Designing Our Own Destiny

YEARS OF GREAT ACHIEVEMENTS

ARC OF WESTCHESTER
ANNUAL REPORT 2013
It all began 65 years ago with a $3 newspaper ad placed by a mother looking to find playmates for her child. She was flooded with responses. From this humble beginning, Arc of Westchester grew to become the largest provider of comprehensive services to people with developmental disabilities in the county.

Arc’s first sheltered workshop program took place in a small store in Mount Vernon with five employees. Opposite page: John Jaeger works at Home Depot where he manages thousands of dollars in inventory every day and helps customers.
Welcome to our world where anything is possible!
Dear Family, Friends and Supporters,

We’re proud to be celebrating Arc of Westchester’s 65 Years of Great Achievements for people with developmental disabilities and autism.

2013 was a year of growth. We overcame significant state budget cuts. We placed a record 86 new individuals in paid employment. We had tremendous support from the community at our fundraising events. And we celebrated the opening of an expansive new home for eDocNY.

It was an incredible year on so many levels and this year is already shaping up to be another year of accomplishments. This year, for the first time ever, together with sister Arc chapters we will complete the formation of a managed care organization. Our path to this decision was born of necessity and, as with so many other unique firsts, we came to this decision simply by asking ourselves, what if.

Those two words are the spirit of our organization. For most of our history we’ve been asking each other, what if we could make a difference?

Even as recently as 40 years ago, families were told to put their children with disabilities in institutions and tell people their baby had died. Even a decade ago we couldn’t offer much beyond sheltered workshops for many adults.

Our organization was founded by a small group of families who said what if we could create a better world for our sons and daughters. What if we asked our children what they want? What if we stopped saying no and started saying why not?

What started as a dream has grown into the largest organization of its kind in the county. Today 80% of the children in our preschool receive the support they need to advance to inclusionary kindergartens. Today we support young people to dream big about life after high school. And today we have closed all of our workshops because we’ve helped people develop the skills they need to find meaningful work in the community.

We’ve come a long way but our success is not ours alone. So much of our progress can be described through the stories of our courageous visionaries: people and families who receive our services, our resilient staff, and our selfless supporters whose collective efforts have allowed us at Arc of Westchester to Design Our Own Destiny.

Thank you,

Richard P. Swierat
Executive Director
Dear Arc of Westchester Friend,

Thank you all for the roles you have played in helping us to realize 65 Years of Great Achievements.

As the parent of a child with Down Syndrome and a long-time Arc of Westchester board member, my focus has always been on developing lives of opportunity and inclusion. And for me, that specifically means broad and deep engagement within the business community.

I believe work is fulfilling on many levels, providing us with a sense of purpose and connecting us to people outside of our families and social networks — something Arc of Westchester provides to as many individuals with developmental disabilities as possible.

My personal mission is to champion more diverse and more inclusionary career opportunities and employment programs at Arc of Westchester.

In this report, you’ll learn about our significant accomplishments developing programs and partnerships with large and small businesses throughout the county. Our programs inspire our individuals to dream big and supply them with the tools they need to be successful.

We’ve spent many years building our expansive career and employment program and we are proud of our accomplishments. But our greatest accomplishments are yet to come.

We have a bright and bold future. And as we have done for the past 65 years, we will take whatever path necessary to Design Our Own Destiny — in our schools, our workplaces and our community.

Thank you for sharing today’s victories and supporting tomorrow’s dreams of greatness.

With deep respect and gratitude,

Anthony Assalone
President

Welcome new Board President
Bernard A. Krooks
Bernie has been a member of the Arc of Westchester board for nine years, as well as past President of the Special Needs Alliance, a national not-for-profit organization dedicated to assisting families with special needs planning. In 2007, his law firm Littman Krooks LLP received the NYSARC Employer of the Year Award. With Bernie’s exceptional leadership and outstanding dedication, we look forward to continued growth and achievement.
In 1980 we began a great transition.

We began to see beyond labels. As we opened doors to possibilities, the arc of a life became more pronounced and purposeful.

Less than 10 years ago, many people with disabilities spent their days in sheltered workshops, employed at minimum wage to do low-skilled tasks. Opportunities to learn new skills, interact with others, and grow as individuals were nonexistent.

Arc of Westchester believed there was another way.

Today Arc of Westchester has closed all of its sheltered workshops, and career development programs begin in high school. Through one-on-one exploration, group learning, volunteering, and community outings, program participants are given the time, attention and support they need to embark on successful careers.

Arc of Westchester proudly has 350 individuals working in the community. Our employment partners include restaurants, schools, and retail, as well as law firms and a pharmaceutical company.

We attribute much of our success to the open hearts and minds of our partners. When we thank them for giving us a chance, they explain how much our people give back to them every day with a commitment to quality, respect for their colleagues and unsurpassed enthusiasm.

Our transition is far from over, but we’ve solidly planted a flag in this bold new world: a world where the arc of a life continues to be redefined; a world where people design their own destinies.
For the past 28 years, Tom Hughes, Associate Executive Director, has transformed the employment landscape for individuals with disabilities. Long before the federal government recognized the value of integrated workplaces, Tom believed all individuals belong in the community. He championed the programs that prepare people to contribute meaningfully in workplaces and worked to establish the partnerships that create jobs. Arc of Westchester attributes much of our success to Tom’s vision and dedication. With Tom’s retirement we have an indelible legacy and a clear roadmap for a bright and successful future.

Hero of Change: **Tibisay Guzmán**

“Tibi” Guzmán, who has overseen day and community services for four years, brings to her new role as Associate Executive Director/Chief Operating Officer a passion for workplace innovation and a commitment to building on Tom’s legacy. Under Tibi’s guidance, successful job placements for high school graduates have increased by 50%. Tibi knows personally and professionally the immeasurable value of workplace programs for individuals, families, and employers. Her son, Daniel Sturr, is one of the Arc of Westchester program participants at Regeneron Pharmaceuticals, Inc.

**Story of eDocNY — Dreams are Realities**

Eight years ago, a few board members dreamed of a sustainable, for-profit business with a social mission: creating jobs for individuals with disabilities and people who otherwise wouldn’t have the opportunity to acquire technical skills in a technology-based workplace.

Local government officials and private business leaders believed in this dream, and today, eDocNY has grown from a six-person operation to a multi-million dollar enterprise.

More than 80 associates proudly collaborate to drive its success. A provider of complete online and offline document management services, eDocNY is a shining example of how dreams are realized at Arc of Westchester.

Paul Morris works at both New York Medical College and Oppenheimer & Co.
We believe that all people have a place in the community, and our immersion programs begin with our youngest individuals.

Our early intervention process is complex and thorough. The sooner children receive training in communication, mobility, and self-care skills, the better their chances are for maximum long-range performance. More than 80% of our preschoolers go on to attend schools in their communities, compared to 16% of children with developmental disabilities nationwide.

Our supportive education programs are sustained through the formative years. From a robust recreation to our Dream Team Prep Classes that support post-high school transitions, our programs build social skills every step of the way.

One of our most fulfilling experiences takes place each summer at Camp Echo where young adults with disabilities spend a week with other campers their own age. Participants build friendships, enhance social skills and learn about being part of a community.

“This was the first time my son slept away from home and he gained a real sense of independence. Camp helped him to relate better to his peers,” said a parent about Camp Echo.

Another cornerstone of our development program is Young Adults in Transition. Through workshops, outings, and internships, young adults learn self-sufficiency, financial independence, communication skills, and a strong work ethic. Eighty percent of these program participants advance to jobs in the community, compared to 27% statewide.

From birth through adulthood, Arc of Westchester helps individuals build the skills they need to thrive in a rich and rewarding community-based life.
Starting out right – Creating Bright New Tomorrows

Designed for Greatness

Project SEARCH Collaborates for Autism, a one-year internship program, is a collective effort by New York Collaborates for Autism, NewYork-Presbyterian Hospital, Southern Westchester BOCES and Arc of Westchester.

Students complete three rotations at NewYork-Presbyterian, with assignments, chosen to nurture each individual’s technical and social skills. At the end of each year, all are supported to secure competitive positions in their chosen fields.

Photos below, L to R:
This was a typical classroom at Arc’s first school in Pelham Manor back in the 1950’s.
A class picture at an inclusion classroom at the Mount Kisco Boys and Girls Club today.
Caroline loves playing while learning at the Country Children’s Center in Katonah.

Hero of Change: Anne Majsak

Anne has played a huge role in making Arc of Westchester what it is today. She joined the Board when her son David was three, and with a couple of “off” times, has served for 21 years, with a term as President from 2006 to 2009. In the early years of The Children’s School, she helped plan the playground and the PTA. She serves on the Guardianship Committee, making lives better and services more personal. Every year, the Majsak family hosts a young trainee from Westchester Institute for Human Development to help show how a family can grow stronger by embracing a member with special needs. There is no better example of a Hero of Change than Anne Majsak.

Hero of Change: Next Step Ambassadors

Our programs touch hundreds of lives. For some, it’s not enough to achieve their dreams; they need to shine a light for the next generation. Several of our thoughtful self-advocates, already active in their chosen careers, travel to high schools all over Westchester to inspire the next generation about the incredible opportunities and adventures that await after graduation.

The elements that make up a life of distinction don’t change over the years. Our dedicated staff has always gone beyond expectations to support the aspirations and goals of the people who receive our services.

Residential Services: Arc of Westchester supports 44 residences throughout Westchester County that provide secure, comfortable homes for 240 individuals. The residential program employs 375 direct support professionals who are the heart of the program, building a set of services around each person’s choices and goals regarding work, recreation and inclusion. Some homes have full handicapped accessibility and one has full medical support. A staff member often stays overnight with a resident during a hospital stay.

Personal Outcomes Measures: In 2013, we instituted the Personal Outcomes Measures system, originally created by the Council on Quality and Leadership. It is based on a shared vision of dignity, opportunity and community for all people and measures success by considering whether a service provider effectively responds to a person’s stated needs and goals.

Guardianship: Arc of Westchester has the largest and finest guardianship program in the state, currently providing lifetime commitments to 101 individuals without parents or other surrogates. Our guardians provide informed consent for medical treatment and dental care in a thoughtful and timely manner. They act in the place of family, advocating for the person and overseeing services, celebrating birthdays and holidays, and offering recreational opportunities.
Volunteering — A Circle of Goodwill

Participants in the Arc of Westchester Day Habilitation Program volunteer with County Harvest (shown at right), a food rescue organization, transporting weekly van loads of good food from local grocery stores to pantries and shelters throughout Westchester. Another community volunteer initiative was a Pet Food Drive held in support of the New Rochelle Humane Society. A growing circle of goodwill is taking place every day, and Arc of Westchester volunteers are an important part of our community.

Photos below, L to R:
Arc students learning the latest steps at a school dance in 1963.
Over 400 people attended this year’s Spring Ball at the Marriott Hotel.
Alex Masket and residence manager Joan George admire his tuxedo before the ball.

Hero of Change: Our Direct Care Workers

Beyond His Imagination
Mr. Brimley Goes to Washington: Jay Brimley has spent most of his life in Westchester. A quiet man, Jay’s favorite hobby was watching Face the Nation with Bob Schieffer. One day, Florence Mounoubai, Jay’s residence counselor had an idea. A few emails later, Florence and Jay were on their way to the CBS studios in Washington D.C. Jay loved meeting his hero, touring national monuments and staying in a fancy hotel. “We’re happy that we could make Jay’s dream come true,” said Florence.
Timeline

1949 Arc of Westchester is founded.

1951 Our first school is opened in Pelham with three young pupils.

1955 Our first workshop is opened in Mt. Vernon for five persons.

1956 The Childrens School for Early Development is established – the first of its kind in the county.

1960 Employment workshop moves to White Plains and grows to serve 40 people.

1963 The Yonkers League, a parent’s auxiliary, holds its first meeting.

1965 Yonkers Training Center opens.

1967 Our first community residence opens in White Plains.

1972 PACDS (Parents Association for Children with Down Syndrome) support group forms. Guardianship program is born.

1977 Camp Echo opens.

1981 Arc of Westchester creates the county’s first pre-school class for children with autism.

1987 Arc of Westchester program participants hold their First Spring Ball.

1993 Transitional services launches to prepare high school students for the adult world.

Then and Now – No Limits but Our Imagination

Hero of Change: Justin Israel

From Darkness to Light
“Learning in 1954 that my son John was mentally retarded was my initial exposure to the subject of developmental disabilities. That was a time when people felt there was a stigma attached to retardation and were therefore reluctant to talk about it. There wasn’t a lot of information available to
me. Nor were there people with whom I could easily communicate to compare experiences. I remember the first sheltered workshop with three clients in an unheated garage in White Plains. I remember selling raffle tickets door-to-door and in local groceries before we affiliated with United Way and other major funding sources. Now, my son lives at an Arc of Westchester residence with seven men and can communicate by sign language and computer speech. Arc’s professional staff has made a life available to John that would not otherwise have been possible.”

1994 Pre-school children begin to move into inclusionary settings.

1997 The Ann Manzi Center (Mt. Kisco) and Clinic (White Plains) open. First annual art show debuts.

1998 More than 60% of persons in Arc of Westchester’s vocational program are working in the community.

2000 The Children’s School opens first inclusion class for children with autism/PDD in Ossining.

2001 First Annual Golfing for Kids is held.

2003 Arc of Westchester Foundation is established.

2004 First A Matter of Taste is held.

2006 Arc of Westchester and Arc of Westchester Foundation launch the first capital campaign. Groundbreaking for our Gateway Center, a major new resource in Hawthorne.

2007 Arc of Westchester opens its first residence offering medically enhanced services.

2008 Arc of Westchester closes White Plains Workshop due to successes in community employment. Administrative Headquarters move to new Gleeson-Israel Gateway Center in Hawthorne.

2013 Arc of Westchester achieves National Standards of Excellence accreditation.

2014 eDOCNY moves into larger space in White Plains.
Newsworthy – A Time for Opportunity

2013 Awards

The Arc and its chapters were ranked #1 in the nation by Philanthropedia, a division of GuideStar, USA.

Arc of Westchester received the Seal of Excellence (shown below) by the national Standards for Excellence Institute recognizing the strong and ethical leadership and management of the organization by the board of directors.

Our arts program and Gallery265 events were recognized with the Community Arts Award in 2013 by Arts Westchester.

The self-advocacy structure in our board and among committees is recognized nationally by the Arc and in New York by Self Advocates of New York State (SANYS.)

Employment Website — A Work of Meaning

Charting Success Online

Give us a chance to work and we’ll make it work for you. Our guide to preparing individuals for community-based employment now has a robust home online at www.arcwestchester.org.

With donor support, we developed a comprehensive resource to help prepare those seeking successful careers, including videos of staff explaining how individuals are supported at every phase of their journey. Also featured are long-term success stories, such as Raymond Frost who has worked at PetCo in Hartsdale for fourteen years and Samantha Makris, who is thrilled to have found a job she loves at the Kari-Out Company in White Plains.

Our site also helps potential employers to learn how our partnerships work. Employer partner Joanne Deyo, Regeneron Pharmaceuticals Vice President, says “Regeneron takes pride in doing the right stuff and we think this is the right thing to do.”

Daniel Sturr loves his job at Regeneron.
In 2013, Arc of Westchester was recognized in a variety of media outlets with greater frequency than ever before. The Journal News featured our summer enrichment programs last summer. And the Westchester County Business Journal gave top billing to our eDocNY expansion story in the fall. From the Daily Voice to The New York Times, news of our amazing people and programs were highlighted in print and online. We’ve worked hard to expand awareness with the belief that an increased presence will help more families learn about our life-changing programs and services.

**Leading the Way Accomplishments of Note**

**Created** the first and only managed care organization in New York State, as a collaboration among five Arcs, to exclusively serve people with intellectual and developmental disabilities.

**Grew** our Children’s School inclusionary classrooms to 14 sites; one of the largest and most mature inclusionary preschool programs in New York State.

**Initiated** the training and use of Council on Quality and Leadership (CQL) standards to measure personal satisfaction and choice in our services.

**Found** full-time paid work in local businesses for the first graduates of Project SEARCH Collaborates for Autism, marking another milestone in the ongoing success of our innovative employment programs.

**Closed** our “sheltered workshop” settings well in advance of the federal government and New York State goal.

**Experienced** a dramatic increase in services to high school students and graduates who are choosing Arc of Westchester through the CHOICES, Youth Connection, and Respite programs, which together have multiplied more than four times over in recent years.

**Grew** our Guardianship program that serves as a model in New York State.

**Moved** eDocNY to a new site three times the size of its original location after the social venture enterprise exceeds $2 million in revenue.

**Received** excellent audit results in our programs, particularly the residences, which show strong commitment to choice, staff competencies and dedication to personal growth of the people we serve.

**Acknowledged** the ongoing efforts of our dedicated direct support professionals to exceed expectations in support of the aspirations and goals of our service recipients as shown through the Everyday Heroes and the recent CARE awards.

**Reaching Out — Telling Our Story**

Hero of Change: Patsy Ginese & Customer Service Council

**Voices of Strength**

Patsy Ginese decided at a young age that his disabilities weren’t going to hold him back. Today, as board member, mentor and former President of the Customer Service Council, Patsy and his colleagues represent the needs and interests of individuals who receive services from Arc of Westchester. Their motto, Nothing About Us Without Us, reflects their unwavering efforts to be heard, respected and included.
Dear Friend,

People who both care — and show up to help — are the folks who hold communities together. And they are the folks I have met and worked with over the past 10 years. They recognize needs and then do something about those needs. Thank you.

For the past 65 years, Arc of Westchester has been a beacon of progress for people challenged by developmental and intellectual disabilities. Years of hard work have added up to enormous achievements in advocacy, alliance building, individual action, media interest and fund development. Now we face new challenges straight ahead and just over the horizon.

The focus of our Foundation is to create financial support for services not funded through government services or insurance. Our first large campaign resulted in both the opening of The Gleeson-Israel Gateway Center and significant support for our Fund for the Future.

In the next few months you will hear about the Arc of a Life Campaign designed to address changes in our government support, in the healthcare landscape and in the growing needs of those we help. All of us on the campaign team have committed to raise $6 million to ensure we will always be ready to adapt to change and address needs along the entire “Arc of a Life.”

For me, being part of the Arc of Westchester family has been both rewarding and incredibly humbling. Both of these are personal treasures that will be with me for life.

In the next few months Elaine Masket will take over the reins as President of the Foundation. Just knowing Elaine adds excitement to the ordinary. Her energy and enthusiasm are infectious. This combined with her incredible common sense and great humor will certainly stand us well. Thank you, Elaine.

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Elaine Masket

I am deeply honored to assume the role of President of Arc of Westchester Foundation. As a parent of an adult son who resides in an Arc of Westchester residence, and as an active volunteer in the Foundation offices, I have seen firsthand the quality of the services provided and the talents of the people who work so hard to provide them. I look forward to working in partnership to achieve a successful Arc of a Life campaign outcome, and to increasing overall awareness of how important fundraising is to this special place. After all, there are thousands of people counting on us!
Dear Friend of Arc of Westchester Foundation,

It is often said — and it’s very true — that fundraising is all about relationships. Friendships among volunteers, donors and staff are at the heart of fundraising. I’ve been going over the scrapbooks and archives of our organization’s 65 years, and it’s clear. It was trust and shared experiences that prompted the formation of support groups like the Yonkers League and the Northern League and gave those members the energy to hold the luncheons, picnics and fashion shows that brought in dollars for this organization’s developing programs.

The Wagner and the Bresnan bike tours, the MBIA golf and tennis tournament, and more recently, Golfing for Kids and A Matter of Taste have been led by people who know and like each other and are energized by similar values and a shared sense of urgency.

Private funding has always been key to filling the gap between the funds we receive from government sources and the actual cost of services. Achieving the kind of relationship where you can look a major donor in the eye and ask for a significant gift doesn’t happen quickly. That prospect needs to trust the person who does the asking, have confidence in the organization, and know that their gift will better the lives of individuals and families.

I will be moving on at the end of May after 12 years, taking with me with a deep gratitude for the many friendships I have made. Our next Foundation Executive Director, Nancy Patota comes to us after 15 years with the Advancement and External Affairs Department at Iona College. Her extensive experience in all aspects of development assures us the leadership to continue building and nurturing great and productive relationships. Welcome, Nancy, to this wonderful organization.

Anne Sweazey

Nancy Patota
I feel so fortunate to work with the people of Arc Westchester and the Foundation in support of the inspiring work done each day to provide opportunities for people with intellectual and developmental disabilities in our Westchester community. The more I learn about the Arc mission and the accomplishments made possible by all the stakeholders of the organization over the past 65 years, the more excited I am to use my experience and skills to lead the Arc of a Life Campaign and ensure that important mission continues.
## STATEMENT OF FUND BALANCES

Year ended December 31, 2013  
(Dollars in thousands)

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<th>Assets</th>
<th>Amount</th>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$47,181</strong></td>
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<table>
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<tr>
<th>Liabilities and Fund Balance</th>
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<td>Due to government agencies</td>
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<td>Loans payable, net of current portion</td>
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<tr>
<td>Bonds payable, net of current portion</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>$20,912</strong></td>
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| Net Assets                     | $26,269 |

| Total Liabilities and Net Assets | **$47,181** |
Every year, the Arc of Westchester Foundation makes contributions to the agency as a result of donations and grants.

Net income from special events was $379,525, an increase of $38,802 over the previous year.

Total net assets on December 31, 2013 were $2,764,623 compared to $2,512,938 the previous year.

Golfing for Kids was a repeat success, thanks to the support of many golfers and friends.

Anne Sweazey accepts a generous donation from The Young Professionals of Arc of Westchester at A Matter of Taste.
2013 Donors

We are grateful to all our members and donors for their gifts in 2013. A complete list of donors is available on our website www.arcwestchester.org

SHOOTING STARS
$50,000 +
Golfing for Kids
A Matter of Taste
New York Collaborates for Autism
The Tudor Foundation, Inc.
The Walker Family

DIAMOND STARS
$25,000 - $49,999
Mr. Justin Israel
Mr. and Mrs. Rudolf Laager
The Walbridge Fund Ltd.
Mr. and Mrs. David B. Walker

PLATINUM STARS
$15,000 - $24,999
Boies, Schiller & Flexner LLP
Ms. Virginia Donovan
The New York Community Trust
V & L Marx Foundation
Mr. and Mrs. John D. Walker

GOLD STARS
$10,000 - $14,999
Mr. and Mrs. George Landegger
Mr. Lawrence Marolda
Mr. and Mrs. Alfred Mascia
Mr. and Mrs. Larry McNaughton, Jr.

Mrs. Mildred Neider
Mr. and Mrs. Eugene J. Porcaro
The Alexandra Tilly Rettler Children’s Foundation
The Joseph LeRoy and Anne C. Warner Fund Inc.

SILVER STARS
$5,000 - $9,999
Alliance Beverage
The Louise and Arde Bulova Fund, Inc.
Bradford Portrait Studios
Citizens Charitable Foundation
Ms. Kathleen Connor
Mr. and Mrs. William Deutsch
Ms. Stephanie Egan
Dr. and Mrs. Fred Feiner
Mr. Keith E. Ferguson
General Re Corporation
Mr. and Mrs. William V. Healey
Ms. Lisina Hoch
JP Morgan Chase
Dr. Barbara Kail and Mr. Adam Stoler
Mr. and Mrs. Joseph Majsa
Mr. and Mrs. Jim P. Manzi
Elaine and Steven Masket
Will Masket
Mr. Michael Meagher
Robert G. Relph Agency, Inc.
Mr. and Mrs. Anthony Rizzi
Ms. Anne F. Sweazey
Mr. and Mrs. Richard Swierat
TD Charitable Foundation

Thermo Fisher Scientific
Vera and Walter Scherr Family Foundation
Young Professionals of Arc of Westchester
Mr. and Mrs. William A. Walker
One anonymous gift

RISING STARS
$1,000 - $4,999
10 County Center, LLC
American By-Products Recyclers
American Endowment Foundation (Benevity)
Anderson Kill, P.C.
Arent Fox LLP
Mr. Robert Arnow
The David R. and Patricia Atkinson Foundation
Mr. and Mrs. Paul Atkinson
Bailey, Haskell & Lalonde Agency
Mr. and Mrs. Scott Baken
Ms. Lisa A. Banner
Baumeister and Samuels, P.C.
BDO Seidman
Mr. Anthony Bergamo
BlackRock Matching gift Program

Boies, Schiller & Flexner, LLP
Mr. Peter Bonnano
Bouley Restaurant
Mr. John Briganti
Mr. Peter C. Brown
Brynwood Country Club
Mr. Stephen Bush
Mr. Edward Caffrey
Ms. Patricia Capurso
Car Program, Inc.
Mr. and Mrs. Michael Carmody
Mr. and Mrs. Tom Chiusano
Classic Medallics
Mr. and Mrs. Brendan Conroy
John M. and Katharine W. Conroy
Couch Braunsdorf Insurance Group
The Cuddy Law Firm
Ms. Fanny Culleton
Daniele Trissi Jewelers
Mr. and Mrs. Stephen Deely
DelBello Donnellan Weingarten Tartaglia Wise
Mr. and Mrs. Christopher Desforges
Ms. Janet DeVito
The Thomas Doran Trust
Mr. Armando Durastanti

We are proud of these works created by our talented artists.

Gail Greenberg
Enterprise Fleet Management
Mrs. Linda B. Evans
Mr. Al Feinman
Mr. and Mrs. Michael Ferguson
Eileen Fisher, Inc.
Mr. John Franchi
Mr. and Mrs. Thomas Franco
Dr. and Mrs. William Frishman
Mr. and Mrs. Michael C. Fruchter
Mr. and Mrs. John Furth
Mr. and Mrs. Robert Galford
Ms. Marguerite G. Gelfman
Mr. and Mrs. David Gette
Mr. and Mrs. Richard E. Geyer
Mr. and Mrs. Thomas A. Glatthaar
Mr. Peter Herrero, Jr.
Mr. Mark Glucksman and Ms. Leiber
Google Matching Gifts Program
Dr. Ruth Gottesman
Mr. and Mrs. David Graff
Mr. and Mrs. Howard Graff
Ms. Lisa Graff
Grassy Sprain Long Term Care, Inc.
Mr. and Mrs. Brian Green
Mrs. Leon Green
Mr. and Mrs. Lawrence Greenberg
Ms. Tibisay Guzmán and Mr. Paul Sturr
Hitachi Ltd.
Mr. and Mrs. Thomas Hughes
IBM Employee Services Center
IBM Retiree Charitable Campaign
Jackson, Lewis, Schnitzler & Krupman
The Estate of Gloria Kail
Kestenbaum & Weisner
Mrs. Arthur Kramer
Kramer Portrait Studio
Mr. and Mrs. Alan Kurzer
Mr. Mark Leibowitz
Mr. and Mrs. Jay Lerner
Mr. and Mrs. Joseph J. Liberatore
Littman Krooks LLP
Loews
Lou-Co Stone Setters, Inc.
Mrs. Arthur Maier
Mrs. Ann Manzi
Marjorie & Richard McGahren Foundation
Mr. and Mrs. Edward Marx
Ms. Joan Maskel
Mr. and Mrs. Ralph Mauro
Mr. and Mrs. Anthony Mazzella, Jr.
Ms. Abby Meiselman and Mr. Kenneth Bloom
MetTel
Ms. Una Murray and Mr. Michael Shoemaker
Mohegan Sun
National Automobile Dealers Charitable Foundation
NBC
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Milestones

1950  Social Security Amendments established a federal-state program to aid permanently and totally disabled persons.

1963  President Kennedy called for a reduction by hundreds of thousands in the number of persons confined to residential institutions, resulting in deinstitutional-ization and increased community services.

1971  The U.S. District Court, Middle District of Alabama decided in Wyatt v. Stickney that disabled people were no longer to be locked away in custodial institutions without treatment or education.

1972  A television broadcast from the Willowbrook State School in Staten Island, New York outraged the general public leading to wide scale reforms.

1975  The Education of All Handicapped Children Act (PL 94-142) required free, appropriate public education in the least restrictive setting. This Act was later renamed The Individuals With Disabilities Education Act (IDEA).

1977  The White House Conference on Handicapped Individuals drew 3,000 disabled people to discuss federal policy toward people with disabilities.

1981  The International Year of Disabled Persons began.


1989  Spurred by The Arc’s advocacy, President Ronald Reagan declared March to be Developmental Disabilities Awareness Month.

1990  The Americans with Disabilities Act was signed by George W. Bush providing comprehensive civil rights protection for people with disabilities. Closely modeled after the Civil Rights Act and Section 504, the law was the most sweeping disability rights legislation in history.

1995  The American Association of People with Disabilities was founded in Washington, D.C.

1997  Congress passed the Individuals with Disabilities Education Act of 1997, which completely overhauled the nation’s special education system.

1999  In Olmstead v. L.C. and E.W., the Supreme Court decided that individuals with disabilities must be offered services in the most integrated setting.

2000  Developmental Disabilities Assistance and Bill of Rights Act of 2000 (the DD Act) assures that individuals with developmental disabilities and their families participate in the design of needed community services, individualized supports, and other forms of assistance that promote self-determination and independence.


2007  The Office of Disability Employment Policy, Department of Labor endorsed customized employment strategies for increasing the employment options of job seekers with complex needs through the national workforce development system.
Kyle Sicewicz is employed at Jackson Lewis LLP in White Plains as part of the offices services team.

Designing Our Own Destiny
ON THE COVER
Clockwise from Top: Paul Saunders, Joseph Frank, Diana Hirt and Samantha Makris, represent our bright future as participants in Arc’s Choices Program for young adults.