

2012 Annual Report



Q **LIBERTY**

Building Relationships

Over 31,000 hours of volunteer service to the community!

In 2012, Liberty renewed our commitment to the community. The people we support gave an incredible 31,420 hours of volunteer service to over 45 agencies and various charitable efforts, including United Way, Breast Cancer, Cystic Fibrosis, and Multiple Sclerosis walks, to name a few. Of special note, again in 2012, we joined our friends at St. Mary's Healthcare and other local groups to support the Montgomery County Homeless Shelter by providing numerous meals, raising funds, and donating clothing.

The individuals Liberty supports are very proud of their ongoing efforts to help people in need. They are enthusiastic about the future and eager to find more ways to have a positive impact on the lives of their neighbors in the community. They have built lasting relationships with area residents who have come to know the individuals we support as friends and fellow citizens working to make our community better.



On the Cover:

A field of greens; a view of the well tended-rows of cabbage, corn, and other vegetables grown in the Liberty/FM Community Garden.

Inset: Liberty gardeners present fresh vegetables to staff of the Ful-Mont Action Group Food Pantry.



Caring About Each Other.

Committed to the Community.



 libertyarc.org

Breana Theobald, left, appearing on billboards and Amsterdam Transit buses, was a wonderful representative for Liberty's public awareness campaign that began in 2012.

The focus of the campaign is to highlight the volunteer work and many contributions of the people Liberty supports. Breana is part of the Community Connections program that works with Montgomery County Office for Aging, Inc. to provide paid as well as volunteer assistance to local seniors.

Lisa Bubniak, at right above, was featured on another series of billboards throughout the county. She enjoys providing light housekeeping assistance for an area senior who has become a valued friend.

A Message from the Board President and CEO

A Review of 2012. Facing the Challenges Ahead.



The year 2012 marked 55 years since Liberty was founded by a handful of determined parents who wanted the best for their children. They set the tone for all Liberty has become by putting the well being, dreams, and aspirations of individuals with disabilities, their families, and others in need at the forefront. There have been significant changes over the years, but for the most part, those changes have taken the organization in a positive direction.

Liberty began 2012 with a \$2.7 million funding reduction that was instituted in mid-2011 and will continue going forward. Thanks to the commitment and hard work of an outstanding workforce and the guidance of our Board of Directors, the organization weathered the funding cuts without significant impact on the lives of the individuals we support. Though 2012 was a solid year for Liberty, it was a time when all providers of supports to people with developmental disabilities in New York State were preparing for funding challenges in the years ahead, which will also include the integration of managed care into our service delivery.

Fortunately, Liberty is well positioned for the challenges ahead. Our accreditation with the Council on Quality and Leadership (CQL), our comprehensive array of services, including health care, and our integrated quality and management systems set us apart from many organizations. Although most of the funding we receive is through Medicaid, we have sought other funding opportunities and will continue to do so. Finally, Liberty is an operationally and financially stable organization that has managed resources prudently, always with an eye on the future.

The best way to convey a sense of Liberty in 2012 is to tell individual stories of the people we support and their families. Whether it was learning something new, being acknowledged for artistic talent, living independently for the first time, or helping others in the community, these stories illustrate what matters most to the people we support. These stories are only a small sampling of the hundreds of personal achievements and positive outcomes that were realized by individuals.

In closing, we thank the individuals, businesses, and community partners who supported Liberty in 2012; their names are listed throughout this report. We also wish to express our deep appreciation to board members and advisors for their commitment of time, energy, and expertise to Liberty and its subsidiaries. Last, but certainly not least, we thank our staff for the work they do every day (and night) to assure that the people we support receive the highest quality care, always delivered with respect and professionalism.



Mike Decker, CEO, and Valerie Zabo, President, Board of Directors





We gratefully acknowledge the following foundations, corporations and individuals for their outright gifts and pledges to the Building Bright Futures Capital Campaign. The campaign ended at the beginning of 2012. Support of this important initiative allowed us to develop the Mohawk Day Habilitation Program, an inclusive community-based day program that gives individuals with disabilities a chance to participate in meaningful programs, close to where they live. The new facility will continue to make a real difference in the lives of the people who attend the program and the community.

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A Blossoming Partnership

The Community Garden, located on the grounds of Fulton Montgomery Community College (FM), is an example of one of Liberty's most successful community partnerships. It began in October of 2011, when Liberty and FM joined forces to create a very special garden. The idea was to give people Liberty supports and interested volunteers a chance to experience the joy of working side-by-side to plan, nurture, and tend a true community garden. From the beginning, the plan was to donate the fruits (and vegetables) of their labor.

In 2012, Liberty gardeners and FM volunteers worked diligently throughout the growing season to bring that dream to fruition. In late summer and into fall, the many hours of hard work paid off with a bountiful harvest that was proudly donated to local food pantries for the benefit of families in need.

For the people in program and volunteers, the Community Garden has cultivated pride in what has been accomplished. Over the course of the season, nearly 70 individuals from various day habilitation programs periodically helped out in the garden. A core group of devoted gardeners were regularly assigned two days a week during the entire season. They learned about crop rotation, how to care for a garden, various types of fruits and vegetables, and just how rewarding gardening and giving to others can be.

Valerie Tarantelli, one of the original members of the program, joined the effort through a love of gardening learned from her mother, who has since passed. "It makes me feel great," said Val, "I really like to garden, it makes me closer to my mom."

In November, 2012, Liberty received the exciting news that Walmart Foundation had approved a \$25,000 grant for the program. A greenhouse will be built in the spring of 2013, thus allowing Liberty gardeners to nurture new plantings and extend the growing season.

"Everyone worked very hard and were so dedicated to making the garden a success," said Liberty staff Lisa Thatcher. "They now have the satisfaction that they are a part of something special."



Valerie
Tarantelli

The community garden wasn't the only thing that blossomed at FM in 2012. Jessica Romano experienced considerable personal growth when she embarked upon her first foray into the world of higher education. "I thought it would be fun to go to college," said Jessica.

Recently, Jess enrolled in a painting class and very quickly realized just how much hard work and dedication is involved when one chooses to attend college. At first, like any college student, Jessica was nervous but excited about the opportunity to attend FM. Although sometimes challenged by the responsibility of completing her assignments, Jessica kept a positive attitude and learned from the experience.

In the four months she attended class, major changes and growth took place in Jessica's life. Always a friendly and outgoing person, the college experience motivated Jessica to take on more responsibility, constantly with her eye on reaching a successful outcome.

Courtney Downing, coordinator of the FM program, said, "I have seen Jessica grow a lot in the last year. She has matured over time and I believe a lot of her maturity has to do with the fact that she attends classes at FM."

Jessica's increased sense of responsibility and self-confidence has affected the way she interacts with others in Life Skills, the day program she attends at Liberty Enterprises. She constantly asks if staff or her peers need help and she is friendly to everyone who visits. Jessica feels that her college experience also gave her the motivation to lose weight and become healthier. Over the last year, she began making better food choices and has been exercising.

Jessica's positive experience inspired her to continue her education on the FM campus.

She chose to participate in a sign language class. Asked why she selected that particular class, she stated, "I want to help people."

Jessica is doing well in class and is enjoying the experience and making friends on campus. She continues to gain maturity, self-confidence, and is very proud to be a college student.



Jessica
Romano

Capital Campaign *(continued)*

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Permanent displays acknowledging the support of the donors listed above have been erected at the Day Support Center in Amsterdam and the Mohawk Day Habilitation site in Canajoharie. Thanks again to all who gave to the Building Bright Futures Campaign.



Personal Growth

Our sincere thanks to the following individuals, families and businesses who contributed to Liberty Foundation, Inc., since January, 2012. We truly appreciate your support.

General Donations

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Annual Membership Campaign Donations to Liberty Foundation

The following individuals included a gift to Liberty Foundation when they joined Liberty/NYSARC during our 2012 Membership Campaign. We thank them for their generous gifts and ongoing support of the organization's mission.

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Ms. Sandy Yutes

In Memory of William "Bill" Albertin, Jr.
Mr. & Mrs. R. Scott Romano

Continued on page 7

The Power of Independence

A positive attitude and perseverance can get you through many of life's ups and downs. Those attributes have helped make Tiffany Macan and Maggie Rodriguez the independent and confident young women they are today. Tiffany and Maggie are good friends who share an apartment. They have much in common, including a love for working, volunteering, and advocating for those who cannot advocate for themselves.

Just a few short years ago Maggie was living in a residential home with one-on-one assistance. Maggie, with the support of her team, has been able to achieve her goal of living independently. She credits her team for, "helping me with my behaviors."

"Sometimes I had lots of staff working with me so I didn't hurt myself," said Maggie. "Now, I live with Tiffany and we only have staff a few hours a week just to check in on us."

Maggie is passionate about making a difference in the community. She's a key member of Salsa Picante, a group of people at Liberty who are committed to raising money for local charities by cooking and selling authentic Hispanic cuisine.

Volunteering in the community is also a priority for Tiffany. She is enthusiastically involved in making meals for the local homeless shelter and working with children at FM, helping teach art classes. Tiffany is continually on the lookout for new opportunities and is always setting goals. Right now, she's pursuing a path to obtain her GED, but she doesn't want to stop there! Tiffany has aspirations to become a social worker



Maggie Rodriguez

Tiffany Macan

"I love working with kids and people," said Tiffany. "Helping others and advocating for my friends is very important to me. It's what I want to do."

Tiffany has a passion for helping those who might not otherwise have a voice. She currently serves on the State Advocacy Board and is an active member of Liberty's Self-Advocacy group. Tiffany strongly believes in the importance of speaking out and making her voice heard.

Maggie and Tiffany are proof that with hard work and dedication, dreams can become a reality.

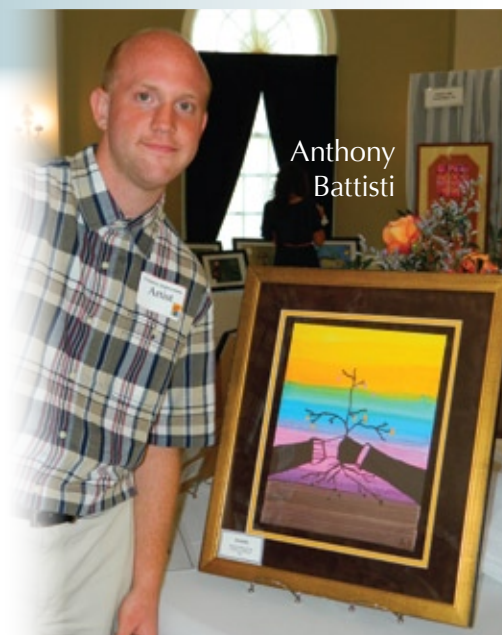
Express Yourself

The Liberty Through the Arts program began three years ago with regularly-scheduled art classes. Now, a shop selling art by individuals (including paintings, art-themed calendars, notecards, decorations, and more) are showcased throughout the year and at a seasonal holiday shop.

In the spring of 2012, Liberty hosted its first-ever public art show, exhibiting 80 works by people with disabilities from 15 ARCs across New York. Winners were chosen by a jury of local artists including Juliet Konieczny, Grace Gilbert, and Kathleen Oakes.

Anthony Battisti is one of the Liberty artists. Although Anthony has only been painting for a couple of years, one of his pieces was chosen to market an art show sponsored by Otsego ARC. "I mostly do watercolors," he said, "But I like everything."

Liberty Art Instructor Amy Devendorf said, "It has been my immense pleasure to work with these individuals and to watch them grow in their creativity, express their individuality, and enjoy what they do so well."



Anthony Battisti

A Cherished Friendship

Liberty's Direct Support Professionals (DSPs) are pivotal to the services Liberty offers every day to individuals with developmental disabilities. They represent the largest group of staff positions at Liberty and are the people who provide primary support to individuals as they go about their activities in the community, in day program, and at home. Karen Pasquarelli represents the personal attributes and values that exemplify an outstanding Direct Support Professional.

Karen has worked as a DSP for 29 years and is a devoted friend to the individuals she supports, their family members, and to her co-workers. Karen spends a great deal of her time helping individuals to live meaningful lives by supporting them in staying connected with their families, involved in the community, and participating in activities that matter to them.

Karen assists Yvette Jevitt, an individual who bowls regularly and takes great pride in being a member of a bowling league. Even when Karen is not scheduled to work, or is on vacation, she will ensure that Yvette is able to attend league activities. Karen's nieces Carla and Maria are happy to step in when needed. "Karen is like family to me," said Yvette, "She spends time with me and my family. I always feel safe with her. I have worked with Karen for the past 15 years and want to for another 15 years."



Karen Pasquarelli

Yvette Jevitt

Continued from page 6

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Grants

Our special thanks to the organizations listed below for grant funding awarded to Liberty for projects benefiting individuals we support and their families.

\$5,155—Children's Aid Association of Montgomery County
Project: Playground and recreation equipment for the Family Support Program's after-school and recess program

\$5,000—NYSARC
Project: A formal family dinner dance involving individuals, parents and other family members

\$25,000—Walmart Foundation, Inc.
Project: A greenhouse, equipment and plantings for the Liberty/FM Community Garden.

In Memoriam

Our sympathies to the family and friends of these individuals who passed in 2012

Ellen Grossman

Larry Wemple

Steven Lawyer

Gary Lambert

J. Albert Cudsworth

Ellen Friedberg

Anna Lasher

Christine Mazur

Debra Hull

Connie Bowman



2012 Raffle Supporters

Our sincere thanks to all the people who purchased one or more tickets for this year's 'Feather Your Nest Raffle' drawing held on November 1. The event netted nearly \$14,000 for program supporting individuals with disabilities and their families served through Liberty's Family Support and Community Connections programs. Our congratulations to winners of this year's Grand Prize of \$6,000—Jeff & Wendy Moore

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Family Ties

Lifesaving. That's how Nitza Maynard describes the services her daughters Elizabeth and Brianna receive through Liberty's Family Support Services program (FSS). These services give her the peace of mind of knowing that her daughters have daily support and the chance to experience their surroundings.

"We live in a very remote part of Montgomery County, which makes it difficult to be involved in the community," said Nitza, "FSS makes it possible for the girls to go different places and socialize. That is very important" Both Elizabeth, 37, and Brianna, 22, receive support unique to their needs, wants, and individual personalities.



Nitza
Maynard

Brianna

Elizabeth

"Last summer Elizabeth spent a weekend at camp in Lake George," said Nitza. "She was around horses and she loved that. She wants to go again this year."

"Brianna is more difficult. She's set in her ways and likes a routine," Nitza said. "Staff takes her out to lunch at her favorite place, Pizza Hut. When I have the time, I try and join Bri but she thinks I cramp her style. This is her special time."

Working full time as a certified Occupational Therapist assistant for Liberty, Nitza relies on these daily services.

"It means everything to me. My hands are full as a single parent," said Nitza. "It also frees up my time to clean, run errands, and grocery shop. Without this support, I wouldn't be able to work."

Nitza points out that in the two years Brianna has been with Liberty, and the 16 years Elizabeth has been here, staff have always been extremely responsive and always supportive.

"I depend on services each of my daughters receive," Nitza tells. "I won't be around forever, so working with them towards being more independent is important."

Liberty's staff provide the attention and services that Elizabeth and Brianna need to grow and flourish as individuals. This support reassures Nitza that her daughters are well cared for and loved.

All Smiles



Sherri Wolfe

Ryan

Matthew



Rosemarie Hinderliter needed affordable and quality dental care for her two adopted sons, Matthew and Ryan. Her quest was especially challenging because both of her sons have developmental disabilities. Her goal was to find a dentist who understood their special needs. Though she encountered some roadblocks along the way, Rosemarie ultimately found New Dimensions in Health Care. It has proved to be the answer to the boys' special dentistry needs.

"Because I'm a single mom and have two children with developmental disabilities, it is really vital to me to have affordable dental care," said Rosemarie. "Sometimes it comes down to this or putting food on the table."

Since 2004, Matthew and Ryan have been making periodic visits to the health center. During each visit, staff provide treatment and spend quality time with each boy. Additionally, Rosemarie has the satisfaction of being kept apprised of each child's dental care.

Established in 1996, New Dimensions in Health Care (NDHC) originally focused on providing dental and medical care to people with developmental disabilities. NDHC began serving patients from low income households in order to address a real need for dental and medical providers to this population in our community. At present, provides services to 5,500 patients; 5,000 patients are from low income families.

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Kosiba's Lock Shop
Mr. Robert Kosineski
Mr. Edward Kosinski
Mr. Jeffrey Kozlowski*
Mr. Robert Kozlowski
Ms. Trisha Krajewski
Mr. Edmund Krzysko
Mr. Steve Kudlaciak
Mr. Michael LaCoppola
Mr. Christopher Lail
Ms. Ashley LaMont
Ms. Jennifer Land
Ms. Lorraine Larbell
Ms. Melissa Lasher
Ms. Joyce Lee
Ms. Yola Leibensperger
Ms. Kelly Leonard
Ms. Patricia Leone
Mr. Richard Lewandowski
Mrs. Immaculata Lieber**
Mrs. Roslita Lilley
Mrs. Mary LoBalbo
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Mr. Tom Lowe
Ms. Patty Macek
Mr. Edward Majewski, Sr.
Ms. Rita Marcuccio
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Mr. Kenneth Mazur
Mr. John McCune
Ms. Susan McGiver
Mr. Thomas McNamara
Ms. Diane Melucci
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Ms. Amanda Mnally
Ms. Donna Mochrie
Ms. Robin Moller
Mr. Jeffrey Moore
Ms. Catherine Mowrey*
Ms. Tanya Moyer
Mr. Joseph Mullarkey
Ms. Karen Mullarkey*
Mr. Martin Nephew
Ms. Jennifer Newhook
Ms. Marcia Nowicki
Ms. Judy Ortiz
Mr. Nicholas Pallotta
Mr. Tom Palmateer
Mr. Donald Parry
Ms. Shirley Pettengill
Ms. Judith Phetteplace
Mrs. JoAnn Piurek
Mrs. Genevieve Polinski
Mr. Carl Pucci
Mrs. Arlene Purtell
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Ms. Sandra Zarecki*
Ms. Susan Zeppari

** \$1,000 Winner

* \$500 Winner

Note: Tickets purchased by individuals on the day of the event may not be listed here. If you were omitted from this list, please accept our apology...and our thanks for your support.

Foundation Golf Tournament

Liberty Foundation's 18th Annual Golf Tournament was held on Thursday, June 7, at Rolling Hills Country Club. As in the past, golfers were there to support the people with disabilities and families who benefit from the services funded by the Foundation. The event raised nearly \$35,000 this year; another \$5,000 was received through in-kind donations.

We truly appreciate the support of our sponsors and golfers. At a time when so many worthy not-for-profit organizations are asking for support, year after year these generous friends choose to help Liberty carry out its mission. Many thanks.

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Special Thanks to Rose & Kiernan

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Mr. John P. Woods, Jr.

Our sincere thanks to all our wonderful staff and community volunteers. It is no exaggeration... we could not do it without them.

Taking Control



Chet Bubniak

Chet Bubniak has been a familiar face at Liberty for 33 years. Chet is well known not only because of his longevity but also because he comes into contact with almost all new staff as well as visitors when he provides guided introductory tours of the day support program at 47 Liberty Drive. Another important role Chet has taken on is organizing the agency's bi-annual blood drives for the American Red Cross. He truly enjoys the responsibly and the interaction with new people.

Chet has Cerebral Palsy and experiences the motor control and physical challenges associated with that condition. He has used a wheelchair for many years. Prior to last year, Chet always had to rely on staff to push his wheelchair when he was carrying out his volunteer duties or simply going about daily activities. In 2012, Chet received a new power wheelchair with head switches. It took all of his considerable perseverance to learn how to navigate this equipment—but he did it. Now Chet uses the chair as his primary means of mobility at home and at Liberty. He takes great pride in driving his chair whenever and wherever he chooses and gaining increased independence. His peers, and the staff who have known and admired Chet for years, are in awe of his tenacity and drive. What an accomplishment!

Healthy Hearts, Happy Hearts

In the summer of 2012 something special started happening at Liberty; something that has changed many lives forever and for the better! Liberty staff recognized a need to offer healthy, yet appealing, meal options to the people we support. From this need, a Heart Healthy initiative was born.

Heart Healthy has helped individuals by providing healthier lifestyle choices through better sleep habits, exercise, and dietary changes. Results speak volumes. Many people have experienced weight loss. The most dramatic success stories occur when individuals are included in shopping and food preparation.

"I've lost 14 pounds and I'm eating more vegetables and fruits," said Ann Handy. "I can tell I'm losing weight; I feel much better." Changing eating habits and making better choices is very important to Ann who is diabetic. The small changes she has made have had a big impact on her weight, as well as her insulin levels. "I don't mind (the changes)," said Ann. "I'm doing good. My sugar has been good." As Ann is finding out, these lifestyle changes are made slowly in order to build healthier and happier bodies!



Ann Handy

Achieving Goals

“I like to work and challenge myself,” said Stacey Bruce. “I set goals every day. My bosses are pretty good and I work with me.” With that statement, Stacey expresses just what Liberty Enterprises’ vocational program seeks to accomplish.

Gaining life skills, independence, and having pride in what you do, are three great results individuals come away with through this work experience. Our vocational training program nurtures and empowers individuals in a positive work environment while offering new opportunities and challenges. The process of learning new skills not only helps to improve the current quality of life, but gives each individual a measurable advantage they can take with them. They know they are a part of something important.

“I’m a hard worker and I enjoy working in the soap room,” said Stacey. “I try to know all jobs. It looks good on job applications and gives me good work experience. I come every day to work and I really enjoy it,” she added. “I’m good at it.”

Liberty Enterprises is the manufacturing division of Liberty. As a Food & Drug Administration (FDA) fully-certified facility for food and personal care products, we manufacture more than 200 items, ranging from salad dressing to janitorial products and hand soap.

Stacey Bruce



Career Satisfaction

Inspired by Liberty’s goal of increasing community work opportunities for the people we support, the Career & Employment Network (CEN) and the Liberty Enterprises Manufacturing Department sought new business partners and creative service delivery models. This active pursuit has resulted in many new jobs and successful outcomes for the people enrolled in the vocational program.

Anna Baran has had a taste of that success. She is a free-spirited individual who can always find a reason to smile. Before joining Liberty programs, Anna worked with her brother and dad doing odd jobs and lawn maintenance for friends and neighbors. Working under the close eye of her dad, Anna developed good skills and an excellent work ethic.

Anna was recently hired by McDonald’s at the Mohawk Thruway Plaza as a part of the Cleaning and Maintenance crew. Working with the assistance of her job coach, Anna has proven herself to be a very competent and conscientious worker. She truly enjoys having a chance to interact with so many different people and consistently exhibits enthusiasm and commitment to the job.

In October, at the annual luncheon, McDonald’s at the NYS Thruway Mohawk Travel Plaza was recognized as the CEN 2012 Employer of the Year for its willingness to offer employment and training to individuals.

CEN



Anna Baran

Annual Appeal Donations

Our thanks to the businesses and individuals who supported Liberty's first Annual Appeal.

We hope that going forward, by telling the story of how our programs affect individuals and families like the Silvernails, donors will begin to incorporate Liberty into their personal philanthropy schedule.

The goal is to make an Annual Appeal the cornerstone of Liberty's fund raising program.

Founders' Club (\$2,000–\$4,999)

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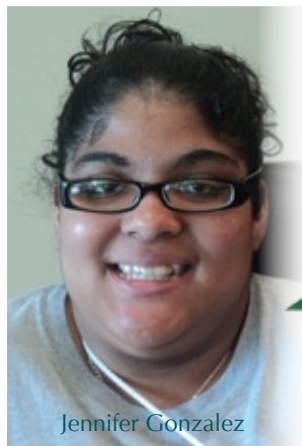
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Finding Her Place



Jennifer Gonzalez



Liberty is always setting new goals and finding innovative ways to provide top-quality care to individuals with disabilities. In 2004, Liberty began providing services to people with disabilities in Delaware as Choices for Community Living Delaware, Inc., (CCL Delaware).

One individual who receives support from this program is Jennifer Gonzalez, a lively, nineteen-year-old who came to CCL in 2012 because her living situation was not working out. She moved to the Cedar Creek residence in Sussex County. Because Jennifer's housemates were older and didn't share her interests, she asked if she could move to a home with younger, more active housemates if the opportunity arose.

CCL worked with Delaware state officials to approve funding for an additional residential house. A new home for three young women has been approved for CCL and will open in 2013. Jennifer and her new housemates are very excited about this new opportunity and have already gotten together several times. Jennifer is a great role model for those in her life and has the confidence to accomplish what she puts her mind to. She would like to pursue a career as a sign language interpreter, or perhaps as a secretary. We wish Jennifer all the best as she continues to follow and achieve her dreams!

Peace of Mind

Gert Packman's son and daughter live across the country from their elderly mom. It can be stressful for family members who have a loved one living far away and especially worrisome when that family member needs daily care. Fortunately, Paige and Jeff Packman found a solution.

Paige and Jeff depend on the services provided by Priority Care, Liberty's Adult Care program based in Plantation, Florida. In particular, they look to health care aide Stephney Robinson. For the past two years, Stephney has been Gert's primary caretaker at her Forest Trace senior residence.

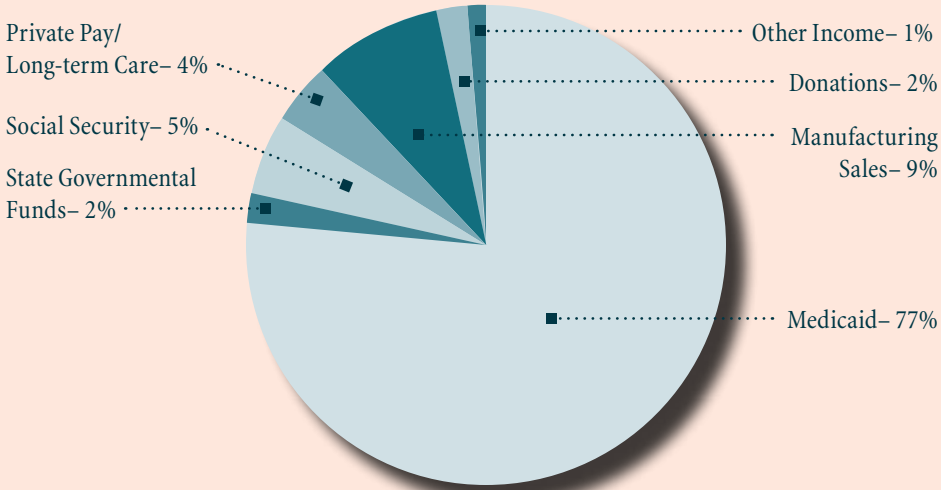
"We cannot say enough good things about Stephney, she far exceeded our expectations for service, personal care, and support," said Paige and Jeff Packman. "She goes above and beyond the call of duty to look after our mom."

Every family wants to be present to help care for the ones they love but it's not always possible. The family may live a great distance away, like the Packmans, or life's obligations may simply not allow the presence of family to the extent that care is needed. Priority Care, with staff like Stephney, provide families much appreciated peace of mind.

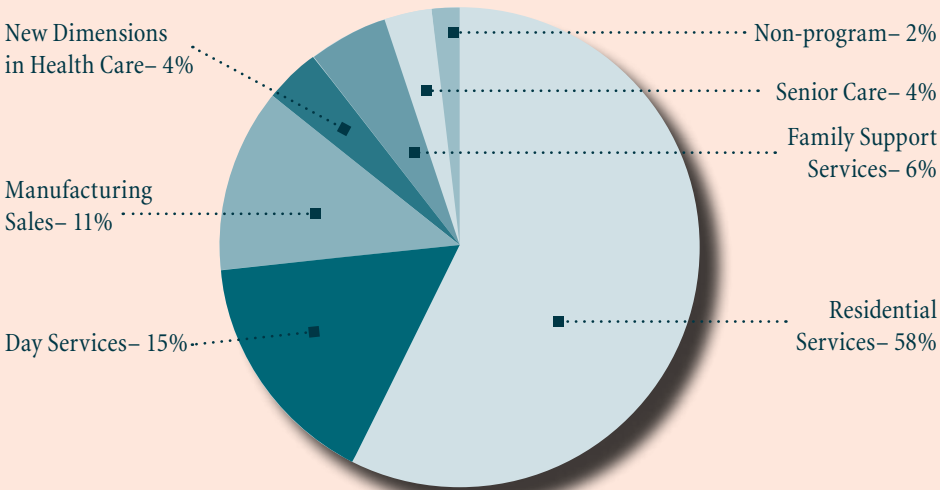


2012 Fiscal Report: \$54 Million Annual Budget

Source of Revenue



Operating Revenue by Program



Liberty Program Information and Statistics

■ **Residential Services** offers a variety of community living options and flexible supports, depending on the level of support and supervision needed by each person.

- 67 homes for 244 people located in communities throughout Montgomery County.

■ **Day Support Program** provides training in daily living skills as well as offering clinical services, pre-vocational experiences, and many opportunities for community involvement and volunteerism.

- 248 people at 9 Day Habilitation program sites in Amsterdam and in communities in the western part of Montgomery County.

■ **Employment Programs** Liberty Enterprises' manufacturing operation offers a variety of employment and training options to assist individuals with disabilities in building job skills. The Career & Employment Network (CEN) supports individuals in preparing for, finding, and retaining jobs in the community.

- 191 individuals employed in the community through CEN; 43 working in Liberty Enterprises' manufacturing

■ **Family Support Services [FSS]** includes Community Habilitation, a program that provides hands-on assistance and personal skill training that encourages individuals to gain independence while living, working, and socializing in their communities. The FSS program also offers after-school, school recess, camping and recreation programs for children and adults.

- 200 children and adults and their families supported

■ **New Dimensions in Health Care** is a diagnostic and treatment center providing dental and medical care to patients with disabilities and low-income families.

- 5,500 patients served in Montgomery County

■ **Choices for Community Living [CCL Delaware]** is a not-for-profit subsidiary of Liberty providing residential and day programs to people with developmental disabilities in the State of Delaware's three counties.

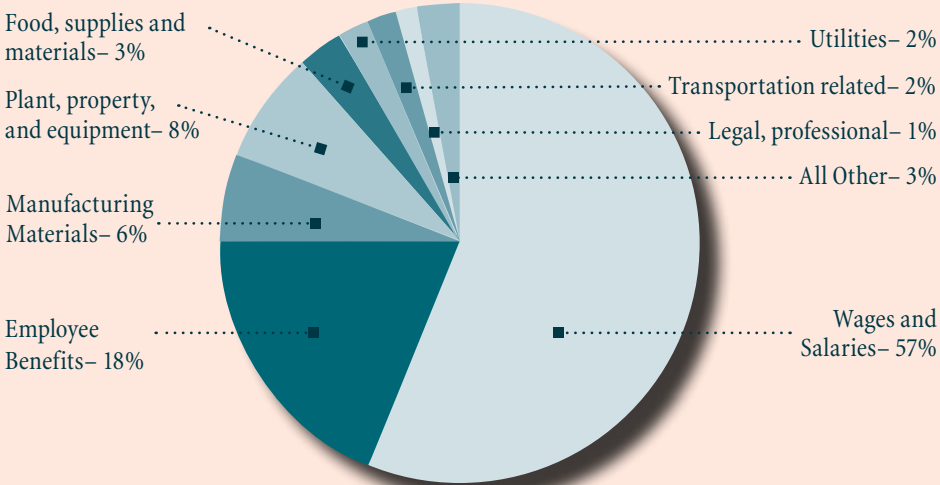
- 52 individuals are supported in Day Habilitation and Residential programs

■ **Priority Care Nurses Registry** is a subsidiary of Liberty providing in-home care to seniors in Broward County, Florida.

- 50 seniors receive in-home care services

■ **Our Employees:** Liberty is the second largest employer in Montgomery County, providing employment to 762 local residents in full-, part-time and relief positions. Our employees are the core of our organization; dedicated people who carry forth the spirit of our mission and fulfill the promise of our values on a daily basis.

Expenses



Liberty Foundation, Inc.

Ensuring the Future of Programs and Services

2012 Annual Appeal

Our sincere thanks to Joan and Kristin Silvernail for sharing their family's story.

Joan, and her husband Joel, who passed away in 2009, became stalwart supporters of Liberty from the time Kristin joined the program.

Joan continues to support the organization through her regular donations to Foundation events, membership, and the annual appeal, as well as her volunteer roles as membership chair, assistance in the PR office, help at special events, and service as a Board advisor.



Kristin & Joan Silvernail

Children's Aid Association Visit



Liberty Foundation received a \$5,155 grant from The Children's Aid Association of Montgomery County. Funds went towards the purchase of a new playground located behind Liberty's Day Supports program. Children in our school break programs and camp are benefiting from this donation, plus having a lot of fun!



Smiling Golfers:

Foundation President Ken Adamowski and daughter Sarah are all smiles as they prepared to tee off at the Foundation's Annual Golf Tournament. Again in 2012, Sarah donated her time and talent by offering an opportunity for golfers to "Tee Off With Sarah" as a way to improve their golf scores and support the Foundation. Many thanks, Sarah!



The Adamowski Family

Pauline, Sarah, Ken, and Alex

"Liberty has played an important role in the life of our son Alex. When my wife Pauline and I were setting up our estate plan we decided to include a bequest to Liberty as a means of expressing our gratitude for the support Alex has received over the years. We both feel very committed to helping ensure that, in the years ahead, Liberty will be here for kids like our son.

We encourage other parents to step up and show their support."

—Ken Adamowski

Gifts through your estate provide important benefits to you as well as to the individuals and families supported through Liberty Foundation, Inc. For more information on how you can make a gift through your estate, call our Foundation Office at 518.954.3202.



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Liberty's Mission Statement

We work together to support people with disabilities and others in need to achieve a quality of life each person values.

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Middle Row, L to R: Joel Kaplan, Letah Graff, Rev. Lisa VanderWal, Carol Cuyler

Back Row, L to R: Robert Quick, Valerie Zabo, Michael Cinquanti, Carl Pucci, David Fariello, Ken Adamowski, Robert Purtell



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Our Values
Quality
Teamwork
Integrity
Respect
Resourcefulness
Person-Centered



2012 Program Highlights

- For several months, team leaders provided our sister chapter in Albany with technical assistance, helping to vastly improve OPWDD* survey results.
- Twenty-four individuals obtained paid employment at local businesses.
- Human Resources (HR) introduced and implemented a new agency communication method called The Weekly Huddle.
- Therap® software rolled out successfully; system will enable Liberty to more efficiently manage, document, report and communicate information related to people we support.
- A perfect Council on Quality and Leadership Review!
- Liberty selected the Canajoharie School System for the 2012 Community Partner Award, citing their ongoing support of our after-school and recess programs for area children.
- Perfect 2012 OPWDD* survey results for the following Departments; Clinical, Family Support Services, Medicaid Service Coordination and Day Supports (in all day programs).
- CCL Delaware team continued to maintain 95% score in survey results.
- The Clinical Department developed and rolled out positive behavior supports training program.
- St. Mary's Church in Amsterdam and its Differently-Abled Committee received Liberty's 2012 Good Neighbor Award, in honor of the hospitality and kindness they have extended to individuals with disabilities.
- The Liberty Enterprises vocational program added new customers and contacts that created a variety of diverse job opportunities in the workshop.
- The Christopher Sollecito Memorial Scholarship ended after more than 40 years of providing scholarship funding to Montgomery County students.
- Liberty Enterprises and International Fire-Shield began a strategic partnership to manufacture and apply Inspecta-Shield textile coatings for the healthcare sector.
- Clinical program developed and implemented a Heart Healthy Program. (*see article*)
- New Dimensions in Health Care chose PrimeSUITE software system to enhance practice management capability and establish an electronic medical record system.
- Individuals in Liberty's Community Connections program received the 2012 Community Commitment award, honoring the assistance they have provided to area seniors.
- Liberty recognized 79 tenured employees with a total of 1,300 years of service.

* NYS Office for People With Developmental Disabilities, primary certifying agency for Liberty's programs