

**LIBERTY
ARC**

2025

ANNUAL REPORT

A chapter of **The Arc**
New York



We are proud to present **Liberty ARC's**

2025 ANNUAL REPORT

It's hard to believe that another year has gone by, but with the closing of 2025 we at Liberty ARC are celebrating some fantastic achievements from the past twelve months. We've seen our staff and programs excel, both individually and as a group, as we continued to improve the quality of services through the merger. Our homes in Schenectady saw major, multi-million-dollar upgrades; day programs and career exploration groups expanded their reach; and our caring and motivated DSP's continued earning nationally-recognized NADSP credentials.

This was truly a year of "Growing Together" across both counties, and the great results are there for all to see. We had a record year for our membership campaign with the Arc New York, and strong fiscal performance from our operations, allowing us to invest in the programs and staff who bring our mission to life every day. And from memorable trips, to summer picnics, to art classes and music lessons – we continued to provide life-enhancing opportunities for the people we support.

No matter what your relationship is to Liberty ARC – whether you're somebody we support, a family member, a community friend, or a volunteer – know that there's a dedicated group of people working here at Liberty ARC, every day, to support and encourage the people who turn to us for services. It is an enormous honor to serve the people in our programs, and to help them build towards their life goals. Whether in small things or large matters, Liberty ARC is here to provide the very best supports, and we are so grateful for the role that every person in our organization plays in making that happen. Here's to a great 2026!

Jennifer Saunders
Chief Executive Officer

Deborah Slezak
Board President



A chapter of
The Arc
New York

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

2025 Board of Directors *Listings reflect board members as of December 2025

Officers	Directors		Director Emeriti		
Deborah Slezak <i>President</i>	Ken Adamowski	Tammy Krisher	Frances Gargiulo	Joe Davey	Darla Schram
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Jon's Journey with Self-Direction Services



Jon Gilroy began his journey with Liberty ARC's Self-Directed Services about five years ago leading, planning, and managing how his services are delivered in order to live his very best life.

Self-Direction is a comprehensive, person-centered planning initiative that empowers people with disabilities and their families to take the lead in managing service delivery. With a support team of professionals to offer guidance, people can create a personalized program that supports their life choices and goals. For Jon, that meant having his own apartment and pursuing his interests.

"Self-Direction allows me to be able to live in my own space and live independently. My whole living room is set up as a podcast studio," Jon said.

Being a podcaster is one of Jon's goals that his staff supports him with and that he successfully began about a year ago. Through Self-Directed Services, he was also able to pay for classes to learn more about podcasting.

"My staff help me set up and film my podcasts," Jon explained. "After just a couple of months, I reached over 10,000 views!"

Jon uses the YouTube name "TheKidInTheWheelchair" and has nearly 300 subscribers. He hopes to inspire and reframe the way people think about disability by sharing his experience with the healthcare system, growing up different, and what it's like "living on wheels."

Staying on top of his physical well-being is also important to Jon. He's been able to tailor his budget to focus on the activities he most enjoys.

"My staff do simple stretches and range of motion exercises with me to help me maintain my ability to move. We go on walks twice a day outside when it's nice. I also bought a handcycle bike and an additional bike for my staff to use, so we can go biking together. I am looking forward to going on some biking trails this summer. My handcycle bike is so much fun. I love it!" Jon said.

"I really enjoy Self-Direction," Jon added. "It also allows me to be more active in the community. For example, I went with staff to a laser light show at a local planetarium recently. It was really cool, and it gave me an opportunity to see something I may not have experienced otherwise."



Starting a New Chapter With Liberty ARC

When it came time to move out of his parents' home, David DiCaprio trusted the organization that had supported him throughout his life – Liberty ARC.

At 56 years old, this was going to be a big change for David. He had always lived with his parents, but since his move, he is absolutely thriving in his new environment!

"I am doing good," David said happily with a smile. "I like it here. I like hanging out with my housemates."

David has been receiving Liberty ARC services for over 40 years, including Day Habilitation and Community Habilitation. His family, including his parents and older brother, Paul DiCaprio, have been very involved with the agency throughout David's life. Paul serves on several of Liberty ARC's boards and committees.

Paul said since the move, he has witnessed David blossom and become more independent.

"We as a family felt that David going into a Liberty home and with his friends, would allow him to experience things he may want to do that were not possible before," Paul said.

Danielle Stone, a Residential Manager at the Liberty ARC home where David lives, said David has become very talkative and loves cracking jokes and spending time with his three housemates, including watching WWE wrestling.

"It helped that David was moving into a home with his good friend, Tony, and the other two gentleman, Mark and Kenny, were so welcoming and have become very protective of David," Paul said. "The staff have also been phenomenal. They are all very supportive of what David wants out of his life. I am very happy with the level of care and the kindness and compassion they are not only offering to my brother, but to the other three gentlemen that are there."

An example of how David's independence has grown is that he now does his own laundry and helps with chores around the house, like sweeping and unloading the dishwasher.

"I was not sure what to expect with the move, but it has surpassed my expectations," Paul said. "It's been amazing to see him come into his own."



Individual Success



A New Home Means New Opportunities

Meet Jessica “Jess” Romano, a young woman at Liberty ARC who recently moved into her new home on Second Avenue in the city of Amsterdam and is living her very best life!

While the majority of the residents that call Second Avenue home moved in over the spring, Jess moved in around the Holiday season. The move was best for Jess due to medical reasons, and has opened so many more doors for her along with improving her health.

“She was looking for a place and decided on here at Second Avenue,” said Nancy Guyette, a Residential Manager at Liberty ARC, who oversees the home. “Jess came and did lots of visits to help with the transition, and she just loved it.”

In March of 2025, Liberty ARC celebrated the opening of the Second

Avenue residence, a state-of-the-art barrier-free and fully accessible home for people with disabilities supported by Liberty ARC. The home has three separate apartments and an independent living apartment. The design provides greater independence for those who live there. Altogether, seven people live in the home, and one four-legged friend.

“I love my new home,” Jess said proudly. “I like my new housemate, Justin, and I help him. I also like going to see my other neighbors and their dog, Chloe.”

When you first meet Jess, she can be quiet around new people, but as she gets to know you, she comes out of her shell. That is exactly what happened with her staff at Second Avenue. Jess added she likes having a lot of people around, including both her staff and the number of housemates she has. Jessica’s mother and Nancy have noticed her speech is improving with all of the interaction she’s been getting.

“Everyone is always getting together, whether that is to have dinner, especially for the Holidays, or going out in the community,” Nancy said. “Jess fits right in, and it’s great to see her shine in her new environment.”



Making the Best Memories at Maple Ridge

Don’t be fooled by Royce’s angel eyes! Royce is sweet, but Royce also has a great sense of humor and a fun-loving mischievous side. He loves to joke and laugh with his staff, family, and friends.

Royce enjoys socializing with people, and those who are close to Royce are lucky enough to receive the biggest hugs and warmest smiles. People who know Royce well know that he communicates through his facial expressions and shows of affection. He has formed many bonds at Liberty ARC and enjoys going for walks to visit people around the building at Maple Ridge Day Center where he attends program five days a week.

Karen Allen, a Senior Program Coordinator at Maple Ridge, shared “Royce is such an amazing person and loved by all that support him. He loves his friends and staff and is extremely social in his own unique ways. He lights up a room whenever he enters it.”

At Maple Ridge, Royce joins in on a variety of activities including visiting the greenhouse, attending sensory/relaxation group and arts and crafts, but especially enjoys activities related to music. He recently had a blast during Karaoke as he hummed along to the songs when it was his turn on the mic.

Kendra Anastasia, Direct Support Professional at Liberty ARC, works closely with Royce at Maple Ridge, and the two spend a great deal of their day together. With Kendra’s support, Royce recently began participating in art classes. With some adaptations put into place, Royce has created several art pieces and looks forward to going to the weekly art groups!

As a true fan of scary movies, Royce finds it fun to watch the villains and enjoys going out to the movies to see the latest horror flicks. He also likes to go for car rides and other outings in the community such as to baseball games, the aquarium, the mall, and the park. He loves being read to, going out in nature, and watching nature shows.

If you happen to visit Maple Ridge, stop by and say hi to Royce. He is always ready to meet a new friend --- especially if you’ve got some jokes!



New Dimensions in Living, Inc. Board of Directors

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Kim Brumley, *President*

Julie A. Gray-Bablin, *Secretary/Treasurer*

Directors

Michele Downing

Anna Orlando

Nicole Yaggle

**Listings reflect
board members as of
December 2025*



New Dimensions Welcomes New Board Member

In 2025, New Dimensions in Health Care was pleased to welcome John Bresonis to its Board of Directors. John will serve a two-year term and also currently serves on the Liberty ARC Board of Directors.

John is a native of Amsterdam and has been employed by Trustco Bank since 2003, where he serves as the Vice President of Wealth Management. Bresonis is also a Certified Trust and Financial Advisor. He graduated from Providence College with a Bachelor’s Degree in Finance and holds a New York State Life and Health Insurance License.

"As a board member of Liberty ARC, I have seen firsthand the positive impact on the lives of the individuals we serve. I am excited to see New Dimensions continue to grow their presence in the community as a whole," John said.



New Dimensions Receives Grant Funding to Grow Health Center

New Dimensions in Health Care received several grants in 2025:

- The dental program at New Dimensions in Health Care once again received a generous grant from the Mother Cabrini Health Foundation to support operations of the dental clinic. The dental clinic provides high-quality care to thousands of underserved New York State patients each year, including those with disabilities supported by Liberty ARC in Montgomery and Schenectady Counties.
- New Dimensions was thrilled to be awarded grant funds through the Highmark Blue Fund as only one of six local recipients in the Capital District. Funds support a two-year program offering in-house Dental Assistant training, helping fill a critical role in the dental practice. New Dimensions is committed to providing high-quality dental services to patients of all ages, backgrounds, and abilities, and the new training program supports this mission.
- New Dimensions also received funding through the New York State Department of Health’s Healthcare Facilities Grant to make significant improvements to the clinic building, including a roof replacement and an upgrade to the HVAC system. The work provides necessary efficiencies and enhancements to prolong the useful life of the building and ensure clinic operations have a safe and healthy space to provide essential dental and medical services.



Greg Richardson Appointed as New Statewide Director

Choices For Community Living (CCL) was pleased to announce the appointment of Greg Richardson as its new Statewide Director in 2025.

Richardson joined CCL with over 25 years of experience as a Director, supporting people with intellectual, developmental, and mental health disabilities. Before joining the agency, Richardson worked at Resources For Human Development in Newark and Philadelphia in various roles, including Regional Director and State Director of Developmental Disability Services, Corporate Assistant Director, and Director of Residential Programs.

“There are many positive and amazing factors that drew me to Choices for Community Living,” Richardson said. “One in particular is this organization’s unwavering commitment of ensuring that services to all persons, are delivered from a person-centered approach, regardless of their abilities. The staff who provide these services and supports to the residents are dedicated and compassionate and it shows in every aspect of the wonderful work that they do.”



Choices for Community Living (CCL Delaware, Inc.) Board of Directors

Officers

- Carl J. Pucci, *President*
- John Rose, *Vice President*
- Benjamin Ziskin, *Secretary/Treasurer*

Directors

- Cor Catena
- Jeffrey Finkle
- Elizabeth “Lisa” Smith
- Anthony Ekanem
- Jeffrey Wills

**Listings reflect board members as of December 2025*



Liberty Enterprises 2025 Highlights



- Achieved new successes with New York City Public Schools across two key product lines. The first is Liberty Enterprises’ existing GOJO PURELL line, and the second is a newly developed set of products within the jan-san catalog. This new line was created through a partnership with TwiLaq Industries to better target the needs of New York City Public Schools, as well as other customers.
- Business development efforts in 2025 resulted in the pursuit of 30 new products and the establishment of sales at more than 50 new customer locations.
- Received \$33k in grant funds, awarded from SourceAmerica, to acquire equipment for a new workstation. The work station includes additional pallet levelers, conveyors, and an automatic case sealer, enhancing employee safety and ergonomics while also creating operational efficiency to better position Liberty Enterprises to expand employment opportunities for people with disabilities.



Congratulations to Jeremy Hotaling – Liberty ARC’s 2025 Joslin Award Nominee



Liberty ARC chose Jeremy Hotaling as the agency’s nominee for the New York State Industries for the Disabled, Inc. (NYSID) 2025 William B. Joslin Outstanding Performance Award.

Jeremy has been an invaluable member of the Liberty Enterprises team for nearly 12 years. During his impressive tenure, he has contributed his skills across many of the production lines, including oil mats, file boxes, calcium chloride, vacuums, hand dryers, razors, and GOJO Purell.

One of Jeremy’s most noteworthy qualities is his reliability. Jeremy always arrives to work on time and has an outstanding attendance record. Every day, Jeremy comes into his shift with kindness, respect, positivity, and a strong willingness to help others, creating a supportive work environment for his colleagues.



Karen Allen
Program Employee of the Year
Senior Habilitation Coordinator



Beverly Salvo
Support Employee of the Year
Public Relations Administrative Assistant



Amy Gifford
Manager of the Year
Residential Manager



Tamara Schmidtman
Assistant Director of the Year
Assistant Director of Operations



Liberty ARC Direct Support Professionals Earn National Credential

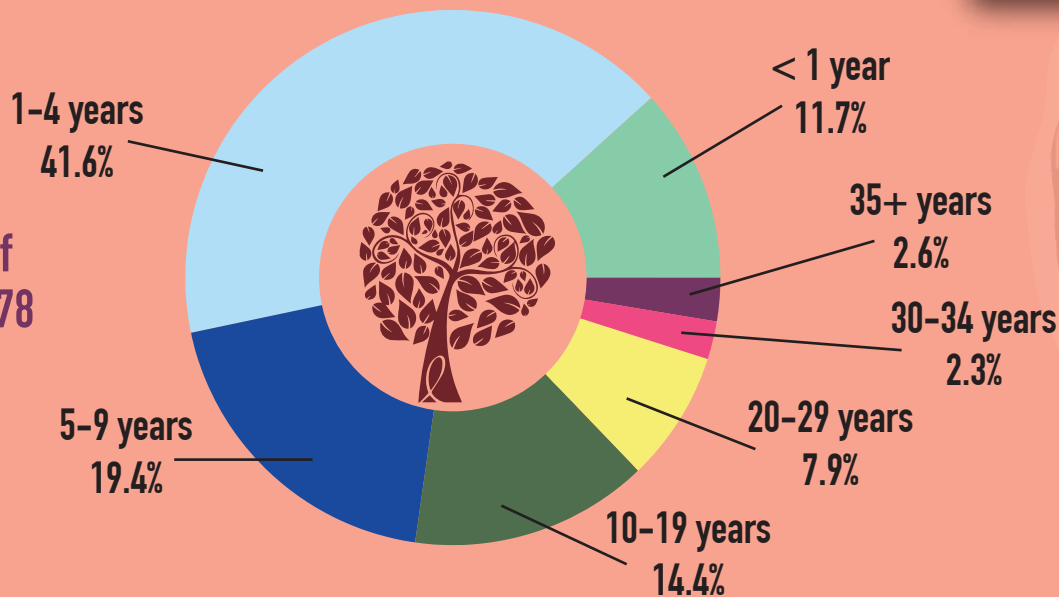
Liberty ARC celebrated their third class of Direct Support Professionals (DSPs) who received National Alliance for Direct Support Professionals (NADSP) credentials in August of 2025 and as part of the New York State Office for People With Developmental Disabilities (OPWDD) credentialing pilot program. Fifteen DSPs at Liberty ARC were recognized for their accomplishment in earning at least one credential with a graduation ceremony.

Since Liberty ARC announced their membership with NADSP in 2023, 57 DSPs at Liberty ARC have been credentialed.



Liberty ARC Workforce Employment Tenure Statistics

Total number of employees: 1178





Another Successful Year For Liberty Foundation Because of Our Donors & Supporters!

With the generous support of our committed donors in 2025, Liberty Foundation had another great fundraising year through our various campaigns and annual events! Funds received supported vital services, life-enhancing experiences, and needed items for people at Liberty ARC to live their best lives as part of the Foundation's "Ground Level Grants" program. In its seventh year, the internal grant program supports projects and personal experiences for people supported by Liberty ARC. Forty-six applicants received funding this year, including:

- A carefoam chair, providing alternative and comfortable areas for people supported who use a wheelchair to relax in.
- A weekend camping trip to the Adirondacks, and for many this was their first time experiencing the beauty of the region.
- Updated Physical Therapy and Occupational Therapy equipment, like weighted cuffs and a table therapy system that includes a reversible activity board, a foldaway bolt-board, and an adjustable height foldaway pegboard.



Liberty Foundation, Inc. Board of Directors

Officers

Donna Canestraro, *President*
Paul DiCaprio, *Vice President*
Brett Harris, *Treasurer*

Directors

Sarah Adamowski-O'Connor
Anne Boles
Michael Lobb

**Listings reflect
board members as of
December 2025*

Director Emeriti

Wanda Burling

Cut That Ribbon!

Liberty ARC held a ribbon cutting ceremony in the city of Amsterdam to celebrate the opening of their newest state-of-the-art barrier-free and fully accessible residential home in March of 2025.

The construction of the home was made possible with funding from New York State Office For People With Disabilities and a donation from Liberty Foundation. The 5,000 square foot, \$1.7 million home contains three primary apartments and an independent living apartment. The home is an upgrade to the agency's facilities and replaced older homes in the city of Amsterdam.



Investing in Liberty ARC & Our Future

Throughout 2025, Liberty ARC made significant strides to further invest into the agency's future across several avenues, including infrastructure, transportation, and employee recognition and retention.

- Liberty ARC is committed to a high standard for agency owned homes with a focus on safety, comfort, and beauty and earmarked nearly \$2 million for capital improvements to facilities. Throughout the year, major renovations have been taking place in several Schenectady County based homes. Work includes window replacements, deck renovations/replacements, ramp installations, bathroom upgrades, kitchen remodels, and new flooring.

- In 2025, Liberty ARC took delivery of a fleet of new vans and wheelchair buses. These upgraded vehicles will be bringing people supported in Montgomery and Schenectady Counties to activities, adventures, and appointments across the Capital District safely and comfortably for many years to come.

- All eligible Liberty ARC employees received an extra special Holiday bonus at the end of the year based on their longevity in an effort to recognize tenured employees. Staff who have been employed with the agency for over 10 years received a \$3,000 bonus. Staff who have been with the agency less than 10 years received bonuses in the amounts of either \$1,000 or \$2,000.



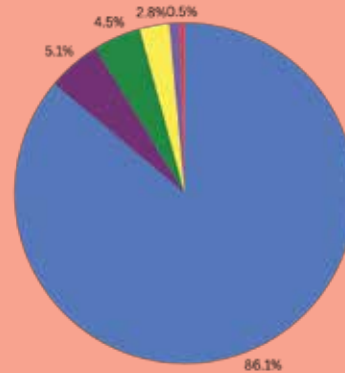
2025

Fiscal Reports

\$104 Million Budget

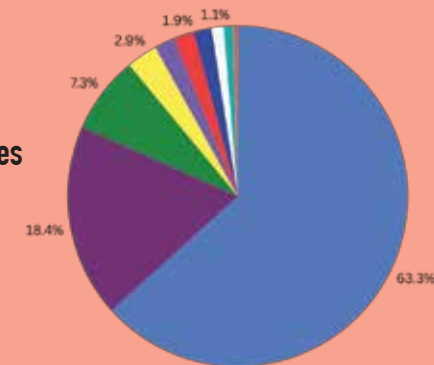
Source of Funds

- 86% Medicaid
- 5% Social Security
- 5% Manufacturing Sales
- 3% State Government
- 1% Other Income
- <1% Donations



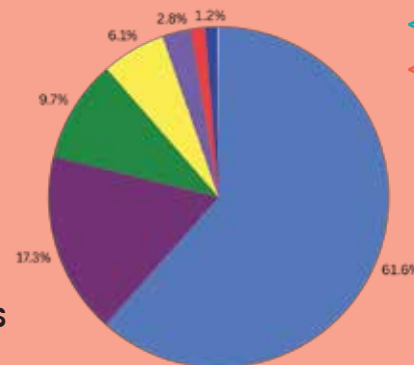
Use of Funds

- 63% Salaries
- 18% Benefits
- 7% Plant, Property, & Equipment
- 3% Raw Materials
- 2% Food, Supplies, & Material
- 2% Utilities & Telecommunication
- 2% All Other
- 1% Transportation-related
- <1% Contract Labor
- <1% Legal & Professional Fees



Revenue by Program

- 62% Residential Services
- 17% Day Services
- 10% CCL & CDE
- 6% Manufacturing Sales
- 3% Other Programs
- 1% New Dimensions
- 1% Family Support Services
- <1% Ridge Health Services





Our sincere thanks to everyone who generously gave throughout the year!

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