



Annual Report

2018

Rainbow of Challenges, Omega Home, SkyROCit, PNC, Inc.

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TABLE OF CONTENTS

TO OUR STAKEHOLDERS	3
Strategic Highlights	3
Financial Highlights	3
Operating Highlights	4
Looking Ahead	4
MISSION	5
BOARD OF DIRECTORS	6
DONORS Business, Individuals, Employees	6-7
FOCUS	7
EVENTS/PROJECTS	8
SUCSESSES	8-10
OUTCOMES	10-12
HOW YOU CAN HELP	13
FINANCIAL OVERVIEW	14
INDEPENDENT AUDITOR'S REPORT	15-16

TO OUR STAKEHOLDERS

Strategic Highlights

Rainbow of Challenges, Inc./Omega Home, Inc./PNC, Inc. (ROC/OH/PNC) analyzes and utilizes the following information to develop organizational goals and objectives in setting its direction.

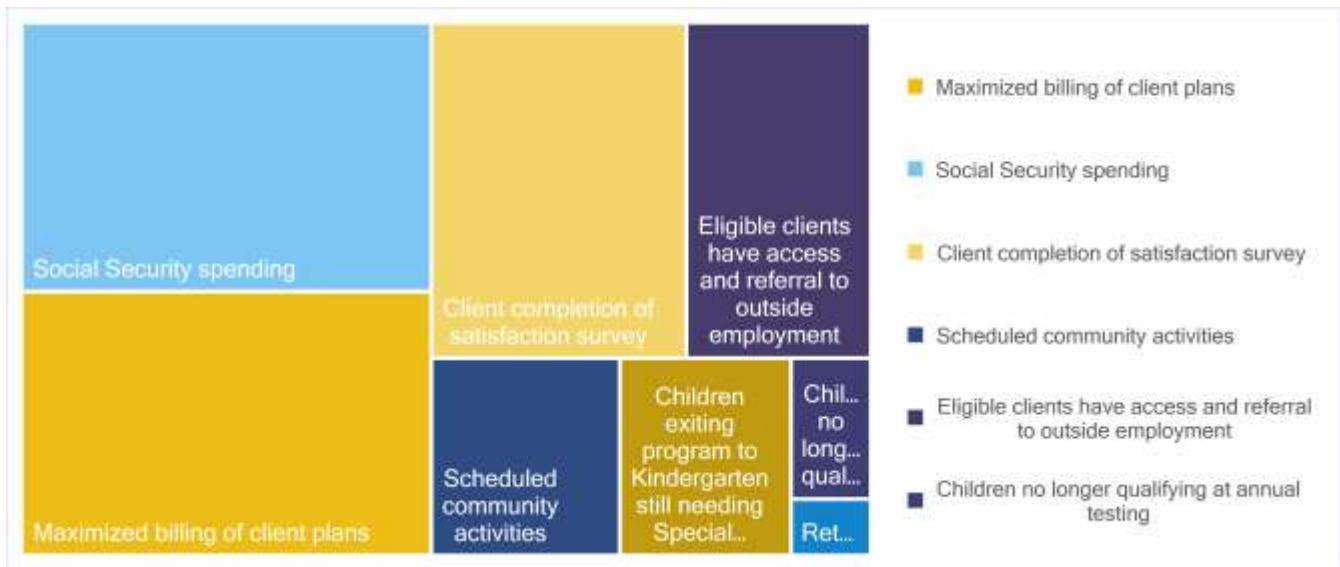
- Expectation of persons served and other stakeholders
- Relationships with external stakeholders
- Legislative/regulatory environment
- Competitive Environment
- Existing and potential strengths and weaknesses
- External threats and opportunities that affect the ability to carry out the mission
- Service needs
- Demographics
- Financial opportunities/threats
- Organizational Capabilities
- Technology
- Development and fundraising
- Staffing

Financial Highlights

- The safeguarding of funding sources for services will be critical as both the state and federal government struggle with reforming the entire Medicaid service system. Currently, the state is re-designing the service model delivery systems that will impact our program. ROC/OH/PNC must stay in position and maintain flexibility to change as the system changes.
 - All children and adult services are based on a third-party individual needs assessment that has impacted the service delivering and reimbursement for the program.
 - ROC/OH/PNC must ensure the infrastructure; finances and resources are available to meet the needs of the programs during the transition and system change.
 - Additionally, ROC/OH/PNC must review all current internal resources to ensure our program can adapt to the changes and ensure our services remain a viable choice for individuals within our state.

- The ability to analyze the organizations financial capabilities to meet the goals identified. The current financial position of ROC/OH/PNC reflects total revenues for FY 2019 budgeted to be just over \$14.5 million dollars, with projected stagnate budget for FY 2020. The current financial position in our combined financial statements reflects ROC/OH/PNC is well positioned to seize the opportunity to develop and initiate services as approved by our state. Potential threats to our financial position are the elimination of our funding and/or services which are critical to the overall service delivery system.

Operating Highlights



Looking Ahead

- The outlook and climate with Federal and State funding is going to require ROC/OH/PNC in the future to develop new and innovative ways to raise money for growth of current services and to add any new services. Developing and maintaining positive interaction within the communities is critical in developing collaborative relationships for growth.
- ROC/OH/PNCSS must have the ability to recruit and retain quality staff at the level needed to provide services and meet the needs of the persons served and supported. Prospective staff must be able to pass background checks, drug testing and meet training requirements before going to work with persons served or supported.

Judy Watson
 Chief Executive Officer
 February 2019

Mission

Rainbow of Challenges, Inc./Omega Home, Inc./PNC, Inc. (ROC/OH/PNC) *maximizes a unique team approach to provide ethical and safe supports in accomplishing our mission of **Discovering opportunities that inspire lives...whatever it takes.***

Discovering opportunities that inspire lives

CORE VALUES

ROC/OH/PNCSS Core Values are the guiding principles which we use across all areas of the organization to keep us focused on what's important. Our Core Values include:

- Trustworthy:
 - Someone you can depend on to do the right thing.
 - A person with pure intentions and willing to admit mistakes and ask for help.
 - High regard for confidentiality of individuals, peers, family, and leadership.
 - Serve as a nonjudgmental safe haven for others.
- Compassionate:
 - The ability to understand someone else's situation or feelings.
 - Kind, caring, and willing to help others.
 - Respect other's dignity.
 - Place other's needs about your own.
- Efficient:
 - Perform in the best manner with the least amount of time and effort wasted.
 - Show great attention to detail; very careful and precise.
- Adaptable:
 - Ability to change, based on the needs of the individual, job, peer, and environment.
 - Willingness to take on additional duties and responsibilities to serve the greater good.
 - Ability to adjust to changes in the services system.
- Resourceful-Driven:
 - The creative, skillful, and prompt process of problem solving.
 - A compulsion to succeed or excel.
 - Having the ability to find quick and clever way to overcome barriers.
 - Dedicated and Hardworking.
- Good Judgement:
 - To make decisions objectively, wisely, and with good sense.
 - Ability to recognize, predict, and prevent a problem.
 - Take responsibility and lead by example.
- Positive:
 - Showing optimism in times of adversity.
 - Maintain a good attitude when faced with negativity.
 - "Can Do" Attitude.
 - Promote harmony and cooperation.

Board of Directors

Clay Lance, PRESIDENT	Trevor Coffee, VICE-PRESIDENT	John Hollis, SECRETARY	Dennis Ramsey, TREASURER
Andrea James	Kenneth Muldrew	Carol Robinson	John Richardson
Shannon Hawthorne	Becky Williams	Floyd Young	Alice McKinnon

Donors

Businesses

Allcare Pharmacy	B&R Building Supply	Bancorp South	Bank OZK
Brazzel/Cornish	Brazzel/Oakcrest	Brown's Plumbing	Coffee Family Dental
DeQueen Auto Group	Diamond Bank	Edward Jones	Factory Connection
Farm Credit Services	Farmers Bank & Trust	Flanagan Financial Group	Four States Furniture
Heather Manor	Herdon-Fuqua Funeral Home	Honeycutt Printing	Hope Auto Company
Hope Auto Company	hopeprescott.com	James K. Tyson, DDS Inc.	Julie's Deli
Landes 24hr Towing & Recovery	Lawrence Termite & Pest Control	McDonalds	Mustard Seed Wealth Management
New Millennium Building Systems	Pioneer Janitorial Service	Pit Stop Quick Lube	Power Pharmacy
Shields Janitorial	Smiles of Arkansas	Southern Bakeries	Southern Bancorp
Tab's	Terry's Automotive	Trull-Hollensworth	UAHT
Vanco Systems, Inc.	Wend-XX of Arkansas, Inc.	Wylie Glass & Salvage	Yocum Body Shop

Individuals

New Liberty Baptist Church	Bobby & Peggy Burchfield	Rusty & Sharlene Burke	Gary & Delphia Egger
St. Mark's Episcopal Church	Dr. Dale E. & Brenda Goins	Sharon Henry	Virginia Holt Family
Edward & Valerie Horn	Diana Keith	Michael & Debbie Malek	Patti Manus
Col. Wm Joe McCormick	Kenneth Muldrew	Dennis & Linda Ramsey	John Richardson
Gene & Carol Robinson	Joyce Russell	Royce & Betina Tallant	

Employees

Ajeenah Abdullah Walker	Cathy Adair	Lisa Adams	Disiree Adams	Olusegun Adetunji	Samantha Adkins	Cynthia Alford
Hailey Allgood	Donald Allison	VonShelia Anderson	Nakia Anthony	Kristi Aranda	Mark Atkins	Sharon Atkinson
Trina Austin	Nikeyia Autry	Audrey Avery	Christy Ayers	Patrena Baker	Andrew Barham	Kelly Bass
Stephanie Bateman	Cassa Beasley	Jennifer Benton	Landay Berry	LeAnn Beyerley	Cassidy Bingham	Jasmine Bishop
Charles Black	Shirley Blackmon	Darrell Blackmon	Victor Blackmon	Jennifer Block	Katherine Bolin	Gary Bolin
Lura Bolt	Michelle Bolton Lino	Chikako Bonner	Orisha Bowles	Michelle Bowlin	Lincoln Boyd	Teresa Bradley
Victoria Bradley	America Bradshaw	Brenda Brantley	Jordan Braswell	Shacoya Briggs	Lorraine Briggs	Jeannette Bronkowski
Salina Brooks	David Brotherton	Leslie Brown	Angela Brown	Stacy Brown	Deborah Brown	Latoya Browning
Flecia Bryant-Bass	Mae Buckley	Alexandra Buckley	Kathy Buehler	Lewis Bullock	Kansas Bullock	Monique Bullock
Michael Burchfield	Charles Burdette	Judy Burt	T'Nesha Burton	Kelbi Campbell	Karri Whitten	Sierra Cardwell
Sharon Carey	Victor Carrigan	Deidra Carrigan	Brent Carruthers	Nathaniel Carter	Jacquelyn Carter	Zina Ceruantez
Jackie Chandler	Marsaius Cheatham	Grant Clark	Rebecca Clift	Misty Cloud	Freddie Coddington	Beverly Coleman
Keidra Coleman	Tarneki Collins	Shakeedah Conley	Ciji Conway	Janet Conway	Annie Conway	Rhonda Conway
Charlotte Cook	Felicia Corbett	Kathy Cornelius	Monica Cornish	Porchia Cotledge	Ashley Couch	Valerie Cowan
Mary Cox	Melissa Cox	Deshae Craig	Destinae Craig	Mary Crane	Courtney Craven	Pamala Crayton
Sarah Cunningham	Antonio Curley	Claude Dabbs	Richard Daniels	Joseph Davila	Harley Davis	Jennifer Deaton
Jasmine Delamar	Shantel Dennis	Carmella Dickerson	Leah Dill	Jyrunn Dixon	Myesha Dixon	Johnnie Dixon
David Dougan	Terri Dougan	Barbara Dowling	Joyce Dudgeon	Breona Dudgeon	Barrett Duncan	Lewis Durham
Celeste Eason	Cynthia Easter	Dawn Easterling	Peggy Edwards	Tiffany Elder	Mary Elledge	Trina Ellis
Carneshia Ellis	Robert Ellis	Jasmine Estrada	Penny Evans	Emily Evans	Felicia Faison	Rhoda Farrer
Billie Ferguson	Jeremy Fielding	Destiny Fields	Kelli Fincher	Cathy Fincher	Kinisha Flemming	Bessie Flores
Marketta Flowers	Chatorie Flowers	Courtney Ford	Chyna Forest	Kimberly Formby	Madalyn Fountain	Sandra Fowler
Taide Fraire	Robert Francois	Brandon Franklin	Sindie Franks	Darrin Fraser	Natasha Fraser	Krishna Frazier
Susan Freeman	Kristialyn Fry	Shantay Fuls	Linda Galberth	Ethel Garland	Latonya Gazolla	Troy Gentry
Allen George	Haylee Ghormlay	Chelsea Gillard	Tenesha Gillard	Linda Gillard	Brenda Gillard	Donna Glendening
Chassity Glenn	Janice Glover	Joshua Golden	Karen Gooden	Kaylona Goshen	Krystal Goshen	Linda Grant
Doris Gray	James Gray	Lashonna Gray	Kiwuane Green	Kimberly Green	Albert Green	Shantara Griffen
Debbie Griffin	Vicky Groves	Loukas Gully	Venette Gully	Shania Gully	Helen Gully	Latosha Gully
Troy Haddix	Rachel Haddix	Jacob Haddix	Latashia Hale	Azurdee Hale	Bessie Hall	Sandra Hall
Romunda Hamilton	Rebecca Hamilton	Kayla Hamlin	Douglas Hancock	Deja Hardin	David Harmon	Yanira Harper
Julie Harrington	Javon Harris	Patricia Harris	Stephanie Harris	Kimberly Harris	Atherlene Harris	Shundra Harrison
Christopher Hatley, Jr	Carolyn Hawthorne	Dana Hawthorne	Alicia Haynes	Shanice Haynie	Byonka Henderson	QueChina Henderson
Cynthia Henderson	Socorro Henley	Sharon Henry	Sherlonda Henry	Vantrece Henry	Ashley Henry	Willie Henry
Amanda Hermenitt	Cristal Hernandez	Kevin Hickey	Shauntara Hickman	Timothy Hicks	Cedric Hicks	Jennifer Hipp
Tammy Hirst	Stanley Hise	Lydia Holcomb	Nancy Holcomb	Victor Holleman	Kimetra Holyfield	Demarco Holyfield
Ebone Hopson	Sheila Hopson	Trent Hopson	Betty Howard	Janice Howard	Lakesha Hughes	Carol Hughes
Caren Hunt	Utrilla Hunter	Kiara Hurn	Dajuan Ingram	Dorothy Ingram	Destiny Island	Yvonda Ivory
Kha'Shunti Ivy	Shauna Jackson	Shelby Jackson	Angela Jackson	Anthony Jackson	Kathy Jackson	Kelly Jacobs

Evelyn James
 Audrey Johnson
 Kathy Johnson
 Christie Jones
 Scott Kelton
 Clara Koontz
 Jordan Laughard
 Tassie Lockett
 Eric Lowe
 Latasha Manning
 Belois Matlock
 Monika McGee
 Aaliyah McShane
 Becky Miller
 Shamie Morgan
 Aubreauna Muldrew
 Arron Nelson
 Whitney Noble
 Breanna Ollison
 Terry Pagona
 Jakayla Paxton
 Terry Peterson
 John Pine
 April Porter
 Jaretta Purifoy
 Holly Redmond
 Teresa Ricks
 Brandy Robinson
 George Ross
 Fannie Scott
 Shakira Sermons
 Nathan Simms
 Terri Small
 Kimberly Smith
 Elizabeth Soils
 Delma Stewart
 Nicole Stuart
 Randolph Taylor
 Kevin Thomsen
 Rachael Turner
 Danielle Walker
 Charnetta Walton
 Justin Weatherford
 Cody Wheelington
 Lynn Williams
 Charisma Williams
 Jacqueline Wilson
 Lenora Woods
 Veronica York
 Andrea James
 Cathy Johnson
 Joseph Johnson
 Tina Jones
 Barbara Kennedy
 Xavier Lacy
 Anita Leavitt
 Conston Logan
 Ashley Lowe
 Derrick Marlow
 Darryl Maxwell
 Annie Maxwell
 Jennifer McKa
 Angela McWilliams
 Shaconda Mitchell
 Tunga Morrison
 Whitney Muldrow
 Yvonne Nelson
 George Edward
 Mayte Orozco
 Shannon Parker
 Jeramine Paxton
 Tiffany Phillips
 Annette Pollock
 Sandra Porter-White
 Jalonda Purifoy
 Christopher Reed
 Michael Rigney
 Kimberly Rodgers
 Lacole Rowe
 Leaoriea Scott
 Trakandra Sharp
 Judith Sims
 Teresa Smith
 Waylon Smith
 Regina Sooter
 Sedalia Stewart
 Carolyn Stuart
 Llewellyn Terry
 Juanita Thornton
 Debra Vaughn
 Sandra Walker
 Obie Washington
 Jimmy Weatherford
 John Wheelington
 Pamela Williams
 Obie Williams
 Henry Wilson
 Tasha Wright
 Valerie Young
 George James III
 Byron Johnson
 Chelseya Johnson
 Ieisha Jones
 Nakia Kennel
 Rebel Lambert
 John Ledbetter
 Carolyn Logan
 Shyevicki Mack
 Pridgette Marshall
 Annie Maxwell
 Shawna McKenzie
 Ann McWilliams
 James Mixon
 Deborah Morton
 Dorcene Muldrow
 Rhonda Newborn
 Dwanna Odell
 Karen Otey
 Cory Parker
 Romond Pegue
 Je'Lisa Phillips
 Deborah Ponder
 Scotty Powell
 Theotis Purifoy, Jr
 Flora Reed
 Michael Rigney, Jr
 Nolan Rodgers
 Destanee Roy
 Carolyn Scott
 Mary Shaw
 Tamara Sims
 Valerie Smith
 Zachary Smith
 Vickie Soto
 Kylande Stewart
 Monica Stuart
 Merchelle Thomas
 J'Karia Tidwell
 Joshua Vaughn
 Angela Walker
 Matasha Waters
 Leann Webb
 Stacy Whisenhunt
 Romeka Williams
 Connie Williams
 Tamia Wilson
 Tracey Wright
 Dexter Young
 Temesha Jefferson
 Adrienne Johnson
 Deanna Johnson
 Morgan Jones
 Patricia Kervin
 Ashley Lambert
 Alissa Lewis
 Keri Loo
 Sekethia Madison
 Sherry Marshall
 Jessica May
 Heather McKinney
 Collins Meangwe
 Audrianna Monk
 Courtney Mosier
 Requita Muldrow
 Terel Newburn-Piggee
 Rebecca Ogburn
 Adrienne Pace
 Jaimie Partin
 Arshaedna Penerman
 Gladys Phillips
 Gail Pooree
 Nicole Powell
 Patsy Purtle
 Auston Reed
 Shelby Rivard
 Janet Rodriguez
 Sabrina Sabura
 Latanjala Scott
 Porsche Shaw
 Ramona Sims
 Carol Smith
 Tamara Smith
 Jeremy Spearman
 Christie Stinnett
 Kelsey Sullivan
 Margaret Thomas
 Amanda Tipton
 Edith Vermillion
 Loretta Walker
 Tammy Watlington
 Autumn Welch
 Jo Lou White
 Krystle Williams
 Karen Williams
 Shalicia Wilson
 Caitlyn Wright
 Kashunti Young
 Christina Jenkins
 Syketa Johnson
 Robin Jones
 Stanley Jones, Jr.
 Rhonda Key
 Linda Lambert
 Laura Lindemann
 Carla Love
 Kortlahn Malone
 Breunna Martin
 Christopher McConnell
 Chandra McKinnon
 Melissa Medler
 Sharon Monk
 Dorene Mosier
 Tracy Muldrow
 Larry Newsom
 Kenya Ogden
 Julie Paddie
 Arlie Paul
 Trina Perry
 Leslie Phillips
 Teresa Porter
 Glenda Prater
 Teresa Randall
 Charles Reed
 Stephen Rivard
 Chasity Rogers
 Lilli Sanders
 Mildred Scott
 Shelia Shears
 Fallon Sims
 Cynthia Smith
 Annette Smith
 Brenda Steed
 Britney Stinson
 Carla Sumpter
 Lisa Thomas
 Makayla Tolliver
 Tonya Vickers
 Alisa Walker
 Judy Watson
 Kiana Wesley
 Rosiland White
 Demario Williams
 Kenny Williams, Jr
 Angela Wingfield
 Dorothy Wright
 Rashawnda Young
 Monica Jenkins
 Felisha Johnson
 Katlyn Jones
 Lenora Jordan
 Felicia Koontz
 Kyairah Land
 Mieashia Lindsey
 Jerri Lovelis
 Ingrid Manigo
 Destiny Martin
 Rebecca McCord
 Kimberly McMahan
 Andrea Miller
 Coyneil Moore
 Timothy Mosier
 Marquita Muldrow
 Joshua Newsom
 Darlene Okafor
 Tiana Page
 Daeneshia Paxton
 Ruby Perry
 Kelly Phillips
 David Porter
 Dorothy Pree
 Brenda Randall
 Jennifer Reed
 Ruby Robinson
 Edgar Rogers
 Crisselda Schobey
 Karen Selders
 Jerica Shelby
 Kenya Sims
 Elizabeth Smith
 Arrie Smith
 Latrica Stevenson
 Shealynn Stone
 Iredell Taylor
 Frederick Thomas
 Rachel Torres
 Althea Waits
 Lisa Walker
 Joseph Weatherford
 Thelma Wesley
 Maryrose Wicker
 Paula Williams
 Jenifer Williamson
 Tina Wingfield
 Kaiya Wyatt
 Larry Young
 Scott Jester
 Cherie Johnson
 Tori Jones
 Hailey Joseph
 Lisa Koontz
 Anita Lansdell
 Japheth Lino, Jr
 Christine Lovell
 Laquasha Manning
 Miranda Martin
 DeVaughn McDonald
 Breanna McMorris
 Charles Miller
 Dawan Morgan
 Latoya Muldrew
 Tammi Murray
 Beverly Newton
 Kennedy Oliver
 Wanda Page
 Samuel Paxton
 Romona Peters
 Pamela Phillips
 Carolyn Porter
 Novella Price
 Shannon Reader
 Kori Reeves
 Barbara Robinson
 Christopher Ronsse
 Monica Scott
 Kimberly Sennett
 Cory Shipp
 Tracy Singletary
 Gladys Smith
 Kim Smith
 Kristopher Stewart
 David Stovall
 Hazel Taylor
 Lori Thompson
 Ameiah Trotter
 Loraine Walker
 Sasha Walters
 Jonathan Weatherford
 Cormeashia Wesley
 Stacey Wiley
 Elonda Williams
 Zella Willis
 Michelle Witherspoon
 Terri Yarbrough
 Cecily Young

"there is no greater disability in society, than the inability to see a person as more"

Robert M. Hensel

Focus

This year our focus shifted to follow the ever-changing tide of Medicaid reform in our state. The state introduced the PASSE (Provider-Lead Arkansas Shared Savings Entity) system. This will become the new payment system for our adult individuals with Medicaid Waiver. Each adult Waiver client has undergone an independent functional assessment that the state used to categorize them into tiered levels of care. These tiers will determine funding for the individuals care.

Another focus in the year became job placement for individuals in the community. ROC/PNC became a Ticket to Work site through Arkansas Rehabilitation Services. Clients that were interested in finding a job in the community, began the process of learning how to interview for jobs, spending time volunteering and visiting businesses. Successes are evident in the placement of clients at Hope High School cafeteria and Southern Bakeries.

Events/Projects

This year has been busy! Always on the go, discovering those opportunities that inspire lives! Once we kicked the year off, it didn't stop.

Here's what we did:



Successes

Suzannah Harper

Suzannah is non-verbal. She has lived the last almost five years female at Omega Home. When she first moved into Omega, she didn't want to stay in the common areas at all and even that's pretty much all she did in her room. She more time in the common areas. A few years ago, other athletes. This was her first time doing an staff member and she did great. The staff made

Last year, our team and her mother decided to be away from Omega Home overnight, for be there without Omega staff/other ROC staff allowed her to watch their past videos to



ate dinner in her room. She loves watching videos and gradually came out from her room and started spending she went to Special Olympics state games in Searcy with over-night trip. She roomed with another individual and a sure she had a portable DVD player to be watch her videos.

let her attend fall camp. This would mean that she would several nights. Concern was heightened because she would individuals and no DVD player to watch videos. Camp prepare for being away from all she knew. Everyone stayed

ready to pick Suzannah anytime if she displayed any issues. Camp never called! She spent 5 days at camp and did many activities with other campers (dancing, archery, rope courses, arts & crafts, etc.) This is a big achievement as she continues to blossom at our programs.

Cameron M.

Cameron is a four-year-old boy that started receiving developmental services in 2017. Testing shows that he has a delay of almost one year of development. Cameron came into the program at Making Rainbows Hope with a profound speech deficiency and visual receptive motor delay. With such overwhelming delays for someone so young, catching up to the curve seems monumental. He struggles with multi-step directions, knowing what objects are used for, telling what happened in a picture, and matching quantities with numbers. These should be typical tasks for a four-year-old, but not Cameron. Over his time with Making Rainbows Hope, can has made great feats to get where he is now. Cameron can now use age appropriate vocabulary in connected speech, follow one-step instructions, use six-word phrases, recite over half of the alphabet and read number 1-10.



Jeremy Fielding

Jeremy is 37 and lives in the Hope community on his own. He enjoys living in an apartment and manages his daily activities with the assistance of Supportive Living staff. Being a huge comic fan, Jeremy loves to attend Comicon in Little Rock and collect Star Wars®



merchandise for his home. Life is not without its struggles for him. Realizing the importance of keeping his kitchen uncluttered, sanitized and food fresh, is not easily apparent to him. He keeps working on it. At a planning meeting this past year, Jeremy said that he wanted to get a job out in the community. So, when an opportunity came available to work part-time at a local factory, he was beyond excited. He began working Tuesday and Saturdays on a special product line at Southern Bakeries in Hope. Needless to say, he was beyond excited and his self-esteem has grown and strengthened.

Kortez M.

Having suspected something might be wrong with his development, Kortez's mother sought out help at Making Rainbows Lewisville.

After evaluation, he was diagnosed with developmental, profound delays. Kortez is three-years-old boy with the level of a two-year-old. playing alongside his peers, putting on and fastening clothes, copying the use of common objects and using words more than gestures to these struggles don't slow him down. Over his time this year at Lewisville, he has made great strides. He can now use five to ten words to request toys, match some colors, follow one-word commands and fingers and not fist. While our team members continue to work directly with Kortez, we are so excited by each and every small success in his progress and cannot wait to see what the future holds for him. It is a great pleasure to work alongside Kortez's family, helping him to reach his age appropriate developmental milestones.



speech and fine motor He has difficulties with simple forms, stating communicate. But Making Rainbows spontaneously, vocalize hold a crayon with his

Kaleb B.

Kaleb is a boy of few words. And that is not a good thing in this instance. Kaleb has attended Bright Beginnings for several years. After receiving services from another provider, Kaleb began developmental therapy at Bright Beginnings in 2018. He is three-years-old with a developmental level of less than a two-year-old, a profound speech delay, visual motor integration and sensory processing diagnosis. The Kaleb of the past had weaknesses in identifying familiar items in pictures, playing with another while using appropriate eye contact, using gestures or vocalizing want of an object and an overresponsive sensory system to hearing and touch sensation. But there is no stopping Kaleb! He has grown so much. He gives affection and warmth when interacting with caregivers, helps pick up toys, follows familiar directions with gestural clues, seeks out attention, can now identify objects in pictures! He identifies numbers 1-10 and puts them in order from one to ten, after being scrambled them up. Taking the number 1 and the number zero on his own, he said "10"! Using flash cards, he can call the letter of the alphabet, even names the item in the picture.



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Outcomes

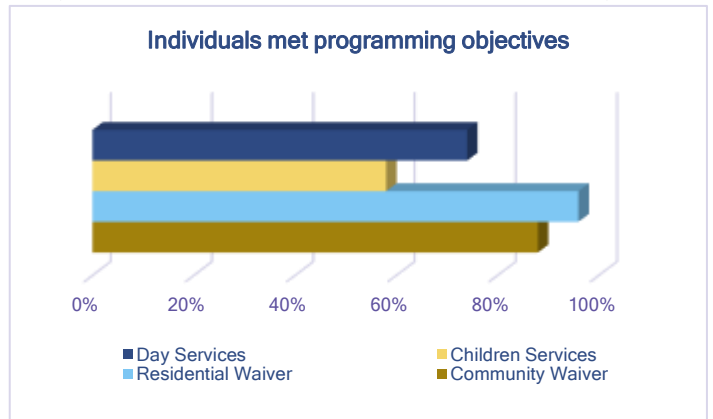
Programming



ROC/PNC program areas include Waiver Services, Residential Waiver, Children Services and Day Services.

Waiver Services, as we call it, is a special Medicaid program that allows one-to-one staffing for those with a qualifying developmental/intellectual disability diagnosis. Staff work with individuals on independent living

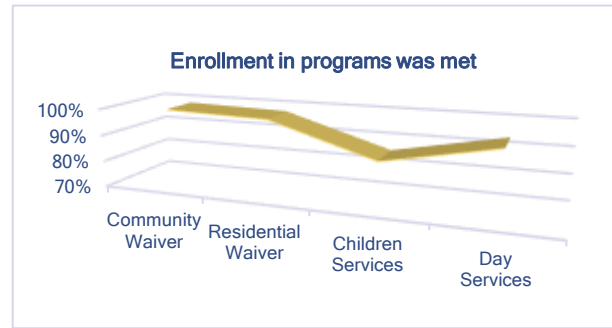
skills and assist them in their daily routines. ROC/PNC provides Waiver services in predominately southwest Arkansas from Arkadelphia to Mena, from Texarkana to Magnolia and all points in between.



Residential Waiver is for Waiver clients that need more assistance and the support of living in a group setting. Our Residential Waiver homes are located in Hope, Prescott and Caddo Valley.

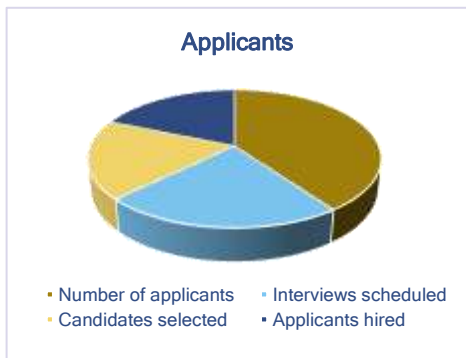


Children Services provides developmental therapy to children aged birth through five-years-old. ROC/PNC also provides children at risk for delay, Arkansas Better Chance preschool services. Centers are located in Hope, Lewisville and Prescott. Each center utilizes licensed physical, occupational and speech therapist to address developmental needs.

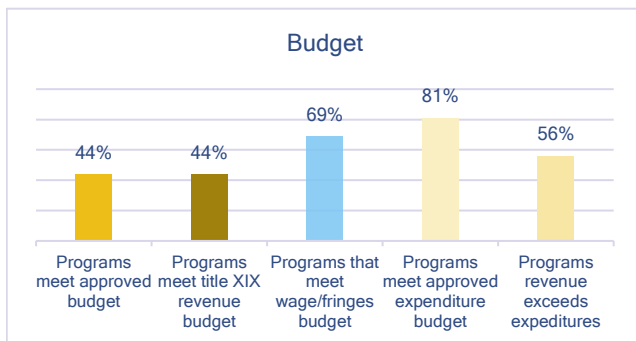


Day Services include a diverse setting of activities. These are recycling, re-sale store, a family style restaurant, three work centers and a workforce readiness program. Our individuals enjoy a wide array of work opportunities that are tailored to their abilities.

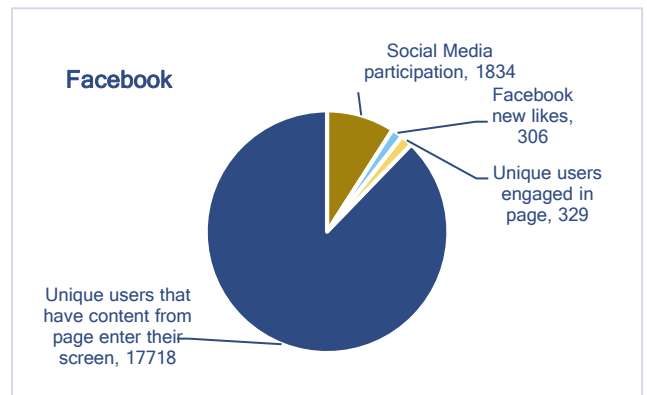
Human Resources



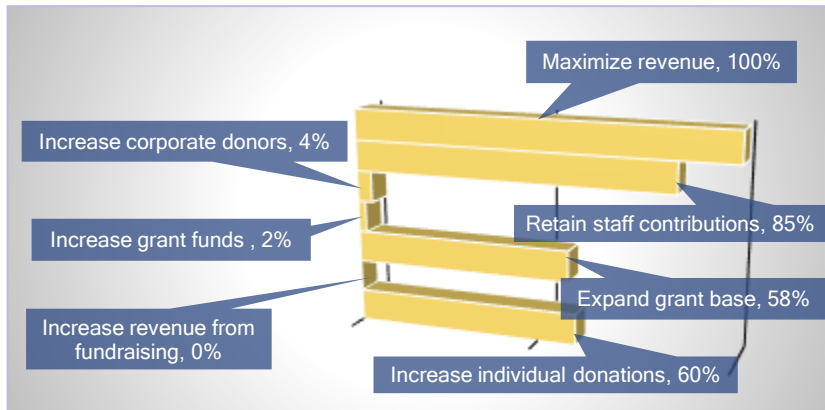
Finance



Publicity



Fundraising



How you can help

Help comes in many forms. And we are no stranger to out of the box thinking.

Volunteer ...Special Olympics coach, Area Games, read to preschoolers, rock babies, run a carnival game

Donate ...gently used items for re-sale, recyclables, toys, art supplies, books, capital items

Give ...one-time monies, recurring monies, bequeaths

Sponsora Special Olympics team, summer camp, fundraising event, purchase of a capital item

All monies/items are used for the support of the children and adults served by our organization as a whole. Without our partners, ROC would not be able to continue the work we do providing services to individuals with developmental delay and intellectual disabilities. 'Discovering opportunities that inspire lives' is our mission and we will accomplish this by doing 'Whatever It Takes' to ensure the health and happiness of our individuals!

Gift giving can be done in the memory of a loved one, honoring someone special or a special event. Your honoree/memorial will receive an acknowledgement from our development department. ROC, and PNC are nonprofit organizations and operating under the federal 501© 3 designation. All donations are tax deductible to the full extent of the law. When submitting donation via checks (Offline Donation), please address to ROC, Omega Home or PNC and mail to: P.O. Box 1540 Hope, AR 71802.



FINANCIAL OVERVIEW

Total Assets

\$11,529,195

Total liabilities

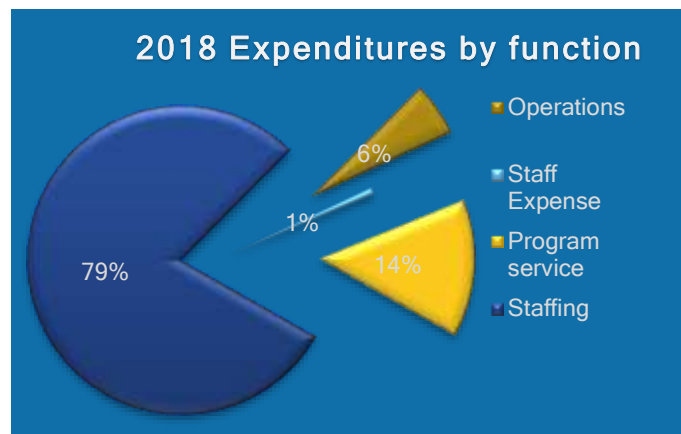
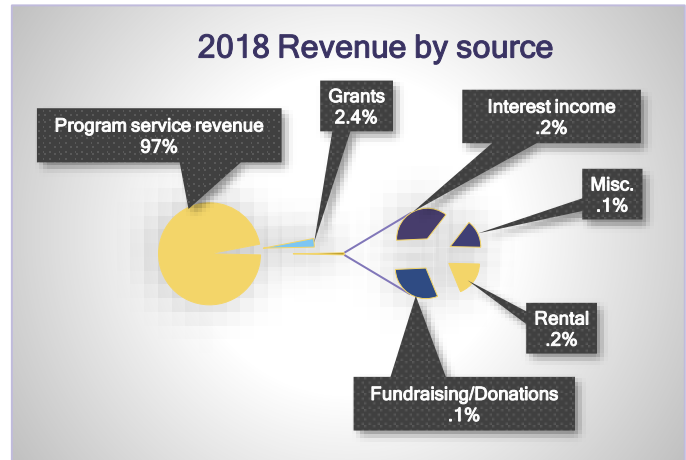
\$3,050,671

Total unrestricted net assets

\$8,478,524

Total change in net assets

\$294,318



*Financial amounts are based on fiscal year 2018. 990 is available upon request.

INDEPENDENT AUDITOR'S REPORT

Saunders & Associates, PLLC *Certified Public Accountants*

630 East 17th Street * P. O. Box 1406 * Ada, Oklahoma 74820 * (580) 332-8548 * FAX: (580) 332-2272
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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors
Rainbow of Challenges, Inc. and Omega Home, Inc.

We have audited the accompanying combined financial statements of Rainbow of Challenges, Inc. and Omega Home, Inc. (a nonprofit organization), which comprise the combined statement of financial position as of June 30, 2018, and the related combined statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the combined financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these combined financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these combined financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Governmental Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the combined financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the combined financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the combined financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the combined financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the combined financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the combined financial statements referred to above present fairly, in all material respects, the financial position of Rainbow of Challenges, Inc. and Omega Home, Inc. as of June 30, 2018, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Page 2

Other Matters

Our audit was conducted for the purpose of forming an opinion on the combined financial statements as a whole. The accompanying supplemental information, as listed in the preceding table of contents, is presented for purposes of additional analysis and is not a required part of the combined financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the combined financial statements. The information has been subjected to the auditing procedures applied in the audit of the combined financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the combined financial statements or to the combined financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the combined financial statements as a whole.

Other Reporting Required By Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated September 17, 2018 on our consideration of Rainbow of Challenges, Inc. and Omega Home, Inc.'s internal control over financial reporting and on our tests of compliance with certain provisions of laws, regulations, contracts and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Rainbow of Challenges, Inc. and Omega Home, Inc.'s internal control over financial reporting and compliance.



SAUNDERS & ASSOCIATES, PLLC
Certified Public Accountants
Ada, Oklahoma

September 17, 2018

Saunders & Associates, PLLC
Certified Public Accountants

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INDEPENDENT AUDITOR'S REPORT

To the Board of Directors
 PNC, Inc.

We have audited the accompanying financial statements of PNC, Inc. (a nonprofit organization), which comprise the statement of financial position as of June 30, 2018, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Governmental Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of PNC, Inc. as of June 30, 2018, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Page 2

Other Matters

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying supplemental information, as listed in the preceding table of contents, is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Other Reporting Required By Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated August 7, 2018 on our consideration of PNC, Inc.'s internal control over financial reporting and on our tests of compliance with certain provisions of laws, regulations, contracts and grant agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering PNC, Inc.'s internal control over financial reporting and compliance.

Saunders & Associates PLLC

SAUNDERS & ASSOCIATES, PLLC
 Certified Public Accountants
 Ada, Oklahoma

August 7, 2018