

2016 Annual Report





Jamie Frederick presents board games, donated by staff and individuals, to Amsterdam Free Library director Nicole Hemsley.

DAY SUPPORT PROGRAMS provide training in daily living skills as well as offering clinical services, pre-vocational experiences, and many opportunities for community and volunteerism. —254 people at 16 Day Habilitation are served at program sites in Amsterdam and in communities in the western part of Montgomery County.



Assemblyman Santabarbara meets with (L to R) Genesis Santana, Mark Klug, Colleen Irish, Bethany Cramer, Breauna Theobald, and Frank Rivera.

Liberty staff member Jodi Brown and Liberty individuals Val Harrington, Pam Sherman, Erica Rossi, Lisa Bubniak, Nicole Lyons, and Dorothy Cool were recognized by the Montgomery County Office of Aging for their dedication to the agency's Meals of Montgomery.



Several programs at Liberty are dedicated to weekly volunteer activities to meet needs in our neighborhoods.

Community Connections continues to grow in its commitment to support and give back to our many community partners. Individuals in the program are active on a daily basis, largely focusing on volunteerism, advocacy, and hospitality, while increasing their pre-employment and interpersonal skills. Some of the many commitments:

- Meals of Montgomery
- Ayer's Animal Shelter
- Office for Aging (including personal assistance with groceries, cleaning, lawn care, and snow removal)
- Bark & Play Dog Grooming
- Smiling Faces Childcare
- Haven for Hope
- Forester's Veterans Club

- St. Luke's Soup Kitchen
- Mountains to Miracle
- Amsterdam City Hall
- Masonic Temple Soup Kitchen
- Catholic Charities Soup Kitchen
- and a variety of legislative events.

Most recently, individuals in **Liberty's Community Connections** and **Life Skills** programs joined to support neighbors who lost everything in a house fire on December 26. In an effort to assist their neighbors rebuild and recover from this tragedy, the groups asked local organizations for raffle items and donations. What started as a small fundraiser turned into so much more. After just a few phone calls and visits, 13 organizations donated raffle prizes, with one premier item donated by Liberty's partner Alpin Haus. Proceeds in excess of \$600 were raised for the family. 🍀

Bethany Cramer, Jamie Frederick, and Tiffany Carpenter thoroughly enjoy their volunteer duties at Montgomery County SPCA.





On behalf of the Board of Directors and Liberty administration, we would like express our sincere gratitude to our amazing employees, family members and advocates, individuals in program, our friends in the community and the many people and businesses who support our efforts through donations (be sure to review the list on pages 10–11.)
Liberty would not be the organization it is today without you.

We truly hope you enjoy reviewing this summary of 2016. The profiles in this Annual Report emphasize some of the ways that Liberty ARC supports individuals in pursuing what really matters to them. Each and every day we work together to assure that the people in Liberty’s programs receive the support, encouragement, and guidance they need to succeed. This ongoing dedication to mission is at the heart of what has made, and will continue to make, this agency outstanding.

This past year and the years ahead are not without challenges. Ongoing budget cuts, increased regulatory oversight and unfunded mandates continue to cause concern. No one can dispute that great strides have been made in services to individuals with disabilities over the last 60 years. It is a fact that individuals now have more choices and are able to live and work in a more tolerant, accepting atmosphere. Families and advocates fought hard to get to this point...but the effort must continue. In 2016, Liberty worked closely with advocacy agencies urging our staff representatives to fund much needed wage increases for our direct support staff. Individuals, staff and family members attended rallies, met with legislators and participated in letter writing campaigns as part of the **bFair2DirectCare** campaign. We must maintain a high level of interest and advocacy to ensure the quality and consistency of our programs into the future. 🌟

Jennifer Saunders
Liberty CEO

Rev. Dr. Lisa Vander Wal
Liberty Board President



Calvin Jennings



Gaining increased independence was a top priority for Calvin Jennings. Until this past year Calvin lived in one of Liberty’s group residences.

Calvin felt strongly that it was time he had a place of his own. With the support of Liberty staff, he worked on self-sufficiency goals such as cooking and personal medication education. Once Calvin and his team felt he met these objectives, it was time to apartment shop with his friend Lester (a Liberty individual)! Calvin and Lester had decided to be roommates and select their new home and furnishings. Calvin describes this opportunity as “something I can handle,” and reports that he enjoys doing own laundry! His persistence and strong faith in himself extends to all areas of his life. He is employed by Liberty’s Facility Management department and sits on Liberty’s Board of Directors. Calvin is truly an example of how a person can achieve dreams when they voice what is important to them and are given appropriate support. 🌟

1-2-3- SMILE



At the conclusion of each presentation, children receive a dental care kit with dental education forms, a toothbrush, toothpaste, pediatric dental flossers, and a toothbrush timer.

Celebrating...

20
Years

New Dimensions
in Health Care

An affiliate of Liberty, the Montgomery County Chapter NYSARC, Inc.

Dental and Primary Care for all Ages

New Dimensions in Health Care is a diagnostic and treatment center providing dental services to the Medicaid and Managed Medicaid population in our community for more than 20 years.

The health center's 1-2-3 Smile! initiative has grown exponentially from serving 30 children in 2014 to reaching almost 500 participants across two counties and seven schools.

The clinical team at Liberty's New Dimensions in Health Care has a longtime passion for good oral health education. In 1996, dental hygienist Sherri Wolfe, RDH, created **1-2-3 Smile!** to help children in the community.

In 2014, structured 30-minute sessions began at elementary schools and HeadStart in low income areas during February's National Children's Dental Health Month. A short puppet show for the youngest children teaches nutrition. Demonstrations clarify brushing and flossing techniques. An interactive discussion focuses on what to expect at dental visits. Sherri demonstrates counting a child's teeth to familiarize them with the process. For older children, a more comprehensive program discusses tooth decay and the long-term effects of not brushing on general health. 🐾

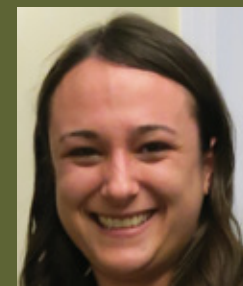
Brush Up on these Facts:

- Oral care for infants before and after teeth emerge
- Foods, beverages, and behaviors that can lead to tooth decay
- Appropriate daily dental self-care techniques
- The importance of good oral health care during pregnancy
- The importance of early and ongoing professional dental care

Congratulations Liberty's Employees of the Year



Support Level
Luke Klim
Facilities Department



Program Level
Megan Barr
Residential Department



Management Level
Melissa Jonker
Residential Department

Liberty has traditionally recognized that our employees make us what we are; they represent our strengths and are our most valuable resource.

While Liberty has always respected the importance of acknowledging staff and strived to recognize our workforce in numerous ways, we continue to look to improve and move forward in this vein.

In 2016 Liberty sustained that momentum with impressive numbers which have become a benchmark in our industry and source of pride.

- Liberty recognized 80 tenured employees with a total of 1,400 years of service at our 2016 Employee Recognition Dinner; one Liberty staff celebrated 35 years of employment.
- Eight long-term employees retired in 2016 with a cumulative 180 years of service to Liberty.
- 196 employees have been with us for 15 years+; that's one out of every four employees.

In 2016, 830 staff were employed in a full-time, part-time or relief position at Liberty and its affiliates. Here's a breakdown of staff and their years of employment:

- 0–5 years—375 staff, 45%
- 6–10 years—149 staff, 18%
- 11–15 years—110 staff, 13%
- 16+ years—196 staff, 24%

2016 Grants

On with the Show

Liberty's Family Support Services (FSS) Program received \$12,500 in grant funding through NYSARC Trust* to enhance recreation programs. A portion of funds presented Missoula Children's Theater (MCT). Dedicated to fostering creativity and enhancing innate capabilities of participating children by providing access to community-driven performing arts experiences, MCT and FSS successfully staged a full production of Peter & Wendy with individuals under 21.

*The Trustees of the NYSARC, Inc. Trust approved a remainder fund grant of \$12,500 for each of its 48 member chapters for the purpose of providing recreational opportunities for people they support. A total of \$1,874,000 in remainder grants was awarded in 2016 to support recreation and guardianship statewide. NYSARC Trust Services administers supplemental needs trusts that enable people with disabilities to remain in their home and community while retaining Medicaid services and other government benefits.

Infrastructure Improvement

Liberty was awarded an \$815,000 state grant, administered by the Dormitory Authority, to enable the agency to remove the 26-year-old HVAC system at our 47 Liberty Drive day habilitation program building in Amsterdam, and replace it with a high efficiency air volume distribution system. The funding for the new system is through the New York State Nonprofit Infrastructure Capital Investment Program.

Careers at Liberty

Liberty is not alone in the quest to find qualified, dedicated employees in the demanding and competitive field of recruitment.

This past year Liberty stepped up its employment efforts with a public relations campaign showing potential applicants the impact they could have on the lives of those we support. These engaging advertisements were seen on billboards and in newspapers ads, on local radio and on Facebook and Twitter. Two main taglines were *Jump Start a NEW Career This Summer* and *Discover a Wide Range of Fulling Careers/Endless Possibilities*.

New Dimensions in Health Care's Cutting Edge Equipment

Dr. Kevin Buyck, Chief of Dentistry at New Dimensions in Health Care in Amsterdam, demonstrates an Aribex NOMAD hand-held x-ray unit funded through a Community Impact Grant from the Community Foundation of the Greater Capital Region. The portable unit will allow clinicians to safely stay in the operatory and assist patients in maintaining their position as the x-ray is taken.



Putting a Smile On

The health center also received a grant from the Carondelet Community Fund of St. Mary's Healthcare for \$1,000 as partial funding for the center's 1-2-3 Smile! program. This helped underwrite dental care kits for approximately 1,100 children (12 and under) following routine checkups. 🌟

**JUMP START
A NEW Career
This Summer!**

LIBERTY

libertyarc.org

Discover a wide range of fulfilling careers

Endless Possibilities

LIBERTY
libertyarc.org
518.842.5080



Frankie
Perez

LIBERTY'S EMPLOYMENT SERVICES DEPARTMENT offers a wide variety of programming to accommodate a person's skill level at time of entry. The ultimate goal for each person is to find meaningful, lasting work in a community setting. They have opportunities to expand their skill level, build confidence, and prepare for the world of work.

—**Number of individuals enrolled:**

ACCES-VR-94

Community Connections-4

Community Pre-Vocational-9

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.

—**91 children and adults, along with their families are supported**

After graduating from high school in 2016, Frankie Perez was determined to go on to college. However, he faced an obstacle that threatened to hinder his path.

A student with developmental disabilities must stay in school to receive state services through the school system until they are 21 years of age. At 18 and wanting to graduate from Greater Amsterdam High School, Frankie felt that staying in school until he was 21 would slow down progress towards his life goals. With determination and diligence, Frankie and his support network, which includes his family, Medicaid service coordinator, and others, he was able to overcome these obstacles and realize his goal of a college education.

In July, Frankie had the opportunity to attend the College Based Transition Program at the College of Saint Rose. It provides a post-secondary experience on a college campus. At Saint Rose, he participates in at least two classes per semester while still working at Price Chopper, developing job skills. Frankie continues to excel in this program and gain life skills, preparing to be active in his community. 🌟

Positive support and ongoing encouragement helped Indiria MacIntosh find success at her workplace.

Indiria expressed interest in obtaining a job in the community. This past year, she worked with a job developer through Liberty's vocational program and was offered a position at the Pattersonville Rest Area on the New York State Thruway. At first, it was a difficult transition for Indiria. Frequently, she would not show up for scheduled work on time, and had reoccurring transportation problems.

No one gave up! On-site managers, job coaches, and Indiria worked together to find a way to address these problems. They succeeded in helping boost her confidence through a consistently supportive environment. Back on track, Indiria began to make great strides. Her hours and workload increased, she made friends with co-workers and customers, and took ownership of new responsibilities. Indiria was so successful that she was named **Employee of the Year** by Liberty's Career & Employment

Network (CEN).

HMS Host, Indiria's employer, was named **CEN's Employer of the Year!** 🌟



Indiria
MacIntosh



Angel Tellado

Christine Ferris





John Minckler

Liberty began a new and exciting partnership along the NYS Thruway with several New York State agencies. The Lock E-13 Living History Rest Area features a new Taste NY store operated by Liberty/Liberty Fresh Market, which officially opened in late May. *(Photos at right and above)*

The expansion of **Liberty Fresh Market** and Liberty job readiness training programs into the **TasteNY** venue has been a unique growth opportunity for individuals we support at Liberty. We are able to offer a variety of employment choices in a competitive, yet nurturing, environment for persons with developmental, physical and other disabilities. Opening the door to new employment opportunities, such as these, is essential for the population we support. This partnership with the Governor's TasteNY initiative, the NYS Department of Agriculture and Markets, and the NYS Thruway Authority and Canal Corporation has positively impacted

Liberty's employment training program. The new store is open on a seasonal basis, May through December. In addition to Lock E-13, Taste NY products are offered at nearly four dozen locations, including rest areas and travel plazas along New York's highways and Taste NY cafés, concession stands, and bars. 🍓

Liberty Fresh Market in Amsterdam opened in 2015 *(photos at left)* offers extensive local and bulk foods, a seasonal Farmers' Market, catering, a delicatessen, and many other services.

4867 State Hwy 30, Amsterdam, NY • (518) 212-6758

Lock E-13 is located on the New York State Thruway (I-90) westbound at milepost 187 between exit 28 (Fultonville) and exit 29 (Canajoharie), the Living History Rest Area encourages travelers to explore the scenic venue and to purchase products from 30 New York-based producers, many of whom are Liberty Fresh Market vendors from the Mohawk Valley.

libertyfreshmarket.com

John Minckler is an outgoing, charismatic person. Once you meet him it is difficult not to like him and be touched by his engaging personality.

Over the years, while in program at Liberty, John has been very independent and successful in many aspects of his life. One area where he's had some challenges is in the workplace. John's had consistent employment with a local Walmart, but felt stagnant and wanted new options. He truly found his place when Liberty became involved with the **TasteNY market** at the Lock E-13 service area.

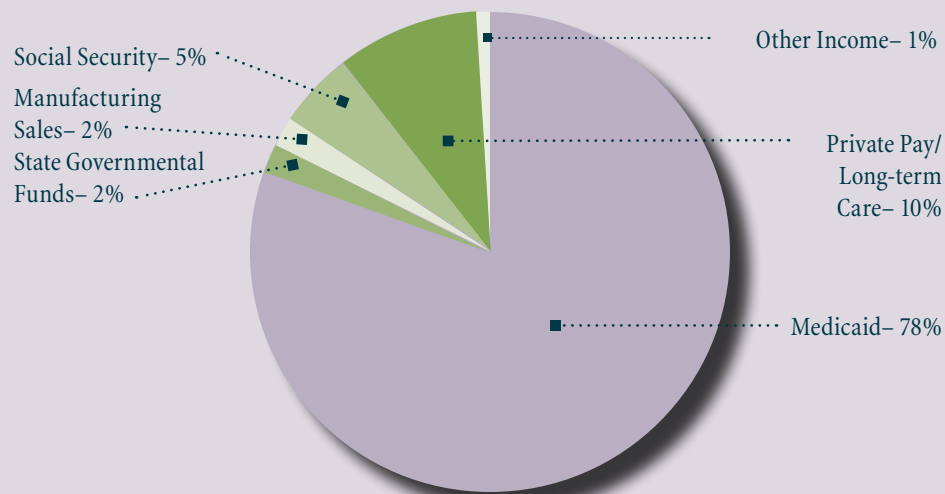
John has flourished in his capacity as a TasteNY market clerk. He worked approximately 32 hours a week during the months the market was open. John became an ambassador of sorts, taking the initiative to engage visitors, talking with them about Liberty and the market while ringing up sales. He took great pride in explaining how things worked around the rest area, got to know those passing through, and became good friends with his co-workers. 🍓



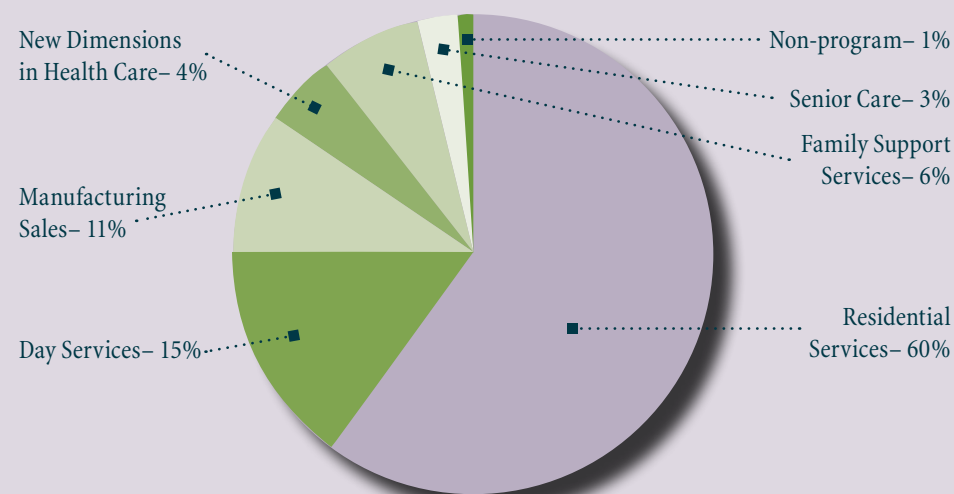
(L to R) Marisol Pietri, Angel Tellado, Joyce Albea and Kelly Coluni

2016 Fiscal Report: \$54.9 Million Annual Budget

Source of Revenue



Operating Revenue by Program



ccldelaware.org

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.

—40 individuals are supported in 13 homes; 52 individuals supported in 2 day programs. Also receiving supports services are 5 individuals with drop-in supports and 52 individuals receiving CCL consultative nursing services.

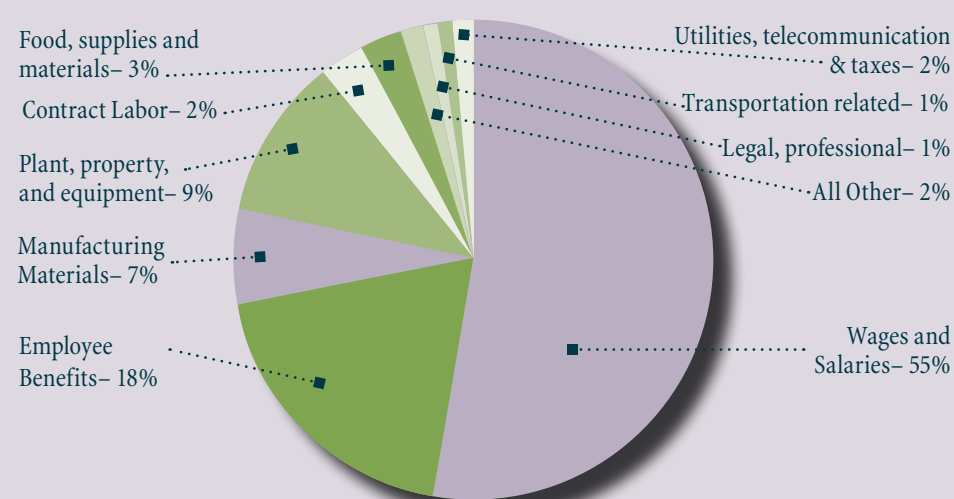


prioritycarenursing.com

PRIORITY CARE NURSES REGISTRY is a subsidiary of Liberty providing in-home care to seniors in Broward County, Florida.

—Approximately 60 seniors receive care each week at home, a living facility, a day care center or hospital. Many of these folks rely on Priority Care for companionship, activities of daily living, personal care and hygiene and medical management.

Expenses



RESIDENTIAL SERVICES offers a variety of community living options and flexible supports, depending on the level of support and supervision needed by each person.

—57 homes for 231 individuals located in communities throughout Montgomery County.

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.

Administrative Staff

Jennifer Saunders *Chief Executive Officer*

Candace Opalka *Chief Operating Officer*

Chris Lail *Chief Financial Officer*

Directors

Erin Abele *Director of Vocational Services*

Nicole Archibald *Director of Human Resources*

Barbara Ganey *Controller/Chief Financial Officer*
(as of 7/16)

John Glode *Regional Director*

Susan Hornbeck *Director of Corporate Compliance*

Dawn Jacksland *Director of Sales & Marketing*

Robin Moller *Director of Clinical & Medical Services*

Catherine Mowrey *Regional Director/Director of*
Community Services (as of 4/16)

Tim O'Brien *Director of Information Technology*

Sarah Quist *Director of Corporate Compliance*
(as of 5/16)

Margaret Rowley *Regional Director*

Carrie-Ann Schmidt *Regional Director*

Bill Sikora *Director of Industrial Operations*
& Employment Services

Barbara Wool *Director of Public Relations*
& Development

Dennis Yacobucci *Director of New Dimensions in*
Health Care & Facilities Management

These listings reflect 2016 staffing

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Our sincere thanks to the following individuals, families and businesses who contributed to Liberty Foundation, Inc. during 2016.

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Miller Printing

◆ ARC CAR DONATION PROGRAM

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◆ ANNUAL MEMBERSHIP CAMPAIGN

The following individuals or businesses gave a donation

to Liberty Foundation with their annual membership.
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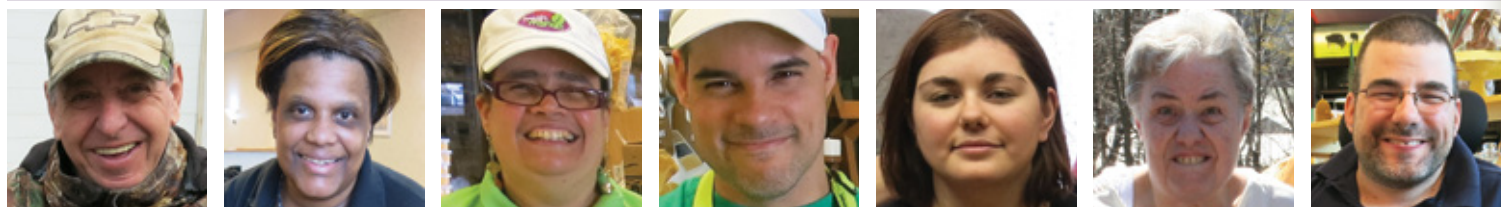
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2016 Agency Highlights

- Follies held its **9th Annual Talent Show** at the Canajoharie High School; over 130 individuals and staff participated by singing, dancing, and playing instruments.
- A **Pie-in-the-Face fundraiser** garnered approximately \$300 for a therapeutic “**Buddy Bench**” for the Fonda-Fultonville School District.
- Liberty recognizes the **Fort Plain Volunteer Fire Company** for the **2016 Community Partner Award**, in acknowledgment of their ongoing dedication and support of the employment of the individuals we support.
- **HMS of the NYS Thruway Pattersonville** service area is selected by the **Career and Employment Network as 2016 Employer of the Year**.
- **Liberty Through the Arts** program donated 25 handmade pillowcases to Albany Medical Center’s Bernard & Millie Duker Children’s Hospital.
- The **Arts Program** also donated 40 small plush animals donated to local EMT services to keep in the ambulances to comfort children as well as lap blankets for local nursing homes, special veteran day lap blankets for veterans in nursing homes and quilts for local homeless shelters.
- The **Liberty/FM Community Garden Program** had an average of 60 individuals weekly, learning about gardening, college life, and what it means to contribute to the community. The group also brought what they learned regarding healthy lifestyle habits to several local elementary schools and summer children’s programs.
- Artists and gardeners came together in September to showcase their work at the Community Garden for Liberty’s **3rd Annual Art in the Garden** event. Visitors experienced a wonderful evening of artwork displayed throughout the garden.
- Liberty’s bell choir, **The Bell Tones**, were in demand throughout 2016 with more than a dozen performances in the community and at Liberty events; 35 individuals participate in weekly practices and performances.
- Liberty recognized **80 tenured employees with a total of 1,400 years of service**. One Liberty staff member celebrated 35 years of employment! 🌟



Upcounty News

- Liberty’s **Mohawk Day Hab** site once again took the lead in 2016 in coordinating the **Canajoharie Youth Center’s Annual Carnival**. The event drew over 60 children and is a way for Liberty staff and individuals to be involved with the community in an engaging and meaningful way.
- The **Canajoharie Trunk or Treat and Halloween Carnival** was a smashing success, with an estimated 200 people in attendance for a safe, fun, and ghoulish Halloween!
- Both day hab sites, 66 Church St. and Mohawk, participated in **Canajoharie’s Elves Night Out** as well as the community’s **Annual Holiday Parade**. 🌟

Liberty Through the Arts

Liberty Through the Arts won honors at several art shows again this year, including an unprecedented 6 years in a row at the **NYSACRA Art Show!**

April—Best in Show and People’s Choice awards for butterfly painting titled *Matilda*, and Honorable Mention for painting titled *Hear Me* by artist Frank Rivera.

August—*Matilda* painting took Best Collaborative Work award at **The ARC Otsego Voice 2016** art show.

September—Artist Mark Klug took 3rd place for his 3D wooden artwork piece titled *Cityscape* at **NYSARC’s conference/art show**.

October—Three pieces of artwork were shown for three months at **Lexington Center’s Paul Nigra Center for Creative Arts**. 🌟