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 Boeheim, 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

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

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 were among the first groups to be eligible for the vaccine roll-out,
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.
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.

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.

$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.

Discover the Rewards
Become a Direct Support Professional

arcon.org/JOBS
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.

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.
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.

Sources of Revenue

<table>
<thead>
<tr>
<th>Sources of Revenue</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medicaid</td>
<td>77%</td>
</tr>
<tr>
<td>Other Government Support</td>
<td>2%</td>
</tr>
<tr>
<td>Workshop Sales</td>
<td>9%</td>
</tr>
<tr>
<td>Fees</td>
<td>6%</td>
</tr>
<tr>
<td>Other Income</td>
<td>6%</td>
</tr>
</tbody>
</table>

Total Revenue: $22,906,948

Expenses

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individualized Services / Day Hab</td>
<td>27%</td>
</tr>
<tr>
<td>Monarch Enterprises / Employment Services</td>
<td>9%</td>
</tr>
<tr>
<td>Community Residential Services</td>
<td>55%</td>
</tr>
<tr>
<td>Parkside Children’s Center</td>
<td>5%</td>
</tr>
<tr>
<td>Horizons Clinic</td>
<td>1%</td>
</tr>
<tr>
<td>Community Outreach</td>
<td></td>
</tr>
<tr>
<td>Employment Services</td>
<td></td>
</tr>
</tbody>
</table>

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

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!
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
to $118
$1,000 to $1,999
Teamsters Local No. 118

$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
OCRRA

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. Ponzo
Klaus Schroeder

$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
Infcon
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 Salibricki
Dr. Susan Scharoun
Cornell Strickland
Robert Walsh
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 Gough
Margaret 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 Beaufchamp
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 Kroege
Mary McNary

In Memory of Mary Bonus
Robert Delong
Elizabeth Easter
Sharon Jerre
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
Jeannine Nolan
Kathryn Pettengill
Mary & Gary Salibricki
Chuck & Anne Seereiter
Carolyn Stark
Colleen Tanner
Tom Trytek

In Memory of April & Lisa Bullard
Gretchen Heilig-Lane

In Memory of Dale Denslow
Leoness 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
Zions 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