

accomplish

join

involve

Unite

enrich renew

achieve



Transformation:

Our Journey of Change

expand



choice

listen

advance

opportunity

excellence

growth

connect

community



strength

Herkimer ARC
2015 Annual Report



Our Finances

2015 Income by Source

Total Revenues \$23,643,137

Program Related Services	\$17,266,098
Herkimer Industries Sales	\$5,480,902
Fund Development	\$427,954
Other Revenues	\$468,183

2015 Total Expense by Type

Total Expenses: \$23,118,968

Wages	\$11,631,839
Employee Benefits	\$2,702,121
Program Related Expenses	\$8,405,181
Other Expenses	\$379,827

Net Surplus: \$524,169

2015 Finances Unaudited.*

* Audited financial statements were not available at the time of printing the 2015 Annual Report.

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

2014 Finances Audited.

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Herkimer ARC
www.herkimerarc.org

Herkimer Industries:
www.herkimerindustries.com

New York International Wine Auction:
www.nyiwa.com

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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.”

Transformation: *Our Journey of Change*

A Message from our President/CEO and Board Chair:

As we look back on 2015, a number of significant initiatives jump out, which include being honored as one of five worldwide recipients of The Council on Quality and Leadership (CQL) 2015 International Award of Excellence. The award serves as a testament to how HARC continually incorporates our values into our innovative employment initiatives, as well as embraces change and transformation, to continually strive to provide opportunities for people we support.

As our industry continues to transform, so do we—willing to take reasonable risk to ensure supports and services continue well into the future, regardless of how funding streams are altered. Our focus on generating non-Medicaid revenue for the agency is really beginning to play a major role in our success and we realized the importance of that throughout 2015.

Overall supports and services remain strong as we continually strive for person-centered excellence. We cannot let the strain of bureaucracy asking us to provide more with less get us down. Our advocacy must remain relentless, as there has never been a time in recent history where it is needed more. Many people depend on us to continue to enrich the lives of their family members and we will not disappoint. We know you're counting on us and we accept that challenge.

Sincerely,



Kevin Crosley
President/CEO



Robert K. Watkins
Board of Directors Chair



Kevin Crosley



Robert K. Watkins



◀ The Herkimer ARC was honored with a 2015 International Award of Excellence by The Council on Quality and Leadership (CQL). This award highlights Herkimer ARC's development of work opportunities for people with intellectual and developmental disabilities, while maintaining quality supports and service delivery in a non-certified setting at the HARC Business Park.

The Herkimer ARC was one of five international recipients including organizations from Galway, Ireland, Fargo, ND, Pierre, SD, and St. Louis, MO.

The Business Park on E. German Street in Herkimer, NY, has evolved into the leading example and model of what an integrated work site and business might look like in New York State in the future.

Herkimer ARC President/CEO Kevin Crosley, right, congratulates members of the Compliance and Quality program, from left, Compliance and Quality Director Richella Abell-Hawes, Executive Vice President - Supports & Services Lorene Bass, and Quality Assurance Specialist Jessica French for leading the work which garnered the CQL International Award of Excellence.

▶ Herkimer Industries, Herkimer ARC's subcontracting division, achieved record sales of \$5.46 million—a 24 percent growth over 2014.

Workers at Herkimer Industries fulfilled two separate projects for Walmart to build, populate, and deliver over 18,000 Back to School and Black Friday holiday displays for 700 stores from Maine to Virginia.

From left, Herkimer Industries Sales Representative John Scarano, looks on as John Wilson and Brian Handy build out a display for Walmart's Back to School sales at an East Herkimer work site.





Lorene Bass



Anthony Visconti



Carrie DiMaria

▲ President/CEO Kevin Crosley announced key promotions and an appointment to the Herkimer ARC's Executive Team in 2015.

Lorene Bass was promoted to Executive Vice President - Supports and Services. She also serves as the agency's Corporate Compliance Officer. In this role, Bass will continue to lead Compliance & Quality as well as Day & Community Supports, Residential Services, and the Clinic Services division and associated programs. Bass has over 16 years of experience supporting individuals with disabilities.

Anthony Visconti was promoted to Executive Vice President - Business Operations/Chief Financial Officer. He has over 25 years of financial experience, serving as Chief Financial Office since 2004. In his new role, Visconti leads Financial Services, Purchasing, Human Resources, Business Development, Fund Development, Industrial Operations, and Information Technology.

Carrie DiMaria was appointed to Vice President - Human Resources. She comes to the Herkimer ARC with over 17 years experience in the human resources field; 15 of those years as a Human Resources Director and member of senior management.



Mohawk Valley Region Accessible Recreation Park

▲ The capital campaign to create a Regional Accessible Recreation Park in Herkimer, NY reached the goal of raising over \$1 million with grants and corporate and individual donations. As part of that tally, the Herkimer ARC was awarded an Environmental Protection Fund Municipal grant of \$394,334.00 from the New York State Office of Parks, Recreation, and Historic Preservation.

The Herkimer ARC, in collaboration with the Village of Herkimer, will create a regional asset that will provide recreation for people of all abilities. The park will include age designated play areas, a fitness trail and stations, basketball court, bocce courts, a bandstand, softball field, public pool—all of which will accommodate individuals with disabilities. The vision is that the park will become a destination for individuals, families, and organizations from throughout the Mohawk Valley and beyond.



◀ The Herkimer ARC began offering the STEPS (Supportive Training & Education: A Plan for Success) program at Herkimer College in 2015. The goal of the program is to create community integrated supports through a community based integrated learning environment that assists individuals in moving forward in career choice, vocational exploration, and life skills acquisition. STEPS utilizes a person-centered, whole person approach to support the person with a disability in the life they choose. Activities include classroom instruction and campus and community activities to help individuals transition into competitive employment.

From left, Jessica Medina, Caroline Sharpe, and Merle VanDyke work on their written communication skills in class, which outlines email writing, building a resume, filling out applications, and creating a portfolio.

▶ The 20th Anniversary New York International Wine Auction (NYIWA), one of the northeast's premier wine events, wrapped up by setting yet another record in 2015 by reaching the highest auction gross of over \$312,000 at the October event.

Sponsors for 2015 included: Event Sponsor: WUTR - Eyewitness News. Tasting Sponsor: Scalzo, Zogby & Wittig, Inc. Toasting Sponsor: The Bonadio Group. Anniversary Dinner Wine Sponsors: Robert O. Morris and John and Jackie Romano. Chateau Sponsor: Neckermann Consulting. Auction Paddle Sponsor: Romanelli Communications.

Dinner wines and water sponsors also included Ilion Wine & Spirits, Drew and Donna Goodbread, and Johannes and Ljiljana Neckerman.

Seated from the left, John and Jackie Romano, along with Kelly and Jace Volo. The Romanos were Dinner Wine Sponsors, along with Robert O. Morris, who is not shown in the picture. Standing back from the left, NYIWA representatives Dominic Frank, Abigail Owens, and Johannes Neckermann.





▲ One of the highlights of NYITWA's 20th Anniversary was Syracuse University Men's Basketball Coach Jim Boeheim and his wife, Juli, attending the auction to present a \$10,000 check from the Jim and Juli Boeheim Foundation. The grant will be utilized to refurbish the basketball court for the recreation park that the Herkimer ARC is building. Along with a special court surface, the basketball hoops will raise and lower to adjust to individual heights, including for people with wheelchairs.

The Foundation strives to enrich the lives of kids in need within the Central New York community, as well as, provide support for eliminating cancer through research and advocacy.

Those on hand to accept the \$10,000 check include, from left, HARC Community Park Campaign Co-chairperson Chip Hummel, Jim Boeheim, Juli Boeheim, and Herkimer ARC President/CEO Kevin Crosley.



▲ The Herkimer ARC continues to develop and revitalize the Ilion Mall, which was donated to the agency by the Slocum-Dickson Foundation in December 2014, to maintain and create jobs in the community. A 2015 grant from The Community Foundation of Herkimer & Oneida Counties helped to improve loading docks, which were instrumental in helping Herkimer Industries to fulfill an order of 6,000 Black Friday sales displays for 700 Walmart stores from Maine to Virginia.

A lease was also signed by the Regional Primary Care Network of Rochester, NY with a planned opening of a health center committed to providing access to compassionate, individualized healthcare, regardless of financial, cultural, or social barriers.

Left to right, Randy Meetze and Anna L. Gary help fill Back to School displays for a Walmart project in the warehouse section of the Ilion Mall.



Small business staff and Herkimer ARC and Herkimer County Chamber of Commerce employees welcoming the public to an Open House at the HARC Business Park, included, front from left, former employees of the Herkimer County Industrial Development Agency: Rebecca Ingersoll, Lillian Oram, and Mark Feane, Jessica Baggetta, PURE Salon, Hollie Raux Palmieri, HollieWood Dance & Fitness, Crystal Hein, Crystal Clear Nutrition, Lori Smith, Herkimer County Chamber, and Captain Jerry Gertz and Jacqueline White, Erie Canal Cruises. Back row from left, John Scarano, Herkimer County Chamber, and Kevin Crosley, Herkimer ARC.

► Four new board members were sworn in to serve three-year terms at the Herkimer ARC's Annual Meeting, including: Alfred Amendolare Jr., who is the CFO/General Manager at Fiberdyne Lab, Inc.; Andria Heath, who is the Executive Director of the Utica Zoological Society; Laura Kiefer, who is Chairperson of the Herkimer County Family Support Services, Co-chairperson of the CNY East Region Family Support Services, and a member of the Herkimer County Subcommittee and Board of Visitors; and Joseph Tomaino, who is the Vice President of Operations at Newport Telephone Co/NTCNet. All of the new board members are extensively involved in leading and supporting community organizations.

Board of Directors Chair Robert Watkins, left, is joined by President/CEO Kevin Crosley, right, to welcome new board members, from left Joseph Tomaino, Alfred Amendolare Jr., Laura Kiefer, and Andria Heath.

◀ The Herkimer ARC continued to develop the HARC Business Park, a 120,000 sq. ft. facility that houses 17 tenants—from Herkimer BOCES to the Herkimer County Chamber of Commerce. Additionally, the industrial manufacturing site provides jobs in assembly and packaging for people with and without disabilities to create an integrated work setting.

In May, the Herkimer ARC joined with the Herkimer County Chamber of Commerce's Business After Hours event to welcome the public and members to tour the renovations of the facility and to meet the small business owners.

In late 2013, the Office of Governor Andrew Cuomo announced that the Herkimer ARC was awarded a \$250,000 grant through the Regional Economic Development initiative to fund window installation and refurbishment at the business park. In 2015, the project of replacing 311 second phase double windows was completed. There are 359 double windows in total throughout the complex.

The window project dramatically improves the overall appearance of the building and increases energy efficiency by 40 percent. The project also helps insure the longevity of the building by keeping the weather outside and reducing the amount of structural damage over time.





▲ Hundreds of art admirers visited Herkimer College's Cogar Gallery from April 23 to May 31 to see the works of twenty eight artists, who are supported by the Herkimer ARC. The exhibit, “Emphasizing Possibilities...Recognizing Abilities,” showcased 82 pieces of arts—from pottery to paintings to illustrated books.

The show featured beautiful paintings and furniture painted and repurposed by a group of men supported by Day & Community Support Services, who turn trash into treasure. The Gentlemen’s group has won various awards including recognition at the View in Old Forge, NY.

The Herkimer ARC also hosts visiting artists, who teach pottery and book writing and illustration classes. Individuals created lovely pottery and whimsical books for exhibit. Another artist designs wonderful and detailed pictures on an Etch A Sketch. Still several other artists participating in the show have had their work shown throughout New York State at galleries, colleges, and libraries.

Several of the artists from the Gents Day Habilitation group showing off their artwork to Herkimer ARC President/CEO Kevin Crosley, center, include from left, Joseph Lubey, James McCauley, Michael Dodge, and Robert Erb.



▲ Career Connections, the employment division of the Herkimer ARC, honored GEMS Along the Mohawk of Herkimer, NY, and employee, Daniel Lincourt, with a New York State Office for People with a Developmental Disabilities (OPWDD) “Works for Me” award.

The state recognition honors selected businesses across New York State that demonstrate employing individuals with developmental disabilities is great for business. The award also highlights that employees are valued members of the state’s vibrant workforce.

Lincourt works in the custodial division ensuring the inside and outside of the businesses are clean and welcoming to patrons. GEMS works closely with the Herkimer ARC to assist individuals to obtain and maintain employment. If a position becomes available or if temporary workers are needed, GEMS staff contact the Herkimer ARC to allow individuals with disabilities to apply for the opportunity to work there. Additionally, in July 2015, GEMS hosted a community event to celebrate the 25th anniversary of the signing of the Americans with Disabilities Act.

Herkimer ARC honored GEMS Along the Mohawk and employee Daniel Lincourt with an “Works for Me” award. The presentation included Career Connections staff, from left, Robin Mattox, Director, Amanda Ortiz, Assistant Program Director, Brittany Edwards, Employment Specialist, Daniel Lincourt, Renee Scialdo Shevat, President/Owner Herkimer Diamond Mines, Inc., Susan Streeter, Herkimer ARC Vice President - Day & Community Supports, Amanda Young, Retail Associate, Melody Milewski, Manager, and Kevin Crosley, Herkimer ARC President/CEO.

Staff and board members, individuals supported, family members, and guests joined together to celebrate at the Herkimer ARC's 2015 Annual Meeting in May. Several individuals were honored for their inspiration and dedication to supporting those with disabilities. Special presentations included the Inspiration, Person-to-Person, Volunteer of the Year, and Employee of the Year in Memory of Gail W. Brown awards. Additionally, Deborah Clark, Patricia DiFillippo, Robert Sommer, Rita Lynch, Craig Cureau, Lisa Gifford, Marianne Miller, and Karen Peterson were honored for 20 to 35 years of service.



◀ The Inspiration Award is presented each year to an individual who faces the challenges of a disability with a positive spirit to inspire others; who serves as a role model; and whose contributions enhance quality of life for friends, family, and the community.

Dawn Liddle, left is congratulated by President/CEO Kevin Crosley as she was honored with the Inspiration award for her compassion, intelligence, consideration, and sensitivity to others. As a talented artist, Liddle not only shares her artwork in shows throughout New York State, she also works to assist with teaching art and crafts projects for senior citizens, and she volunteers at various places throughout the community including helping with crafts at the Mohawk Homestead. Those who support Liddle says she is selfless and does good deeds for others without expecting anything in return.

▶ The Volunteer of the Year Award recognizes a volunteer with the following attributes: substantial accomplishments that have a positive impact; promotes empowerment of individuals supported; exhibits dedication and commitment; and motivates others.

Ronald George, center, is thanked for his outstanding support as a member of the Herkimer ARC Board of Directors by left, Board of Directors Chair Robert Watkins, and right, President/CEO Kevin Crosley.

George has been a board member since 1997. He has held various board officers positions including Board Chair, and he currently serves as Vice Chair. He has served on the NYSARC, Inc. Board of Governors, and has been a dedicated member of various board committees including: executive, finance, strategic planning/quality assurance, ethics & compliance, among others. By giving countless hours, George is dedicated to Herkimer ARC's mission of helping individuals with disabilities and others in the community to achieve their full potential and to live enriched lives.





▲ The Person-to-Person Award recognizes individuals in the community who show compassion and respect; demonstrate unconditional love and acceptance; and enable individuals with disabilities to achieve their full potential.

Carly Gassmann, a then high school senior at Central Valley Academy, was presented the award for her special relationship and support of an individual who receives services. She worked with Nicole Beach to help her to sing the National Anthem at Herkimer ARC's 5K run. After that event, they entered the talent contest at the Herkimer County Fair. The two have built a special friendship that continues as Gassman moved to college in the fall.

Board of Directors Chair Robert Watkins, left, is joined by President/CEO Kevin Crosley, right, to congratulate Carly Gassmann, second from left, and Nicole Beach for their special and lasting friendship.



▲ The Employee of the Year Award in Memory of Gail W. Brown recognizes an Herkimer ARC staff member, who has demonstrated the dedication and commitment, the creativity and vision, and the unconditional love for people with disabilities that Gail W. Brown exemplified in her service to community.

Dominic Frank and Karen Peterson were honored for their dedicated service as co-recipients of the Employee of the Year award. Both retired in June 2015 after serving 41 and 35 years respectively. Frank served as VP - Fund Development and Peterson served as VP - Human Resources.

Board of Directors Chair Robert Watkins, left, is joined by President/CEO Kevin Crosley, right, to thank Dominic Frank second from left, Karen Peterson for their dedicated long-term service and their commitment to Herkimer ARC's mission.



community

◀ In July, members of the Herkimer ARC's Self Advocacy Group: People Are Beautiful, staff, and individuals supported welcomed renowned entrepreneur, motivational speaker, and advocate for people with disabilities—John Robinson for lunch. His group took a break during their Journey Along the Erie Canal, an ambitious twelve-day bicycle ride across upstate New York via the scenic and historic Erie Canalway Trail.

Robinson, along with Our Ability cofounder Doug Hamlin, family members, friends and supporters biked, ran and walked the trail on their way to Albany to celebrate the 25th Anniversary of the American with Disabilities Act to raise awareness of the work still to be done in so many areas to support access to employment and physical inclusion.

▶ Herkimer ARC and Herkimer Industries joined with NYSID, the leading source of Preferred Source job opportunities for New Yorkers with disabilities, to help beautify a children's play area in a park in Ilion, NY in September. The project was one of more than 20 NYSID events taking place statewide celebrating work by working.

Through these joint, statewide community service projects, the Herkimer ARC and NYSID sent a unified, heartfelt message of gratitude to legislators, and business and community leaders across New York State for creating employment opportunities for individuals with disabilities.

Those helping with the project included, from left, Michael Lamb, VP - Industrial Operations, Pam Miller, Susan Streeter, VP - Day & Community Supports, Shiela Mathews, Line Supervisor, Ernie Savage, Kevin Crosley, President/CEO, Sara Erickson, NYSID, Suzanne Bakiewicz, National Business Development Director, Frank Reid, VP - Strategic Development, Barb Urich, Production Supervisor, and John Scarano, Contract Sales Representative.



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