



2020

ROC/PNC/OH Annual Report

Discovering
OPPORTUNITIES



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Executive Summary

Goals:

To deliver person-centered services to adults and children birth through elderly.
Provide services in safe and welcoming environments.
Hire quality personnel to connect with individuals.
Remain financially viable for future generations.



Purpose

ROC and PNC are community-based organizations driven to provide supportive services to individuals with intellectual and/or developmental disabilities and their families in southwest Arkansas. Each year, we prepare a lookback of organizational outcomes from the previous year's activities to report to stakeholders and partners. These results become the new benchmarks for the year to come.

Areas of reflection include *donors, focus, events/projects, successes, outcomes* and *finances*.

Process

Services are organized based on individual need. Annual service plans are then designed to address skill deficits and strengthen abilities. Quarterly, plans are reviewed for outcome progress. Outcomes within this report are determined by a sampling of data that is averaged based on either the past twelve calendar months or the fiscal year.



Mission. Vision. Values.

Our Mission

Rainbow of Challenges (ROC) and PNC maximizes a unique team approach to provide ethical and safe supports in accomplishing our mission of *“discovering opportunities that inspire lives of individuals”* with developmental and intellectual delay.



Executive Staff

Judy Watson Teresa Porter Scotty Powell
Brenda Brantley Kris Stewart Karri Whitten
Jennifer Block

Board Members

Clay Lance Trevor Coffee
John Hollis Dennis Ramsey

John Richardson
Beckie Williams
Shannon Hawthorne
Carol Robinson
Andrea James
Kenneth Muldrew
Floyd Young

Our Vision

We built core services on our mission of *“discovering opportunities that inspire lives”* and providing care worthy of our motto *“Whatever It Takes”*.

Our Goals

ROC/PNC goals are to ensure person-centered programming activities are offered in settings chosen by the individuals.

Our Values

ROC/PNC Core Values are the guiding principles which we use across all areas of the organization to keep us focused on what is 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 above 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.

Donors

Individuals

Cathy Adair
Mr. & Mrs. Bill Barham
Jerry Beck
Mr. & Mrs. Jerry Brown
Mr. & Mrs. Bobby Burchfield
Mr. & Mrs. Zane Cole
John Graves
Sharon Henry
Mr. & Mrs. Michael Malek
Mr. & Mrs. Robert McLean
Mr. & Mrs. Dan Pearson
Mr. & Mrs. Bruce Porter
Marsha Rogers
Joyce Russell
Charles Sooter
Louise Tripp

Community

Firestone Community Fund
Hexion
New Liberty Baptist Church
Pioneer Printers
Western Auto
Balke Enterprises – Burger King
Randy's Collision Center
Herndon-Fuqua Funeral Home
Smiles of Arkansas
Wend-XX of Arkansas, Inc.
PSE Effect, LLC
Quality Care Pediatric
Shields Janitorial
Tab's
Prescott Nevada County Economic
Development Commission
Pafford Ambulance Service

Community Cont.

Allen Barton III	Kelly Bass
Stephanie Bateman	Jasmine Bishop
Gary Bolin	Lura Bolt
Chikako Bonner	Orisha Bowles
Brenda Brantley	Felecia Brown
Jeannette Bronkowski	
Dewanna Burrer	Raven Burton
Ravin Caldwell	Deidra Carrigan
Grant Clark	Jabrea Conway
Ashley Couch	Courtney Craven
Leah Dill	Myesha Dixon
Terri Dougan	Barrett Duncan
Celeste Eason	Cynthia Easter
Trina Ellis	Kinisha Flemming
Chatorie Flowers	Marketta Flowers
Kimberly Formby	Susan Freeman
Amber Goodrum	Shantara Griffen
Patricia Harris	Dana Hawthorne
Alicia Haynes	Betty Hearon
Cynthia Henderson	Lydia Holcomb
Latrenda Holyfield	Kiara Hurn
Angela Jackson	Shauna Jackson
Shelby Jackson	Jaycee Jarrell
Kathy Johnson	Syketa Johnson
Ieisha Jones	Barbara Kennedy
Rhonda Key	Ashley Lambert
Japheth Lino, Jr	Pridgette Marshall
Jessica May	Monika McGee
Sharon Monk	Dorcene Muldrow
Tammi Murray	Arron Nelson
Rebecca Ogburn	Karen Otey
Shannon Parker	Romona Peters
Gladys Phillips	Tiffany Phillips
Gail Pooree	Carolyn Porter

David Porter
Teresa Porter
Teresa Randall
Christopher Reed
Roshanda Reedy
Tammy Richter
Michael Rigney Jr
Brandy Robinson
Nolan Rodgers
Janet Rodriguez
Carolyn Scott
Fannie Scott
Mildred Scott
Kimberly Sennett
Elizabeth Smith
Kimberly Smith
Tamara Smith
Regina Sooter
Sedalia Stewart
Christie Stinnett
Carla Sumpter
Hazel Taylor
Merchelle Thomas
Amanda Tipton
Tonya Vickers
Journey Walker
T'Keyah Warren
Judy Watson
Autumn Welch
Paula Williams
Jacqueline Wilson
Angela Wingfield
Yalonda Wingfield
Veronica York
Dexter Young

Staff

Bank of Delight
Diamond Bank
First National Bank of Tom
Bean
AllCare Pharmacy
B&R Building Supply
Pit Stop Quick Lube
Hope Floral & Gifts
New Millennium Building
Systems
McDonalds of Hope
Main Street Cleaners
Gladys A. Mustafa, RPT
Price & Company
FA Financial
James K. Tyson, DDS Inc.
Ivan Smith Furniture
Southern Bancorp



Focus



2020 was the year no one expected. Not just us, but the entire world found themselves in circumstances beyond the scope of control. Seemingly overnight, service delivery shifted. Staff were displaced to accommodate the new formatting of services and individuals were thrust into environments with new faces and less contact with lifelong friends. The enormous burden settled in on everyone's shoulders, will this be enough to protect the safety of our individuals and staff?

Looking back with gratefulness, ROC/PNC have weathered what 2020 tried to throw our way. '*We are still standing*,' barrowing from the ever-popular Elton John lyric, circumstances may have stalled us a bit, but our focus is moving on beyond this stronger than before.



Events / Projects

Staff Banquet
2020

MRH Black
History
Month

Made by ROC
Valentine's
Goodies

MRL Cowboys &
Cowgirls
Round-up

Dr. Seuss
Week

COVID -19
Closures

Teacher
Appreciation

MRH
Sweetheart's
Fashion
Show

MRL
Mardi Gras

Autism/
Disability
Awareness
Week

Chicken
Dinner
Fundraiser

Residential
Quarantine
Games

Preschool
Graduations

MRH Black
History
Month

More
Quarantine
Fun!

Melon Patch
& ROC'n
ReRuns
Reopen

LHDM
COVID
Donation

BancorpSouth
Donation

ROctober
Fest COVID
Style

Preschool
Summer
Activities

LHDM Mask
Donation to
Residential
Services

DSP
Recognition
Week

Drive-Thru
Chill Supper

Raffle
Fundraiser

LHDM 2nd
Mask Donation
to Residential
Services

CADC Food
Box
Giveaway

Halloween
Activities

Luminaries
at Old
Washington
State Park

Election
Day Voting

Christmas
Open House

Christmas
Holiday
Activities

Tyson
Donation to
Angel Tree

LHDM Gift
Bags for
Residential
Clients

Angel Tree
Gifts to
Families

2021 WE
MADE IT!



Success Stories

Tracy "T.J." Singletary has been with PNC Recycling Center since June 2009. He is a very hard worker and will help with whatever task that is asked of him. T.J. works on the box truck collecting cardboard from community buses and he also works with the box and paper balers. Around June of 2020, the Workforce Coordinator, assisted him with filling out an application online to work at Sonic of Prescott. After which, T.J. was asked to come in to be interviewed for a position. The Workforce Coordinator and T.J. went in for his interview, where she assisted him with interview questions. He was then hired as a part time crew member, working approximately 20 hours a week. T.J. has been trained to work the grill and be a part of the clean-up team.



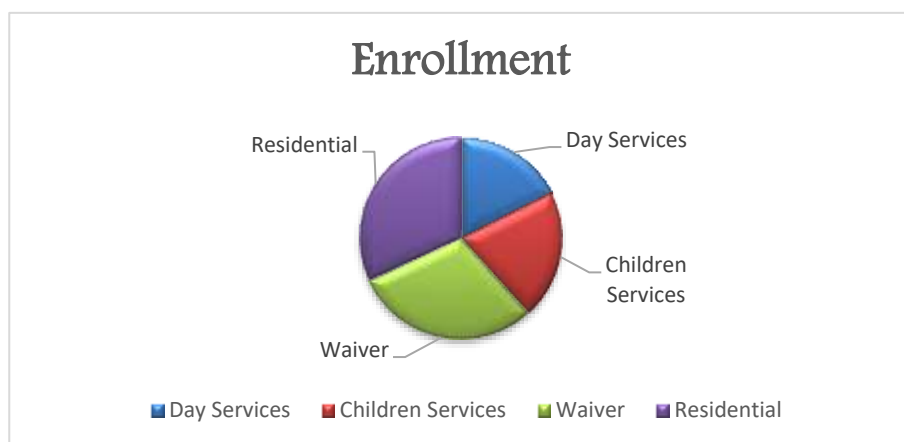
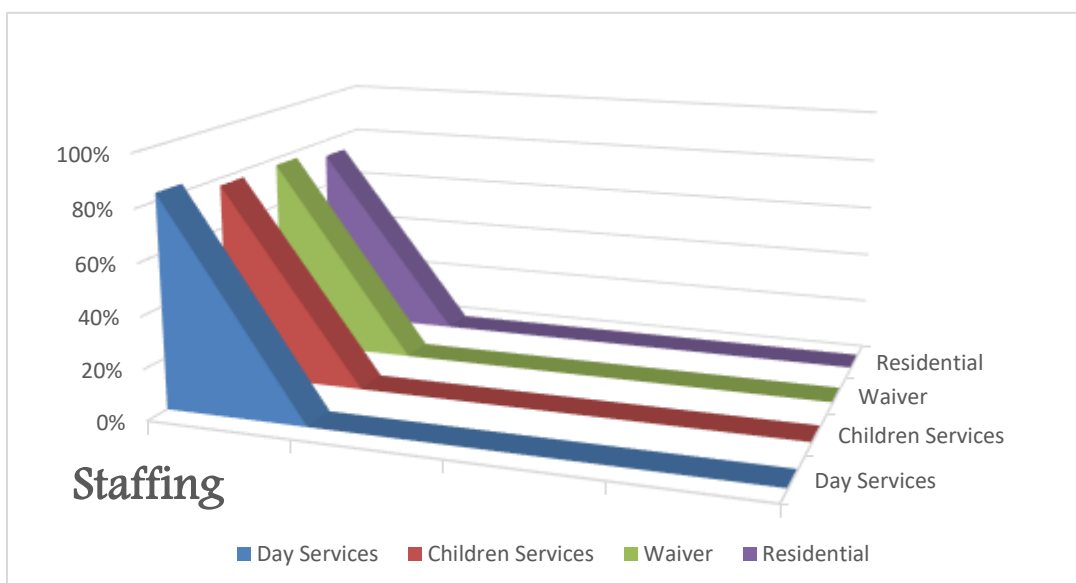
Stanley Crossley graduated high school last May. Since graduation, Stanley has started attending services at Rainbow Industries as an adult. Initially, he experienced transition issues and trouble adjusting to the new environment of Adult Services. Day-to-day, Stanley is experiencing less transitional problems. He is progressing and making new friends every day.



In October of 2020, two Bridge participants, Chad and Josh, began participating in job sharing employment at Hope Super Station-Exxon. They work two days a week each, to fill one position for the company. Angela Brazell, Store Manager states that "it has been a joy to work with both of them." The Bridge Workforce Services provides Supported Employment services in conjunction with Arkansas Rehabilitation Services. The program provides targeted employment training and experiences for adults with(out) intellectual disabilities and low socioeconomic. Participants work on skills for the workplace and then shadow at local businesses. The program's ultimate goal is employment of participants in a community setting.

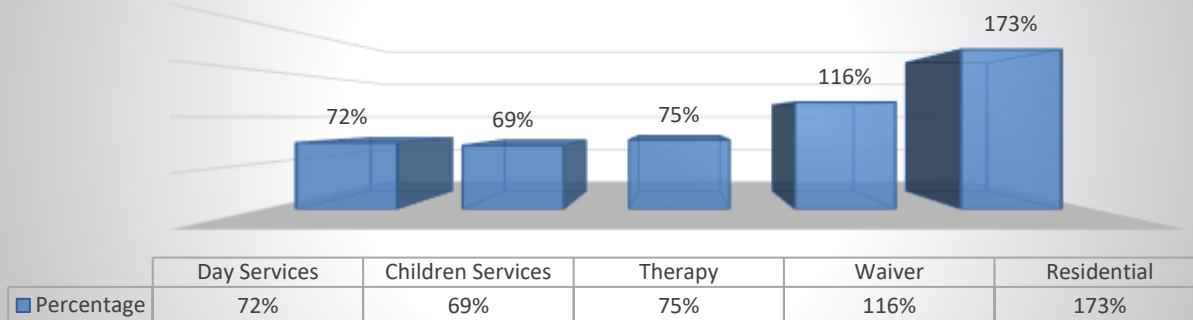


Outcomes

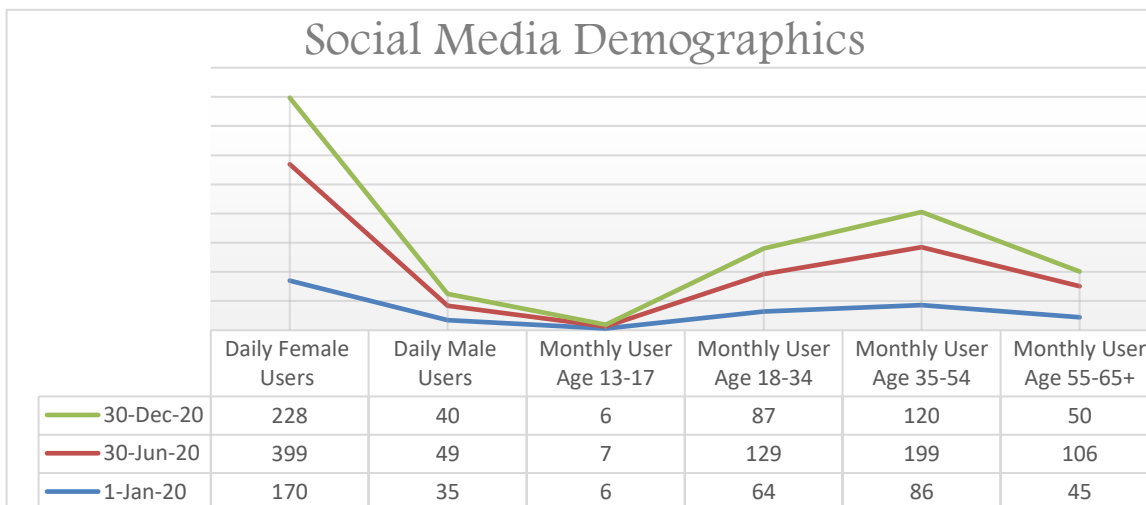


Outcomes

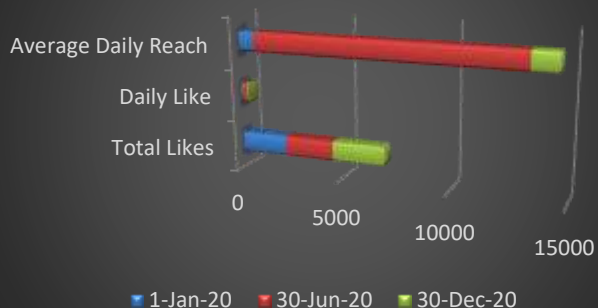
2020 Calendar Budget



Social Media Demographics

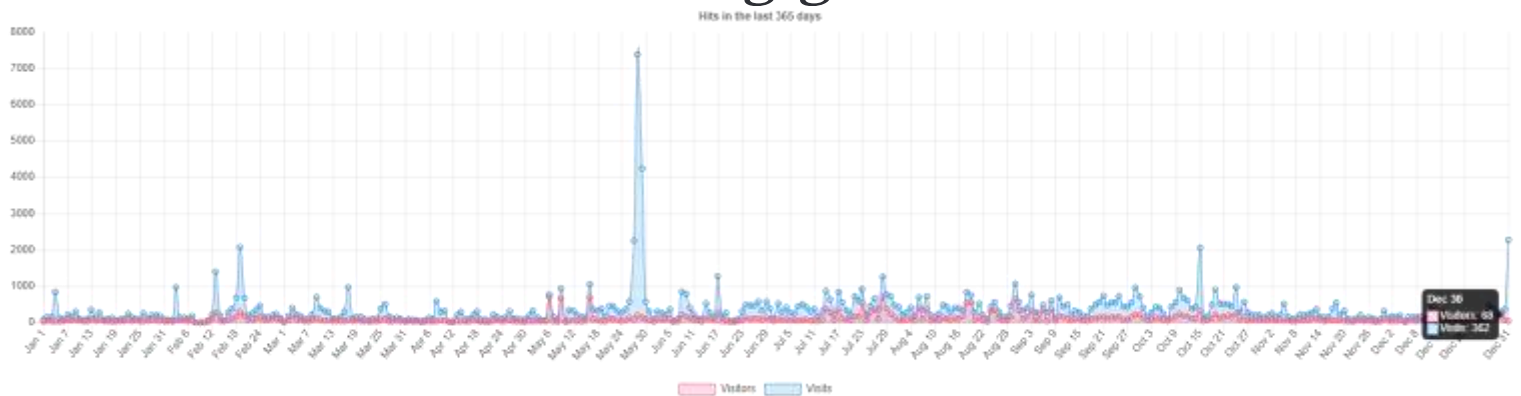


Social Media Engagement

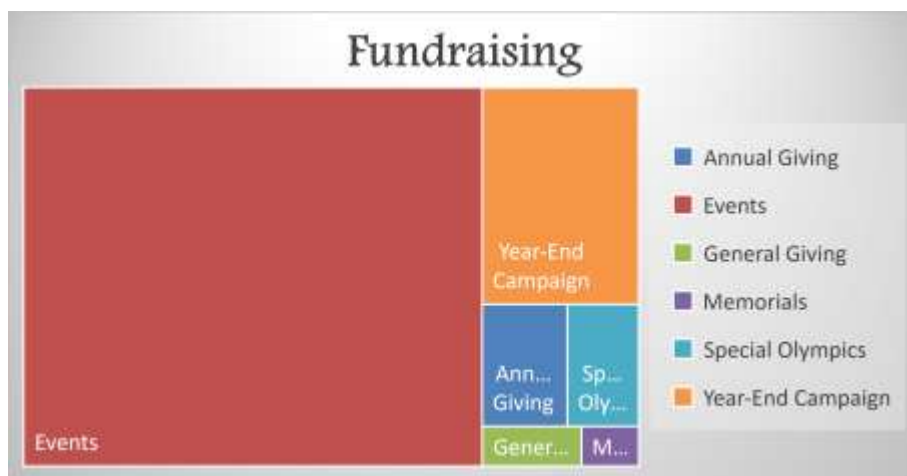


Outcomes

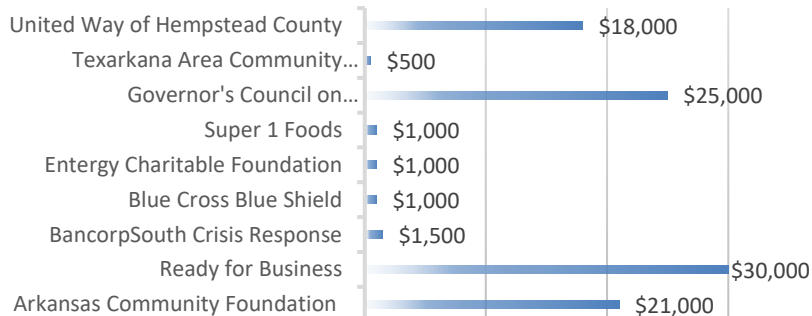
Website Engagement



Fundraising



GRANT AWARDS



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.

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



However difficult life may seem, there is always something you can do and succeed at.
~Stephen Hawking

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 Summary

Total Assets
\$13,157,881

Total unrestricted net assets
\$9,210,051

Total liabilities
\$1,517,814

Total change in net assets
\$1,129,366

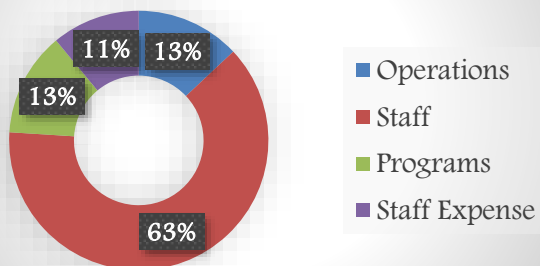
Revenue



NON-SERVICE



Expenditures



Auditor's Report

Rainbow of Challenges 21AC233609
Saunders & Associates, PLLC
Certified Public Accountants

630 East 17th Street * P. O. Box 1406 * Ada, Oklahoma 74820 * (580) 332-8548 * FAX: (580) 332-2272
Website: www.saunderscpas.com

INDEPENDENT AUDITOR'S REPORT

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

We have audited the accompanying 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, 2020, 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 combined 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 Rainbow of Challenges, Inc. and Omega Home, Inc.'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 Rainbow of Challenges, Inc. and Omega Home, Inc.'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, 2020, 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.

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 29, 2020 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 solely 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 effectiveness of Rainbow of Challenges, Inc. and Omega Home, Inc.'s 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 29, 2020



Saunders & Associates, PLLC

Certified Public Accountants

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Website: www.saunderscpas.com

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, 2020, 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

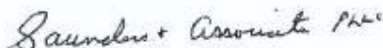
In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of PNC, Inc. as of June 30, 2020, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

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 October 27, 2020 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
Certified Public Accountants
Ada, Oklahoma

October 27, 2020



2020 Annual Report

Rainbow of Challenges
PNC

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