



Changing Options. Changing Lives.



2014 Annual Report

Our Finances (Audited)

2014 Income by Source

Total Revenues	\$24,257,005
Program Related Services	\$17,318,801
Herkimer Industries Sales	\$4,465,683
Fund Development	\$518,241
Other Revenues	\$1,954,280

2014 Total Expense by Type

Total Expenses:	\$22,458,494
Wages	\$11,150,028
Employee Benefits	\$2,933,118
Program Related Expenses	\$8,114,983
Other Expenses	\$260,365

Net Surplus: \$1,798,511

2013 Income by Source

Total Revenues	\$22,106,650
Program Related Services	\$17,265,075
Herkimer Industries Sales	\$4,006,270
Fund Development	\$354,375
Other Revenues	\$480,930

2013 Total Expense by Type

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

Net Surplus: \$510,572

Our 2014 Board of Directors

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Our Mission

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

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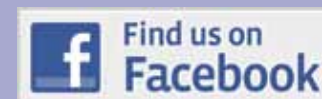
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www.herkimerindustries.com

New York International Wine Auction:
www.nyiwa.com

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www.advancedtechsafety.com



Changing Options. Changing Lives.

A Message from our President/CEO and Board Chair:

As we embark on a new era of providing supports and services for people with disabilities, it is important to remember to stay true to our mission. The challenges we face have, to a large extent, been dictated to us. We have two options: forge ahead and help to create our own destiny or bury our collective heads in the sand and wait to see what's going to happen. There is no choice. We choose action.

2014 was full of energy and excitement—the most significant of which was our national accreditation from the Council on Quality and Leadership (CQL). CQL offers a person centered approach to provide services where the individual supported has the ability to determine the plan of care that is most appropriate for them and what they feel they would like as a personal outcome. **Options for People.** It's what we're all about.

As we closed the books on the year, another major facility acquisition was made securing the Ilion Mall. It's just another example of embracing opportunities presented and utilizing our skills to create the most complete set of options for people to pick and choose what they would like to enable them to enrich their lives to the fullest extent possible. I know you're all with us. Thank you for your support.

Sincerely,



Kevin Crosley
President/CEO



Robert K. Watkins
Board of Directors Chair



Kevin Crosley



Robert K. Watkins

A Commitment to Excellence and Personal Choice



Standing, second row from left, Herkimer ARC President/CEO Kevin Crosley and Vice President of Compliance and Quality Lorene Bass join with a sampling of committee members involved in the accreditation process to thank The Council on Quality and Leadership Quality Enhancement Specialists, Gail Kahl, second row, third from left, and Liz Weintraub, seated, left, for their quality assessments.

Choices in Quality Services Change Lives. In May 2014, the Herkimer ARC received The Council on Quality and Leadership's (CQL) Accreditation—which deems the organization as an agency of excellence in person-centered services and as a leader in providing choice to individuals with disabilities.

The accreditation process includes organizational commitment, preparation, self-assessment, on-site visits by CQL review teams, and an ongoing partnership agreement. For more than 40 years, CQL has been a leader in working with human service organizations and systems to continuously define, measure, and improve the quality of life of all people.

Herkimer ARC President/CEO Kevin Crosley commented, “With New York State’s directive to begin the transition to move to a managed care system, this designation will be important for families looking for agencies that have demonstrated excellence in providing person-centered services of the highest quality. To date, a small percentage of the agencies that provide services for people with disabilities in New York have received this accreditation. CQL Accreditation is an invaluable label to have in our portfolio. The Herkimer ARC ultimately earned this accreditation due to the high level of commitment from staff, board members, families, and the individuals supported,” he said.

The Herkimer ARC community worked through a rigorous process to review services and supports to prepare for CQL Accreditation, which provided an excellent opportunity for the organization to take an in-depth look at itself. The agency will continue to work with CQL to ensure people with disabilities have more informed choices in selecting services best suited to meet their needs.

Creating a Park for People of All Abilities

Recreation Choices Change Lives. The HARC Community Park, with a price tag of \$1 million, will be located behind the HARC Business Park in Herkimer, NY. The project, in collaboration with the Village of Herkimer, will include: athletic fields, fitness trails and stations for people of all abilities, multi-generational play areas, a basketball court, a softball field, covered and lighted bocce courts, a picnic pavilion, a bandstand, rest rooms, and a concession stand.

The 2014 fund raising strategy for the HARC Community Park Capital Campaign included friends of the Herkimer ARC hosting small intimate events at their homes—giving opportunities for Herkimer ARC President/CEO Kevin Crosley and VP - Fund Development Dominic Frank to meet friends of the hosts and to explain the merits of the Park. Three events were held in 2014 and their encouraging results bode well for the successful completion of the Campaign.

Another component of the Campaign’s strategy is connecting the Park to sources of grant funds. As a regional asset the Park is attractive to foundations seeking projects that promote regional resources and meet specific objectives. Of note, the Jim and Juli Boeheim Foundation awarded the Campaign \$10,000 to refurbish the existing basketball court located on the grounds of the future Park. Over \$550,000 of the \$1 million goal has been pledged and committed to the Park. Crosley perceives 2015 as a year that will significantly raise sufficient funds allowing for the beginning of the construction of the Park in Spring 2016.



A rendering of the HARC Community Park. 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.

Breaking Records to Support Employment and Services

Jobs Change Lives. For the third year in a row, Herkimer Industries (HI) set a new sales record topping \$4.465 million dollars—a 10.6% increase over 2013. Preferred Source Contract Sales through NYSID also set a record exceeding \$2.153 million. New York State agencies, which include the State Police, the Department of Homeland Security and Emergency Services, and the New York State Thruway, were the largest state contract customers in 2014. HI received its largest single purchase order in its history with 10,000 Officer Down Kits assembled for the purchase by the Department of Homeland Security for the officers of the New York City Police department.

Highlights from 2014 contract packaging include a new contract with Walmart. Workers assembled and shipped more than 8,000 Black Friday displays that were sent to over 600 stores from Maine to Virginia. Otis Technology also set a record in sales after placing several of their products in large-box stores. HI was a strategic partner in helping to meet demand.

Herkimer ARC VP - Industrial Operations Michael Lamb said, “In demonstrating that Herkimer Industries delivers quality services and products, our business partners—from federal and state agencies to one of the largest gun manufacturers—provide us with additional opportunities to increase our sales. These projects not only put people with disabilities and others to work in integrated work settings, they also provide business revenue to support underfunded and unfunded programs.”



Herkimer Industries National Business Development Director Suzanne Bakiewicz observes Lisa Hazzard, a worker at Herkimer Industries, as she demonstrates how she packs Haix boots.

Nurse Practitioner Leads Reorganized Clinical Team



Herkimer ARC's Clinical Services Team includes, standing from left, Breelynd Eggleston, clinical manager and behavior specialist, Jackie Rosado, speech pathologist, David Schlaegel, clinical social worker, Amanda Aiello, RN, healthcare trainer, Sandhya Farrington, RN, Yvonne Kovits, occupational therapist, Mechelle McEvoy-Widay, speech instructor, and Connie Helmer-Jordan, RN. Seated, from left, Adrienne Hunt, RN, Robin Wilson, administrative assistant, Debra Ray, ANP, VP - Clinical Services, Tiffany Eckler, LPN, and Wendy Knox, RN. Missing from photo: Brooke Davis, RN and Tera Piper, LPN.

Quality Clinical Services Change Lives. In March 2014, Debra Ray, ANP, joined the Herkimer ARC as VP - Clinical Services, and under her leadership, she's brought together clinical departments that include nursing, occupational therapy, speech, and counseling services.

Ray's department's goals: to work smarter not harder and to be more proactive than reactive. “I've got a great, caring team,” she said. “We all work together to ensure we are providing vital and quality services to help prevent chronic health issues. Not only are regulations constantly changing in the health care arena, but the people we support are aging and that can create many different needs. We are striving to provide care that is continual across the many programs at the agency. For example, if someone has a medical issue during their day at program, we want to ensure that care is continued at home and vice versa. We've had very positive feedback working with the various programs.” To further assist collaboration, the clinical departments meet together once a month for lunch and then a clinical meeting.

NYSARC Trust Grant Provides Choices in Recreation



Individuals participating and showing off their books from a six-week Writer/Illustration Clinic, led by Karen March Burt, left, include, front row, from left, Kathy Valvo, Lacey Jennings, Karla Sedore, Billie Jo Dennis, and Wendy Hellings. Back row, from left, Karen March Burt, Chris Sutton, Brian Wedemeyer, Jason Yero, Dan Bogdan, and Jovany Nunez.

Recreation Programs Change Lives. Thanks to a \$10,000 grant from the NYSARC Trust Services Board, children, teens, and adults enjoyed life enriching activities while participating in Herkimer ARC's recreation programs. The 2014 grant provided new or expanded recreation programs for people with intellectual or other developmental disabilities. The Herkimer ARC utilized the grant throughout the year to offer Tai Chi and pottery classes, a writing/illustration clinic for adults, and summer camps for children: Camp Nazareth and Utica Zoo camp.

In total, \$2,207,880 in NYSARC Trust Services remainder grants were awarded in 2014 to support recreation and guardianship statewide.

"NYSARC Trust Services' generous grant increased by \$4,000 over last year, which helped to create fun and exciting activities," said Herkimer ARC VP - Day and Community Supports Susan Streeter. "Two of our newest offerings that were covered by the grant included a six-month Tai Chi program and a six-week writing/illustration clinic. Tai Chi truly enriched the lives of those who took the course. The program helped to improve concentration, balance, and muscle tone. The writing/illustration clinic was also very popular and the participants published their books. Due to a decrease in government funding for programs, the NYSARC Trust Services grant is even more vital in assisting the agency to offer both fun and worthwhile recreation programs," she said.

Direct Support Professional Wins National Award

Dedicated Staff Change Lives. Abby Hnydowitz, a Herkimer ARC day habilitation lead, received the 2014 NADD Direct Support Professional Award for Excellence given at the 31st Annual Conference held in San Antonio, TX in November. NADD is a national association for persons with developmental disabilities and mental health needs. Their mission is to advance mental wellness through the promotion of excellence in mental health care.

This prestigious annual award acknowledges a DSP, whose contributions to supporting people who live in the community have resulted in significant improvement in the quality of life.

Hnydowitz earned the accolade for her dedication, advocacy, compassion, person-centered approaches, and collaboration that resulted in improved quality of life, health and wellness, and opportunities for individuals.

Since 2011, Hnydowitz has worked with the Herkimer ARC's Gentlemen's Group, comprised of six men, who participate in the Bridges to Success Day & Community Supports program. The gentlemen participate in many activities, including lawn maintenance, travel, and gardening, among others. Hnydowitz has been nurturing the men to become artists and they are now selling their artwork at a retail center and at the agency's New York International Wine Auction. They have also won awards for their art pieces. They turn recycled materials into artistic treasures and in the process are creating their own beautiful stories of friendship, acceptance, and independence.



Abby Hnydowitz, right, who leads the Gentlemen's Group, works with Michael Dodge on a painting.

Investing in Community - Supports Services

Community Leaders Change Lives. In 2014, the Burrstone Road Associates, LLC donated the Ilion Mall in Ilion, NY to the Herkimer ARC. Plans are similar to those executed at the Business Park: renovations and upgrades to the facilities to support local manufacturing projects and leasing commercial space. The Herkimer ARC pays taxes to area communities on all business enterprises that do not directly employ or provide services or housing for individuals with disabilities in accordance with federal/state tax exemption laws. For example, the space utilized by commercial tenants, who are not providing services, is taxable within local municipalities' tax bases. Ultimately, the agency's business ventures generate revenue to offset government cuts to maintain programs or to create new services for people with disabilities.

The Herkimer ARC continues to create and maintain partnerships with for-profit and nonprofit companies to diversify funding streams, to create business and job options, and to provide vital and meaningful programs for people with disabilities. With a \$24 million budget and a \$11.4 million payroll, the agency remains an important area employment leader with employees investing dollars back into the community.

The HARC Business Park continues to grow—creating and maintaining jobs and attracting 15 tenants to renovated commercial space.



Kelly Grimshaw helps to build Remington Arms boxes at the HARC Business Park. Remington is America's oldest gun maker that still makes its original product-guns in the original factory. To increase efficiency and to maintain jobs, Herkimer Industries plans to move the assembly project to the Ilion Mall, which is located several blocks from Remington Arms.

Celebrity Auctioneer Helps Charity Auction Break Records



Ursula Hermacinski will head the 2015 20th Anniversary New York International Wine Auction on Saturday, October 17 as auctioneer.

Herkimer ARC Supporters Change Lives. Not only did the 19th Annual New York International Wine Auction (NYIWA) set another record in 2014 by reaching the highest auction gross of over \$306,000, the Herkimer ARC welcomed Ursula Hermacinski, deemed “goddess of the gavel” by Food & Wine magazine. Over the years, Hermacinski has been invited to work most of the country's top ten benefit wine auctions. She also collaborates with record-holding baseball player Rusty Staub, celebrity chef Emeril Lagasse, and she has worked with Robin Williams, Michael J. Fox, Heather Locklear, and Teri Hatcher.

Proceeds from NYIWA help the Herkimer ARC to support people with disabilities and others in the community to achieve full potential and to live enriched lives. Programs supported include: Guardianship, Spirituality and Self-Advocacy.

Herkimer ARC President/CEO Kevin Crosley commented, “We constantly hear from the community, the Herkimer ARC hosts the best event in the Mohawk Valley and we think that's true. For the 11th year in a row, we've broken our record of raising more funds over the previous years. We owe a great deal of gratitude to our sponsors, donors, our staff and volunteers, among many others. We live in such a generous community.”

NYIWA's 20th Anniversary Celebration is slated for Saturday, October 17, 2015 at the Turning Stone Resort • Casino. NYIWA staff is working in concert with the Turning Stone to plan a weekend of events: from a VIP sponsor reception to overnight accommodations to international wine tastings—culminating in spectacular silent and live auctions and a five-course gourmet dinner that will reflect an anniversary theme.

For a complete listing of 2014 sponsors and donors, please see the back pages of the 2014 Annual Report.

Personal Choice Defines Home



Robert Rowland is learning how to read and he enjoys socializing with his house mates.



Gerry Lopata enjoys his new living space and flat screen TV.

Choices in Home Change Lives. Robert Rowland and Gerry Lopata have two different thoughts about living within a house community and what home feels like. After living in nursing homes for the past 17 years as a double amputee, Rowland and his family craved a change: a positive, home-like atmosphere that did not feel like an institution. He no longer wanted to be cared for by people on shifts—living in a room with a bed and a chair. He wanted staff to support him and to respect his space and to help him regain independence. Before nursing homes, he lived much of his childhood and adult life with his mother, until she passed away.

Lopata, who currently lives with five other gentlemen, wanted a living space of his own—beyond his own bedroom. He retired from work and day habilitation programs and he was set to enjoy some peace and quiet. Herkimer ARC began planning how to help Rowland and Lopata achieve their person-centered goals and dreams. Herkimer ARC residences are considered individuals' homes and staff is there each day to support them in daily living activities and goals.

According to VP - Residential Services Shawn Schultz, living amongst many people is not always easy. "We know in our own daily lives that there are always differences, disagreements, discussions, and compromises in our homes," Schultz said. "This is no different for the individuals we support in Residential Services. Our goal is to provide opportunities and resources to help people live as individualized lives as possible within their current homes with their house mates. We work specifically with the people we support to assist them in having the same living opportunities any of us would have within our own homes."

Finding Home With a New Family. Rowland says he loves his home and the staff. He particularly enjoys going to community events and working on crafts. After living unhappily in nursing homes, he is very happy with his new life at a Herkimer ARC residence. "Since I came here a year ago, I've come a long way," said Rowland. "The people who support me here have taught me how to take responsibility for my feelings and my health. I've lost 35 pounds and I am careful what I eat because of diabetes."

Residence Manager Jessica Lamanna said, "Family is very important to Robert. His sister and his niece see him often, but we've become his family too. He helps cook and he does his own laundry. These are things he could not do at a nursing home."

Rowland also voiced a desire to learn how to read. Staff has been helping him to decipher words and he is also mastering books with the help of technology. He is now content sharing his time playing Wii Bowling and shopping with roommates, going to dances and Bingo, and enjoying social activities. Dinner is shared with his new family each night and he loves sitting on his porch.

Creating Solitude. According to Lopata's Residence Manager Richard Carnright, "After retiring, Gerry voiced that he wanted his own living space that would have a feel of an apartment. Staff set out to change a large storage room, down the hall from his bedroom, into a living room complete with a couch and recliner, refrigerator, and a large 55" flat screen television. Now that he has his own area, we are able to assess Gerry's happiness and his skills for living independently. We've not only honored his request for his own space, we've given him more time alone. We work to ensure he knows what to do in an emergency. He enjoys walking by himself to downtown to pick up a snack during the day."

Lopata is really enjoying his new living area and the solitude. "I wanted my own space. I love my new TV. It has more action and power. I get to watch the shows I want to watch when I want to watch. I really like TV Land and Nick at Nite. I also like when the house is quiet and I can be alone," he said.

HMS Host Honored for Supporting Employees

Employers Change Lives. Career Connections, the employment division of the Herkimer ARC, honored HMSHost and its employee, Michael Wood, with a New York State Office for People with a Developmental Disabilities (OPWDD) “Works for Me” award. The recognition honors selected businesses across New York State that demonstrate employing individuals with developmental disabilities is great for business. The award also recognizes that employees are valued members of the state’s vibrant workforce.

Herkimer ARC President/CEO Kevin Crosley said, “HMSHost and Mike serve as a wonderful example of what a great working employer-employee relationship should be. Mike has a full-time job at the New York State Thruway Iroquois Travel Plaza in Little Falls, he has been employed there for 21 years, and his work is truly valued. Career Connections staff members work every day to find jobs for individuals with disabilities—all who are very willing and capable of working in the community. Sometimes barriers make this search and placement challenging. HMSHost is one of those exemplary companies that have supported our mission to allow individuals to reach their full potential and to live enriched lives.”

Vice President of Day and Community Supports Susan Streeter explained that HMSHost Assistant District Manager Bruce Nadeau and his team go beyond just employing Wood—they have become like family. “Mike lost his girlfriend, Nancy, of over 30 years to cancer. He was given time off to spend the final days with her. His boss and peers attended her services and Bruce keeps a picture of Mike and Nancy on his desk. Such concern and support goes beyond a typical 9 to 5 work setting. In return for being a dedicated and hardworking employee for HMSHost, Mike is supported and is recognized for what he brings to the custodial division,” Streeter said.



HMSHost and employee, Michael Wood, were honored by Career Connections. Those on hand from Herkimer ARC to recognize the honorees include, from left, Career Connections Director Robin Mattox, VP - Day and Community Supports Susan Streeter, President/CEO Kevin Crosley, Mike Wood, HMSHost Assistant District Manager Bruce Nadeau, Employment Services Supervisor Amanda Ortiz, and Employment Services Specialist Nicole Knapp.

Canal Ride Celebrates Abilities



Inspiring People Change Lives. In July 2014, Herkimer ARC staff, Board of Directors members, people supported, and community members gave a warm welcome to John Robinson, Doug Hamlin, and their family and friends, who were participating in a 350-mile disabilities awareness bike ride across New York to bring awareness to abilities. The riders departed from Tonawanda on June 30, stopped at Canal Place/Rotary Park in Little Falls, NY on July 9 to greet Herkimer ARC supporters, and then traveled to Albany on July 11 to help celebrate NYSARC, Inc.’s 65th Anniversary Celebration.

Festivities included a light breakfast and remarks by President/CEO Kevin Crosley. Little Falls City Mayor Robert Peters presented the group with a city proclamation and General Manager of the Mohawk Valley Diamond Dawgs Travis Heiser shared baseball t-shirts. The Herkimer ARC Bridges to Success Gentlemen’s Group presented a special painting featuring a large, colorful tree to represent growth and celebration.

John Robinson and Doug Hamlin are cofounders of Our Ability. Robinson is a congenital amputee from birth and Hamlin is unable to walk due to an accident. Our Ability helps create business opportunities for people with disabilities. The organization also works with businesses and companies to facilitate change, and the two men and other organization members deliver a series of motivational and inspiration talks throughout the United States and world.

John Robinson, left, cofounder of Our Ability and a bicyclist in the Journey Along the Erie Canal, accepts a painting from the Herkimer ARC Gentlemen’s Group artists while President/CEO Kevin Crosley, right, assists with the presentation.

Working to Bring Products to State and National Markets



The Fiberdyne recognition included: Fiberdyne CEO A. Peter Polus III, VP - Industrial Operations Michael Lamb, Fiberdyne VP - Engineering Carl M. Fredlund, Fiberdyne Mechanical Engineer Frederick Ostrander, Fiberdyne Intelligent Transportation Systems (ITS) Sales Director Justin Welyczko, Fiberdyne President/COO Chad Polus, and Herkimer ARC President/CEO Kevin Crosley.

Community Partners Change Lives. During National Disability Employment Month in October, Herkimer Industries (HI), the industrial subcontracting division of the Herkimer ARC, recognized the engineering team of Fiberdyne Labs, Inc., located in Frankfort, NY. Together, HI and Fiberdyne are working to bring high quality LED products to state and national markets. Past project installations include a 14' x 33' LED American flag rendition and a 9' x 12' LED billboard in Times Square in Manhattan at the Times Square Armed Forces Recruiting Station, and a LED Theater Screen at Lehman College. Current projects also include the development and installation of LED signage for the New York State Thruway and LED digital displays at school and universities.

Herkimer ARC President/CEO Kevin Crosley, said, "When I go out and speak about the wonderful things happening at the Herkimer ARC, I always mention Herkimer Industries' partnership with Fiberdyne. The flag project was so special. We joined together veterans and individuals with disabilities along with Fiberdyne's workforce to create what is becoming another iconic landmark in New York City. Our relationship is a win-win. We open markets and bring projects back to our area to strengthen local employment and business. Fiberdyne understands that individuals with disabilities can contribute and that these projects help support our mission to assist individuals to achieve their full potential. I still think the best is yet to come for our organizations."

A. Peter Polus III, CEO, Fiberdyne Labs, Inc., commented, "The flag project helped seal the deal between Fiberdyne Labs, Inc. and Herkimer Industries. These projects help create and maintain jobs in our area. We are proud to be a supporter of employment for people with disabilities and veterans," Polus said.

Seeking What Matters Most to People in Their Lives



Herkimer ARC QA Specialist Jessica French, left, shares POM information with Amanda Jeffreys, who was hired as a part-time interviewer.

Empowering People Changes Lives. Jessica French, a Quality Assurance specialist at the Herkimer ARC, completed the Trainer Certification Process administered by The Council on Quality and Leadership (CQL). French will assist the agency in continuing to develop a culture of person-centeredness by teaching Personal Outcome Measures (POM) interview workshops and related trainings.

The Herkimer ARC was accredited by CQL in May 2014 for its continuing work to promote excellence in person-centered services and supports that lead to increased quality of life for individuals. Services are based upon what matters most to the individuals served.

As a certified trainer, French taught her first four-day course in November 2014 to a group comprised of Herkimer ARC and other area ARCs staff members. French also worked with Amanda Jeffreys, who is supported by the agency, to help her to become a Personal Outcome Measures interviewer. Jeffreys is now a part-time employee of the Herkimer ARC. She will assist in conducting POM interviews with persons supported to gather information to assess what supports are present or not present in people's lives in order to assist individuals and their support teams in individualized planning.

Connecting with Friendships

Friendships Formed to Change Lives. They are bound together by goals and similar interests. For the past year, a new group of five young women has been meeting on Mondays to learn to build and maintain positive relationships with others while gaining meaningful work experiences. They are learning through giving time to projects such as planting flowers in the community and cleaning a local community park. The group also enjoys visiting the Mohawk Homestead, an adult care residence for the elderly. The women chat and play games with the seniors,—learning to get to know others in their community while having fun.

According to Valerie Eaker, a Herkimer ARC direct support professional, “They are a positive group and they all get along very well together. We are always looking for community sites where we can interact with people and help out our community.”

The Women’s group is one of various other volunteer/social groups at the Herkimer ARC. The groups’ goals are to integrate with community members and to understand and teach the value of being involved and giving back to help others. Each week throughout the year, volunteer groups go to community organizations, such as the National Center for Missing & Exploited Children, to help with mailings. They also fold church bulletins and help clean firehouses, among other activities.

These groups also learn to give back to a generous community. In 2014, several groups hosted a food drive and collected hundreds of pounds of food and canned goods for the local food pantries. Another group delivered school and art supplies for children, who participate in a Head Start program, and canvas bags full of personal care items to seniors.



Friends connecting in a Women's Group include, from left, Lacey Jennings, Tara Tanner, Kelly Grimshaw, Maryellen Doane, and Robin Goldstein. The group loves planting flowers.

Getting a Start on Fulfilling a Dream



Tom Bergen works on an engraving machine at All Events Engraving in Little Falls, NY.

Passion for Work Changes Lives. Career Connections, the employment division of the Herkimer ARC, assists people with disabilities and others in the community, who are seeking employment to obtain meaningful work based on each person's needs, desires, and abilities.

Career Connection staff assisted 83 individuals to secure community employment in 2014. After a job placement survey, 100 percent of the employers who hired these individuals were satisfied with Career Connection's assistance and 100 percent of the individuals employed were happy with their jobs. Tom Bergen is one of those individuals. He graduated from Mohawk Valley Community College in May 2014 with a degree in Graphic Arts Technology and a certificate in Small Business Management.

Bergen, who is diagnosed with autism, wanted to work in a profession he is passionate about: sign making. He connected to a Herkimer ARC job developer, who asked questions such as transportation needs, work hours, benefits, and more. Bergen was then connected to All Events Engraving, a local business that specializes in engraving and graphic design, which is located in Bergen's home town. His job entails working on specialized engraving equipment, creating designs for plaques and gifts in computer graphics software, and designing, fabricating, and assembling plaques, trophies, and awards.

Manager Mike Malinowski said, “We love Tom. He is a wizard on the computer. He is willing to work at all times and he's interested in all aspects of the business. He is also great with our customers.”

Bergen commented, “I absolutely love my job. I enjoy engraving and working with the technology. I am working at what I love.” His ultimate dream: to someday own a sign company. He thinks he's gotten a great start.

Joining Missions to Employ People



The MVRCR recognition included: Herkimer Industries VP - Industrial Operations Michael Lamb, HI Contract Sale Rep John Scarano, Herkimer ARC Recruiter Lisa Colangelo, Employment Coordinator Tatiana Naumenko and Employment Specialist Kpaw Lay, both from MVRCR, Herkimer ARC President/CEO Kevin Crosley, and HARC Business Park Production Manager Burt Belden.

Partnerships Change Lives. Herkimer Industries (HI) honored the Mohawk Valley Resource Center for Refugees (MVRCR) in December 2014 for supporting a work project by providing quality workers.

Herkimer ARC VP - Industrial Operations Michael Lamb presented a Certificate of Appreciation at a luncheon, which acknowledged MVRCR's commitment to community and for upholding Herkimer ARC's mission.

"The Center for Refugees' mission is to help individuals to achieve independence and self-sufficiency by developing products and services that enable us to build community," Lamb explained. "The Herkimer ARC works to empower people through creating work. Herkimer Industries needed to quickly put together a reliable, efficient, and hardworking workforce to work off site to construct over 8,000 point of purchase displays for Walmart in Sharon Springs, NY. HI's workforce was already engaged with other jobs. The Center provided us with 20 individuals to help complete this task. MVRCR's workers were outstanding and we actually finished the project before the end date. It is wonderful to see the potential in partnerships within our community and we hope to work with the Center again."

"Companies who partner with us with subcontracting projects expect quality work and services. In supporting our work, we in turn employ people, both disabled and non-disabled, who are enthusiastic and who bring many talents to the workplace. In the end, jobs empower individuals with disabilities to live enriched lives both at home and in their communities." Lamb added.

Making a Commitment to People with Disabilities



Circle of Friends Erie Canal Cruise Social - June 2014.

Supporters Change Lives. The Herkimer ARC sponsors a Membership Drive each year, which attracted 1,376 members in 2014. Businesses, families, and individuals support the mission and help to advocate for individuals with disabilities and their families with local, state, and national representatives and organizations.

Additionally, eighty-two Circle of Friends members meet socially twice a year and to date, individuals have donated \$379,000 to support the Herkimer ARC Endowment Fund. Members are building funds which will provide financial support for unfunded or under-funded programs and services of Herkimer ARC. Each member of the Circle of Friends pledges a minimum of \$1,000 per year for five consecutive years. A member can be an individual, a couple, a family, or a business. *For a complete listing of 2014 Circle of Friends members, sponsors and donors, please see the back pages donor pages of the 2014 Annual Report.*

2014 Donors & Sponsors

Changing Options. Changing Lives.

Members of the William H. Privett Giving Tree

Dr. & Mrs. Jaime De Paredes
Friends of William H. Privett
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