



2021

ANNUAL REPORT

Arc of Onondaga



Dear Friends,

We said good-bye to 2020 hoping for a better year on the horizon, yet 2021 proved to be equally, if not more, challenging. As we celebrated our 70th year of serving the CNY community, we faced unprecedented obstacles, constant changes, and many pleasant surprises.

With staffing issues at the forefront of almost every business in the country, it was especially devastating for those in the human services field. Employee shortages forced us to shut down a day hab, redeploy staff, restructure our nursing department, and temporarily close houses. While our HR and PR teams worked tirelessly to market and recruit for positions, residential management worked around the clock. Finding sufficient staff to cover our homes became everyone's top priority. In the fall, our Board of Directors took the unprecedented step of raising the starting wage for direct care workers.

Advocacy came to the forefront in 2021. Our self-advocacy group, the Arc Achievers, took center stage meeting with state senators, conducting zoom meetings with guests such as Juli Boenheim, and making appearances at public events and on shows such as Bridge Street - bringing awareness to the critical needs facing our field. Monarch, our vocational division, secured a major contract cleaning and disinfecting the mass vaccination center at the New York Expo Center, and, we discovered that "reopening" may never mean returning to what was once normal, but that some changes can be beneficial: Virtual services provided a lifeline to people in the community during the pandemic and its convenience for incorporating people and ideas is a new technology we will continue to utilize moving forward. Being outside was a way for the people we serve to convene with friends when indoor activities were restricted. Taking advantage of the many opportunities and activities that present themselves outdoors has allowed us to shape even more programming ideas for people to participate in (including outdoor movie night)!

If there was one thing we learned in 2021, we learned the importance of being connected. Connected to each other, connected to our loved ones, connected to the experiences that matter most to us, connected to our community. And, most importantly, we realized that for many, WE are the glue that helps to maintain those connections for the people we serve.

We have not bounced back from the pandemic as quickly as we would have hoped, and we still have significant challenges facing us ahead. But, we realize that being committed to connecting the people to the world around them is what will guide us in 2022, and we're excited for the opportunities that have presented themselves to us amidst such chaotic and uncertain times.

Sincerely,



ELLEN GUTMAKER
EXECUTIVE DIRECTOR



CHUCK SEEREITER
PRESIDENT OF THE BOARD OF DIRECTORS



Ellen Gutmaker
Executive Director



Chuck Seereiter
President of the Board

Board of Directors

Chuck Seereiter
President

Jeannine Nolan
First Vice President

Susan Scharoun
Vice President

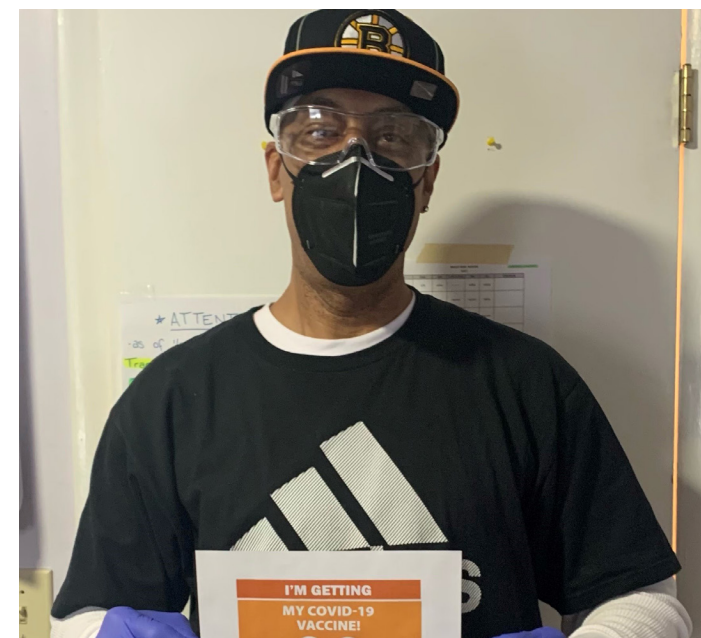
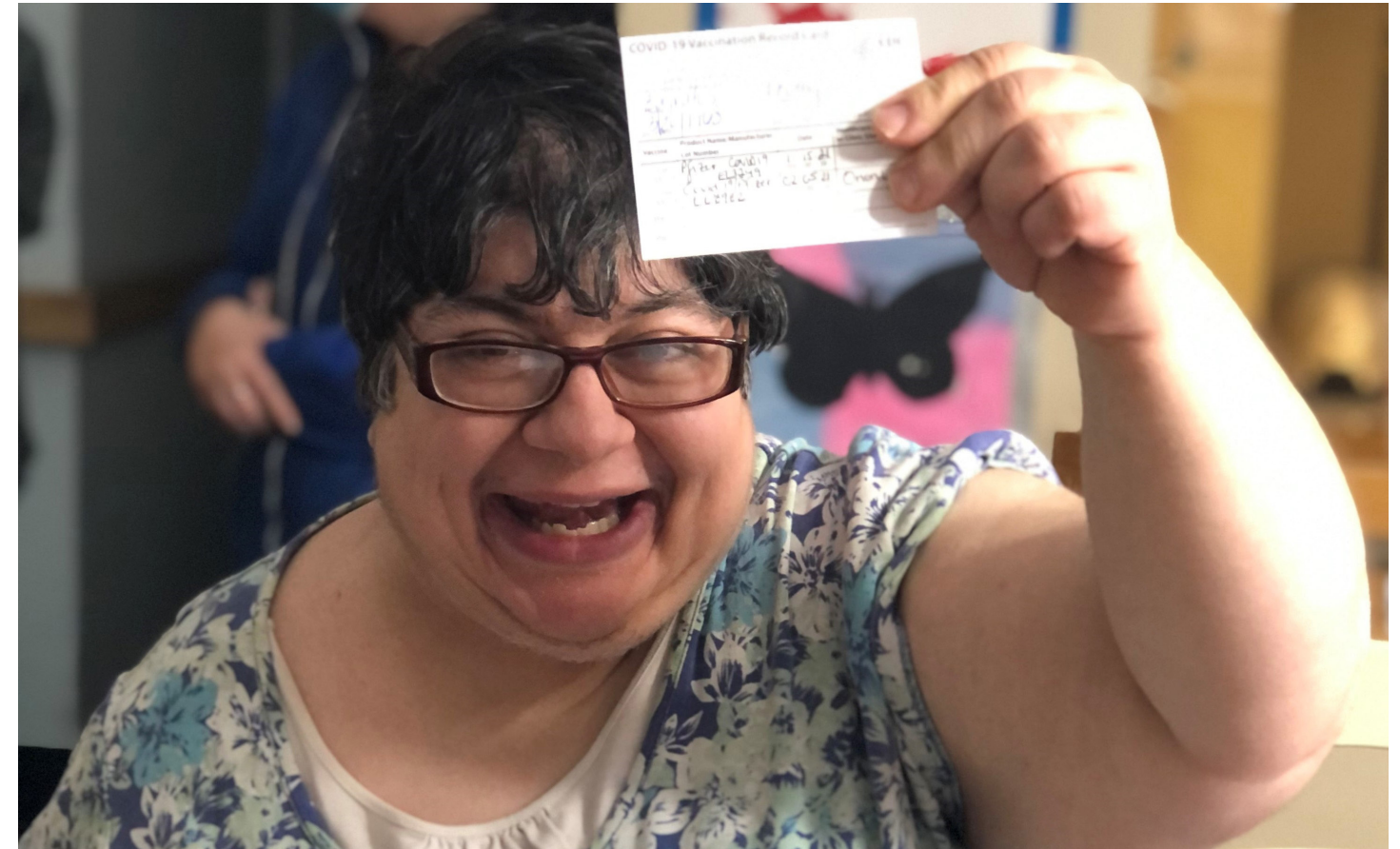
Jim Moran
Treasurer

Jim Flynn
Assistant Treasurer

Jim Cannon
Secretary

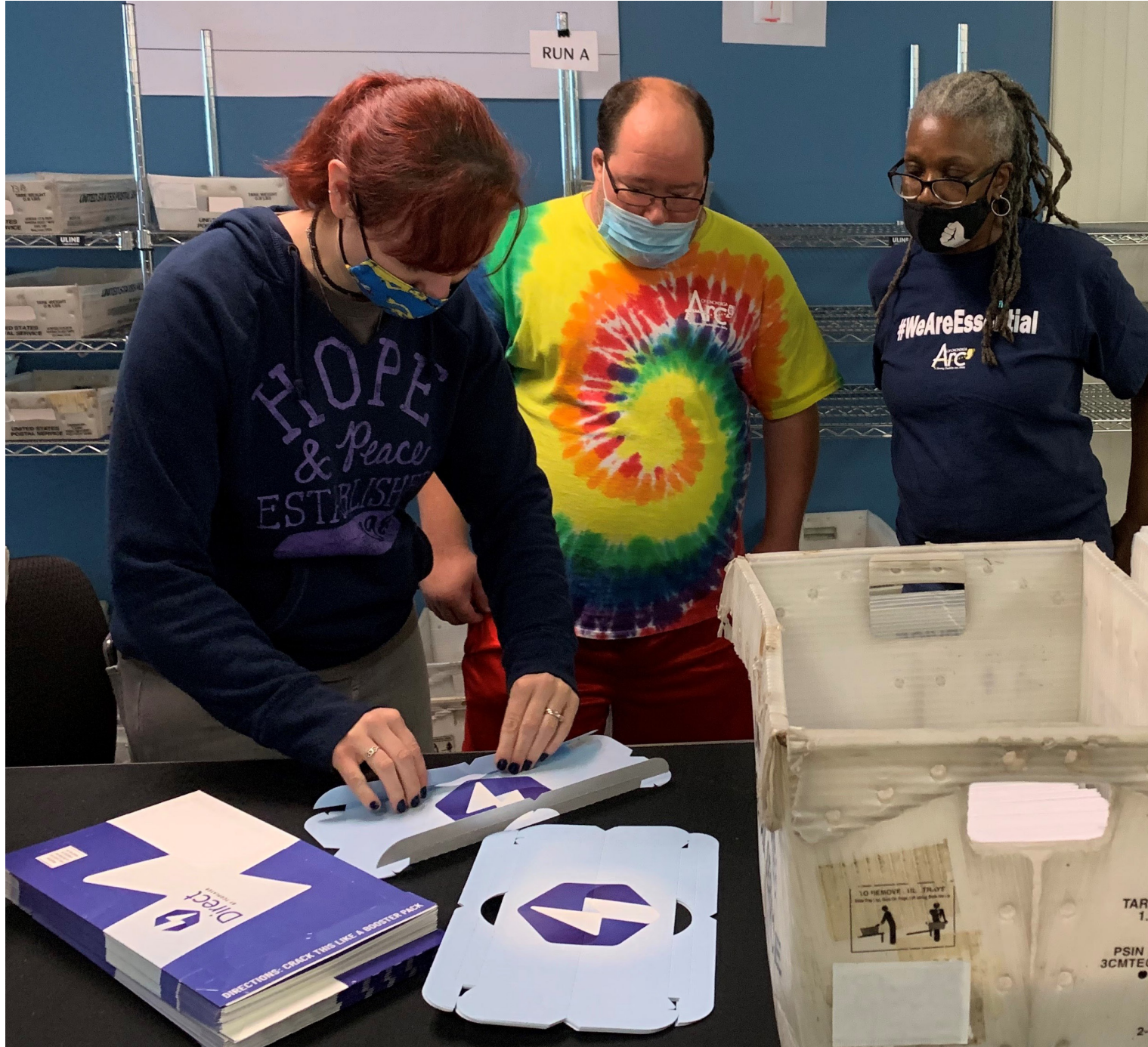
Carol Bullard
Joyce Carmen
Chris Centore
Gordon Eyer
Young Lee
Christopher Mason
Chris Paronis
John Powers

Staying safe



2021 started out looking a lot like 2020. Health screenings, temperature checks, contact tracing, masks and some services being delivered virtually. Although tiring at times, it became second nature for anyone working in our field, knowing it was essential to keeping those we support healthy and safe. In January, both our direct support staff and the people we support we were among the first groups to be eligible for the vaccine roll-out,

Back to work

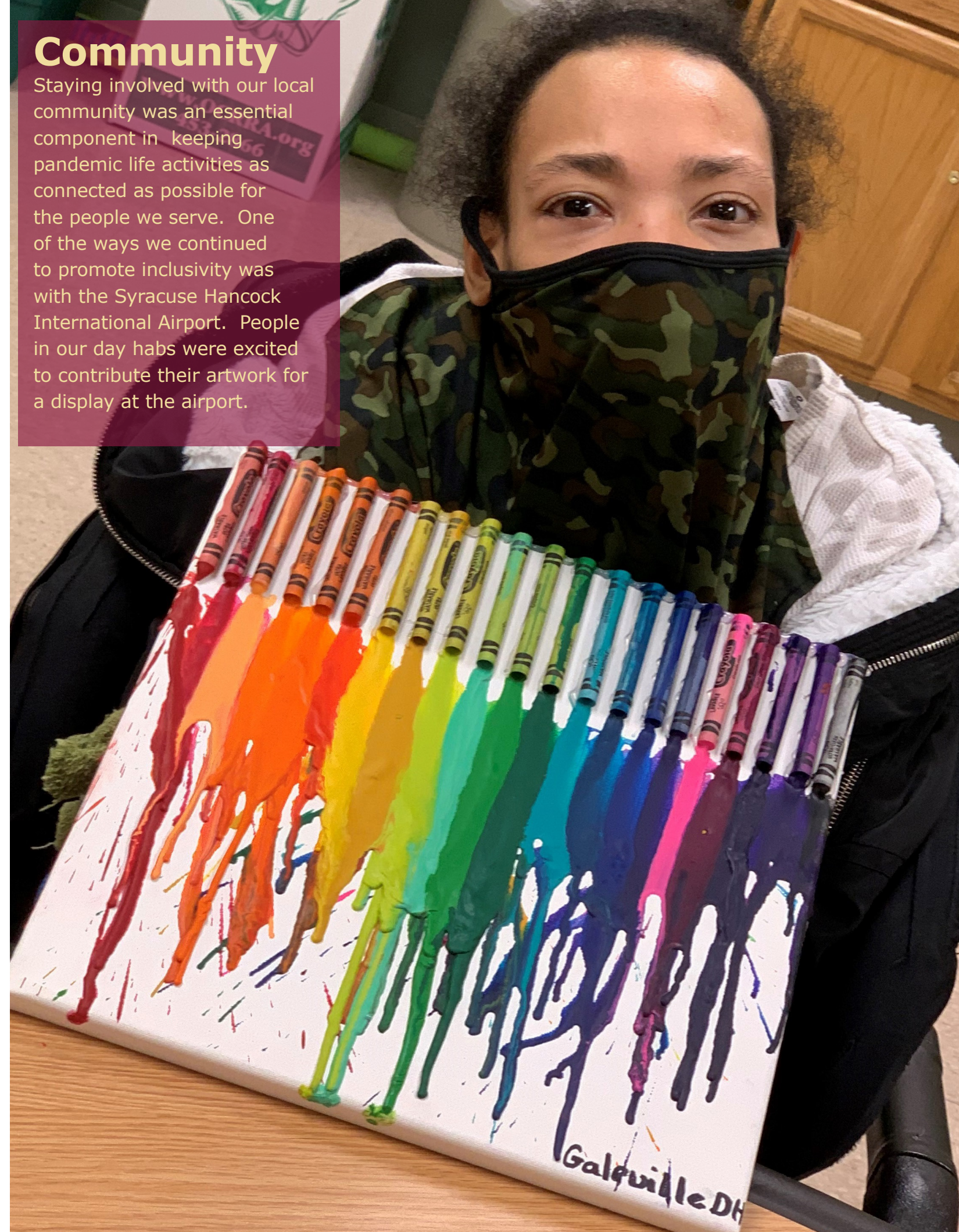


As more businesses began to open up, Monarch and Employment Options went back to work in the community at places such as National Grid, OCRRA and TCGplayer.

Our partnership with the New York Industries for the Disabled brought a new and important contract to the forefront of opportunity: cleaning, disinfecting and sanitizing the mass vaccination center at the New York Expo Center.

Community

Staying involved with our local community was an essential component in keeping pandemic life activities as connected as possible for the people we serve. One of the ways we continued to promote inclusivity was with the Syracuse Hancock International Airport. People in our day hubs were excited to contribute their artwork for a display at the airport.





While staffing issues were challenging before the pandemic, 2021 brought those issues to a head as we faced the most critical staffing shortage in our history; with residential services being the most affected. While management was focused on keeping houses staffed, the rest of the agency rallied around them as a united team. Whether it was conducting safety inspections, delivering groceries and supplies, covering shifts, doing the mail-runs or picking up administrative responsibilities, staff from every department in the agency pitched in. Although it was a very trying time - the teamwork demonstrated was a definitive high point.

In October, the Board of Directors approved an unfunded increase to the starting wage for our direct support staff. We were the first agency in the area to do this, and its impact on our applications and ability to hire were immediate.



Discover the Rewards
Become a Direct Support Professional

\$16/hour*

NEW DSP STARTING WAGE

- Medical benefits • Paid Time Off
- 401(k) with employer match
- HSA with employer contribution
- Tuition reimbursement
- Public service loan forgiveness
- Employee referral program • Flexible schedules

* \$16/hour for full and part-time DSP positions in residential. \$15.50/hr for DSP positions in community supports.

arcon.org/JOBS

Advocacy

Raising our voices was instrumental in highlighting the need for significant investments in our field. Advocates came together to connect with our legislators, bringing awareness to our workforce challenges and achieving a New York State budget that was long overdue and very positive for the I/DD field.



Creativity

Whether it was restructuring our nursing services, creating meaningful experiences in the great outdoors, or expanding virtual programming, we learned that staying connected doesn't need to be laborious if you channel your inner creativity. A grant from the Arc of Onondaga Foundation enabled one of our day habs to purchase a SmartBoard that can be used to connect with people throughout the agency, including other day habs and people at home.



Community partnerships

Partnerships create meaningful opportunities for the people Arc supports; keeping them connected to their community at large. Whether its employment through our NYSID contracts, expressing themselves creatively through the Redhouse Arts Center, or working on advocacy efforts with other local agencies, when we connect with our community, we create acceptance. One key partnership in 2021 was with our friends at UPS. More than 60 volunteers descended upon our homes, beautifying their landscapes by planting bushes, flowers and laying mulch. In October, they returned with painted and carved pumpkins. Whether the project is big or small in nature, the outcome is always the same when you partner together, creating a mutual sense of belonging and understanding.



The 26th running of Arc Race was back to an in-person event for 2021! After having to postpone the Achievement Awards Dinner due to rising COVID cases in the county, the Arc of Onondaga Foundation was overjoyed to present a scaled-back Arc Race to enthusiastic runners, walkers, spectators, volunteers and tandem athletes - bringing together the community and the people Arc serves for the common mission of turning disability into ABILITY!



2021 Audited Financial Information - Arc of Onondaga

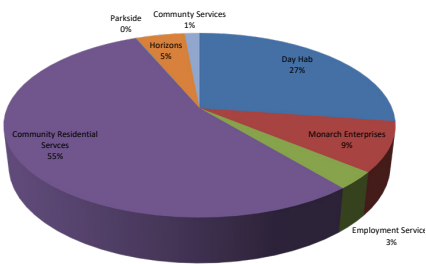
Arc of Onondaga’s services and programs cost over \$22 million to operate in 2021 and continue to expand to meet the growing needs of people with developmental disabilities in Onondaga County.

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.

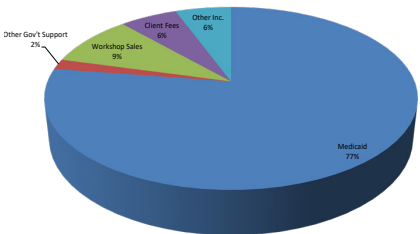
It takes over 500 full and part-time staff to provide Arc’s high-quality services to over a thousand individuals and their family members living in Onondaga County.

Expenses



- Individualized Services / Day Hab
- Monarch Enterprises/Employment Services
- Community Residential Services
- Parkside Children’s Center
- Horizons Clinic
- Community Outreach
- Employment Services

Sources of Revenue



- Medicaid
- Other Government Support
- Workshop Sales
- Fees
- Other Income

Total Revenue: \$ \$22,906,948

ARC OF ONONDAGA *Legacy of Love Society*

The following individuals are recognized for their leadership in giving to the **Arc of Onondaga Foundation’s annual fund drive**. Members of the Legacy of Love Society demonstrate exceptional generosity and help ensure the continued support of individuals with developmental disabilities in our community. Entry into the Legacy of Love Society is made with a donation of at least \$500 to the annual fund campaign. **Membership is maintained by making donations of \$500 or more each year.** Donations are cumulative and each year provide the opportunity to move up to higher giving circles.

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

Joyce Carmen
Gordon & Judy Eyer
Ellen Gutmaker
Klaus Schroder
Carolyn Stark
Robert Walsh

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

Joanna Jewett
Mr. & Mrs. David Loveland
Craig McKinney
James Moran
Mary & Gary Salibrici

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

Barbara Davis
William Horsington
Edward & Sharon Moran
Jeannine Nolan

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

Margot Paronis

Arc of Onondaga and the Arc of Onondaga Foundation sincerely thank all those who give their support.

We recognize the following individuals, organizations and companies for their contributions in 2021. 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.

2021 Dunkin' Run Arc Race

\$5,000 to \$9,999

Dunkin' Brands Group, Inc
Suburban Transportation

\$2,000 to \$4,999

Wegmans Food & Pharmacy

\$1,000 to \$1,999

Brown & Brown Empire State
Excellus Blue Cross Blue
Shield of CNY

\$500 to \$999

Healthcare Education Project
Mackenzie Hughes, LLP
Nascentia Health
NYSID, Inc
OneGroup NY, Inc
Syracuse Orthopedic
Specialists
Teamsters Local 317
Teamsters Local No. 118

\$100 to \$499

AAV Electrical Contracting, Inc
Award Winning Landscapes
Barclay Damon
Kinney Drugs Foundation
LaBella Associates
OCRRRA

2021 Annual Appeal and General Contributions

\$10,000 and above

Gordon & Judy Eyer

Naomi B. Chambers
Charitable Trust
P. Drescher Co, Inc
Estate of Concetta H. Ponzio
Klaus Schroder

\$5,000 to \$9,999

Carolyn Stark

\$2,000 to \$4,999

Craig McKinney

\$1,000 to \$1,999

Daniel Bingham
Barbara Davis
Ellen Gutmaker
Gail Hamner
Inficon
James Moran
Margot Paronis
Price Chopper's Golub
Foundation
Chuck & Anne Seereiter
Frank Smith
Brian Speller
The Jewish Community
Foundation of CNY
Howard Weinstein, MD
Weitsman Shredding, LLC

\$500 to \$999

Anheuser-Busch
Joyce Carmen
China Towne Furniture &
Mattress
Christopher Wood Phillips
Fund
Robert Ferri
Independent Retirement
Partners, LLC
Ron & Joanna Jewett

Key Bank Foundation
Donna & David Loveland
Jonathan & Donna Miles
MONY Life Insurance
Company
Edward & Sharon Moran
Jeannine Nolan
Carol Paronis
Mark Reid
Mary & Gary Salibrici
Dr. Susan Scharoun
Cornell Strickland
Robert Walsh

\$100 to \$499

Masue Bernholz
Carol Bullard
James Cannon
Nick Caputo
Chris Centore
Joseph Charles
Wendy Coleman
James Curtin
Amy DeMarco
Fairmount Carpet &
Linoleum, Inc
James & Patricia Flynn
Sandra Gingold
Marian & Daniel Glauber
Michael Herbst
Paul & Justina Horsington
Linda Jackson
Young & Jay Lee
Lockheed Martin Charity
Custodial Account
Dale & Susan Marris
Michael & Margaret McGarvey
Jonathan Miles
Vanessa Millett
Pasquale Living Trust
Babette Puzey

Michael & Sandra Radziwon
Chris Seereiter
Amanda Sierra
Small Grants & Initiatives
Fund
Helen White
Cheryl Anne Woloszyn

Up to \$99

Noah Arslan
Michael Baker
Rachel Colella-Squire
Michael Copanas
John & Jamie Cucinotta
George & Vivian Duffy
Ronald & Nancy Farewell
Mark Feldman
Cynthia Horton
William & Mary Kinne
Eve & Linda Kotowicz
Charles & Elaine Liggett
Nancy Linnenbach
Gerald Mager
Kathleen & Fred McManus
Joseph & Ruth Metallo
Dee Dee Murray
OneGroup NY, Inc
Upstate Event Management
Witty Wicks Candles

Honorariums and Memorials

In Memory of Joan Bailey

Martin Schram & Sharon
Springer

In Memory of Mary Elizabeth Beauchamp

Harold & Susan Britt
Mary Donahue
Steven & Patricia Fournier
Teresa Haigney
Tom & Kay Hannan
Howland Pump & Supply Co.
Amanda Ives
Debra Jones
Marie Therese Kelly
Tracie Kroeger
Mary McNary

Jan Pederson
Lori Rooke
Diane Shaw
Gaylord Stopen

In Memory of Mary Bonus

Robert Delong
Elizabeth Easter
Sharon Jerge
Robert Oshea
Shawn & Mary Ward
Daniel Weaver
Timothy Woods

In Memory of April Bullard

Patricia Arena
Kathleen Caruso
Gordon & Judy Eyer
Sandra Gingold
Candace Hennessy
James Moran
Jeannine Nolan
Kathryn Pettengill
Mary & Gary Salibrici
Chuck & Anne Seereiter
Carolyn Stark
Colleen Tanner
Tom Trytek

In Memory of April & Lisa Bullard

Gretchen Heilig-Lane

In Memory of Dale Denslow

Lioness C Square

In Memory of Tommy De-Santis

John & Gloria Kennedy
Bill & Joanne Sivak
Ellen Somers

In Memory of Ashley Ferris

Kevin & Kathy McNamee
LaGrow

In Memory of Clifford Gould

Eric Gould

In Memory of Faye Karnya

Karanya Aksornkoae

In Memory of Lynn Marie Landon

Dr. & Mrs. William & Gloria
Delaney, Jr.
Francis & Judith Lamanna
Rivette

In Memory of Edward McManus, Jr.

Barbara Atkins
John & Pamela Cecil
Deborah Connors
Evelyn Disinger
Vincent & Beth Eckel
Heather Ellsworth
Wayne Ellsworth
Female Charitable Society of
Baldwinsville
Forward Marching Band
Patricia Giarrusso
Jan & Tony Greco
Diane Holbert
Mary Johnson
Harlow & Bonnie Kisselstein
Susan LeFever
Bill & Cheryl Long
James Sharpe
Joy Swensen
Meg VanPatten
Jim Yang
Zlonis Family Fund/St. Paul
& Minnesota Foundation

In Memory of Robbie Milligan

Jack & Jacqueline Milligan

In Memory of Ruth Nolan

Brown Living Trust
Carol Bullard
Joyce Carmen
Maureen & Edward
Dabrowski
Jean Eschner/Eschner Living
Trust
Stephanie Fehr
William & Kim Fuegel

Don & Jean Gendron
Sharon Hellmich
Diane Kelly
William & Roxanne Martin
Laura Moore
James Moran
Thomas Muench
Susan Patten
Gloria Quadrini
Chuck & Anne Seereiter
Carol Sorkin

[In Memory of Jimmy Sullivan](#)
Fisher Family Fund/CNY
Community Foundation
Mary Ellen Kelly
Susan Langley
Laura Massa
David Rahner
Linda Smernoff
Richard & Julie Sullivan
Richard & Maureen Sullivan
Carl & Gabrielle Turshman

[In Memory of Larry Ventrone](#)
Paul & Sharon Sullivan

[In Memory of Andrew Zaricznyj](#)
James & Teresa Dewitt
Gordon & Judy Eyer
Sally Fisher
Nancy Zarach

70 for 70

Masue K. Bernholz
Marc & Susan Brandt
Carol Bullard
Patty Cafarchio
Lori Capels
Marjorie Chetney
Clarise Coleman
Karen Converse
John & Jamie Cucinotta
Dorothy M. Davis
James Ennis
Gordon & Judy Eyer
James & Patricia Flynn
Gary & Deborah Freeman

Robert Hogle
Ron & Joanna Jewett
Lena and Edward Kochian
Young and Jay Lee
Donna and David Loveland
Judy and John Martin
Teresa Metallo
Bob & Margie Milligan
Jeannine Nolan
Oneida Nation Foundation
Patty Pack
Avery & Kathleen Sinclair
Paul & Sharon P. Sullivan
Arthur and Beverly Vinette
Cheryl Anne Woloszyn

2021 Butterfly Gallery

Ruby Beal
Masue K. Bernholz
Patty Cafarchio
Lorraine DeForge
Gary & Deborah Freeman
Bruce & Shirley Hale
Phyllis Hanesworth
William & Mary Kinne
Lambda Kappa Mu Sorority,
Inc, XI Chapter
Nicholas & Kathy Lozoponi
Gerald Mager
Michael Moncada
Ronald & Sue Nix
Jeannine Nolan
Oneida Nation Foundation
Babette Puzey
Harry & Patricia
Schwarzlander
Bill & Joanne Sivak
Holly Skiff
James Southard
Terek Living Trust
William Tourville
Darlene Trytek
Mary Wassel
Peter N. Wells
Mary White
Cheryl Anne Woloszyn

2021 Sensory Garden

Susan Scharoun

2021 We Are Essential

Albina Tamayo
Ron & Joanna Jewett

In Kind

Abbott’s Frozen Custard
Abdo’s Garden Market
All Who Wander
Ancora!
Azteca Mexican Grill
B’ville Diner
Beak & Skiff Orchards/1911
Distillery
Beaver Meadows Golf Club
Bee You Nutrition
Bear Creek Restaurant
Beer Belly Deli & Pub
Biscotti Café & Pastry Shop
Bodymind Float Center
Buffalo Bills
Buried Acorn Brewing
Company
Café at 407
Canal Side Café & Bistro
Carol Watson Greenhouse
Cathy’s Cookie Kitchen
Cayuga Lake Wine Trail, Inc
Caz Pizza
Caz Sports Bowl
Champagne Wine & Liquors
Chipotle Mexican Grill
Chuck Hafner’s Farmers
Market, Inc
Classy Chassy Car Wash
Coca-Cola NNE
Coneheads Caribbean Ice
Cream
Corning Museum of Glass
Costco Wholesale
Crazy Daisies Flowers &
Garden Café
CupCakers

Cuse Catch & Grill
Darien Lake Theme Park
Resort
DiLauro’s Bakery & Pizza
Dinosaur Bar-B-Que
Erie Canal Museum
Everson Museum of Art
Feather in Flight Productions
Fifi’s Ice Cream
Finally Ours Diner
Finger Lakes Coffee Roasters
Fort Rickey Discovery Zoo
Four Seasons Golf & Ski
Center
Funk ‘n’ Waffles
Glazed & Confused
Golden Bee Bookshop
Grate Expectations
Guzman’s Dance Studio
Half Moon Bakery & Bistro
Hallinan’s Wine & Liquors
Hangar Theatre
Harbor View Wine & Liquors
Home Team Pub
Honeycomb Bakery
Hope Café
Infra Rayz Salon & Wellness
Spa
JessiCakes
John’s Crazy Socks
Johnson Camera
Kalamata Pita
Kenny’s Corner Ice Cream
King David’s Restaurant
Kinney Drugs
La Cocina
Limp Lizard
Ma & Pa’s Kettle Corn &
Popcorn Factory
Mackenzie-Childs LLC
Manlius True Value
Master Sun Chong’s Tae
Kwon Do
Maxwells
Middle Ages Brewing
Company
Milton J. Rubenstein’s
Museum of Science &
Technology

Mirabito
Modern Malt
Monarch Jewelers
Mountain Ridge Adventure
Museum of Intrigue
Museum of the Earth/Cayuga
Nature Center
National Baseball Hall of Fame
& Museum
New York Giants Football
Now & Later
Nutrition Fix
Nuun Hydration
Oneida Lake Brew Haus
Peace, Love & Cupcakes
Peacock Bar & Grill
Peter’s Discount Liquors
Babette Puzey
Rise N Shine Westcott
Rochester Museum & Science
Center
Rogue’s Roost Golf Club
Rosamond Gifford Zoo
Scratch Bake House
Second Chance Diner
Seneca Knolls Big M
Supermarket
Seneca Lake Winery
Association, Inc
Sharkey’s Bar & Grill
Skaneateles Bakery
SkyTop Coffee
Snow Ridge Ski Resort
Soleil Café
Song Mountain Ski Center/
Labrador Mountain
Speedway, LLC
Sugar Blossom Cake Shop
Sweet on Chocolate
SweetFrog Fayetteville
Syracuse Children’s Theatre
Syracuse Crunch Hockey Club
Syracuse Salt Co.
Syracuse Stage
Syracuse University Athletics
Department
Target Camillus
The Fish Friar
The Hops Spot

The Painting Café
The Pompey Club
The Preserve at 405
The Station 603
The Wood Golf & Country Club
Three Brothers Wineries &
Estates
Tops Friendly Markets
Torchwood Wine & Spirits
Toss & Fire Wood-Fired Pizza
Trapper’s Pizza Pub
Trapper’s II Pizza & Pub
True Citrus Company
Tully’s/Coppertop/Good
Buddy’s
Uncle Sam Boat Tours
Utica Zoo
Vagabond Clothing
Vince’s Gourmet Imports
Vine & Barrel
Vinomania
WT Brews
Wa Noa Golf Club
Water Street Bagel Co.
Wegmans Food & Pharmacy
XO Taco
Mark Zane



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Syracuse, NY 13204

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www.arcon.org