

A Year of Transformation



The Arc[®]
Eastern Connecticut



2023 Annual Report

July 1, 2022 - June 30, 2023

Our Mission

To partner with people living with intellectual and developmental disability for EQUAL participation and inclusion in the communities of eastern Connecticut.

**IN
PARTNERSHIP
FOR FULL EQUALITY**

Our Vision

The Arc Eastern Connecticut will be eastern Connecticut's leader in partnering and advocating for equality of opportunity and equality of choice.

Thank you for the transformation . . .

Still Walking in Partnership for Full Equality!

Thanks to strong advocacy from the people we serve, our talented team, our visionary Board of Directors, and our legislators, **The Arc Eastern Connecticut had a wonderful year.**

As we head toward 2024 for discernment and strategic planning, **our Board, leaders, and team plan to embrace the challenging questions that agencies committed to large-scale social change face.** *How can we grow our mission? What do the people whom we serve and the team who serves them need today . . . and tomorrow? How can we enhance our community partnerships?*

- A successful year of firsts, 2022-23 brought good news and more. **Business Expert Press, the fifth largest business book publisher, released 11 Secrets of Nonprofit Excellence – Merger, Transformation, and Growth.** We hope you'll enjoy reading The Arc Eastern Connecticut's 71-year story of walking In Partnership for Full Equality as much as we enjoyed telling it.
- **MORE FUNDING SUCCESS!** After a decade of fighting, **Direct Support Professionals finally were rewarded with an \$18 minimum wage.** *For the first time, funding disparities longstanding for people with IDD, their families, and private providers were acknowledged. As always, your vote matters!*
- Leadership training, so well received, will be ongoing. In June, **four new team members stepped up to lead the Council for Leadership Excellence,** an initiative that sustains quality services at The Arc ECT and empowers leaders for tomorrow.

A Gallup survey yielded a 4.4 team satisfaction rating out of a possible 5 stars from our team. The Arc Eastern Connecticut thrives because its mission today is as strong as when parents seeking a fair shake for their kids founded it 71 years ago.

We remain America's largest human rights movement for people with IDD.

In partnership for full equality,



Kathleen Stauffer
Chief Executive Officer

IN
**PARTNERSHIP
FOR FULL
EQUALITY**

Our Impact in 2023

A Snapshot of The Arc Eastern Connecticut

\$23.9 Million

Total Agency Budget

\$168,600 raised through fundraisers

\$59,000 raised through the Annual Appeal

\$99,000 raised through grants

\$81,268 raised through general donations

Over 800 People served
throughout eastern Connecticut

84 People and **336** family members
supported in their own homes

86 People living in **22** residential homes

65 People supported in employment
programs

62 People supported in day programs

19 Seniors receiving special supports

28 People supported in pre-vocational,
school, and transitional employment
programs

139 People participating with Community
Life & Advocacy and the Volunteer Corps

102 Campers enjoyed week-long overnight
programming at Camp Harkness

This year, our generous team members
contributed **\$12,516** to the
2023 United Way Employee Campaign



394 TEAM MEMBERS

219 Full-Time

160 Part-Time

15 Seasonal

Advocacy and the Fight for Fair Funding

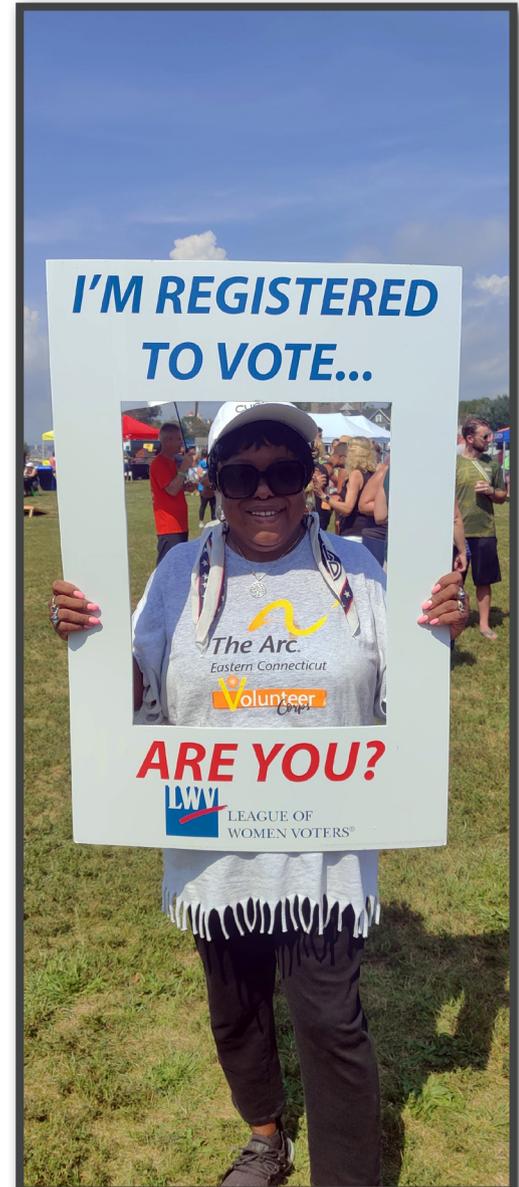
Family Hearing Day on May 4, 2023 at the State Capitol, hosted by the IDD Caucus, began a month-long on-site campaign to educate legislators on the **importance of including increased supports and services for people with IDD in the 2024 budget**. A host of advocacy events culminating in the CT Nonprofit Alliance's May 26th Rally represented **a year of hard work by friends, family members and self-advocates pushing for the need for increased supports for people with IDD and improved wages for direct support professionals**. CEO Kathleen Stauffer praised legislators' efforts, and commended those who kept IDD supports front and center as the budget moved forward. "Our advocates and our team really made their voices heard and they deserve all the credit for the success we achieved."

Technology and Design

The department supported participants and staff in 2023 with a variety of **innovations, upgrades, and proactive accommodations ensuring the safety and security of everyone**.

Wifi-enabled Assistive Technology (AT) systems successfully debuted at several program locations this year; all customized AT will be wifi-enabled by the end of next year, including the AT at our new 7-apartment assisted living program in New London.

Technology staff have also been **key players in the ongoing agency optimization study**, and completed an **evaluation and acquisition of accessibility equipment for team members** as well as implementing an **agency-wide Cyber Security awareness webinar**.



July 2022: CEO Kathleen Stauffer gives a presentation on nonprofit mergers at the ATECH conference in Groton, a talk leading up to the publication of the Book *11 Secrets of Nonprofit Excellence: Merger, Transformation and Growth*.

LEADERSHIP

The Arc ECT's Council on Excellence

Beginning in July 2022, four team members representing different departments hold regular meetings with WorkChoice Solutions with the **goal of improving the quality of services for people with IDD through effective leadership.** “We want to act as a resource,” said Alex Cabezas, Director of Residential Services for the Northeast. “Leaders who show compassion, consistency, and fairness let their own staff, and by extension the people we support, know that their opinions count. **The object of good leadership is, after all, improving the lives of the people we support.**” The group developed a “Leadership Conversation Series” for all team members, and discussions have been richly informative. **The first four-member Council was honored at the agency's annual Founder's Day celebration in June 2023** for the high standards they set and solidifying the mission and activities of the group. Michelle Torres is the newly-promoted Director of In-Home Supports. “Being a part of this council and ‘passing the baton’ to new members means **there will always be new ideas that can lead to change.**”

Planning for the Future

Our facilities survey partner, Northeast Collaborative Architects, completed Phase I of a comprehensive analysis of all The Arc ECT's buildings, programs, and transportation patterns this year. **The group evaluated all aspects of each facility as well as its current utilization;** this information will aid in plans that optimize agency locations in relation to transport and access.

An audience-specific community survey complemented this evaluation, and is measuring public awareness, the quality and effectiveness of our supports and services, potential barriers to employment for people with IDD, and gaps in service delivery. Findings and recommendations will be available in Fall 2023 and will become an important part of the agency's 2023-2026 Strategic Plan.



August 2002: Joe Courtney meets with CL&A's Self-Advocates and talks about the Americans with Disabilities Act and transportation issues throughout the state.

Day Supports

Our Day programs in Norwich, Groton, and Danielson continue to partner with each other through the extremely popular “Club-house” model, established last year, to provide a wide array of choice-driven activities that are exciting and day-enhancing. This year the programs worked with additional community organizations to offer a wider range of volunteer opportunities to participants, allowing them to participate more fully in their communities.



Our Day Program Community Partners

Buttonwood Park Zoo
Danielson Veterans Coffee house
Daily Bread
Hay Burr Farm
Get Fired Up
Groton Senior Center
Horizon Wings
Killingly Library
Lucky Strike
Mohegan Bowl (MA)
NECOG Animal Shelter Danielson
New London Senior Center
Norwich Senior Center
Our Lady of Lakes Catholic Church
Pomfret Audubon Center
Preston Library
Quinebaug Valley Senior Center
Roger Williams: Zoo, Park,
Museum & Planetarium
Southwick Animal Farm
Sterling Library
TEEG (Thompson Ecumenical
Empowerment Group)
Thompson Library

“I’m so happy that The Arc gives Janet the opportunity to have her Day program at home. The young woman who’s with her is very good with her.”

—Rita Sirio, Janet’s Mom

September 2022: The Arc ECT participates in Cultural Diversity Events in Norwich, and Disabilities Voting Rights week (part of the REV-UP initiative with a social media campaign.)

- The Arc ECT introduces a Social Equity & Financial Wellness program free to all team members.

INDEPENDENCE & CHOICE

Residential Supports

—*promoting choice and personal growth*

Three residents at our supported homes were transitioned into independent supported housing this year. They will be assisted by technology tailored to meet their specific needs, which will help them become more self-sufficient, while remaining connected to support staff as needed.

Partnering with the In-Home Supports program, the Residential program worked this year to close one of our congregate homes and transfer residents to homes that were in a less isolated area, allowing people to be much more active within their community.

In-Home and Individualized Supports

This unique program was restructured this year to offer an even more extensive variety of customized supports to people with IDD and their families in their own homes. While preparing for the **exciting opening of the new mixed-income housing development in New London**, where seven participants will be moving in late 2023 and an additional eight in 2024, The Arc ECT was **one of two agencies chosen to participate in the CT DDS-sponsored Remote Supports pilot program**. The IHS and Individualized Supports teams are now certified to provide the technical assistance and individual living needs of people with IDD transitioning into more independent living arrangements.

"This has been a very good choice for Josh's 'forever home.' Staff spent time to get to know him and now have settled him into routines, providing a secure and predictable living environment in his daily life. Josh is happy and more confident. Who could ask for anything more? I am most grateful to The Arc and the people who work every day at his home."

—Mariann Rossi-Ondusky (parent)

Community Life & Advocacy

— *a plan for a full life*

The return to in-person activities rejuvenated many of CL&A's Empowerment and Enrichment programs, including its new Men's Group and its Voices group for women. **The Self Advocates enjoyed a surge in popularity as they solidified their mission and accomplished great things at the State Capitol.** Members enjoyed in-person

activities including health and fitness, Special Olympics training programs, adaptive dance, art classes, cultural excursions, and **Volunteer Corps activities including road races, community fairs, and municipal cleanups.** As one volunteer said **"I love these events!** I love helping The Arc, and my community. I wouldn't miss this for the world."



October 2022: The Redemption Center/Donation Station in Woodstock, one of The Arc's Micro-Enterprises, processes its one millionth (1,000,000th) can of the year.



The Arc ECT's Customized and Transitional Employment Programs

—more options for job-seekers!

The **Employment Department** worked with the CT Bureau of Rehabilitative Services this year to further our Customized Employment program and **ensure that all team members are certified and trained as Job Coaches**. “Our team has always had great skills,” said Director of Employment James Hyman, “and now they’ll be given the tools to understand their role even further and be able to recognize additional job opportunities in the community for participants.”

Transitional Employment Services (TES) program in Groton and Danielson also expanded this year. The 3-year program provides supported vocational services to people with IDD age 22 and over determined to further their careers. “**Post-pandemic, we’re concentrating on bringing back our internship opportunities with area employers,**” noted Director of TES, Senior Supports, and Education Paula Kowalski. “People are participating in more hands-on activities in a variety of organizations and businesses, and are getting a greater exposure to different places where they might like to work and where their skill sets would be most readily deployed.”

Our **School-to-Work Transition program** was modified this year to reflect area schools’ development of their own respective transition programs. This year, our Education programs in both the northeast and southeast partnered with area schools to provide supports to young men and women needing more intensive supports as they **improved on skills developed during the school year**.

November 2022: The Cookie Factory begins its Meet our Bakers campaign, focusing on a new bakery employee each week and emphasizing the importance of the Customized Employment model.

OPPORTUNITIES

The Arc's Micro-Enterprises

—Real world experience leading to competitive employment with local businesses

- The **Lawn & Landscape Crew** continues to provide summer and winter maintenance at commercial and private properties along with The Arc's offices and residences. The crew worked with the Maintenance Department this winter, learning valuable on-the-job repair and building maintenance skills.
- The **Cleaning Crew** is responsible for 7 locations, including all The Arc's program/administrative offices, Camp Harkness in Waterford, and the CT DAS Fleet in Norwich. Each group develops skills based around commercial maintenance duties.

Our Woodstock building hosts three micro-enterprises:

- The **Emporium upscale thrift store** continues to be extremely popular with shoppers from around the region. Through generous community donations, the store sees new shoppers daily, attracted by the quality merchandise, great sale days, and cheerful employees!
- The **Redemption Center/Donation Station in Woodstock** continues to grow, and now has **30 outside donation bins** spread from Woodstock to Groton. Five employees are in charge of all facets of processing, as well as maintaining the outdoor and indoor donation bins.
- The Grand Opening of the **Cookie Factory** in Woodstock this past April drew legislators, donors, the Northeast Chamber of Commerce, and community members eager to officially welcome the new micro-enterprise to the area. Shifts **of 5 employees bake and package cookies for commercial orders in over 50 stores regionwide**, and also operate the walk-in storefront.

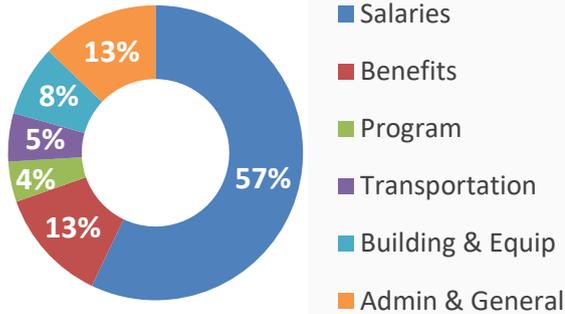
Camp Harkness Returns

This is the second year that programming has returned to in-person activities since the pandemic, and this year we were back to overnight! **Over 100 campers enjoyed 6 week-long sessions filled with games, water activities, crafts, dances, travelling musicians . . . and a magician!** This was also our first year with our new camp software, which eased the application process for families and also streamlined the medical processes and documentation for camp nurses.

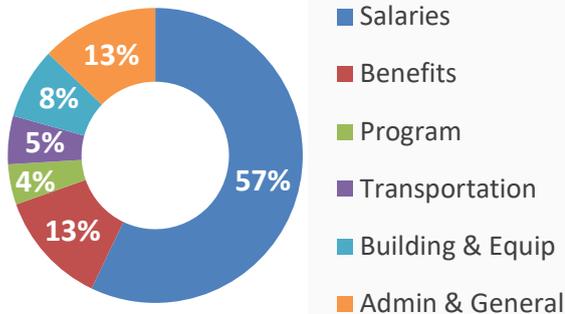
December 2022: The Arc ECT's Board, Leadership, and the Development department participated in a Social Media Summit designed to increase The Arc ECT's online presence, recruit team members, and optimize our outreach and education efforts.

The Year in Numbers

FY2023 Expenses



FY2023 Expenses



Revenue	FY2022	FY2023
Contract Revenue	\$18,081,218	\$21,050,654
Room & Board	\$863,188	\$870,314
Service Fees	\$349,994	\$528,205
Supported Employment	\$293,573	\$334,332
Grants	\$153,284	\$98,969
Public Support	\$69,739	\$59,032
Fundraising	\$120,611	\$168,600
Rental Income	\$69,354	\$57,289
Investment Income	\$4,497	\$3,017
Other Income	\$691,569	\$736,496
Total Revenue	\$20,697,027	\$23,906,908
Expenses	FY2022	FY2023
Salaries	\$12,539,929	\$13,219,168
Benefits	\$2,170,703	\$2,895,389
Program	\$853,504	\$1,023,221
Transportation	\$1,195,901	\$1,226,087
Building & Equip	\$1,653,052	\$1,802,058
Admin & General	\$2,518,673	\$2,981,603
Total Expenses	\$20,931,453	\$23,147,526

A Year of Fabulous Fundraisers

- Our **45th Annual Strides Road Race** in October 2022 at Camp Harkness in Waterford drew close to 200 runners; our generous sponsors helped us raise **over \$29,000**.
- **April's Film Festival** didn't leave a dry eye in the house. The popular fundraiser, now in its 7th year, was held at the Norwich Inn and Spa, and together with generous sponsors and a great silent auction raised over **\$28,800**.
- **The 35th Annual Gardner Johnson Memorial Golf Tournament** was held in June 2023 at the CT National Golf Club in Putnam. The event continues to grow; our 20 sponsors teamed up with 115 golfers to help raise **over \$45,260**.

100% of Proceeds from all our fundraisers benefit supports for people with IDD in eastern Connecticut.

COMMUNITY SUPPORT

Grants & Supports

Many organizations, foundations, and state/federal funders contributed to our employment, community involvement, and enrichment programs through grant funds and regular cash gifts in 2023. Grant funding is a vital component of our programming and allows us to provide unique and person-centered experiences for everyone we support.

Berkshire Bank Foundation	Association
Community Foundation of Eastern Connecticut	Knights of Columbus Council #7054
ConnectiCare, Inc. & Affiliates	Eversource
CT Commission on Disabilities	City of Groton
CT Department of Developmental Disabilities	Town of Groton
CT Department of Energy and Environmental Protection	Jewett City Savings Bank
Town of East Lyme	Town of Killingly
Electric Boat Employees Community Service	Ledyard Garden Club
	The Edward & Mary Lord Foundation
	Town of Old Lyme
	Pfizer Connecticut Labs
	United Way of
	Southeastern Connecticut
	Town of Waterford

Holiday Generosity

The **Day's Make a Difference** campaign allowed us to provide a great holiday full of much-needed items to one of our participant families in need. The **"Befriend A Family" group**, comprised of employees from Pfizer and Electric Boat and coordinated by Royce Hoffman, donated **personalized gifts of clothing, games, and specialty items to our residents**. We also received many generous donations from our **Giving Tuesday campaign**. These gifts demonstrate the caring and generous spirit of our neighbors and community partners; we're so grateful for their kindness and compassion.



John and Mallorie Moody are longtime partners of The Arc Eastern Connecticut. Recently we asked them what prompted them to become recurring donors.

"We give to ensure that opportunities are provided to every person in the community. The Arc is near and dear to our hearts because of the support and friendship they give to my sister Patty. Giving monthly ensures we will never forget to be partners in The Arc's important work."

HERO Sponsors

Our Hero Sponsors

—making our fundraisers a great success through their support of each of our annual fundraisers

Archambault Insurance Associates	Gerardi Insurance Services, Inc.	Putnam Lodge #46 A.F & A.M
Martin & Arlean Bednar Berkshire Bank Foundation	Hometown Bank Community Foundation, Inc.	Rawson Materials Rose City Financial Services
Boston Document Systems	Kevin Wickless Law, LLC	Rx Health, A Tarrytown Expocare Pharmacy
Chace Building Supply of CT, Inc.	Linemaster Switch Corporation	Barry & Brenda Shead Spirol International Corp.
Charter Oak Federal Credit Union	Lisbon Tire, LLC	Kathleen Stauffer
Chelsea Groton Bank	Mashantucket Pequot Tribal Nation	The Rotary Club of Norwich
Collins & Jewell Company	Mohegan Sun	Workers' Compensation Trust
Comcast	Muenzner Payroll Solutions	
Dime Bank	Mutual of America	
Eastern CT Savings Bank	Norwich Public Utilities	



Event Sponsors

We're indebted to the continuous support of our event-specific sponsors

21st Century Tolland Fund	Centreville Bank Foundation	Funeral Homes and Crematory	Morrison	Putnam Bank - a Division of Centreville Bank	The Rideshare Company
Alarm Security Protection Co, Inc (ASP)	Charity Painting	Jewett City Savings Bank Foundation	Mystic River Building Company	Thomas & Candy Sullivan	The Robert F & Maureen T O'Keefe Family Foundation
All Souls Unitarian Universalist Congregation	Clarity Output Solutions - Premier Printing	Killingly Asphalt Products, LLC	New London Telephone Employees Community Service Association	Sure Bright Inc. TCORS	TOMRA Collection Solutions
Diane & Robin Aubin	CohnReznick	Lupien, D.D.S. Household	Northern Light Gems Northwestern Mutual	The Day Publishing Company	US Foods
Bonner Electric, Inc.	Gene Michael & Elizabeth Deary	Mattern Construction, Inc.	O&G Industries, Inc	The Mitchell D. Phaiah Foundation, Inc.	Wheelabrator Putnam Inc.
Byrnes Agency Insurance, Inc.	Electric Boat Discretionary Fund	Miyoshi America	Paquette Electric Co., Inc.		Yankee Remodeler
Glenn & Kim Carberry	ERW, Inc	MJ Sullivan Automotive Group			
	Flanders Fish Market	Emily & Andrew			
	Gilman & Valade				

January 2023: The "Connecting our Community" initiative, developed in 2022 to optimize service delivery across the agency, expands its mandate and elects to include participant, caregiver, business, and public input in the comprehensive facilities study.

COMMUNITY PARTNERSHIPS

The 1952 Society

To commemorate the founding year of both The Arc New London County and The Arc Quinebaug Valley, the 1952 Society recognizes donors who have exceeded a lifetime contribution of \$1,952.

The Adams Family
Shannon & Robert
Aiello
Denise Archambault
Diane & Robin Aubin
Martin & Arlean Bednar
Madelyn Berube &
James Cournoyer
(new members Y2022)

Roger Boisvert
David & Lynn Bourque
George & Pam Brown
Sherrri Burdette
& Walter Hewitt
Christopher &
Patricia Burke
The Chojnicki Family
Victoria Christian
Joann & Charles Cirrito
Stephen Colgan
James & Deborah
Dandeneau
Michael Deary
Gene Michael
& Elizabeth Deary
Barbara Deindorfer
& Gregory Young
The DeMatto Family
The Demicco Family
Lisa DeMots Davies
Edward & Mary Lou
Desaulnier
Mark & Susan
Desrosiers

Thomas & Julie Dupont
Patricia & Edward
Favolise
(new members Y2022)
Denise & John Fournier
Denton Gates
Louis Gedeon
Laura Giannelli
Maureen Gilardi
Andy & Nancy Grant
(new members Y2022)
Deborah
Gregoire-Ricketts
Pat Grygorcewicz
Patricia & William
Gulley
Betty Hale
The Halloran Family
The Heck Family
Laurie Herring
Terrence Hickey
Scott Kadey
Bob Kaufman &
Joann Chapel
Michael & Nell Kelleher
Deborah Kirby
Sara & Richard
Klemmer
Donald & Jean Leone
Perry Lorenz
Stanley Lucas
Roland H. Lupien,
D.D.S.

Diane Manning
Carol & Joe
Mastronunzio
Ellen & Michael Maus
The Middleton Family
John & Darlene Miller
Emily & Andrew
Morrison
Alice Munyan
Peter Newth
The O'Keefe Family
Onnolee Rader
Allan & Kathie Rawson
Jeffrey & Jessica
Rawson
Linda & John Rhodes
Daniel & Judith Rovero
Kevin & Linda Shaw
The Siart Family
Bob & Jinny Smanik
Mary Ellen Snyder
Sobolov Family
Kathleen Stauffer
Thomas & Candy
Sullivan
Ralph & Vicki Tate
Ann & Robert Tetreault
Susan & Tom Theve
Steven & Marge
Townsend
Robert & Sue Vincent
Denise & Tony Walstra

February 2023: The Arc ECT's Continuous Quality Improvement (CQI) scores from the CT Department of Developmental Services continue to be the highest in the state, with an agency average of 99.5% and the majority of scores reaching 100%.

Our Donors

Since 1952, the friends and family members of the people we support have furthered The Arc Eastern Connecticut's mission through their generous contributions. We're proud to honor our 2023 donors.

Anonymous (7)
Roberto & Ellen Abutin
Margaret Adams
Robert & Nancy Ager
Shannon & Robert Aiello
Robert Alling
Amazon Smile
American Legion Post 104
American Truck Historical Society
Bill Andrzejcik
Richard Andrzejcik
Denise Archambault
Archambault Insurance Associates
Claire & David Armstrong
Colleen Armstrong
Andy Asensio
Thomas Assmar
Mary & Daniel Atwood
Carol Auger
Raymond & Lorraine Balick
Ronald Bates
Martin and Arlean Bednar
Charitable Fund
Alan & Judith Bennett
Louise Bennett
Carol Benson
Berkshire Bank Foundation
Susan Berlam
Myrtle Berube & James Cournoyer
Big Y World Class Market
Clare & Natalie Billing Jr.
Gregory & Karen Boluch
Jeff Bond
Gertrude & George Bordua
Lynn & David
Kay Bousquet
Catherine Bouthillier
Gary & Theresa Bowne
Francis Breton Jr.
Philip Brigham

Elsie A. Brown Fund, Inc.
Mary Duke Brown Family Fund
Brownington Foundation
Sarah Buehler
Sherri Burdette & Walter Hewitt
Christopher & Patricia Burke
Kim & Susan Bushey
Brian Butremovic
Susan Calaman
Camp Harkness Fund, Inc.
Glenn & Kim Carberry
Richard & Dolores Carnahan
Maribel Carrion
Charter Oak Federal Credit Union
Chelsea Groton Bank Foundation
Pamela Choquette
Christ Church of Pomfret
Clam Shell Quilt Guild
Reuven Clein
Paul Colangelo
George & Joy Collelo
Jay Conolly
Patrice Correira
Anthony Cosentino
Caroline Couig
Gerald Daigle
Marge Daly
Rita Dancosse & Barbara Alice Gifford
Curt & Betsie Danforth
Patricia Daviau
John & Monica Dean
Gary & Lynn Decker
Barbara Deindorfer & Gregory Young
Louis & Janice Demicco
William Dennis
Matthew & Julie Desaulnier
Charlene Dexter

Marc DiSilvestro & Wendy Daly
Bill & Abby Dolliver
John & Mary Driscoll
Michael Driscoll
Nhu Duong
Thomas & Julie Ann Dupont
Rebecca Durham
Lee Elci
ERW, Inc.
Antonia Erwin
Jerome & Diane Ethier
Edward & Patricia Favolise
Fiberoptics Technology Inc.
Patricia Fitzgerald
Joseph & Mary Ann Fodor Jr.
John Folsom
Mark Fontaine
Bill Foreman
Sen. Paul Formica
Mary Gardner
Corey Gaudette
Louis Gedeon
Gerardi Insurance Services, Inc.
Frances Gesualdi
Thomas & Mary Ellen Giard Jr.
Bernard & Mary Gilbert
John & Kathleen Gilgenbach
Arthur Girard
Louise Gisleson
Raymond & Carol Glaude
Paul & Eleanor Grant
Rodman & Karin Greene
Susan Greenleaf
Paul Grenier
Robert & Rebecca Grillo
Theresa Gromko
Ronald & Margaret Guarneri
Perryn Gull
Timothy & Margaret Haire
Betty Hale

Ronald & Wanda Halinski
Mary-Beth Hall
Colleen Halloran
Matt Hargus
Paul & Janet Harrington
Frederick & Patricia Hedenberg
Peter & Beverly Herstein
Brian & Bridgette Hickey
Diane Hitchcock
Daniel Hoffner
Robert & Leslie Holland
Allen & Susan Horn
Richard & Nancy Horsfield
Marge Hoskin
Debra Huber & Thomas Fern
Robert & Lorraine Hurd
Paul & Kimberly Hurlock
Charles Jaskiewicz III
Jan Jens
Jewett City Savings Bank
Doris Johnson
Melissa Junkins
Henry & Christine Kaiser
Robert Kaufman & Joann Chapel
Maureen Kelley
John & Constance Kent
Deborah Kershaw & Jonathan Rifkin
Killingly Brooklyn Rotary Club
Killingly High School
Janice Kimball
Richard & Sara Klemmer
Knights of Columbus - Ponemah Council #34
Anthony & Giselle Komorowski
Leonel & Marie Konicki Sr.
Bruce & Donna Kosa Fund
Therese Kovach
Tamara Kruzel
John & Judi Lachance

March 2023: The Arc ECT, along with friends and family members, solicits and submits testimony regarding HB 6612, regarding compensation for providers supporting people with IDD.

IS TRANSFORMATIVE!

Ladies Auxiliary
VFW No. 1523
John & Mary Lafontaine
Jean Lafreniere
Lorraine LaGarde &
Kimberly Briere
Susan Laidley
John & Joan Lambert
Lorraine Lanyon
Jane Lassen Bobruff
Paul & Leslie Lavallee
Randall & Janet Law
Kevin & Michelle Lengyel
Lisbon Tire, LLC
Jay & Emma Long
John Lopes
Peter Lopriore
Deborah Loser
Lori Loughlin
Lucas Law P.C.
Gary & Anna Lussier
Edward & Barbara Luther
M. Provost Trucking &
Landscape Products
William MacLaren
Matthew & Barbara
Makowski
Mark & Ellen Maloney
Carla Mamolo
Diane Manning
Elaine Marcheterre
Daniel & Darlene Marriott
Shelley Martell-Bilton
Americo & Dawn
Mastronunzio
Carol Mastronunzio
Mattern Construction, Inc.
Mike & Ellen Maus
Paul Maxfield
Russell & Nancy Mayhew Jr.
Donna McDonough
Francis & Barbara McGarry
John & Melissa McGuire
Melwood Horticultural
Training Center
Gregory & Renee Messier
Microsoft Rewards
/ Give with Bing

Ricky & Donna Milnarik
MJ Sullivan
Automotive Group
Mohegan Sun
Montville Police Union
Local 2504
John & Mallorie Moody
Virginia Moore
Andrew & Emily Morrison
Ginger Morse
Deborah Moshier-Dunn
Charolette Mosley
Gary Motin
Edward & Karen Munroe
Alice Munyan
Michael & Debra Murphy
Andy & Margo Myers
Jennifer Nadeau
Nancy Nardone
National Charity Services, Inc
New London Telephone
Employees Community
Service Association
Norwich Public Utilities
Laurie Noyes
Marianne O'Neil
Ronald & Gail Obach
Eamon Oconnell
Julie O'Conner
Odd Fellows Faith Hope &
Charity Fund, Inc
Jack & Robin O'Keefe
Mary Anne O'Keefe
Lawrence & Christine
Parquette
Lindsay Paul
Michael & Rosemarie Payne
Peter & Lynda Petrides
Allan & Emily Petterson
Pfizer Matching Gifts
Program
Anne Pierson
Eric & Debra Porter
Mary Porter Price
James & Irene Profetto
Putnam Lions Club
Foundation, Inc.
Putnam Rotary Club No. 6507

David & Deborah Rabon
Madelyn Rathbun-Morgan
Jeffrey & Jessica Rawson
Ronald Reges
Laura Rhault
Linda & John Rhodes
Frank & Jacqueline Ricci
Donald & Eileen Richmond
Lawrence Ring &
Patricia Levesque
Grant & Elizabeth Ritter
Diane Ritucci
Bryan Rock
Rose City Financial Services
Irene Roy
Mark & Mary Jane Ruffo
David & Judith Rzucidlo
S & S Worldwide
John Sacrey
Barry & Marie Saluk
Roger & Cheryl Salvas
Carmen Sands
Kenneth & Patricia Sarasin
Walter & Rosemary
Sawicki Jr.
Elizabeth Schafer
Patrick Schafer
Carol Schneider
Rita Serio
Jeremy Serwer
Sandra Sharr
Kevin & Linda Shaw
Guy & Darlene Simonian
Krishan Singh
John & Lisa Smigel
Holly Smith
Phyllis Smith
Robert & Susan Sorokolit
Gary & Debra Spinelli
State Of CT Department Of
Correction - Brooklyn Cares
Kathleen Stauffer
Peter & Gail Stempien
Donald & Muriel Surprenant
Paul Swantek
Takeda Millennium
Lisa Tate Fund
The Rotary Club of Norwich

Tom & Susan Theve
Mary Thomas
Thompson Lions Club
Steve & Mary Tomeo
Sofia Torres
Town of Thompson
Michael & Penela Turano
David & Pat Varholy
David & Mary Vitale
Hany Wahba MD &
Noheir Wahba
Thomas Wall
Richard & Janet Watson
Dawn Weiss
Grace Werling
Mary White
Carrie Whitney-Pickett
Karen Whittemore
Pierre Wicker
Robert & Ann Wicks
Linda Wierz Ferraro
Scott Wolfe
Robert Wood
Workchoice Solutions LLC
Paul & Lynn Yellen
Nancy Zamagni
Martin Zeldis
Zlotnick Construction, Inc.

*If you made a gift to
The Arc Eastern
Connecticut in 2023
and do not see your
name on our list of
Community Partners or
Donors, please accept
our apologies.*

*You may contact
Denise Tift at
T: 860.889.4435 x116
to be added to
next year's report.*

April 2023: The Cookie Factory in Woodstock celebrates its official Grand Opening!

In Memoriam

The Arc Eastern Connecticut is honored to receive donations from friends and family members in memory of the following loved ones:

Michael Andrzejcik
Aunt Baker
Anne Bean
Doris Briere
Tom Brigham
Norma Cassetteri
Patricia Cassidy
Mary Costello
Cecilia Daly
George Daly
Rick DeMatto

Linda Gedeon
Antonio Gesualdi
Mary Gesualdi
Philip Godin
Yvette Gordon
Amy Grant
Kara Grillo
Keith Harnois
Alfred Jonasch
Mary "Courtney"
Kelleher

Steven Kennedy
Ed Konicki
Jack LaGarde
Susan Rojecki
Lohrey
Louisa Lopes
Janice Luppert
Melvin Mason
Americo Mastronunzio
Lily Mastronunzio
Christine Maxfield

Joseph Honore Messier
Karen Nazareth
Marjorie Lorenz Paul
Earl Peters
Gerard Roy
Peter Rzucidlo
Gilbert Sheffield
Janine Theve
Butch Tillery
Norman "Bobby" Topping
PatrickWood

Honorees

Gifts were made this year in honor of the following friends and family members:

The Arc ECT's Senior Program
Kaliel Ayau
Martin Bednar
Doris Briere
Andy Caldwell
Gary Cote
John Deindorfer
John Gromko

St. Jude - for favors granted
Patricia Moody
Patricia Parker
Robert Ponton
Janet Serio
Abby Snyder
Nicole Walstra

May 2023: The Arc ECT contracts with GreatBlue of Glastonbury to implement a comprehensive satisfaction survey of businesses, caregivers, people with IDD, and the general public.

Gifts in Kind

These organizations, businesses, and families provided generous and thoughtful donations of goods and services to our fundraising events and to our day, residential, advocacy and employment programs.

Anonymous (2)
Robert & Shannon Aiello
Alan & Judith Bennett
Big Gary's Discount
Liquors
Big Y World Class Market
-Norwich
Bob's Discount Furniture
Charitable
Foundation, Inc.
Chef Trish
Clarus Studios Inc.
Coca Cola Bottling
Company
Connecticut National
Golf Club
Costco Wholesale
Gates Buick GMC Nissan
Goshen Fire Department
Hart's Greenhouse
Terrence & Jeannette
Hickey
Holdridge Home &
Garden Showplace

Kelley's Pace
LoPresti Farm
Mitchell College Athletics
Charolette Mosley
Zoe Oemke
Art Paradis
Quinebaug River Church
Ron's Roses
The Rose Family
Sheffield Pharmaceuticals
Dorothy Smith
Mary Ellen Snyder
Southwick Zoo
Stop & Shop - Norwich
Bruce Stevens
Terry Brodeur Breast
Cancer Foundation
Town of Woodstock
United Way of South-
eastern Connecticut
Vocatura's Pizza
Wireless Zone



IN
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EQUALITY**

June 2023: 11 Secrets of Nonprofit Excellence by CEO Kathleen Stauffer becomes available on Amazon.

Board of Directors

Executive Committee

Linda Rhodes, *President*
Diane Aubin, *Vice President*
Ray Baribeault, *Secretary*
Gene Michael Deary, *Treasurer*

Directors

Shannon Aiello	Emily Morrison
Rebecca Durham	Abby Snyder
Paul Formica	Mary Ellen Snyder
Erin Haggan	

Committee Chairs

Executive
Linda Rhodes
Finance
Gene Michael Deary
Board Development
Emily Morrison

Looking ahead to FY 2024

- ➔ Beginning in January 2024, The Arc ECT's Board of Directors will lead a **process of discernment in anticipation of creating a new strategic plan** that will include re-envisioning our facilities based on the needs of our families and our team members. This is a critical part of our Board-driven, **ongoing commitment to our community and our mission.**
- ➔ Phase II of our Supported Living project will see an additional 8 people with IDD transition from group support to independent living in their own apartments in a mixed-income complex in New London.
- ➔ Grants to our bottle and can Redemption Center/Donation station micro-enterprise in Woodstock, CT will allow for increased services throughout the region.
- ➔ *11 Secrets of Non-Profit Excellence* will hold its official launch and book-signing events.

Leadership Team

Senior Management

Kathleen Stauffer

Chief Executive Officer

Laurie Herring

Chief Operations & Quality Officer

Terrence Hickey

Chief Financial Officer

Scott Kadey

Chief Information Officer

William Furgueson

Chief Marketing & Development Officer

Denisse Mateo

Chief Talent Officer

Annemarie Bellenoit

Chief Administrator

Deputies

Betty-Jo Davis

*Deputy Chief Quality Assurance Officer
—Residential Services*

Yvette Horton

*Deputy Chief Quality Assurance Officer
—Individualized Services*

Valerie Malone

*Deputy Chief Quality Assurance Officer
—Support Services and Community
Life & Advocacy*

Jennell Ricard

*Deputy Chief Quality Assurance Officer
—Day Services*

Directors

Lewis Beasley

Director of Residential Services Southeast

Alex Cabezas

Director of Residential Services Northeast

Joann Cirrito

Director of Day Services Southeast

Debbie Densmore

Community Life & Advocacy Coordinator

James Hobson

Directors of Employment Services

Susan James

Director of Day Services Northeast

Paula Kowalski

*Director of Senior Retirement
& Transitional Employment*

Sarah Kutz

Camp Administrator

Rachel Merrill

Director of Finance

Penny Newbury

Director of Grants & Communications

Jennifer Ricci

Director of Community Enterprise

Denise Tift

Director of Community Outreach

Michelle Torres

Director of In-Home Supports


The Arc[®]
Eastern Connecticut



TheArcECT.org



Central Offices

125 Sachem St., Norwich, CT 06360

T: 860.889.4435

Northeast Administrative Offices

687 Cook Hill Rd., Danielson, CT 06239

T: 860.774.2827

Northeast Day Services

193 Mechanic St., Danielson, CT 06239

T: 860.779.2362

Employment Transition Center

52 Sacred Heart Dr., Groton, CT 06340

T: 860.449.1529

Community Enterprise Center

22 Rt. 171, Woodstock, CT 06281

T: 860.928.4727



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