



## Annual Report 2008-2009

### **Introduction**

The Arc of Tennessee is a charitable organization that works to enhance the lives of people with disabilities through its services and programs. The Arc of Tennessee has been creating choices and advocating for individuals with disabilities and their families for over 55 years.

We are a chapter and membership organization composed of people with intellectual and/or developmental disabilities, their families, friends, and professionals who assist them in reaching their goals.

#### Our Mission Statement

The Arc of Tennessee advocates for the rights and full participation of all people with intellectual and/or developmental disabilities. Through our family-based network of members and chapters, we support and empower individuals and families; connect and inform individuals and families; improve support and service systems; influence public policy; increase public awareness; and inspire inclusive communities.

#### Our Values Statement

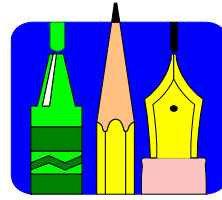
In order to empower individuals, families and communities to achieve choice, inclusiveness, diversity, acceptance, collaborative relationships, prosperity and self-sufficiency, The Arc of Tennessee is driven by the following values:

- Integrity
- Justice
- Respect
- Courage

The Arc of Tennessee is a leader in advocacy efforts for people with intellectual and/or developmental disabilities. Our committee work and programs play an important part in assisting people in navigating the often complex disability service system.

## Committee Activities

### Advocacy & Education



The Advocacy Committee responsibilities are to monitor and address major issues affecting The Arc of Tennessee's membership. The specific charge to the committee is to be concerned with increasing the awareness of pertinent issues affecting The Arc of Tennessee's members, educating the public and policymakers about those issues, developing position papers, facilitating communication with other organizations, monitoring local, state, and national factors that affect lives, and fostering the development of advocacy skills among members.

This committee also works very closely with the Disability Coalition on Education (DCE), a statewide coalition of families and advocacy organizations. Through this collaborative effort, this committee works toward systems change within the Tennessee Department of Education and the rules promulgation of the Individuals with Disabilities Education Act (IDEA.)

The committee met throughout the year to address the needs of people living in the community. A new publication of The Arc of Tennessee named CONSERVATORSHIP AND ALTERNATIVES TO CONSERVATORSHIP - *a guide for families* was approved by the Board of Directors, posted on our website and is being disseminated to people who request it.

This committee and DCE made recommendations to the Division of Special Education on the writing of a comprehensive set of rules on restraint and seclusion.

This committee developed a Waiver Service Reductions Position Paper that was adopted by the Board of Directors.

A position paper on Developmental Center Closure was written and passed by the Board of Directors.

## Membership & Awards



The Membership & Awards Committee operated as a joint committee again this year. This committee addresses membership issues, including membership recruitment and retention, chapter development and maintenance, membership services, and membership and chapter dues and fees. This committee is responsible for developing a community awards program, soliciting nominations, selecting winners and hosting the Awards Banquet and Dance during the TN Disability MegaConference. The committee recognizes outstanding chapters that retain members, promote public awareness, and participate in all levels of The Arc.

Membership increased this year from 2725 to 2945 through active membership drives in The Arc Connection newsletter, offering one-year complimentary introductory memberships to families and face-to-face solicitations during the TN Disability MegaConference. There were 144 complimentary memberships given in 2008, and 41 of the 188 given in 2007 renewed (22% retention rate.)

The Arc of Tennessee Membership, Chapter, and Communications Manager fielded over 120 requests for chapter and member supports this past year. One new chapter was formed in Middle Tennessee but three chapters disbanded, one in each region of the state. The Chapter Manual, a guide to forming local chapters of The Arc, was updated with new government paperwork.

Awards presented this year were: Agency of Distinction, Arts Showcase, Community Service, Exemplary Educator, Inclusive Community Recreation, Inclusive Employer, Public Awareness, Self-advocate Entrepreneur, Self-determination, Young Leader Achievement, and Outstanding Local Chapter.

## Development & Public Awareness

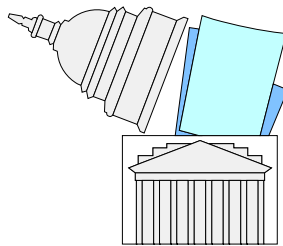


The Development and Public Awareness Committee is responsible for developing and overseeing long-term and short-term fundraising and increasing the public awareness of The Arc of Tennessee, its members and its mission.

The Arc of Tennessee exhibited at fairs, conferences and at the Community Health Charities payroll deduction campaigns. There were 18 press releases written and we subscribed to a newspaper clipping service.

Annual donations from individuals and organizations totaled \$9,215.20.

## **Governmental Affairs**



The Governmental Affairs Committee is responsible for presenting current information relating specifically to legislative issues at the state and national levels, planning and organizing for membership participation in governmental affairs, recommending new legislation as needed, and completing other responsibilities as charged by the President and Board of Directors.

This committee hosted a one day planning session in the fall of 2008 where a legislative agenda was developed. Through Disabilities Days on the Hill, sponsored by The Arc and the Tennessee Disability Coalition, many legislators heard from people and their families about their needs, and we gained much recognition on the issues that could be addressed through legislative action.

The Arc of Tennessee continued its partnership with agencies of the Alliance on Disability Policy and working on the Task Force of the Division of Mental Retardation Services that discusses the needs of people with developmental disabilities other than intellectual disabilities. Our state continued to be in a financial crisis this year; therefore services were not funded for people with developmental services other than intellectual disabilities and The Arc did not sponsor any new legislation.

The Governmental Affairs committee continues to track legislation of interest. Information about Tennessee bills can be found in the Legislative Monitor newsletter at <http://www.thearctn.org/Legislative-Monitor.php> and information on Federal bills can be found through The Arc of the United States Legislative Action Center at <http://capwiz.com/thearc>.

## **Executive Committee**



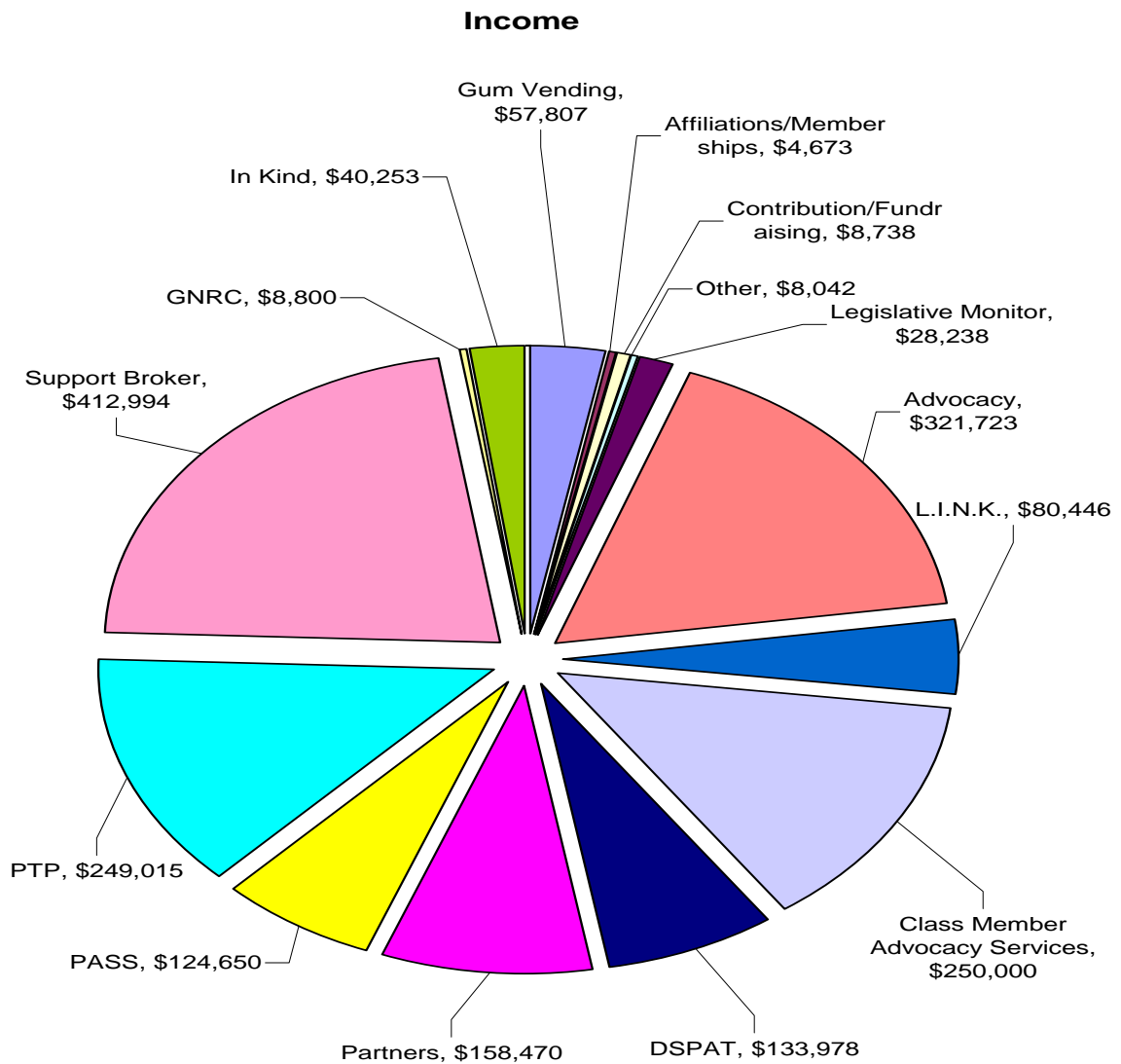
The Executive Committee met via conference call eight times, each month that we did not have a quarterly board meeting. This committee transacts business of The Arc of Tennessee between meetings of the board and provides information and updates on staff activities.

# Budget & Finance

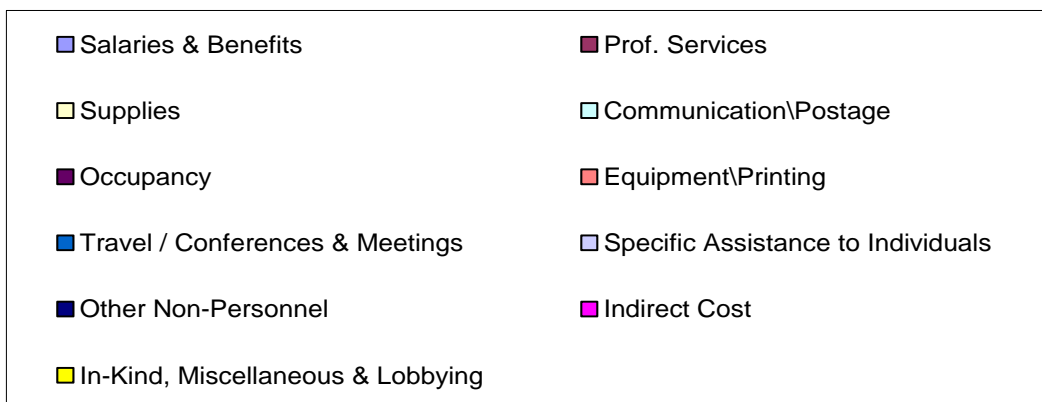
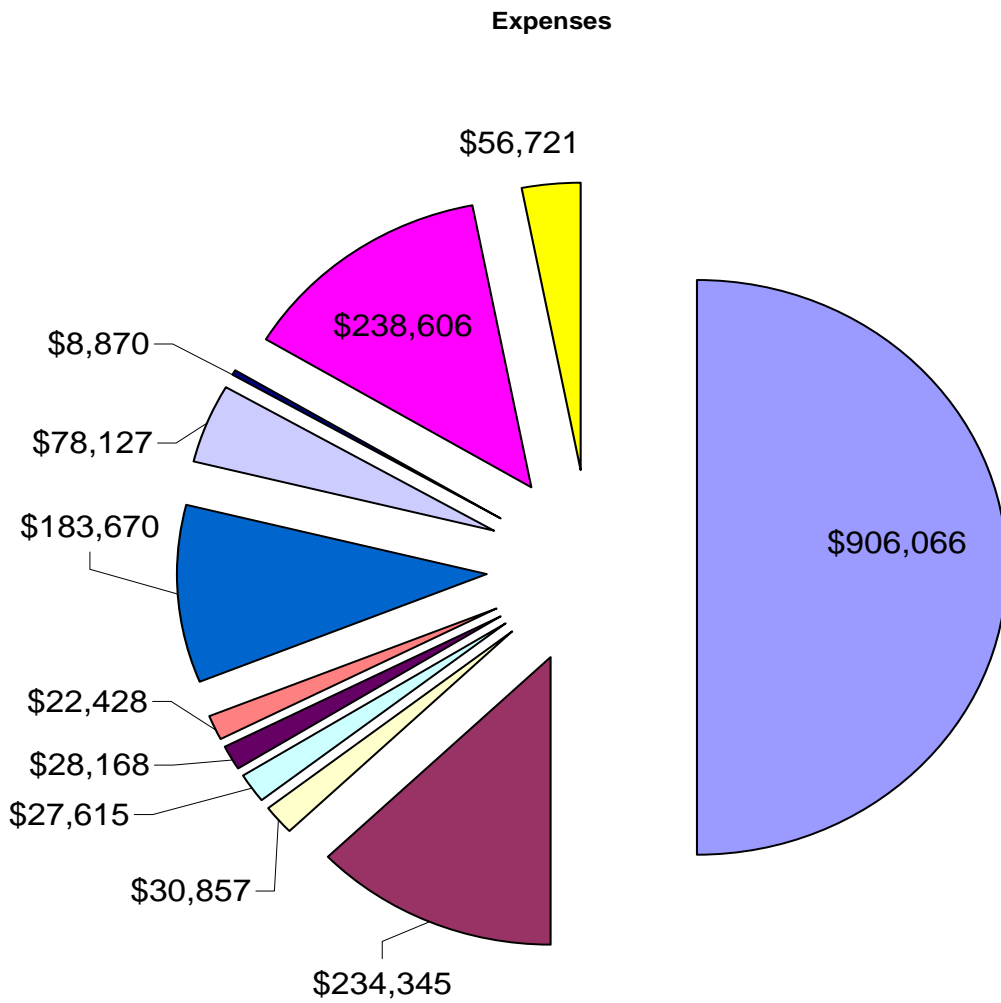


Activities of this committee are evident in the financial position of our organization. The Budget and Finance Committee developed the annual budget for the 2008/2009 fiscal year that was approved by the Board of Directors.

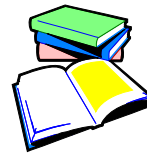
The Arc of Tennessee annual revenue during 2008/2009 was \$2,326,648 which was an increase of \$452,769 over last year. Revenue came from state grants, projects and non-grant sources as described below:



Expenses of \$906,066 went to support 59 full and part-time staff members who provide the many services provided by The Arc of Tennessee. A breakdown of expenses follows:



# Planning & Rules



The Planning and Rules Committee is responsible for facilitation of the annual planning meeting of The Arc of Tennessee where activities of the past year are reviewed and annual goals and objectives are set. This committee tracks progress in meeting those goals and objectives.

The Planning and Rules Committee is also responsible for modifications to the Constitution and Bylaws, and presenting them for approval to the Board of Directors and general membership at the Annual Meeting. The committee reviews, at the request of the President or Board of Directors, any standing rules, mission statement or values of the organization.

A Strategic Plan is under development from the ideas generated from the planning session Spring 2009. This will be the roadmap of our organization's direction in the coming year and will assist us in measuring our accomplishments.

The committee worked diligently all year reviewing our Constitution and Bylaws and drafting changes to be approved at the Annual meeting.

## Grant Activities

# Advocacy & Public Awareness



The Advocacy and Public Awareness project, funded by the Tennessee Division of Mental Retardation Services, exceeded many of its outcomes again this fiscal year. This project allows our organization to provide support and resources to numerous people and their families throughout Tennessee. Regular meetings were held with the Deputy Commissioner to provide information on issues and barriers that have been identified from interactions with families seeking advocacy services.

Self-determination, self-advocacy trainings and attendance at circle of support meetings were provided to 82 people with intellectual and/or developmental disabilities and their families. Training and consultation was provided to agency personnel and/or support staff in 40 locations. Staff provided 2 individual consultations to individuals or groups of people who wanted to start up new service provider agencies.

Staff facilitated 11 Planning Alternative Tomorrows with Hope (PATH) sessions. Staff documented 314 requests for Advocacy Intervention Services; 648 requests for Information and Referral; and 134 committee, board, and task force meetings were attended by volunteers or staff. Financial support was provided to 9 people. There was one local law enforcement agency trained, 13,400 copies of The Arc Connection newsletter disseminated, and the “Circles – Intimacy and Relationships” training curriculum was loaned to one family.

This grant enabled The Arc of Tennessee to continue to be the lead sponsor of the Tennessee Disability MegaConference. This all disability-inclusive statewide conference organized to empower people with disabilities has been held for seven years. There were 600 attendees, presenters, volunteers, and exhibitors at the conference this year.

This grant also provides funding support of the [www.ArcLink.org](http://www.ArcLink.org), which contains information on services and supports throughout the state.

## **Secondary Transition Project**



Project LINK became the Secondary Transition Project this year.

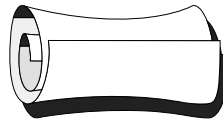
The Secondary Transition Project is a program that helps families & students prepare for the significant challenges of secondary transition. Families, students, and educators become knowledgeable about the secondary transition process, resources, and opportunities in local communities across the state and on the internet, so that young adults transition into adulthood with quality lives they and their families design. The Project promotes collaboration between families, students, and educators to help meet the student's secondary transition goals.

The Secondary Transition Project helps families and students understand the secondary transition process, see the possibilities for adult life, and become aware of resources available to help make their dreams come true. The process of secondary transition includes assessment, gathering information, planning, family and student involvement, interagency collaboration, and inclusive community experiences.

Secondary Transition Training will be provided in each of Tennessee's nine developmental districts (First Tennessee, East Tennessee, Southeast Tennessee, Upper Cumberland, South Central, Mid-Cumberland, Southwest, Northwest, and the Memphis Delta) as well as during the Tennessee Spring Special Education Conference and the Tennessee Disability MegaConference.

There were 17 trainings held this year and numerous one-one-one technical assistance sessions.

# Legislative Monitor



The *Legislative Monitor* has been published by The Arc of Tennessee since 1990 with a grant from the Tennessee Council on Developmental Disabilities. *The Legislative Monitor* is published once a month. The *Monitor* is also available by e-mail and is posted on The Arc of Tennessee website. This past year we published 12 issues and mailed 43,741 copies. Currently 127 people receive the *Monitor* by email. The *Monitor* webpage had over 1,138 hits this year.

*Monitor* weekly updates of activities in the Tennessee General Assembly are posted on The Arc of Tennessee website and emailed to subscribers. This summary covers bills that impact the lives of people with disabilities in areas such as education, health, funding, etc. Weekly update conference calls were facilitated by The Arc of Tennessee for interested organizations and individuals. This past year 42 people participated each week on the calls.

# PASS Project



Personal Assistance Supports and Services (PASS) is funded through the Division of Mental Retardation Services. The grant enhances community supports by demonstrating a model of self-directed personal assistance that shifts the existing system in Tennessee from an institutional provider system to self-directing services. The system provides tools, mentoring, and training that allows individuals who have a disability to access personal assistance and successfully manage and control the quality of care and service delivery.

There are eight participants in the PASS program, all of whom have physical disabilities. Each participant lives in his/her own home and receives personal assistance services. Participants utilized PASS products to assist in identifying their needs, recruiting, developing job descriptions and employing their own personal assistants.

PASS materials have been shared with many individuals and organizations across the state. The PASS project was sustained by the Division of Mental Retardation Services through a year to year grant.

## People Talking to People



The premise behind this People Talking to People grant is that “we create a system of quality assurance and quality improvement that has as its core, large numbers of consumers providing functional feedback that results in timely remediation and system wide quality improvement. It is a power shift - a system that is powered and led by the voices, priorities, and choices of consumers.”

Over 910 interviews were completed this fiscal year. There are 24 part-time interviewers, a project director and a project assistant.

Prior year reports were posted on The Arc of Tennessee website. A database was developed to collect information from the survey tool to produce quarterly and annual reports of our findings. This information is formulated into recommendations for system change within the Division of Mental Retardation Services.

## Support Brokerage



The Arc of Tennessee partners with Public Partnership, LLC to provide Financial Administration and Support Brokerage services to people in the Self-determination Waiver who desire to self direct their services. PPL provides the Financial Administration and The Arc of Tennessee provides the Support Brokerage services.

Supports Brokerage is designed to enable a Self-determination Waiver Program participant to manage services. The support broker assists the waiver participant to locate, access, and coordinate needed services. The support broker serves as a link between the participant or their guardian/conservator, providers, and the Financial Administration Entity. The participant or their guardian/conservator must retain authority and responsibility for self-direction.

Financial Administration facilitates the employment of service providers by the waiver participants and the management of the self-determination budget. The Financial Administration is available only to waiver participants who self-direct services. Financial Administration is necessary to assure that participant-managed funds specified in the ISP are managed and distributed as intended.

This project began providing assistance to 98 individuals in January, 2007 but has grown significantly. The project currently assists 305 people and their families.

# Class Member Advocacy Services (CMAS)



The Arc of Tennessee's new Class Member Advocacy Services (CMAS) program provides advocacy for people who are members of the Clover Bottom Settlement Agreement and/or Arlington Remedial Order class groups.

A project director, an administrative assistant and seven advocates were hired this year. Advocates are available for mediation or problem resolution providing a voice with and for people who are class members. Referrals for advocacy will and can come from the individual needing assistance, their conservators, agency personnel, Independent Support Coordinators (ISCs) and/or anyone who supports the person. There are forms provided to ISCs for referrals but these are not required to request advocacy. The CMAS advocates will be available to connect people and their families, conservators, ISCs and providers with solutions to issues.

There are currently 106 Arlington and 190 Clover Bottom Class Members receiving advocacy services. These were the numbers as of March 10 however; there continue to be more referrals each week. There were 27 additional people who are in the At Risk Class subset of the Remedial Order referred in April. The numbers of folks who are supported by the CMAS group keep growing and will continue to grow as people move out of the developmental centers.

## Work Groups and Taskforce Involvement

The Tennessee Employment Consortium  
The Developmental Disability Planning and Policy Council  
TennCare Partners Roundtable  
Tennessee Disability Mega Conference  
Tennessee WorkFORCE Collaborative  
The Alliance for Disability Policy Collaboration  
DMRS Rate Structure Committee  
DMRS Single Person Placement Committee  
TN Disability Voters  
TNCO/TASC/The Arc workgroup on Individual Support Planning  
Licensure Rules Review Committee  
P.A.T.H Facilitation Services  
DMRS Advisory Committee  
Disability Coalition on Education  
Vanderbilt Kennedy Center Community Advisory Council  
TennCare Medical Care Advisory Council  
DMRS Developmental Disabilities Task Force  
DMRS Direct Support Professional Recognition Committee

## Collaborations

The Arc of Tennessee continues to lead alliances and work collaboratively with many organizations in an effort to advance services and supports for people with intellectual and/or developmental disabilities.

Brain Injury Association of Tennessee	The Arc of Davidson County
Community Health Charities of Tennessee	The Arc of Dickson County
Direct Support Professionals Association of Tennessee	The Arc of Hamilton County
Disability Coalition on Education	The Arc of Hickman County
Disability Law and Advocacy Center of Tennessee	The Arc of Knox County
Down Syndrome Association of Middle Tennessee	The Arc of Lincoln County
Easter Seals of Tennessee	The Arc of the Mid-South
Family Voices of Tennessee	The Arc of Montgomery County
Guardianship and Trust Corporation	The Arc of Sullivan County
League for the Deaf and Hard of Hearing	The Arc of the United States
People First of Tennessee	The Arc of Upper Cumberland
Progress, Inc.	The Arc of Washington County
Public Partnerships, LLC	The Arc of Williamson County
Quality Review Panel	The Tennessee Council on Developmental Disabilities
STEP, Inc.	The John F. Kennedy Center at Vanderbilt University
TASH	The Special Education Action Network
TennCare Long Term Care Division	The Tennessee Information and Referral Office
Tennesseans for Fair Taxation	The TN Department of Mental Health and Developmental Disabilities (TDMHDD)
Tennessee Conference on Social Welfare	The TN Division of Health Services
Tennessee Council for the Deaf and Hard of Hearing	The TN Division of Mental Retardation Services
Tennessee Education Association	The TN Division of Rehabilitation Services
Tennessee Disability Coalition	The TN Department of Health
Tennessee Health Care Campaign	TN Commission on Aging and Disabilities
Tennessee Microboard Association	TN Department of Education – Division of Special Education
Tennessee Network of Community Organizations (TNCO)	Tennessee Alliance on Disability Policy
Tennessee Technology Access Project (TTAP)	TREDS (Tennessee Technical Assistance and Resources for Enhancing Deaf-Blind Supports) of Vanderbilt University
Tennessee Voices for Children	U.T. Boling Center for Developmental Disabilities
Tennessee WorkFORCE	United Cerebral Palsy of Middle Tennessee
The Arc of Anderson County	Ups for Downs of Chattanooga
The Arc of Claiborne County	UT-Center for Disabilities and Employment
The Arc of Coffee Moore Counties	
The Arc of Cumberland County	

## Financial Statement

THE ARC OF TENNESSEE, INC.  
 STATEMENT OF ACTIVITIES  
 FOR 2008-2009 THROUGH April 2009

	Unrestricted	Temporarily Restricted	Total
Revenues and Other Support:			
Gum Vending	\$57,806.81		\$57,806.81
Government grant	\$1,346,520.08		\$1,346,520.08
Contract revenue - nongovernment	\$421,794.00		\$421,794.00
Contributions	\$8,737.92		\$8,737.92
Interest	\$1.98		\$1.98
Rental Income	\$7,000.00		\$7,000.00
Affiliation fees	\$1,550.00		\$1,550.00
Mega Conference administrative fee	\$0.00		\$0.00
Miscellaneous	\$1,040.00		\$1,040.00
Memberships	\$3,123.00		\$3,123.00
In-Kind	\$40,253.00		\$40,253.00
Total Revenues and Other Support	\$1,887,826.79	\$0.00	\$1,887,826.79
Expenses:			
Program Services			
Public awareness - Legislative Monitor	\$32,292.82		\$32,292.82
Advocacy, education and public awareness	\$275,907.42		\$275,907.42
Support collaboration for special education	\$99,132.90		\$99,132.90
Class Member Advocacy	\$223,026.37		
Support and assistance services (DSPAT)	\$114,827.37		\$114,827.37
Partners in Policymaking workshop	\$179,181.91		\$179,181.91
Personal assistance services and supports	\$106,214.89		\$106,214.89
Administration of the Real Choice Systems Change	\$212,746.53		\$212,746.53
Support Brokerage/financial administration	\$293,370.47		\$293,370.47
GNRC	\$1,161.36		
Support Services :			\$0.00
Management and general	\$277,610.95	\$500.00	\$278,110.95
Total Expenses	\$1,815,472.99	\$500.00	\$1,591,785.26
Increase (Decrease) in Net Assets	\$72,353.80	-\$500.00	\$296,041.53

## Board of Directors

### ELECTED OFFICERS - EXECUTIVE COMMITTEE

<b>OFFICERS</b>		
<b><u>President (one year term)</u></b> Ruth Roberts 350 Shady Woods Cove Memphis, TN 38120 h 901-818-9504 w 901-448-4644 f 901-448-7097 m 901-634-6419 rrobert8@utmem.edu	<b><u>Vice President (one year term)</u></b> Glenda Bond 3503 Highway 70 East Crossville, TN 38555 h 931-484-3168 w 931-484-3301 f 931-452-0206 m 931-260-8045 rgbond@citlink.net	<b><u>Secretary (one year term)</u></b> Beatrice "Bea" Jobe 9260 Frank Mayberry Road Primm Springs, TN 38476 h 931-670-4995 m 931-996-9069 bbj9260@earthlink.net
<b><u>Treasurer (one year term)</u></b> Ron Butler 808 Brook Hollow Road Nashville, TN 37205 H 615-352-9709 gronbutler@comcast.net	<b><u>Past President (one year term)</u></b> Carol Greenwald 324 Buena Vista Place Memphis, TN 38112 h 901-278-1556 m 901-652-1556 carolgreenwald@bellsouth.net	

<b>REGIONAL VICE-PRESIDENTS</b>			<b>(two year terms)</b>
<b><u>Region 1 - East TN</u></b> Karen Alsup 117 Rogers Lane Rockwood, TN 37854 H 865-354-2741 hloyne@aol.com	<b><u>Region 2 - Middle TN</u></b> Katie Powers Dev. Serv. Of Dickson County PO Box 628 Dickson, TN 37055 W 615-446-3111 x 3004 kpowers@dcdc.org	<b><u>Region 3 - West TN</u></b> Merle Smith 2600 Fontaine Road Memphis, TN 38106 H 901-946-0338 m 901-489-7340 townklown@aol.com	

### APPOINTED BOARD MEMBERS AT LARGE

<b>BOARD MEMBERS</b>			<b>(one year terms)</b>
Luke Randall 104 St. Michaels Lane Smyrna, TN 37167 h 615-220-4140 m 615-713-0587 luke_randall@comcast.net	Gatha Logan 900 Mountain Creek Road, G-89 Chattanooga, TN 37405 h 423-870-3624 gmann1_0@yahoo.com	Roxanne Carreon 225 Wellington Drive Madison, TN 37115 W 615-936-5118 F 615-936-5010 Roxanne.carreon@vanderbilt.edu	
John Lewis 1315 Winthorne Drive Nashville, TN 37217-2412 jtLewis@bellsouth.net	Jennifer Washburn UT Boling Center 711 Jefferson Avenue Memphis, TN 38105 W 901-448-6511 jwashburn@utmem.edu		

### AUTOMATIC BOARD MEMBERS

<b>THE ARC US OFFICERS/COMMITTEE MEMBERS</b>		<b>(one year term)</b>
Mary Jordan 115 Beechnut, F-10 Johnson City, TN 37601 h 423-283-4250 w 423-439-4211 f 423-439-4004 jordanm@etsu.edu	Elise McMillan 713 Vosswood Drive Nashville, TN 37205 h 615-353-1831 w 615-343-2540 f 615-343-5737 elise.mcmillan@vanderbilt.edu	

**Board of Directors, continued**

**COMMITTEE CHAIRS (one-year terms)**

<p><b>ADVOCACY &amp; EDUCATION</b>                  holly lu conant rees                  311-54th Avenue, N.                  Nashville, TN 37209-3317                  h 615-297-3018                  m 615-812-2338                  hlu1055@comcast.net</p>	<p><b>DEVELOPMENT &amp; PUBLIC AWARENESS</b>                  Pat Butler                  PO Box 1492                  Brentwood, TN 37024-1492                  h 615-373-0878                  f 615-371-1021                  m 615-210-1795                  budbutler@aol.com</p>	<p><b>GOVERNMENTAL AFFAIRS</b>                  Doria Panvini                  200 Stokesboro Court                  Nashville, TN 37215                  h 615-292-9122                  f 615-292-9631                  robert.s.panvini@vanderbilt.edu</p>
<p><b>MEMBERSHIP &amp; AWARDS</b>                  Donald Redden                  Dev. Serv. of Dickson County                  PO Box 628                  Dickson, TN 37055                  h 615-763-2928                  w 615-446-3111 ext. 3005                  f 615-446-1846                  m 615-598-3274                  dredden@dsc.org</p>		

**LOCAL CHAPTER BOARD REPRESENTATIVES (one-year terms)**

<p><b>Cumberland County</b>                  Lois Davis                  13 Laurel Lane                  Crossville, TN 38555                  931-337-0228                  ladavis1234@aol.com</p>	<p><b>Claiborne County</b>                  Kenneth Winter                  1214 Cedar Fork Road                  Tazewell, TN 37879                  o 423-626-6757 ext 2241                  kenneth.winter@cmitn.org</p>	<p><b>Davidson County</b>                  Norman Tenenbaum                  111 North Wilson Boulevard                  Nashville, TN 37205                  o 615-321-5699 ext. 16                  f 615-322-9184                  ntenenbaum@arcdc.org</p>
<p><b>Lincoln County</b>                  Vonda Berry                  139 Quick School Road                  Fayetteville, TN 37334                  h 931-532-4077                  vonda_berry@yahoo.com</p>	<p><b>Sullivan County</b>                  Judy Reed                  142 Meadow Dale Circle                  Kingsport, TN 37663                  h 423-239-3755                  m 423-672-7975                  judithreed@charter.net</p>	<p><b>Washington County</b>                  Del Ray Nichols                  125 Almaroad Lane                  Blountville, TN 37617                  h 423-323-5367                  delmadn@aol.com</p>

**Full-time Staff**

<p><b>Executive Director – 6/15/09</b>                  Carrie Hobbs Guiden                  151 Athens Way, Suite 100                  Nashville, TN 37228                  o 615-248-5878 ext. 14                  cguiden@thearctn.org</p>	<p><b>Assistant Executive Director</b>                  Steve Jacobs                  3123 Vera Valley Drive                  Franklin, TN 37064                  h 615-599-5538                  o 615-248-5878 ext. 18                  f 615-248-5879                  m 615-668-4135                  sjacobs@thearctn.org</p>	<p><b>Administrative Assistant</b>                  Scott Finney                  7020 Bonna Lake Drive                  Hermitage, TN 37076                  h 615-872-9994 or 883-3568                  o 615-248-5878 ext. 10                  f 615-248-5879                  m 615-310-8101                  sfinney@thearctn.org</p>
<p><b>Membership, Chapter and Communications Manager</b>                  Peggy Cooper                  5881 Dividing Ridge Road                  Goodlettsville, TN 37072                  h 615-859-2519                  o 615-248-5878 ext. 15                  f 615-248-5879                  m 615-512-3037                  pcooper@thearctn.org</p>	<p><b>Business Manager</b>                  Nicole Davidson                  3003 Huffman Road                  Joelton, TN 37080                  h 615-876-4464                  o 615-248-5878 ext. 12                  f 615-248-5879                  m 615-428-9033                  ndavidson@thearctn.org</p>	<p><b>Operations &amp; Supports Manager</b>                  Lori Israel                  2538 Edinburgh Street                  Old Hickory, TN 37138                  h 615-773-2376                  o 615-248-5878 ext. 22                  f 615-248-5879                  m 615-579-7008                  lisrael@thearctn.org</p>

<b>Project Specialist</b> Jenny Kimbrough 724 Whippoorwill Drive Talbott, TN 37877 M 423-231-5772 jkimbrough@thearctn.org	<b>Project Specialist</b> Trevia Maitland 120 Brazil-Elliott Store Road Trenton, TN 38382 h 731-559-4285 o 731-559-4187 m 731-414-3521 tmaitland@thearctn.org	<b>Project Specialist</b> Loria Richardson PO Box 4153 Smithville, TN 37166 o 615-215-2065 m 615-417-7522 lrichardson@thearctn.org
<b>PASS &amp; Support Broker Projects Director</b> Kristin Byrd 4311 Nebraska Ave Nashville, TN 37209 m 615-428-3809 o 615-248-5878 ext. 17 f 615-248-5879 kbyrd@thearctn.org	<b>PASS/DSPAT Project Assistant</b> Brandi Osborne 2830 Creekbend Dr. Nashville, TN 37207 h 615-876-1360 c 615-364-9170 o 615-248-5878 ext. 11 bosborne@thearctn.org	<b>DSPAT Project Director</b> B. Earl Foxx, Jr. 502 Lilly Lane Murfreesboro, TN 37128 o 615-248-5878 ext. 11 f 615-248-5879 m 615-428-1295 efoxx@thearctn.org
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