

# PARTNERSHIPS



**HERKIMER ARC**  
2013 Annual Report



# PEOPLE

## Our Finances (Audited)

### 2013 Income by Source

<b>Total Revenues</b>	<b>\$22,106,650</b>
Program Related Services	\$17,265,075
Herkimer Industries Sales	\$3,731,130
Fund Development	\$354,375
Goodwill / HARC Store	\$275,140
Other Revenues	\$480,930

### 2013 Total Expense by Type

<b>Total Expenses:</b>	<b>\$21,596,078</b>
Wages	\$10,817,713
Employee Benefits	\$2,650,066
Program Related Expenses	\$7,403,857
Other Expenses	\$724,442

**Net Surplus: \$510,572**

### 2012 Income by Source

<b>Total Revenues</b>	<b>\$22,022,637</b>
Program Related Services	\$17,949,807
Herkimer Industries Sales	\$3,087,663
Fund Development	\$352,972
Goodwill / HARC Store	\$271,442
Other Revenues	\$360,753

### 2012 Total Expense by Type

<b>Total Expenses:</b>	<b>\$22,278,200</b>
Wages	\$10,878,463
Employee Benefits	\$3,507,020
Program Related Expenses	\$7,273,278
Other Expenses	\$619,439

**Net Deficit: (\$255,563)**

**Annual Report Design & Layout:**  
**Anne Santry**

**Editorial, Photography & Layout:**  
**Joan Wishod Reardon**

**Questions regarding info.**  
**within this report, contact:**  
**Joan Wishod Reardon**  
**Public Relations Director**  
**(315) 574-7357**  
**jreardon@herkimerarc.org**

**For more info. visit:**  
**Herkimer ARC**  
**www.herkimerarc.org**

**Herkimer Industries:**  
**www.herkimerindustries.com**

**New York International Wine Auction:**  
**www.nyiwa.com**

**Advanced Technologies:**  
**www.advancedtechsafety.com**



## Our 2013 Board of Directors

### Officers

**Gary Ruff**  
Board Chair

**Dr. Steven Crane**  
Vice Chair

**Robert Watkins**  
Secretary

**Ronald George**  
Treasurer

**Harrison Hummel IV**  
Past Chair

### Directors

**Bruce Archer**  
**Anthony DeLuca**  
**Jeanne De Paredes**  
**Stephanie Dyer**  
**Sam Geloso**

**Ralph Hale**  
**Marion Lawrence**  
**Marjorie Reese**  
**Jean Smith**  
**Brian Wedemeyer**

### Board Member Emeritus

**Anthony Bonvino**

### President/CEO

**Kevin Crosley**

## Our Mission

“HARC enables people with disabilities, and others in our community, to achieve full potential and enriched lives.”

# Partnerships For People

A Message from our President/CEO and Board Chair...

Keep moving forward. Those words are never more important in the history of our field than right now. We are faced with incredible challenges, a changing industry, and people in need of supports and services at an all time high. We view partnerships as a key to our success.

We will continue our forward movement in spite of the challenges we face. As 2013 progressed, we realized we needed to make some serious changes, and we did. As a result, we came through the year leaner, but stronger. We finished 2013 with a flurry and a momentum to carry us into the New Year.

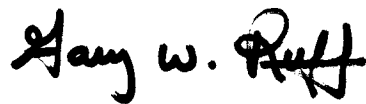
Our next chapter is yet to be written, but with the vast number of initiatives in the pipeline, our extremely talented staff, and our dedicated Board of Directors, we continue to be optimistic regardless of the current environment. Failure is not an option, as too many individuals are counting on us for success.

Managed Care is coming and we need to be ready. We are positioning ourselves properly and will continue to do so as we seek new and exciting opportunities to explore. I know you're all with us and we need your support and assistance as we develop our world further and carry out our very important mission.

Sincerely,



**Kevin Crosley**  
President/CEO



**Gary Ruff**  
Board of Directors Chair



**Kevin Crosley**



**Gary Ruff**

## Partnering to Create a Regional Asset



*HARC Community Park Campaign Committee members include, seated from left, Campaign Chairs Frank Annese and Chip Hummel. Standing from left, Martin Babinec, Marge Reese, Linda Tharp, Herkimer ARC President/CEO Kevin Crosley, Leighton Burns, Rich Rhymestine, and David Bonacci. Missing from photo: George Aney, Joe Ahern, Jim Brock, Karen Filipiski, Donna Goodbread, David Manzelmann, Johannes Neckermann, and Gary Scalzo.*

The Herkimer ARC has been a source of support to families in the region since 1969. In 2013, the agency embarked on an exciting project to expand its reach to include all members of the community with the creation of a fully accessible, integrated park facility that will provide important opportunities for persons with and without disabilities. The vision of the park is to "enrich lives throughout the region by bringing together people of all ages and abilities for a unique recreational, wellness, and social experience that fosters community for all."

HARC Community Park, with a price tag of \$1 million, will be located behind the HARC Business Park, 420 E. German Street in Herkimer. It will be one of only four upstate New York accessible parks, and the only accessible park in the region with access to a pool. The park will include: athletic fields, fitness trails, and fitness stations for people of all abilities, multi-generational play areas, basketball court, softball field, covered and lighted bocce courts, picnic pavilion, bandstand, rest rooms, and concession stand. Planned programs include wheelchair/partner softball, sit/stand aerobic classes, wheelchair basketball, adapted aquatics, adapted sports programs, scheduled concerts, Bocce leagues, farmers market and craft fair, and more.

The Herkimer ARC is grateful to a dedicated group of individuals, who have been working to create both community and financial support for the project. The group has concluded there is great support for the park and it has generated excitement for those who hear about it!

Those who have dedicated time to the project in 2013 include: HARC Community Park Campaign Co-Chairs George Aney, Frank Annese, and Chip Hummel. The HARC Community Park Campaign Committee includes: Joe Ahern, Martin Babinec, David Bonacci, Jim Brock, Leighton Burns, Karen Filipiski, Donna Goodbread, David Manzelmann, Johannes Neckermann, Marge Reese, Rich Rhymestine, Gary Scalzo, and Linda Tharp. Herkimer ARC representatives include: Kevin Crosley, Dominic Frank, Jackie Lewis, and Frank Reid.

HARC Community Park Campaign Co-Chair Chip Hummel, commented: "I grew up in that park. I played ball there, and all my kids spent their youth there. This park has been an anchor to my family and that of many of others. This project will bring that park back into the center of community life, but beyond that, it will become a regional destination for families of all abilities to enjoy fitness, fun, and play in a setting that promotes understanding and acceptance."

Herkimer ARC President/CEO Kevin Crosley said, "The Herkimer ARC is on the forefront of innovation and development in our area. The assembled Campaign team for the HARC Community Park serves as a testament of the type of support the Herkimer ARC receives from the community and is representative of the promise and success of this campaign. We already have a significant sum of money committed by individuals and organizations in the region through naming opportunities. We truly look forward to reaching out into the community in 2014 to fund this wonderful community asset project."

## Partnering with Supporters



*Albert Pylinski, seated, third from left, was the successful bidder at NYIWA 2013 for the 2010 Grace Family Vineyards Blank Cabernet Sauvignon. Those congratulating him include, seated from left, Frank Ferrante, Kelly Woods, Albert Pylinski, and Jay Woods. Standing from left, NYIWA Auction Director Tony Vennera, Wine Model Robert Fiorentino, Sommelier Johannes Neckermann, Wine Model Abby Owens, and Herkimer ARC President/CEO Kevin Crosley.*

The 18th Annual New York International Wine Auction (NYIWA), one of the northeast's premier wine events, continues to set records by reaching the highest amount raised at over \$300,000 and attracting the most attendees at the 2013 event.

Proceeds from NYIWA help the Herkimer ARC to support people with disabilities and others to achieve full potential and to live enriched lives.

Herkimer ARC President/CEO Kevin Crosley commented, "Year after year our community continues to astound us with their generosity. Our sponsors and bidders help us to maintain NYIWA as one of the top premier wine and food charity events. Thanks to all of our sponsors, wineries and distributors, wine and fine lifestyle items donors, and the bighearted bidders at our October event, we broke two records by raising the most money ever and attracting the most attendees. Many people have told me they cannot wait to return in 2014!"

Major sponsors for 2013 included: Event Sponsor: Annese & Associates, Inc. Premier Media Sponsors: WUTR-TV, and Syracuse Media Group. Tasting Sponsor: Scalzo, Zogby & Wittig, Inc. Toasting Sponsor: The Bonadio Group. Chateau Sponsors: Neckermann Consulting, and NBT Bank. Auction Paddle Sponsor: Romanelli Communications. Additional high level sponsors included: ConMed Corporation, The Cukierski Family, Jill Rae Signs, Adonis-Avanti Transportation Service, Inc., Jim Brock Agency, Northland Communications, PJ Green, Marrone Photography, First Source Federal Credit Union, REM Fire, Precision Care Software, Omnicare, Inc., Endweld Supply Corporation, and Cleantec.

Dinner wine and water sponsors included: Gregory B. Shankman, MD, Robert Morris, Dr. Dennis and Maryellen Blom, Jim Brock Agency, Leslie Crosley, Donna Goodbread, Janice Owens, John and Jackie Romano, Ilion Wine & Spirits, and Johannes and Ljiljana Neckermann.

## Partnering in a Natural Disaster

The morning of Friday, June 28, 2013 required immediate emergency responses by both Herkimer ARC staff and community resources due to unprecedented flooding in the Mohawk Valley. Many organizations in the community gave assistance for several Herkimer ARC sites, which were filled with water and mud. Special thanks goes to the fire and police departments in Mohawk, the National Guard, and Cleantec, a disaster cleaning company, which responded within hours to help clean thick mud and water at Herkimer Industries so work could resume on Monday.

According to Vice President - Residential Services Shawn Schultz perhaps the biggest heroes of the disaster were the agency's residential staff, facilities maintenance, and transportation staff. "That morning was surreal for our folks," Schultz said. "I could not be more proud of our direct support staff, who were assisted by local police and fire crews to evacuate our Devendorf residents in the early morning due to high rising waters. This is something you don't think you would face at work—to be responsible to safely evacuate five people from their home. They remained calm and drove the folks to our main administration site and then began calling for assistance."

Schultz explained that through the day, many employees responded and stepped up to help move out the individuals to the agency's weekend Respite House. "We want to thank the respite services families for being so patient while these individuals lived there. We want to thank the community and National Guard. We give special thanks to our maintenance and transportation departments for their evacuation assistance and months of hard work to rebuild and prepare for everyone to come back home. We hope we never have to go through this again, but we know if we do, many are willing to help." she added.



*Flooding in Herkimer, NY on June 2013.*

## Partnering for Community

The HARC Business Park, a 120,000 sq. ft. former industrial facility located in Herkimer, NY, continues to thrive as it is converted from a community eyesore to a community asset.

Manufacturing space was reorganized in 2013 to provide more efficient work centers for packaging, spool refurbishing, and industrial projects for three major companies—which ultimately helped to achieve revenue records. Projects included building, gluing, and packaging boxes for a gun manufacturer, shrink-wrapping and packaging facial tissues, and refurbishing and packing industrial spools. Those three projects increased revenue by 64 percent in 2013.

High quality renovations to the commercial space continue to help the agency to attract new small business tenants. The agency rented space to 13 businesses in 2013, and expects to buildout for several new tenants in 2014. A new business to the site, HollieWood Dance and Fitness, offers personal training, Zumba, and more, and attracts 100 or more students for classes each week. Other new tenants include a physicians and law offices, Fiberdyne, Inc., Northland Networks, and the Red Cross.

"From the beginning, the entire project has been a partnership with our community. Visitors are consistently amazed by the transformations of this historical building," commented President/CEO Kevin Crosley. "The business park continues to achieve just what we planned and hoped for—new business revenue helps the agency to offset the lack of increases in government funding, the site has become a center for small business incubation, and we've created a integrated work setting and maintained 63 jobs for individuals."

HARC Business Park Production Manager Burt Belden, said, "We achieved record numbers for our projects because overall this site is a very positive place to work. People want to come to work and they enjoy what they do. We have great stories like Ben Anthony, who has worked here since the opening on the Albany International Project. He has done such a good job, he is in the process of becoming a full time Herkimer ARC employee as a production worker."

Herkimer ARC also got exciting news in December 2013. The Office of Governor Andrew Cuomo announced the agency has been awarded \$250,000 through the Regional Economic Development initiative to fund window installation and refurbishment at the HARC Business Park. The windows are part of major and ongoing renovations, which have been made to the industrial site since the agency took possession in late 2009. Transformations have been steady such as paving the parking lot, replacing 38 windows to date, installing a passenger elevator, refurbishing manufacturing floors, and the building out of 10,000 sq. feet of office space. The new windows will transform the exterior appearance of the building, increase efficiency for a new HVAC system, line up additional business tenants looking for office or manufacturing space, and ultimately, create new job opportunities by relocating Herkimer Industries' Sewing Services and expanding capabilities with one or more current customers.



*Thirty eight new windows were installed at the facility to date for office renovations (see bottom windows). With a \$250,000 grant, the remaining old windows will be replaced. The Business Park will continue its transformation to remain a community asset—especially for the those living in the neighborhood.*



*Ben Anthony began working at the HARC Business Park in 2009. Currently, he is becoming a full-time Herkimer ARC employee working as a production worker. "I have learned many things: how to run equipment like the stacker and electric pallet jack," Anthony said. "I worked hard to get this job. I like to go, go—so this job is perfect!"*

## Partnering with Industry

Herkimer Industries (HI), a division of the Herkimer ARC, had an overall increase of sales of 20 percent in 2013. Work opportunities for 150 workers continue to increase with major assembly and packaging projects for Revision Eyewear, Timbar, Fiberdyne Labs, Inc., Tidy Tot Diapers, Otis Technology, Radiator Labors, Albany International and Irving Paper, among others. Additionally, in meeting the 2013 equipment and uniform needs of New York State agencies, and including LED sales, HI boosted state contract sales by 75 percent to achieve a record year. The Herkimer Industries' Industrial Sewing division helped outfit New York State law enforcement recruits with uniforms.

Herkimer Industries (HI) and commercial partner, Fiberdyne Labs, Inc. are leaders in the LED business with installations of LED billboards at schools and other projects throughout the state, and by creating Intelligent Transportation System Signage. Beginning in December 2013, LED Wrong-Way signs and other signage are being installed at exits along the NYS Thruway and serious wrong-way crashes are expected to be reduced.

Since acquiring Advanced Technologies in June 2011, sales in 2013 reached the highest level in the safety company's history. Records sales were achieved with both the retail store in Herkimer, NY and an e-commerce site: [www.advancedtechsafety.com](http://www.advancedtechsafety.com). Advanced Tech is a division of the Herkimer ARC and is a supplier of safety equipment to fire, rescue, EMS, law enforcement, commercial, and industrial customers with a storefront at 246 N. Main St., Herkimer. Workers at Herkimer Industries assist the store with both sewing and packaging support. Proceeds from sales help to support services for people with disabilities.



*New York State Thruway employees install a Wrong Way Deterrent Sign system at the Thruway's Buffalo exit in December 2013. Commenting on the installation in Buffalo, Governor Andrew Cuomo said, "New York is the first state in the nation to utilize this sophisticated technology to enhance traffic safety and save lives."*

## Partnering with People

Jason Baylor says Frank Lopata, a Career Connections vocational counselor, and other Herkimer ARC staff, helped him move from working in a supervised vocational setting with a step toward working at a new job that he likes at the HARC Business Park.

The realization that people like Jason Baylor and others in supervised programs could work more independently in settings similar to community work with the right supports was born out of a meeting of the Herkimer ARC Team Building Committee—which brings individuals from the various departments of the agency together to share information. Baylor and others were discussed and a pilot plan was put in place.

Herkimer Industries production staff brought project tasks from the Business Park to Herkimer Industries each day to teach Baylor the skills he needed to put together boxes for a local gun manufacturer and to increase his productivity to the needed levels to meet the demands on the manufacturing floor. By working at the Business Park, Baylor has increased his earnings and paycheck by improving his productivity. Herkimer Industries production staff continue to support Jason to ensure he stays on task and to help him remain more independent at work.

"I love my job," said Baylor with a big smile. "I have met many friends here and I like working with my friends. My supervisor Nora [Romer] helps me a lot too. My buddy Frank [Lopata] really helped me to learn my new job."



*Jason Baylor is part of a pilot program to take individuals out of a supervised vocational setting and place them in a workplace similar to community work. The HARC Business Park supports jobs for individuals with disabilities to work more independently and to increase earnings.*

### Hosting or Sponsoring Workshops

Your organization can host or sponsor a Workshop. Participants will learn to:

1. Describe research based rationale that supports Social Stories™.
2. Provide a brief history of the approach identifying frequent myths and misconceptions to understand the importance of following the specific guidelines of Social Stories™ 10.1.
3. Develop a Social Story™ by gathering information, selecting a template or format, writing text, and selecting illustrations in accordance with 10.1 criteria.
4. Explain how Social Stories™ may be developed to encourage categorization and generalization and how Social Stories™ can be tailored to address specific concerns.

Please contact Lisa Gifford to learn more about pricing and hosting/sponsoring requirements.



### Individualized Consulting

Lisa Gifford, Herkimer ARC Autism Supports and Innovations Director and an authorized Coach of Carol Gray Social Stories™, can provide one to one consultation with parents or care providers to write a Social Story™ specific to the child, teen, or adult needs.

Social Stories™ assists the person with an autism spectrum disorder (ASD) in understanding rules, routines, upcoming events, or abstract concepts and expectations. Social Stories™ are meant to teach a person, in a positive and patient way, about the world around them.

The goal of a Social Story™ should never be to change the individual's behavior. The story may lead to a greater understanding of events and expectations and thus may lead to more effective interactions. Therefore, if a child, teen or adult is experiencing difficulty with: 1. change; 2. understanding the social rules of respect, body space, and conversation; and/or 3. exhibiting behaviors that seem to result from change or transition, a Social Story™ may be helpful.

Parents/Caregivers, please contact Lisa Gifford to learn more about individualized consulting.

Herkimer ARC Presents:



## Bringing Social Stories™ to Parents & Professionals

Creating Real Life Stories...  
Improving Social Communication



help me write  
**my** and learn  
**story**  
because  
**is mine.**

## Partnering with National Leaders

The Herkimer ARC remains an area leader in autism education by hosting trainings and therapy programs for professional, area families and individuals on the autism spectrum. In 2013, the agency teamed up with Carol Gray, who is director of The Gray Center for Social Learning and Understanding in Grandville, MI, and who developed Social Stories™ and Comic Strip Conversations—strategies that are used worldwide with children, adolescents, and adults with autism spectrum disorders (ASD).

Lisa Gifford, Herkimer ARC Autism Supports and Innovations director and an authorized coach of Carol Gray Social Stories™, now provides one to one consultation with area parents or care providers to write a Social Story™ specific to the child, teen, or adult needs and she will travel New York State to organizations to host or sponsor Social Stories workshops.

Social Stories™ assists the person with ASD in understanding rules, routines, upcoming events, or abstract concepts and expectations. Social Stories™ are meant to teach a person, in a positive and patient way, about the world around them. The goal of a Social Story™ should never be to change the individual's behavior. The story may lead to a greater understanding of events and expectations and thus may lead to more effective interactions. For more information contact Lisa Gifford at (315) 574-7826 or email: [lgifford@herkimerarc.org](mailto:lgifford@herkimerarc.org).

## Partnering with Area Employers

Career Connections, the employment division of the Herkimer ARC, honored American Food & Vending Co. and their employee, William Jaquish, with a 2013 New York State Office for People with a Developmental Disabilities (OPWDD) “Works for Me” award to recognize a business that hires people with disabilities and to honor the contributions of a valued employee.

Herkimer ARC President/CEO Kevin Crosley, said, “It is with great pleasure that we present this award to recognize a community employer and employee, whose relationship serves as a wonderful example that a diversified workforce is important. American Food & Vending is a company that exemplifies an outstanding commitment to assisting individuals with obtaining and maintaining employment. They also assist our efforts to ensure full community integration for everyone.”

Vice President of Day & Community Supports Susan Streeter explained that the food service team is very flexible and dedicated to assisting Jaquish to succeed in his goal to maintain meaningful community employment. “Perhaps the most important outcome of this relationship is that William has become an excellent employee, working at the company for over five years. He is a hard worker and has gained a great working relationship with his coworkers and supervisors,” she said.



*Those on hand from Herkimer ARC to recognize American Food & Vending and William include, from left, Career Connections Employment Specialist Katelynn Maida, Assistant Program Director of Career Connections Robin Mattox, VP - Day and Community Supports Susan Streeter, William Jaquish, American Food & Vending General Manager James Robinson, Career Connections Employment Services Supervisor Amanda Ortiz, and Herkimer ARC President/CEO Kevin Crosley.*



## Partnering with Job Seekers



*Amanda Ortiz, top, Employment Services supervisor, takes a moment to celebrate Stephanie Fitch's employment success in a job she loves and is thriving in at a local school district.*

Thanks to support, like the \$835,000 grant the Herkimer ARC received from the New York State Education Department ACCES-VR (Adult Career and Continuing Education Services - Vocational Rehabilitation), individuals are succeeding at their jobs in the community. The grant will be used over a five-year period with education, rehabilitation, and placement services.

In 2013, Career Connections, the employment division of the Herkimer ARC, utilized grant funds and exceeded job placements by 11 percent securing employment for 72 individuals. They assisted individuals like Stephanie Fitch, who was dealing with a disability and raising two children. Fitch found herself underemployed and on Public Assistance. ACCES-VR referred her to Career Connections and she teamed up with Amanda Ortiz, an Employment Services supervisor, who worked diligently to get her a job as a bus aide. Fitch now helps transport special need kids within a local school district.

According to Fitch that's when things began to change for the positive. "It's amazing that one day you can be in the dumps to now being so happy," Fitch said. "I love my job, the kids, the driver I work with, and my boss is great. The work atmosphere is awesome. Without Amanda and my mother, I would not have this job. My paychecks allow me to pay my bills and to do things with my kids."

Fitch will continue to work with Ortiz as she is determined to earn a CDL license to become a district bus driver. "I am so proud of Stephanie. She wanted a better life for her kids. I am so happy to be a part of something which changed someone's life dramatically," Ortiz said.

## Partnering for People

The Goodwill-HARC Store & Donation Center, a 7,000 sq. ft. retail store located in Herkimer, NY, was deemed the fastest growing store in Goodwill's region with a 19percent growth rate over the prior year. The unique alliance between the Herkimer ARC and Goodwill Industries of Greater New York & Northern New Jersey, remains the only outside retail partnership that Goodwill maintains today.

The store offers both new and gently used merchandise for sale with proceeds funding programs for people with disabilities. As promised, the store continues to provide employment opportunities for both disabled and non-disabled workers, and it now stands as an employment destination goal for Amanda Jeffreys.

Jeffreys spent many years at a day program and working in a supervised vocational center. Day & Community Supports staff, including Jeffreys' Medicaid Services Coordinator Ramona Gassmann, and Herkimer Industries and Career Connections staff worked to identify individuals who, with the right guidance and support, could be independent and part of community employment.

Career Connections started employment assessments with Jeffreys and her performance has been outstanding. Her supervisors are gratified with the support she is given at each work site and she has come very far in both her home and work lives. They state because she has been given different opportunities, she now always smiles and she is very positive. Jeffreys has worked at the HARC Business Park in assembly, she has been part of a cleaning crew, and she is now working in sorting and hanging clothes at the Goodwill-HARC Store.

"Many people are helping me and I like all the help," said Jeffreys. "I always said I wanted a job and now I am working to get one. I love sorting and hanging clothes on hangers. I really hope I can get a job at this store."

*With support from Herkimer ARC staff, Amanda Jeffreys is working toward getting a community job working at the Goodwill-HARC Store & Donation Center.*



## Partnering with New York State

In 2013, Herkimer ARC Residential Services was awarded a \$120,074 grant by New York State's OPWDD (Office for People with Developmental Disabilities). This amount is the estimated total to adhere to new reforms to place individuals into the most integrated community settings. The funds will help provide residential services to three individuals in the supportive apartment program. The requirement was they had to come from a traditional supervised Herkimer ARC home in order to take part in this project. By moving individuals out of the supervised IRAs (Individualized Residential Alternatives), it allowed the agency to move three people into those vacancies, who were prioritized by OPWDD as requiring a supervised setting.

The grant is used toward increasing staffing as this was proposed to assist in providing more enhanced services to people who were just beginning to live in apartment-style community housing and toward administrative oversight and implementation of the project to assure compliance to OPWDD regulation and the reporting requirement of the grant. The funds also help cover other internal entities needed to support the individuals with services such as clinical, nursing, maintenance, among others.

While individuals moved into supportive apartments, Michael Bruce and Bruce Archer were moving into their own apartment in the community. Their desire to break away from a supportive setting was realized through person-centered planning coordinated by the Herkimer ARC's Compliance and Quality department. With Bruce moving in together with his good friend, Michael, he left a spot open in a supportive apartment. Both Mike and Bruce were not only assisted by Herkimer ARC staff with their move, they also received financial support from their church, the Mohawk Reformed Church and Pastor Brian Engel, and by the Self-Advocacy Network in Onondaga County.

"We really like being roommates and living in the community," said Bruce Archer. "I lived in residential supportive apartments for ten years before staff inspired me to live in the community. There are other friends who live in my building that I've known from the agency for years. We are like family. Both Mike and I are very happy we moved here," he added.



*Mike Bruce, left, became roommates with Bruce Archer, who moved out of a Herkimer ARC Supportive Apartment to live in the community. Mike says friends he has met through the agency over the years support one another in their apartment complex. They spend birthdays together, go out for dinner and coffee, and participate in other fun outings. Mike and Bruce still receive support from the agency once a week with Habilitation services. Staff helps them with bills, shopping, and medical support.*

## Partnering with Law Enforcement

*Herkimer ARC President/CEO Kevin Crosley, left, and Vice President of Day & Community Supports Susan Streeter, right, presented Herkimer/Mohawk Police Chief Joseph Malone with a certificate of thanks for his presentation on community safety.*



In December 2013, the Herkimer ARC invited Herkimer/Mohawk Police Chief Joseph Malone to address a group of over 150 individuals the agency supports due to several incidents which occurred over the year.

Topics covered included protecting oneself from community predators, cell phone safety, online and computer safety, and how to report people or a situation to local police.

Herkimer ARC Vice President of Day & Community Supports Susan Streeter, commented, "We put the training in place as we were hearing incidences from people we support in the community and we were concerned, for example, individuals were meeting people online with no knowledge of safety filters—sending or even meeting people and giving them large sums of money 'cause they needed it,' or lending their cell phones out. We are grateful to Chief Malone for helping us to further educate the individuals we support."

## Partnering with Women Organizations



Thanks in part to a 2012 grant from of The Women's Fund of Herkimer and Oneida Counties, Inc., women with disabilities in Herkimer County now have access to classroom instruction—tailored specifically to their needs and understanding, on how to recognize, avoid, and extract themselves from domestic violence situations. Statistically, women who have disabilities have a 40 percent greater risk of violence than women who are not disabled, and between 75 to 80 percent are not reported.

The grant money allowed the Herkimer ARC to purchase curriculum, which was named SPACE (Safety · Planning · Awareness · Choice · Empowerment) geared toward women facing domestic violence. Agency staff including Lisa Gifford, Autism Supports and Innovations director, Breelynd Eggleston, Individual and Family therapist, Liz McKeon, Senior Medicaid Service coordinator, Audrey Piccione and Missy Parese, both Day Habilitation managers—all whom helped to adapt the curriculum to meet the needs of women with disabilities. Liz McKeon was the instructor for the first course in 2013.

*Herkimer ARC staff adapted a domestic violence program to support women with disabilities. Above, both Breelynd Eggleston, Individual and Family therapist, and Liz McKeon, senior Medicaid Service coordinator, teach staff the program so they can become instructors.*

## Partnering for People

Thanks to a partnership with both community donors and Herkimer ARC agency staff, donations to an Annual Life Is Beautiful Campaign were utilized to create a JUST RIGHT SNOEZELEN ROOM, designed to offer consumers with special needs and challenging conditions, the opportunity to exercise choice through action. The room allows individuals the agency supports to enjoy a wide range of sensory experiences—either passively or actively—that enhance therapy, learning, arousal, and relaxation. Consumers choose the experiences that give them the most pleasure. The goal is to enable participants to interact freely with the different components to create a positive environment, control the level of sensory stimuli, adapt responses to sensory stimulation, experience easier transition to task, and perform and behave in a more functional manner.

According to Yvonne Kovits, Herkimer ARC occupational therapist, "Our world is full of sensory stimuli. Our senses are important, they tell us about our surroundings and they influence our reactions—in time they shape our personality and 'in a sense' they are what we are. We therefore seek to control the things that stimulate our senses. Some individuals are not able to organize and respond appropriately to sensory stimuli and may lack the ability or freedom to make choices to balance their sensory lives. For these individuals the world may be a confusing place full of over or under-stimulation. The room gives individuals the freedom to choose and explore in a safe environment. This helps with communication, relationships, exploring, and play. To date, those who utilize the room seem to gain a wonderful sense of choice and freedom," Kovits said.

The JUST RIGHT SNOEZELEN ROOM consists of black lights with light sensitive carpeting, comfortable seating for sitting or lying upon, various fiber optics, a color wheel projector, a mirror ball, bubble tube, acrylic waterfall, a Milky Way carpet, and various tactile and visual objects, as well as music and aromatherapy.



*Kathleen Jackson, left, shows Occupational Therapist Yvonne Kovits the lighted acrylic waterfall.*

## Partnering to Lead Reform



*Herkimer ARC service recipients selected as representatives for CQL accreditation committees include: Billie Jo Dennis, Amanda Jeffreys, Bruce Archer, Ron Hill, Anthony Guerriera, Jacob Lockner, and Lynn Mooney.*

The Herkimer ARC continued to work toward The Council on Quality and Leadership CQL Accreditation in 2013. Assigned working committees comprised of staff, people supported, board members, and led by Compliance & Quality staff members and agency executive team members, worked together to assess services to insure support is person-centered. The goal is that each person can live his or her own life: to plan, to contribute, to participate, to choose, and to be respected and valued.

According to Lorene Bass, vice-president - Compliance & Quality, “Our groups were very productive in 2013. We reviewed the CQL’s Basic Assurances and Indicators to make sure that we promote excellence in person-centered services and supports that lead to an increased quality of life. The accreditation process centers around continuous improvement. We used the year to assess what we as an agency do well and to look for areas which provide opportunities for the agency and the people we support to grow.”

The ten CQL Basic Assurance factors, which are used for assessment and change include: Right Protection and Promotion; Dignity and Respect; Natural Support Networks; Protection from Abuse, Neglect, Mistreatment and Exploitation; Best Possible Health, Safe Environments; Staff Resources and Supports; Positive Services and Supports; Continuity and Personal Security; and Basic Assurances System.

The accreditation process also includes the use of Personal Outcome Measures (POMs) as a CQL tool for Person Center Planning. POM also helps the agency to explore and discover opportunities to help people move forward in their lives and to assess the supports needed to help them get there.



*Herkimer ARC Direct Support Professionals presented materials at All-Staff meetings to recruit DSPs to join the Advisory Group. Those presenting included, from left, Kendra Tillinghast, Jason Marlowe, and Rene Bullock.*

## Partnering with Direct Support Professionals

The Herkimer ARC is partnering with Direct Support Professionals (DSPs) with the creation of a Direct Support Professional Advisory Council, whose goals are to support DSP education (core competencies and code of ethics), to assist in planning DSP week 2014 in conjunction with the executive team, to help shape agency policies (CQL & core competencies), and to build membership. By supporting DSPs, the agency retains well-trained, experienced, and motivated staff—who stay long-term to sustain relationships with individuals and their families.

Direct support professionals are the “core” of Herkimer ARC’s system of supports for individuals with developmental disabilities. Their jobs require technical and values-based skills that make life-changing differences in the lives of the individuals they support. The Core Competencies adopted by the New York State Talent Development Consortium apply to all DSPs across the state. Coupled with the Code of Ethics for Direct Support Professionals, these values-based competencies and skills are the foundation of person-centered supports for New Yorkers with developmental disabilities.

The Advisory Council’s mission reads: “The role of the DSP Advisory Council is to exemplify positivity and encourage professionalism. Through education, advocacy and adherence to the NADSP Code of Ethics, DSPs help improve perception of the career field and ultimately promote professionalism in the workplace, community and residential settings.”

The group was created with the assistance of Shawn Schultz, VP - Residential Services and Karen Peterson, VP - Human Resources. The DSP Council currently consists of: Jason Marlowe, Josh Sweet, Audrie Rooke, Jessica Servidone, Kendra Tillinghast, and Rene Bullock. Shawn Schultz and Karen Peterson continue to serve as advisors to the group.

# 2013 Donors & Sponsors

## Members of the William H. Privett Giving Tree

Dr. & Mrs. Jaime De Paredes  
Friends of William H. Privett  
HARC Chorus  
Mr. & Mrs. Sam Geloso  
Mr. & Mrs. Joseph Grillo  
Mr. Michael Lamb  
Mr. & Mrs. Michael Lamb  
Mr. & Mrs. Niels Mortensen  
Mr. & Mrs. Lawrence Polisse  
Mr. & Mrs. William Privett  
Mr. Jeffrey N. Rheinhardt  
Mr. & Mrs. Gary Ruff  
Mr. & Mrs. Michael Schultz  
Mrs. Stephanie M. Dyer  
The Birthday Girls

## Members of the Herkimer ARC Circle of Friends

Mr. & Mrs. Frank Annese  
Mr. & Mrs. Martin Babinec  
Mr. & Mrs. David Bass  
Mr. & Mrs. David Bonacci  
Mr. & Mrs. Gregory Broat  
Mr. Kelly Brown &  
Ms. Jacqueline Lewis  
Mr. & Mrs. Don Carbone  
Mr. & Mrs. Anthony Casale  
Mr. & Mrs. Kevin Crosley  
Dr. & Mrs. Jaime De Paredes  
Mr. Dominic Frank &  
Ms. Karen Paterson  
Mr. & Mrs. Sam Geloso  
Mr. & Mrs. Drew Goodbread  
Dr. & Mrs. Matthew Hawes  
Mr. & Mrs. Bruno Hofmann  
Mr. & Mrs. Chip Hummel  
Mr. & Mrs. Harrison Hummel IV  
Ilion Wine & Spirits  
Mr. & Mrs. Robert Lumley  
Atty. & Mrs. Karl Manne  
Mr. Jesse Markow &  
Ms. Teri Dobbs  
Mr. & Mrs. Leonard Marsh  
Mr. & Mrs. Al Miller  
Mr. & Mrs. Jeff Mitchell

Mr. & Mrs. Johannes Neckermann  
Mr. & Mrs. William Owens  
Mr. & Mrs. Robert Rathbun  
Mr. & Mrs. Daniel Reardon  
Dr. & Mrs. John Reese  
Mr. & Mrs. Alfred Schaefer  
Mr. & Mrs. Michael Schultz  
Mr. & Mrs. John Sherman  
Mr. & Mrs. Robert Streeter  
Mr. & Mrs. William Tharp  
Mr. Anthony Vennera &  
Ms. Patricia Brewer  
Mr. & Mrs. Alan Vincent  
Mr. & Mrs. Anthony Visconti  
Mr. & Mrs. Robert Watkins

## Corporations & Organizations

A. Rafanelli Winery  
ABC Supply  
Acacia Winery  
Adirondack Financial Services Corp.  
Adonis-Avanti Transportation Service  
Adorino Construction, Inc.  
Alderbrook Winery, LLC  
Alexander Valley Vineyards  
All Seasonings  
Alpha Omega  
Annese & Associates, Inc.  
Anthony Road Wine Company  
B&B Ranch  
B. R. Cohn Winery  
Bassett Healthcare  
Bella Vineyards & Wine Caves  
Benziger Family Winery  
Black River Systems Company, Inc.  
Bonacci Architects, PLLC  
BPA-Harbridge Consulting Group  
Bremer Family Winery  
Buckley-Reynolds Auction Services  
Burgess Cellars  
Bus Parts Warehouse  
Cakebread Cellars  
Canal Side Inn  
Carbone Auto Group  
Caymus Vineyards  
Central Paving Inc.  
Chimney Rock Winery, LLC

Cleantec  
Clifford Fuel Co., Inc.  
Clos Pegase Winery  
Confidata  
ConMed Corporation  
Crowne Plaza Hotel Reading  
Cukierski Family  
Darioush  
Diamond Creek Vineyards  
Domaine Chandon, Inc.  
Donum Estate  
Dry Creek Vineyard, Inc.  
Elbeco Incorporated  
Endweld Supply Corporation  
Envy Wines  
Erie Materials, Inc.  
Far Niente Winery  
Fechheimer Brothers Company  
Fiberdyne Labs  
Field Stone Winery & Vineyard  
First Source Federal Credit Union  
Flowers By Suzanne  
Foor's Auto Repair  
Foppiano Vineyards  
Francesca's Banquet & Catering  
Frank Family Vineyards  
Freemark Abbey Winery  
Geneva On The Lake  
Geraty Pools & Spa, Inc.  
Gilroy, Kernan & Gilroy  
Girard Winery  
Gold Mine Jewelers, Inc.  
Hampton Inn & Suites  
Herkimer County Chamber  
of Commerce  
Herkimer Diamond Mines  
Herkimer Janitorial Supply, Inc.  
Hermann J. Wiemer Vineyard, Inc.  
Hewitt Vineyards  
Hill & Markes, Inc.  
Hosmer Winery  
Hunnicut Wines  
Hygeia of NY Inc.  
Ilion Remington Arms Employee  
Federal Credit Union  
Ilion Wine & Spirits  
Imagery Estate Winery  
Jay-K Lumber

Jill Rae Signs  
Jim Brock Agency  
JJ Buckley Fine Wines  
Johnston Paper  
JR Electric  
Kenwood Vineyards  
King Ferry Winery  
Lakewood Vineyards  
Lamoreaux Landing Wine Cellars  
Larkmead Vineyards  
Leonard Bus Sales, Inc.  
Leventhal, Ltd.  
Little Falls Lumber Co.  
Long Point Winery  
Louis M. Martini Winery  
M&T Bank  
M3 Business Service Network  
Marrone Photography  
Mari Tome  
Mauritson Wines  
Mayo  
McQuade & Bannigan, Inc.  
Medicine Shoppe  
Mele & Co.  
Midland Transport Limited  
Mirror Lake Inn Resort  
Mohawk Valley Country Club  
Mohawk Valley Florist  
Moshin Vineyards, Inc.  
Myriad Cellars  
NBT Bank  
NCS Healthcare  
Neckermann Consulting  
Northland Communications  
NYSID  
PK's Pub  
Papapietro Perry Winery  
Personal Touch Beauty Spa, Inc.  
Pine Hills Golf Course  
Precision Care Software, Inc.  
Quivet Cellars  
Ramey Wine Cellars  
Ravenswood Winery, Inc.  
Raymond Burr Vineyards  
REM Fire Systems, Inc.  
Repris Wines  
Robert Young Estate Winery  
Robinson Brothers

Rochester Industrial Supply Co.  
Romanelli Communications  
Rombauer Vineyards  
Sapphire Hill Vineyards & Winery  
Saratoga Performing Arts Center  
Scalzo, Zogby & Wittig, Inc.  
Shaun's Plumbing, Heating &  
Air Conditioning  
Silver Oak Cellars  
Simi Winery, Inc.  
Sodaro Estate Winery  
Spottswode Estate Winery  
Spring Mountain Vineyards  
Standing Stone Vineyards  
St. Clement Vineyards  
St. Francis Vineyard & Winery  
Stanley Theater  
Stewart's Foundation  
Symeon's Greek Restaurant  
The Bonadio Group  
The Cruise Wizards  
The Fitness Mill  
The Fountainhead Group  
The Princess Shop  
TimBar Packaging & Display  
Top Notch Garden Center  
Trincher Family Estates  
Truchard Vineyards  
Tulip Travel, Inc.  
Turning Stone Resort & Casino  
Ty Caton Vineyards  
Valley Cinema  
Venge Vineyards  
Verizon Wireless  
Vineyard 29  
Vinnys Pizzeria  
Vintage Wine Estates  
von Strasser Winery  
Ward Associates, Inc.  
White Oak Vineyards  
Williams-Selyem Winery  
Willman Gallery & Custom Framing  
WUTR/ABC  
Yono's Restaurant  
ZD Wines

## Partnerships For People

### Foundation & Grants

The Community Foundation of  
Herkimer & Oneida Counties  
M&T Charitable Foundation  
Manning & Napier Foundation  
Mohawk Valley Community Action  
Agency, Inc.  
New York State Adult Career and  
Continuing Education Services -  
Vocational Rehabilitation  
New York State Day Services  
Provider Association  
New York State Empire  
Development Corporation  
New York State Office for People  
with Developmental Disabilities  
NYSARC, Inc. Trust Services  
Stewart's Foundation

### Government Support

Assemblyman Marc Butler  
Senator James Seward

### Households & Individuals

Mr. & Mrs. Anthony Aceto  
Mr. Bill Ackley  
Dr. & Mrs. Dale Adamson  
Mr. Joseph Addison  
Mr. & Mrs. John Ahern  
Dr. David L. Ainbinder  
Ms. Alicia Albright  
Mr. Al Amendolare  
Mr. & Mrs. Walter S. Ames  
Mr. & Mrs. Nicholas S. Annotto  
Mr. Bruce Archer  
Mr. & Mrs. Gerald Archibald  
Ms. Kerri Armstrong  
Mr. & Mrs. Martin Babinec  
Mr. & Mrs. Anthony G. Baggetta  
Mr. & Mrs. Dominick F. Baggetta  
Mr. & Mrs. Jesse D. Bailey  
Mrs. Suzanne Bakiewicz  
Mr. John Bannigan  
Mr. & Mrs. David Bass  
Mr. Thomas Batson  
Mr. Robert Baxter

Ms. Georgia Becker  
Mr. & Mrs. Anthony F. Belmonte  
Dr. Brad Bennett  
Mr. & Mrs. Robert Benuzzi  
Mr. Kevin Berry  
Dr. & Mrs. Dennis Blom  
Mr. Richard A. Bly  
Mr. & Mrs. David Bonacci  
Mr. & Mrs. James Bonnell  
Mr. Vincent J. Bono  
Ms. Jessica Bowman  
Dr. & Mrs. Dewey Boyer  
Mr. Craig Boyko  
Mr. & Mrs. Dana J. Brewer  
Ms. Brenda Briggs  
Mr. & Mrs. Gregory J. Broat  
Ms. Lori Broat  
Mrs. Esther Brown  
Mr. Jarod Brown  
Mr. Kelly K. Brown  
Mr. & Mrs. Francis Brucker  
Mr. & Mrs. John P. Butler  
Honorable Marc &  
Mrs. Susan Butler  
Mr. Austin Cady  
Ms. Genevieve T. Caliguire  
Mr. & Mrs. Richard Callahan  
Mr. & Mrs. Eugene J. Campagna  
Ms. Enessa Carbone  
Mr. & Mrs. Robert Carbone  
Mr. Dan Carney  
Mr. & Mrs. Rocco L. Carzo  
Mr. & Mrs. Anthony J. Casale  
Mrs. Linda Casler  
Mr. Frank J. Cassella  
Ms. Mena Cerone  
Ms. Elizabeth Chrisman  
Mr. Vincent J. Cimino  
Mr. Noel Clinton  
Mr. & Mrs. James Colomb  
Ms. Diana Congdon  
Mr. & Mrs. Paul Conigilaro  
Dr. Joseph Conigliaro  
Mr. & Mrs. Tim Conlon  
Dr. Larry Consenstein  
Mr. & Mrs. Randy Cook  
Ms. Kathleen Coonan  
Mr. & Mrs. David Corasanti

Mr. & Mrs. Joseph Corasanti  
Ms. Patricia A. Coriale  
Mr. & Mrs. Francis M. Cosolito  
Mrs. Patricia A. Couchman  
Dr. & Mrs. Steven L. Crane  
Mr. Matt Cravis  
Ms. Melanie Crisino  
Mr. Robert Critser  
Mr. & Mrs. Kevin R. Crosley  
Mr. George Cryer  
Mr. & Mrs. Walter Cukierski  
Ms. Barbara Dam  
Mr. Wayne E. Darling  
Mr. Andy Davis  
Mr. Bruce W. Davis  
Dr. & Mrs. Jaime G. De Paredes  
Dr. & Mrs. Robert L. DeCarlo  
Mr. & Mrs. Joseph E. Delmonico  
Mr. Anthony DeLuca  
Mrs. Susanne Deluca  
Mr. Mark Desjardins  
Ms. Christina Di Cioccio  
Ms. Toni Diehl  
Mr. Todd Dillon  
Mr. Michael D. Donohue  
Ms. Catherine A. Dorrance  
Atty. James G. Doyle  
Mr. Peter Dugan  
Mr. & Mrs. Donald M. Dutcher  
Mrs. Stephanie M. Dyer  
Mr. & Mrs. Allen L. Edick  
Mrs. Karen M. Elting  
Mrs. Kimberlee Enea  
Mrs. Irene M. Euron  
Sheriff & Mrs. Christopher Farber  
Mr. Brendan Farnach  
Mr. Sean Farrell  
Mr. & Mrs. William K. Farrell  
Mrs. Sherry Farrington  
Mr. Mark D. Feane  
Mr. Jay Femia  
Mrs. Mary Rebecca Ferris  
Mr. Joseph Fiacco  
Mrs. Michele Florian  
Ms. Julie-Ann Fortran  
Mr. & Mrs. Jim A. Franco  
Mr. Dominic Frank &  
Ms. Karen Peterson

Mr. & Mrs. Mark F. Frank  
Mr. & Mrs. Lou Fuchs  
Mr. & Mrs. Rudy J. Gadziala  
Mrs. Dorothy Gaffey  
Mr. Gary Gallagher  
Mr. Tim Garbin  
Mr. Timothy M. Garren  
Mr. Jeff Garrison  
Ms. Ramona Gassmann  
Mr. R. Gatto  
Mr. & Mrs. Sam J. Geloso  
Mr. Ronald M. George  
Mr. & Mrs. Don Giffune  
Mr. Jeffery Gilmore  
Mr. & Mrs. Steven P. Goldman  
Mr. & Mrs. Drew R. Goodbread  
Mrs. Claudine F. Grande  
Ms. Nicole Grande  
Mrs. Melodie Greiner  
Mrs. Bernadette Grillo  
Ms. Hailey Grose  
Mrs. Gail Gross  
Mr. & Mrs. Dennis J. Guernsey  
Ms. Pam Gydesen  
Ms. Patricia A. Hale  
Mr. & Mrs. Ralph D. Hale  
Mr. Patrick Hannon  
Mrs. Martha Harmatiuk  
Mrs. Shirley Harris  
Mr. Thomas J. Hart  
Mr. & Mrs. Leo A. Hartmann  
Ms. Claudia Hartz  
Dr. & Mrs. Matthew Hawes  
Mr. & Mrs. Edward G. Hays  
Mr. & Mrs. Steve Heath  
Ms. Theresa Hefner  
Mr. & Mrs. Leonard Hendrix  
Dr. & Mrs. Nestor Herbowy  
Mr. Corey Heritage  
Mr. Timothy R. Herlehy  
Mr. & Mrs. Ron Hess  
Ms. Dorothy M. Hilts  
Ms. Catherine Hoke  
Mr. Cory Howell  
Ms. Martha Hugick  
Mr. & Mrs. Chip Hummel III  
Mr. & Mrs. Harrison J. Hummel IV  
Mr. & Mrs. Justin Hummel

Mr. Ray Hunter  
Mr. Brian Hurley  
Mr. & Mrs. Michael H. Hutcherson  
Mr. Rob Ichihana  
Mrs. Lorri Ingersoll  
Mr. & Mrs. Edward Jackson  
Ms. Jody Janicki  
Ms. Jessica J. Johnson-Rowlands  
Mr. David A. Jones  
Mr. Karl Jones  
Dr. Surendra Jori  
Mr. Richard Judd  
Mr. & Mrs. Scott Kane  
Mrs. Susan F. Kenyon  
Mr. & Mrs. Richard Ketcham  
Dr. & Mrs. Donald Knapp  
Mr. Patrick Knapp  
Mr. Bill Kosina  
Mr. & Mrs. Joseph W. Kosina  
Mrs. Beverly Kucerak  
Mr. Paul Kucerak  
Mr. Daniel Kupiec  
Mr. Nicholas F. Laino  
Mr. & Mrs. Michael Lamb  
Mr. Robert Lane  
Mr. & Mrs. Howard J. Lanphier  
Ms. Sharon Lanza  
Mr. & Mrs. Brian Larzelere  
Mr. Gary S. LaShure  
Rev. Thomas M. Lawless  
Mr. & Mrs. Burton Lawrence  
Ms. Mary Leahy  
Mr. Chet LeBonk  
Mr. & Mrs. Raymond J. Lenarcic  
Mr. Theodore Lenio  
Mr. Britt Levitt  
Ms. Jacqueline A. Lewis  
Mr. & Mrs. Thomas Lewis  
Mr. & Mrs. Carmen A. Licari  
Mr. Tony Licari  
Mr. & Mrs. Harold E. Liddy  
Mr. Jordan Little  
Ms. Catherine Loomis  
Mr. & Mrs. Stanley Lopata  
Mr. & Mrs. Jack Lowe  
Dr. Andrew Luck &  
Dr. Judith Golden  
Mr. & Mrs. William J. Luley

**Households & Individuals, cont.**

Mr. & Mrs. Robert A. Lumley, Sr.  
 Ms. Anna Marie Lusins  
 Mrs. Jean Lytwynec  
 Mr. & Mrs. William N. Macartney III  
 Dr. Celeste Madden  
 Mr. Joseph A. Madeira  
 Mr. & Mrs. James Magee  
 Mr. & Mrs. Joseph T. Maiola  
 Ms. Kathleen P. Maloney  
 Ms. Janine Manieri  
 Atty. Jessica Manieri  
 Atty. & Mrs. Karl E. Manne  
 Mr. & Mrs. Salvatore Marchese  
 Mr. Samuel Marino  
 Mr. Jesse Markow &  
   Ms. Teri Dobbs  
 Ms. Melinda Marley  
 Mrs. Betty Martin  
 Mrs. Dorothy Massinger  
 Ms. Joan Matteson  
 Ms. Katherine A. Maxwell  
 Mr. John McCabe  
 Mrs. June C. McCarrell  
 Mr. Larry McDowell  
 Mr. Roger L. McEwen  
 Ms. Elizabeth McKeon  
 Mr. & Mrs. Gregory McLean  
 Mr. Joseph Mead  
 Mrs. Karen E. Meiss  
 Mr. & Mrs. Ken Merkelbach  
 Mrs. Joan F. Merrick  
 Mr. & Mrs. Arnold Millar  
 Mr. & Mrs. Al Miller  
 Mr. & Mrs. Daniel Miller  
 Mr. Rich Miller  
 Mr. & Mrs. Jeff Mitchell  
 Ms. Nancy Monahan  
 Ms. Carol Moore  
 Ms. Nancy J. Moore  
 Mr. Adam Moran  
 Mr. Robert O. Morris  
 Mr. & Mrs. William C. Morris II  
 Mr. & Mrs. Stephen Morse  
 Mr. & Mrs. Niels E. Mortensen  
 Ms. Tiffani Mowers  
 Dr. Ann Marie Murray  
 Mr. Jim C. Musa

Mr. Stefano Napolitano  
 Mr. & Mrs. Johannes Neckermann  
 Mr. Lukas Neckermann  
 Mr. & Mrs. Nicholas Netti  
 Mr. Thomas Neumann  
 Mr. & Mrs. Scott Nonemaker  
 Ms. Kristen North  
 Mr. & Mrs. Frederick J. Northup  
 Ms. Kelley O'Bryan  
 Mr. & Mrs. Calvin W. Odin, Jr.  
 Mr. & Mrs. John C. Olsen  
 Ms. Mary L. Oot  
 Dr. & Mrs. Kenneth Ortega  
 Mr. & Mrs. William L. Owens  
 Mrs. Hilda M. Paddock  
 Ms. Marissa Padula  
 Mr. & Mrs. Ken W. Palmer  
 Mr. & Mrs. Howell Palmer  
 Mr. & Mrs. Frank G. Palumbo  
 Mr. Thomas H. Paro  
 Mr. & Mrs. Ron Passafaro  
 Mr. Gordon S. Paull  
 Mr. Simon Perez &  
   Ms. Amy Shook-Perez  
 Mr. Francis A. Peruzzi  
 Mr. Francis J. Peruzzi  
 Mr. Edward Peters &  
   Ms. Wendy Vaniglia  
 Mr. Robert Peters  
 Mrs. Mildred D. Peterson  
 Mr. & Mrs. Mark Pitonzo  
 Ms. Shirley Poirier  
 Mrs. Anita Polisse  
 Mr. & Mrs. Peter A. Polus  
 Mr. & Mrs. John Postiglione  
 Mrs. Dorothy Preston  
 Mr. & Mrs. Paul Putman  
 Mr. Albert Pylinski, Jr.  
 Ms. Agnes K. Randall  
 Mr. & Mrs. Allan V. Rathbun, Jr.  
 Mr. John Rathbun  
 Mr. & Mrs. Robert J. Rathbun  
 Mrs. Marie Ray  
 Mr. & Mrs. Daniel Reardon  
 Mr. & Mrs. John H. Reed  
 Mr. & Mrs. John B. Reese  
 Dr. & Mrs. John L. Reese  
 Mr. & Mrs. Francis Reid

Mr. & Mrs. Robert G. Relph  
 Mr. & Mrs. Richard R. Ressler  
 Mrs. Delores Restante  
 Mr. David Reynolds  
 Mr. & Mrs. Richard R. Rhymestine  
 Mrs. Bonnie Ricci  
 Ms. Bianka Rico  
 Mr. & Mrs. George T. Rieman  
 Mr. Jim Roach  
 Mr. & Mrs. Donald I. Roark  
 Mr. & Mrs. Gary M. Roback  
 Mr. & Mrs. Kim B. Robinson  
 Mr. Dan Rodriguez  
 Mr. Richard Roehm  
 Mr. & Mrs. John F. Romano  
 Mr. Alexander Rosenblum  
 Mr. & Mrs. Gary W. Ruff  
 Mr. Patrick Russell  
 Mr. Rick Salamone  
 Mr. Jim Salamy  
 Mr. Phil Sbarra  
 Dr. & Mrs. Anthony Scalzo  
 Mr. & Mrs. Gary Scalzo  
 Mr. Richard C. Schoff  
 Mr. & Mrs. Andy Schrader  
 Mr. & Mrs. Michael Schultz  
 Mr. & Mrs. Rudy Scialdo II  
 Mr. & Mrs. Mike Sciortino  
 Mr. & Mrs. Vito Sciortino  
 Mr. & Mrs. John W. Seigle  
 Ms. Joanna Sementilli  
 Ms. Rose L. Serafini  
 Mr. George Serour  
 Dr. Gregory B. Shankman  
 Mr. & Mrs. Steven Shemo  
 Mr. & Mrs. John J. Sherman  
 Mr. & Mrs. Ronald T. Sierak  
 Mr. & Mrs. John L. Slater  
 Mr. & Mrs. Barry J. Smith  
 Mr. & Mrs. James Smith  
 Mr. & Mrs. Willard Smith  
 Ms. Georgianne Snell  
 Mr. Michael Snell  
 Ms. Denise Snyder  
 Atty. Gerard Snyder  
 Mr. Anthony Spiridigloizzi  
 Mr. William St. Louis IV  
 Mr. Kenneth Stevens

Mr. & Mrs. John Stever  
 Ms. Breanna Stiefvater  
 Ms. Evelyn E. Stitt  
 Mr. Carl E. Streeter  
 Mr. Emil H. Streeter  
 Mr. & Mrs. Robert Streeter  
 Mr. Ritch Strom  
 Mr. & Mrs. Matthew T. Stublely  
 Mr. Scott Suba  
 Ms. Theresa A. Susino  
 Ms. Judy Sweet  
 Mr. & Mrs. David P. Talaba  
 Mrs. Colleen Talarico  
 Mrs. Theresa Tangorra  
 Mr. Al Tanner  
 Mrs. Betsy L. Tanner  
 Ms. Tara Tanner  
 Mr. & Mrs. William S. Tharp, Jr.  
 Mr. John P. Tofani  
 Mr. & Mrs. John Tribble  
 Mr. & Mrs. Wayne Tripp  
 Mrs. Sue Tucker  
 Ms. Deirdre Turner  
 Mr. & Mrs. Paul F. Turner  
 Mr. & Mrs. Adam Ullman  
 Mr. & Mrs. Ernest F. Upson  
 Mr. & Mrs. Stuart Upson  
 Mrs. Marilyn Urbiss  
 Mr. & Mrs. Philip C. Vallese  
 Mr. & Mrs. Dale Van de Wal  
 Mr. & Mrs. Roger J. Vandawalker  
 Mrs. Joyce E. Varano  
 Mr. Denis Vella  
 Ms. Jill R. Vennera  
 Mr. Tony Vennera &  
   Ms. Patricia Brewer  
 Mr. Steve Ventura  
 Mr. Eric M. Vernold  
 Mr. & Mrs. Anthony J. Visconti, Jr.  
 Mrs. Kathleen Visconti  
 Mr. Laurence Vitzhum  
 Mr. & Mrs. John Von Ahn  
 Mr. Sean Wainwright  
 Mr. Bill F. Ward  
 Mrs. Ruth A. Ward  
 Ms. Elysia Warner  
 Mr. Robert Watkins &  
   Dr. Cindy Watkins

Mr. Bruce Weakley  
 Mr. Justin Welyczko  
 Mr. & Mrs. Joseph F. White  
 Mr. Phil Whynot  
 Mr. & Mrs. Peter Wiliczka  
 Mr. Andrew Wilson  
 Ms. Mary J. Wilson  
 Mr. Thomas Wind  
 Mr. Ken Wolff  
 Mr. David Wood  
 Dr. & Mrs. Timothy Woolner  
 Mr. Jim Yoworski  
 Mr. & Mrs. Richard M. Zaklukiewicz  
 Ms. Dawn Zitoli  
 Mr. Stephen R. Zogby &  
   Ms. Noreen E. Sheridan  
 Mr. Richard F. Zweifel



**Herkimer Area Resource Center**  
**PO Box 271**  
**Herkimer, NY 13350**