

ANNUAL REPORT

Arc of Onondaga

2024



Dear Friends,

It's official, 2024 has become our year of moving forward! Nothing has been the same since 2020, and we have spent the last few years working to find our footing and funding as we navigated the challenges presented to the world and the "new normal" presented in our field. In 2024 we made many new changes, and are excited about the clear and exciting vision we have paved for our future. We started the year with full implementation of our strategic plan, incorporating clear goals for our future based on six key pillars: governance and organizational identity, fiscal sustainability, workforce, person-centered service delivery, partnerships and collaborations, and growth and innovation. I'm excited that we have already begun achieving these goals by providing new and different services including adding OT and PT services to our Wilbur location, and offering a monthly respite program on Saturdays.

We also adopted revised mission, vision and core value statements. We've been excited to share these statements with the community at large, and have been busy promoting them across all of our internal and external platforms. We even began plans to redesign our agency website to better reflect these ideas. This year's report will focus on our new core values and what we do as agency day-in and day-out to implement them in the daily lives of the people we support - helping them to live meaningful lives in their communities.

Having faced the most impactful employee shortage of our lifetime, we've been forced to examine how we hire and retain employees. One of the most important factors, we found, that keeps long-term employees in their jobs with Arc is the connections they make and the confidence they have to perform their duties. In 2023, we were excited to begin our work with the Collaborative of NY and the NADSP E-Badge Academy, which recognizes staff for the education they receive and the on-the-job competencies they demonstrate. In 2024, we were proud to graduate 20 people from the program. We also partnered with Bryant & Stratton College to conduct a more intensive, five week training program, designed to provide staff with the skills and training they need to be successful on the job.


While we've moved forward in many ways, we continue to face challenges. We need to make sure we are looking to the future in a thoughtful manner. We also want to look at these challenges as possible opportunities to better support people with intellectual and developmental disabilities, as well as the staff who support them. Although OPWDD made significant investments in our field in 2024, we want to take care to ensure that there continues to be long-term solutions and investments so we are not overlooked in the future. We also want to make sure our robust advocacy efforts stay at the forefront of everything we do, and continue to have meaningful rallies that help to raise awareness, convey our message, and help achieve our goals.

We're excited for the opportunities that have presented themselves to us, and look forward to sharing more of those discoveries with you next year!

Sincerely,



Ellen Gutmaker
Chief Executive Officer



James Flynn
President of the Board of Directors



Ellen Gutmaker
Chief Executive Officer



James Flynn
President of the Board

Board of Directors

James Flynn
President

Susan Scharoun
First Vice President

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James Moran
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Chris Paronis
Chuck Seereiter
Carolyn Stark

Our Mission

Arc of Onondaga supports people with intellectual, developmental, and other disabilities in leading meaningful lives in their community.

Our Vision

A society where all people are included, valued and have the support needed to achieve their dreams.

Our Core Values

Respect Teamwork Excellence Integrity Empowerment Compassion



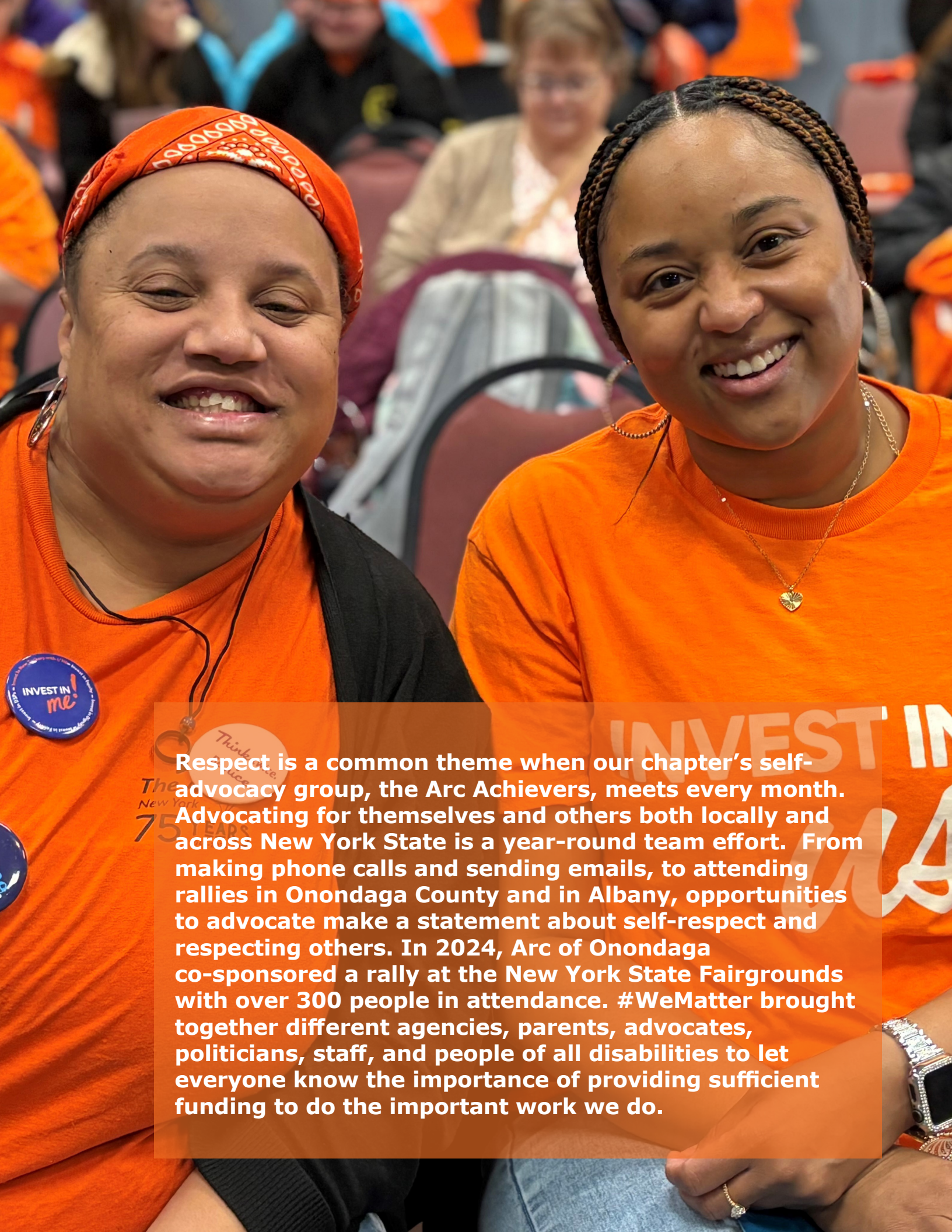
In 2024, we adopted revised mission and vision statements, as well as redefined the core values that guide the work we do. Being a part of the Arc team means living this mission daily and helping to incorporate our vision and values into everything we do - helping to support people in leading meaningful lives in the community.



Respect



Being able to have access to and participate in the community we live in is one of the most respectful and integrative supports we can provide. Whether it is attending Syracuse Mets games, going bowling or shopping, taking trips to Seabreeze Amusement Park, attending a show and dinner with friends, or advocating for themselves and others, the people we support are able to take full advantage of what our community offers, engage in the activities they love, be with the people they are connected to, and advocate for the causes and issues that affect them.

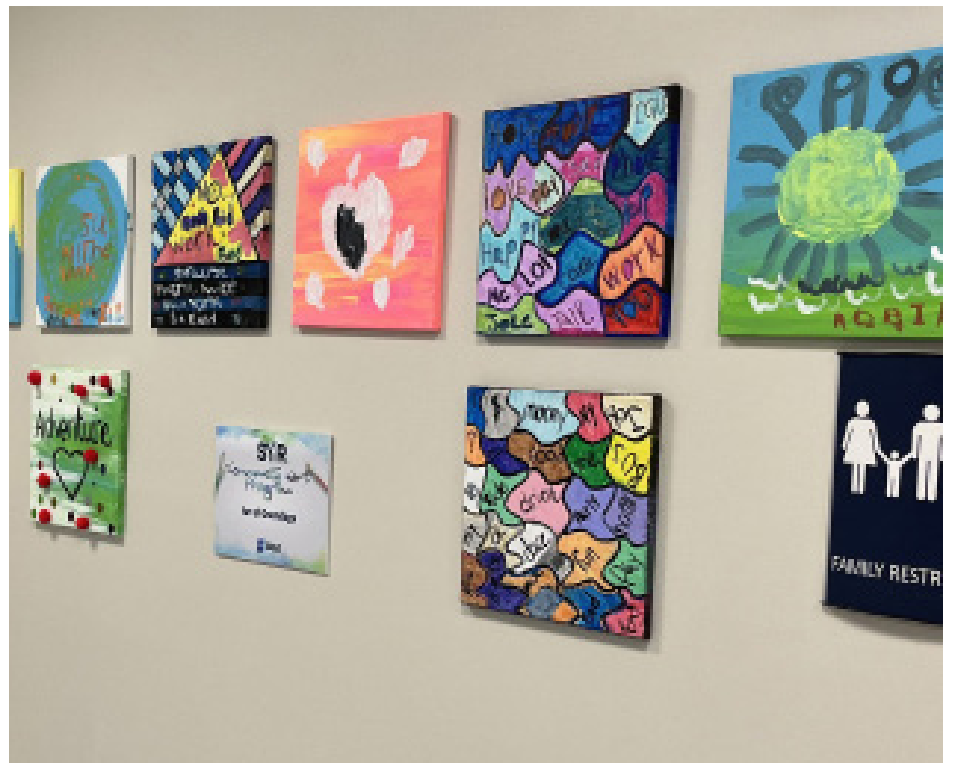


Respect is a common theme when our chapter's self-advocacy group, the Arc Achievers, meets every month. Advocating for themselves and others both locally and across New York State is a year-round team effort. From making phone calls and sending emails, to attending rallies in Onondaga County and in Albany, opportunities to advocate make a statement about self-respect and respecting others. In 2024, Arc of Onondaga co-sponsored a rally at the New York State Fairgrounds with over 300 people in attendance. #WeMatter brought together different agencies, parents, advocates, politicians, staff, and people of all disabilities to let everyone know the importance of providing sufficient funding to do the important work we do.

Empowerment

In 2024, Arc's Employment Options, which works to assist people in finding and keeping meaningful and rewarding work in the community, increased the number of people supported by over 30. Our community-based Pre-Voc services grew by 25%. Many new community partnerships were created at places such as Thornden Park Rose Garden, the Dunbar Center, Meals on Wheels, Hunter Hollow Bunny Bed and Breakfast, and Empire Polymer Solutions, affording community-based work experiences and opportunities for the people we support.





Expression through creative outlets is an integral part of what we do. Not only does it empower people by encouraging creativity for those we support in new and different ways, it gives a voice to people who may be struggling to find theirs. On any given day, artists who attend Arc's day habilitation programs create works in a variety of mediums, including painting, sculpting, papier mâché, fabric, and clay. They designed the outdoor building mural that welcomes people to the Wilbur Center for Opportunity, and Stacy's artwork (pictured below) became the official design for OneGroup Insurance's 2024 holiday card. Our friends at Syracuse Hancock International Airport displayed pieces of artwork from talented artists who Arc supports in the hallways of the airport, and priceless creations were auctioned off at the Arc of Onondaga Foundation's Achievement Awards Dinner live auction, raising hundreds of dollars for people with developmental disabilities.

Teamwork

A strong, well-trained work force is key to our mission. In 2024, we had a number of staff participate in obtaining certification through the NADSP eBadge Academy. This program is a way for staff to receive recognition for the education they receive and the on-the-job competencies they demonstrate. Equally important – it results in improved quality of provision of person-centered supports. We also partnered with Bryant & Stratton College to conduct a more intensive, five week DSP training program, designed to provide staff with the skills and training they need to enter the field as Direct Support Professionals.





Integrity

When it comes to being contributing members of their community, the people we support demonstrate their integrity by lending their time and talents to help organizations that make our community stronger. This past year, Arc program participants and staff volunteered their time at We Rise Above the Street's Sandwich Saturday, rang the bell for the Salvation Army's Red Kettle Campaign, donated their time to the Syracuse Dunbar Center, collected donations around the holidays, and delivered "thank you" cookies to local fire departments.

Compassion

The Arc of Onondaga Foundation works tirelessly behind the scenes and in public forums to bring awareness, advocacy and much needed funds for people who depend on Arc of Onondaga for services. Without the help of the Foundation, many projects and initiatives that people rely on would go unfunded. In 2024, the Foundation brought back by popular demand the Wings for All airport rehearsal program, and added a new event, Bowling For All. The inaugural event hosted over 150 bowlers for a fun-filled, laid back afternoon at Flamingo Bowl, and was such a success that they added it into their repertoire of events for 2025 joining the Achievement Awards Dinner and Arc Race.



2024 Audited Financial Information - Arc of Onondaga

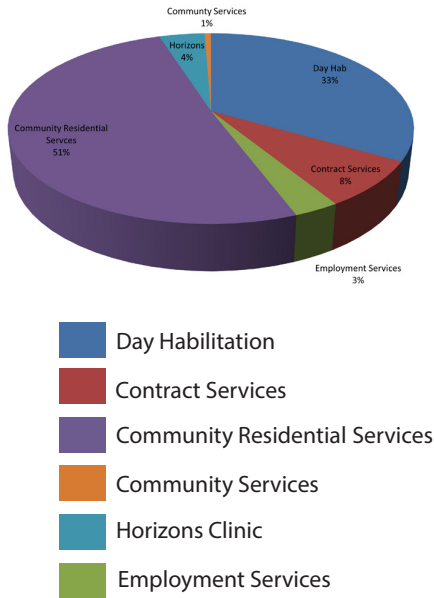
Arc of Onondaga's services and programs cost over \$30 million to operate in 2024 and continue to expand to meet the growing needs of people with developmental disabilities in Onondaga County.

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

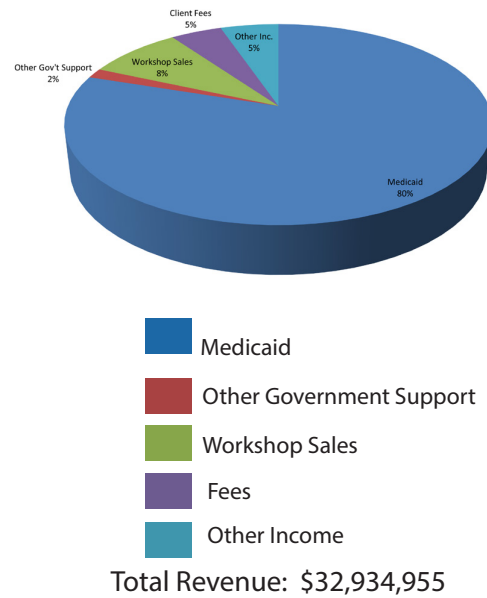
Over 300 people receive day services at one of six sites and almost 100 more people are employed by Arc's vocational division.

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*

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
William Horsington
Carolyn Stark

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

Barbara Davis
Joanna Jewett
James Moran
Sharon Moran

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

Alyssa Johnston
David & Donna Loveland
Jonathan and Donna Miles
Carol Paronis
James Pitts
Mary & Gary Salibrici
Cheryl Anne Woloszyn

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

Wendy Coleman
Mary Ellen Kaier
Daniel Smith
Susan Tierney

Bronze Circle (\$500 to \$999)

James & Patricia Flynn
Steven Ludwig
Kendall Phillips
Jacinta Ramczyk
Cornell Strickland

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 2024. 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.

2024 Arc Achievement Awards Dinner

\$5,000-\$9,999

Suburban Transportation
Teamsters Local 294
UPS Foundation
Wegmans Food & Pharmacy

\$2,000-\$4,999

Brown & Brown Empire State
OneGroup NY, Inc.
Frank Smith

\$1,000-\$1,999

Abbott-Nastri Partnership
Bond, Schoeneck & King,
PLLC
Gordon & Judy Eyer
Firley, Moran, Freer, & Eassa,
CPA, P.C.
Jim & Juli Boeheim
Foundation
KeyBank National Association
Kinney Drugs Foundation
Millin Associates
NYSID, Inc.
Teamsters Local 317
Dr. & Mrs. Howard & Ellen
Weinstein

\$500-\$999

1199SEIU Labor Management
Initiatives, Inc
Barclay Damon, LLP
Sean Broderick
Buckeye Corrugated, Inc
Carrols Restaurant
Corporation
China Towne Furniture &
Mattress
Cumulus Media

District 15 IAMAW/Local 447
FMF&E Wealth Management,
LLC

JJL Consulting NY, LLC
Modern Kitchens of Syracuse
The Joe Family Foundation

\$100-\$499

Hill & Markes, Inc.
Innovative Triage Services,
LLC
Anthony Petrelli
Chuck & Anne Seereiter
Michael Seereiter
Laura Serway
George Sheehan
Margaret Spano
Susan Tierney

Up to \$99

Tiffany Bird
Helen Connor
John & Jamie Cucinotta
Erica Danega
Barbara Dennis
George & Vivian Duffy
Thomas J. Murphy
Claire Myers-Usiatynski
Melanie Nappa-Carroll
Patrick & Diane Nichols
Colette Powers
Mark Reid
Richard & Virginia Russo

2024 Arc Race

\$10,000 and up

UPS Foundation, Inc.

\$5,000 to \$9,999

Suburban Transportation

\$2,000 to \$4,999

Wegmans Food & Pharmacy

\$1,000 to \$1,999

Barclay Damon, LLP
Brown & Brown Empire State
Buckeye Corrugated, Inc
Mohawk Global
The Bonadio Group

\$500 to \$999

1199SEIU Labor

Management Initiatives, Inc
CNY Central Media Group
Cumulus Media
Lan-Co Companies
Mackenzie-Hughes
OneGroup NY, Inc.

\$100 to \$499

AAV Electrical Contracting, Inc
Award Winning Landscapes
China Towne Furniture &
Mattress
Fleet Feet Syracuse, Inc
Fulton Savings Bank
Rene Germain
Sonja Gottbrecht
Integrity Cost Consulting
LaBella Associates, DPC
OCRRA
Claire Talarico

Up to \$99

Believe 31, Inc
Julie Byrne
Robert Cowie
David Farrell
Food Bank of CNY
Joshua Franke
Marguerite Fulton-Newton
Jesse Garn

Joseph Grasso
 Andi Grevelding
 Leslie Hamilton
 Cindy Hans
 Elaine Houston-Young
 Brian & Laurie Hurley
 Nina Justin
 Kathleen Kane
 Caroline Kompf
 Leadership Greater Syracuse,
 Inc
 Young & Jay Lee
 Karen Malagese
 Richard Maloney
 Margaret Meier
 Heather Mohamed
 Jeremy Montague
 Teresa Nelson
 Nancy Ann O'Brien
 Errol Pascall
 Bryan Reynolds
 Kyle Richardson
 Stephanie Robertson
 Maryann Roefaro
 Sarah Shaw
 Holly Skiff
 Glenn Steward
 Adam Stone
 Syracuse Stage
 Dave Takach
 Qiu Wang
 Jackie Wiegand

2024 Bowling for All

Price Chopper's Golub
 Foundation
 Suburban Transportation

2024 Improv-a-Palooza

KeyBank National Association
 Wellcare Health Plans

2024 Annual Appeal and General Contributions

\$10,000 and above

Gordon & Judy Eyer

\$2,000 to \$4,999

Brian & Alison Speller

\$1,000 to \$1,999

Barbara Davis
 Ellen Gutmaker
 Joanna Jewett
 Alyssa Johnston
 Mary Ellen Kaier
 James Moran
 James Pitts

\$500 to \$999

Philip Barrett
 Joyce Carmen
 Wendy Coleman
 James & Patricia Flynn
 Donna Loveland
 Steven Ludwig
 Jonathan & Donna Miles
 MONY Life Insurance
 Company
 Sharon Moran
 Carol Paronis
 Kendall Phillips
 Mary & Gary Salibrici
 Daniel Smith
 Cornell Strickland

\$100 to \$499

Zachary Anderson
 Marc & Susan Brandt
 Tim Brown
 Summer Burns
 James Cannon
 Thomas & Shannon Carlson
 Andrew Carolin
 Chris Centore
 Joseph Charles
 Rachel Colella-Squire
 James Curtin
 Craig Dickinson
 Peggy Finch
 Risa Fram
 Harvey's Garden
 Paul & Justina Horsington
 A.M. Hyatt
 Thomas Krawczyk
 Molly Lamson
 Young & Jay Lee

Lockheed Martin Charity
 Custodial Account
 Dale & Susan Marris
 John & Elena Massaro
 Pamela Mikels
 Vanessa & Phil Millett
 Scott Montroy
 Anthony Petrelli
 Charles Pierce
 Elizabeth Plyter
 Babette Puzey
 Stephanie Robertson
 Charles Russo
 Susan Scharoun
 Helju & Bernard Schneider
 Chuck & Anne Seereiter
 Patricia Slaski
 Susan & Gordon Spooner

Up to \$99

Masue Bernholz
 Alice Burns
 Theo Burrhus
 Diane Calocerinos
 Michael Copanas
 Peter & Elizabeth Costello
 Tracey Dubuc
 Ronald & Nancy Farewell
 Mark Feldman
 Alice Franke
 Elaine Liggett
 Jesse Lipson
 Paula Machut
 Melanie Nappa-Carroll
 Sheila O'Donnell
 Chris Simone
 Gary & Peggy Storinge
 Faith Wade
 Lauryn Washington
 John Williams
 Allison Zmarthie

Honorariums and Memorials

In Memory of Robert Acierno

Barry Lyon

In Honor of John Bernholz

Masue Bernholz

In Memory of Paul DeForge
Lorraine & Francis DeForge

In Honor of David Eyer
Alice Moberg-Sarver

In Memory of Robert Fisher
Michael & Kim Armani
Arney Family
Stephen Butler
Marchette DuBois
David Dunn
Barbara Floeser
Steven Infanti
Sara Massa
Joseph & Wendy Noonan
Planned Results, Inc
David Rahner
Kevin Riley
Jim Seeley
James & Mary Sullivan
Maxine Saxenian-Emmons
Michael Stracqualursi
Barbara Tully
John & Sharon Vazquez
Dr. Michael Vella

In Memory of Robert,
Mary Carol, and Bob Fisher
Sara Massa

In Memory of Larry Hoyt
Richard Maloney

In Memory of Thomas Hoyt
Larry Hoyt's Art Show

In Memory of Matthew Kerwin
Association of Former New York
State Troopers, CNY Chapter
Leonide Connelly
Ellen Donovan

In Memory of Susan Kerwin
Barclay Damon, LLP
Daniel & Kimberly Gage
David & Bonne Hall
Mary Ellen McDonald
Bradley O'Connor
Avery & Kathleen Sinclair

In Memory of K. Andrew Lee
Young & Jay Lee

In Memory of Ed McManus
Stephen Butler

In Memory of Esther Norton
Lois Bowman
Jody Demperio

In Memory of Dr. Margot Paronis
Jack Bergman
Sula Fiszman
Cynthia Lush
Ute & Horst Oestreicher
Calleen & David White

In Memory of Kris
Scharoun-DeForge
Chris Centore
Angela DiPalma
Susan Hynds
Sallie Lennox
John Lischak
Michael Lischak
Ed & Marie Rothbaler
Rupert Scharoun
Carolyn Stark
Tiffany Teeter
Ellen Turongian
Shawn & Mary Ward
Christopher Wood Phillips Fund
Jean Young

In Honor of Chuck Seereiter
Jacqueline Kassel

In Honor of Mike Seereiter
Jacqueline Kassel

In Honor of Kenneth Taren's
70th Birthday
Nancy Rofrano

In Memory of Robert "Bob"
Walsh
Curtis Cole
Kevin & Anne Domanico
Nick Fruscello
Edward Kinne
William & Mary Kinne

Tim Mahaney
Maurice Wightman

In Memory of Mark White
Laurel McLaughlin
Moirra Myers
Lawrence Ring
Chuck & Anne Seereiter
Mary White

2024 Circle of Support

Matthew Coleman
Erica Danega
Joanna Jewett
Melanie Nappa-Carroll
Susan Scharoun

2024 Sensory Garden

William Alsid
Masue K. Bernholz
Sondra Cox
Edward Fenlon
Marian C. Glauber
Sonja Gottbrecht
Abigail Hickox
Margaret E. Howard
Mary Ellen Kaier
Anthina Dimovski Trust -
Katheryn Goldman, Trustee
Pete & Tara Ludden
Kathryn Norton
Susan Scharoun
Gary & Peggy Storinge
Olivia Wolfram

2024 Butterfly Garden

William Alsid
Carol Bockes-Buyea
Stuart & Linda Bruce
James Cannon
James & Patricia Flynn
Dortha (Dottie) Furness
Abigail Hickox
Nancy Howells
William and Mary Kinne
Kathy & David Loveland
Gerald Mager
Richard Maloney

Chris Misita
Oneida Indian Nation
Foundation
Babette Puzey
Bill & Joanne Sivak
Patricia Slaski
Michelle Terek
Ann Vinette
Cheryl Anne Woloszyn

In Kind

A.W. Wander
Ancora!
Beak and Skiff
Orchards/1911 Distillery
BeeKind Syracuse
Boom Babies
Branch's Driving School
Buffalo Bills
Carrols Restaurant
Corporation
Cathy's Cookie Kitchen
Cazenovia Jewelry
Chuck Hafner's Farmers
Market, Inc
CNY Central Media Group
Coca-Cola NNE
Coleman's Authentic Irish
Pub
Colonial Belle
Corning Museum of Glass
Crayola Experience
Cumulus Media
Dick's Sporting Goods
DOT Foods, Inc
Drumlins Country Club
Flamingo Bowl
Fleet Feet Syracuse, Inc
Glimmerglass Festival
Granite International
Green Hills Farms
Hangar Theatre Company
Home Team Pub
IHeart Media
Joanna Jewett
King David's Restaurant
Lamar Advertising Syracuse
Lisa Rossi Photography
Ma & Pa's Kettle Corn &
Popcorn Factory

Mackenzie-Childs LLC
Mirabito
The MOST
National Baseball Hall of
Fame & Museum
New York Giants Football
New York Jets
NLB Massage
Now & Later Taproom &
Bottle Shop
Old Home Distillers
Onondaga County Parks
Phoebe's Restaurant & Coffee
Lounge
Photography by Rachel
ProntoFresh
Babette Puzey
Raymour & Flanigan
Recess Coffee
Rochester Museum & Science
Center
Rock & Roll Hall of Fame
Rosamond Gifford Zoo at
Burnet Park
San Miguel Mexican Bar &
Grill
Seabreeze Amusement Park
Seneca Knolls Big M
SkyTop Coffee
Spectrum Reach
Splash Car Wash
Stasis Float Center
Stewart's Shops
Stinger's Pizza Pub
Sweet Dream Candy Shoppe
Sweet on Chocolate
Syracuse Banana
Syracuse Crunch Hockey
Club
Syracuse Mets
Syracuse Soapworks/Salt
City Artisans
Talking Cursive Brewing
Company
Tarolli
The 443 Social Club &
Lounge
The Hops Spot
The Syracuse Orchestra
The Wild Animal Park
The Wild Center

Thompson & Johnson
Equipment Co., Inc.
Tops Friendly Markets
Toss & Fire Wood Fired Pizza
Tully's Good Times Family
Uncle Sam Boat Tours
Upstate Farms
Utica Zoo
Vince's Gourmet Imports
WonderWorks Destiny
WSYR NewsChannel 9
WT Brews



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Syracuse, NY 13204

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www.arcon.org