



WESTCHESTER COUNTY CHAPTER, THE ARC NEW YORK
75th ANNUAL MEMBERSHIP MEETING
June 4, 2024
Virtual Broadcast – Zoom

Attendance: Members of the Westchester County Chapter and guests.

Call to Order: President Jeff Wood called the meeting to order at 6:02PM. A quorum was present.

Jeff Wood noted that due to the virtual nature of the meeting all voting would take place by a poll vote that would appear on each attendee's screen where members cast their vote with the result announced after each vote. Employees of The Arc Westchester were reminded they are not permitted to vote.

Approval of Minutes: Jeff Wood requested a motion to approve the minutes from the June 6, 2023 Annual Membership Meeting.

Kyle O'Loughlin-Cahill moved to approve the minutes; Daphne Daddino 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 voting yes.

Treasurer's Report: Bob Nuccio reviewed the 2023 Statement of Revenue and Financial Position displayed: Total Revenue of \$58,514,248 consisting of \$55,538,275 directly from program revenue and \$2,975,973 Other revenue from contributions and investment income. Total Expenses of \$56,353,489, the majority, Salaries & Benefits of \$42,428,434, from payroll and other related expenses, leaving \$2,160,759 in net income for the year. Mr. Nuccio reviewed the Statement of Financial Position/Balance Sheet displayed: Total Assets of \$51,777,121 which consists of \$12,920,595 in cash; \$5,725,959 Investments; \$9.3m Accounts Receivable; and \$17,672,679 in Fixed Assets net of depreciation. Total Liabilities: \$17,856,252, when subtracted from \$51,777,121 in Total Assets equals \$33,920,869 in Total Net Assets without donor restrictions.

Mr. Nuccio reviewed the 2023 Revenue & Expenses pie charts displayed: 64% of revenue came from Medicaid and Medicare; 14% Other Third Parties; 6% Social Security; 6% Preschool; and other miscellaneous sources of revenue. Expenses were: 56% Residential Services; 20% Day Services; 7% Agency Admin; and 7% Preschool.

Jeff Wood requested a motion to approve the 2023 Treasurer's Report; Daphne Daddino made the motion; Kyle O'Loughlin-Cahill 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 voting yes.

The Arc Westchester Foundation Report: The Arc Westchester Foundation President, Ruedi Laager reviewed the Foundation's Mission Statement highlights and actions throughout 2023:

- Increase public awareness – Increased investment in social and digital media outreach; elevated public relations and communication outreach; and using the 75th Anniversary to shine a spotlight on The Arc Westchester and its work in the community
- Raise financial support from the community – 2023 was the most successful year ever, with \$3.669m raised, Net Assets of \$9.807m, and having experienced 5 consecutive years of consistent revenue growth through special events, grants, and donor support
- Generate income through long-term investments – had similar consistent asset growth year-over-year through prudent investment strategies
- Make contributions to programs and services for people with developmental disabilities supported by The Arc Westchester – have the ability to fund the most innovative programs that receive no other funding

Mr. Laager welcomed Barry Clark, Executive Director of The Arc Westchester Foundation, to share the 2024 outlook.

Barry Clark greeted everyone, noting that it was his first Annual Membership Meeting, as he joined the Foundation in September of 2023, and expressed his gratitude and honor to be present for the meeting. Mr. Clark shared that he is the parent of a child with a developmental disability, and it is a privilege for him to have the opportunity to play a role, along with everyone, in the bright future of The Arc Westchester.

Mr. Clark thanked everyone for supporting of The Arc Westchester through their generosity to the Foundation, noting that the financials reviewed by Mr. Laager show movement in an upward trend, and reflects an understanding that philanthropy will play an ongoing role in the success of The Arc Westchester while government funding moves in the opposite direction. Mr. Clark added that 2023 was a successful year for fundraising due to the support of the membership, and benefactors, noting 2024 is off to a good start.

Mr. Clark reflected on the success of the flagship annual gala, A Matter of Taste, that took place in April and raised over \$450,000, with over 350 people attending, noting it was a fitting celebration of the 75th anniversary with families, advocates, and corporate partners that helped build the organization.

Mr. Clark asked everyone to mark their calendars for the annual Golfing For Kids event taking place on September 16th at Knollwood Country Club in Elmsford, NY to support the Children's School For Early Development.

Mr. Clark highlighted goals for 2024 and beyond:

- Raise resources for more and better opportunities to attract the best Direct Support Professionals
- Provide funding to maintain and improve infrastructure and technology throughout the organization, including the major project at The Ann Manzi Center already in progress
- Take full advantage of the occasion of our 75th Anniversary to elevate the profile of The Arc Westchester in the community
- Continue to keep The Arc Westchester on the cutting edge

Elections and Oath of Office: Steven Masket reviewed the following list of nominations as presented by the Report of the Nominating Committee February 27, 2024, pursuant to the By-laws of the Westchester County Chapter of The Arc New York, Article IX, to be acted upon by the Chapter membership at its Annual Meeting on June 4, 2024:

1. Debra Bornstein nominated for a three-year term on the Board
2. John Castanaro nominated for a three-year term on the Board
3. Jon Kole nominated for a three-year term on the Board
4. Robert Nuccio nominated for a three-year term on the Board
5. Kyle O'Loughlin-Cahill nominated for a three-year term on the Board
6. Katharine Conroy nominated for a two-year position on the Nominating Committee
7. Jeff Wood nominated for a two-year position on the Nominating Committee
8. Mark Glucksman nominated for a two-year position of President Elect of the Board
9. Danusia Pawska nominated for a one-year position of Secretary of the Board
10. Robert Nuccio nominated for a one-year position of Treasurer of the Board

Mr. Masket requested a motion to approve the Report of the Nominating Committee; Daphne Daddino made the motion; Abby Reuben 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 voting yes.

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

Mr. Masket welcomed new board members, John Castanaro and Jon Kole, and shared that Katharine Wilson-Conroy, Carolyn Holodak, and Robert Bernstein are retiring from the board this year and thanked them for their years of service and welcomed Jeff Wood to give farewell remarks.

Outgoing President's Remarks: Jeff Wood thanked everyone for attending the 75th Annual Membership Meeting, noting it is his last address as president and shared his profound sense of gratitude, hopeful reflection, and honor to have served as president over the last two years. He noted that when The Arc Westchester was founded in 1949, the landscape for people with developmental disabilities was vastly different, they were ignored, unseen and unheard, however, through the determination and perseverance of early families, the seeds of inclusion, independence and civil rights were sown, paving the way for the transformative changes we have witnessed in our own communities. The people we serve now go to school, build friendships, use public transportation, volunteer in our communities, live independently, and have meaningful careers.

Mr. Wood acknowledged that there is more work to be done, noting how we must continue to share our voices and tirelessly advocate for recognition of the vital role that organizations like ours, and Direct Support Professionals play in the lives of our loved ones, adding that together we must ensure that The Arc Westchester remains a place where everyone feels accepted, valued and safe with our goal to be the leader in our local communities, ensuring that every voice is heard, and every person's rights are respected.

Mr. Wood expressed his gratitude to the Board of Directors for their support and dedication, noting their commitment to our mission has been instrumental in our success, adding it has been his privilege to work beside each of them. He offered his sincerest wishes to Steve Masket for a successful presidency with his passion, expertise and dedication, and echoed the sentiment to the retiring board members, thanking them for their valuable contributions, adding he will always consider them members of his Arc Westchester family.

Mr. Wood thanked Tibi Guzman and the entire Arc Westchester workforce, stating they are the true heroes of the organization with their tireless, and sometimes thankless efforts and unwavering dedication to the mission ensuring that each day is filled with endless possibilities for the people we support.

Mr. Wood extended heartfelt thanks to The Arc Westchester Foundation President, Ruedi Laager, noting his fundraising efforts over the years have allowed us to continue to provide innovative services and support to those in need and we are forever grateful. Mr. Wood thanked everyone for their unwavering support and dedication to The Arc Westchester, adding he is filled with hope and optimism for the organization. He then welcomed new Board President Steven Masket to share a few words.

Incoming President's Remarks Steven Masket thanked Mr. Wood for the introduction and for preparing him for his new role, noting over the past two years he has learned much from Mr. Wood who led the board with skill and compassion and has been a calm, collected, steady and wise leader who strengthened the board by engaging his community connections, adding that at every opportunity, he shines the light on others, and the board is better having had him as president.

Mr. Masket shared that 13 years ago, his son, Alex, moved into an Arc Westchester residence and when that journey began, so did Mr. Masket's desire to support the tradition of excellence that defines The Arc Westchester. He served first on the Foundation board for many years and later joined The Arc Westchester Board.

Mr. Masket expressed his deep honor to take on the new role as president and hopes to continue to bring the skills and experience acquired during his 40 year legal and business career to provide effective oversight and support and is excited to lead the board. He shared that he intends to do whatever he can to position the organization for long-term financial sustainability without compromising the creativity and high standards that have defined us for the past 75 years, noting the health, safety, and well-being of The Arc Westchester family members has always been and will always be this board's top priority.

With financial challenges having always been a part of the organization, Mr. Masket encouraged everyone to join in working to secure The Arc Westchester's future by volunteering time, advocating for state government sustainable levels of funding, and giving financial support to The Arc Westchester Foundation, noting everyone's involvement will make a difference.

Mr. Masket shared how fortunate we are to have such accomplished and effective leadership and shared his gratitude for Ms. Guzman and other executives at the chapter, and Mr. Clark and his team at the Foundation, for their inspired leadership, adding he looks forward to working more closely with them. In addition, he shared a heartfelt thank you on behalf of the board for the extraordinary staff, particularly the DSPs, adding they are the heart and hands of The Arc Westchester. He expressed being deeply moved by the faith and trust that has been placed in him and how being in a place with like-minded people trying to make a difference in this world has enriched his life in more ways than he could have imagined, and it's a great honor to serve in this leadership role.

Ms. Guzman thanked Mr. Masket, stating she looks forward to their new partnership.

Introduction of 75th Anniversary Video Ms. Guzman introduced the 75th Anniversary video commemorating the milestone anniversary, celebrating the profound influence of numerous families during the 75 year journey. The video debuted at the A Matter of Taste gala and is a tribute to our unwavering dedication to nurturing inclusivity and empowerment for all. The video was played. At the conclusion of the video, Ms. Guzman expressed heartfelt reflection shared by the families in the video who consistently remain the cornerstone of The Arc Westchester, adding it is her honor and privilege to stand by them in supporting their loved ones each and every day.

Special Guest: Tibi Guzman welcomed Laura Slatkin, parent, and Co-Founder and Board Chair of NEXT For AUTISM, and Founder and Executive Chair of Nest New York, a well-known luxury fragrance company. Ms. Guzman added that Ms. Slatkin is a parent of a young adult living in one of our homes, who was invited to offer her unique perspective on how The Arc Westchester has enriched her family's life and supported the needs of countless others. Ms. Guzman stated that it is fitting that Ms. Slatkin share her thoughts as we reflect on the advocacy and support of families during our 75 year history and look ahead to a future of possibilities.

Ms. Slatkin thanked Ms. Guzman for inviting her to the evening's program to discuss the wonderful experiences she has had with The Arc Westchester. Ms. Slatkin shared that she started NEXT for AUTISM because she has a 25 year old son who is severely impacted by autism and requires 24-7 supervision, adding when he was born and they set out to find a school for him, they learned that all of the great schools were in New Jersey. When they started NEXT for AUTISM, they began with opening two charter schools in New York, one in the Bronx and one in Harlem and went on to build The Center for Autism and the Developing Brain with New York Presbyterian Hospital, Weill Cornell, and Columbia University, to serve individuals with autism across their lifespan, noting they have completed nine projects with NEXT for AUTISM.

Ms. Slatkin stated that she was introduced to Ms. Guzman through a colleague and met with her to discuss how to support adults with autism, and how a state-of-the-art program should look. She shared her excitement in sensing Ms. Guzman's enthusiasm for what they were trying to do, and her willingness to partner with NEXT as they endeavored to build an adult program. She noted that she was fortunate to have had the opportunity to have her son join The Arc Westchester living in a residence with a family that includes a DSP and noted that the transformation in her son has been miraculous, adding that he lives and is supported by people who really care about him and his progress.

Ms. Slatkin worked with Ms. Guzman and her team to develop a new approach to supporting adults with autism that stands on four pillars that are embedded in The Arc Westchester program already:

- Lifelong learning
- Sense of choice

- Health and wellness
- Community integration

Though learning is difficult for her son, Ms. Slatkin shared that he has learned new tasks since being with The Arc Westchester, is given the choice of how he wants to spend his day and is part of the community.

Ms. Slatkin noted that NEXT for AUTISM recognized that DSPs are on the front lines and really make a difference supporting and impacting the adult autism population and recognized The Arc Westchester's challenges in hiring DSPs, and is working on a new program, NEXT for FELLOWS, whereby they provide scholarships for a person's education at Westchester Community College or Mercy University, in exchange for their agreement to give 800 hours of DSP work per year. Participants are trained in the program developed with The Arc Westchester and NEXT for AUTISM to increase the number of qualified DSPs to work at The Arc Westchester.

Ms. Slatkin expressed the honor she feels to be a part of The Arc Westchester and her gratitude for having her son in the program, and applauded Ms. Guzman, noting she is so progressive, open-minded, and dedicated to making the program the best it can be and has a great eye for quality and excellence.

Ms. Guzman expressed being humbled by Ms. Slatkin's kind words and thanked her for her friendship, advocacy, and support on behalf of The Arc Westchester family, adding her partnership has been an inspiration for all.

Executive Director's Remarks: Ms. Guzman shared her honor to join everyone as the Chief Executive Officer during the milestone 75th Anniversary, noting the privilege she has to continue the legacy of the leaders before her who shaped the organization's mission over the years and made a profound impact on society and the rights of people with developmental disabilities. Ms. Guzman acknowledged the legacy came with many challenges in 1949, and there are new ones to face today, with the COVID-19 pandemic testing The Arc Westchester's resilience, and the challenges of recruiting and retaining DSPs which has become a top priority.

Ms. Guzman stated that innovative strategies are being implemented, including a partnership with The Arc New York and OPWDD, on statewide recruitment efforts to ensure the highest level of care, adding that despite our intense advocacy this year and the encouraging strides made, challenges still persist. The recent NYS budget fell short of requested adjustments and is affecting the workforce, services, preschool and early intervention.

Ms. Guzman stated that we will continue urging legislators and the government to support fair funding to ensure New Yorkers with disabilities are not neglected, and she is incredibly proud of the overwhelming support demonstrated at the capitol in Albany and the amazing efforts everyone made on our behalf. There were 37,000 statewide messages sent to Albany in the one-click campaign underscoring our commitment to the people we support and our workforce.

Ms. Guzman acknowledged that the 75th Anniversary has invited reflection on past advocacy and is a time to celebrate our early founder, as well as the extraordinary contributions of people like our one and only, Ann Nehrbauer who was recently honored with the Lifetime Achievement Award from The Arc Westchester Foundation at the annual A Matter of Taste benefit. Ms. Guzman shared that at the remarkable age of 95, Ms. Nehrbauer stands as a beacon of resilience and dedication and is known across the state for her role in the closure of the Willowbrook State School For Disabled Children and Adults during the 1980s. Ms. Guzman credited her tireless advocacy which has left an indelible mark on our community and earned her widespread admiration and respect, noting that The Journal News recently did a story about her and is highlighted on our website.

Ms. Guzman shared that the 75th anniversary was celebrated across the Hudson Valley region when the Mario M. Cuomo bridge was light up in The Arc Westchester signature orange color in April, serving as a poignant tribute to our unwavering commitment to foster independence, inclusion, and dignity for all in Westchester and beyond.

Ms. Guzman extended heartfelt thanks to the dedicated board members for their continued support in everything they do to fulfill our mission and gave a special shout out to outgoing board president, Jeff Wood and incoming Board President, Steve Masket, and welcomed new board members John Castanaro and Jon Kole who were elected during the meeting, adding that she looks forward to working with them.

Ms. Guzman thanked the members, employees, volunteers, advocates, and donors for their support which enables us to innovate, promote independence, and foster community participation for those we serve. She offered a special thank you to the families and caregivers, past and present, who continue to place their trust in us and have been with us every step of the way, and reminded everyone that advocacy remains integral to our success, adding we should always carry forward the spirit of our founders and those who have advocated for the rights and aspirations of those we serve to flourish and live full lives within their communities.

The Richard P. Swierat Advocate of the Year Award: Ms. Guzman announced the 2024 Advocate of the Year Award winner, Michael Soury, who has made a profound impact through his advocacy efforts, noting that the award recognizes those who have shown exemplary leadership in advocating for people with developmental disabilities, adding how everyone is thrilled during this anniversary year to present the award to Michael Soury.

Ms. Guzman noted that Michael is an active participant in The Arc Westchester Day Services Program, and a vital member of the Core Advocacy Committee, who consistently demonstrates his passion for equal rights, adding his positive attitude, leadership skills and unwavering commitment to staying informed on current issues make him a true asset to our community, and he does it all while actively employed. Ms. Guzman added that his infectious energy and sense of humor uplifts those around him making him a joy to be with and commended him for his advocacy that touches countless lives, and for all he does, specially making everyone laugh with his Joke of the Month feature in our staff newsletter.

Ms. Guzman congratulated Michael on being named the Richard P. Swierat Advocate of the Year and welcomed him to share a few words.

Michael thanked Ms. Guzman and everyone, expressing his gratitude for having received the award, adding that he has loved The Arc Westchester ever since he joined in 2013. He shared that he also loves the programs, work, staff, and being on the Advocacy Core Committee, and is really proud to be the award recipient.

Mr. Masket thanked Michael for his inspiring words.

Adjournment: Steven Masket requested a motion to adjourn the Annual Membership Meeting. Abby Reuben made the motion; Margaret Vogt 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 voting yes.

Mr. Masket stated anyone with questions related to the meeting can email info@arcwestchester.org. He thanked the presenters, staff, and members, and wished everyone to stay healthy and safe and have a wonderful summer.

The meeting adjourned at 6:50PM.

Minutes respectively submitted by Danusia Pawska.