



The Arc
Eastern Connecticut



2022

Annual Report

July 1, 2021 - June 30, 2022

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 Supporting our Human Rights Movement

Working In Partnership for Full Equality for 70 Years

Please join us here at The Arc Eastern Connecticut in celebrating 70 years of advocacy and service for people with intellectual and developmental disabilities and their families. **It has been a joyful & productive anniversary year!**

The Arc Eastern Connecticut's dedicated team continues to actively address all items on our 2020-2023 strategic plan. Concierge supports – a key aspect of the plan for the people we serve and for the people who serve – our direct support professionals and leadership team – are proving universally popular. **And The Arc ECT's community partnerships are thriving.**

- The agency's MicroEnterprises continue to move steadily toward break-even or better performance thanks to strong local support.
- **The Arc ECT has walked 20 people with IDD to competitive community employment in the past year alone.**
- **MORE SUCCESS!** After a dozen years of fighting, **nonprofits were rewarded this year with a \$17.25 minimum wage for Direct Support Professionals** serving people with IDD. We are grateful to our legislators for valuing our service!
- Yet again, **agency quality scores remained at or near 100%**. Leadership trainings throughout 2022 ensure that The Arc ECT's skillsets will remain strong. **Four outstanding leaders were tapped to launch the Council for Leadership Excellence**, an initiative created to sustain excellence and to train The Arc ECT's leaders for tomorrow.
- **Early next year, 11 Secrets of Nonprofit Excellence, the story of how The Arc ECT came to be and how excellence became our brand, will be published by Business Expert Press.** It was an honor to write this book, the brainchild of the agency's Board of Directors.

The Arc Eastern Connecticut thrives because its mission today is as strong as when parents seeking a fair shake for their kids founded it 70 years ago. We remain America's largest civil rights movement for people with IDD.

In partnership for full equality,



Kathleen Stauffer
Chief Executive Officer

IN
**PARTNERSHIP
FOR FULL
EQUALITY**



GROWTH

This year, our generous team members contributed **\$17,277** to the 2022 United Way Employee Campaign

Our Impact in 2022

A Snapshot of The Arc Eastern Connecticut

\$20.2 Million
Total Agency Budget

\$86,378 raised through fundraisers

\$28,623 raised through the Annual Appeal

\$111,268 raised through grants

\$64,000 raised through general donations

Over 1,000 People served
throughout eastern Connecticut

124 People and **372** family members supported in their own homes

91 People living in **22** residential homes

98 People supported in employment programs

113 People supported in day programs

63 Seniors receiving special supports

29 People supported in pre-vocational, school, & transitional employment programs

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

90 Campers returned to Camp Harkness for week-long overnight programming

402 TEAM MEMBERS

70% ♀

30% ♂

212 Full-Time

190 Part-Time



The Arc **Annual Report** is a publication of The Arc Eastern Connecticut

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E.R. Swain

1952

The Arc New London County (NLC) and The Arc of Quinebaug Valley (QV) are formed by parent groups and incorporated later that year, in Preston and Putnam.

Advocacy

Team members, families and participants have worked tirelessly for years advocating for increases in nonprofit funding. **The final state budget this year included more than \$220 million in increases for community nonprofits.** Included are **\$36.5 million for agencies providing supports for people with IDD.**

State representatives and Governor Lamont received hundreds of calls on the **March 30th Nonprofit Call-In Day**, requesting increased funding for essential services. **“This historic budget wouldn’t have been possible without support from team members, families participants, and compassionate community members, including The Arc Connecticut,”** noted The Arc ECT’s CEO Kathleen Stauffer.

Continuous Improvement

The Arc Eastern Connecticut’s Continuous Quality Improvement (CQI) scores from the CT Department of Developmental Services were **up to 17% higher than the state average in 2022**, with some scores reaching 100%. Standout scores included: safety, access issues at physical locations, compliance with medical, programmatic and safety regulations, and choice.

Planning for the Future

The newly formed **Facilities Committee**, comprised of Board members, C-Suite members, and an expert consultant, was tasked to **determine the best way to assess all the agency’s offices, residences, and transportation plans to optimize service delivery throughout the region.** A new initiative, named **“Connecting Our Community,”** was developed into an RFP and sent out in January. Proposals were evaluated this past Spring, with the committee selecting *Northeast Collaborative Architects* to conduct a strategic needs assessment, with completion anticipated by Spring of 2023.



TEAMWORK

Technology & Design

Improved User Experience. The team has been busy upgrading agency computers with solid state drives, greatly improving speed and reliability. To expedite support, **TeamViewer has been adopted for immediate tech support throughout the agency.** The establishing of a permanent On-call Nurse telephone number has simplified reaching medical help during off hours.

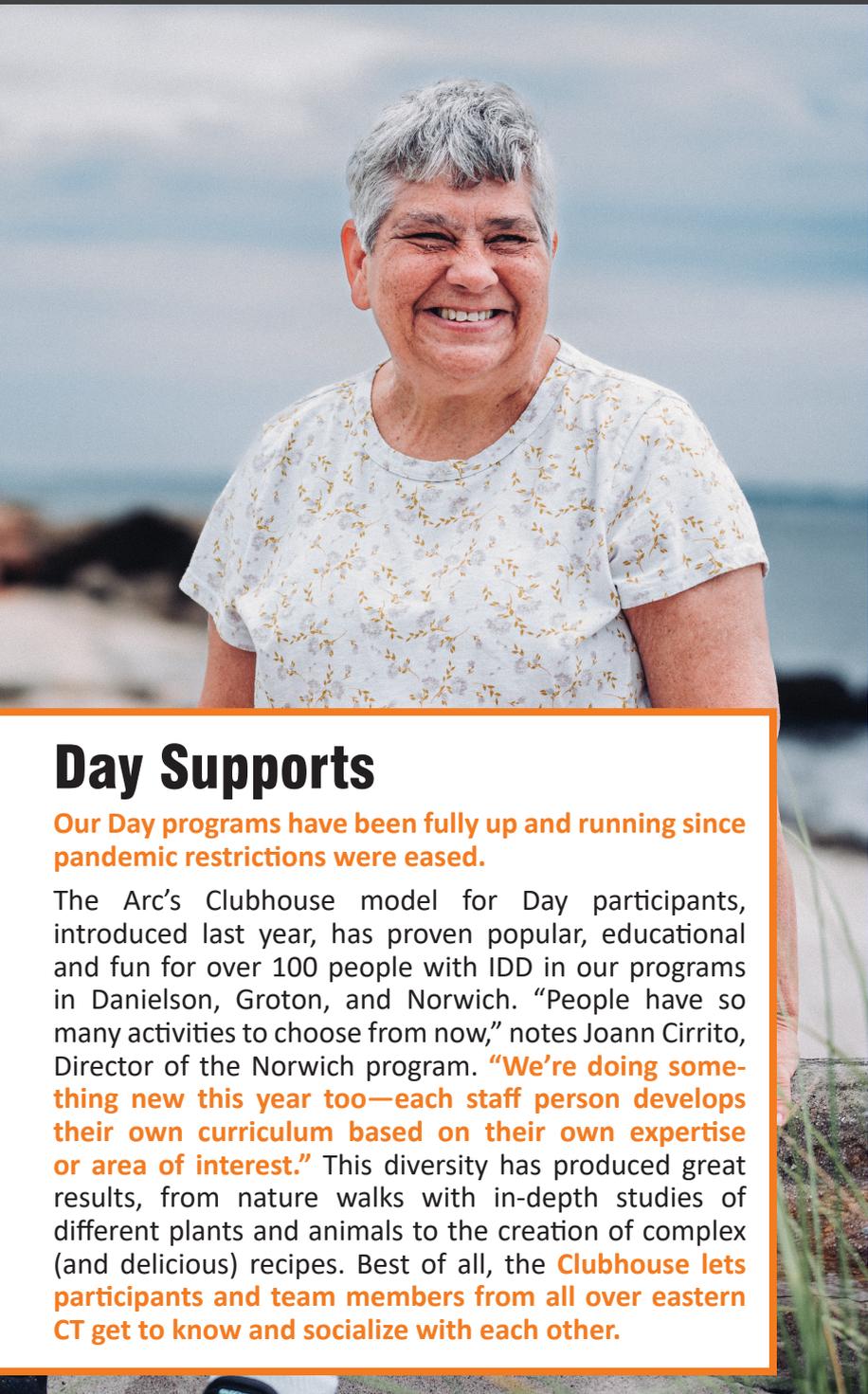
Expanded Connectivity. All sites and homes have been upgraded to a 4G backup system in case the traditional broadband internet is unavailable. Chrome-books with built-in 4G have been deployed for the In-Home Supports team. The internet service at Camp Harkness, which for years has been spotty, slow and troublesome, has been upgraded in partnership with Breezeline, and now enjoys the same reliable speeds as our other sites.

Increased Security. A cloud-based camera system has been installed at our MicroEnterprise site in Woodstock. Sachem Street access has been improved with the introduction of a fob-based entrance system. A new van fleet key control system is currently being implemented, as well.



Development & Marketing

As one of the “faces” of The Arc Eastern Connecticut, the Development Department worked this year to make our communities aware of our mission through fundraisers, team events, and participation in a variety of conferences and volunteer events with our nonprofit partner agencies. Our three major fundraisers raised nearly \$90,000, and the 70th Anniversary Founders Day picnic was attended by over 140 members of the team, Board, and community. As our programs continue to grow and expand, the Development Team has coordinated all outreach and social media to keep both our neighbors and the people we support informed of **new opportunities in our residential programming, our day services, and our employment training programs.**



Day Supports

Our Day programs have been fully up and running since pandemic restrictions were eased.

The Arc's Clubhouse model for Day participants, introduced last year, has proven popular, educational and fun for over 100 people with IDD in our programs in Danielson, Groton, and Norwich. "People have so many activities to choose from now," notes Joann Cirrito, Director of the Norwich program. **"We're doing something new this year too—each staff person develops their own curriculum based on their own expertise or area of interest."** This diversity has produced great results, from nature walks with in-depth studies of different plants and animals to the creation of complex (and delicious) recipes. Best of all, the **Clubhouse lets participants and team members from all over eastern CT get to know and socialize with each other.**

Our Day Program Community Partners

Beacon Alpaca Farm	Mohegan Park
Bushnell Park	Mystic & Noank Library
Buttonwood Farm	Mystic Aquarium
Capron Zoo	New London Senior Center
Chase Manor 2 (Norwich)	Norwich Rose Garden
Christian Fellowship Church (Scotland)	Norwich Senior Center
Creamy Brook Bison Farm	Olde Mistick Village Catholic Church
CT Free Store	Panera Bread
CT Humane Society	Pomfret Audubon Center
Denison Pequotsepos Nature Center	Preston Library
Eastern CT Ballet	Preston Park
Ekonk Hill Turkey Farm	Pumpkintown
Esker Point Beach	Quinebaug River Church
Festical Farms (RI)	Saint David's Episcopal Church
Fort Shantok	Salem Park
Four Town Farms (MA)	Slater Memorial Museum
Get Fired Up	Southwick Animal Farm
Gillette Castle	Sprague Library
Groton Senior Center	Sterling Library
Hammonasset State Park	Sturbridge Village
Harkness Memorial Park	Sunnyside Farm
Hartford Marathon Foundation	Thompson Library
High Hopes	Valley Falls Park
Hopeville Pond	Waterford Parks & Recreation
Killingly Library	Wicked Tulips
Lyman Library	
Mohegan Bowl (MA)	

INDEPENDENCE & CHOICE

Residential Supports

promoting choice and personal growth

The Arc Eastern Connecticut's Residential team supported 92 people in 22 homes in FY 2022. The focus throughout the year continued to be staying healthy while returning to **inclusive and community-based activities whenever possible**, exercising caution in larger group activities. One home took a collective trip to the Jersey Shore, and another resident traveled to Disney World with her family. All the residences continued through 2022 to **embrace and augment the use of technology for independence, safety, and personal growth**.

Community Life & Advocacy

a plan for a full life

138 participants took advantage of CL&A's in-person and virtual programming choices in 2022. This **increased membership and helped people with IDD make new friends from different parts of eastern Connecticut**. The Volunteer Corps once again assisted at fundraisers, road races, animal shelters and community nonprofit events. The Self-Advocacy group **sponsored a virtual speaker from The Arc US to present an overview of the new AEI (Accessibility, Equity and Inclusion) Strategic Framework**. The Men's and Women's (Voices) groups discussed topics ranging from current events to good grooming to sexual harassment. Special Olympians trained for the Summer games with area teams. The group also took full advantage of being back to in-person activities, which included trips to museums, farmers markets, community concerts, the Mohegan Sun Party on the Patio, and area fairs. **CL&A also has a great new partnership with area police departments**—officers share tips on how to interact with the police, and members let them know what's helpful when police need to communicate with someone with IDD or Autism in stressful situations.

In-Home Supports

This unique program offers a variety of customized supports to people with IDD and their families in their own homes. While the pandemic resulted in having to provide many of these services virtually, **the program is now back to providing in-person services to 90% of its participants and their families**. This year, staff helped participants establish natural supports in their communities to continue to create opportunities for as much independence as possible. IHS also **participated in a pilot program providing remote supports to 10 people living alone in their own apartments**, and received grants to install **assistive technology in several homes** that helps with medication, home safety & security, cooking, and coordinating services with other agencies.



1980

The Arc begins to offer Day supports in both northeastern and southeastern Connecticut.

The Arc ECT's Customized Employment Programs

more options for job-seekers!

Thanks to grants from the Community Foundation of Eastern Connecticut, technical assistance from the National Expansion of Employment Opportunities Network (NEON), and staff training in Customized Employment from the CT Department of Social Services (DSS), **The Arc ECT's Employment program is now a certified Customized Employment agency**, authorized to receive referrals from DDS for people with IDD who are transitioning to individual supported employment with area businesses. Combined with CESP (Certified Employment Specialist) training and certification received by Job Coaches, **The Arc's Employment team is now well-versed in a variety of Employment First skills:** identifying participant needs and goals, accompanying people to the job interview or jobsite, and **working with employers to tailor the position to the individual's needs and skills.**

Our Employment & Training Site Partners

CW Resources—The US
Naval Submarine Base
Camp Harkness
Flanders Fish Market
& Restaurant
Fleet Reserve Association
Gemma E. Moran
United Way Food Center
Mohegan Sun

Holy Trinity Greek
Orthodox Church
Pawcatuck Neighborhood
& Community Center
Stop & Shop Groton,
Putnam, & Waterford
TVCCA Meals on Wheels
Walmart Putnam

Transitional Employment & School-to-Work Transition

Transitional Employment Services (TES) in Danielson, a 3-year program with a 1-year optional extension, provided individualized supported vocational services to people with IDD age 22 and over determined to further their careers.

At the Employment Transition Center (ETC) in Groton, staff partnered with area schools in 2022 to help young men and women improve skills developed during the school year while also participating in recreation, job readiness training, and volunteer activities.



OPPORTUNITIES

The Arc's MicroEnterprises

real world experience leading to competitive employment with local businesses

The **Lawn & Landscape Crew** maintained all its commercial accounts, worked through the winter keeping the driveways and parking areas of our 27 buildings safe, and had a very busy (and profitable!) spring and summer.

Our **Cleaning Crew** is responsible for all The Arc's program/administrative offices, an area church, and the US Naval Submarine Base in Groton. Each group develops skills based around commercial maintenance tasks.

The Emporium our upscale thrift store, reopened for donations in February and to customers in March, much to the delight of shoppers.

Our redemption center, renamed **"Connecticut Donation Station,"** reopened in February 2021 at its Woodstock location, placing 14 donation bins around northeast CT, and expanding to new locations in the southeast.

The **Cookie Factory** moved into its permanent commercial kitchen and storefront in Woodstock, where shifts of 5 employees bake and package cookies for commercial orders in over 20 stores region-wide, and also operate the walk-in storefront, open to the public.



Camp Harkness Returns

modified for safety but as much fun as ever!

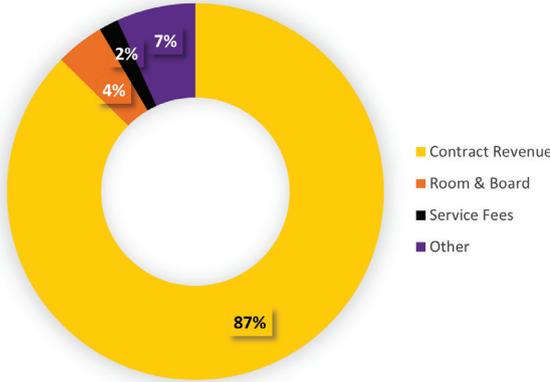
Despite restrictions put on camp programs and attendees in 2021, **The Arc ECT's Camp Directors, nurses, and staff developed six creative and fun week-long day camp experiences at Camp Harkness in Waterford for residents of our supported group homes.** The Arc ECT's day camp was the only camp program for people with IDD offered in Connecticut last year. Campers were eager to once again participate in some of Camp Harkness' traditional activities such as swimming, cookouts, magic shows, campfire singalongs, sports and games, nature walks, crafts, and themed activities including "Harkness Has Talent."


MicroEnterprise
at The Arc Eastern Connecticut

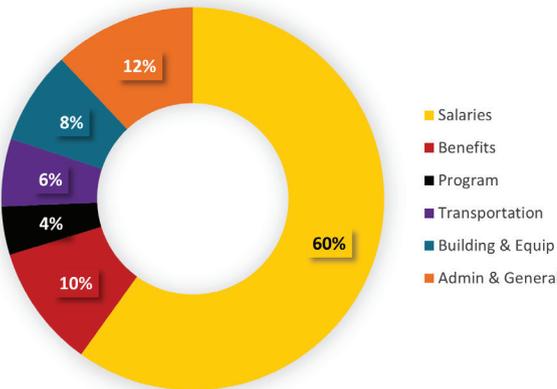


The Year in Numbers

FY2022 Revenue



FY2022 Expenses



Revenue	FY2021	FY2022
Contract Revenue	\$17,264,599	\$18,081,218
Room & Board	\$840,543	\$863,188
Service Fees	\$374,767	\$349,994
Supported Employment	\$199,594	\$293,573
Grants	\$3,007,129	\$153,284
Public Support	\$70,348	\$69,739
Fundraising	\$107,189	\$120,611
Rental Income	\$86,315	\$69,354
Investment Income	\$16,967	\$4,497
Other Income	\$34,379	\$691,569
Total Revenue	\$22,001,830	\$20,697,027
Expenses	FY2021	FY2022
Salaries	\$12,088,246	\$12,539,929
Benefits	\$2,455,869	\$2,170,703
Program	\$923,350	\$853,504
Transportation	\$846,695	\$1,195,901
Building & Equip	\$1,605,017	\$1,653,052
Admin & General	\$2,612,277	\$2,518,673
Total Expenses	\$20,531,453	\$20,931,453

Our Fundraising Events—Still the Best!

All events were in person this year, much to the delight of everyone who attended. 196 runners and 41 sponsors helped our **44th Annual Strides Road Race** raise **\$30,105** at Camp Harkness in Waterford. **The Arc's Murder Mystery Dinner**—“A Dance With Death: A 1950's Sock Hop Gone Sour”—was great fun for 95 guests. Held in April at Norwich Free Academy's gymnasium and sponsored by 28 area businesses, **it raised \$20,610**. **The 34th Annual Gardner Johnson Memorial Golf Tournament** was held in June 2022 at the CT National Golf Club in Putnam. One hundred golfers along with 47 sponsors helped raise **over \$35,662** for the agency.

COMMUNITY SUPPORT

Holiday Generosity

23 families and organizations contributed over \$2,100 to The Day's Make a Difference campaign allowing us to provide a great holiday full of much-needed items to one of our families in need. The "Befriend A Family" group, comprised of employees from Pfizer and Electric Boat, donated personalized gifts of clothing, games and specialty items to our residents. Generous donations from our Giving Tuesday campaign totaled \$1,680. These heartwarming gifts demonstrate the caring and generous spirit of our neighbors and community partners.

Grants & Supports

We'd like to acknowledge the many organizations, foundations, and state/federal funders who contributed to our employment, community involvement, and enrichment programs through grant funds and regular cash gifts in 2022. Grant funding is a vital component of our programming, and is instrumental in augmenting our programming to provide unique and person-centered experiences for everyone we support.

Berkshire Bank Foundation	Town of Groton
Chamber of Commerce of Eastern CT Foundation	Jewett City Savings Bank
Columbian Charities of Connecticut, Inc. / Knights of Columbus #7054	Killingly Building Products
Dominion Energy Charitable Foundation	Town of Killingly
Eastern CT Savings Bank Foundation	The Edward & Mary Lord Foundation
Electric Boat Employees Community Service Association	Town of North Stonington
The GHADA Foundation	Town of Old Lyme
The Connecticut Automotive Retailers Association	People's United
	Community Foundation (now M&T Charitable)
	Pfizer Connecticut Labs
	The Rotary Club of Norwich
	United Way of South-eastern Connecticut
	Town of Waterford



"I've always been impressed by The Arc's services, and the employment programs are wonderful. They're a great way to give people with IDD some important skills that they can take with them to jobs in our area."

Betty Hale of Woodstock and her family are true community partners, **involved in creating opportunities for children and adults of all abilities** to be able to enjoy health and fitness activities, the arts, and music. Betty is also a long-time friend of The Arc, being introduced through one of our agency's founding parents.

2003

The Arc QV moves into its Cook Hill offices in Danielson, and in 2012 runs a successful capital campaign to install an elevator, making the building fully accessible.

Our Hero Sponsors

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

Archambault Insurance Associates
 Martin & Arlean Bednar
 Berkshire Bank Foundation
 Chace Building Supply of CT, Inc.
 Chelsea Groton Bank
 Comcast / NBC Universal
 Eastern CT Savings Bank
 Flanders Fish Market
 Gerardi Insurance Services, Inc.
 Hometown Bank Community Foundation, Inc.
 Linemaster Switch Corporation

Lisbon Tire, LLC
 Edwin R. Muenzner CPA, LLC
 Mutual of America
 Norwich Public Utilities
 Putnam Area Foundation, Inc.
 Rawson Materials
 Rose City Financial Services
 Barry & Brenda Shead
 Spirol International Corp.
 Kathleen Stauffer
 Sure Bright, Inc.
 The Rotary Club of Norwich
 Wireless Zone



Event Sponsors

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

1st American Home Loans, LLC
 21st Century Tolland Fund
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 BGR Radiator
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 Glenn & Kim Carberry
 Charity Painting
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 Miyoshi America
 Mohegan Sun
 Emily & Andrew Morrison
 Mystic River Building Company
 Northern Light
 Gems

Norwich Public Utilities
 O&G Industries, Inc.
 Putnam Plastics Corp
 Rawson Manufacturing, Inc.
 The Rideshare Company
 The Schuster Group
 Secor Auto Group
 Tom & Candy Sullivan
 TCORS
 TOMRA Collection Solutions
 TriPoint Insurance, Inc
 US Foods
 Wheelabrator Putnam Inc.
 Workers' Compensation Trust
 Yankee Remodeler



COMMUNITY PARTNERSHIPS

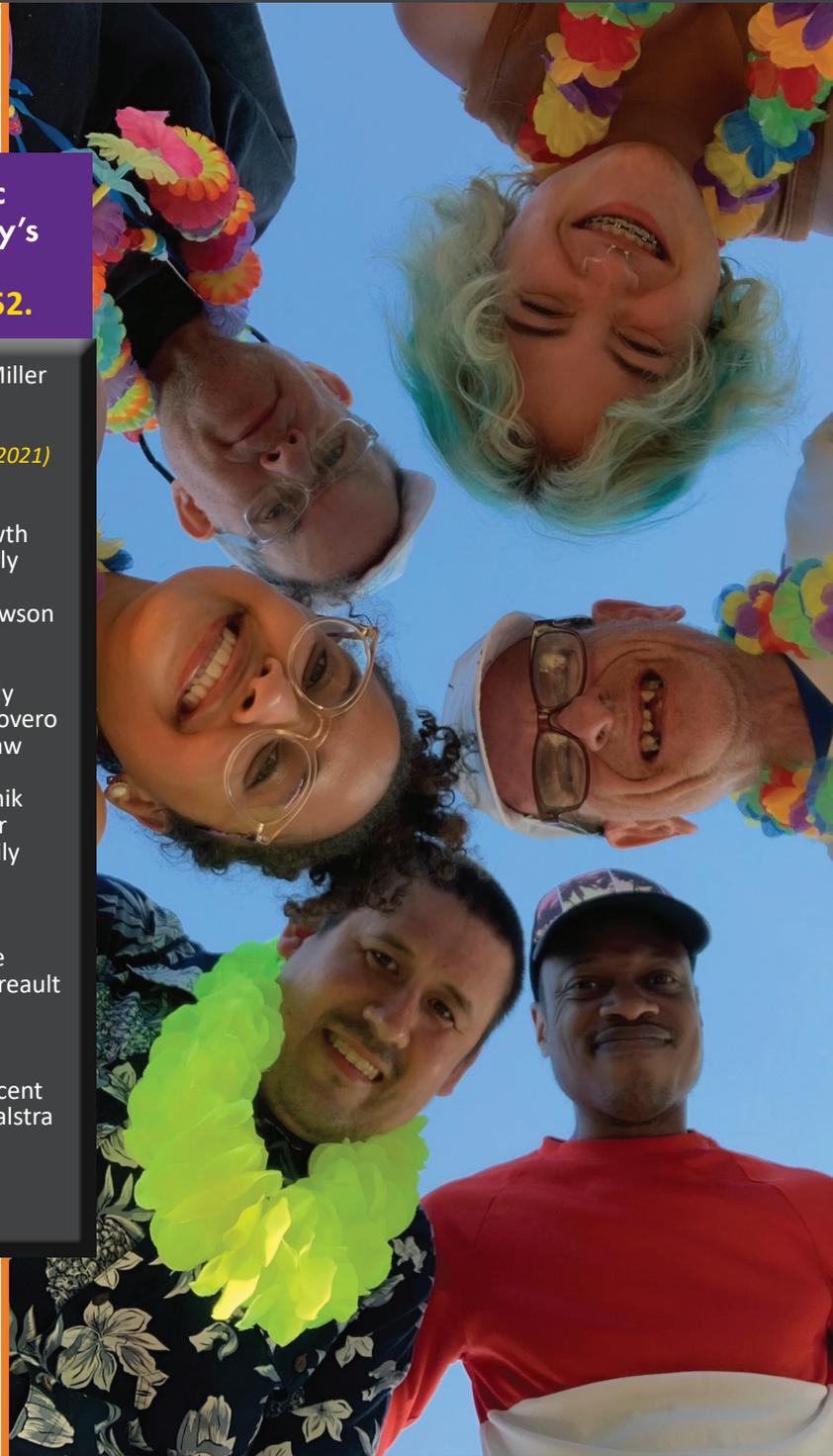
The 1952 Society

To commemorate the founding year of both The Arc New London County and The Arc Quinebaug Valley's founding year, 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
David & Lynn Bourque
George & Pam Brown
Sherri 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
Enrico & Luanne DeMatto
The Demicco Family
Lisa DeMots Davies
Edward & Mary Lou Desaulnier
Mark & Susan Desrosiers
Thomas & Julie Ann Dupont

The Fournier Family
Denton Gates
The Gedeon Family
Laura Giannelli
Maureen Gilardi
Deborah Gregoire
The Grygorcewicz Family
William & Patricia Gulley
Betty Hale
The Halloran Family
The Heck Family
Laurie Herring
Terrence Hickey
Scott Kadey
Bob Kaufman & Joann Chapel
The Kelleher Family
Deborah Kirby
The Klemmer Family
The Leone Family
Perry Lorenz
Attorney Stanley Lucas
Roland H. Lupien, D.D.S.
Diane Manning
Joe & Carol Mastronunzio
The Maus Family
The Middleton Family

John & Darlene Miller
Emily & Andrew Morrison
(new members FY2021)
Alice Munyan
Frank Newth
Peter & Kelly Newth
The O'Keefe Family
Onnolee Rader
Allan & Kathie Rawson
Jeffrey & Jessica Rawson
The Rhodes Family
Daniel & Judith Rovero
Kevin & Linda Shaw
The Siart Family
Bob & Jinny Smanik
Mary Ellen Snyder
The Sobolov Family
Kathleen Stauffer
Thomas & Candy Sullivan
Ralph & Vicki Tate
Robert & Ann Tetreault
The Theve Family
Steven & Marge Townsend
Robert & Sue Vincent
Denise & Tony Walstra



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 donors.

Anonymous (10)
Roberto & Ellen Abutin
Margaret Adams
Shannon & Robert Aiello
Amazon Smile
American Truck Historical Society
Chester Andrews
Bill Andrzejcik
Archambault Insurance Associates
Claire Armstrong
Andy Asensio
Diane & Robin Aubin
B.C. Large Animal Clinic, LLC
Raymond & Lorraine Balick
Helen Ballou
Raymond Baribeault
Bartol Heating and Cooling
Carol Batch
Ronald Bates
Ralph & Jane Bates
Michael & Giusy Beaman
Martha Beaudoin
Martin & Arlean Bednar Charitable Fund
Frederic & Kathleen Belinga
Paul & Annemarie Bellenoit
Alan & Judith Bennett
Megan Bennett
Carol Benson
Berkshire Bank Foundation
Myrtle Berube & James Cournoyer
Big Y World Class Market
Marilyn Bodwell
Steven & Cathy Bokoff
Gregory & Karen Boluch
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Roy & Linda Bourque

Todd Brady
Francis Breton Jr.
Elsie A. Brown Fund
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Sharon Burdsall
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Richard & Delores Carnahan
Jeffrey Carver
John Casey
Michael Cassettari
David & Kathleen Cavasino
Charter Oak Federal Credit Union
Benjamin & Bertha Chase
Chelsea Groton Foundation
Robert Chicoine
Pamela Choquette
Christ Church of Pomfret
Victoria Christian
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Olivia Huesman
David Jakubowski
Jan Jens
Jewett City Savings Bank
Carl & Deborah Johnson
Robert Kaufman & Joann Chapel
Robert Kaufman Charitable Foundation
Deborah Kershaw & Jonathan Rifkin
Killingly High School
William & Ruth Kimball
Knights of Columbus - Ponemah Council #34
Marie & Leonel Konicki Sr.
Doris Konowski

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Rebecca Korb
Bruce & Donna Kosa Fund
Natasha Kozak
Ladies Auxiliary VFW
No. 1523
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Lorraine LaGarde
& Kimberly Briere
John & Joan Lambert
Leslie Lamirande
Lorraine Lanyon
Leslie Lavallee
Leffingwell Baptist Church
Linda J. Kidder
Associates, LLC
Linemaster Switch
Corporation
Lisbon Tire, LLC
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Lori Loughlin
William MacLaren
Mark & Ellen Maloney
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Melwood Horticultural
Training Center
Gregory & Renee Messier
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Gunlog Millet
Mohegan Sun
James & Marisol Moody
Giving Fund
John & Mallorie Moody
Andrew & Emily Morrison

Phyllis Morrison
Cynthia Morse &
Tammy Lacoille
Charolette Mosley
Earl Mueller
Edward & Karen Munroe
Alice Munyan
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William & Nancy Murray
N.L. Telephone Employees
Community Service Fund
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Systems Consulting LLC
Tim & Patricia NobleJohn
W. Normington III
Family Charitable Fund
Northeast Computer
Services
Northern Light Gems
Ronald & Gail Obach
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Old Fellows Faith Hope
& Charity Fund, LLC
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Marcel & Marielle Peloquin
Michael Petitti
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Derek Pirruccello
Nick Poirier
Joseph & Elizabeth Ponzi Jr.
Mary Porter Price
Putnam Lions Club
Foundation, Inc.
Putnam Rotary Club
No. 6507

Quinebaug Valley Regional
Rotaract Club
Edward Raccio, D.M.D
Jeffrey & Jessica Rawson
Rawson Materials
Roberta Reddy
Linda Rhodes
Rideshare Company
Lawrence Ring &
Patricia Levesque
Grant & Elizabeth Ritter
Elizabeth Roberts
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Kristine Gigliotti
Gary & Debra Spinelli
Linda Stankewich
Staples Foundation, Inc.
Kathleen Stauffer
Robert Stephens
Stop & Shop
Thomas & Candy Sullivan
Sure Bright Inc.
Paul Swantek
Takeda Millenium
Pam Tankard
Lisa Tate Fund
Clifford & Janet Theve
Tom & Susan Theve

Thompson Lions Club
Steven & Mary Tomeo
Peter & Dorothy Trama
James Tramantana
Lucas & Stella Tse
David & Patricia Varholy
Gail Vitagliano
Hany Wahba MD &
Noheir Wahba
Richard Walsh
Richard & Janet Watson
Nathan, Shelley &
Michael Weiss
Grace Werling
Robert & Ann Wicks
Crystal Wilcox
WINY Radio
Lynn Martell
Robert Wood
John & Gail Woodcock Jr.
Workchoice Solutions LLC
Paul & Lynn Yellen
Robert (Gary) Young
Chester & Sandra Zadora
Martin Zeldis

*If you made a gift to
The Arc Eastern
Connecticut in 2022
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.*

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

Norma Casseteri

Peter Castelli

Terry Chambers

Andrew Chatlas

George Daly

Enrico (Rick) DeMatto

Linda Gedeon

Kara Grillo

Charles Heebner

Barbara Ann Hoelck

Gardner Johnson

Mary Courtney Kelleher

Steven Kennedy

Ed Konicki

Corby Kruzal

Philip Lachance

Tracy Lachance

Jack LaGarde

Louisa Lopes

Dick Mailhot

Cecile Messier

Nana Mary Pack

John (Jack) Ryan

Gilbert Sheffield

Janine Theve

Butch Tillery

Norman Topping

Honorees

gifts were made this year in honor of the following friends and family members—

The Arc ECT Team Members

Doris Briere

Elaine Guillot

Patty Moody

Patricia Parker

The Salvias Family

Janey Serio

Abby Snyder

Tom Sullivan

FRIENDS, PAST & PRESENT

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)	Kelley's Pace
Robert & Shannon Aiello	LoPresti Farm
Alan & Judith Bennett	Mitchell College Athletics
Big Gary's Discount	Charolette Mosley
Liquors	Zoe Oemke
Big Y World Class Market	Art Paradis
-Norwich	Quinebaug River Church
Bob's Discount Furniture	Ron's Roses
Charitable	The Rose Family
Foundation, Inc.	Sheffield Pharmaceuticals
Chef Trish	Dorothy Smith
Clarus Studios Inc.	Mary Ellen Snyder
Coca Cola Bottling	Southwick Zoo
Company	Stop & Shop - Norwich
Connecticut National	Bruce Stevens
Golf Club	Terry Brodeur Breast
Costco Wholesale	Cancer Foundation
Gates Buick GMC Nissan	Town of Woodstock
Goshen Fire Department	United Way of South-
Hart's Greenhouse	eastern Connecticut
Terrence & Jeannette	Vocatura's Pizza
Hickey	Wireless Zone
Holdridge Home &	
Garden Showplace	

IN
**PARTNERSHIP
FOR FULL
EQUALITY**



2017

The Arc QV moves its Redemption Center/Donation Station and Emporium MicroEnterprises from its Putnam location to Woodstock.

Board of Directors

Executive Committee

Diane Aubin, *President*
 Gene Michael Deary, *Vice President*
 Shannon Aiello, *Secretary*
 Ray Baribeault, *Treasurer*
 Linda Rhodes, *Immediate Past President*

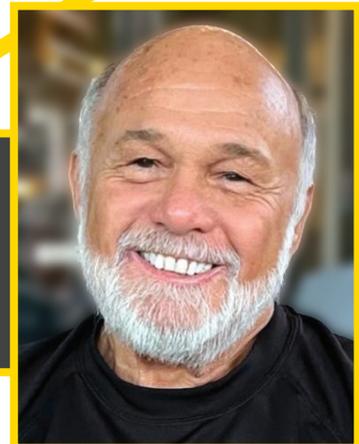
Committee Chairs

Executive
 Diane Aubin
Finance
 Shannon Aiello
Board Development
 Emily Morrison
Facilities
 Linda Rhodes

Directors

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

We say goodbye with sadness to our beloved former Board President Rick DeMatto, who passed away on March 22, 2022. He was a great friend, leader, and advocate for people with IDD throughout the region. He will be greatly missed.



A Board of Directors Representative of the Entire Eastern Connecticut Region

The Arc Eastern Connecticut's Board, **comprised of members from northeastern and southeastern Connecticut**, represents the area's breadth of diversity, which plays a huge part in our ability to effectively support people with IDD and their families in this challenging region. **The Board's passion, diligence, and knowledge** is demonstrated in every area of the agency—programming, personnel, fundraising, outreach, and public education. Its collective **expertise and stewardship** has allowed us to not only create a comprehensive and forward-thinking Strategic Plan, but to work collaboratively to address its goals.

LEADERSHIP

Executive Team

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*

Valerie Malone

*Deputy Chief Quality Assurance Officer
—Support Services*

Jennell Ricard

*Deputy Chief Quality Assurance Officer
—Day Services*

Aimee Bourassa

*Deputy Chief Quality Assurance Officer
—Health & Clinical Services*

Directors

Joann Cirrito

Director of Day Services Southeast

Susan James

Director of Day Services Northeast

Alex Cabezas

Director of Residential Services Southeast

Jason Fletcher

Director of Residential Services Northeast

Joseph & Kathleen Cote

Directors of Camp

Yvette Horton

Director of Individual Services

James Hymon

Director of Employment Services

Susan Gregoire

Director of Day Service Options Southeast

Jennifer Ricci

Director of Community Enterprise

Paula Kowalski

Director of Senior Retirement

Penny Newbury

Director of Grants & Communications

Denise Tift

Director of Community Outreach

Rachel Merrill

Director of Accounting

Leadership Team

2020–2021

The newly-merged agency provides a comprehensive and immediate response to the pandemic, while developing long-term planning in keeping with the new Strategic Plan.


The Arc[®]
Eastern Connecticut



IN
**PARTNERSHIP
FOR FULL
EQUALITY**

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

