



WESTCHESTER COUNTY CHAPTER, THE ARC NEW YORK
76th ANNUAL MEMBERSHIP MEETING
June 4, 2025
Virtual Broadcast – Zoom

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

Call to Order: President Steve Masket called the meeting to order at 6:05PM. A quorum was present.

Steve Masket noted that due to the virtual nature of the meeting, all voting would take place by poll and that a poll would appear on each attendee's screen where members make their selection and press submit to cast their vote. The results would be announced after each vote. Employees of The Arc Westchester were reminded they are not permitted to vote.

Approval of Minutes: Steve Masket requested a motion to approve the minutes of the June 4, 2024, Annual Membership Meeting.

Margaret Vogt moved to approve the minutes; 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.

Treasurer's Report: Bob Nuccio reviewed the 2024 Statement of Revenue and Financial Position displayed: Total Revenue of \$65,946,562 consisting of \$61,785,163 in Program Revenue and \$4,161,399 Other Revenue from contributions and investment income; Total Expenses \$58,515,140 with the majority from Salaries & Benefits \$44,741,133. Total Current Assets \$39,698,678, with the majority from Cash \$14,090,148; Investments \$6,648,107; and Accounts Receivable \$13,366,083. Total Assets of \$59,149,978 with the majority from Fixed Assets \$19,155,358. Total Liabilities: \$17,797,687, when subtracted from \$59,149,978 in Total Assets equals \$41,352,291 in Total Net Assets without donor restrictions.

Mr. Nuccio reviewed the 2024 Revenue & Expenses pie charts displayed: 66% of revenue came from Medicaid and Medicare; 13% Other Third Parties; 7% State Funded; 4% Restricted Program Income; 6% Preschool; 1% eFMAP; and 3% Other, and highlighted Expenses: 56% Residential Services; 19% Day Services; 8% Agency Admin; and 7% Preschool.

Steve Masket requested a motion to approve the 2024 Treasurer's Report; Abby Reuben made the motion; John Barrett 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 Executive Director, Barry Clark, reviewed the Foundation Mission highlights and actions throughout 2024:

- Increase public awareness
- Raise financial support from the community
- Generate income through long-term investments
- Make contributions to programs and services for people with developmental disabilities supported by The Arc Westchester

Mr. Clark, noted that 2024 marked The Arc Westchester's 75th Anniversary and was the most successful financial year in The Foundation's history, raising \$4.698m thanks to the community coming together to show support. Almost \$3.m was distributed to the Chapter for programs, and the large capital renovation project at The Ann Manzi Center, that is nearing completion. He added that the renovation was supported without depleting Foundation reserves, with the 2024 Total Net Assets increasing last year to \$10.188m. He expressed gratitude for

everyone's support, including those present, and the importance of their role in creating fulfilling lives for the people we serve through their giving.

Mr. Clark reported that 2025 is off to a good start with the very successful A Matter of Taste event where the Daddino Family and The Mines Press & Iscream were honored for their incredible service and dedication to the organization, noting that \$500k was raised. He thanked everyone who attended and encouraged those unable to attend next year. He shared the save the date for the annual Golfing For Kids event on September 15th at Knollwood Country Club in Elmsford, NY, for the benefit of the Children's School for Early Development.

Mr. Clark extended a warm acknowledgement to Foundation President, Ruedi Laager, who was unable to attend the meeting, and welcomed Foundation Vice President, Margaret Vogt to share a few words, noting that Ms. Vogt will become the Foundation president in the fall.

Ms. Vogt thanked everyone for supporting The Foundation over the years. She acknowledged that due to government funding uncertainty, and only covers the basics, The Arc Westchester Foundation was created to prevent damages to the Chapter's ability to provide continuous and creative services to the people they serve who depend on them. She noted that The Foundation supports programs of all sizes and ultimately helps everyone who seeks services from The Arc Westchester.

Ms. Vogt reviewed The Foundation's goals for 2025 and beyond, noting that with increased government funding uncertainty, their role will be very important. She noted that they will have to tap into all possible funding sources to fill the gaps that arise, and to ensure plentiful resources are available to attract the best possible workforce; maintain and improve the chapter's physical and technological infrastructure; and continue The Arc Westchester's tradition of creativity in meeting needs. She added that everyone's help will be needed and requested that everyone share fundraising ideas, attend fundraising events, and consider financial support to the extent possible. Mr. Clark thanked Ms. Vogt, noting that in this time of uncertainty, private support is more important than ever.

Elections and Oath of Office: Steven Masket reviewed the following list of nominations as presented by the February 4, 2025, Report of the Nominating Committee, 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, 2025:

1. John Barrett – three-year term on Board of Directors
2. Austin Harris – three-year term on Board of Directors
3. Carolyn Holodak – three-year term on Board of Directors
4. Michael Spencer – three-year term on Board of Directors
5. Mary Costello-Lazare – two-year term on Nominating Committee
6. John McAndrew – two-year term on Nominating Committee
7. Danusia Pawaska – two-year term on Nominating Committee
8. Austin Harris – one-year term as Secretary of the Board of Directors
9. Robert Nuccio – one-year term as Treasurer of the Board of Directors

Mr. Masket requested a motion to approve the Report of the Nominating Committee; Kyle O'Loughlin-Cahill made the motion; John Barrett 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, Michael Spencer and Carolyn Holodak, and shared that Christopher Orlando and Danusia Pawaska are retiring from the board this year. Chris Orlando joined the board in 2006 and

served six terms, totaling 18 years and has been an active member on multiple committees over the years. Danusia Pawska joined the board in 2016 and has served three terms, held the position as board secretary since 2020, served one term on the Nominating Committee and was just re-elected, and served as the chair of the Program Quality Improvement Committee, and plans to continue her service, not only on the Nominating Committee but also by joining the Guardianship Committee. Mr. Masket noted that over the last few years, Ms. Pawska has donated hundreds of vegetable plants to The Arc Westchester residences and day sites and expressed gratitude that Ms. Pawska will continue serving and plan to join the Guardianship Committee. He thanked both retirees for their service to the board over the years.

President's Remarks: Mr. Masket shared that his first year as board president was filled with opportunities, transitions and challenges, noting that more would be heard about the challenges presented by the current political climate, threats to Medicaid, and the importance of everyone adding their voice to the effort, from Keynote Speaker, Laura Kennedy and CEO, Tibi Guzmán.

He stated that the Chapter works closely with The Arc NY and Arc US at both the state and federal levels to protect funding sources, and advocate for meaningful lives for the people we serve. With regard to transitions, Mr. Masket noted that key retirements took place; Residential Director, Larry Rufo, after 35 years of service; Guardianship Director, Nancy Succoso, after 30 years of service; and Facilities Director, Kristin Springer, after 20 years of service. He gave special thanks to Soosan Tehrani, who is retiring as CFO at the end of June, after devoting 37 years to The Arc Westchester, the last eight years as CFO. He acknowledged her hard work protecting the financial stability of the Chapter, adding that she has been an invaluable support for Ms. Guzmán and the board. He shared that Dan Bell, who joined the Chapter in May, will become the new CFO, adding that Mr. Bell comes with excellent financial experience in the field, having been at Upstate Caring Partners for 10 years, and the Arc Oneida-Lewis Chapter for 5 years prior. He applauded each of the retirees and extended a warm welcome to those taking their place.

Mr. Masket shared that he was thrilled to induct the officers of The Arc Westchester Advocacy Committee earlier in the year during an enthusiasm-filled event. He also shared excitement for the anticipated completion of The Ann Manzi Center renovations and Ribbon-Cutting to take place in the fall. He encouraged everyone to volunteer time, advocate for sustained levels of funding, and give financial support to The Foundation.

Mr. Masket shared his excitement in leading the board, made up of people with varied connections, histories, and talents that all share in their love of the organization, employees, and people supported, adding the board's highest priority is the health, safety, and well-being of the people served. He expressed gratitude on behalf of the board for Chapter CEO, Tibi Guzmán and executives, and The Foundation Executive Director, Barry Clark and his team for their inspired leadership, and most of all for the extraordinary staff, particularly DSPs who are the "hearts and hands of The Arc Westchester."

Keynote Speaker Address: Mr. Masket introduced Keynote Speaker, Laura Kennedy, sharing that her connection to The Arc NY began over 40 years ago when she and her husband joined the New York City Chapter, noting their 42 year old daughter has a developmental disability and lives near her family in an AHRC NYC residence. He highlighted that she has been a member of the NYC Chapter Board of Directors since 1993, served on numerous committees, and was board president for two terms. She was a member of The Arc New York Board of Governors from 2004 to 2019, chaired the Membership Committee, and served as president where she initiated the Historical Archives project, some of which is available online and now headed to The College of Staten Island Archives Collection. During her tenure as president, NYSARC made a major change to its governing structure and rebranded as an affiliate with The Arc US. She has also been a member of The Arc US Board of Directors since 2018 where she served as treasurer and chair of its Policy and Position Committee and is a recent past president after serving a two-year term. He welcomed Ms. Kennedy to share past lessons and future visions for everyone who supports people with developmental disabilities.

Ms. Kennedy thanked Mr. Masket for his kind words and inviting her as the speaker. She congratulated The Arc Westchester as it celebrates another year in making a positive difference in the lives of children and adults with IDD. She shared that she attended The Arc Disability and Policy Seminar on April 1st in Washington, DC along with nearly one thousand advocates from across the country and attended the 50th Anniversary of the Willowbrook Consent Decree on May 2nd at the College of Staten Island. She noted that the decree and Governor Carey's actions after were a catalyst for inclusion in New York State for people with developmental disabilities and acknowledged that both events reminded her of the powerful role The Arc has played in shaping services, not only in New York, but across the country. She expressed gratitude that her daughter and family have been connected to The Arc for almost 40 years.

She noted that The Arc celebrates more than 50 years of its corporate Guardianship program, and thanked Katharine Wilson Conroy for her many years of leadership with the Guardianship Committee.

Working together in 1972, parents of children at the Willowbrook institution along with NYSARC, filed a lawsuit against New York State due to the terrible conditions that had evolved. As a result, in 1975 Governor Carey settled the suit and ordered its closure by 1981, which actually happened in 1987. She recognized Ann Nehrbauser, Jerry Isaacs, Ida Rios, and Willie Mae Goodman for their strong advocacy, adding that thanks to an agreement with Arc chapters and other non-profits, many Willowbrook class members, as well as people on waitlists moved into local communities across the state with residential and day program opportunities, which the state could not have done without the assistance of the Arc. In 1975, The Arc fought for the federal education law, Individuals with Disabilities Education Act (IDEA), providing a right to special education services. In 1978 Arc parents were successful in the creation of a separate government office to oversee services and OMRDD, now OPWDD, no longer part to the Department of Mental Hygiene.

Ms. Kennedy stated that we are currently facing a challenging administration in Washington that is seeking to reduce funding for Medicaid, Medicare, SNAP, and that special education is under threat. She noted that 580 Arc chapters across the country have successfully fought back cuts like these before, adding that we must now protect and preserve the services we currently have by staying involved and engaging state and federal legislators, visiting their offices, sharing stories, having them visit chapter programs, writing letters, or attending a rally. She thanked everyone for their efforts and for being invited as guest speaker.

Mr. Masket thanked Ms. Kennedy and shared heartfelt gratitude for her inspiring message and advocacy on behalf of people with developmental disabilities.

Video Greeting/Chief Executive Officer's Remarks and Presentation of The Richard P. Swierat Advocate of the Year Award: Mr. Masket introduced a pre-taped video message from The Arc Westchester Chief Executive Officer, Tibi Guzmán, who was unable to attend the meeting, along with a presentation of The Advocate of the Year Award to Kevin Engelhardt.

In the video, Ms. Guzmán expressed her disappointment with being unable to attend the meeting. She began by commending the more than 700 employees, and Board of Directors for their dedication to carrying out The Arc Westchester's mission with passion and purpose. She stated that the 2025-2026 New York State budget fell short of meeting critical needs and that despite our advocacy efforts, the budget failed to include the necessary investments for our direct support professionals and for our preschool programs. She acknowledged that this lack of recognition puts additional strain on our workforce and makes it harder to deliver the innovative services our families depend on, adding that the long-standing underfunding has contributed to a staffing crisis and is harming the quality of care for people with developmental disabilities statewide. She shared that advocacy efforts have increased in response: we have partnered with other nonprofit organizations; attended the Rally in the Valley in Pomona; shared stories and sent messages to our representatives; and she personally traveled to Albany and Washington, D.C. to speak with legislators and senators about the urgent need to protect Medicaid. She urged

everyone to keep the momentum going and our voices heard, adding that we can't go back to institutions being the only option for people with developmental disabilities.

Ms. Guzmán then shared future plans noting that a three-year Strategic Plan has been launched and aligns with our organizational values—safety, good health, independence, relationships, happiness, and cultural diversity. She reviewed progress highlights in several key areas: Increasing Engagement; Promoting Well-being; Technology and AI; and Fiscal Sustainability. She shared that Career Ladders for Direct Support Professionals have been created to support recruitment and retention, and to provide staff with clear pathways to advance their careers, potentially into administrative roles, adding that the feedback has been overwhelmingly positive.

She expressed her heartfelt thanks to all families and caregivers, past and present, and to the chapter members, board, employees, volunteers, advocates, and donors, noting their continued support and advocacy enabled The Arc Westchester to build a more inclusive future.

Ms. Guzman shared that The Arc Westchester's Advocacy Committee held a swearing-in ceremony to appoint new officers who will help lead, organize, and inspire others with developmental disabilities, noting that it was a proud and emotional moment, made even more special by the presence of families, friends, and our Board President, Steven Masket, who led the official oaths. She was joined by Kevin Engelhardt, the Richard P. Swierat Advocate of the Year Award winner and Vice President of The Advocacy Committee, noting that the award recognizes an exceptional individual whose advocacy has made a profound and lasting impact on our community. She noted that Kevin is an active participant in our Day Services program at the Ann Manzi Center, where he consistently leads by example and that he is a passionate advocate for equal rights and works tirelessly to empower others by encouraging self-advocacy and offering support whenever needed, adding that he has the remarkable ability to make people feel included, respected, and heard and his warm demeanor, strong leadership, and unshakable commitment make him a truly valued member of our community. Last fall, Kevin took his advocacy a step further by meeting with New York State Assemblyman J. Gary Pretlow, together, they recorded a video conversation about the importance of voting — an inspiring message that Kevin shared at meetings and across social media, helping others understand the power of their voices and their votes. She congratulated and presented Kevin on being named the Richard P. Swierat Advocate of the Year Award winner and presented him with the award and trophy. Kevin thanked everyone at the Arc and Ms. Guzman for the award, and the committee for nominating him, and his mother and grandmother for sharing the moment with him.

Following the video, Mr. Masket congratulated Mr. Engelhardt on his award and thanked him for everything he is doing with the Advocacy Committee and for his support. Kevin shared his thanks.

Adjournment: Steven Masket requested a motion to adjourn the Annual Membership Meeting. John Barrett 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 thanked everyone for attending and noted that anyone with questions related to the meeting can email info@arcwestchester.org. He wished everyone a healthy, safe and wonderful summer.

The meeting adjourned at 6:38PM.

Minutes respectively submitted by Austin Harris.