



# *2013 Annual Report*

*Q* **LIBERTY**

# *“What matters to me!”*



## **On the Cover:**

*The individuals in this photograph created the artwork that adorns the front cover of this report*

*L–R Front row—Colleen Irish, Heather Purtell, Samantha Togaila, and Breana Theobald*

*L–R Back row—Pam Sherman, Nicole Lyons, Angel Tellado, Adobi Woods, Bethany Cramer, and Tiffany Carpenter*

**L**ife is full of choices, simple everyday choices, such as: what do I want to wear today, do I bring lunch or buy it, and should I work out before or after work? Life choices can also be a bit more complex and long-term, such as: who do I want as my primary care physician, should I apply for that job I saw listed, and I'd love to take a vacation, but do I have enough money saved? While some decisions take more thought than others, most of us take for granted our right to make these life choices.

Individuals with developmental disabilities sometimes find it challenging making these decisions. In reality, for many years they weren't always given the opportunity to make the big and small decisions affecting their lives. Liberty has made a concerted effort to change that situation. Our “What matters to me!” initiative is a person-centered approach that gives every individual the opportunity to make his or her own choices and

equips them with tools to ensure their success. Each individual has a goal or dream that is personal and unique. Each has a vision of what is important, but he or she may be lacking in skills or resources. By making sure that the right supports are available, we encourage meaningful change and strive to help each person achieve a result that allows the individual to live the life they choose. Get ready to be inspired!

*Throughout this report, you will read about individuals at Liberty who have been on a journey to achieve personal success through, “What matters to me!”*

# A Message from Ken Adamowski

## A Review of 2013. Facing the Challenges Ahead.



**I**t is hard to believe that 15 years have gone by since my family moved back to this area. When our son Alex was born with Down Syndrome, we began seeking services in Charlotte, North Carolina. We were amazed that people in the field there were aware of this community, the William B. Tecler Elementary School, and Liberty. We returned to Montgomery County because of its cultural diversity and family values, and because it offers some of the best services in the United States for people with developmental disabilities.

Over the last dozen years or so, my wife Pauline, my daughter Sarah, Alex and I, have become involved in Liberty beyond just receiving services. We have been enriched by serving on Liberty committees, volunteering on the Board of Directors, and helping at social events and fund raisers. If you have yet come forward to help, please do. It's a great way to get a deeper understanding of what supports and services are available to our friends and family through Liberty.

The year 2013 presented us with many challenges. One in particular was the resignation of our longtime employee, CEO and friend, Mike Decker. I can assure you it was as difficult for Mike to move on, as it was for us to let him go. In the search for a new CEO, the Board invested many hours scrutinizing 50+ resumes and conducting rounds of interviews. In the end, we found the best candidate was already under our roof. Jennifer Saunders has proven to have the proper skill set to continue moving Liberty forward as a leader in our industry. She brings a thorough understanding of our industry, our agency, and the culture of challenging financial times. We are excited about what lies ahead under the leadership of our new Chief Executive Officer!

As this report shows, "What Matters to Me" has been a successful concept that has allowed us to tap into the finer expectations of the people we serve. Technology can play a key role in expanding "What Matters to Me" to our staff as well. Soon, we will be launching a state of the art system which offers immediate communication between all levels of personnel from hand-held devices out in the field and touch screen kiosks located at our many facilities. The intent is to have a means to respond immediately to innovative ideas and react quicker in areas that need improvement.

In closing, I ask for your commitment. This organization was founded by parents, family members, friends and volunteers. Much of the energy behind our momentum continues to be from that same group. Individual commitment to a group effort—that is what makes a team work, a company work, a society work, a civilization work. Your involvement is important to the future of Liberty. Thank you, for your efforts on behalf of Liberty...past, present and future. May we meet in good health!

Ken Adamowski, Liberty ARC Board President



## 2013 Liberty Foundation General Donations

*Our sincere thanks to the following individuals, families and businesses who contributed to Liberty Foundation, Inc. in 2013.*

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*The following included a gift to Liberty Foundation, Inc. when they joined Liberty/NYSARC's 2013 Membership Campaign.*

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## "It's totally awesome"

Attending college can seem like an impossible dream for some people. Contemplating a struggle with daily classroom studies, fear of not fitting in socially, or lack of self confidence can make college seem unattainable. Liberty's Academics Group has focused on providing the individualized support needed to pursue higher education.

As a result, a number of individuals are now going to college or working toward pursuing college courses! Starting in October, 2013, regularly-scheduled classes and one-on-one tutoring became a daily event. More than twenty-five students participate in the program, which includes reinforcing basic math and money and computer skills, along with everyday essentials such as proper vocabulary and handwriting. The success of the academics program is due, in large part, to Liberty's partnership with Fulton-Montgomery Community College.

Anthony Battisti enrolled in the college's sculpture class. His challenges include extensive hands-on work in various mediums, such as wood, clay, and welding. "He's been very good, safety-wise," said Sue Jones, Academics group leader. "Anthony enjoys his class and has bonded with classmates; they are very supportive of him." His positive attitude, outgoing nature, and willingness to lend a hand have helped him to develop friendships with fellow classmates. Although Anthony has demonstrated his creativity for several years in the Liberty Through the Arts program, his college experience has opened a completely new realm of possibilities in which to explore his natural talent.

"It's totally awesome and it's really good for me, it makes me feel good," said Anthony. He has excelled in the class, earning an "A" mid-term grade. "I really enjoy the woodworking in class. You can do anything and I like using all the tools." Anthony isn't stopping with his sculpture class. He hopes to continue his college experience in either painting or photography. There's no limit to what he can accomplish in the future!



Anthony Battisti

Totem by Anthony Battisti

**H**aving something in common helps to forge the bonds of friendship. In this case, being a senior and enjoying a creative side helped Irene Kinard find new friends at River Ridge Living Center in Amsterdam, a rehabilitation and long-term care facility where Irene's monthly visits are eagerly awaited and greeted with a smile.

"Irene loves to go to River Ridge," said Liberty staff Lisa Thatcher. "We started the relationship by making flower arrangements created from flowers we grew at the Liberty/FM Community Garden and dropping them off for River Ridge residents. It quickly grew from there."

"I come every month," said Irene. "I like the old people, everybody here is nice."

The cooler months made it difficult to continue flower arranging, so drop-offs became visits and a new experience for Irene. Lisa helped Irene and other individuals to start a monthly hands-on craft project. Together, residents and Liberty visitors made dried apple Christmas ornaments, Valentine candleholders and vases, Halloween ghosts, and, most recently, pinecone bird feeders. The wonderful bond with River Ridge and its residents is being strengthened with a request that Irene and others from Liberty help plan and assist with a flower/vegetable garden around a patio. This exciting venture is bringing the group to River Ridge weekly, instead of monthly.

River Ridge residents will also travel to the Liberty/FM Community Garden to return the favor by helping with gardening tasks. The already-positive partnership will continue to grow and bloom through these interactions, which bring Irene enjoyment and are appreciated by her new friends.



***"Everybody here is nice"***

## 2013 Memorial & In Honor Of Donations

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## ***“It meant a lot to us to go together”***



Mark &  
Breana

The opportunity to share a special trip was a goal that Breana Theobald had for a long time. Since she was a little girl, Breana has been traveling down to Texas to visit her mom. It is a trip that she knows very well. In recent years, Breana made it known that it was very important that her boyfriend Mark make that journey from New York to Texas with her. This past Christmas her dream came true when she and Mark traveled together to the Lone Star State.

“I talked to Mark about going. I’ve been a lot of times before but I really wanted him to go this time with me,” said Breana. “He’s never been to Texas before and I wanted him to see my mom’s house and visit with my mom and sister in their home.”

Even though Breana was an old hand at air travel, it was only Mark’s second time flying. Bre and Mark each had some money saved, and Bre’s Dad gave them the rest of the needed money as a gift. Both of their teams worked together, along with both families, to help prepare them for their voyage. The airline was told that they were flying and was asked to assist Bre and Mark if they needed anything. On the way home, there was an unexpected layover. All went well, with Bre and Mark only requiring a little assistance from the airline to get to a different terminal. They made it back to Albany, a few hours late and a little tired.

“It meant a lot for us to go together and spend time with Bre’s family; they mean a lot to me,” said Mark. “We’ve been together for 10 years and I’d do anything for Bre.”

## ***“I like it better now”***



Margie  
Kinary

Margie Kinary has only been at Liberty for a short time, but Liberty has already made a big impact on her life. When Margie came to Liberty in 2013, she had gone through a period of difficulties finding a place to live, so finding the right fit was very important.

Margie first lived in a Family Care home, then moved to a residential home. Neither option was what she was looking for. It was very important for Margie to achieve a level of independence. Eventually, she was able to get her own apartment where she has been very happy living with her cat Izzy.

“Yeah, it wasn’t very fun when I first got here”, said Margie. “I like it better now. I have my own apartment with nobody and I like to make my flower bouquets.”



Margie found enjoyment working with Liberty Through the Arts program instructor Amy Devendorf who formed a bond with her through flower arrangements. Margie has found her passion making centerpieces and bouquets throughout the year. It’s a family tradition! Margie grew up around her family’s former business, Flowers by Kinary, in Albany.

In her free time, Margie loves to go to OTB and the casinos. She also enjoys traveling and is currently planning a trip to Maine.

## *“It made me feel great”*

**F**or Bethany Cramer, it's all about having options. Bethany works in the outdoor maintenance group that is part of Liberty's OPTS\* program. She enjoys working outside with her friends and helping seniors in the community with lawn maintenance and snow removal. But that's only a part of what interests Bethany. Liberty Through the Arts Program instructor Amy Devendorf discovered one of Bethany's hidden talents. In a conversation with her about things she likes to do, Amy discovered that Bethany has an interest in photography.

“When the front cover contest for the New York State Association of Community and Residential Agencies (NYSACRA) was brought to my attention, I thought it was a perfect project for her,” said Amy. “We gave Bethany a camera and asked that she visit her friends and take pictures of their hands to show the concept of friendship.” The result was literally “award winning”! Soon after the artwork was sent in, Amy received a call informing her that Bethany's piece was chosen as the cover piece for NYSACRA's 2014 convention.

“Amy asked me if I wanted to take pictures of my friend's hands,” said Bethany. “I really wanted to because I love photography. I did it and it was fun.”

Bethany was asked to attend NYSACRA's annual conference, where she was recognized for her talent and creative artwork.

“It made me feel great,” Bethany said. “I felt like a new person, like a million bucks.”

The recognition doesn't stop there. Another piece of Bethany's artwork, titled Paradise Found, graced the front cover of the program for Liberty's 2014 Creative Expressions Art show. Bethany plans to pursue her love of photography and combine that with her love of the outdoors and her friends. We look forward to seeing her new creations.

*\*Opportunities for People Through Services*



Bethany  
Cramer



### Foundation Gifts received with Membership

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## Raffle Supporters

Our sincere thanks to all the people who purchased one or more tickets for 2013's "Feather Your Nest Raffle" drawing held on October 30. The event netted nearly \$12,000 for programs supporting individuals with disabilities and their families served through Liberty's Family Support and Community Connections programs. Our congratulations to the winners of this year's Grand Prize of \$6,000, the following individuals in Liberty's Business Office shared the prize; Debbie Barker, Nanette Conyne, Jaclyn Hernigle, Tracy Mead, MaryAnn Metz, Donna Mochrie, Bill Pulver, Christine Tessiero, Lisa Zanella, and Janet Zilka.

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## "He's come a long way"



Robert Rivet

Robert Rivet's life has dramatically changed. Bob, as he likes to be called, came to Liberty in 2013 as an emergency admission; he had immediate need of a place to live. Bob was in the care of his 91-year old mother; he was bedridden and unable to stand or walk and did not have access to a wheelchair. He hadn't had any support or socialization programs in 43 years.

That all changed for Bob when he came to Liberty. He now lives in one of the agency's newest homes, has his own bedroom, a wheelchair he operates himself, and friends with whom he has already formed close and lasting bonds. "When Bob first came he didn't want to eat or bathe, was afraid of and aggressive towards others, and followed staff around because he didn't want to be alone," said staff member Erin Benjamin. "He's come a long way. Now, Bob fits right in."

Welcome to Liberty, Bob!

## Staying in Touch with Liberty

As part of our ongoing effort to keep the lines of communication open with all of our stakeholders, in 2013 Liberty launched a new website with a number of features aimed at enhancing the flow of information. The site, [libertyarc.org](http://libertyarc.org), includes Family Support Services calendars with online sign-up, an improved online donation system, direct links to social media, and other new features.



Liberty's Facebook page, [facebook.com/ARC.Liberty](https://www.facebook.com/ARC.Liberty), continues to be an excellent source of information about current activities. Stop in and Like Us! Please share your current email address with us. Email offers another way for us to keep you 'in the loop'! Please send to [BarbW@libertyarc.org](mailto:BarbW@libertyarc.org).

## Thanking Our Valued Donors is Important to Us

As you will note, throughout this publication we list donors to various fund raising campaigns in 2013. We've made an effort to assure that all donors are acknowledged for their generosity. If your name has been omitted, we want to know.

Please contact our PR & Development Office at 518.954.3202 or 3203 or email us at [BarbW@libertyarc.org](mailto:BarbW@libertyarc.org).

## *“I felt I was ready”*

**A**manda Alicea is the Senior Habilitation Coordinator for Liberty’s Life Skills day program. Not only does she love her job, it has provided her with an opportunity to develop her skills. The road to her current position was fraught with much introspection as well as an abundance of encouragement from her colleagues who recognized her leadership potential.

Amanda began working for Liberty in 2009 as a Direct Support Professional (DSP) relief staff; just eight short months later she moved into a new position as a liaison for the Family Care Department. While Amanda enjoyed what she was doing, her supervisor began asking her if she had ever given thought to a leadership position. This question opened Amanda’s mind to really exploring potential opportunities within the organization.

Over the next couple of years, Amanda’s manager took her under “her wing.” As her manager took on new and different responsibilities within the agency, Amanda did as well, learning along the way. Eventually, Amanda realized she did have the leadership potential others saw in her. “At my next performance evaluation I was asked the again, where do you see yourself down the road”? said Amanda. “I had an answer. I felt I was ready.” From there Amanda was given the supports necessary to succeed. She was placed on an Individual Development Plan; with specific leadership development goals. With these tools in place and positive forces around her, Amanda was set on a clear career path and headed for success.

Amanda spoke at Liberty’s CQL Accreditation presentation sharing her personal story of Leadership Development. She has completed Leadership Training and is currently working as a Senior Habilitation Coordinator. Amanda has been recognized by her staff on more than one occasion for her management style and support to both the people in Liberty’s programs and the staff whom she supervises.

*Liberty’s Board and management acknowledges and values our employees as 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.*



Amanda  
Alicea

Michele  
Michaels

### Raffle Supporters continued

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Mr. Gary Hanson	Ms. Donna Mochrie
Ms. Valerie Harrington	Ms. Robin Moller
Mr. Leonard Hartvigas	*Mr. & Mrs. Jeffery Moore—
Ms. Tiffany Hawkins	\$500 winner
*Mr. & Mrs. David Hayes—	Ms. Tina Morey
\$1000 winner (group)	Ms. Louise Morreale
*Mr. Andrew Hayes—	Ms. Catherine Mowrey
\$1000 winner (group)	Mr. Joseph Mullarkey
Ms. Jaclyn Hernigle	Ms. Karen Mullarkey
Ms. Shauna Hernigle	Mr. & Mrs. Francis Murphy
Mr. Robert Hetzler	Mr. Richard Murphy
Ms. Sharon Holbrook-Ryan	Mrs. Robin Natale
Mr. & Mrs. Keith Holland	Ms. Jennifer Newhook
Ms. Susan Hornbeck	Ms. Angela Nicoletti
Mr. Chuck Humphreville	Mr. Arthur Nowicki
Mrs. Dawn Jacksland	Mr. Tim O'Brien
Mr. Bernard Jaracz	Ms. Sharon Oleksak
Mr. Joseph Javarone	Mr. & Mrs. Dennis Opalka
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Ms. Phyllis Jones	Mrs. Domitila Ortiz
Mr. & Mrs. James Jordan	Mr. & Mrs. Nicholas Pallotta
Mr. & Mrs. Larry Jordan	Mrs. Tracy Paradise
Mr. Edward S. Kacerguis	Mr. & Mrs. Donald Parry
*Mr. Joel G. Kaplan—	Mr. & Mrs. James Partyka
\$1000 winner	Ms. Karen Passino
Ms. Lisa Kinowski	*Ms. Shirley Pettengill—
Ms. Helen M. Kiuber	\$1000 winner
Ms. Heather Kolodziej	Mr. Claude Phillips
Mr. & Mrs. John Kolodziej	Mrs. JoAnn Piurek
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*Mr. & Mrs. Robert Kosineski—	Mrs. Genevieve Polinski
\$500 winner	Mr. & Mrs. Carl Pucci
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Ms. Lorraine Larbell	Ms. Patricia Reksc
Ms. Melissa Lasher	Mrs. Barbara Renda
Ms. Joyce Lee	*Mrs. Anne Ricci—\$500 winner
Mr. Rusty Lewis	Mrs. Edith Richards
Mr. Daniel Lieber	Mr. Frank Riley
Mr. & Mrs. Frederick Lieber	Mr. Gary Rogers
Mr. & Mrs. William Loske	*Mr. Andrew Romano—\$500 winner
Mr. Thomas Lowe	Mr. Ronald Romano

## Raffle Supporters continued

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*Ms. Sandara Saxton—	Ms. Toby VanNostrand
\$1000 winner (group)	Ms. Elisabeth Vedder
Mrs. Carrie-Ann Schmidt	Ms. Judy Vickery
Ms. Tamara Schmidtmann	Ms. Pam Wadsworth
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Ms. Martha Sheth	Ms. Danielle Whelley
*Ms. Mary Shoemaker—	Mr. Robert Wilson
\$1000 winner (group)	Mr. John P. Woods Jr.
Mr. William Sikora	Mr. & Mrs. Jay Woods
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Mrs. Alice Sise	Mrs. Barbara Wool
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Mr. Shane Smith	Mr. Robert Zabielski
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\$1000 winner (group)	Ms. Lisa Zanella
Mr. Ryan Stockwell	Ms. Sandra Zarecki
Mrs. Judith Stoebel	Ms. Susan Zepperi
Dr. Kelly Swart	Ms. Janet Zilka
Ms. Rose Tambasco	

## 2013 Grants

*Our special thanks to these organizations for grant funding awarded to projects benefiting individuals we support and their families.*

**\$1,200—Carondelet Community Fund.** Project: Educational materials and dental care supplies for New Dimensions in Health Care's 1-2-3 Smile program for children.

**\$4,950—Fidelis Care New York.** Project: Purchase of a Hemoglobin A1C Analyzer and Cholesterol Analyzer with Printer for New Dimensions in Health Care.

**\$1,000—BBL Charitable Foundation Inc.** Project: Purchase of benches and planters for the Liberty/FM Community Garden

**\$6,000—NYSARC, Inc. Trust Recreation Grant.** Project: Liberty's Family Support Services (FSS) program hosted a fall festival for children who participate in their after-school, recess, and summer recreation programs, as well as Halloween dance for adults involved in FSS programs.

**\$5,500—NYSARC, Inc. Trust.** Funding of operating expense related to Liberty's Guardianship Program.  
(Funding for these restricted grants were provided by NYSARC Trusts Remainder Funds)

## "Mom knows best"

**W**hen you're suffering with undiagnosed medical issues, you usually make an appointment with your doctor to find out what may be happening. You're able to speak with them and relay how you're feeling, where your pain or problem may be and the length of time it's been going on. For some people it's not that easy. In that case it takes a team, working together, to find a solution.

Recently, it became obvious that Cecelia Slater was in a great deal of pain. Cece, as she's affectionately called, is non-verbal and couldn't tell family or staff where the pain was coming from or what level of pain she was experiencing.

Cece's mom Louisa was very concerned. Louisa and her husband Francis have always been very involved in Cece's life. She lived with her mom and dad for many years and now resides in one of Liberty's homes. Even though she's not living under the same roof as her parents, she's still in the forefront of their minds.

"Her staff does a good job but mom knows best," said Louisa. "I see her every day at her house and I'm involved in every aspect of her care. When she started not to feel well, that's when we decided, along with her staff, that Cece needed to see Dr. Lei."

Dr. Lei, a Primary Care Physician at New Dimensions in Health Care, was concerned with Cece's unexplained weight loss and her severe abdominal pain. "As a Primary Care Physician it's my job to figure out what was happening with Cece. The diagnostic process can be difficult and lengthy," said Dr. Lei. "I wanted to be thorough in order to prevent any unnecessary procedures and find the root of her problems."

Over the course of a couple of months Cece was eventually diagnosed with cholecystitis, an inflamed gallbladder. She's had subsequent surgery and is now healing. Cece has always had support and care from her family and Liberty staff. Now her health care has been strengthened with the oversight of a primary care physician at New Dimensions who will work with those supporting Cece to ensure she will always have the best care possible.

**New Dimensions**  
in Health Care



## 2013 Liberty Foundation Golf Tournament Sponsors

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Steris Corporation  
Thomas E. Sise, P.C.  
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Ms. Sarah Adamowski  
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Mr. Philip DeAngelo  
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Mr. James Wurz

Mr. John Yannes  
Mr. Charles Yarnold

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

# "I enjoy coming here a lot"



Robert Yesse is a dependable worker who's a valued member of the Liberty Enterprises production team. In fact, his dedication and enthusiasm for his job garnered Robert a nomination for NYSID's 2013 William B. Joslin Award, a program which spotlights workers who have overcome challenges and achieved personal success through employment.

When Robert first became a part of Liberty's production team there was a period of adjustment for him, but he was determined to build skills and increase his confidence through training on a variety of equipment and exploring ways to become an independent, conscientious worker.

Robert is now very happy in his work environment. He is known by his co-workers to be a genuine, caring person who will take time to assist others. "I get along with everyone and that's something that usually doesn't happen for me," Robert said. "I enjoy coming here a lot. It's much friendlier than other places." Robert also advocates for himself, seeking new training related to machine operation. "I have learned how to use the electric forklift," he said. "I like the fact that there are multiple things to do."

The acquisition of new skills, as well as mastering those he currently performs, will surely help Robert achieve his goal of attending college to study technology and precision assembly. He appears to be well on his way to this life goal. We congratulate Robert on his hard work and for being recognized as a 2013 Joslin Award recipient!

## *“Someday, we want to own our own home”*



**This year, Valentine’s Day was extra sweet for Krista and Gordon Chaisson, as they joyously celebrated their one-year wedding anniversary.**

Krista came to Choices for Community Living (CCL) Delaware in 2007, where she is supported in her residence and works at Proctor & Gamble, a local production plant in Dover.

This is where Krista and Gordon met and soon became good friends. Eventually their friendship grew into something stronger and Krista and Gordon started dating. After about a year, they decided they wanted to move in together. CCL gave them the support they needed to be successful with this major lifestyle change. Krista and Gordon soon decided they wanted to be a family and pressed forward with their dream of uniting in marriage. On February 14, 2013, the couple was married in Dover, DE, surrounded by their families and friends.

“We are happy to be married and we both worked very hard to make it a reality. Someday, want to own our own home,” said the Chaissons.



## *“I cannot say enough good things”*



**Rachel Goldberg’s family lives in Dutchess County, NY, more than 1200 miles away 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, Rachel’s family found a solution.**

Rachel depends on the services provided by Priority Care Nurses Registry based in Plantation, Florida. In particular, she looks to personal care aides Marcia and Mazrine who assist her seven days a week. Since August of 2013, they have been Rachel’s primary caregivers at her residence located at the King’s Point Senior Residences in Tamarac.

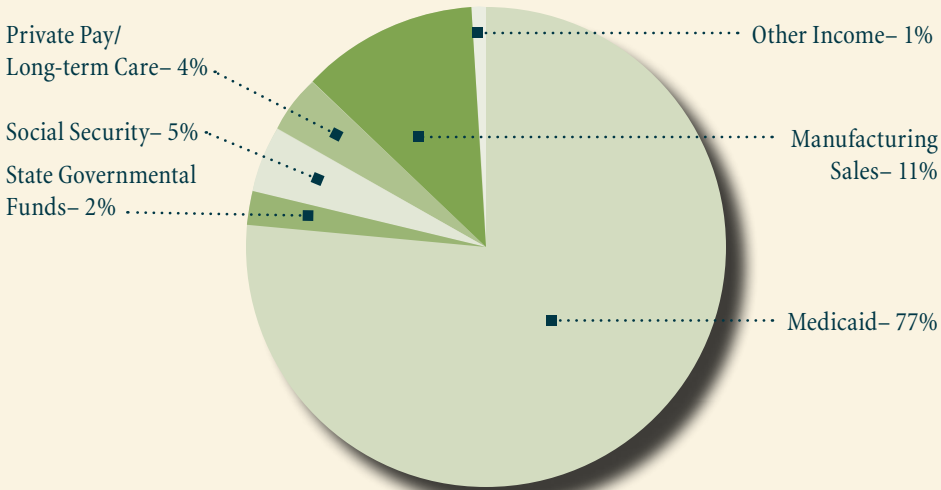
“I cannot say enough good things about my caregivers,” said Rachel. “They go well beyond my expectations for personal care, and support. They treat me like I’m their own Mom.”

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 Rachel’s, or life’s obligations may simply not allow the presence of family to the extent that care is needed. Priority Care, with staff their quality staff and services provide families much-appreciated peace of mind.

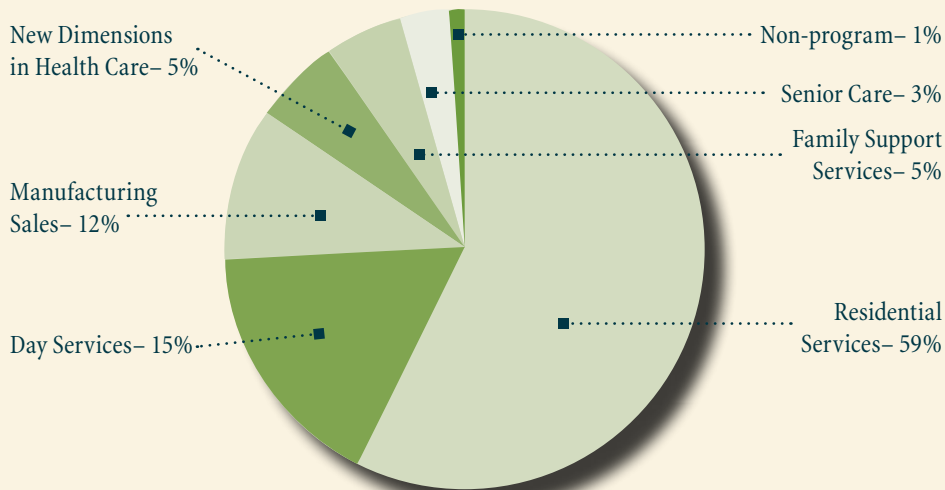


# 2013 Fiscal Report: \$54 Million Annual Budget

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.

- 57 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.

- 280 people at 11 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.

- 187 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.

- 205 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.

- 5,800 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.

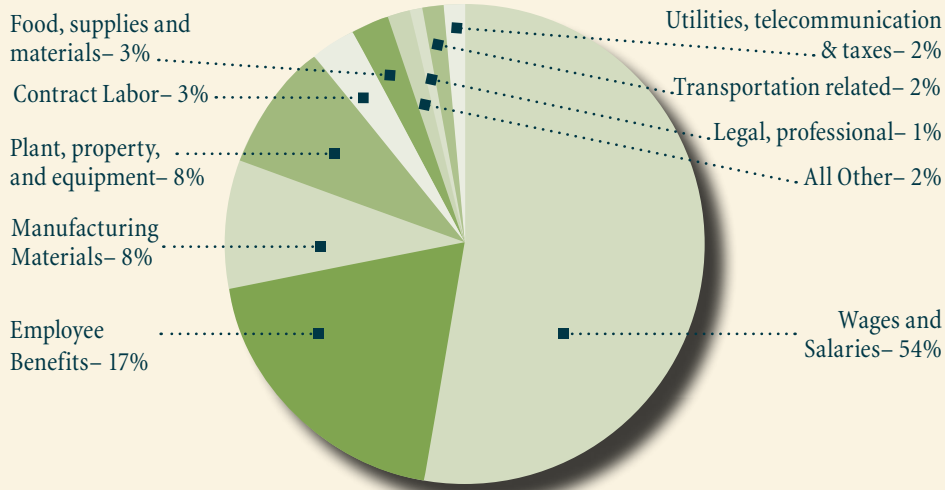
- 52 individuals are supported in Day Habilitation and Residential programs

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

- More than 60 seniors receive in-home care services

■ **Our Employees:** Liberty is the second largest employer in Montgomery County, providing employment to 814 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



## Annual Appeal 2013

### Founder's Club (\$2,000–\$4,999)

Mr. Steve Mack  
Mr. Dennis Yacobucci

### President's Club (\$1,000–\$1,999)

Mr. & Mrs. Michael Decker  
Mrs. Marie Gavry  
Mr. John Glode  
Mr. & Mrs. Luke Klim—  
*In Memory of Mary Bouton*  
Mr. & Mrs. Fred Lieber  
Ms. Jennifer Saunders  
Mrs. Joan Silvernail

### Platinum (\$750–\$999)

Ms. Marcia Albertin  
Mrs. Wendy Moore—  
*In Memory of Shawn Fitzgerald*  
Mrs. Margaret Rowley

### Gold (\$500–\$749)

Mr. & Mrs. Gary Cuyler—*In Honor of Jennifer & Tommy Cuyler*  
Mr. & Mrs. John Rose  
Ms. Christine Ward—*In Memory of Robert & Jean Breen*

### Sterling (\$250–\$499)

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Ms. Mary K. Donohue  
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Ms. Susan Hornbeck  
Ms. Diana Mack  
Mrs. Robin Moller  
Mrs. Carrie-Ann Schmidt  
Mr. & Mrs. Thomas Sise  
Mr. Andrew Stegeland  
Mr. & Mrs. Edward Wool  
*In memory of George & Beulah Johnson*

### Silver (\$100–\$249)

Adirondack Data Systems, Inc.  
Mr. & Mrs. Charles & Burling—  
*In Memory of Family & Friends*  
Mr. & Mrs. Klaus Beckmann  
Dr. & Mrs. William Bresonis  
Mr. & Mrs. Aubrey Cleveland  
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David Weiboldt Architects  
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Mr. Joseph Mullarkey  
Ms. Karen Mullarkey  
Mrs. Joan Raven  
Mrs. Patricia Reksc  
Ms. Catherine Unislawski

### Blue Ribbon (\$1–\$99)

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Ms. Rose Bazan  
Mrs. Marge Bellew  
Mr. James Bergen  
Mr. & Mrs. Armand Canestraro  
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*In Honor of Kristen Silvernail*  
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# Liberty Foundation, Inc.

## Ensuring the Future of Programs and Services



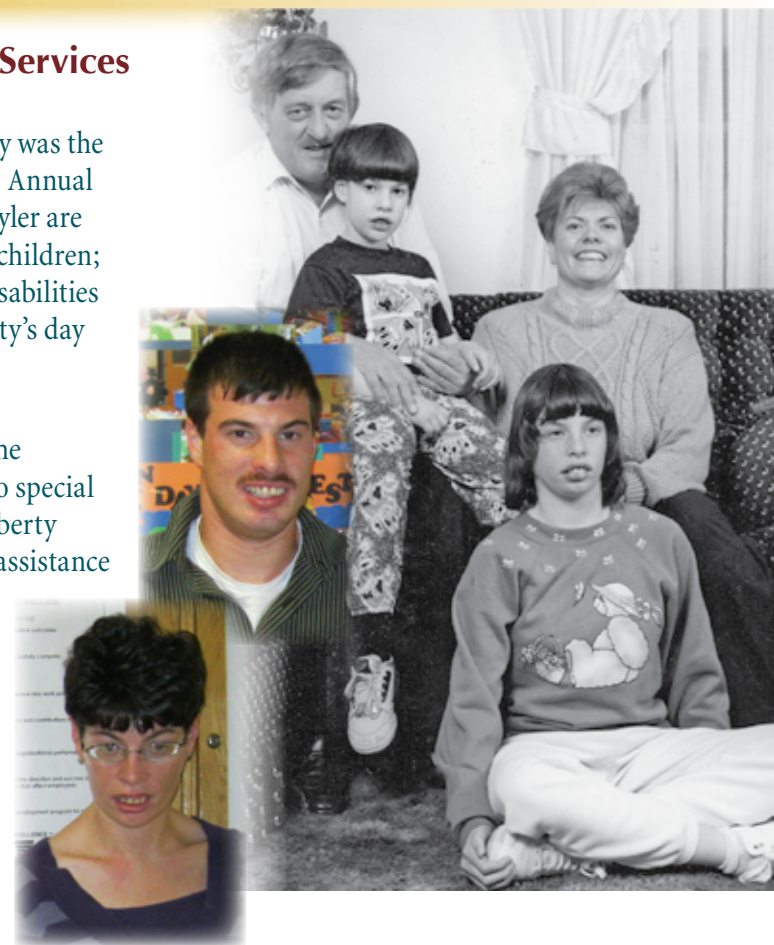
*Gary and Carol Cuyler say, "Being a parent can be a challenging experience; when you have two children with developmental disabilities those challenges can be overwhelming."*

appeal raised nearly \$29,000. (*Listing of 2013 Annual Appeal donors at left.*)

Our thanks to Gary, Carol, Jennie, Tommy and John for sharing their story and helping Liberty Foundation ensure that funds are available to help individuals and families in need—now and in the future.

The Cuyler family's story was the centerpiece of the 2013 Annual Appeal. Gary and Carol Cuyler are the proud parents of three children; two have developmental disabilities and are supported in Liberty's day and residential programs.

The Cuyler's related their experiences dealing with the challenges of caring for two special needs children and how Liberty helped them by providing assistance and options. Their story resonated with many of our supporters—the



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.

*The following individuals and families have shown their support of people with disabilities by making a planned gift to Liberty Foundation, Inc.*

Mr. Ken & Mrs. Pauline Adamowski  
Mr. Christian F. Auspelmeyer  
Mr. Charles & Mrs. Wanda Burling  
Mr. Harold & Mrs. Donna Countryman  
Mr. Joseph W. Langley  
Mr. Frederick  
& Mrs. Immaculata Lieber  
Mr. Edward & Mrs. Genevieve Polinski  
Mrs. Mary G. Pugliese

Route 30 Associates: Mr. Robert Brundige; Mr. Jeff Christiana, Mr. Albert 'Bud' Heck, & Mr. Doug Volean  
Mr. Carl S. Jr. & Mrs. Leila N. Salmon  
Mr. John P. Woods, Jr.  
Canajoharie 2000: Mr. David VanderWal; Mr. Stanley Phillips, & Reverend Kenneth Prol

# Liberty's Directors and Administrative Staff

## 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.

### Liberty Board of Directors

#### ■ Officers:

Ken Adamowski *President*  
Rev. Lisa VanderWal  
*Vice-President*  
Michael Cinquanti *Secretary*  
Joel Kaplan *Treasurer*

#### ■ Directors:

Carrie Barbagelata  
(Term ended 12/3/13)  
Michael Bucciferro  
Nancy Collins (Resigned 5/13)  
Carol Cuyler  
Paul DiCaprio  
David Fariello  
Letah Graff  
Carl J. Pucci  
Robert Purtell  
Robert Quick  
Sally Romano  
Charles Schwartz, Esq.  
Kelly Swart, Psy.D.  
Valerie Zabo

### Directors Emeriti

Frances Gargiulo  
Patricia Sherman

### Liberty Foundation, Inc.

#### Board of Directors

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Ken Adamowski *President* (1/13–5/13)  
Patricia Beck *President* (5/13–12/13)  
Wanda Burling *Vice-President* (1/13–4/13)  
Valerie Zabo *Vice-President* (5/13–12/13)  
Joel Kaplan *Secretary/Treasurer*

#### ■ Directors:

Jack Betz • Jay Quatrini, Esq. • John Tesiero III

### New Dimensions in Living, Inc.

#### ■ Officers:

Nancy Collins *President*  
Kelly Swart, Psy.D. *Vice-President*  
*Secretary-Treasurer Vacant as of 5/13*

#### ■ Directors:

Robert Purtell • David Scianimanico

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#### ■ Officers:

Carl J. Pucci *President*  
John Rose *Vice-President*  
Kevin Kirbey *Secretary/Treasurer*

#### ■ Directors:

Cor Catena • Jeffrey Finkle • Larry Jordan  
Robert Quick • Benjamin Ziskin

## Administrative Staff

Michael Decker *Chief Executive Officer*  
Candace Opalka *Chief Operating Officer*  
Jennifer Saunders *Chief Financial Officer*

These listings reflect 2013 staffing

## Directors

John Glode *Regional Director*  
Susan Hornbeck *Director of Corporate Compliance*  
Dawn Jacksland *Director of Sales & Marketing*  
Thomas Lowe *Director of Business Development*  
Robin Moller *Director of Clinical & Medical Services*



Bob  
Fetterly

## —In Memoriam—

On January 4, 2014, our good friend and supporter Bob Fetterly passed away after a long illness. Bob's involvement with Liberty came naturally. His parents were among our organization's founding parents. Bob joined the Board in 1990; he served four one-year terms as President of Liberty's Board of Directors from 1994 to 1996 and 2000 to 2002. He also served several terms on the Boards of our health center, New Dimensions in Health Care, and Choices in Community Living, the corporation that governs Liberty's out-of-state programs. Additionally, for many years, Bob represented our Chapter on the Board of Governors of NYSARC, Inc., the statewide membership organization affiliated with Liberty and 54 other chapters.

As a sibling of a person in Liberty's program, Bob continually advocated for quality, person-centered supports; as a professional administrator, he understood the importance of preparing the organization for the future. With Bob's guidance, Liberty developed a strategic plan in the late '90s that established the framework for our planning process going forward.

Bob Fetterly played a significant role in helping Liberty to grow and move to a new level of excellence. He will always be regarded as one of our most valued and influential Board leaders.

Our sympathies to the  
family and friends of  
these individuals  
who passed in 2013

Vincent Diaz  
Judy Eisenberg  
Kathleen Garbo

Harriet Grey  
EdnaMae Loring  
Kenneth Lopoczyk  
Jane Morehouse

Clifford Myers  
Luz Rosado  
Douglas Small

Tim O'Brien *Director of Information Technology*  
Margaret Rowley *Regional Director*  
Carrie-Ann Schmidt *Regional Director*  
Bill Sikora *Director of Industrial Operations  
& Employment Services*  
Judith Stoebel *Director of Human Resources*

Christine Ward *Director of Health Center  
Operations*  
Barbara Wool *Director of Public Relations  
& Development*  
Dennis Yacobucci *Director of New Dimensions in  
Health Care & Facilities Management*



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A member Chapter  
of NYSARC



An affiliated agency  
of The Arc

## Our Values

Quality

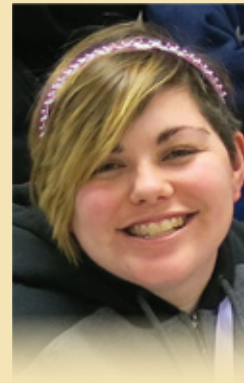
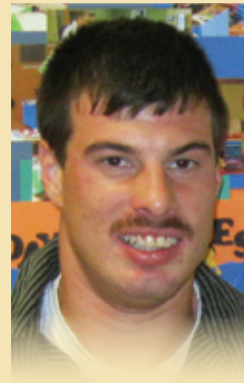
Teamwork

Integrity

Respect

Resourcefulness

Person-Centered



## 2013 Program Highlights

- Thirty-seven (37) individuals obtained paid employment at local businesses.
- Liberty selected Fulton-Montgomery Community College for the **2013 Community Partner Award**, in recognition of its ongoing dedication and support of the Liberty/FM Community Garden project and other endeavors at the college.
- Liberty honored 14 individuals involved in the agency's 66 Church Street Day Habilitation Program, in Canajoharie, citing their many contributions to the local community resulting from nearly 5,000 hours of volunteer service.
- Liberty recognized 49 tenured employees with a total of 885 years of service.
- Our friends at Alpin Haus received Liberty's **2013 Good Neighbor Award** in acknowledgement of their friendship and employment opportunity they have provided to a small work crew that helps out at the company's 5S facility.
- CQL Reaccreditation—Liberty successfully completed accreditation review with the Council on Quality and Leadership. The agency received a four-year accreditation...the longest period granted by CQL.
- Liberty's self-advocates and others throughout the state, successfully lobbied for reinstatement of planned budget cuts that would have negatively impacted our organization.
- The Goodwill Superstore of Amsterdam was selected by the Career and Employment Network as its **2013 Employer of the Year**.
- During the year 2013, individuals in Liberty programs logged 34,132 hours of volunteer service to individuals and organizations in our community! (See example, below.)

In June of 2013, the Montgomery 'upcounty' region was hit hard by devastating rains and subsequent flooding. Many residents of Canajoharie and Fort Plain areas were affected, while the village of Fort Plain suffered the most serious flooding. Some people found themselves homeless and businesses were closed for months. That's when Liberty's 7 Main Street Day Hab site, located in the village, stepped up to help. They opened their doors and facilities so volunteers could rest and take shelter from the heat in refreshing air conditioning. Those displaced by flooding and clean-up volunteers were treated to a delicious, free BBQ lunch of chicken, hot dogs, baked beans, and drinks. Food was generously donated by Liberty staff, baked beans were prepared by individuals at one of Liberty's residences, and rolls and drinks were donated by local businesses.

Staff and individuals at Liberty's 7 Main Street Day Hab truly embody the giving spirit and show an ongoing commitment to their community. Their assistance was recognized with a **2013 Liberty Community Commitment Award**.

