lives.

Goals

Services provided by AEDD are designed to increase capacity for independence in the areas of communication, cognitive, sensorimotor, and social skills for adults with developmental disabilities.

AEDD strives to maximize each individual's potential in the least restrictive and most appropriate environment.

AEDD endeavors to meet the needs of individuals through a variety of programs including, but not limited to Workforce Training, Therapy Services, Work Activity, Supportive Employment, Competitive Employment, Supervised Living, Community Based Instruction, Life Skills Training, and the Support of Individual Families.

Board of Directors

Jack Wilson, President
David Graf, Vice President
Bill Gray, Secretary/Treasurer
Robert Benning
Ted Furcron
Todd Larson
Sue Newbery
Kim Pruitt
Hoyte Pyle
Tammie Walker

Herschel H. Friday (1922-1994)
Jim Hinson (1939-2013)
Rep. Lacy Landers (1927-2011)
Louise Lueken (1915 – 2011)
Dr. Ben Saltzman (1914-2003)
Max Sears (1925-2014)
Dr. Harry Ward (1922-1994)

Our Management Team

Georganna Imhoff Huddleston, CEO/Executive Director
Curtis Willding, Chief Financial Officer
Lexie McPherson, Chief Operating/Compliance Officer
Jaida Tillman, Director of Human Resources
Kerina Goucher, Director of Development
Brandon Hartsell, Director of ACS Waiver/Residential Services
Leeona Harrison, Director of Community Life Services
Reggie Johnson, Director of Adult Clinical Services
Veronica Rancifer, Director of Manufacturing Operations

CARF Accreditation

What it Means & Why it's Important

When considering an agency to provide services for yourself or your family member, do you even know how to evaluate it or whom to turn to for answers? Most people, including many referring health care professionals, do not. That is why there is CARF - the Commission on Accreditation of Rehabilitation Facilities. CARF is considered the gold standard, the premiere accrediting body for rehabilitation programs: facilities that are CARF accredited must meet stringent international standards. The most interesting thing about CARF, however, is that it is a voluntary accreditation. This means that organizations seeking CARF accreditation spend their own time, money and efforts to undergo the in-depth assessment and review that the organization demands. Why do all this when home and community rehabilitation programs are not required by law to be accredited? Basically, CARF assures our consumers that this is a specialty that values them so much that it has voluntarily agreed to adhere to vigorous standards and open the specialty up to intense scrutiny.



A Hallmark of Quality

CARF offers several levels of accreditation, the highest being the Three-Year Accreditation. This indicates that the provider is meeting or exceeding CARF standards and will not need to be reviewed again for another three years. AEDD received initial CARF accreditation in 2011 and has met the criteria to maintain its certification for each consecutive three-year term since.

Agency Demographics

AEDD/CLS Programs

Programs

Alternative Community Services
Intermediate Care Facility for Individuals with
Intellectual Disabilities (ICFIDD)
Mental Health Services
Adult Physical Therapy
Adult Speech Therapy
Adult Occupational Therapy
ADDT
Supportive Employment

Volunteers

Board of Directors
AEDD Auxiliary
Community Service Clubs and Organizations

Funding

United Way, Medicaid, State General Revenues,
Social Services Block Grant (Title XX),
Maintenance Fees, AR Rehabilitation Services,
Contract Work, Management Fees and
Investment Revenues

Facilities

Administration
Residential Centers
Community Life Services, Inc.

- ◆ Community Life Facility I
- ◆ Community Life Facility II

Lacy Landers Adult Skills Training Center LR
AEDD Adult Skills Training Center NLR
Jobs 4 You

- ◆ North Little Rock
- ◆ Ward

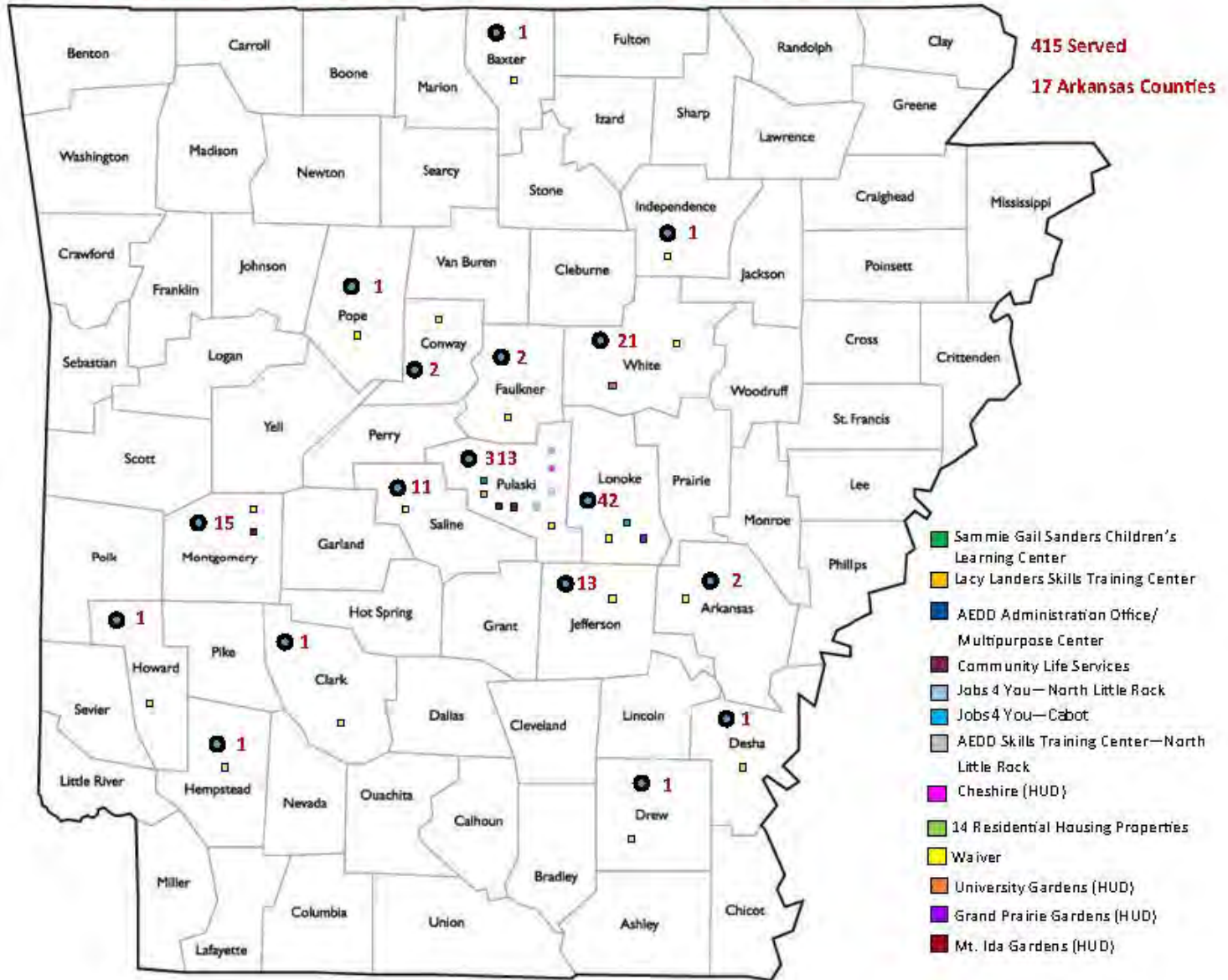
Staffing

Administrative 14
Services 335

Fees for Services

Individuals with disabilities are charged no
fees for services, except for individuals in
residential programs who may be charged
room and board.

AEDD LOCATIONS | RESIDENTIAL PROPERTIES | SERVICE AREAS



Agency History & Timeline

Arkansas Enterprises for the Developmentally Disabled, Inc. (AEDD) is a charitable organization established for the sole purpose of providing services to the disabled citizens of the State of Arkansas. The organization is recognized as a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code.

SAM SANDERS – Founded AEDD in 1971



“Sammie Gail Sanders never made a speech, never preached a sermon. She never made a dime in her life, but God can use everybody, including Sammie. Because of her and others like her, an organization was created to help exceptional Arkansans live full, productive lives.” This is the story of the beginning of AEDD as quoted from the book “Sammie’s Story, a History of AEDD, Inc.,” by Steve Brawner. Born in 1953, Sammie Gail Sanders passed away in 1971, never having spoken, never having rolled over, spending her difficult early years at home. She

was one of the first residents of the Arkansas Children’s Colony in Conway and died at the Alexander Human Development Center. Sammie Gail was the inspiration behind the founding of AEDD. Sam recognized the lack of services available for people with special needs and made the decision to found AEDD, serving as the Executive Director until he retired in 2002. It all began with thirteen special needs individuals in an abandoned grocery store and now, with its affiliated operations, AEDD serves more than 550 children and adults with developmental disabilities, employs approximately 350 people, and operates with annual expenditures of more than \$14 million.

AEDD’S HISTORICAL TIMELINE

1971

AEDD was founded in 1971 to provide pre-employment training, meaningful work opportunities, recreational and leisure time activities, and development of daily living skills for individuals with intellectual and developmental disabilities (ID/DD) in the Little Rock area. A small abandoned one-room grocery store on the east side of Little Rock was rented and the Central Arkansas Work Activity Center (CAWAC) began serving thirteen individuals with developmental disabilities.



During the first years, Sam and the Board of Trustees struggled to find funds even for the most basic services. AEDD managed Special Olympics, sold matchbooks at Razorback games, inspired local organizations to contribute funds, in 1978 began to receive funding as a United Way agency and lobbied to request support for, as Sam put it, “plugging funding holes,” however they could.

FOUNDING BOARD OF TRUSTEES

The founding Board of Trustee members included Senator John Bearden, a longtime ally who served as the early Chairman. Senator Bearden was forced to resign for health reasons and was replaced by Representative Lacy Landers, who served on the board until he passed away in 2011. Jack Wilson, a homebuilder and contractor, was also a founding board member and brought a unique perspective to the table. Jack’s daughter was diagnosed with Down syndrome, but after 5 years it became obvious that she was developing on pace with her peers. Upon entering school, she tested as above average with conclusive results that she did not suffer from Down syndrome at all. The roster of board members continued to grow and include influential Arkansans with business & political connections. Heavy hitters such as Dr. Ben Salzman, the AR State Public Health Director, Louise Lueken, a statewide celebrity who often appeared on Miss AR & Coleman Dairy commercials, and attorney Herschel Friday who lent not only his time and name, but also his staff including attorney Jim Clark. Today the Friday Firm continues to provide legal work for AEDD and three of the firm’s attorneys, Wyck Nisbet, Jim Clark and Dave Graf serve on one of seven Board of Directors for AEDD. Dr. Harry Ward, UAMS Chancellor for 21 years, was a later addition to the board serving until 2002. Max Sears, Quartermaster on the submarine USS Pargo in WWII and later founder of Reserve National Life Insurance Co. and leader at Worthen National Bank, served on two boards beginning with Mt. Ida Gardens and later the AEDD board. Sam, the Board of Directors, and executive staff continue to live by a quote from John Wesley, *do all the good you can, by all the means you can, in all the ways you can, in all the places you can, at all the times you can, to all the people you can, as long as you ever can.*

1972-1974

During the early years, volunteers helped provide support and needs for people served by CAWAC. Mrs. Lynn Welsh volunteered daily by cooking and delivering lunch each day. She bought makeup and taught the female clients how to apply it. A normal day at the center included teaching clients to produce various arts and crafts, including the proper use of a kiln to make pottery. These activities provided the opportunity for them to have daily, organized activities, socialize with those that understood them,

experience the joy of creation and achievement, while giving their parents a much-needed break. Outgrowing the small one room grocery store, CAWAC applied for and received a lump sum State grant to expand to a larger building. Talks, initiated with the Little Rock Housing Authority, resulted in an agreement for land to be leased from the city for \$1 per year for 20 years. A 5,000 sq. ft. building was constructed and the work center moved to this new location on Roosevelt Road, which today houses AEDD's central office administration staff. Funding by the State of Arkansas provided the opportunity to develop residential services for individuals with ID/DD in a congregate living arrangement.



In 1972, a home in the Quapaw District of Little Rock was purchased to serve as a residence for nine individuals. In addition to providing a home environment, the “red house” (as it was fondly referred to) allowed daily life skills development in the areas of cooking, cleaning, budget management, shopping, and socialization. In 1974, an additional home was purchased in the same area, which allowed expansion of residential properties to serve nine additional clients. Both group homes provided a “de-institutionalized” living environment for Children’s Colony clients, allowing them to live in the community. The men were under supervision of a house manager and coordinator of client services. The program emphasized personal, social and daily living skills, offering the men an opportunity to grow and thrive in a community setting.

1981-1982

Sam and the Board of Trustees recognized the organization was changing the lives of people one day at a time. This is why they were supporting this endeavor – not to run meetings or deal with bureaucracies, but to serve others. To support continued growth and services to clients, Raymond Shoptaw was hired to manage the larger work center, which served thirty clients. Raymond managed the center and the two group homes occupied by twenty-one men. Obtaining contract work was an important part of the work center’s activities. Contracts with businesses provided work for the clients and offered the opportunity for them to earn their own wages. Early contract jobs were Reed’s Rocket Nutcrackers, for whom clients drilled and bored holes, along with assembly and packaging. J.A. Riggs Tractor Co., Leisure Arts utilized CAWAC services, and Don Imus, a local radio personality, contracted for labeling coffee products for Jacksonville Coffee Co. Raymond’s held to the belief clients deserved a chance to gain skill and independence through everyday practical experience, proper training, and evaluation. Let them grow...let them prove what they can do.

1987

1987 marked the implementation of a Supportive Employment program where staff were responsible for contacting local businesses with the purpose of placing individuals with ID/DD in competitive employment. Once a job opportunity was identified, an individual would be selected and trained in the task(s) required for the job. Upon job placement at a local business, AEDD staff provided support through on-site training and ongoing job coaching to assure the individual's success in maintaining competitive employment.

1988-1991

The ever-growing organization was to the point of requiring additional staff to maintain quality services and programs. Suzanne Schutter was hired as the supervisor of CAWAC instructors and currently remains employed with AEDD. CAWAC continued to provide work skills training and changed its name to Arkansas Enterprises for the Developmentally Disabled, Inc. (AEDD). Several new faces joined the organization during this time of rapid growth. Sam hired Georganna Huddleston in 1990 to assist with all projects related to the organization. Public Accountant, Jim Hinson, rented office space to AEDD and supervised all bookkeeping, until being hired as AEDD's Chief Financial Officer in 2003. Jim worked in this capacity until his retirement, July 2009. He immediately remained employed by AEDD as the Director of Special Projects for twelve months, later serving on the Board of Directors until his unexpected death in 2013. Jim was a huge asset to AEDD and always brought a sense of calmness to the administration team. He was patient and kind to everyone and never missed a year buying a huge number of tickets for the clients to attend fish fries, carnivals and other community activities.

In 1989, a Supportive Living program was initiated to provide the necessary support for individuals with ID/DD to live in the local community, usually in their own home. The program transitioned in 1990 to what is now called IDD Waiver. The Federal Government altered Medicaid regulations to allow individuals with ID/DD to live in a community setting in lieu of being institutionalized. The State of Arkansas received approval for a "Waiver" that allows the funding of these community-based services. This waiver allows severely disabled individuals to live in their own home and provides community-based supports.



In 1990, we received a certificate of need to develop Community Life Services, two 10-bed intermediate care facilities for individuals with intellectual disabilities (ICF/IDD). These are community-based facilities that provide services similar to state-operated Human Development Centers.

1992-1993

The City of Little Rock partnered with Community Living, managed by AEDD, to fund the acquisition of three homes in various communities of Little Rock. We invested further and purchased two additional homes, one in Sherwood and one in Maumelle. Each of these homes provided housing, live-in caregivers, and supplementary support for two to three individuals with ID/DD.

2000

Once again, we partnered with the City of Little Rock to fund the construction of two homes in Little Rock. The two homes provided supportive living for individuals with Prader-Willi Syndrome, a severe eating disorder. The Prader-Willi house, known as the Ebony House, was named after Ebony, a wonderful woman who passed away while waiting on this home to be built and never got to see her dream come true. At the time of construction, the Ebony house was the only home in the state specifically designed to serve people with Prader-Willi Syndrome.



The year 2000 also brought a huge change to our organization. Our Adult Center was relocated and renamed the Lacy Landers Skills Training Center, which moved from a building of 5,000 square feet to a large warehouse facility of approximately 76,000 square feet. This expansion resulted in our ability to increase the number of individuals served from sixty to over two hundred.

2001

A contract with Allied Therapy allowed the service of providing physical, occupational and speech therapy for adults served at the Landers Center. Therapy sessions held on-site allowed easy access to services and the opportunity for the same therapist to be involved with treatment of the same person during each therapeutic session.



2002-2003

Upon Sam's retirement in 2002, AEDD made changes in leadership, as the organization was growing exponentially, and strong leadership was critical. Raymond moved into the role as Executive Director and Georganna as the Assistant Executive Director. Forming a partnership with a licensed provider in Arkansas allowed AEDD to provide mental health services to individuals with ID/DD through the "Rehabilitative Services for People with Mental Illness" program. Receiving a license from the Arkansas Department of Rehabilitation as a Community Rehabilitation Program, allowed us to evaluate, train, and secure competitive employment in the community for the adults we served.



A new expansion for our organization was gained through a partnership with the North Little Rock School System and the City of North Little Rock to develop a children's learning center in North Little Rock. The facility, Sammie Gail Sanders Children's Learning Center, began operations in September 2002 to serve both disabled and non-disabled children from

6 weeks to five years old. Programs offered at the preschool allow children with developmental disabilities or delays to receive individualized services. In addition to preschool curriculum, services are offered as prescribed by the child's physician, including, but not limited to nutrition, therapies, transportation and early intervention.

2004-2010

Upon Raymond's retirement in 2009, Georganna moved into the role as Executive Director. From 2004 through 2010, programs and services for individuals at the Landers Center expanded to include a recreation area, large arts and crafts room, sensory room, senior room, and a gaming/computer room. Additional services were implemented for our consumers to explore their creative side and learn advanced technology skills. These special rooms provided seniors and individuals with sensory issues an area to receive services that specifically met their needs and interests.



2010-2011



Our growth and expansion continued with the addition of a 10,000 sf multi-purpose center that included additional office space, commercial kitchen, and 2,000 square feet of open activity area. The center provides adequate space and amenities to hold monthly activities for our adult consumers, plus meetings, training sessions, and special events throughout the year. The multi-purpose facility is located at the central office administration complex in Little Rock.



CARF CERTIFICATION

Obtaining a CARF certification in 2011 was another big milestone for our organization. After three years of intensive preparation and an on-site survey, we received a CARF (Commission on the Accreditation of Rehabilitation Facilities) certification, basically a GOLD seal of approval! CARF is an independent,



non-profit accreditor of health and human services. We are accredited in the areas of: Child & Youth Services, Employment Services, Job Development, Community Housing, Community Integration, Organizational Employment Services, Supportive Living, Behavioral Health, and Child & Youth Services.

2012

In 2012, renovation began on the former 18th Street Freewill Baptist Church building. The church donated the building to us, which served as the Sammie Gail Sanders Resource Center. A \$35,000 grant from United Way and \$10,000 General Improvement Fund Grant from the Central AR Planning Commission helped fund the completion of the renovation project. The resource center provided a place for parent and staff training along with community support for those needing information about services and programs for people with developmental disabilities.



2013 - 2014

This year brought even more improvements, through the renovation of a sensory room at the Landers Center. Our fundraising efforts, and a generous \$10,000 donation from Briggs Equipment in Little Rock, provided the income necessary to enlarge the sensory room and purchase state-of-the-art equipment. The room is designed to provide a quiet respite for individuals with Autism, Asperger's, and other sensory disorders.





In November 2013, we were honored to be nominated for the Arkansas Non-Profit Organization of the Year by Arkansas Business. We were one of three non-profits chosen from over 300 nominations and were recognized at the Arkansas Business annual awards banquet.

The New Year's celebration of 2014 was barely over before the opening took place for the new Jim Hinson Library at Sammie Gail Sanders Children's Learning Center. The library was established in memory of Jim Hinson, past CFO and AEDD Board member. Regions Bank made a generous donation, held a book drive and provided volunteers to help make the preschool's dream of establishing a library a reality.

2015 - 2017

After a year of planning, fundraising and building, the new "*no boundaries*" playground at our preschool opened for play in October 2015. We received a \$35,000 grant from the Heart of Arkansas United Way to help fund the playground expansion, along with \$6,000 raised in private donations to our special fund-a-need appeal. Donors purchased personalized engraved bricks to be displayed in a special donor section of the sidewalk. New additions included a covered area for rainy day play, riding rack for mobile toys, toddler play area, and equipment for children in wheelchairs.

A \$50,000 grant from Heart of Arkansas United Way in 2016, along with donations to our "No Chair Left Behind" campaign, funded a new outdoor social area at the Landers Center. Shade, benches, handicap accessible picnic tables, sidewalks, and flower gardens were all part of the new outdoor social area. The years between 2015 and 2017 were times of great growth and improvements for our organization.



2017 – 2018

In 2017, we rebranded our supportive employment program and created the Jobs 4 You initiative. Jobs 4 You is an educational supportive employment program created to enable adults with disabilities to learn life and vocational skills that allow them to gain meaningful employment and independence by earning their own income. Areas of support include: vocational training, job placement, job coaching, life skills training, therapies, and transportation. The educational component of the program is vocational training that teaches



job skills, resume' writing, interviewing methods, work environment dress and behavior, and job coaching. The Vocational Training Instructor performs skills assessments, provides appropriate vocational training, compares job functions with the applicant's abilities and interests, selects a "best match" between the Jobs 4 You applicant and employer, and monitors the employee's progress to ensure employer expectations are being met and the employee is successful in their new job.



To provide an appropriate training facility, the Sammie Gail Sanders Resource Center was re-purposed into the North Little Rock Jobs 4 You Center. A \$50,000 grant from United Way helped

provide funds for the opening of the North Little Rock Center. The program was so successful that AEDD met the required criteria and received a license to expand into Cabot to serve people in Lonoke County. By the end of 2018, eighty adults were placed in jobs in the community and forty-five were enrolled in the program at the North Little Rock location.



2019



Our services and programs for people with intellectual disabilities continue to grow and expand across the state. Our emphasis remains focused on supportive employment, residential services, and early intervention for children. The successful establishment of the North Little Rock Jobs 4 You program, expanded into Cabot, AR. The programs resulted in over seventy individuals gaining successful employment in the community. Our network of volunteers and donors who support our mission have grown and brought revenues of over \$1,750,000 to fund special projects and client activities. In February, we were honored at the North Little Rock Chamber annual banquet as the Non-Profit Organization of the Year award for our excellence as an organization and service to the community.

2020

This year will go down in history as one of the most challenging for AEDD and the world due to the global Coronavirus pandemic. What began as a normal year, ended March 13th with lockdown, businesses closing their doors and the virus taking its toll worldwide with millions of cases and deaths occurring at a rapid pace. We adapted to the situation and received emergency government funding to provide critical personal protection equipment to help keep our staff and clients as safe as possible. We were fortunate to receive a grant from the Governor's Council on Developmental Disabilities to provide funding for our Jobs 4 You program, which expanded to include a second North Little Rock location. Zoom meetings replaced getting together in person and fundraising events were cancelled. One exception was our annual Hawgs for a Cause event, which was held virtually with curbside food pickup. Much appreciation is due to our Board of Directors, staff, volunteer auxiliary and loyal donors and patrons who continued to provide support and charitable gifts throughout the year.



2021

Our priority in 2021 focused on holding fundraising events in person again, hosting organizational-wide activities at the adult centers and recovering from the pandemic, while learning how to adapt to our “new normal.” Our Jobs 4 You location in Cabot relocated to Ward and quickly began to enroll new students. Several grants funded the purchase of multiple computers for our adult locations allowing workstations to be set up and utilized by over 100 adult consumers. We ended the year strong with many plans organized and in place for 2022.



2022

2022 was full of exciting opportunities as AEDD lifted Covid restrictions and we held our first full capacity fundraisers since 2019. Curtain Call 2022 was especially successful as we reached our goal to raise funds for renovating the sensory room and computer lab at the Lacy Landers Adult Skills Training Center. We expanded our Adult Center to include a North Little Rock location and held a Ribbon Cutting with the North Little Rock Chamber of Commerce.



2023

2023 was a year of planning for AEDD's successful future. Grant writing was a major focus and a capital campaign was underway to raise \$9,000,000 to fund a new Jobs 4 You Workforce Training Center in Cabot, three Non-Congregate Shelter Homes in Cabot and North Little Rock's Argenta area, renovation of six residential properties, plus the purchase of two new homes in Maumelle, which are operated by AEDD. By the end of the year the capital campaign reached \$6,300,000 from grant awards and funding from the State and Pulaski County. Additional grant and funding opportunities were submitted and awaiting approval, with plans for construction of fully funded projects to begin in the fall of 2024. A press conference was held in February to announce AEDD's plans for Pulaski County and expansion into Lonoke County. Attorney General Tim Griffin spoke at the press conference, which was attended by approximately 100 people who support AEDD and its mission.



Services for Adults

Adult Skills Training and Wellness Center

The Lacy Landers Skills Training Center provides meaningful work opportunities and activities for individuals with intellectual and developmental disabilities. The



Center provides pre-vocational and skills training through performing a variety of tasks. We contract with various businesses to perform tasks including assembly, packaging, and manufacturing. These tasks provide an opportunity for individuals to develop basic work skills and experience a real work environment, while earning wages. Individuals are paid competitive



wages dependent upon their specific ability to produce. When not working on assigned tasks, individual's work habits are reviewed, and daily life skills are taught in a classroom setting. Businesses that have labor intensive, repetitive tasks that slow down highly paid employees can contract with the Landers Center to reduce costs.

Upon entering the Center, each individual is given a comprehensive evaluation. A team comprised of the individual, AEDD staff, professionals from various disciplines, and family members (if appropriate) review the evaluation and arrive at an individualized plan of care. This plan identifies strengths and needs in four basic areas: social skills, cognitive skills, communication skills, and sensorimotor skills. After goals are set, the plan is implemented and monitored.

The basic areas of an individualized plan are met through the opportunity to enjoy a large arts and crafts room to work on daily projects, a sensory room designed to meet needs of adults with autism, a game/computer room to improve academic and social skills, and a senior room which is designed to meet the needs of older adults who receive services geared toward improving skills to keep their body and mind active as they age. Activities in the senior room include arts, crafts, exercise for the elderly, book club meetings, games for seniors, and relaxation time.





These special rooms offer the opportunity to provide extra services, while increasing independence, enhancing interests, and helping maintain current functioning levels. Services offered assist in maximizing social, vocational, emotional, and educational functioning.

Consumers attending the Landers Center also have a unique opportunity to participate in AEDD in the Rock.

AEDD in the Rock is directed by North Little Rock High School Drama Teacher, Wyatt Hamilton, who also serves on the AEDD volunteer auxiliary. Performers have participated in Christmas plays held at the AEDD Multipurpose Center, and annually at *Curtain Call*, an event held each spring at the Argenta Community Theater in North Little Rock. AEDD in the Rock is a community-based program for individuals with disabilities designed to provide opportunities for participation in the performing arts.



Behavioral Health Services at the Landers Center

AEDD offers mental health services for its consumers. Individuals dealing with developmental disabilities, as well as emotional and behavioral disorders, now have on-site resources to help manage their day-to-day lives. Licensed Mental Health Professionals provide individual therapy, group therapy, and psychiatric services. With these services, our consumers are able to learn coping skills to deal with anger, anxiety and depression. Learning to communicate openly and honestly is also emphasized in the program in order to improve peer relationships and family life. The main objective of these services is to improve the functioning level and quality of life for those we serve.

Individual therapy provides intensive counseling and the opportunity to work through specific issues and establish goals. Group therapy allows consumers to interact with each other in a positive social environment, as well as learn about specific coping skills for day-to-day problems. Treatment is monitored by an attending psychiatrist who can prescribe and manage medication for serious emotional and behavioral disorders.

With therapy and psychiatric services provided on-site, we have the opportunity to deal with problems as they arise and deal with the challenges of having developmental disabilities and mental illness. The constant support of mental health professionals allows our consumers to make the necessary changes and decisions to improve their overall quality of life.

Other Therapy Services at the Landers Center

Speech Language Pathologist and Speech Language Therapy



Speech Language Pathologists (SLPs) are trained health care professionals who provide examinations and treatment in the areas of language (expression and understanding), articulation, fluency (stuttering), voice disorders, swallowing problems, oral motor skills and augmentative communication methods. SLPs also provide hearing screenings and work with patients who need assistance using hearing aids. Speech therapy addresses understanding of spoken and written language, using spoken language to express thoughts and feelings, memory skills, ability to follow directions, sequencing and organizational skills, strengthening oral musculature to improve articulation and eating skills, teaching safe swallowing guidelines, and improving fluency of speech. SLPs focus on assisting the patient to attain the highest level of communicative abilities so that they may be able to express wants and needs required for daily functioning.

Occupational Therapist and Occupational Therapy

Occupational Therapists (OT's) are health professionals that provide services to people whose lives have been disrupted by physical injury or illness, developmental disabilities, the aging process, or social and psychological difficulties. The goal of occupational therapy is to assist individuals in achieving independent, productive and satisfying lives. Occupational therapists address a person's abilities to:

- Attend work
- Reduce distractions
- Use adaptive equipment at work and home
- Tolerate and endure activities
- Development fine motor skills
- Reduce sensory defensiveness
- Develop personal, planning, and organizational skills
- Perform various activities of daily life

Physical Therapist and Physical Therapy

Physical Therapists (PT's) are experts in the examination and treatment of musculoskeletal and neuromuscular problems that affect people's ability to move and function as well as they want in their daily lives. Physical therapy addresses a variety of health problems resulting from injury, disease or developmental disabilities. PT's are trained to assess muscle strength, flexibility, endurance, joint motion, performance of activities of daily living (ADLs), and many other aspects of physical movement and motion. Physical therapy treatment involves therapeutic exercise, endurance training and training in ADLs. ADL training includes walking, climbing stairs and getting in and out of chairs and vehicles.



In-Home Waiver Services



Supportive Living services provides individuals with intellectual and developmental disabilities the opportunity to become increasingly more independent and self-sustaining in a homelike atmosphere, which includes adequate supervision to assure the health and safety of the residents. Trained supervisory staff provide individualized training designed to optimize skills and abilities in the areas of social development, social participation, personal growth, and community awareness.

The agency provides Employment and Community Services for persons with developmental disabilities as an alternative to institutionalization. Alternative Community Services provides support and supervision in the individual's home, training in daily living skills, respite for caregivers, and transportation to access the community. The main objective of these services is to increase independence by improving skills and the ability to live, work, socialize, and integrate into the community.



The Waiver program is federally funded through Medicaid and supports home and community-based services. Day Habilitation provides training in daily living skills such as self-care, language, mobility, independent living, along with vocational and pre-vocational skills. The main objective of

These programs is to provide the necessary support needed to improve skills and abilities, thus increasing levels of independence. The Governor issued notice in 2022 to eliminate the Waiver waiting list by 2024. To help in this endeavor, we purchased two additional properties that are now home to 12 consumers who were seeking community residential services.

AEDD manages Community Living, which owns seven homes in Little Rock, Sherwood and Maumelle, along with townhomes in Little Rock. These residential properties are located in nice, integrated neighborhoods, have a live-in caregiver, and have three to four consumers living in each location. These homes provide a family-like place for adults we serve to have the assistance of live-in caregivers. The townhomes provide an option for a more independent setting where some consumers can live with a roommate, with a caregiver living on-site to provide oversight and assistance but not living in the same residence.



Cheshire Gardens



Cheshire Gardens is home to six residents who are supervised by direct care staff. This home was the dream of Mary Anita Andrews from Hope, Arkansas. Mary suffered from multiple sclerosis and dreamed of a home where she could live with support. Cheshire Gardens is a result of her vision and dedication but, unfortunately, Mary did not live long enough to see her dream become a reality. Today the residents of this beautiful home work in the community and live rich lives.

Community Inclusion

Community inclusion is achieved through many activities including those formed with community partners to provide an outlet for social activities and new experiences for our consumers. We partner with Professor Bowl, Camp Aldersgate and Miracle League for a bowling league, Camp Runamuck and softball league. Additional activities include an annual trip to Gulf Shores, Special Olympics participation, Fun Fridays, holiday parties, dodgeball league, Magnificent Mondays and a spring Prom. Our goal is to offer a variety of activities to promote social skills, health and wellness, new experiences and friendships.

SOCIAL ACTIVITIES



Workforce Training & Community Employment Placement



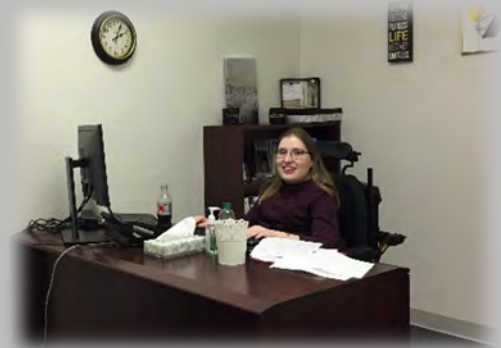
Workforce Training / Supported Employment - North Little Rock & Ward



Jobs 4 You offers supportive employment to individuals with disabilities in every aspect of work, from vocational assessments and job development to on-the-job training and job coach support as necessary. The Supportive Employment Job Developer's role is to coordinate employment placement for people with disabilities at local businesses in the community, while providing ongoing support from professional staff

members. Our focus is to develop competitive jobs that allow individuals to earn an income, pay taxes and work in an environment alongside others in the community.

Placing an individual in community employment involves gathering and analyzing detailed information about an available job and comparing it to the worker's ability and interests. An applicant, whose skills best fit the position, is selected to apply for a job and an interview is set up with the employer. Upon a job offer and acceptance, a Job Coach is assigned to provide on-the-job training. Job Coaches are AEDD employees who are certified by the state to train individuals on the job. Job Coaches assist new employees in learning new job duties and tasks, which are taught in a systematic manner. As employees gain experience and job skills, the Job Coach will spend less time supervising but continue to provide follow-along support by monitoring the employee's progress on a weekly or monthly basis. The goal of the Jobs 4 You program is to create the opportunity for meaningful community employment for adults with developmental disabilities.



AEDD Adult Skills Training Center

North Little Rock



The AEDD Adult Skills Training Center in North Little Rock opened in April 2022. The training center serves adults who completed high school and have a developmental disability diagnosis such as an intellectual disability, Autism, Cerebral Palsy, Down Syndrome, etc.

The training center's program is designed to bridge the gap for adults in need of additional supportive services and training. Daily curriculum is structured to improve cognitive thinking, enhance mental and emotional health coping capacities, advance functional independent skills, self-advocacy and communication abilities, improve adaptive skills, strengthen problem-solving and build effective interactional and interpersonal skills and improve overall coping competency.

Along with transportation, services offered include:

- Adult Developmental Day Treatment (ADDT)
- Life Skills Training
- Recreational Activities
- Occupational, Speech and Physical Therapy
- Social interaction with peers
- Arts and craft activities

Long-Term Care Residential Facilities

Community Life Services I & II

Intermediate Care Facilities (ICF-IDD)



AEDD manages two, 10-bed Intermediate Care Facilities for Individuals with Intellectual Disabilities (ICF-IDD). The facilities provide services 24 hours a day to meet the needs of consumers through the use of professional and clinical staff. Each facility houses ten consumers in a residential setting. The consumers served are both male and female and are of various ages.

The ICF-IDDs are licensed by the Office of Long-Term Care, a branch of the Department of Human Services under the Division of Medical Services. The direct care staff play an important role in the active treatment provided to the consumers. The services offered range from assistance in completing personal grooming tasks to accompanying the consumers out in the community for recreational activities. Unlike other agencies licensed by OLTC, ICF-IDDs offer the benefits of frequent community interaction.

To provide the most effective treatment possible, each consumer has a uniquely developed Individual Program Plan (IPP). These plans are developed by a team at the time a person moves in and are re-evaluated annually to determine any necessary changes to their goals. The objective of each plan is to provide the necessary support to enhance each consumer's daily living skills in order to increase their level of independence.

Services are regularly evaluated to ensure that the consumer's rights are safeguarded, and their best interests are kept in mind. Facility policies and each consumer's programming are reviewed frequently by a Human Rights Committee which is comprised of family members, facility staff, and community advocates.

Our residential based program is specifically designed to meet the needs of the individuals we serve, and our facilities are designed to provide a home-like atmosphere. The facility's staff work alongside community members to ensure that we are doing everything possible to assist those served in becoming more independent. We strive to have a positive impact in the lives of every individual needing our services, as well as in the lives of their families and friends.



Mental Health and Therapy Services

AEDD offers mental health services for its consumers at the ICF-IDD's. Individuals dealing with developmental disabilities, as well as emotional and behavioral disorders, now have resources on-site to help manage their day-to-day lives. A Licensed Mental Health Professional provides individual therapy and psychiatric services to consumers. With these services, consumers are able to learn coping skills to deal with anger, anxiety and depression. Learning to communicate openly and honestly is also emphasized in the program to improve peer relationships and family life. The main objective of these services is to improve the functioning level and quality of life for ICF-IDD consumers.

Individual therapy provides intensive counseling for the consumer to work through specific issues and establish goals. Consumer treatment is monitored by an attending psychiatrist who can prescribe and manage medication for serious emotional and behavioral disorders.

With therapy and psychiatric services provided on-site, the ICF-IDD consumers have the opportunity to deal with crises as they arise. Dealing with the challenges of having developmental disabilities and mental illness becomes less of a struggle. The constant support of mental health professionals allows consumers to make the necessary changes and decisions to improve their overall quality of life.

Elderly/Disabled Housing Assistance

University Gardens- Beebe, Arkansas



Located in Beebe, University Gardens is a 20-unit apartment complex. Apartments are leased to low-income elderly and physically disabled adults. All apartments are on ground level and accessed through a common hall. Residents pay rent and utilities based on a percentage of their income

Mt. Ida Gardens- Mt. Ida, Arkansas



Mount Ida Gardens features 15 one-bedroom, ground level apartments built on 2.6 acres of land. Residents pay rent and utilities based on a percentage of their income. Rent is subsidized to eligible tenants who are low-income elderly or physically disabled individuals.

Grand Prairie Gardens, Inc. - Lonoke, Arkansas



Grand Prairie Gardens, located in Lonoke, is a 38-unit apartment complex. Apartments are leased to low-income elderly and physically disabled adults. Grand Prairie's construction was funded by a grant from HUD and rents are HUD subsidized. Grand Prairie Gardens is sponsored and managed by AEDD.



AEDD Auxiliary & Fundraising

The AEDD Auxiliary was formed in February 2009 with a current membership of over 70 active volunteers. Meetings are held on the second Thursday of each month and the Auxiliary organizes two annual fundraisers each year, *Hawgs for a Cause* and *Curtain Call*. The auxiliary also assists with extracurricular activities held for the adults we serve, and special events held at our Children's Learning Center. To date the auxiliary has helped raise over \$1,250,000 to benefit our organization. The auxiliary participates in various activities throughout the year including assisting with the monthly social events, Christmas toy drives, staff appreciation service days, and promoting AEDD through media, business, and personal contacts.

Annual Events

We hold three annual fundraising events: *Curtain Call*, *Tee Off Classic*, and *Hawgs for a Cause*. *Curtain Call* and *Hawgs for a Cause* are sponsored by the Auxiliary, who participate by selling tickets or table sponsorships, securing cash sponsors, soliciting silent auction items, decorating, coordinating food and beverages, and working at the event.

The *Sam Sanders Memorial Tee Off Classic* is a benefit golf tournament held annually at Maumelle Country Club and is organized by AEDD staff and volunteers. The tournament has been a huge success each year and provides the opportunity for us to form new relationships within the community.

Curtain Call

Curtain Call is a unique dinner theater style production held annually at the Argenta Contemporary Theatre (ACT). The “Premier Red Carpet” night hosts a reception where guests enjoy a semi-formal cocktail hour, silent auction of unique artisan items, seated dinner and a theatrical show featuring AEDD’s drama troupe, AEDD in the Rock. The Jim Hinson Spirit of Giving Award is presented during *Curtain Call* to honor an individual or business in the community that has made a difference through support of AEDD and the community as a whole.



Hawgs for a Cause is a casual Razorback-themed fundraiser held in the fall during Razorback football season. Guests feast on the event’s traditional BBQ dinner with all the “fixin’s,” while quenching their thirst under a tented beverage bar, while bidding on great silent and live auction items featuring Razorback memorabilia, as well as original art, trips, home décor, holiday items, jewelry, themed gift baskets and more. VIP guests and sponsors are treated to a pre-event reception that includes signature cocktails and hors d’oeuvres. The Craig O’Neill Champion for a Cause award is presented by KTHV Channel 11 news celebrity Craig O’Neill himself, to recognize a person, business, or organization that has gone above and beyond to support AEDD and the community



The Sam Sanders Memorial Tee Off Classic golf tournament is held each year at Maumelle Country Club Golf Course in North Little Rock. The tournament was renamed in 2022 in memory of AEDD's founder, Sam Sanders. The tournament features morning and afternoon flights including breakfast, lunch and dinner, great tee-package, raffle, and four par 3 holes that feature large hole-in-one prizes. Awards are given during both flights and the opportunity to play on this fantastic golf course makes this a must play tournament that sells out quickly!



AEDD Multipurpose Building

Our Multipurpose Center opened in 2011 and is located behind the AEDD Administration Building at 105 East Roosevelt Road, on the corner of Main Street and Roosevelt Road. The 2,500 s.f. activity room accommodates up to 200 people banquet-style and serves to hosts special consumer events and organizational activities. A Health Department approved commercial kitchen and 30 foot serving bar allow food preparation and service for large groups. State-of-the-art A/V equipment including overhead projector is the ultimate set up for holding movie days, “watch parties,” and other social activities for AEDD consumers.





Since 1971, Arkansas Enterprises for the Developmentally Disabled has initiated a number of programs geared towards helping individuals with disabilities become more independent. We at AEDD agree to make the needs of individuals with disabilities our priority. We strive to deliver our services with patience and compassion, while honoring the integrity of each person.