

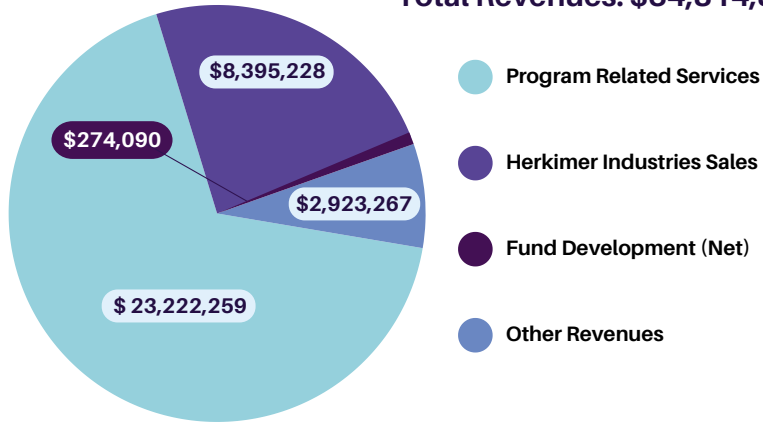
# 2025 ANNUAL REPORT



**Empowering People, Enriching Lives**  
*Building A Legacy*

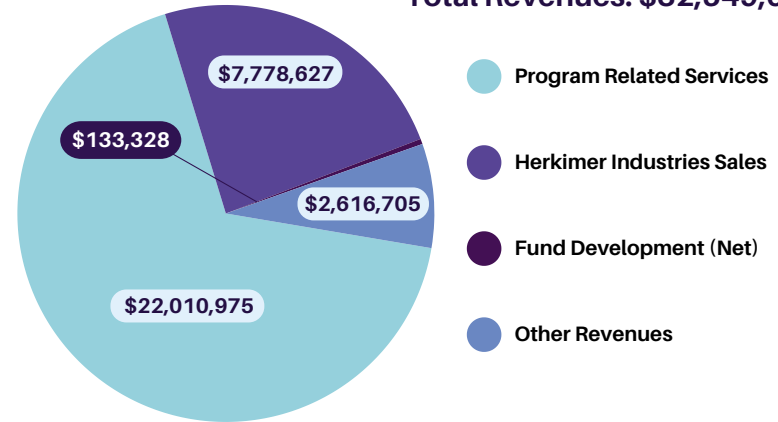
## 2025 Income by Source

Total Revenues: \$34,814,844



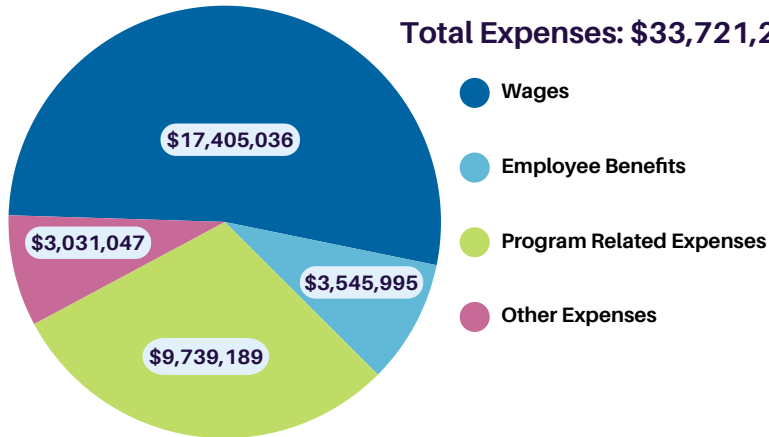
## 2024 Income by Source

Total Revenues: \$32,549,635



## 2025 Total Expenses by Type

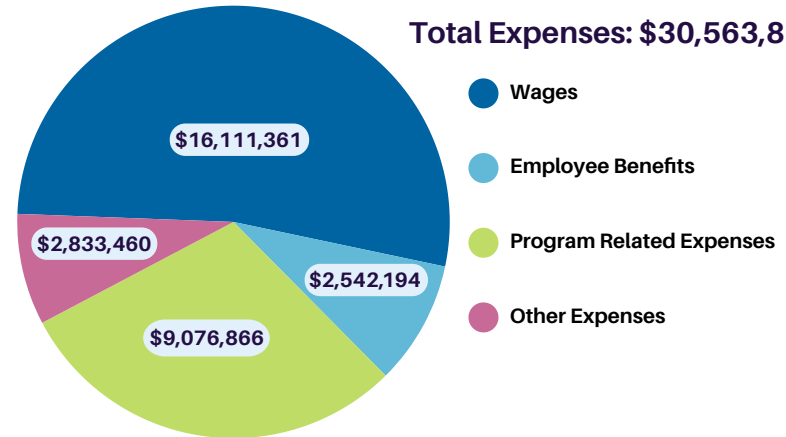
Total Expenses: \$33,721,267



Net Surplus \$1,093,577

## 2024 Total Expenses by Type

Total Expenses: \$30,563,881



Net Surplus \$1,985,754

## Our 2025-26 Board of Directors

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**Kevin Crosley**

### Incoming President/CEO

**Lorene Bass**

Editorial, Photography,  
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# A LASTING LEGACY AND A BOLD NEW BEGINNING

In 2025, Arc Herkimer experienced a significant leadership transition as long-time President/CEO Kevin Crosley announced his retirement after a four-decade career. Under Kevin's visionary leadership, Arc Herkimer became a business with a social mission. He focused on expanding the agency's divisions through social enterprises. Over the past 20 years, these enterprises have strengthened programming, developed community partnerships, and expanded real-world opportunities for individuals with intellectual and developmental disabilities.

Following a thoughtful search process, Lorene Bass was named the new President/CEO of Arc Herkimer. With 27 years at the agency, she brings extensive experience in nonprofit leadership



and a heartfelt commitment to the people and families we support, and the staff who support them. Lorene stepped confidently into the role with enthusiasm to build on past successes and a clear vision for the future.

“It was my honor to serve as your President/CEO for 20 years. As I reflect on our accomplishments, I am humbled by all of the opportunities we brought to the fold for the people we support. This, of course, could not have been realized without a dedicated Board of Directors, an incredibly talented staff, a great deal of hard work, and never discounting some luck. I wish the organization nothing but success in the future and am glad to have played a part in its significant growth.” - Kevin Crosley

“Taking on this role is both an honor and a responsibility I care deeply about. I'm committed to strengthening family inclusion, creating more opportunities for the people we support to pursue what inspires them, and being active and hands-on in our community through volunteerism, sponsorship, and partnership. I look forward to working alongside our dedicated staff, families, and community partners to continue building a more vibrant future for everyone we serve.” - Lorene Bass



# A YEAR OF RECOGNITION



## KEVIN CROSBLEY

In his final year at Arc Herkimer, Kevin Crosley was recognized for his extraordinary career, spanning four decades. In 2025, he received multiple honors celebrating his years of service, vision and innovation, lasting impact on the community, and commitment to empowering people with disabilities. These awards not only marked the culmination of an accomplished career in leadership and service, but also reflected the respect and gratitude of colleagues, community members, families, and partners across the country who were impacted during his tenure.



## LESLIE MEDINA

Leslie Medina, Supports Manager, was honored with the Leadership Award from the New York State Association of Day Services Providers. This statewide recognition celebrates dedicated, forward-thinking professionals within the field of intellectual & developmental disabilities services. Leslie's passion for enhancing day habilitation program quality set her apart. She consistently identified person-centered experiences to engage individuals in activities aligned with their interests, including coordinating a hands-on opportunity with local waste management. She exceeded expectations in program development, embodying the spirit of the award and making an impact both within the agency and across New York State.



## AUDREY PICCIONE

Audrey Piccione, Associate Vice President of Supports & Services, was honored as one of CNY Business Journal's 40 Under Forty recipients. Audrey was recognized not only for her compassionate leadership and growth within Arc Herkimer, but also for her oversight of services that support local individuals and families. Through coaching Pop Warner cheerleading, serving on the Herkimer Hornets Board, actively participating in the Mohawk Valley Rotary Club, and sitting on the Herkimer Housing Authority Board, she has demonstrated civic dedication and an investment in strengthening the Mohawk Valley at every level. Her professional leadership and community involvement together reflect a commitment to service that extends beyond her role.

# INNOVATION THAT EMPOWERS



Arc Herkimer's STEAM program continued to grow through the development of the Creation Station, an innovative space designed to make STEAM principles accessible and exciting. Thanks to a donation from the Tom Bergen Memorial Fund, the station houses a Cricut machine, 3D printer, and other interactive gadgets to explore hands-on learning.

Using the 3D printer, individuals designed and produced roses, created through a 10-hour printing process, that were sold during the annual Enriching Lives Black Tie fundraiser. With the Cricut, they created colorful poinsettias and decorations for a Christmas tree displayed at the New York Energy Zone Museum. Additional projects included custom decals, greeting cards, signage, personalized gifts, and collaborative art projects that encourage teamwork and innovation.

Through these experiences, participants have strengthened their understanding of design, problem-solving, and digital literacy in an interactive environment. Overall, the STEAM program continues to not only build technical skills, but also fosters cooperative learning and real-world applications.

# INVESTING IN OUR COMMUNITY



## ARC PARK ENHANCEMENTS

The Edwin J. Wadas Foundation, Inc. awarded a \$101,508.96 grant to Arc Herkimer to support the installation of a new turf surface and dugouts at Basloe Field within Arc Park. This funding helped create an accessible, durable play surface, expanding opportunities for people of all ages and abilities. The project aimed to enhance sports and recreational experiences for area youth and families. Arc Herkimer celebrated the new installation with a spirited kickball tournament between staff and people supported.



## CULINARY & HOSPITALITY

The M&T Bank/Partners Trust Bank Charitable Fund awarded a \$30,000 grant to Arc Herkimer to support the expansion of culinary and hospitality training opportunities. Through this funding, people supported participate in hands-on cooking and baking classes held inside Tin Cup Tavern & Grille, working alongside one of the chefs each week. The program continues to provide meaningful skill-building in food preparation, kitchen safety, teamwork, and culinary techniques, helping participants gain confidence and explore pathways toward employment in the hospitality industry.



## ENABLING TECHNOLOGY

Arc Herkimer completed renovations within two of its supportive apartments to enhance comfort, safety, and independence. The updates involved modern finishes and the integration of enabling technology features, including smart appliances and user-friendly controls designed to improve daily living. By incorporating technology that supports independence, Arc Herkimer continues to invest in innovative solutions that strengthen community integration and sustainable self-sufficiency.

# #ARCHERK AMBASSADORS



The #ArcHerk Ambassador initiative was launched in 2025 as a fresh, community-driven effort to engage the next generation of supporters and advocates. The initiative began with intentional listening, as Arc Herkimer hosted focus groups with both internal staff and community member. Participants were invited to share open dialogue, creative ideas, and honest feedback about how to better connect with influencers across the region. Their insight helped shape a dynamic event series designed to build energy, awareness, and networking efforts.



Following the focus groups, three signature #ArcHerk Ambassador events brought that vision to life. As spring popped, so did our first event: Pop-Up with Purpose at Flawless Salon. This curated vendor event featured small businesses from Central New York and beyond, alongside a food truck and outdoor mocktail bar. Summer wrapped with Flashback Friday at Arc Park, a lively concert featuring the band Showtime, complete with food trucks, an adult beverage tent, and photobooth. In the fall, Plants & Prosecco at Tin Cup Tavern & Grille combined good food and gorgeous plants in a relaxed atmosphere. Together, these events strengthened community connections, expanded Arc Herkimer's reach, and introduced new supporters to the mission in a modern and engaging way.

# EVENTS THAT INSPIRE



## ENRICHING LIVES BLACK TIE

The 2025 Enriching Lives Black Tie lived up to its theme of Dazzle & Delight, as the evening sparked a philanthropic shine amongst supporters. The event raised critical funds for programming, as guests enjoyed dynamic silent and live auctions, a sale of diamond-encrusted purses, and 3D-printed roses created through the STEAM program. A special segment featured The Loomis Gang, a group of Arc Herkimer residents, highlighting their independence and the agency's impact through unique video storytelling.



## DUNGEON OF DESPAIR

Witches, clowns, and ghosts once again roamed the haunted hallways of the Arc Herkimer Business Park in the Dungeon of Despair. Two nights of frights were delivered to attendees old and young, helping to kick off the Halloween season. With immersive sets and creative skits, the event offered safe, seasonal fun, while supporting Arc Herkimer's mission. The Dungeon continues to grow as a highly anticipated fall tradition that brings the community together each year.



## GOLF TOURNAMENTS

Golf season was a standout success at the MV Golf & Event Center. The annual Arc Herkimer Golf Open brought supporters together for 18 holes of golf, tee party lunches, and a celebratory reception to raise funds for programs and services. Later in the season, we hosted The Arc New York Golf Open, welcoming chapters from across the state for a day of friendly competition. Golfers enjoyed on-course games such as karaoke, a marshmallow drive contest, and hole-in-one contests, making both tournaments memorable celebrations of community impact.



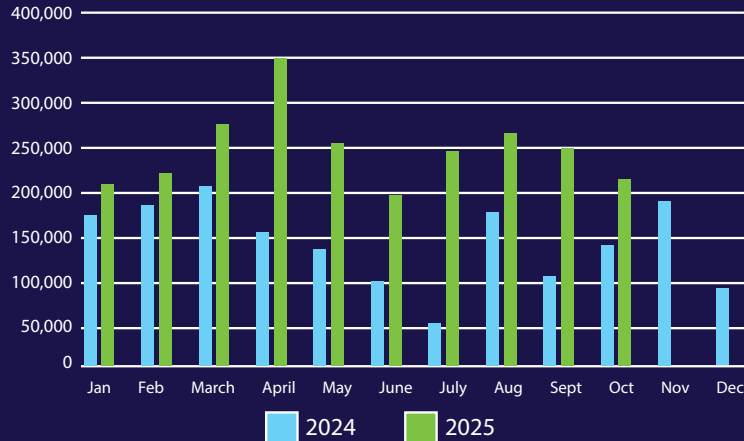
## LEARN & PLAY WELLNESS FAIR

Arc Herkimer, in partnership with Herkimer County HealthNet, hosted another successful Learn & Play Wellness Fair at Arc Park. Children and families enjoyed interactive games, fitness activities, and educational resources promoting healthy living. Each year, the event creates a welcoming space for outdoor fun, reinforcing Arc Herkimer's commitment to building a healthier, stronger community.

# A BUSINESS WITH A SOCIAL MISSION

## Spicewalla Demand '24 vs. '25

Spice packets shipped through Herkimer Industries



Goods Store

\$750k+  
in Revenue

One of the

LARGEST EMPLOYERS

More Than 500 People Supported

30+ Programs and Services Available

Nearly 40 Sites Throughout the County

Seven Arc Herkimer Divisions

## Herkimer Industries New Sales Records

### Previous Records

Overall Sales.....\$7,571,622 in 2019

Contract Packaging..\$2,209,834 in 2024

### New Records in 2025

Overall Sales.....\$8,104,887

Contract Packaging..\$2,461,584

State Sales.....\$4,042,398

Thank You

HERKIMER COUNTY

99+  
New Job  
Placements  
for OPWDD

Career  
Connections

66

UNIQUE  
EMPLOYERS

## TRANSPORTATION

Offering Public Charters

Major customers include  
Utica Zoo & City of Little Falls

Place Your Ads Here!

## Members of the William H. Privett Giving Tree, Heritage Society, Circle of Friends, Life Members, Government Support, and 2025 Donors and Sponsors

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Mr. David & Mrs. Lorene Bass  
Mr. Thomas Bradford Bergen  
Mr. & Mrs. David Bonacci  
Ms. Patricia Brewer  
Mr. & Mrs. Gregory J. Broat  
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Mr. & Mrs. William K. Farrell  
Mrs. Sarah Feola  
Mr. Dominic Frank & Ms. Karen Peterson  
Friends of Dominic Frank & Karen Peterson  
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NYSID - New York State Industries for the Disabled, Inc.  
PJ Green, Inc.  
Scalzo, Zogby & Witting, Inc.  
Silk Utica  
The Fountainhead Group

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Mrs. Irene Euron  
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### Arc Herkimer Life Members

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Ms. Karen Peterson  
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5 Wits  
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A. Vitullo, Inc.  
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Focus Adjusters  
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F.X. Matt Brewery/Saranac Galls  
Genesis Disposables  
GiGi's Italian Feast  
Gladding  
Hannaford Food & Drug Store Herkimer  
Happy Dad  
Humble Organics  
Human Technologies Corporation  
Hummel's Office Plus  
ICAN  
International Wire

Johnston Food Service & Cleaning Solutions  
Kinship Properties Management Co Inc.  
Lion Group  
Little Ray's Nature Center  
Lowe's Herkimer  
M&T Bank  
MARCH Associates Architects & Planners, P.C.  
McCraith Beverages  
McQuade & Bannigan, Inc.  
Mohawk Central School Class of 1964  
Mohawk Valley Designs  
Mosher Team - Brandon Mosher môtus  
Nasco Healthcare Inc.  
NBT Bank  
New Riff Distillery  
Northeast New York Section PGA  
Northland Communications  
NYSID - New York State Industries for the Disabled, Inc.  
OneGroup NY, Inc.  
Pat's Tire Service  
PJ Green, Inc.  
PK's Pub  
Remington Federal Credit Union  
Rescue Essentials  
Rock Valley Brewing Company  
Salvatore's Pizzeria & Restaurant  
Scalzo, Zogby & Wittig, Inc.  
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Teleflex  
The Art Thing Collaborative, Inc.  
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Toka Bocca  
Tri-Valley Beverage Inc.  
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Turning Stone Resort Casino  
Uline  
United Way of the Mohawk Valley  
Valley Cinemas

Waterfront Grille  
WonderWorks

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Babinec Fund  
Burrows Foundation  
Cerebral Palsy Associations of NYS, Inc.  
CNY ARTS, Inc.  
Edwin J. Wadas Foundation, Inc.  
M&T Bank/Partners Trust Bank Charitable Fund  
NYSARC Trust  
Jeremiah O. McCarthy Family Foundation Inc.  
The Community Foundation of  
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Tom Bergen Memorial Fund  
Workforce Development Institute

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Federal Transit Authority

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Herkimer NY, 13350