

2019 Annual Report



Arc Herkimer 1969-2019

Our Finances

2019 Income by Source

Total Revenues: \$27,624,536

Program Related Services	\$18,275,021
Herkimer Industries Sales	\$7,540,213
Fund Development	\$575,088
Other Revenues	\$1,234,214

2019 Total Expense by Type

Total Expenses: \$27,029,571

Wages	\$12,707,421
Employee Benefits	\$2,717,040
Program Related Expenses	\$10,787,815
Other Expenses	\$817,295

Net Surplus: \$594,965

2019 Finances Audited

2018 Income by Source

Total Revenues: \$26,725,868

Program Related Services	\$18,215,942
Herkimer Industries Sales	\$7,183,364
Fund Development	\$359,406
Other Revenues	\$967,156

2018 Total Expense by Type

Total Expenses: \$26,282,903

Wages	\$12,773,094
Employee Benefits	\$2,589,072
Program Related Expenses	\$10,048,801
Other Expenses	\$871,936

Net Surplus: \$442,965

2018 Finances Audited

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Arc Herkimer

www.archerkimer.org



Our 2019-20 Board of Directors

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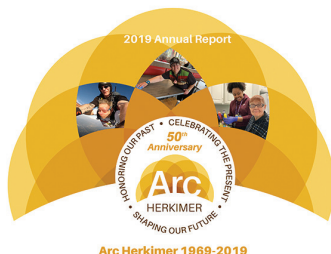
Jeanne De Paredes

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President/CEO

Kevin Crosley



Photos on Front Cover:

From left: Paul D'Amelio skydiving; Robin Goldstein working; Alice Nagel tie-dyeing t-shirts with her DSP.

Our Mission:

“Empowering people with disabilities and enriching lives throughout our community.”

To Our Valued Supporters,

This past year marked a very special one in Arc Herkimer’s history—the 50th anniversary of the agency’s inception. In light of the incredible milestone, we held a number of special events throughout the year to honor our past, celebrate our present, and shape our future.

Striving to provide first class services to the people we support and their families is and will continue to be our number one priority. Consequently, we have been very active in making sure that our voices are heard by our legislators, as well as throughout our community. By increasing our brand awareness, we are reaching greater opportunities for potential within our agency.

While a lot may have changed in the past 50 years, one thing that remains certain is that we will strive to continue upholding our mission, despite the many challenges facing our industry. We are implementing progressive plans to move our agency forward throughout all areas of operation, and we are very much looking forward to what the future holds for Arc Herkimer.

Thank you for your unwavering support.



Kevin Crosley
President/CEO



Harrison Hummel IV
Board of Directors Chair



Kevin Crosley



Harrison Hummel IV

January

•People Are Beautiful Fight For Rights

People Are Beautiful Self-Advocacy Group Fights For DSP Rights

▼ Members of Arc Herkimer's DSP Advisory Committee, and the People Are Beautiful Self-Advocacy Group, traveled to the New York State Capitol in Albany on January 10th to take part in a #bFair2DirectCare Campaign Kick-Off Rally.

The goal of the campaign is to work with State Legislators for further support for Direct Support Professionals (DSPs) to earn the fair, living wage they deserve.



Back row, from left, Dylan Brown, Supports Manager, and members of People Are Beautiful, Renee Gollegly, Amanda Jeffreys, Brian Wedemeyer, and Jason Yero. Front row, left, Amanda Garcia and Tazlin Dicob, both DSPs.

Tom Bergen Memorial Bowling Tournament Raises \$3,000 to Support Autism Programs at Arc Herkimer

► The Bergen family of Little Falls announced the Tom Bergen Memorial Autism Awareness Bowling Tournament, held February 23rd and 24th at RD's Gorge View Lanes in Little Falls, raised \$3,000 to benefit the Autism program at Arc Herkimer.

The no-tap doubles team of Carrie Knopka Bass of Herkimer and her brother, Jay Knopka of Ilion, were presented trophies and cash prizes for logging in the highest scores. To date, the Bergen family has raised \$9,000 in memory of their son and brother, Tom, who was diagnosed with Autism, and passed away unexpectedly in 2016.



Tammy Helmer-Bergen, center, presents Jay Knopka, left, and Carrie Knopka Bass, right, with trophies and cash prizes for winning no-tap doubles.



Front row from left: Carrie and Dan Bass, Jeremy and Vicki Ruffule, Tera Piper. Back row from left: Kayla Pomichter, Lisa Pomichter, Linda Putman, and Jay Piper.

Agency Employees Enjoy Annual Staff Gala

◀ Arc Herkimer's Annual Employee Gala was held at Vernon Downs Casino and Hotel. Staff enjoyed dinner, drinks, dancing, and a lot of fellowship. The agency handed out several prizes throughout the evening to thank staff for their dedication. Arc Herkimer holds the annual gala to thank employees for all of their hard work throughout the year.

February

•Tom Bergen Memorial Bowling Tournament

•Arc Herkimer Employee Gala

March

•America's Greatest Heart Run & Walk

Arc Herkimer Team of Thirty Braves the Cold, Walks in America's Greatest Heart Run Walk

▼ A team of thirty Arc Herkimer employees participated in America's Greatest Heart Run Walk on Saturday, March 2nd, braving the snow and cold for the cause—and to continue celebrating the agency's 50th Anniversary all while “Building Community”.



Staff walking included Richella Abell-Hawes, Sheryl Amidon, Elizabeth Anelli, Lorene Bass, Kevin Crosley, Kaylyne Edick, Timothy Garren, Tammy Helmer-Bergen, Shayna Huyck, Lorri Ingersoll, Ashley Jones, Mike Lamb, Jackie Lewis, Catherine Loomis, Miranda Meinzer, Audrey Piccione, Frank Reid, Jessica Salvagni, Cindy Schrader, Carolyn Stone, Paul Stone, and Patricia Tutty and family.

Administrative Professionals Honored For Their Dedicated Contributions to Agency

▼ Arc Herkimer celebrated Administrative Professionals' Day on April 24th, recognizing our administrative assistants and the wonderful work they do each day to support our mission, individuals supported, and staff!



Supports & Services staff honored include, from left, Kendra Tillinghast and Melissa Johnson, both administrative assistants, Cindy Hailston, Human Resources assistant, Virginia Koch, administrative assistant, Shelley Florian, supervisor, and Janet LaRock, administrative assistant.

April

•Administrative Professionals Day

May

- Charter Day Celebration
- Project Respect Essay Contest

Agency Hosts Charter Day Birthday Party to Celebrate 50 Years of Empowering People and Enriching Lives

▼ Arc Herkimer celebrated its 50th anniversary on May 3rd, 2019 with a charter day party! Dancing, cake, and proclamations encompassed the event, which was planned to honor the agency's history.

Arc Herkimer began in May of 1969 when a group of parents asked the question: "Who will care for our children and what will they do when they reach the age of 21?" Early programming started with a summer camp, where 20 children and teens were enrolled. Throughout the years, Arc Herkimer has embraced a mission to empower people and to enrich lives. Thanks to dedicated board members, staff, volunteers, and the community—for 50 years, Arc Herkimer has grown from a group of loving parents looking for programs for their children to nearly 400 staff members providing vital and meaningful services to approximately 633 individuals with disabilities.



Gregory Malta, Herkimer County Legislator District 1, presents Arc Herkimer President/CEO Kevin Crosley and Board Chair Harrison Hummel IV a proclamation declaring May 3rd "Arc Herkimer Day" at the 2019 charter day birthday party for the agency.

Local Fifth Graders Note Importance of Inclusion in Project Respect Essay Contest

▼ Six Herkimer County schools participated in Arc Herkimer's 2019 "Project Respect" Fifth Grade Disability Awareness Essay Contest. Essay winners, along with parents and teachers, were honored at a luncheon. Schools were asked to take part in the learning through language project to increase community understanding of the abilities and contributions made by people with developmental and other disabilities. The essay winners were each given a certificate and a gift card to Walmart. Each participating school's fifth graders were asked to answer the question: "How can you treat people with disabilities with the respect everyone deserves?"



Front row, from left, Project Respect winners include Walter Parent III (Town of Webb Union Free School), Molly Brien (Jarvis Middle School), Kaylee Usyk (West Canada Valley Elementary), Tarah Deserre (Frankfort/Schuyler Elementary). Winners missing from photo: Talia Misiewicz (Owen D. Young Elementary) and Miley Medina (Dolgeville Middle School).

The winners were congratulated by Arc Herkimer staff and People Are Beautiful (PAB) self-advocacy members including, back row, from left Mary Rose Trask (PAB), Arc Herkimer President/CEO Kevin Crosley, Scherry McGee (PAB), Arc Herkimer Assistant Director Compliance and Quality Jason Marlowe, Tuesday Beach (PAB), Bruce Archer (PAB), Brian Harrigan (PAB), Amanda Jeffreys (PAB), Brian Wedemeyer (PAB), Jason Yero (PAB), Renee Gollegly (PAB) and Sandy Stoltz (PAB).

Founders Celebration Held to Commemorate 50 Years

▼ Arc Herkimer held a Founders Celebration for the agency in June, to commemorate fifty years since the agency's inception. The party included toasts, speeches, food, and fun for everyone.



Arc Herkimer Board Chair Harrison Hummel IV, Past Chair Robert Watkins, and President/CEO Kevin Crosley joined Board Member Emeritus Jeanne De Paredes and Founding Family Members Judith Piana, Marion Lawrence, and June McCarrell for a picture at the founders celebration.

June

- Founders' Celebration
- Arc Herkimer Golf Open
- Arc Park Community Festival
- Heart & Sole Awareness 5K

Agency Holds Annual Heart & Sole 5K Race, Arc Park Community Festival

Arc Herkimer's Annual Heart & Sole Awareness 5K and Arc Park Community Festival was a big hit! The events were amped up for the agency's 50th anniversary celebration--face painting, pie-in-the-face, contests, food, games, and much more made for a day filled with family fun for the whole community!



▶ Assistant Supports and Services Director Ashley Jones gives the signal to start the kids run.

Hole-in-One Makes History at Golf Open

▶ Arc Herkimer Executive Vice President of Business Operations and CFO Anthony Visconti, PGA Pro Mark Lane, Mike McCoy, and President/CEO Kevin Crosley pose for a quick picture after McCoy's historic Hole-in-One at Arc Herkimer's Annual Golf Open in June 2019.



▶ Vice President of Quality & Compliance Richella Abell-Hawes, gets ready to pie Safety Officer Tim Klock in the face.



Six Arc Herkimer Employees Participate in Boilermaker Charity Bib Program

▼ Arc Herkimer was one of 11 organizations named as a 2019 Charity Bib partner for the July Boilermaker Road Race. Six employee runners wore bibs and ran the race to raise a minimum of \$500 each to help fund installation of drinking fountains in Arc Park.



The organizations were selected by a committee of volunteers organized by Boilermaker Community Outreach Director Rebecca Kearns. Since its inception in 2013, the Boilermaker Charity Bib program has raised over \$600,000 for area non-profits. Arc

Herkimer's runners included Angela Cook, Shayna Huyck, Keith Johnson, Brittany Neff, Abigail Perkett, and Audrey Piccione (missing from photo).

Arc Park Concert Series a 'Big Hit' with Community

► Arc Herkimer hosted a free summer concert series at Arc Park in Herkimer for area residents and families. Concert-goers enjoyed music from bands like Last Left, The Swamp Drivers, Fritz's Polka Band, Kenna Dee & Scot Raymond, 3 Inch Fury, Gridley Paige, and Max Scialdone.



The Swamp Drivers play music for a large crowd during the summer concert series.

The concert series was brought to Arc Park in celebration of Arc Herkimer's 50th Anniversary and by the generosity of The Bull Family Fund, a donor-advised fund of The Community Foundation of Oneida and Herkimer Counties. Arc Park continues to enrich lives by bringing together people of all abilities for a unique recreational, wellness, and social experience that fosters community for all. The park provides recreation with special playground equipment and surfaces, age-designated play areas, a bandstand, family pavilions, fitness trail, softball/Little League field, basketball court, bathrooms, and more.

Humor Committee Holds Summer Ice Cream Social

► *Healthcare Education Specialist Amanda Aiello, RN, and Vice President of Industrial Operations Mike Lamb serve scoops during the summer ice cream social for our programs.*



Arc Herkimer Night at Diamond Dawgs is a 'Home Run'

◀ Arc Herkimer celebrated a win at a Diamond Dawgs baseball game. People supported and staff had a great time enjoying some baseball and supporting the Diamond Dawgs!

July

- Utica Boilermaker Charity Bib Participation
- Arc Park Summer Concert Series
- Arc Herkimer Night at Diamond Dawgs Baseball Game
- Humor Committee Ice Cream Social

Career Connections Wins National Award for Project SEARCH® Program's Job Placement Success

Career Connections, a division of Arc Herkimer, won the Employment Outcome Award for their Project SEARCH® collaboration with Herkimer College. Project SEARCH® is a national program that aims to place people with disabilities in fulfilling jobs throughout the community after their graduation.

In order for a program to qualify for the award, it needs to include jobs with a minimum of 16 hours a week, minimum wage pay, an integrated setting, and non-seasonal status. The Project SEARCH® Program placed over 80% of 2017-2018 graduates into jobs that met those requirements. The Project SEARCH® Class kicks off in the beginning of September, with students graduating in May and then starting the job search process.



▲ *Career Connections Director Catherine Loomis accepts the Project SEARCH® award at a conference in California.*



▲ *Project SEARCH® Interns and Staff in front from left, Catherine Cromie and Sonya Farrington. Back row, from left, Outreach Director Robin Mattox, Employment Services Specialist Nicole Knapp, Ashley Barron, Shannon Cromie, and Dr. Robin Riecker from Herkimer College.*



▲ *From left to right: Vice President of Quality and Compliance Richella Abell-Hawes, Executive Office and Special Events Manager Jackie Lewis, President/CEO Kevin Crosley, Vice President of Industrial Operations Mike Lamb, and Vice President of Human Resources Sarah Feola get ready for the Little Falls Canal Days Parade.*

August

- Career Connections Wins National Award
- Agency Summer Fun

▼ *From left to right: Shelley Florian, Kendra Tillinghast, and Lea Ruiz enjoy their BBQ food served by the Executive Team.*



▼ *A great turnout at "Learn & Play: A Wellness Fair for Kids" at Arc Park in collaboration with Herkimer Co. HealthNet.*



New York International Wine Auction Raises Record Amount, One Final Celebration Set

The New York International Wine Auction celebrated its 24th anniversary on Saturday, September 28th 2019 at Turning Stone Resort-Casino, and raised over \$390,000—a record for the agency! With that record set, Arc Herkimer President/CEO Kevin Crosley announced that the 25th anniversary of the event will be the final celebration.

Regarding the decision to make the first-class event's 25th anniversary its final one, Crosley said, "The New York International Wine Auction has been an amazing event throughout the years and has brought so many people together to join in Arc Herkimer's mission. We are excited to bring it back one last time and go out on top—while looking ahead to the promise of the agency's future with fresh ideas."

Proceeds from NYIWA go toward Arc Herkimer's unfunded and underfunded programs.



▶ *Paul D'Amelio and Direct Support Professional Destiny French highlight their story of skydiving during the night's first "Mission Moment".*



▶ *Paddles start to fly into the air during the Fund-A-Need portion of NYIWA. This year's cause was safety and security.*

▶ *Patrick and Mary Kay O'Neill were the happy winners of the Robert Craig Winery lot.*



Circle of Friends Enjoy Exclusive Reception

▶ The Arc Herkimer Circle of Friends enjoyed a reception the evening before the 24th annual New York International Wine Auction. Circle of Friends members enjoyed wine, food, music, and fellowship before the agency's biggest annual fundraiser.



Arc Herkimer President/CEO Kevin Crosley welcomes new corporate COF members Scalzo, Zogby & Wittig, Inc., The Bonadio Group, Relph Benefit Advisors, and not pictured, Bonacci Architects and M&T Bank.

Agency Celebrates Employee Appreciation Week

▶ September 9th-13th marked Employee Appreciation Week for the agency. The outstanding dedication of our employees was celebrated with treats, raffles, and prizes. Shown in photo is Kelly Bunce, Transportation Coordinator, posing with the television she won.



September

- NYIWA Raises Record Amount
- Circle of Friends Enjoy Fellowship
- Agency Employees Celebrated

Arc Herkimer's Denise Harris Receives NYSID's 2019 Joslin Award for Outstanding Performance at Herkimer Industries

► Arc Herkimer's Denise Harris was recognized by New York State Industries for the Disabled (NYSID) as an "outstanding performer" through the 2019 William B. Joslin awards program.

Harris is one of the 51 New Yorkers recognized for her work on NYSID Preferred Source contracts. These contracts provide meaningful employment and the power of a paycheck to those with disabilities. Harris is employed with Herkimer Industries, a division of Arc Herkimer. Arc Herkimer Vice President of Industrial Operations Mike Lamb said, "Denise comes to work each day with a smile on her face and ready to make a difference. Her spirit is infectious, and we couldn't be prouder of her."

This is the 16th year of the Joslin awards program. Arc Herkimer celebrated Harris with an award presentation and reception. In addition to her award, Harris received a check for \$500, and her story published in the NYSID yearbook.



Denise smiles from ear to ear after receiving her award from Vice President of Industrial Operations Mike Lamb, President/CEO Kevin Crosley, and Executive Vice President of Business Operations & CFO Anthony Visconti.

Agency Names Frank and Cook as Volunteers of the Year

► Dominic Frank and Angie Cook were honored as Volunteers of the Year for 2019 at Arc Herkimer's volunteer recognition event in October. Frank retired in 2015 with the distinction of being the longest-term employee of the agency with over 41 years of service. He has remained active with the agency and serves as the agency's historian, spending countless hours researching and documenting the agency's history in celebration of the 50th anniversary. He also volunteers in a key role for the New York International Wine Auction, the agency's largest fundraiser, and sits on the Incident Review Committee. Cook works in the Valley Commons Family Program as a Family Educator. Not only does she help support local families every day at work, she also helps by volunteering her time on the Arc Park activities committee and was instrumental in creating and implementing this year's summer concert series at the park.



Executive Office and Special Events Manager, Volunteer Coordinator, Jackie Lewis presents Angie Cook (left photo) and Dominic Frank (right photo) with their awards.

Arc Herkimer Celebrates a Season of Thanksgiving After Receiving Generous Grants

Supports and Services received a new kiln to use in the agency's pottery room thanks to a grant from the Utica National Group Foundation. People supported are able to use the pottery room for a hands-on experience. Arc Herkimer's Respite house in Little Falls, NY received a new children's outdoor play set thanks to a donation from the Stewart's Holiday Match Program, that children are now able to enjoy. The agency's Transportation Center parking lot was paved thanks in part to a grant from the John E. and Harriet T. McGrath Fund, donor advised fund of The Community Foundation of Herkimer & Oneida Counties, Inc.

Additionally, our Day Habilitation Program received extensive renovations thanks to a very generous grant from M&T Bank through The Community Foundation of Herkimer & Oneida Counties, Inc. New tables and chairs, fresh paint, optimized equipment, and new flooring were just a few of the amazing elements that we were able to implement. Our agency cannot thank all of our supporters enough for their continuous generosity. We are truly thankful for each and every donation.

October

- Denise Harris Receives Joslin Award
- Cook and Frank Honored For Work

November

- Agency Receives Generous Grants

Employees Honored for Five Years of Service



◀ Arc Herkimer honored all employees who have worked at the agency for five years with a luncheon, an afternoon off, and special gifts for all.

President/CEO Kevin Crosley congratulates five-year employees from left to right; Tara Oldfield, Wendy Knox, Linda Putman, Brooke Davis, Ann DeCarr, Abigail Perrett, Heather Maley, and Sharayah Shepardson. Missing from photo are: Sarah Graham, Ben Munio, Brittany Edwards, Miranda Meinzer, Laurel Delnero, Don Reynolds, Jesse Marlowe, and Shawna Pardee.

December

- Five-Year Employees Honored
- Bus Drivers of the Year Recognized
- Agency Gets Festive for the Holidays

Co-Drivers of the Year Recognized for Contributions to Agency



▲ *Ann Subock (left) and David Loftis (right) were named as the agency's co-drivers of the year for 2019. Each month, quarter, and year, drivers are recognized based on certain criteria decided upon by the transportation management team.*

Agency Gets Festive During the Holiday Season

▼ Arc Herkimer's Supports and Services team was creative in implementing a little holiday cheer into our mission. From sing-a-longs to tasty treats, and even filming a holiday commercial, everyone had a festive time!



Members of the William H. Privett Giving Tree, Heritage Society, Circle of Friends, and 2019 Donors and Sponsors

Members of the William H. Privett Giving Tree

Mr. & Mrs. Martin Babinec
 Mr. & Mrs. David Bass
 Mr. Thomas Bradford Bergen
 Mr. & Mrs. David Bonacci
 Ms. Patricia Brewer
 Mr. & Mrs. Gregory Broat
 Mrs. Alicia Brockway
 Mr. Kelly Brown & Ms. Jacqueline Lewis
 Mr. & Mrs. Thomas Caminiti
 Mr. & Mrs. Kevin Crosley
 Mr. Tim Daly & Mr. Merritt Vaughan
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 Mrs. Sarah Feola
 Mr. Dominic Frank & Ms. Karen Peterson
 Friends of Dominic Frank & Karen Peterson
 Friends of William H. Privett
 Friends of Susan Streeter
 HARC Chorus
 Herkimer ARC Residential Program
 Mrs. Ann Gaworecki
 Mr. & Mrs. Sam Geloso
 Mr. & Mrs. Drew Goodbread
 Mr. & Mrs. Joseph Grillo
 Dr. & Mrs. Matthew Hawes
 Mr. & Mrs. Chip Hummel
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 Mr. & Mrs. Michael Schultz
 Mr. & Mrs. John Sherman

Mr. & Mrs. Robert Streeter
 The Birthday Girls
 Mr. Anthony Vennera
 Mr. & Mrs. Anthony Visconti
 Mr. & Mrs. John Visconti
 Mr. & Mrs. Robert Watkins

Heritage Society

Mrs. Elizabeth B. Babinec
 Mrs. Edith M. Byrnes

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 Mr. & Mrs. David Bass
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 Mr. & Mrs. Gregory Broat
 Mrs. Alicia Brockway
 Mr. Kelly Brown & Ms. Jacqueline Lewis
 Mr. & Mrs. Thomas Caminiti
 Mr. & Mrs. Kevin Crosley
 Mr. Tim Daly & Mr. Merritt Vaughan
 Mrs. Sarah Feola
 Mr. Dominic Frank & Ms. Karen Peterson
 Mrs. Ann Gaworecki
 Mr. & Mrs. Drew Goodbread
 Dr. & Mrs. Matthew Hawes
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 Mr. & Mrs. Harrison Hummel IV
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Bonacci Architects, PLLC
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 Jill Rae Signs
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 MCT Services & Solutions, LLC
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 Northland Communications
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 Padis Vineyards
 Passalacqua & Associates, LLC
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 PJ Green, Inc.
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 Relph Benefit Advisors
 REM Fire Systems, Inc.
 Remington Federal Credit Union
 Revelations Salon & Spa
 Robinson Brothers
 Rochester Industrial Supply Co.
 Rochioli Winery, LLC
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Simulaids
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 The Fountainhead Group
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 The Skenandoa Club
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 Valley Wine & Liquor
 Vernon Downs Casino & Hotel
 Vintage Wine Estates
 Woodward Canyon
 WUTR
 Yahnundasis Golf Club
 Yono's Restaurant
 Z-Medica

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 Herkimer County HealthNet
 Hummel Family Fund
 John E. and Harriet T. McGrath Fund
 M&T Charitable Foundation
 NYSARC, Inc. Trust Services
 Oneida Nation Foundation
 Stewart's Foundation
 The Community Foundation of Herkimer & Oneida Counties, Inc.
 Upmobility Foundation, Inc.
 Utica National Group Foundation, Inc.

Government Support

Bassett Healthcare Network - Delivery System Reform Incentive Payment Program
 Workforce Development Institute

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