

Liberty ARC 2021 Annual Report



We are proud to present Liberty ARC's 2021 Annual Report

2021 was a year filled with challenges, accomplishments, hope, and new beginnings. As we entered into the second year of the pandemic, we saw the widespread availability of vaccines, the gradual lifting of restrictions on certain activities, and the beginning of a return to normalcy. From reopening our Day Habilitation sites to seeing individuals we support enjoying safe, outdoor activities in the community, this was a 'comeback' year for Liberty ARC – and we made the most of it!

This was a great year to focus on My Best Life, which is an ongoing theme for our programs and services and the title of the beautiful mural you see on the cover of the report. *My Best Life* is the cornerstone of everything we do at Liberty ARC. We start with the premise that every person deserves the opportunity to live their best life and to define what that means for themselves. To be successful, each person we support is surrounded by a network of family, friends, resources, and staff who are asking, listening, and providing support to achieve goals. Here at Liberty ARC, we encourage, coach, mentor, care for, and celebrate with the people we support – and we never forget what an honor it is to do this work.

Of course none of this would be possible without the tireless dedication of our staff, our volunteers, and our supporters. We can't begin to thank each one of you enough for all that you have done to make life better for the people served by Liberty ARC. 2021 saw Liberty ARC's membership increase to a record number of over 1,500 – that's a veritable army of family members, friends, and community members all advocating and rooting for the people we support.

Thank you for your commitment to Liberty ARC, and for helping empower the people we serve. Working together, our culture encourages those we support to continually say – I love my life!

Jennifer Saunders, Chief Executive Officer

Brett Harris, Board President



Mission Statement

Together we support people with disabilities to achieve a quality of life each person values.

Liberty ARC's Values

- Quality
- Teamwork
- Integrity
- Respect
- Resourcefulness
- Person-Centered

2021 Board of Directors and Advisors

Officers

Brett Harris/ President
Kim Brumley/ Vice President
Michael Bucciferro/ Secretary
Carl Pucci/ Treasurer

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Joan Silvernail
Alan Szala
Brandon Waylett
Benjamin Ziskin

**This listing reflects board members as of 12/2021*



Traci's Big Move Into a New Adventure

Traci Czelusiak always wanted to live in her own apartment in the community. In August, with the help of Liberty ARC staff, Traci moved out of her mother's home and into her own apartment, with a roommate, Markie Hugo.

Before moving into a supportive apartment, Traci was involved with Liberty ARC through their Community Habilitation program. At this time, she was already living a very independent lifestyle, but was ready to take that next step.

"I like being on my own and living in my own apartment," Traci said. "I was so excited to move in. It's a dream come true."

Liberty ARC staff, including Residential Manager Brooke Booth, have expressed how happy Traci is in this new chapter of her life.

"Now that she is in her own apartment, she is beyond ecstatic that she has her own bedroom," Brooke said. "It's so important that she is able to have these things and she is happy. If she is not happy, then she's not living her best life. She just wants freedom and independence and now she has that."

Traci has been employed for over 20 years at Hannaford Supermarket working in maintenance and cleaning, which has taught her how to keep her own home tidy. On her days off from work, Traci goes shopping by herself and finds her own transportation to go to and from the shops. "I wanted to show people that I can do this on my own, and I am doing just that," Traci said.



Reuniting With Friends & Returning to Liberty ARC

There was an excitement in the air as Liberty ARC welcomed back some familiar and happy faces to our day habilitation programs in April!

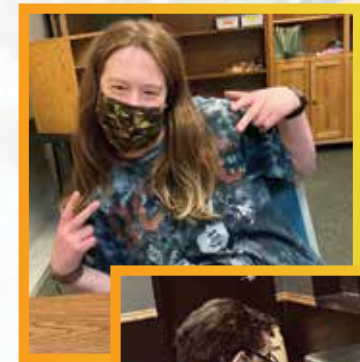
Liberty ARC's day habilitation programs were initially suspended in March 2020 due to COVID-19. Staff members quickly pivoted to providing day hab services in-home for the participants. A few of the site programs reopened in July 2020 with health guidelines in place. In April, we were ecstatic to have more individuals return to day hab sites as part of our reopening plan.

Assistant Director Jennifer Bernardo said returning to day habilitation after individuals were home for a year was a step in getting back to a sense of normalcy. COVID-19 guidelines and precautions were carefully

developed at the sites to protect the health and safety of the individuals and staff for when they came back. "

Everyone had huge smiles on their faces as they walked into the program areas," Jennifer said. "They greeted each other with claps and cheers when they got to see their peers that they have not been able to see in-person in such a long time."

"I got to see my friends again," said Bethany Cramer, a participant in Liberty ARC's reopened day habilitation program. "I saw them on Zoom before. It's nice to see them face-to-face."



If You Can Dream It, You Can Do It

Ryan Whitehouse is the perfect example of the adage, “If you dream it and work for it, you can do it!” For the past two years, Ryan has been working towards obtaining his driver’s permit, and in October he passed his exam.



“I liked the idea of driving, so I can go on daytrips and shopping by myself,” Ryan said. “I also really want to take my family out. I’m really close to them and love seeing them. It would be easier to drive myself to visit them.”

In 2019, Ryan set a personal goal to get his driver’s permit. From then on, his staff did everything in their power to get Ryan ready for his big test, beginning with purchasing study materials, like a permit book.

After Ryan completed his online practice tests, staff would review the answers with him. When going for rides in the car, Ryan was quizzed on traffic signs and asked to explain their meaning for motorists.

Ryan is always striving to become more independent and this was just another hurdle he wanted to conquer, sticking with it until it was achieved.

When Ryan passed his exam, he said he felt like he won the lottery.

“I’m very excited to now learn how to drive with my mom teaching me,” Ryan said. “One day I would like to get a red truck.”

Liberty ARC Artists Reach New Heights

In 2021, Liberty ARC was excited to see their talented artists reach a nationwide audience through the launch of the *Liberty Through the Arts* online store in September.

Liberty ARC’s art program has flourished for the past twelve years, helping Montgomery County residents with disabilities create stunning pieces of art with a variety of mediums and techniques that have received awards and recognition. A portion of the proceeds from all sales go to the individual artist, or in the case of collaborative work, to Liberty ARC to help fund programs like *Liberty Through the Arts*.

In partnership with product experts, Silver Graphics, the new store features the work of more than a dozen artists with disabilities who express themselves creatively through Liberty ARC’s art program. Customers can choose to have their favorite artwork on items like mugs, t-shirts, and other household and gift items.

Just two months later in November, *Liberty Through the Arts* was partnering with Lee’s Shops at Wagner Square in Canajoharie to bring and sell their merchandise to their community in Montgomery County.

“I always like making crafts with my friends, but when I started in the *Liberty Through the Arts* program, six years ago, I started to paint and really liked it,” said Ken Shumaker, an artist and participant in the art program. “I’m proud of my nature paintings, like birds, zoo animals, and sea creatures.”

Check out the online store at: libertyarc.org/liberty-arts



The Second Year in a Row for Top Work Place Recognition



Choices for Community Living (CCL), a subsidiary of Liberty ARC, was proud to announce

they were recognized as a Delaware Top Workplace for the second year in a row in August by The News Journal!

“We are delighted to have been designated as a Top Workplace by our workforce at CCL for the second year in a row,” said Katina

Scott, Statewide Director of CCL. “We, at CCL, strongly believe in the values of teamwork and respect, as well as empowerment of our employees. These cultural values in which we are so dedicated to, is the driving force behind us receiving this wonderful award once again. Our caring staff at CCL strives every day to provide outstanding supports and services to individuals with intellectual and developmental disabilities in Delaware, and this award is another great recognition of our workplace culture.”



Board of Directors

Officers

Carl Pucci / President
John Rose / Vice President
Benjamin Ziskin / Secretary-Treasurer

Directors

Cor Catena
Anthony Ekanem
Jeffrey Finkle
Lisa Smith
Jeffery Wills



New Dimensions in Health Care Receives Patient Centered Medical Home Recognition



In 2021, New Dimensions in Health Care (NDHC) was recognized as a Patient Centered Medical Home for the second year in a row by the National Committee for Quality Assurance.

The Recognition Programs are built on evidence-based, nationally recognized clinical standards of care. The recognition speaks to the quality of healthcare and compassion a patient will receive at NDHC. Patients with a range of health insurance options, including Medicaid and Medicare, are welcomed to the health center. The best treatment is given to families and individuals from the Amsterdam region and beyond in Montgomery County.

On-Site Phlebotomy Lab

2021 saw the addition of an on-site phlebotomy laboratory at New Dimensions for blood testing. The addition further improves patient care and provides valuable information efficiently.

“Bringing our phlebotomy services in-house means that we don’t have to make additional appointments for off-site bloodwork for our patients,” said Mary Peterson, Assistant Director of NDHC. “It’s more convenient and results are obtained quicker than before, helping to improve the patient experience and giving our providers another tool to help improve patient health.”

Other New Dimensions in Health Care (NDHC) 2021 Highlights

- NDHC met the requirements for The Alliance 2021 Transformation Quality Incentives.
- NDHC expanded the availability of COVID-19 rapid testing to support Liberty ARC staff and the people they support, as well as NDHC and Hometown Health patients.

- While following strict COVID-19 protocols, NDHC continued to see patients during the ongoing pandemic, and patients continue to return for care.

New Dimensions in Living, Inc. Board of Directors

Officers

Kim Brumley / President
Julie A. Gray-Bablin / Secretary-Treasurer

Directors

Sara Babiarz
Michele Downing



*Board listings reflect board members as of December 2021.

2021 Employees of the Year



Dayne Peck

Program Employee of the Year – Direct Support Professional Awake Night Charge

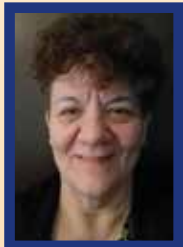
“I look forward to going to work every day and I know the people I support look forward to seeing me. The best part of my day is making them smile, whether it’s staying up late with them to watch their favorite shows, joking around with them, or making sure they have their new articles to read daily.”



Lisa Klim

Support Employee of the Year – RN

“I love the individuals that are happy to let me be a part of their lives. They welcome me into their homes and make me feel like they truly want me in their lives.”



Nora Pavlak

Manager of the Year – Residential Manager

“I enjoy helping staff develop into caring, professional staff, who are able to take pride in themselves and to have a career that makes a difference.”



Catherine Mowrey

Director/Assistant Director of the Year – Director of Clinical Services

“What I enjoy most about my job is being able to offer guidance and support to the agency. I enjoy a good challenge and being able to ‘fix’ a problem or an issue. I like being a part of the solution. When someone says something can’t be done or that’s impossible or it’s not going to work, that just means it’s a challenge for me to prove that it’s not impossible.”

Internship Program

In 2021, Liberty ARC launched their Human Services Internship program and welcomed several interns to the agency.

The program gives high school students between the age of 16 and 17 the opportunity to gain valuable experience working at one of Liberty ARC’s residential sites through a paid internship. Interns are also given the chance to learn and experience first-hand how rewarding it is to work in the human services field, especially at Liberty ARC.

Under the supervision of a qualified Direct Support Professional (DSP), interns ensure supports are provided for individuals with disabilities with consideration of the individualized routines and procedures for each person. Interns assist with household errands and tasks that need to be done inside the home, along with creating memorable relationships with those they are supporting.



“I have had such a great experience,” Gianna said. “Everyone at Liberty ARC has been so helpful and welcoming. If I had a question, they were always there to guide me and answer it in order to see me succeed.”

Increase in Liberty ARC’s Tuition Reimbursement & Degree Attainment Enhancement

Liberty ARC supports a better future for its employees, including education opportunities. Because of this, Liberty ARC was excited to announce an upgrade to the tuition reimbursement and degree attainment bonus in October, including an increase in salary enhancement upon completion of degree. The program is now open to full-time, part-time, and relief staff.



We Value Our Employees!

Liberty ARC showed our employees how much we appreciate their dedication to our mission and the people we support with several special events in 2021.

Liberty ARC continued the holiday tradition of recognizing our amazing employees with over 600 frozen turkeys near Thanksgiving. During the summer, employees were treated with a complimentary chicken BBQ dinner.

Empower Federal Credit Union also showed their appreciation for our staff and the individuals we support with a free ice cream day in August. An ice cream truck, courtesy of Empower Federal Credit Union, made several stops to our day hab program sites and homes.



Another Year of Success for Ground Level Grants



In the third year of Liberty Foundation's Ground Level Grants, 11 grant applicants in 2021 were awarded funding in the amount of over \$32,000. Liberty Foundation's financial commitment was the highest it has been, since the grant program was created in 2019. This was made possible because of our generous donors giving throughout the year. Ground Level Grants provides new experiences and vital services to the individuals we support at Liberty ARC – projects that otherwise would not have funding. Awarded projects this year include laptops, AED defibrillators for residential sites, fishing equipment, and online lessons ranging from learning how to play the guitar to cooking and the importance of nutrition.



Thank You to Liberty Foundation Donors & Supporters for a Great Year!

For Liberty Foundation, 2021 will be a remembered as “the comeback year” with some in-person events, like Denim & Diamonds BBQ and Country Concert, safely returning and allowing our generous sponsors and supporters to come together once again. Events that were virtual, like the golf tournament, in the summer were a huge success as we got creative in the ways Liberty Foundation continued to raise vital funding.

Our generous donors and sponsors made 2021 an incredible year. Thanks to their donations, Liberty Foundation was able to fund services, experiences, needed items, and activities, enhancing the lives of the people we support.

Liberty Foundation, Inc.

Officers

Donna Canestraro/ President
Paul DiCaprio / Vice President
Brett Harris/ Treasurer

Directors

Sarah Adamowski
Michael Lobb
Wanda Burling-Director Emerita

Listings reflect board members as of December 2021.



Changing with Liberty Enterprises

During his 35 years working for Liberty Enterprises, Michael May has grown with the company and with the changes that came to their industry.

Michael enrolled in Batavia School for the Blind at eight-years-old, graduating in 1982.

After graduation, Michael returned to his hometown of Canajoharie and entered Liberty ARC's vocational service program seeking additional vocational training and a job. He worked for Liberty Enterprises, receiving training in woodshop, machine shop, janitorial, mechanic's helper and assembly.

"I like coming into work every day," Michael said. "The people I work with are great. In the past year, I liked the pay transition that was made, and was excited when I received the news."

In 2021 Liberty Enterprises eliminated the use of the 14-c piece rate of pay, which had formerly calculated wages based on 'price per piece' production output for employees like Mike.

14-c was a holdover from decades past which was originally designed to help disabled employees find and keep work, but with efficiencies and a move to a competitive (and integrated) workforce Liberty Enterprise shifted to an hourly rate for all workers.

Michael's pay was transitioned from 14c piece rate to a competitive hourly rate under the adjustment.

"The change in pay has been extremely helpful to me," Michael said. "My paycheck goes to cover my bills, including the rent for my apartment, and for my groceries."

Erin Abele, Liberty ARC's Director of Employment Services and Industrial Operations has witnessed Michael's hard work and motivation as he strives to provide an independent and meaningful life for himself and his wife.

"There are occasions I recall Michael talking about household bills and budgeting when his check would vary based on his piece rate," Erin said. "As we were preparing for the pay transition, I knew how impactful and positive this change would be for both Mike and his wife. Being paid a consistent, hourly rate created financial predictability and stability for Michael and his wife."



Liberty Enterprises 2021 Highlights

Liberty Enterprises is coming off another record year of sales thanks to products that helped combat the COVID-19 pandemic. 2021 saw some amazing statistics:

- \$7.6 million in sales, reflecting a 51% increase over 2019 (pre-COVID)
- 1.04 million cases of product shipped last year, nearly 87,000 per month
- Over 25,000 hours worked by people with disabilities
- Increased our fulfillment with Amazon by 69%

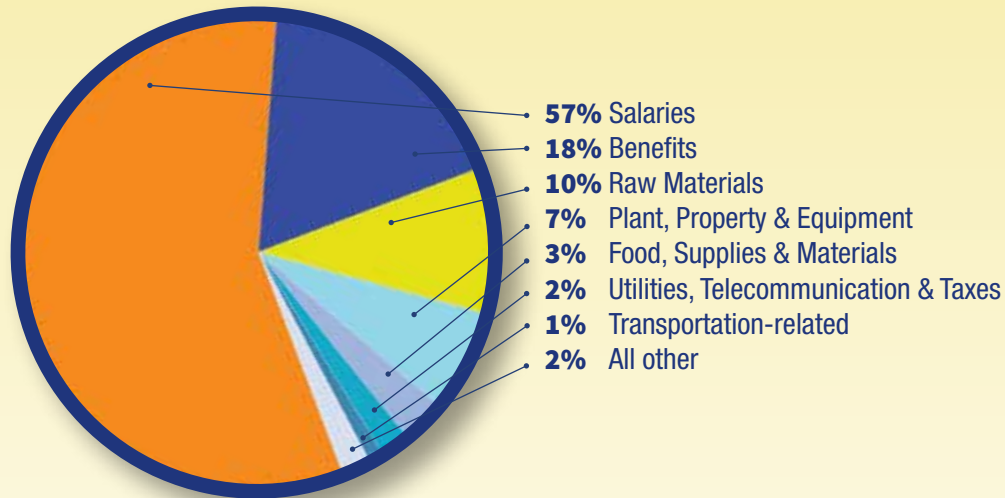
Liberty Enterprises employs 27 individuals with disabilities. These employees performed 89% of the direct labor hours this past year. Employees of Liberty Enterprises are diverse and our workforce is comprised of people with varying disabilities including cognitive, developmental, physical, visual, hearing and mental health. We are a seller of items through the NYSID preferred source program, supplying agencies throughout New York State including NYC Dept. of Citywide Services, Transit Authority, MTA Bus, Dept. of Corrections, and NYC Police Department.



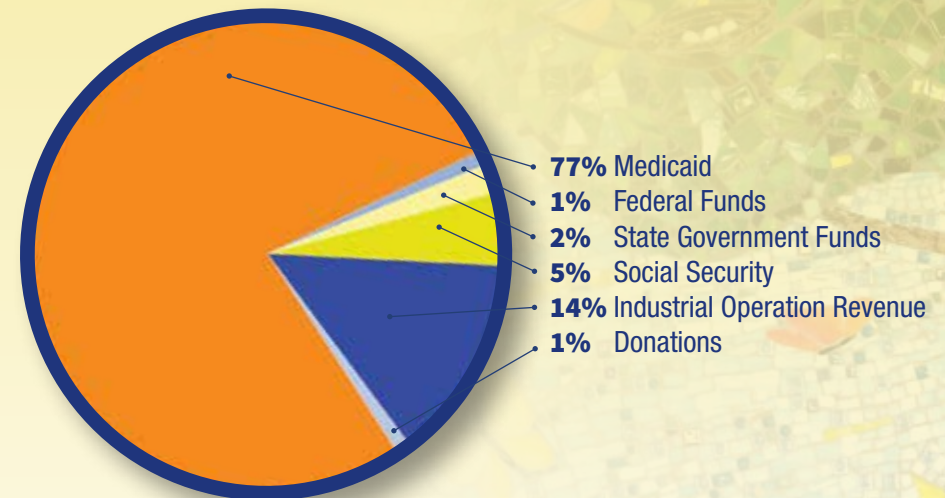
FISCAL REPORT

\$58.8 MILLION BUDGET

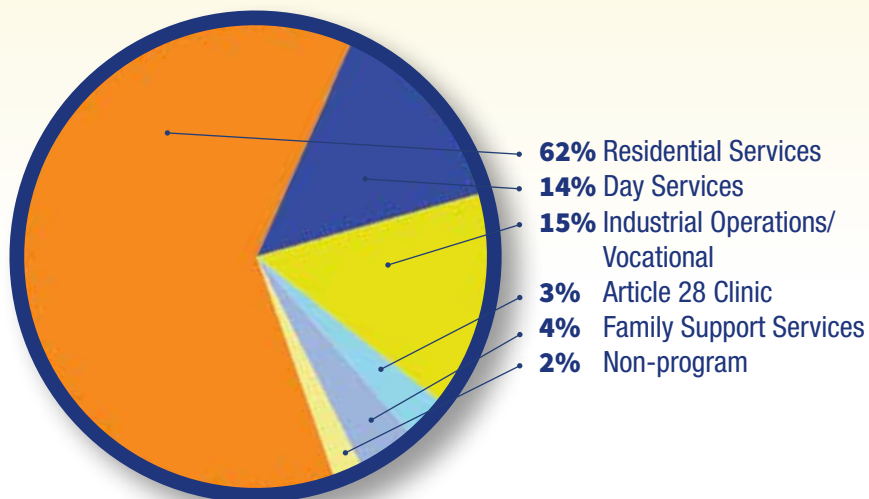
Use of Funds



Source of Funds



Revenue By Program



2021 Liberty ARC Grants

Liberty ARC received more than \$9,000 in funds through the Community Health Outreach Project administered by the

Cerebral Palsy Associations of New York State for the purchase of hearing aids, several hygiene slings, a reclining shower chair, and automated external defibrillators. Funding for these projects was made possible by the **Mother Cabrini Health Foundation**.

General Donations

(Over \$100)

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Mrs. Debra & Edmund Cechnik
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Ms. Margaret King
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Ms. Teresa Theobald
Mr. David & Rev. Dr. Lisa Vander Wal

Feather Your Nest Raffle

The following individuals gave a donation to Liberty Foundation with their Feather Your Nest Raffle ticket purchase. All 300 raffle tickets were sold in 2021!

Beckmann Converting, Inc.
Mr. Steven Dowgielewicz

In-Kind Donations

Miller Printing and Litho Inc.

Denim & Diamonds

10K Blue Diamond Sponsor

Jaeger & Flynn

Rockin' Band Sponsors

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St. Mary's Healthcare

Saloon Sponsor

Focused Wealth Management

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Mrs. Donna Canestraro
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Montgomery County Office for Aging, Inc.
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Mr. Carl Pucci
Mr. John Rose
Ms. Jennifer Saunders
Ms. Joan Silvernail

Donation

Mrs. Kim Brumley

In-Kind Donors

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Eisenadler Brauhaus
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Miller Printing
Serenity Silos, LLC
Sparkle and Shine with Erryn Haase
Sticker Mule
Southside Beverage
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Mr. Stephen Obercon and Family
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OneGroup

Prime Food & Beverage Sponsor

Focused Wealth Management

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Rose & Kiernan, Inc.
St. Mary's Healthcare

Title Facebook Live Sponsors

CDPHP

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GOJO Industries, Inc.

Jaeger & Flynn

KeyBank

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Lazarou Insurance
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Montgomery County Office for Aging, Inc.
Palmer Pharmacy
RBM Guardian Fire Protection, Inc.
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Ruby & Quiri, Inc.
SureHands Lift & Care Systems
The Bonadio Group
Troy Web Consulting
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Kosiba's Lock Shop
In-Kind Donors
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Mr. Brian Murphy
Mr. Kevin Parks
Mr. John Pugliese
Mr. Julio Rodriguez
Ms. Jenny Savage
Mr. Sidney Vanderbilt
Mr. Tim Yager

Annual Appeal

\$2,000-\$4,999

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Mr. Michael Hutcherson
Mr. Steve Mack
Mrs. Candace Opalka
Ms. Jennifer Saunders
\$1,000-\$1,999
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Mr. Frederick &
Mrs. Immaculata Lieber
Ms. Joan Silvernail
Specialty Silicone Products, Inc.
Mr. David & Rev. Dr. Lisa Vander Wal
Mr. Dennis Yacobucci

\$500-\$999

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Mr. John Glode
Ms. Diana Mack
Mrs. Debby & Mr. Steven Mannino
Ms. Samantha Morris
SEFCU

\$250-\$499

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Mr. James Cislo
Mrs. Barbara Kelly-Greco &
Mr. Robert Greco

Mr. Jason & Mrs. Lois Guttenberg
Mr. Paul McAvoy
Ms. Donna Praga, Ms. Amanda Flynn,
and the Redcross Family in loving
memory of Travis Redcross
Ms. Cathy Unislawski
Mr. Jay & Mrs. Kelly Woods

\$100-\$249

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Mr. Michael & Mrs. Michele Downing
Mr. Paul Dybas
Mr. Darren Elwood
Mrs. Frances Gargiulo
Ms. Valerie Harrington
Mr. Andrew & Mrs. Lorraine Heck
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Mr. Joseph Niegoski
Mr. Carl & Mrs. Marcia Pucci
Mrs. Joan Raven
Mr. Ned Reo & Mrs. Patricia Babbie-Reo
Ms. Mariah Rogers
Mrs. Carrie-Ann Schmidt
Mr. Greg & Mrs. Theresa Seleman
Mrs. Elizabeth & Mr. Frank Therrien
Mrs. Cecilia & Mr. John Thomas
Congressman Paul D. Tonko
Mrs. Deanna Young

\$1-\$99

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Ms. Mary Jo Argotsinger
Ms. Marie Austin
Mr. Jeremy & Mrs. Sheena Bartman
Mrs. Helen Bartone
Mrs. Brooke Bellinger
Mr. Anthony Bianchine
Mr. Arthur & Mrs. Kim Brumley

Mrs. Felicia & Mr. Michael Bucciferro
Mr. Frank Bucciferro
Mr. Thomas Chico
Mrs. Rowinda Copeland
Ms. Dorothy Danaher
Ms. Judith Decker
Mrs. Kathy & Mr. Steve DeNolf
Mr. Dan & Mrs. Rose Mary DiBlasi
Mrs. Judy & Mr. Larry Dufel
Mrs. Janet Falato
Mrs. Darlene Fetterly
Mr. John & Mrs. Susan Gaito
Mr. Edward & Mrs. Susan Hart
Mr. Gary & Mrs. Katherine Hazzard
in memory of Peter Terplak
Mrs. Concetta Hinkel
Mrs. Mary Jobin
Mr. David Jordan
Ms. Audrey Kupferberg
Mrs. Marie Kwiatkowski
Mr. Robert LaBate
Mr. Michael Lobb
Mrs. Sandra Mockry
Mrs. Margaret Nare
Ms. Karreene O'Neil
Ms. Mary D. Pikul
Mrs. Stephanie Pischel
Mrs. Dolores & Mr. James Rizzo
Ms. Dawn Santuccion
Mrs. Darla & Mr. James Schram
Mr. Matthew Schuette
Mrs. Kristi Shepler
Mrs. Carol Ann & Mr. Lawrence Spagnola
Mrs. Linda Tokarczyk
Ms. Melanie Vander Wal
Mr. Brandon Waylett
Ms. Katti Winkler
In-Kind Donations
Mrs. Laurie Cook

Annual Membership Campaign

The following individuals or businesses gave a donation to Liberty Foundation with their annual Membership.

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Mr. Kenneth &
Mrs. Pauline Adamowski
Ms. Kristen Adamowski
Mrs. Sharon Adamowski
Mrs. Joan Albertin

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 Ms. Mary Jo Argotsinger
 Mrs. Marie Austin
 Ms. Betsy Ballard
 Mrs. Patricia Beck
 Mrs. Erika Dissmann Beckmann
 & Mr. Klaus Beckmann
 Ms. Sharon Bellamy
 Dr. Sara Berg
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 Ms. Linda A. Cleveland
 Mr. Robert Comis, Jr. &
 Ms. Jennifer Saunders
 Mrs. Delores Cooper
 Ms. Barbara Cope
 Mrs. Rowlinda Copeland
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 Mrs. Carol & Mr. Gary Cuyler
 Mr. Dennis Dabiere
 Ms. Dorothy Danaher
 Ms. Jan Davini
 Ms. Judith Decker
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 Ms. Lorraine C. Diamond, D.A.
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 Mr. Paul Dybas
 Mr. David & Mrs. Sue Fariello
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 Mrs. Diane & Mr. James Gargiulo
 Mr. Kenneth & Dr. Susan Getsch
 Mr. Richard Glamm
 Mr. Jeffrey & Mrs. Kathy Gordon
 Mr. Kim & Mrs. Letah Graff

Mrs. Barbara Kelly-Greco &
 Mr. Robert Greco
 Mr. Alan & Mrs. Katherine Hall
 Mr. Gary & Mrs. Katherine Hazzard
 Mr. Andrew Heck
 Mr. Jeffrey Heiser
 Mrs. Janet & Mr. Ronald Hutton
 Ms. Opal Jania in memory of
 Nikolas Fillippone
 Mr. Bernard Jaracz
 Mrs. Candyce Jennings
 Mrs. Roberta & Mr. William Jesenski
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“My Best Life” is a collaborative mosaic created by local artist Linda Biggers and individuals with intellectual and developmental disabilities who receive supports from Liberty ARC, made out of tile and glass. It is on display in the lobby of Liberty ARC’s Day Supports Center building. The theme of “My Best Life” details what is important to Liberty ARC’s artists in their own lives. Liberty ARC received supporting funds for the project from a 2021 Arts Education grant through Saratoga Arts, and the Amsterdam Walmart Community Grant Program.



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