



# Annual Report

October 1, 2024 – September 30, 2025

Florida Association of Rehabilitation Facilities  
1113 East Tennessee Street, Suite 100  
Tallahassee, Florida 32308  
[www.floridaarf.org](http://www.floridaarf.org)



***Florida ARF promotes the interests of individuals with disabilities by acting as a public policy change agent and promotes and serves the interests of community human service provider organizations.***

**Fifty-five (55) Regular Members:**

Community Based Waiver	71%
Residential/Long Term Care	58%
Employment	49%
RESPECT	31%

**Eleven (11) Allied Partners:**

FABA; Florida Insurance Trust; Independent Living Systems, Jazz Pharmaceuticals; Mains'I; Park Shore Drug; Sheridan Dental; Statewise; StationMD; Tarrytown Expocare Pharmacy; Therap Services

**Eleven (11) Professional Members:**

Arlington Heritage Group; Brian Dion; Expert Billing & More; Nancy Lubin; Moore Stephens Lovelace PA (3); Richards, Mitchell & Company, PA (3); Saltmarsh, Cleaveland & Gund

**A Voice for Community Agencies**

**Serving Individuals with Disabilities:**

Private Providers (for profit & non-profit)  
Goodwill Industries  
United Cerebral Palsy Affiliates  
RESPECT Employment Centers  
Residential Programs  
Home and Community Based Services  
Community Rehabilitation Providers (VR)  
Charter Schools  
ICF/IIDs  
Community Employment Programs  
In Home Services and Supports  
Behavioral Services  
Faith-based



## **2024-2025 Board of Directors**

### **Executive Committee**

Phillip Hall, Chair  
Julie Price, Vice Chair  
Lori Ann Whittington, Secretary  
Roger Zhuang, Treasurer  
Zach Wray, Past Chair  
Kevin Johnson, Parliamentarian

### **Board Members**

Stephen Bailey, Darrell Cunningham, Helena Del Monte, Michelle Detweiler, Steven DeVane,  
Richard Edwards, Lea Jerome, Michelle Llorens, Camille Lukow, Keith Muniz, Pat Murphy,  
Melissa Walker

### **Parent Member**

Gloria Wetherington

### **Committee Chairs**

Karenne Levy – Chair, Employment Forum  
Jim Weeks, Co-Chair – ICF/IID Forum



## Industry Leadership

- Quality Services for Persons with Disabilities
- Appropriations Funding Advocacy
- Public Policy Reform
- Medicaid Policy – Federal & State
- Compliance Assistance
- Wage & Hour Issues
- Employment Services & Supports
- Residential Care
- Provider Workforce Issues
- Trouble Shooting
- Emergency Planning

## Networking Opportunities

- Membership Meetings
- “Ask a Peer”
- Teams Meetings
- Ad Hoc Groups



## Public Policy Advocacy

- Professional
- Grassroots
- Local Agency Involvement
- Provider Testimony
- Parent & Family Involvement
- Stakeholder Collaboration
- Federal and State

## Fiscal Year 24-25 Goals

- To guide the Association's programs and activities in a direction that is consistent with its mission and in accordance with the overall direction established by the Board and membership.
- To conduct a viable legislative campaign responsive to the Association's needs.
- To ensure that the Association operates in a financially solvent manner.
- To plan, direct, and manage the operations of the Association in a professional manner.
- To provide at least one successful deliverable member benefit to the following forums: Community Supports, Employment, Government Relations, ICF/IID, and RESPECT Oversight Committee (ROC).
- To develop new programs providing opportunity for growth & profitability potential.



***We are Member Driven!***

## Fiscal Year 24-25 Accomplishments

### 1. *Programs and Activities for Mission: Member Representation*

- Participated in Numerous Events on Behalf of the Membership: Meetings, Legislative Visits, Virtual Meetings, Conference Calls
- Provided Input/Testimony on Membership Issues
- Hosted Two Membership Meetings and Two Legislative Fly-Ins
- Agency for Health Care Administration
- Agency for Persons with Disabilities
- Commission for Transportation Disadvantaged
- Department of Children & Families
- Department of Economic Opportunity
- Department of Education – VR
- Department of Health
- Department of Management Services
- Disability Rights Florida
- Florida Senate/House of Representatives
- Governor’s Office



***“We influence public policy that makes a meaningful difference in the lives of individuals with disabilities”***

# Fiscal Year 24-25 Accomplishments

## 1. Programs and Activities - Continued

### Public Policy Representation

- Rule Hearings & Comments: Rule 65G-2 (3 different sets of comments sent throughout the year), OMB Deregulation Comments on Settings and Access Rules; and Rural Health Transformation Comments
- DD Council Workgroups: Employment 1<sup>st</sup> & Researching Provider Solutions
- Ad Hoc Workgroup – Quality Measures
- Quality Council Member
- Committee Meetings in the Florida House and Senate

### Information Sharing

- Issues Forum Breaking News (12)
- Capitol Breaking News (10)
- RESPECT Newsletters (12)
- Emails & Industry News
- White Papers
- DSP Recognition Week



# Fiscal Year 24-25 Accomplishments

## 2. Legislative Advocacy

### Advocacy Campaign

- Local Member Involvement
- Professional Lobbying
- Grassroots Involvement
- Stakeholder Partnerships

### 2025 Outcomes

- ADT and Pre-Vocational billing changed from hourly to monthly.
- Additional \$53.2 million for ICF/IID funding.
- Additional \$9.1 million for VR rate increases.
- Additional \$82.5 million for managed care expansion of slots.
- Secured further changes to the iConnect system and additional year of the grace period.



## Fiscal Year 24-25 Accomplishments

### 3. Financial Solvency

- 2024 Audit was Clean and Contained No Material Findings of Concern
- Projected Revenues - \$52.1 Million
- Membership Revenues - \$630,900
- Gross Margin - \$4.2 Million
- Operating Expenses - \$2.6 Million
- Net Income - \$1.6 Million
- The Association Lives Within its Budget and is Fiscally Healthy - Revenues and Expenses Monitored Closely
- Finance Committee Met Three Times and the Board of Directors Met Three Times



#### **Finance Committee Members**

- *Roger Zhuang, Treasurer – Central Florida Communities*
- *Joe Aniello – United Community Options*
- *Steven DeVane – Duvall Homes*
- *Linda Gluck – United Community Options*
- *Karenne Levy – MacDonald Training Center*
- *Lori Ann Whittington– Pine Castle*
- *Zach Wray – Sunrise Community*
- *Phillip Hall, Board Chair – Leon Advocacy and Resource Center*



# Fiscal Year 24-25 Accomplishments

## 3. Financial Solvency

### 2024-25 Statement of Activities

For the 12 Months Ending September 30

	<b>Projected September 30, 2025</b>	<b>Audited September 30, 2024</b>
<b>Program Revenues</b>	51,660,238	54,045,466
<b>Other Revenues</b>	756	276
<b>Dividend/interest Income</b>	350,824	284,038
<b>Gain/(Loss)</b>	62,323	29,693
<b>Total Revenue</b>	52,074,141	54,359,473
 <b>Cost of Sales &amp; Services</b>	 47,858,200	 50,262,738
<b>Gross Profit</b>	4,215,941	4,096,735
 <b>Salaries &amp; Benefits</b>	 1,718,844	 1,551,159
<b>Consultants</b>	175,616	164,865
<b>Travel</b>	100,299	113,112
<b>Depreciation/Amortization</b>	47,533	49,661
<b>Professional Fees</b>	63,352	69,226
<b>Property &amp; Casualty Insurance</b>	136,563	130,722
<b>Other Operating Expenses</b>	394,867	437,570
<b>Total Expenses</b>	2,637,074	2,516,315
 <b>Change in net assets</b>	1,578,867	1,580,420

## Fiscal Year 24-25 Accomplishments

### 4. Professional Association

#### Internal Operations

- 14 Professional FTE – Allocated by Funding Source
- Uniform Policies & Procedures; Comply with Laws and Governing Employment Regulations
- Staff Evaluated Annually; Performance Measures Support Association Goals
- Website Features: Virtual Library; RESPECT Punch Out Catalog; ICF/IID Information Center

#### Industry Leadership Via Member Forums



#### Forum and Committee Leadership

- Community Supports: Melissa Walker
- Government Relations: Steven DeVane
- Employment: Karenne Levy
- ICF/IID: Zach Wray & Jim Weeks
- RESPECT Oversight: Stephen Bailey

Visit us at [www.floridaarf.org](http://www.floridaarf.org)

# Fiscal Year 24-25 Accomplishments

## 5. Forum Deliverables & Chairs

### Community Supports

- Pre-enrollment Funding
- DSP Apprenticeship
- Calls to discuss workshop comments, deregulation, and quality measures.



*Melissa Walker  
Key Training Center*

### Employment

- Trouble Shooting
- Networking
- AWD Funding
- VR Rate Increases



*KARENNE LEVY  
MacDonald Training  
Center*

### Government Relations

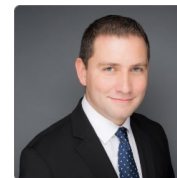
- Legislative Campaign
- ADT Monthly Billing
- Presumptive Medicaid Eligibility
- iConnect Grace Period Extension
- Industry Input on Legislation



*Steven DeVane  
Duvall Homes*

### ICF/IID

- ICF/IID Info Center
- Vacancy Tracking
- Level of Care - Behaviors
- Medicaid Eligibility Issues
- ICF Proviso Language



*Zach Wray & Jim Weeks  
Sunrise Community*

# Fiscal Year 24-25 Accomplishments

## 5. Forum Deliverables & Chair



### RESPECT Oversight Committee

- Served as Central Nonprofit Agency that Manages RESPECT of Florida - 6% Fee
- Provided Oversight Via RESPECT Oversight Committee (ROC) – Met Four Times
- Employment Opportunities for over 1,000 Individuals with Severe Handicaps or Blind
- Revenues Projected to Be Approximately \$55 Million for the Fiscal Year
- 41 RESPECT Nonprofit Agencies Certified to Produce Commodities and Services
- 2 Micro-Enterprise Grants Awarded - \$12,500 Each to Promote Self-Employment
- FSU Economic Impact Analysis Showed Every Dollar Invested in the Program Generated \$5.47 in Economic Activity
- Hosted 2 Virtual OSHA Trainings with Source America
- Created New Exhibit Booth & Postcard for Tradeshow
- Annual Awards Ceremony to Recognize Employee Contributions



*Stephen Bailey, Chair  
CARC*

# Fiscal Year 24-25 Accomplishments

## 6. Growth & Profitability

- ADT and Pre-Vocational billing changed from hourly to monthly.
- Additional \$53.2 million for ICF/IID funding.
- Additional \$9.1 million for VR rate increases.
- Additional \$82.5 million for managed care expansion of slots.
- Secured further changes to the iConnect system and additional year of the grace period.
- Apprenticeship Program for DSPs.
- Medicaid denials and eligibility support.



Phillip Hall, Board Chair  
Leon Advocacy & Resource Center

*“Florida ARF is an extremely valuable resource for providers who serve people with intellectual and developmental disabilities. With the association’s presence in Tallahassee, along with a network of member service providers across the state, Florida ARF is an influential leader in shaping public policy. Member benefits include having access to both in-person and virtual meetings, conference calls, webinars, as well as access to a very knowledgeable group of staff that can provide guidance and support. Most importantly, there is the opportunity to connect with other providers that are brought together with the common goal of providing person-centered supports that empower the people we serve to live meaningful lives in their communities.”*

## 2025 Value Statement



- Prevailed in securing the language directing AHCA to amend the iBudget Waiver Provider Rate Table to establish a monthly reimbursement rate for Life Skills Development Levels 3 (ADT) and 4 (Pre-Vocational) services provided to recipients who attend for at least 16 days during the month.
- Prevailed in securing a significant funding increase of \$53.2 million for Community ICF/IIDs.
- Prevailed in securing language on Medicaid eligibility for individuals with disabilities to be presumed eligible for continued coverage during the redetermination process.
- Supported the \$82.5 million in funding for expansion of the Pilot Program for Individuals with Developmental Disabilities.
- Supported the addition of \$9,068,418 for a rate increase for VR services.
- Prevailed in support of funding of the Adults with Disabilities (AWD) Program in the Division of Vocational Rehabilitation at approximately \$8.4 million in recurring and non-recurring funds.
- Supported further evaluation efforts of the APD iConnect system and secured another year grace period before implementation.
- Coordinated a comprehensive grassroots advocacy campaign which included two Legislative Fly-Ins and provided professional lobbying support for member approved issues.
- Awarded the Dental Services for the Developmentally Disabled program with funding of \$3.6 million to support the dental needs of individuals receiving services by APD.
- Continued operation of the first competency-based statewide apprenticeship for Direct Support Professionals to respond to a provider hiring and retention crisis for direct care staff.
- Continue to provide APD, AHCA and VR with input on programmatic issues and concerns from a provider perspective to continue the operations of community programs through formal rule comments and informal meetings.
- Disseminated timely information including: *Issues Forum Breaking News*, *Capitol Breaking News*, and email alerts.
- Provided members with monthly updates on available grant and funding opportunities.
- Maintained an online library for members including work products, white papers, grassroots materials, and information to assist members with resolution of policy questions.
- Represented member interests on multiple state committees and workgroups such as the *Employment First* Initiative.
- Represented member interests before the Legislature and during workshops and hearings on various issues and topics impacting the industry to positively influence public policy changes.
- Provided trouble-shooting assistance to members navigating state policy compliance and Medicaid issues.
- Provided networking opportunities for members featuring opportunities to interact with APD, AHCA, and VR leadership.
- Served as information and referral resource for interested parties seeking providers and services in specific geographic areas.
- Provided opportunities for members to network and share best-practice experiences.