



**WESTCHESTER COUNTY CHAPTER, THE ARC NEW YORK  
73<sup>rd</sup> ANNUAL MEMBERSHIP MEETING**

June 7, 2022

Virtual Broadcast – GoTo Meeting

**Attendance:** Members of the Westchester County Chapter, The Arc New York and guests.

**Call to Order:** President Kyle O’Loughlin-Cahill called the meeting to order at 5:49PM. A quorum was present.

Kyle O’Loughlin-Cahill noted that due to the virtual nature of the meeting, all voting would take place by a poll vote that would appear on screen where members select, submit, and cast their vote with the results announced, and employees of The Arc Westchester were reminded they are not permitted to vote.

**Approval of Minutes:** Kyle O’Loughlin-Cahill requested a motion to approve the minutes from the June 8, 2021, Annual Membership Meeting of the members. Ruedi Laager moved to approve the minutes; Jeff Wood seconded; employees were reminded they are not permitted to vote; a virtual vote was taken; and the motion passed with a majority vote in favor, 81% yes, 19% abstaining.

**Treasurer’s Report:** Tibi Guzman reported that the organization finished the year with \$53,059,337 in revenue and \$51,514,337 in expenses with a net surplus of \$1.5m due to the federal loan forgiveness program, grants, donations, and a large worker’s compensation refund. The agency impaired its \$4.1m long-term investment in Partners Health Plan due to notable PHP financial difficulties as of yearend. The year ended with Unrestricted Assets of \$30,084,204 and Total Liabilities and Net Assets of \$48,459,238. Sixty-four percent of the revenue received came from Medicaid and Medicare. The majority of the organization’s expenses were spent on Residential and Day Services totaling 75% with only 7% spent on administrative costs throughout the last year, very low for a non-profit. Ninety-three percent of expenses went to provide direct services to the people served.

Ms. Cahill requested a motion to approve the Treasurer’s Report. Jeff Wood moved to approve the minutes; Ruedi Laager seconded; employees were reminded they are not permitted to vote; a virtual vote was taken; and the motion passed with a majority vote in favor 95% yes, 5% abstaining.

**The Arc Westchester Foundation Report:** Foundation President, Ruedi Laager reviewed The Foundation Mission Statement and shared that we lost Ms. Virginia Donovan in 2021. Mr. Laager shared that Virginia Donovan never forgot the life-changing services her daughter received at the Children’s School and wanted those services to be available to families who need them. She established a \$5m charitable fund that will grow to \$10m that her estate gifted to The Foundation through annual distributions of unrestricted funds, hopefully in perpetuity. In celebration and recognition of Virginia Donovan’s legacy, The Foundation established its own Donovan fund to continue to build flexible reserves for the Chapter needs, and annual membership contributions help with funding.

Nancy Patota reviewed the 2021 Foundation Report and Financial Snapshot, reporting that through careful control of expenses, the Foundation reduced its cost to raise a dollar to 10%, well below the national average of 20% and as a result, 90% of donations are available for the direct benefit of The Arc Westchester. In 2021 Total Net Assets were \$8,356,657, Total Revenue \$3,705,382, Net Proceeds from Special Events \$514,049, Contributions to Chapter \$848,553. Golfing For Kids was in person in 2021 and there was a special appeal, A Matter of Safety in place of an in person A Matter of Taste event. The Foundation is tracking ahead of 2022 goals and are committed to contribute \$1.3m to the Chapter to cover budget shortfalls and unfunded programs and

supports. The spring membership appeal themed “Resilience” was sent to over 5,000 households and four generators were purchased and installed in residences. Golfing for Kids will take place on September 19<sup>th</sup> at Knollwood Country Club honoring Polly and Rick Peace, creators of the Country Children’s Center, and partner with The Arc Westchester in providing inclusionary classrooms for children with developmental disabilities.

Ms. Patota encouraged members to consider a recurring gift or an employer matching gift, noting the ease of making donations with the new online platform, Classy. Members were also encouraged to contact Todd Bazzini, director of volunteer services and fund development for volunteer opportunities.

**Special Guest:** Erik Geizer, CEO of The Arc NY, shared that he has been with The Arc NY for 10 years and became CEO in January of 2021 and thanked everyone for their support, energy, and engagement. He stated that Ms. Guzman and her leadership team led the Chapter well over last two years and credited the direct care workforce who stepped up to meet the historic challenge and noted that the recent CQL recertification for the Chapter sets the bar very high. Mr. Geizer shared that he is more optimistic than ever about the state of the field and is thrilled with significant investment in the field, programs, and services through the recently approved state budget, a reflection of our advocacy efforts and the priorities of new partners in state office and OPWDD. He noted advocacy achievements of vaccination prioritization, billing flexibilities, additional funds received from eFMAP, cancelled 5-1 occupancy cuts, historic budget victories, educational programs receiving 11% trend factor adding 2022 is best budget in 30 years. Mr. Geizer noted that over the last two years, The Arc NY is moving forward with major priorities, have a strategic plan for the first time in 73 years, have a new Mission Statement, have an organization wide newsletter that is sent to 35,000 individuals, email blasts are sent to chapters with important updates on a regular basis, chapters are supported through operational group meetings, and relationships have improved significantly between his office and chapters, chapters and the Board, and his office and the Board.

**Elections and Oath of Office:** Jeff Wood reviewed the following list of nominations as presented by the Nominating Committee to be acted upon by the Chapter membership at its Annual Meeting on June 7, 2022:

1. John Barrett is nominated for a three-year term on the Board.
2. Austin Harris is nominated for a three-year term on the Board.
3. Danusia Pawaska is nominated for a three-year term on the Board.
4. Christopher Orlando is nominated for a three-year term on the Board.
5. Anne Majsak is nominated for a two-year position on the Nominating Committee.
6. Louise Weston is nominated for a two-year position on the Nominating Committee.
7. Steven Masket is nominated for the position of President Elect of the Board.
8. Danusia Pawaska is nominated for the position of Secretary of the Board.
9. Robert Nuccio is nominated for the position of Treasurer of the Board.

Mr. Wood requested a motion to approve the Slate of Nominees. Ruedi Lager moved to approve the Slate of Nominees; Katharine Conroy seconded; a virtual vote was taken, and employees were reminded they are not permitted to vote; and the motion passed with a majority vote in favor voting yes.

Mr. Wood noted that due to the remote nature of the Annual Meeting, the elected directors, officers, and members of the Nominating Committee will submit written attestations of acceptance and commitment to their elected positions.

**Thank you to Retiring Board Members:** Mr. Wood thanked Joe Cassarini, Mark Glucksman and Anne Majsak for their many years of dedicated service to the Board of Directors.

**President's Remarks:** Kyle O'Loughlin-Cahill thanked everyone for attending and for the support given to her and the organization during her term as Board President, noting that she became president in 2020, a time of uncertainty for our entire world and with a career in healthcare administration, she understood the challenges that would be part of our everyday lives for the unforeseeable future and was confident that the board, administration, and entire team were up to the task. She added that the swift and clear actions taken by the leadership and staff to make sure the health and safety of the people we support was the number one priority. We showed resiliency throughout a very difficult time with everyone joining forces to keep things running smoothly and efficiently in all areas of the organization with the Board fully engaged in supporting the administration and staff. She shared her pride in the recent recertification of the Council of Quality Leadership status, noting we are a gold star service.

Ms. Cahill expressed gratitude and special thanks to former presidents, Joe Cassarini and Rosa Rodriguez for their guidance, and offered sincere gratitude to Tibi Guzman for her leadership and unwavering dedication to the organization during such unpredicted times, as well as her colleagues on the Board of Directors for their time, dedication, and expertise. She noted The Foundation's creation of new giving opportunities and cultivation of new relationships sustained financial health over the last few years despite a lack of personal events and expressed her sincere appreciation for the special group of Direct Support Professionals who took on the role of frontline workers during the health crisis. She also thanked all of the children, women, and men with developmental disabilities that we support and their families, who are an inspiration, and shared that seeing everyone participating in programs again and engaging with each other in our community is the key to our success and brings us hope for a world with inclusion, peace, and love.

Ms. Cahill introduced incoming President of the Board of Directors, Board Member, Jeff Wood noting he has the expertise, compassion, and leadership to keep the recovery going strong new heights in excellence.

**Incoming President's Remarks:** Jeff Wood thanked everyone for joining the meeting on his first day as President of the Board of Directors, and thanked Ms. Cahill who stepped into her two-year tenure as President at a moment in time when our country, NYS, and Westchester County were shoulder deep in crisis. At that time, we had already lost over 100,000 Americans and communities were upside down mourning the senseless killings of George Floyd and Breonna Taylor. He stated that the leadership that Ms. Cahill, Ms. Guzman, senior staff, and the Foundation put forth to guide the organization through those turbulent times was inspiring.

Mr. Wood shared that when he was transferred by his employer to Westchester County, he and his wife, Chris knew they needed help to navigate the development and education of their 2-year-old daughter and had no idea how much they would lean on Fran Porcaro, Ann-Marie Sabrsula, Karen Valdez, Ms. Ronnie Mandel, their teams, and programs at the Children's School for their support in teaching his daughter the life skills needed to participate in an elementary school special education program. They taught him and his wife about I/DD and how to organize the family's future. As his daughter matriculated out of the Children's School's programs, he was invited to join the Board of Directors and has spent the last eight years getting educated on the programs and services we provide after the preschool years.

Mr. Wood noted that the Board is made up of parents, siblings, friends, attorneys, architects, therapists, commercial real estate brokers, accountants, self-advocates, educators, and healthcare, law enforcement, business and financial professionals who love the organization, the employees, and the people we serve and that the health, safety and wellbeing of The Arc Westchester family members has always been and will always be this board's top priority. He shared his pride and gratefulness for the employees of the organization who, despite all of the adversity faced over past couple of years continued to work tirelessly to provide innovative programs and

personal services that enhance the lives of individuals with developmental disabilities every day and he is humbled and honored to serve the women and men of this Arc Westchester family.

**Executive Director's Remarks:** Tibi Guzman thanked Mr. Wood for the thoughtful introduction and thanked Ms. Cahill for her ongoing support during the height of the pandemic noting she will always appreciate her unwavering trust and true partnership over the past two years and in recently launching the path to recovery with the focus on resiliency.

In addition to the challenges of the COVID pandemic, the past year was presented with a decline in new hires as never experienced before and attributed the successes of the last year to the dedicated employees who faithfully wore personal protective equipment to protect the people we support, their coworkers and their families, and our commitment to reinforce the responsibility we all hold in keeping our community healthy and safe, and commended the workforce in supporting our mandatory vaccination policy, proudly reporting a 95% vaccination rate. She stated that our values are preserved by incorporating them into all aspects of our actions and planning process to successfully mitigate the spread of COVID while expanding efforts to retain and hire staff.

Ms. Guzman shared her continued awe for our compassionate employees who consistently ensure the people we support are safe, happy, and treated with dignity and respect, as has been confirmed by The Council of Quality Leadership surveyors who awarded us with a four-year recertification status and complimented us for being a leader in learning and growing during these changing times. She credited her amazing colleagues who never wavered from our mission and values working diligently toward recovery. She stated that while places of business and schools have relaxed mask and social distancing measures, we continue to follow our regulatory mandate of wearing face coverings and performing health checks in our locations, adding that though we are not COVID free yet, we have responded well to recent outbreaks and are prepared to face any future upticks of this virus, and noted preschool and day programs are in person again and we are steadily growing volunteer and social outings.

Ms. Guzman reflected on last month's national tragedies of senseless mass shootings targeting innocent children and adults, noting we stand in solidarity with grieving communities and condemn these inhumane acts of violence adding these tragedies only strengthen our resolve to come together in our organization to foster hope, compassion and commit ourselves to combatting racism and advocate to protect the marginalized and vulnerable populations we serve. She added that we practice a culture of respect, inclusion and compassion and represent a diverse organization who continues to grow and encourages our communities to do the same and expressed immense gratitude to our dedicated Board members who provided the leadership to navigate these unsettling times and were always available to step up and provide additional support.

Ms. Guzman recognized The Arc NY for organizing a successful advocacy campaign, resulting in state legislators and the Governor making a strong commitment to improve funding for the current NY fiscal year, as has never happened before, and commended Erik Geizer and his team for leading the ongoing advocacy campaign to seek equitable wages for our dedicated direct care workforce and ensure NYS makes sustainable investment for the supports and services we provide to people and families. She reported the announcement that the preschool will receive a long overdue 11% trend factor for the 2022-2023 school year thanks to the enormous efforts of The Arc NY, who rallied families, teachers, and the general public to raise their voice in support of our special education schools and gave a shout out to state legislators, notably NYS Assembly Member, Tom Abinanti for his leadership.

Ms. Guzman stated that participation in ongoing advocacy campaigns will continue and thanked families for extending trust in us with their precious family members and for the wholehearted support, commitment, and generosity during the continuation of the pandemic,

**The Richard P. Swierat Advocate of the Year Award:** Tibi Guzman announced the 2022 Advocate of the Year Award winner, Noah Krantz. Noah Krantz is actively employed at an Acme Supermarket and receives supports from our employment services and participates in CHOICES, a creative skill building and volunteer program where he is known as an all-around good guy. Noah believes that everyone who has a disability should have the right to work and that if he can do it everyone can, and he encourages others to work as well. He shares inspiring stories from his job, informing his peers that they too can work. In addition to advocating for improved disability rights and employment, he is deeply passionate about keeping the earth clean and spends countless hours volunteering to clean up litter in parks. Noah's acceptance speech was displayed on the screen and can be found on our website.

**Adjournment:** Jeff Wood requested a motion to adjourn the Annual Membership Meeting. Kyle O'Loughlin-Cahill moved to adjourn the meeting; Steve Masket seconded; a virtual vote was taken, and employees were reminded they are not permitted to vote; and the motion passed with a majority vote in favor voting 96% yes, 4% abstained.

The meeting adjourned at 6:35PM.

Minutes respectively submitted by Danusia Pawska.