

Enriching Lives



2 In A 0 Year Like 2 No Other 0

Our Finances (Audited)

2020 Income by Source

Total Revenues: \$23,862,834

| | |
|---------------------------|--------------|
| Program Related Services | \$17,856,082 |
| Herkimer Industries Sales | \$4,190,253 |
| Fund Development | \$23,789 |
| Other Revenues | \$1,792,710 |

2020 Total Expense by Type

Total Expenses: \$23,916,992

| | |
|--------------------------|--------------|
| Wages | \$12,989,873 |
| Employee Benefits | \$2,429,343 |
| Program Related Expenses | \$7,305,739 |
| Other Expenses | \$1,192,037 |

Net Profit / (Loss) from Operations: (\$54,158)

| | |
|--|-------------|
| Donation of the Mohawk Valley Country Club: | \$2,460,000 |
|--|-------------|

Net Surplus / (Loss): \$2,405,842

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

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Arc Herkimer

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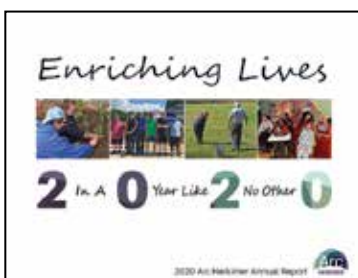
Jeanne De Paredes

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President/CEO

Kevin Crosley



Photos on Front Cover:

From left: staff and residents enjoyed gardening during spring quarantine, the Gentlemen's Group took a summer field trip to walk by the canal, many enjoyed golf lessons at the MV Golf & Event Center, and residents enjoyed festive activities at home for the holidays.

Our Mission:

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

Dear Arc Herkimer Supporters:

There is not a way to adequately describe what 2020 represented at Arc Herkimer. The closure of our agency, due to the pandemic, had us reeling in a way we never thought possible. The world was turned on its ear and our industry was not sheltered from COVID’s wrath. Many Arc’s downstate began to lose people to the virus, those on staff, as well as individuals supported. It was a dark period early on.

Our industrial operations suffered greatly, in that, we lost half of our expected revenue, all directly related to the pandemic. Our programs were shut down, except for being able to provide service to the people who live in our residences. The impact to staff and people supported was significant, mostly from the aspect of feeling isolated with nowhere to turn.

We survived the year, but unfortunately, were hit with the wave of COVID affecting upstate New York near the end of 2020. Although we ultimately got it under control, it was not without our own loss. Fortunately, our numbers were very limited.

As we emerged from 2020, the hope of a better new year brought optimism. We continue that path knowing that our agency responds well to crisis and is ready to reposition ourselves for a better tomorrow.

Regardless of the difficulties encountered in 2020, look through the annual report and see the happy faces of people continuing to live their lives through tremendous adversity, unable to even leave their homes. We continued to enrich every individual we touched throughout the year.

Finally, we would not have survived the year had it not been for our front-line workers who worked diligently to care for and provide the best possible support to the people in our residences and other programs. Our heartfelt gratitude to all who put themselves in harm’s way for the betterment of all individuals served. They truly were, and are, our local heroes.

Sincerely,



Kevin Crosley
President/CEO



Harrison Hummel IV
Board of Directors Chair



Kevin Crosley



Harrison Hummel IV

Transformational Renovations Provide Fresh Start for Day Habilitation Program

Arc Herkimer began 2020 with a fresh start, both figuratively and literally. Thanks to the M&T Bank/Partners Trust Bank Charitable Fund and the Mele Family Fund, both donor-advised funds of The Community Foundation of Herkimer & Oneida Counties, Arc Herkimer's Day Habilitation Program was able to undergo a major renovation project.

New flooring, furniture, and kitchenettes now adorn the habilitation classrooms at the 350 South Washington Street building, including one brand new classroom. Wheelchair storage, renovated bathrooms, and organized workstations, as well as water in each classroom for health and safety are welcome additions that provide a comfortable environment for staff and people supported.

All of the renovations and upgrades help Arc Herkimer to continue to provide the first-class services for which the agency is known. Arc Herkimer's Day Habilitation Program continues to promote a learning environment that is conducive to the growth of the people Arc Herkimer supports.



▲ *Back row from left: President/CEO Kevin Crosley, VP - Supports & Services Shawn Schultz, Executive VP - Supports & Services Lorene Bass, Supports & Services Director Jessica Lamanna, and CFO/Executive VP - Business Operations Anthony Visconti. Front row from left: Community Foundation Director of Donor and Community Engagement Lindsey Costello, and M&T Bank Market President David Manzelmann.*



Board members tour updated habilitation classroom.



Interactive activity stations.

Herkimer Industries Receives SQF (Safe Quality Food) Certification



Workers at Herkimer Industries package spices in the SQF area at Fourth Avenue in Herkimer.

◀ Herkimer Industries received their SQF (Safe Quality Food) certification after a thorough application process. The SQF certification allows Herkimer Industries to work with food-related businesses for contract packaging.

The SQF program is recognized by retailers, foodservice providers, and buyers around the world as a rigorous, credible food safety management system. The program follows the requirements outlined by internationally recognized organizations such as Global Food Safety Initiative (GFSI).

This type of high-level certification is rare, especially for a not-for-profit in the human services industry. Herkimer Industries' SQF certification provides amazing opportunities to the people Arc Herkimer supports by giving them fulfilling work that enriches their lives.



Fourth Annual Tom Bergen Memorial Autism Awareness Bowling Tournament Raises Record Amount for Autism Program

► The fourth annual Tom Bergen Memorial Autism Awareness Bowling Tournament raised a record amount of \$4,000 in 2020.

The tournament was started by Arc Herkimer Guardianship Coordinator Tammy Helmer-Bergen to honor her son Tom who passed away suddenly in 2016. Tom was a strong advocate for Autism awareness and volunteered regularly at Arc Herkimer for over sixteen years.

Held at RD's Gorge View Lanes in Little Falls, the tournament featured several squads for bowling, a Chinese auction, bake sale, raffles, shirts for sale, prizes, and a painting party by Easels on the Gogh.

All proceeds from the event benefit Arc Herkimer's Autism services, which provide opportunities and resources for people with Autism and their families.



From left: Billy Bergen, Guardianship Coordinator Tammy Helmer-Bergen, and William Bergen, announce this year's total to President/CEO Kevin Crosley.

COVID-19 Pandemic Hits, Staff Rise to the Challenge

In March of 2020, the unthinkable happened. Arc Herkimer was given notice from the Office for People with Developmental Disabilities (OPWDD) to close day programming. Little did staff know at the time, the mandated closure would last for an extensive four months before programs reopened in July, presenting quite the challenge to say the least.

Arc Herkimer staff rose above and beyond to ensure that they fulfilled the agency's mission of empowering people with disabilities and enriching lives throughout our community. The creativity and dedication that took place during that time was incredible. Outdoor activities, mock trips and vacations, surprise socially distanced visits, use of technology to communicate remotely, and so many more amazing things took place throughout the pandemic.



Staff kept residents safe and engaged by throwing them a luau party.



Residents were thrilled to enjoy the sunshine under their new canopy.



Residents participated in the "Front Porch Project."



Direct Support Professionals helped residents FaceTime loved ones.



The Easter Bunny and Spring Chicken dropped by to spread some cheer to residents.



Residents created window art to send to their friends.



President/CEO Kevin Crosley delivered goodies to residents.



The view of the first fairway from the putting green at the MV Golf & Event Center.



The clubhouse includes the Tin Cup Tavern & Grille and pro shop.



The new LED billboard installed at the entrance to the MV Golf & Event Center.

Arc Herkimer Acquires the Former Mohawk Valley Country Club and Renames as the MV Golf & Event Center

Arc Herkimer became the official owner of the former Mohawk Valley Country Club in the spring of 2020. The agency now operates the 160-acre facility as the MV Golf & Event Center and Tin Cup Tavern & Grille.

Over the course of the inaugural season, Arc Herkimer made many improvements including expanding and paving the parking lot and driveway, installing a state-of-the-art LED sign, renovating the pro shop, enhancing the event area with a privacy fence and fresh landscaping, and much more.

The MV Golf & Event Center created jobs and work skill experiences for over forty people with disabilities, as well as gave them amazing recreational opportunities. Moving forward, Arc Herkimer has major plans for the MV Golf & Event Center, and how it will enhance the agency's mission.



The pro shop received a refresh with a new layout and updated merchandise.



The new Tin Cup Tailgater ready for its inaugural trip around the course.



The freshly paved and expanded parking lot at the MV Golf & Event Center.



Fresh landscaping and a new privacy fence surround the event tent.

Arc Herkimer President/CEO Kevin Crosley Receives Honorary Degree

► Herkimer County Community College awarded Arc Herkimer President/CEO Kevin Crosley the honorary degree of Doctor of Humane Letters (L.H.D.) by the State University of New York (SUNY) at Herkimer College's 2020 Commencement.

President/CEO Kevin Crosley was only the second recipient of an honorary degree at Herkimer College; the first was founding College President Robert McLaughlin in 2010.

Throughout his career, President/CEO Kevin Crosley has dedicated his talents, skills, and energies to creating opportunities for individuals with intellectual and developmental disabilities. For the past fifteen years, he has led Arc Herkimer on many new ventures and has wholeheartedly fulfilled the agency's mission of empowering people with disabilities and enriching lives throughout our community.



Left Photo: President/CEO Kevin Crosley plays a game of Cornhole with the Gentlemen's Group and the boards that they made. Right Photo: President/CEO Kevin Crosley greets people enjoying day habilitation programs in their classrooms.



Project SEARCH® graduates pose for a picture after being honored for their accomplishments with flowers, gifts, and a commemorative poster from their time with Project SEARCH®.

Project SEARCH® Graduates Receive Socially Distant Celebration

◀ Like many other major milestones, the COVID-19 Pandemic also had an effect on Career Connections' annual Project SEARCH® program graduation at Herkimer College. Career Connections Director Catherine Loomis did not let that stop her team from celebrating the program graduates with a safe and socially distant "graduation."

The Career Connections team delivered gifts, flowers, and commemorative posters detailing their accomplishments to each one of the program's graduates.

The 40-week Project SEARCH® partnership with Herkimer College has an intensive focus on achieving competitive employment and maximum independence for each participant. Each intern participates in daily classroom instruction and gains hands-on work experience by rotating among three unique unpaid internships throughout the academic year. Skills learned by the interns assist in their search for employment.

Day Habilitation Programs Re-Open Safely After Four Months of Quarantine Restrictions

► After receiving direction from the Office for People with Developmental Disabilities to close congregate day programming in the middle of March, Arc Herkimer re-opened the agency's day programming on July 22nd.

The Arc Herkimer Supports and Services team worked diligently at putting plans and procedures in place to ensure a smooth and safe transition back to a "new normal" for both staff and individuals supported.

Limiting visitors, implementing even more vigorous cleaning procedures, and continually screening staff and individuals supported were just a few ways in which the team kept everyone safe.

Additionally, thanks to a grant collaboration between The Community Foundation of Herkimer & Oneida Counties and The United Way of the Mohawk Valley, Arc Herkimer was able to purchase two Clorox Total 360 Spray Disinfectant Systems and two One-Screen Go-Safe Body Temperature and Facial Recognition Systems, to help ensure intensified disinfecting measures and expedited frequent temperature screenings.



◀ *Board Officers take the oath of office for the year.*

► *From left: Arc Herkimer Board Chair Harrison Hummel IV, new Director Jaclyn McDowell, and President/CEO Kevin Crosley.*



◀ *Assistant Director of Custodial Services Jeff Jones using the brand new Clorox Total 360 Spray Disinfectant System.*

▼ *Members of the Supports & Services team get ready to welcome back people to our day habilitation program after four months of quarantine due to the pandemic.*



◀ *The new One-Screen Go-Safe Body Temperature and Facial Recognition System ready to go at the Arc Herkimer Mall in Ilion.*



Arc Herkimer Annual Meeting Held at MV Golf & Event Center

◀ Arc Herkimer held the agency's annual meeting a bit later than normal and in a slightly different fashion due to the COVID-19 pandemic.

The meeting was held on August 31st at the MV Golf & Event Center event tent. The Arc Herkimer Board of Directors were in attendance and renewed their commitments to the agency for another year. Jaclyn McDowell was welcomed and sworn-in as a new director, and the officers were reinstated as well.

Board Chair Harrison Hummel IV and President/CEO Kevin Crosley commended Arc Herkimer staff for their dedication during the pandemic.

Executive Vice President - Supports & Services, Lorene Bass Graduates from The Arc New York Leadership Institute

▼ Arc Herkimer hosted The Arc New York Leadership Institute graduation at the MV Golf & Event Center on September 25th.

Arc Herkimer's Executive Vice President - Supports & Services, Lorene Bass, was among the executive leaders who graduated after completing the inaugural year of the program which provides intensive leadership training.



▲ *The inaugural Leadership Institute class of graduates.*

MV Golf & Event Center Hosts The Arc New York Executive Directors Association's Annual Meeting

► Arc Herkimer hosted The Arc New York Executive Directors Association (EDA) annual meeting at the MV Golf & Event Center in September.

The Arc New York Executive Directors Association is comprised of all the Presidents of each of The Arc New York chapters, including Arc Herkimer's President/CEO Kevin Crosley. This year's annual meeting of the EDA was largely focused on the challenges facing The Arc New York world due to the ongoing COVID-19 pandemic and the impact that it has on people with intellectual and developmental disabilities.



Ernie Davis Recognized for Outstanding Performance at Herkimer Industries

► Arc Herkimer's Ernie Davis was recognized by NYSID as an "outstanding performer" through the 2020 William B. Joslin awards program for his dedication to his work at Herkimer Industries.

Ernie Davis is employed on a NYSID Preferred Source contract and works on products like rain gear, eye wear, boots, and LED lights. Arc Herkimer celebrated Davis with an award presentation and reception. In addition to his award, Davis received a check for \$500 and his story published in the NYSID yearbook.



◀ *From left: President/CEO Kevin Crosley, Ernie Davis, and VP - Industrial Operations Mike Lamb.*



► *President/CEO Kevin Crosley congratulates Graphic Designer Anne Santry for her ten years of service to the agency.*



Goods Store Hosts First Free Community Giveaway Day

► In an effort to give back to the community, Arc Herkimer's Goods Store hosted the first ever free community giveaway day in October.

Shoppers were lined up in the parking lot waiting to enter the store when it opened. Everyone got to select three free items of clothing from the store's giveaway display.

The Goods Store held two other giveaway days, one in November and one in December as well.



Arc Herkimer Honors Long-Term Employees

◀ Arc Herkimer celebrated the agency's long-term employees of many different milestones at a dinner at the MV Golf & Event Center.

Kelly Baron, Dawn Dennis, Joshua Hinckley, Jeffrey Jones, William Postal, Anne Santry, Leeanne Spellman, and Jacob Staring were recognized for ten years of service.

Carrie Bass, Kaylan Bennett, Howard Conley, Kevin Crosley, Valerie Eaker, Jessica Servidone, and Ann Smith were honored for fifteen years of service.

Twenty-year honorees included Michele Brewer, Tammy Helmer-Bergen, Paul Netti, and Carolyn Stone.

Deborah Clark and Patricia DiFillippo were honored for twenty five years of service.

Additionally, staff accountant Marianne Miller was honored for over forty years with the agency.

Valley Commons Family Educators Become Certified Child Passenger Safety Technicians

► Two of Arc Herkimer's Valley Commons employees, Senior Family Educator Michele Brewer (left) and Family Educator Nicole Jennett (right), became certified Child Passenger Safety (CPS) Technicians after an intensive three-day training in Mechanicville, New York.

The training consisted of classroom instruction, hands-on practice, assessments, and a community safety seat checkup event focused on proper car seat installation and use.



Staff Get Creative for COVID-19 Christmas Fun

▼ Arc Herkimer supports and services staff got creative to celebrate the holidays during the restrictive COVID-19 pandemic regulations.

Day habilitation groups enjoyed a "trip" to New York City. Staff transformed the social area into the city landscape complete with the Rockefeller Center Christmas Tree and Ice Rink, Times Square, Statue of Liberty, a Rockettes performance, and authentic New York City hotdogs and pretzels for lunch.

The Gentlemen's Group enjoyed designing and constructing wreaths to get everyone into the holiday spirit, while other habilitation groups decked the halls with handmade crafts and ornaments.

The individuals at Brook Street took a ride on the Polar Express all the way to the North Pole. They enjoyed getting their custom train tickets, eating homemade sugar cookies, and drinking fresh hot chocolate with their friends.

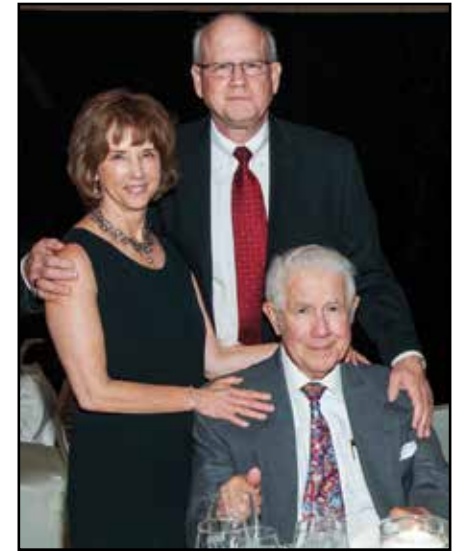


Agency Receives Unprecedented \$1 Million Donation to Replace Event Tent with New Venue at MV Golf & Event Center

▼ A brand new, million-dollar event venue will be added to the MV Golf & Event Center in Little Falls, NY thanks to an unprecedented donation from the Kucerak Family Limited Partnership.

The new first-class facility will replace the current event tent and will be available for weddings, showers, reunions, graduations, galas, and many other events for the Mohawk Valley to enjoy all year-round.

Construction on the new Kucerak Event Center is set to begin at the conclusion of the 2021 golf season—with the venue's grand opening planned for the spring of 2022.



▲ *The Kucerak Family supports Arc Herkimer at the New York International Wine Auction. From left: Paula Kucerak-Fuchs, Milan Kucerak, and Paul Kucerak.*



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Thank You

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 our Mission, Vision
 and Values!*

**For more information on
 giving or sponsorship
 opportunities or
 questions, please contact:**
Jackie Lewis,
**Executive Office &
 Special Events Manager**
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**Empowering people
 with disabilities
 and enriching lives
 throughout our community.**

Building Community



IMPACT:
**Individuals Making
 Partnerships, Achieving
 Community Together.**

Building Community

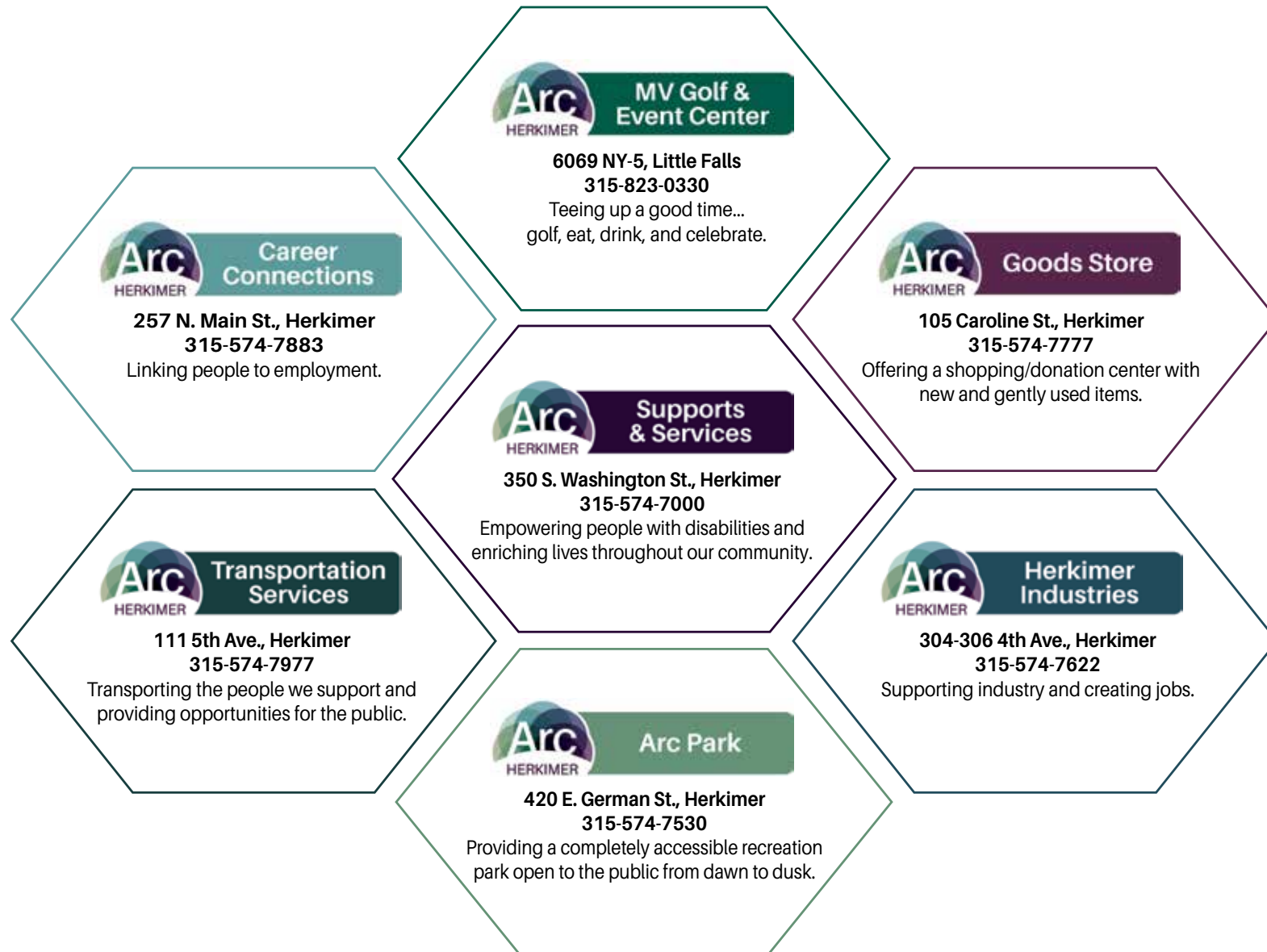


With Unity & Integrity, through Compassion, Advancement, Respect, and Excellence
We Show - U&I CARE.

Building Community

OUR DIVISIONS

www.archerkimer.org





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