



Success

ANNUAL REPORT 2016



Phone: 315.476.7441
600 South Wilbur Avenue
Syracuse, New York 13204

Dear Friends,

If we could sum up 2016 in one word it would have to be...Success! As we find ourselves saying year after year, the nature of the field of providing supports and services to people with disabilities, and the philosophy behind that service delivery, is constantly evolving. Every year we are challenged to do more with less, accept and embrace change, and proactively and innovatively respond to new ways of thinking. In 2016 we were faced with rate rationalizations, the reality of our sheltered workshops closing, and centralizing services. Yet it's not the challenges we're faced with, but rather how we embrace challenge which defines success.

Throughout the year, our focus remained steadfast on the two most important aspects in our field: providing the highest quality supports and services, and putting the individuals we serve first. We were able to realistically evaluate how our programs operate and look for ways to improve upon them, expand our existing community partnerships and create new ones, and find ways to increase involvement at various levels of service by the individuals we support.

By looking at the whole person instead of focusing merely on the services they receive, we were able to implement centralized plan coordination and centralized nursing –transitioning away from setting divisional and programmatic goals and developing a more integrated, person-centered approach to providing supports. By promoting choice and providing options, the individuals we support were able to explore new places and engage in new activities, resulting in increased program participation and community interconnectedness. By providing more opportunities for integrated employment, employees who may have once been hesitant to venture outside of sheltered workshops are gaining confidence and newfound independence. By challenging our staff to rethink their roles as supporters instead of caregivers, we've been able to empower individuals to make decisions and take an active role in their own lives.

It has become increasingly clear that change is not just something we must accept, but should embrace. How we provided care in the past may no longer be viable, and how we will deliver services in the future is changing. What we do know is that as the field of human services continues to change, we must evolve with it by providing meaningful, proactive and successful options for the people who depend on us.

Sincerely,



Ellen Gutmaker
Executive Director



Chris Centore
President of the Board of Directors



Ellen Gutmaker
Executive Director



Chris Centore
President of the Board

Board of Directors

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Denise Stephens

Success is...

Supporting someone in achieving their dreams

Arc's 2016 Person of the Year Award recipient, Steve Richardson, has been a part of the Arc of Onondaga community for almost 20 years. He works at Monarch's Lowell Avenue Woodshop, lives in one of Arc's community residences, and serves on the Arc of Onondaga Safety Committee. His role on the committee encompasses more than just attending meetings, though. Because of Steve's life-long passion for safety and his drive to one day have a job in the field, he's earned increased responsibility and currently advises on policies and procedure. He presents safety trainings to staff and programs supported by Arc, conducts safety inspections at various sites, and played an integral role in facilitating and planning Arc's first-ever agency Safety Fair.

Being connected to community



Residential and day programs fostered meaningful community relationships. Whether it meant taking someone who presented behavioral challenges to their first SU game, preparing and delivering holiday treats to neighbors, or delivering a hot box of coffee on a cold winter's day to the local firehouse, staff and individuals enjoyed developing new relationships outside of Arc's walls and appreciating the communities in which we live.

...*Success is*

Meaningful and integrated employment choices

In 2016, Arc's vocational division increased opportunities for integrated employment and continued to provide support and opportunities for individuals to work independently in the community. Production workers were hired to work alongside individuals supported by Arc –helping to meet production demand and provide integration.

Greg, a graduate of Project SEARCH, has always pushed himself to be as independent as possible and be the best worker he can be. His hard work and dedication were recognized by FedEx when he was named "Package Handler of the Month."



"If you want to help a person with a disability, make friends with them. Be there to support them."
~ Isaiah

Supporting people in sharing their voice

A year ago, Isaiah was new to Arc of Onondaga. He became involved in Arc's self-advocacy group and volunteered to be a presenter for *Spread the Word to End the Word*, a national campaign designed to educate teens at local area high schools about the stigmatizing and offensive use of the word "retard" in common vernacular. His newfound confidence gave him the courage to pursue a career of his choice and apply for a job as a receptionist at Arc of Onondaga. Isaiah is now the first face you see every afternoon as you enter the doors at Arc.

...Success is

Challenging and encouraging others to advocate for themselves and their peers



Whether sharing their collective voice through agency-wide projects such as the "ME" campaign, attending rallies in support of issues that are important to them like #bFair2DirectCare, or standing alongside US policymakers in support of independent living for all people with disabilities, Arc advocates continue to ensure their voices, and the voices of those who cannot speak for themselves, are heard.

Success is...

Staff that understand their roles as supporters

An agency-wide culture shift from providing care to empowering individuals helped to reshape how services are provided. The "I Support..." campaign assisted staff through self-identifying how they redefine their positions; focusing on their role as supporter and encouraging individuals to make personal, professional and self-gratifying decisions for themselves.

I Support...

PEOPLE WITH DISABILITIES
TO LEARN VALUABLE WORK
SKILLS THAT CAN HELP THEM
GET A JOB IN A
COMPETITIVE ENVIRONMENT.

Promoting Choice

Exploring new places, participating in new activities, volunteering in a new setting. Day Services staff are being challenged to provide new and different experiences and activities for those we support – providing individuals with greater input into options through empowerment, cooperation and collaboration.

Whether it is a trip to The Harriet Tubman House, apple picking, the SU pep rally, or some on-air time with Ted & Amy at 93Q, the people we support have a greater say in and choice of how they spend their days; resulting in increased confidence and independence.



The Midler Singers spread holiday cheer through the gift of song. Travelling with a keyboard and caroling from site to site, their successful concert at Parkside Children's Center led to a new, unexpected relationship between the adults at Midler and the children at Parkside resulting in a new partnership and monthly volunteer opportunities.

Success is...

Viewing the whole person

At the end of 2016, Arc implemented centralized plan coordination and nursing -providing a more integrated, coordinated and person-centered approach to managing services. No longer do we look at one aspect of someone's life in isolation. For those people who receive different supports from multiple areas within the agency, they can now work with one coordinator to manage the many details of their multi-faceted lives.



2017 Audited Financial Information - Arc of Onondaga

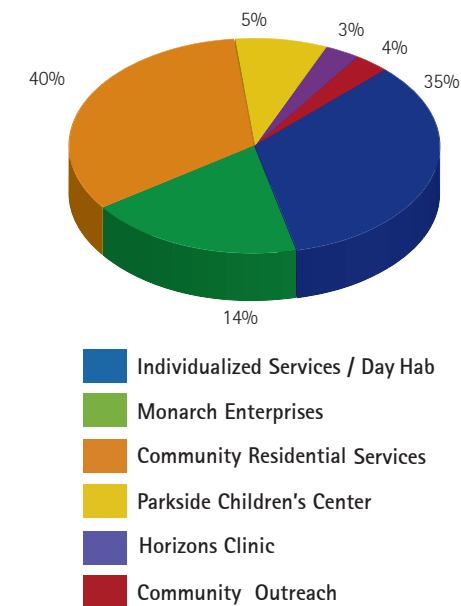
Arc of Onondaga's services and programs cost over \$26 million to operate in 2017 and continue to expand to meet the growing needs of people with developmental disabilities in Onondaga County.

Among the individuals Arc serves, more than 100 live in residential homes and apartment settings provided by Arc's community residence program.

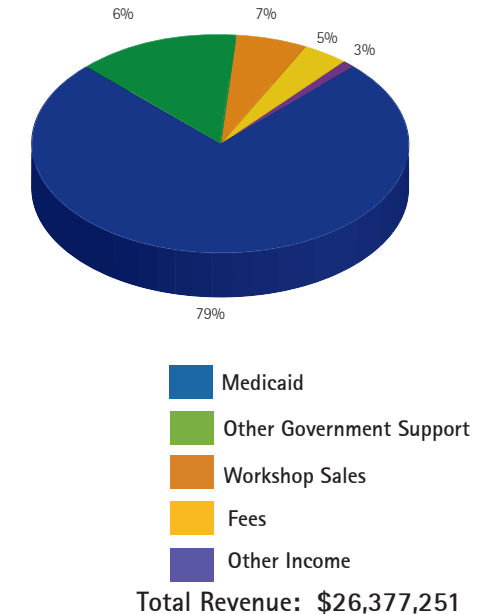
Over 300 people receive day services at one of seven sites and almost 100 more people are employed by Monarch, Arc's vocational division.

It takes over 500 full and part-time staff to provide Arc's high-quality services to over a thousand individuals and their family members living in Onondaga County.

Expenses



Sources of Revenue



ARC OF ONONDAGA *Legacy of Love*

SOCIETY

Diamond Circle: (\$10,000 & up)

Mrs. Masue K. Bernholz
Mr. Paul Drescher & Co.
Ms. Carol Ann Fisher
Mr. & Mrs. John Horsington
Mr. Jim Moran
Mr. Klaus Schroder
Mr. Robert Walsh

Ruby Circle: (\$5,000 - \$9,999)

Mr. & Mrs. Sean Broderick
Mrs. Joyce Carmen
Mr. & Mrs. Gordon Eyer
Mr. & Mrs. William Fisher
Ms. Michelle Gillespie
Ms. Ellen Gutmaker

Mr. & Mrs. Mark Hettler
Mr. & Mrs. Dale Marris
Honorable Thomas Murphy
Mrs. Dennis Nolan
Mr. Jim Pitts
Ms. Carolyn Stark

Platinum Circle: (\$2,500 - \$4,999)

Ms. Tiffany Bird
Mr. Mike Ferony, UPS
Mr. Daniel Bingham & Ms. Gail Hamner
Mr. & Mrs. Edward Moran
Mrs. Sandy Radziwon
Mr. & Mrs. Gary Salibrici
Mr. & Mrs. Russell Smith
Mr. Sydney Tenenbaum

Gold Circle: (\$1,500-\$2,499)

Ms. Evelyn Carter, Wegmans
Mr. & Mrs. Edward Dabrowski
Mr. Stephen Fournier, Key Bank
Mr. William Horsington
Dr. & Mrs. John Sanborn
Dr. and Mrs. Howard Weinstein
Mr. & Mrs. John Williams
Ms. Sheryl Wood

Silver Circle: (\$1,000-\$1,499)

Ms. Lynne Ryan
Mr. Joseph Tracy

Bronze Circle: (\$500-\$999)

Mrs. Mary Andriello
Mr. & Mrs. Alfred Falcone

Arc of Onondaga and the Arc of Onondaga Foundation sincerely thank all those who give their support. We recognize the following individuals and companies for their contributions in 2016. If we have made an error or omission, please contact our offices. To find out ways you can contribute to the work of the Arc of Onondaga Foundation, visit our website at www.arcon.org.

2016 Achievement Awards Dinner

\$10,000 and up

Durham School Services

\$5,000 to \$9,999

Americar
Wegmans

\$2,000 to \$4,999

Abbott-Nastri Partnership
Brown & Brown Empire State
Don McPherson Enterprises, LLC
First Niagara Bank
Mr. & Mrs. Karen and Bill Fisher
KeyBank National Association
Dr. Frank Smith
The Bonadio Group

\$1,000 to \$1,999

ARRIS
Barclay Damon
BCI Empire Division
Boeheim Enterprises
Bond, Schoeneck & King
Mr. & Mrs. Sean Broderick
C & S Companies
Empower Federal Credit Union
Excellus BlueCross/BlueShield of CNY
Firley, Moran, Freer & Eassa, P.C.
Galaxy Communications
Geddes Federal Savings & Loan
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LeMoyne College
Leon Shapiro Motors Sales Inc.
Mackenzie Hughes LLP
Ms. Marjorie Head & Mr. Mark Reid
Hon. Thomas J. Murphy
National Grid
OneGroup
Rich & Gardner Construction Co.
SUNY Upstate Medical University
The Bank of New York Mellon
Total Advertising
UPS

VNA Homecare
Dr. & Mrs. Howard Weinstein
Welch Allyn

\$500 to \$999

Avalon Document Services
Catholic Charities
CNY Central Media Group
Community Bank, NA
K-Mase Productions
MACNY
Modern Kitchens of Syracuse
R.B. Woodcraft, Inc.
Syracuse Behavioral Healthcare
Syracuse.com

\$100 to \$499

AAV Electrical
ACR Health
Arise
Charlene and Fred Brissette
Ms. Joyce Carmen
The Centers at St. Camillus
Christian Brothers Academy
Susan and Craig Cobb
Mrs. Martha J. Cuddy
Ryan D'Amico
Eastern Managed Print Network
Empire Archives, Inc.
Judith and Gordon Eyer
Food Bank of CNY
Friends of the Rosamond Gifford
Zoo at Burnet Park
Gear Motions Foundation
Gifford & West Pharmacy
Virginia Goodall
Ms. Ellen Gutmaker
Dr. & Mrs. Thomas Maher
Hancock & Estabrook,LLP
Harmony Architectural Associates, PC
Ms. Cheryl Herzog
Hill & Markes
Ianuzi & Romans Land Surveying, P.C.
Jeffrey's Auto Body Inc.
JGB Enterprises, Inc./Generation Power

Mrs. Peggie Keib
Kinney Drugs Foundation
Laci's Tapas Bar
Young and Jay Lee
Literacy Volunteers of Greater Syracuse
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NYSID, Inc.
Ms. Patricia Oatman
Oneida Nation Foundation
Onondaga Community College
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Syracuse Crunch Hockey Club
Syracuse Label & Surround Printing
Terek Living Trust
Patti and Vince Tripoli
Mr. Dene Zografos

Up to \$99

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Mr. Fred Zaiko

2016 Dunkin' Run Arc Race

\$5,000 to \$9,999

Dunkin' Donuts, Inc.

\$2,000 to \$4,999

Brown & Brown Empire State
First Niagara Bank
UPS

\$1,000 to \$1,999

Americar
Anaren Microwave
C & S Companies
Don McPherson Enterprises, LLC
The Bank of New York Mellon
VNA Homecare

\$500 to \$999

BPAS
Community Investment Services, Inc.
Crouse Sports Medicine
Excellus Blue Cross/Blue Shield of CNY
Galaxy Communications
IRONMAN Foundation
KeyBank National Association
Kinney Drugs Foundation
Lan-Co Companies
Pathfinder Bank

\$100 to \$499

AAV Electrical
Avalon Document Services
Barclay Damon
Byrne Dairy
Friends of the Rosamond Gifford
Zoo at Burnet Park
Harmony Architectural Associates, PC
Jeffrey's Auto Body Inc.
K-Mase Productions
Lifetime Benefit Solutions
Nurse Connection Staffing
Potter Heating & A/C-Perrone
Plumbing
Robert Kelly General Insurance
Ms. Maryann Roefaro
Stickley, Audi & Co.
Syracuse Fire Dept. Employees FCU
Upstate Medical University
VNA Homecare

Voya Financial

2016 Annual Appeal and General Contributions

\$10,000 and above

KeyBank National Association
Naomi B. Chambers Charitable Trust
NYSARC
P. Drescher Co., Inc.
Dr. Klaus Schroder

\$5,000 to \$9,999

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Boeheim Enterprises
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Reisman Foundation
Ms. Carol Ann Fisher

\$1,000 to \$1,999

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Mary Louise Dunn Fund
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Mr. James Pitts
Sandra Radziwon
Ms. Carolyn Stark
Mr. & Mrs. Robert J. Walsh

\$500 to \$999

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The Benevity Community Fund
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Wegmans Food & Pharmacy
Mr. John Williams
Sheryl and John Wood

\$100 to \$499

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Mr. Robert Ferri
Dale Fine
Marian C. and Daniel J. Glauber
Sarah Grosso
Dr. & Mrs. Thomas Maher
Mr. Judith Crawford and John Hassett
Mr. Daniel Heelon
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Rita and James Morrissey
Ms. Marjorie Head & Mr. Mark Reid
Mr. & Mrs. Peg and Charles O’Hara
Oneida Indian Nation
Mr. Margot Paronis
Mrs. Jackie Parshall
Ms. Elizabeth Plyter
DonaldPolacci
Ms. Christine Price
RBP of Central New York
Helju and Bernard Schneider
Mr. & Mrs. Charles and Anne Seereiter
Dr. Paul E. Phillips & Ms. Sharon Sullivan
Mrs. Colleen Tanner
Terek Living Trust
The Bank of New York Mellon
Susan Tierney
Truist
Ms. Rita Vollmer

Up to \$99

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AmazonSmile Foundation
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Ms. Cynthia Barone
Ms. Mary Barton
Ms. Betsy Binkowski
Mr. Emmanuel Calocerinos
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Ms. Abby Chinitz
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Susan Tierney
Tom Tucci
Robert and Barbara Vinette
Ms. Faith Wade
Mr. Donald Waful
Ms. Michelle Wagner
Mr. Matt Wall
Mr. Kevin Wall
Barbara Williams

Honorariums and Memorials

In Memory of Amber Collins
Lisa and Richard Clark
Richard Collins
Karate John’s Inc.
Richard Martin
The Pike Company
Cynthia and Patrick Rogers
Henry Sessions
Jeffery Steele
Susan and Dale Stoughtenger

In Memory of David Eyer
Frances Piazza

In Memory of Elena Lemondes
HarrietHanlon
Marguerite Reynolds

In Memory of Frank Mydlinski
Robert French
Matt Girard
Claudia Homs
Daniel Jordan
Cynthia Moyer
Terry Poole

In Memory of Joanne Mento
JoanneBehnke
Carolyn Phillips Revocable Trust
Anna DeRusha
Judith and Gordon Eyer
Victor Ianno

Marilyn McNeill

In Memory of John Cantwell
Catherine Cudworth

In Memory of Josephine Smart
Mary Marsh-Beil

In Honor of Judith and Gordon Eyer
Joan Barrett
Mr. & Mrs. Edward Jarmac
Mrs. Helen Oram
Byrnedette and Paul Schonhart

In Memory of Kerri Quinn
Access CNY

In Memory of Fred “Corky” Koegel
Dan Koegel

In Memory of Veronica Perez
Paula and Tom Machut

In Memory of Rosalind Sagar
Mr. & Mrs. Angelo Caltabiano
Helen and Richard Gigliotti
Toni and Denni Gigliotti
Shirley and Ira Klein
Louise Koppelman
Mary and Therese Maher
Kathleen and Fred McManus
Carol and Floyd Wallace

In Memory of Sandra Pikarsky
Jusy and Carl Wojcik

In Honor of the Hewitt Family
Kerr-Anne Logan

In Memory of Ginny and Bob White
Mary White

In Memory of Tom Woloszyn
Cheryl Anne Woloszyn

In Honor of Stefanie Eno
Mrs. Meghan Eno

In Memory of Paul “Joe” Langley
Karen Fisher

2016 Sensory Garden
O’Brien & Gere

In Kind
7 Enterprises Marketing Firm LLC
Ale & Angus Pub
Americar
Anyela’s Vineyards
Arad Evans Inn
Beat Street Music Co.
BJ’s Wholesale Club
Blue Bowl
Bradley’s Jewelers
Bull & Bear Roadhouse
Byrne Dairy
Cayuga Wine Trail, Inc.
Chambers Hotel
Charney’s Men’s & Boys Wear
CNY Central Media Group
Coca Cola
Conway Beam Leasing, Inc.
Dick’s Sporting Goods
Dolce Vita World Bistro
Double Tree Hotel Syracuse
Dunkin’ Donuts, Inc.
Edgewood Gallery
Empire Archives, Inc.
Empire Attractions
Empire Brewing Company
Enchanted Forest/Water Safari
Everson Museum of Art
Fleet Feet
Freihofer’s Baker
Frito-Lay, Inc.
Funny Bone Comedy Club
Gannon’s Isle
Heron Hill Winery
Holiday Ice
Hunt CountryVinyards
Husted Dairy, Inc.
Jim Joseph
Julie’s Place & Karen’s Catering
Kathy Baker Photography
Kirby’s Bar & Grill
KOTO Japanese Steakhouse

Laci’s Tapas Bar
Liquor City
Lisa Rossi Photography
Metro Fitness Club
MOST
Murphy’s Lock & Alarm
National Baseball Hall of Fame & Museum
Patience Brewster
Paul deLima Company Inc.
Pepsi Cola Bottling Company
Peterpaul Recreation Park
Phoebe’s Restaurant
Pole Position Raceway
Price Chopper
Projex 214
Ramada Carrier Circle
Riley’s
Sam’s Club 8171
Seabreeze Amusement Park
Showoffs Boutique
Skaneateles Marina
Spa 500
SportsNet New York
Stella & Dot
Stickley, Audi & Co.
Syracuse Crunch Hockey Club
Syracuse Stage
Sysco Food Services
Taylor Rental
Texas Roadhouse
Three Brothers Winery
Toggenburg Mountain
Tommy’s Grass & Snow
Tops Friendly Markets
Twin Trees Too!
Uncle Sam Boat Tours
Utica Children’s Museum
Utica Zoo
Valley View Golf
WCNY TV
Wegmans Food & Pharmacy
WonderWorks



Arc of Onondaga
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Syracuse, NY 13204

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www.arcon.org