<table>
<thead>
<tr>
<th>TABLE OF CONTENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>MISSION / VISION</td>
</tr>
<tr>
<td>3</td>
</tr>
<tr>
<td>EXTENDED FAMILY</td>
</tr>
<tr>
<td>4</td>
</tr>
<tr>
<td>OUR STRONG FAMILY TIES</td>
</tr>
<tr>
<td>6</td>
</tr>
<tr>
<td>THERE FOR LIFE’S UPS AND DOWNS</td>
</tr>
<tr>
<td>8</td>
</tr>
<tr>
<td>BIGGEST CHAMPION FOR LIFE SUCCESS</td>
</tr>
<tr>
<td>10</td>
</tr>
<tr>
<td>FIRST CALL IN TIMES OF NEED</td>
</tr>
<tr>
<td>12</td>
</tr>
<tr>
<td>FAMILY SUPPORTING FAMILY</td>
</tr>
<tr>
<td>14</td>
</tr>
<tr>
<td>2011 CONTRIBUTORS</td>
</tr>
<tr>
<td>16</td>
</tr>
<tr>
<td>OUR PROGRAMS AND SERVICES</td>
</tr>
<tr>
<td>18</td>
</tr>
</tbody>
</table>
MISSION
TO CREATE LIFELONG SUPPORT, EDUCATION AND OPPORTUNITIES FOR CHILDREN, ADULTS AND FAMILIES LIVING WITH DEVELOPMENTAL DISABILITIES.

VISION
FOR GEORGIA TO BE A PLACE WHERE PEOPLE WITH DEVELOPMENTAL DISABILITIES AND THEIR FAMILIES CAN LIVE, WORK AND PARTICIPATE IN INCLUSIVE COMMUNITIES IN A WAY THAT HONORS INDIVIDUAL DIGNITY.
One consistent theme has underlined these experiences—the compelling, unyielding force of family. That is, after all, what AADD staff, volunteers and supporters have been for the more than 5,000 individuals and families living with developmental disabilities who we serve each year. We have been a fixed part of their extended family. Sometimes, sadly, AADD has served as the family many of our participants never had or never knew. Like extended family, AADD is:

- **Protective**: Like the father who will leave no stone unturned to provide for his family and guarantee their safety.
- **Affirming**: Like the mother who continually reminds her children they are special and worthy to receive love and security.
- **A Friend**: Like the sibling who laughs with, cries for and defends a sister or brother, through thick and through thin.
- **Always There**: Family members will drop everything at a moment’s notice to respond in times of need—24/7, rain or shine.

Because we understand the power of family in determining any individual’s success, our programs have helped each family member—including those who are not themselves living with a developmental disability—to be a productive part of their greater community. Most importantly, we work tirelessly to keep families together.

While many of our participants live in severe and persistent poverty, we also work with those who have resources but need to learn to advocate for themselves, or a family member, to help expand opportunities for living productive lives.

All of this is possible thanks to the contributions of our generous benefactors, who are also a key part of this family! They have enabled AADD to provide crucial support to the generations of individuals and families we have taken under our wings.

We never lose sight of the one common dream that binds all individuals living with developmental disabilities: the desire to live a rewarding, stable life, fully engaged in family and community.

I am immensely grateful for your generosity and support during the past year. Your contributions have helped to grow the AADD family and extend our support network to unmatched heights. We still have work to do and the strength of our community begins with people like you.

With gratitude and appreciation,

Linda Wilson
Board President
ALONE WE CAN DO SO LITTLE; TOGETHER WE CAN DO SO MUCH.

- Helen Keller
I am proud to report that, in the 2010-2011 fiscal year, we celebrated many successes for individuals, families and communities throughout Georgia. Like family, we have been there for our participants every step of the way. Our strong family ties made it possible—including the donors whose generous contributions help us provide jobs, food, shelter, education, counseling and resources that empower participants to actively contribute to their families and communities.

Our family ties also include the partners who open doors and create opportunities for the participants, and the staff and volunteers who tirelessly invest their time, talent and treasure to improve the lives of the individuals and families we serve. Often, our dedicated staff takes on parental responsibilities, helping with everyday needs and challenges of the people we serve. Because a developmental disability lasts a lifetime, we are there for a lifetime, through every success and through many struggles.

These are the ties that bind, and the reasons for our success in this fiscal year. AADD has:

- Helped 98% of our participants to maintain safe and affordable housing, including several individuals who were living in a state of chronic homelessness.
- Helped 90% of our participants who are parenting with a developmental disability to maintain or regain custody of their children. In doing so, we confront the poor economic outcomes, depression, anxiety, low self-esteem, poor sense of self-efficacy and poor physical and mental health outcomes that result when families are torn apart.
- Trained 206 self-advocates through our Partners in Policymaking leadership development program, aimed at informing and improving advocacy skills of parents, family members and persons living with developmental disabilities.
- Helped individuals living with developmental disabilities find and maintain employment through interview preparation and job coaching, and by working with companies to create employment opportunities that leverage the strengths and interests of the job seeker, as well as meet the needs of the employer.

At AADD, we measure successes based on the many quantitative and qualitative milestones of the past year—whether it is the happy tears shed at weddings and new family additions of the people we serve, or incredible professional achievements and the life-changing interventions that saved their lives.
While we’ve made huge strides this year, we have not scratched the surface of what is possible and what is needed. There are still more than 96,000 people in Georgia living with developmental disabilities—many of whom are living in poverty; are on the cusp of homelessness or struggling to overcome chronic homelessness; are manipulated and bullied into criminal activity; or have experienced unimaginable violence and sexual exploitation.

Our goal is to bring hope and to foster this understanding throughout Metro Atlanta and Georgia. These goals are ambitious and I am confident we can reach them with the continued support of our friends and advocates.

As we pause to celebrate the achievements of our family in the past year, we also take a moment to plan for greater successes in the year to come, including:

1. We will launch our Justice and Developmental Disabilities (JDD) program to train police officers, judges, defense attorneys and other law enforcement professionals—expanding their understanding about and awareness of the unique conditions of people living with developmental disabilities. This is the only training of its kind in the State, and we will work in collaboration with other organizations on broad-based system change issues that affect individuals with developmental disabilities in the justice system.

2. We will move forward with developing and funding a new Family Support Crisis Center to serve high-risk families in which a child, parent or grandparent is living with a developmental disability. Through this formal Crisis Center, we will expand our efforts to help individuals and families confront the ills of homelessness, hunger and food insecurity, poor access to health care, poor educational options, addiction, and arrest and incarceration.

3. We will begin our Strategic Planning process to revisit community impact and needs, and to refine our goals, objectives and key milestones for the next five years.

Our goals are bold, and as an “Extended Family” to our participants, we never lose sight that our priority is to provide the care that lifts them up and to be the hand that catches them when they stumble. Your continued support provides AADD the opportunity to give our participants the family they deserve and provide a life-changing impact for many years to come.

With sincerest appreciation,

Dave Blanchard
Executive Director
THERE FOR LIFE’S UPS AND DOWNS

AADD knows firsthand that family means being there to navigate the low points of life, just as much as it means celebrating the high points. For Andrea Gray, AADD has more than fulfilled that familial obligation.

It all started when AADD Family Support Manager, Cindy Wyss, visited an AADD participant, Kathy*, to share ideas for a service plan. That day, Cindy also met Andrea, who was Kathy’s neighbor. Andrea had stopped by to visit and listened to the conversation between Cindy and Kathy. Andrea then asked if AADD could help her with the challenges her family was experiencing.

Andrea revealed that her son had a developmental disability, and she suspected her daughter did as well. She was particularly concerned that her daughter was continually passed to the next grade despite reading well below her grade level. Cindy met with Andrea soon after and subsequently welcomed the Gray children into services with AADD.

Andrea herself began to receive services from AADD in 2005. She also has a developmental disability and found it difficult to manage several important everyday activities, such as keeping up with all of her children’s medical appointments. Both her son and daughter had been diagnosed with a seizure disorder, and their check-ups were imperative to their well-being.

Today, nine years later, AADD has helped the family keep appointments, work with the school system, locate suitable housing and deal with the trauma of seeing and experiencing violence in their neighborhood. Both Andrea and her daughter are survivors of sexual assault and have been supported in dealing with those events as well. In addition, AADD relentlessly advocated for Andrea’s daughter to be enrolled in special education programs and sexual abuse counseling.

Both children are active in AADD’s Teen Group and Andrea participates in the Parenting Support and Women Against Violence and Exploitation (WAVE) support groups. With the help of AADD, Andrea was finally able to begin healing from the sexual abuse she endured as a child and as an adult. She has since become close with several WAVE group members and, together, they have become each other’s extended family of support.

AADD helped Andrea experience success in her role as a mother, helping her children become productive members of the community and ensuring they have an education. Her son is on track to graduate high school and her daughter is attending a job-training program. For Andrea, AADD has helped her to achieve a goal every mother strives for—to be an active and productive member of society, as well as a supportive and compassionate parent. Through AADD’s support, the Gray family is able to live a more fulfilling life.

*Name changed to protect identity
AADD’s Family Support Program serves 177 individuals and 562 family members throughout Metro Atlanta:

- **99%** Live below the poverty level
- **58%** Are parents with a developmental disability
- **61%** Have significant mental health or addictive disease challenges
- **58%** Have reported experiencing violence or sexual exploitation during their lifetime
Few people know this better than program graduate, Judith Moen Stanley, who credits Partners in Policymaking for equipping her with the tools and platform she needed to advocate for her son, family and community. When her son, Phillip, was born with cerebral palsy, Judith and her family found themselves facing much uncertainty and confusion about the future. Even with the many resources at Judith’s disposal through her position as a Chicago television broadcaster, Phillip’s initial diagnosis was very bleak. She and her family often felt as if they were trapped in a maze of never-ending appointments with medical and educational professionals. The future felt shaky.

Like most parents of a child with a developmental disability, Judith questioned what would happen if she became seriously ill, or worse. Seven years after Judith and her family moved to Atlanta, Phillip developed yet another condition. At age 15, doctors diagnosed Phillip with Type I Diabetes. This led to many more complexities, and life seemed to spiral out of control. That is, until a friend urged Judith to apply to AADD’s Partners in Policymaking program.

The advocacy training workshops taught Judith to think differently and more broadly about the possibilities for all people, regardless of their disability. One major aspect of the Partners in Policymaking training taught her the importance of listening to what people with disabilities want and to avoid dictating how and where they should live. This had tremendous impact on Judith’s relationship with her son. She then began to listen more closely to Phillip’s dreams and ambitions, and used what she learned in the Partners in Policymaking training to help him accomplish his goals.

Phillip told her he wanted to go to college, live on campus, graduate, get a job and have his own apartment. These were lofty goals, but Partners in Policymaking gave Judith, Phillip and their family new confidence in fulfilling his dreams. Today, Phillip is living in a dorm at the University of West Georgia (UWG). He is majoring in French and is undecided as to whether he wants to be a French teacher or an advocate for people with disabilities, like his mother.

The first time she and her husband left Phillip at UWG, she felt some fear leaving him on his own. But, Judith also felt immense joy that her son was choosing to live life on his terms. Judith is confident that Phillip and others have a better chance today of leading fulfilling lives within their communities, and AADD stands ready to be one of their biggest champions for success.
In the 2011 Fiscal Year, AADD’s Public Policy & Education Division:

- Trained 206 self-advocates to serve as champions for individuals living with a developmental disability
- Engaged more than 4,000 community members and leaders through information and campaigns
- Engaged more than 500 Georgia residents through 11 “Conversations That Matter” meetings across the state
For people living with developmental disabilities all over Metro Atlanta, AADD is a well-known first line of defense in case of emergency and crisis. Like family, AADD is there to listen, respond and engage day or night, whenever help is needed.

As AADD’s Manager of Information and Referral for the Organization’s Aging and Disabilities Resource Connection (ADRC) line, Riki Bolster is on the frontlines of AADD’s real-time response in times of need. Never was her help needed more than when she received a call from Carol*, a middle-aged woman with a newborn baby. Both Carol and her baby had been diagnosed with multiple physical and cognitive disabilities, and both were about to be released from the hospital.

The new mom felt overwhelmed and had no idea where to turn for help. Riki listened, assessed her needs and offered referral information that linked her directly to an organization that offered hands-on assistance and continued guidance.

Sometimes caregivers call ADRC with a specific request, but end up receiving more comprehensive support. This was the case when a mother moving to Atlanta from South Carolina called ADRC to learn about available summer activities for her 20-year-old son with Down Syndrome. Once again, Riki listened and not only helped the mom and her son find summer activities, but also connected them with needed information on supportive living options in Metro Atlanta.

For those individuals living with learning disabilities, ADRC is available to connect them with training opportunities and employment preparation. Janet* called ADRC for advice regarding her employment options. After numerous unsuccessful attempts, she felt frustrated and discouraged—which was preventing her from taking the positive steps to finding a job. She really just wanted someone to listen, and ADRC was there.

Aging caregivers also need advice, assistance, referrals and help as they plan for the future—one in which they will no longer be able to provide care for their loved ones who are living with developmental disabilities. AADD’s Aging and Disabilities Resource Connection provides the necessary information on available services and helps make positive connections. But, most importantly, AADD lends a caring ear to listen and provide the help aging caregivers need when they have nowhere else to turn.

* Name changed to protect identity
AADD continued efforts to promote Aging and Disability initiatives, which included:

- Fielding 1,217 ADRC calls and providing support for 680 individuals
- Spearheading ADRC community outreach activities reaching 380 individuals
- Convening a diverse coalition of disability, aging and health agencies to explore solutions and education influencers on the needs of individuals with developmental disabilities as they age
FAMILY SUPPORTING FAMILY: JULY 1, 2010 - JUNE 30, 2011

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<th>SUPPORT &amp; REVENUE</th>
<th>AMOUNT</th>
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<td>Contributions</td>
<td>$895,009</td>
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<td>Contracts &amp; Government Grants</td>
<td>$1,058,156</td>
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<td>United Way Support</td>
<td>$133,898</td>
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<td>Other Revenue</td>
<td>$162,966</td>
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<td><strong>TOTAL</strong></td>
<td><strong>$2,250,029</strong></td>
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This information is summarized from the audited financial statements for the most recently completed fiscal year. Independent audit conducted in accordance with generally accepted auditing standards, Government Auditing Standards, issued by the Comptroller General of the United States. AADD’s complete audited financial statements are available for review at its administrative office. An appointment is required.

AADD, Inc. (All About Developmental Disabilities), formerly known as the Atlanta Alliance on Developmental Disabilities, is a 501(c)(3) non-profit corporation organized under the laws of the State of Georgia. AADD is not a private foundation.

If you would like to make a donation, gifts can be made online at www.aadd.org or mailed to 125 Clairemont Avenue, Suite 300, Decatur, Georgia 30030. Donations to the organization qualify for full tax-deductibility as permitted by law under Section 501(c)(3) of the IRS code. The EIN of AADD is 58-0641496.
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<th>PROGRAM SUPPORT &amp; EXPENSES</th>
<th>AMOUNT</th>
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<tbody>
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<td>Community Services Division</td>
<td>$1,202,722</td>
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<td>Women Against Violence &amp; Exploitation (WAVE); Project LEAP</td>
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<td>(Learning Effective and Applicable Parenting);</td>
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<td>Parent Education and Support Group;</td>
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<td>Teen Talk Group</td>
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<td><strong>Aging and Disability</strong></td>
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<td>Aging and Disability Resource Connection (ADRC);</td>
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<td>Aging and Developmental Disabilities Coalition</td>
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<tr>
<td><strong>Public Policy &amp; Education Division</strong></td>
<td>$282,206</td>
<td>13.52%</td>
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<td>Public Policy; Partners in Policymaking; Conversations that Matter; Education</td>
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<td><strong>Community Awareness</strong></td>
<td>$220,064</td>
<td>10.54%</td>
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<td>Dissemination of information about developmental disabilities and AADD services</td>
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<td><strong>Development</strong></td>
<td>$134,735</td>
<td>6.45%</td>
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<td>Includes contractual and professional fees, and event expenses underwritten by donor-restricted gifts and grants</td>
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<td><strong>Management and General</strong></td>
<td>$247,572</td>
<td>11.86%</td>
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<td><strong>TOTAL PROGRAM &amp; SUPPORT EXPENSES</strong></td>
<td>$2,087,299</td>
<td>100.0%</td>
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</tbody>
</table>
AADD is very appreciative of our many friends, including volunteers and the generous individuals and organizations whose in-kind donations and active support are vital to the work we do.

**Donors $10,000+**
- Martha and J. Richard Blanchard
- The Community Foundation for Greater Atlanta, Inc.
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- The Sartain Lanier Family Foundation
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- Matthew Tyser

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- Carol and Larry Gellerstedt
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- Anne and Bernard Gray
- Laura Gray
- Beverly and Matthews Gwynn
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- Stephen and Regina Hennessy
- Beth and Thomas Holder
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- Joshua Mobley
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- Shelly Nixon
- Northside Hospital
- Peachtree Planning Foundation, Inc.
- Daniel Quartarone
- James Riley
- Karen Rolader
- Matthew Tyser
Donors $250–$499

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Alana and Harold Shepherd  
Susan and Frank Troutman  
Mimi and Mark Umstead  
Radha and Ronald Vettraino  
Louise and Alan Weintraub

Honorariums & Memorial Gifts

In honor of James Cox Harty—Janet and Matt Burrell  
In honor of Sarah and Jim Kennedy and Nancy and Randy Rizor—Caroline and Oscar Davis  
In honor of Lori Berger—Susan and Alan Gerber  
In honor of Wyn, Linda and Will Miller—Jean and David Kinard  
In honor of Laura and Andy Putz—Linda and Chet Wilson  
In memory of Arthur Milton Weintraub—Linda and Chet Wilson

This report contains a listing of donors from July 1, 2010 through June 30, 2011. Every effort has been made to ensure the accuracy of this list. We apologize for any omissions or errors in reporting and ask that you bring them to the attention of our Director of Development, Keisha Tennyson at 404–881–9777 or keisha@aadd.org.
Community Services Division

The programs in this division provide direct support to individuals and families living in the community.

Georgia Family Support

- **Family Support** – Assistance with applying for benefits, finding housing, medical appointments, grocery shopping, money management, daily living skills and parenting skills.
- **Supported Employment** – Individualized job development, community-based training and job coaching to individuals with developmental disabilities.
- **Women Against Violence and Exploitation (WAVE)** – Support group for women with cognitive disabilities who have experienced exploitation and abuse.
- **Project LEAP (Learning Effective and Applicable Parenting) & Parent Education and Support Group** – Home-based parent education, training and support to parents with disabilities or special needs.
- **AADD Teen Talk Group** – Life skills training, health education and psychosocial support to adolescents between the ages of 11 and 18.
Aging & Disability

• **The Aging and Disability Resource Connection (ADRC)** – A joint project with the Atlanta Regional Commission’s Area Agency on Aging to assist aging caregivers and individuals with developmental disabilities in accessing information about long-term care and support options.

• **Aging and Developmental Disabilities Coalition** – Provides leadership by bringing together a coalition of agencies (disability, aging and health agencies) quarterly to share information, explore new initiatives and educate decision makers about the needs of people with developmental disabilities as they age.

Public Policy & Education Division

• **AADD’s Partners in Policymaking** – Leadership development program that plans, develops and implements training events, workshops and materials aimed at informing and improving advocacy skills of parents, family members and persons with developmental disabilities.

• **Conversations that Matter & Community Education Events** – Advocacy training and community education events to more than 500 individuals across the state.
AADD is accredited by Commission on Accreditation of Rehabilitation Facilities (CARF) for a period of three years (through June 2013) for the following services:

- Community Services: Family Services
- Employment Services: Community Employment Services, Job Development and Job-Site Training

To learn more about AADD programs and services, please call 404.881.9777 or visit our website: www.aadd.org

AADD is an Equal Opportunity/Affirmative Action employer and an Equal Opportunity provider