

The Arc of Weld County (The AWC)



The following contents is a brief overview of our agency individually, collectively within The Arc network, and the general duties and responsibilities of members of the Board of Directors.



Mission

The Arc of Weld County promotes and protects the human rights of people in the community with intellectual and developmental disabilities through advocacy and support services.

Vision

All people with intellectual and developmental disabilities (IDD) are included and participate fully within their communities.



Core Values

- People First
- Equity
- Community
- Self-determination
- Diversity

Our core values are the ethics and ideals that guide The AWC in making decision, building relationships, and solving problems.



Core Values

People First

The AWC believes that people with IDD are defined by their own strengths, abilities, and inherent value – not their disability.

Equity

The AWC believes that people with IDD are entitled to the respect, dignity, equality, safety, and security accorded to other members of society, and are equal before the law.

Community

The AWC believes that people with IDD belong in the community and have fundamental moral, civil, and constitutional rights to be fully included and actively participate in all aspects of society.

Self-Determination

The AWC believes self-determination and self-advocacy. People with IDD, with appropriate resources and supports, can make decisions about their own lives and must be heard on issues that affect their well-being

Diversity

The AWC believes that society in general and The AWC benefits from the contributions of people with diverse personal characteristics (including but not limited to race, ethnicity, religion, age, geographic location, sexual orientation, gender, and type of disability).



Guiding Principles

- Participatory Democracy
- Visionary Leadership
- Public Interest
- Collaboration
- Transparency, Integrity, and Excellence

Guiding principles are moral values that set a standard for behavior and attitude within a workplace.



Guiding Principles

Participatory Democracy

The AWC acts to ensure that people with IDD, their parents, siblings, family members, and other concerned members of the public have meaningful opportunities to inform and guide the direction of the organization's advocacy, including determining policy and positions on important issues. The AWC strives for diversity in its leadership as well as all facets of the organization's work.

Visionary Leadership

The AWC leads by articulating a positive vision for the future of people with IDD and catalyzes public and private support in realization of that vision through carefully planned and well-executed goals, strategies, and actions.

Public Interest

The AWC represents the public interest, supporting, and acting with and on behalf of people with IDD and their families regardless of the type of disability or membership in The AWC or within The Arc network.

Collaboration

The AWC works with individuals, organizations, and coalitions in a collaborative fashion. The AWC values and promotes effective partnerships between volunteer and staff leadership at all levels of the organization.

Transparency, Integrity, and Excellence

The AWC conducts its business with integrity, accountability, and open, honest, and timely communication. The AWC is committed to quality and excellence in all it does.



The arc Thrift Stores Connection

Their Mission

The mission of the arc Thrift Stores is to enhance the lives of individuals with IDD and their families by providing funding to support chapters of The Arc, including the Association for Community Living and Advocacy Denver, across Colorado.

The Thrift Stores are one of the state's largest employers of people with IDD, believing that by providing gainful and enriching employment and educational programming, people with IDD will thrive and gain independence.

How is the arc Thrift Stores like The AWC?

The Thrift Stores programs touch the lives of thousands of people every year. They celebrate individuality and believe in empowering everyone to be the best they can be.

They believe that all people with IDD should have the opportunity to decide how they live, learn, work, and play.



The Arc of US

- Grassroots organization founded by parents in 1950
- Over 600 affiliated chapters across the United States
- Provides national level presence regarding policies and practices that impact people with IDD and their families



The Arc of Colorado

- Advisory umbrella for 14 independent Chapters of The Arc, including Association for Community Living and Advocacy Denver
- Chapters are advocacy only and do not provide direct services, e.g. residential placement or day programs, etc.
- Conducts public policy and legislative advocacy as a separate 501c(h)



The Arc of Weld County (The AWC)

- Founded in 1992 by several local parents of children with IDD
- One of 15 total chapters in Colorado
- 501(c)3 tax exempt organization
- Provides advocacy and support services only
- Affiliated chapter with The Arc of US
- Receives support and leadership from The Arc of Colorado
- In 2014 began providing services in six Northeastern counties of Logan, Morgan, Sedgwick, Washington, Phillips and Yuma counties through a grant from The Arc of Colorado



Board Members Roles & Responsibilities

Duty of Care

Courts recognize that not every decision is going to be a good one. Therefore, if directors are making informed decisions in good faith, this duty is upheld. Per Colorado Regulatory Statute 7-129-401, each director shall discharge the director's duties: (a) in good faith, (b) with the care ordinarily prudent person in a like position would exercise under similar circumstances, and (c) in a manner the director believes to be in the best interests of the nonprofit corporation.

Duty of Loyalty

Directors must: (a) act in a manner that does not harm the corporation, (b) avoid using their position to obtain improperly a personal benefit, and (c) place the interests of the corporation ahead of their personal gain.

Duty of Obedience

Directors must: (a) carry out the purposes of the organization as expressed in the Articles of Incorporation or organizing documents, (b) not deviate in any substantial way from the duty to fulfill the particular purposes for which the organization was created, (c) obey applicable laws, and (d) per Colorado Regulatory Statute 7-122-104 and 7-123-104, all persons purporting to act as or on behalf of a nonprofit corporation without authority to do so and without good faith believe that they have such authority shall be jointly and severally liable for all liabilities incurred or arising as a result thereof.

General Expectations

Directors must: (a) understand and support the mission, (b) act in the best interest of the organization, (c) act prudently, seeking adequate information on which to base decisions, and (d) avoid self-dealing and conflict of interest in fact and appearance.

