



2016

IN THE ROCKLAND COMMUNITY



Living in an ARC Home



Enjoying Employment



Attending School



Engaging in Activities





Howard Garbarg

Really Moving at Vision Sports Club

For many members of the Rockland County community, **Vision Sports Club** in Pearl River is a bustling health and fitness club with state-of-the-art equipment, exercise classes, personal training programs and nutritional counseling.

But for a dozen plus members of ARC of Rockland's *Arc in Motion* initiative, it is far more than a fitness facility. It is a home away from home.

Each of the nine *Arc in Motion* groups includes 4-5 adults with similar interests. "The intent of each group is to spend time in the community engaging in volunteer work, **recreational activities** or part-time employment," explains Jodi Taylor-Getz, Assistant Director of Day Habilitation Services at ARC of Rockland.

Thanks to the generosity of Vision Sports Club founder Robert Lagana and his father Joseph, several of the *Arc in Motion* groups now use the fitness facility as a home base, starting and ending each weekday in a classroom at a Lagana-owned building that houses the Sports Club. There, they attend classes led by Visions staff members, as well as programs organized by ARC staff. They also use the space to work on special projects.

In addition to offering the classroom space, the Laganas provide **Arc in Motion** participants and ARC staff with discounted memberships. Moreover, the Club runs nutrition classes and a weekly exercise or yoga

class. Twenty-two-year-old Howard Garbarg takes full advantage of the opportunities provided by Vision.

"I like doing exercises—lifting weights, working on the cardio machines, using the treadmill—it makes me feel better," says Mr. Garbarg. "I also do sit-ups at home, go walking, and on Wednesdays I go swimming at the ARC of Rockland swimming pool in New City."

The exercise program is just one of Mr. Garbarg's numerous activities. He pulls out a printed schedule for the week, indicating all of the pursuits in which his group is involved: **walking dogs** at *Halfway Hounds* (an organization that trains rescue dogs), making lunches at the *Volunteer NY* kitchen, creating holiday cards to be sent to veterans and to members of the Fire, Police and EMT departments throughout the county, and going to **classes and discussion** groups at an area library.

"Because they are in the community every day, members of *Arc in Motion* are aware of what is available in the way of activities and resources, and they often come up with their own ideas on what they would like to do," explains Assistant Director of Day Habilitation Jodi Taylor-Getz. "They go to **museums and galleries**. They go to local stores of their choice for personal shopping and a lesson on budgeting and money skills. They go to the supermarket and learn about buying and preparing healthy foods. This week they are going to a restaurant to celebrate the birthday of one of their members."

Ms. Taylor-Getz notes that when Mr. Garbarg graduated Clarkstown South High School in June, 2016 and decided to join *Arc in Motion*, several of his classmates decided to join as well. "They are all good friends, and the families have become good friends, too," she notes.

The success of *Arc in Motion* is due, in great part, to the efforts of Bryan Connolly, **Community Connections** Coordinator for the program, who helps create ties with community organizations, businesses and facilities. But it is people such as the Laganas of Vision Sports Club who really make the difference.

"We are committed to community outreach in the Rockland/Bergen area, and working with *Arc in Motion* seemed like the perfect fit," explains Robert Lagana. "My family has been involved with ARC over the years, and my father has been active in the annual *A Taste of Rockland* event. When we first heard about *Arc in Motion*, we began providing weekly **Zumba and dance classes** for their members. Then, over this past summer, we heard that several of the groups were looking for a new home base, and that they were interested in having a focus on nutrition and exercise. We showed them our facility and they loved it. Now they are here almost daily, learning new things, getting exercise and learning about healthy **lifestyles and healthy living**. Whether you are 8 or 88, those are important goals."



Anthony Pavlacka and Thomas (T.J.) McEnroe

Abilities Beyond Autism

The use of Applied Behavior Analysis (ABA) as a preferred teaching methodology has been successful in facilitating the development of functional, meaningful and socially significant outcomes among people with Autism Spectrum Disorders (ASD).

“One of the fundamental components of ABA is the application of **Functional Behavior Assessments (FBA)**,” explains Anthony Pavlacka, Director of Autism Services at ARC of Rockland. “We look at an individual’s challenging behaviors in a systematic and analytical way in order to figure out why a particular behavior may be occurring. Then, we come up with the means of teaching the skills necessary for that individual to change his or her behavior. A change in behavior typically results in **greater independence** for the person. For some individuals, the inability to communicate vocally may lead to increased frustration. Providing the individual with a functional means of communicating (i.e. Picture Exchange Communication System (PECS), Augmentative and Alternative Communication (AAC), can have a significant and **positive impact** on a person’s life.

“ABA is beneficial not only for people with ASD, but for people with a range of disabilities,” notes Mr. Pavlacka. “We are utilizing this teaching method throughout the agency, beginning with preschoolers at ARC of Rockland’s Prime Time for Kids Early Learning Center.”

Of particular note is ARC’s **commitment** to provide services and supports to young men and women with ASD transitioning from the school/academic setting. “The Abilities Beyond Autism program

provides the structure and opportunity to ease the transition from student to adult life,” explains Mr. Pavlacka. “The application of ABA ensures that we learn as much as possible about an individual’s abilities, interests and values and we do so with input from the individual, his or her family and extended **circle of supports**.”

Under the supervision of Anthony Pavlacka and Desirae Crowell, ARC Assistant Director of Autism Services, staff members have the opportunity to pursue certification as Registered Behavior Technicians. The certification program is funded by the agency at no cost to participants. “The coursework and ongoing supervision and support ensure that we work as a team helping people achieve the highest degree of functional independence possible,” comments Mr. Pavlacka. “Inclusion—giving people the skills, the **confidence** and the ability to participate in activities and events within the **broader context of community**—that is our goal.”

Mr. Pavlacka joined the ARC of Rockland team in July of 2016. He holds a Master of Arts degree in Educational Psychology from New York University and a Bachelor of Arts degree in Psychology from Concordia College, NY. Both Anthony Pavlacka and Desirae Crowell are Board Certified Behavior Analysts. Prior to her current position at ARC, Mrs. Crowell was employed as an Early Intervention teacher at ARC’s Prime Time for Kids. She holds a Master’s Degree in Comprehensive Program and Exceptional Student Education from the University of West Florida and an undergraduate degree in Exceptional Student Education also from the University of West Florida.



Samara and Pam Klein

Art, Pottery & ARC

“I have no tolerance for pity,” says Pam Klein, mother of 14-year-old Samara. **“Autism does not define our daughter.”** People should recognize Samara as a lovely, sweet, bright and beautiful young lady with a great deal of artistic talent.”

In 2004, when, at the age of 22 months, Samara received her first official diagnosis of autism, Ms. Klein says, “I felt like the rug was pulled out from under me.” Samara had already been receiving **Early Intervention** services for several months prior to the diagnosis. “She hadn’t been meeting milestones,” explains her mother. “She wasn’t walking when other children her age were walking, so we called the County Department of Health to arrange for an evaluation. At 18 months, Samara had a vocabulary of just five words, and she was not making eye contact. The evaluator suggested that we get speech and occupational therapy evaluations for her. An occupational therapist thought Samara might have some sensory integration problems.” It was that final suggestion that proved to be the tipping point for Ms. Klein. “I knew what it meant,” she says. “I have a Master’s Degree in Special Education.”

With the diagnosis confirmed, Ms. Klein and husband Evan intensified Early Intervention at home by adding an **Applied**

Behavior Analysis (ABA) program to the mix. When Samara was three years old, the Kleins enrolled her in an all-day, center-based ABA program. The couple continued to research all they could about programs and services available in Rockland.

In 2009, when Samara was seven years old, she became a student in ARC’s Prime Time Upper School. “We love the fact that the Upper School curriculum combines academics with life skills and **experiences outside of the classroom**, and we were pleased that Samara would have the opportunity to pursue her interest in art through creative activities.” For the past two years, Samara has been enrolled in an **art class** at nearby **Woodglen Elementary School** in New City during the Prime Time school day.

With an undergraduate degree in Art Education, Ms. Klein has long been aware of the value of art as a means of improving fine motor skills, self-expression and self-confidence. Prior to Samara’s birth, Ms. Klein had been teaching preschool Special Education in New Jersey. “I always thought I would go back to teaching,” she says, but instead, she focused her energies on her daughter and Tie Dye Earth, www.tiedieearth.com, a business which she operates in her home studio. From an early age, Samara has enjoyed watching her

mother use bright colored dyes to tie dye clothing and accessories for sale online and at street fairs, craft fairs and other venues throughout the tri-state area.

Since the age of 10, Samara and her mother have been frequent visitors to **Glaze Pottery and Art Studio** in Orangeburg, NY. "When I learned that the business was for sale, I immediately called ARC of Rockland to let them know," says Ms. Klein. ARC had recently purchased Strawtown Jewelry in New City. "I love the fact that **ARC is branching out** to buy businesses that are open to the public and that employ some people with disabilities. I thought Glaze would be a perfect fit," she remarks. In July of 2016, Glaze became ARC of Rockland's Glaze Pottery and Art Studio. Pam and Samara Klein could not have been happier.

"Glaze is a nice, quiet place. Even when a lot of people are there, they are all doing something productive, and the sound of their talking is almost like humming," says Ms. Klein. "For Samara, glazing pottery opens up language on a number of levels. Samara has to decide what she wants to glaze. She picks the colors herself and she has learned how to hold brushes correctly." Mother and daughter visit Glaze nearly every weekend. On occasion Mr. Klein joins his wife and Samara. China Anthon, an ARC Community Habilitation Specialist, works with Samara on community-based and life skills several days a week. She often spends time with the Kleins at Glaze.

For Pam and Samara, Glaze is more than a place to create a work of art. "It is a bonding thing," says Ms. Klein. "We are there together."



Scott Gunderson

EMPLOYMENT AT GLAZE

Scott Gunderson secured employment as a Glaze Associate through ARC of Rockland's Career Services Division. His responsibilities include presenting merchandise for display and sale, greeting customers and responding to questions, operating the cash register and providing support for parties and other store-based events.

CARLUCCI GRANT

Funding for ARC's Strawtown Jewelry and ARC's **Glaze Pottery and Art Studio** were made possible in part by a \$70,000 grant secured by Senator David Carlucci. The monies are being used to enhance paid employment internship programs for people with intellectual and other developmental disabilities. Customer service, proficiency in utilizing a cash register and maintaining inventory are among the responsibilities inherent in this program. Skills gained through these initiatives are transferrable to other retail venues. The ultimate goal is for participants to find **gainful employment** at one of the ARC businesses or elsewhere in the community.





Jayce Lamarre and Christine Brady

Prime Time Preschool A Precursor for Life

“Communication between the families and the professionals at Prime Time is really great,” says Reine-Marie Lamarre. “Whenever I have a question, it’s easy to get in touch with my son’s teacher or one of the administrators.

“When your child is going to be away from you for the first time, it’s especially important to know that you can connect with the school,” continues Ms. Lamarre. “Prime Time makes the parents feel comfortable. I get a note home every day letting me know how Jayce did. I can stop by and visit. We have regular meetings to go over his progress. I get a lot of details.”

It is the details—the knowledge that the educators at Prime Time for Kids Early Learning Center really know and care about her son—that assures Ms. Lamarre that **Jayce is in good hands**.

Although he has no official diagnosis, “Jayce does not speak much,” explains his mother. The absence of language was the impetus for Jayce’s

Prime Time Upper School—Preparing for the Future

Twenty-year-old Connor Christensen has autism. He has been a full-time student in the Prime Time Upper School since the age of eight. Friendly and outgoing, Connor greets people with a broad smile and a high five. He is fun loving when fun is the order of the day and serious when it is time to get down to business. He is, by all accounts, headed for a **bright future**.

“In a word, Connor is dependable,” states ARC Director of Children’s Services David Saulpaugh. “The Upper School is designed for students with autism spectrum disorders. In addition to its academic curriculum, the school fosters partnerships with area businesses to provide Connor and his classmates with **vocational experiences**.”

For the past six years Connor has spent one day a week cooking in the kitchen at Albertus Magnus High School in Bardonia, NY, where he is responsible for making bacon and cookies. He also enjoys working at *The Dog House Restaurant* in Nanuet where he refills condiment containers and utensil bins, cleans tables and booths, fills the ice machine and cleans windows. At *Pakula’s Pizza* in New City he is a whiz at folding pizza boxes. At *Jolie’s Restaurant* in New City, he handles silverware and napkins. “He has an **exceptional work ethic**,” says

Mr. Saulpaugh. “His ability to focus on the job will serve him well in his chosen career.”

Connor’s mother agrees. “He likes to be busy,” she notes. “He loves working, he loves food and he loves Chipotle. I know one day he would like to work there.”



Ken, Mary Jo and Connor Christensen

In addition to his outside experiences, Connor spends time each week reading stories to the children in one of the Prime Time for Kids preschool classes. “The children love when he comes to visit,” says Mr. Saulpaugh. “Connor has quite a fan club.”

Whatever the task at hand, Connor Christensen tackles it with **determination**. He takes kick boxing classes five nights a week at Tiger Schulmann’s Martial Arts in Ramsey, New Jersey. “They work him hard,” says his mom. “And Connor doesn’t goof around.”

Ms. Christensen credits the Upper School for much of her son’s success. She says that Connor has benefited from positive reinforcement, an aspect of ARC’s teaching methodology known as Verbal Behavior, a form of Applied Behavior Analysis (ABA). Ms. Christensen recalls the days when she would bring then five-year-old Connor to the soccer field to



parents to seek the opinion of their pediatrician who, in turn, referred them to the Department of Health to have their son evaluated. At age two, Jayce began receiving Early Intervention (EI) services at home.

In July of 2016, he was enrolled in an EI class at Prime Time for Kids Early Learning Center in New City. When he turned three in October of 2016, he joined a Prime Time preschool class in the same building. To ease the **transition** from one classroom setting to another, in the week prior to his becoming a member of the preschool class, Jayce spent time between the EI classroom and his new classroom.

"I've seen a change in Jayce since he began attending Prime Time," notes his mother. "He is following directions a little more easily. Before, he had a hard time focusing—everything was a battle. He would even fight me about getting into the car seat." Not so any longer. "He will follow a routine now. It's easier for him, which means it is easier for the rest of the family."



Teacher Christine Brady with the help of two teaching assistants and a behavior therapist oversee the six three and four-year-olds in Jayce's class. Encouraging language and socialization skills are top priorities. "If a child cannot communicate, he or she can get very frustrated," states Ms. Brady. "That is where we sometimes see tantrums."

A teaching method known as Applied Behavior Analysis (ABA) is incorporated into all aspects of Ms. Brady's preschool class. **Positive reinforcement** and detailed tracking of a child's progress are among the ways in which children achieve success. Understanding what motivates a student—what works and what does not work—gives professionals and parents the tools

which guide individualized education. "**Children learn in different ways**," says Ms. Brady. "We gear lessons to the child."

A small reward (positive reinforcement) for a job well done can be the impetus for learning. "Each child has a different reinforcer," says Ms. Brady. "For one youngster, a specific type of cookie will be the reward for listening quietly to a story. For another child, a few minutes spent on an iPad will reinforce the importance of cleaning up after snack time." A key component of the ABA method is the necessity for parents to replicate the learning style at home.

Arts and crafts activities, snack time, circle time and the use of Smartboards are part of the Prime Time preschool day. As is the case with children in other Prime Time preschool classes, Jayce and his friends mingle with schoolmates on the Prime Time playground, in the indoor bike room and at numerous school-wide events. Based upon the children's needs, behavior therapists, speech, occupational and physical therapists are available to work with the preschoolers.

Youngsters with and without developmental delays or disabilities are enrolled in several Prime Time Preschool classes. "What is significant about the learning environment here is the **emphasis on the individual**. We pride ourselves on understanding the diverse needs and learning styles of each student," says Ms. Brady.

Ms. Brady holds a Bachelor's Degree in Business Education from Pace University, a Master's Degree in Education from New York University and a Master's Degree in Special Education from Long Island University. She enjoys the challenges and the rewards of her career. "I have a feel for this field," she explains. "As the parent of an adult child with developmental disabilities, I have been on both sides of the table at parent-teacher conferences. For young parents who have just received a diagnosis that their son or daughter has a developmental disability, I would offer this advice. Keep an open mind and seek out the professionals. You are your child's most important **advocate**."



watch his four-year-old sister Katie play. "He didn't want to be there, and he would let us know by being extremely loud. But I didn't want to miss out on Katie's life, so I would put Connor in a wagon and pull him up and down the sidelines to keep him happy."

Today, Ms. Christensen describes her son as "easy to be with." The fact that

Connor has autism has influenced the career choices of his mother and his sister. When her son was nine, Ms. Christensen returned to college to earn a degree in occupational therapy. Connor's sister is a student at St. Joseph's University in Philadelphia, where she is working towards a degree as a Behaviorist. "Katie wants to help other people the way people helped us," says Ms. Christensen. "We are thankful for all of the therapists, teachers, assistant teachers and administrators at Prime Time. Their hard work—their loving work—has made a difference in our lives. They never give up. They keep plugging away. They have **changed our lives for the better**."



Theresa Blossom

At Home With ARC

Let's put it this way... **ARC of Rockland is a godsend.** It is providing my sister with a life that I could never give her." Dan Blossom of New Windsor, NY, is particularly appreciative of the agency's Residential Division for giving Theresa Blossom a warm and caring home. Ms. Blossom had long been affiliated with ARC's Career Services Division. She currently works three days a week at HMS Host in Montvale, NJ, a position she secured with the help of ARC. "I wash the dishes and trays and I wash the tables," says Ms. Blossom. "Work **makes me feel good.**"

Ms. Blossom enjoys spending some of her earnings on clothes. "I like shopping at Macy's," she smiles. "If I want to buy something, I say (to a staff member in the house), 'I want to go shopping.' But if I don't want to go, I can stay home. Living in an ARC house you are more on your own than when you live with parents. The staff treats us like adults."

"After my parents sold our home in Tallman in 1999 or 2000, Theresa moved around a lot from New Jersey to California and back to New York," comments Mr. Blossom. "Until 2012, Theresa and our mom shared an apartment in Suffern. Then, our mom fell and broke her hip. We knew that she would be going to rehab, and she wouldn't be able to care for Theresa."

ARC stepped in and found a temporary placement in one of ARC's homes. More recently, Ms. Blossom **settled into an ARC home** in New City, NY, where she now lives with three friends. "I'm glad Theresa is starting to rebuild solid roots here," says her brother.

"A few months after that move, our mom passed away. It was a bit of a shock, and in the beginning, Theresa called me every day," remarks Mr. Blossom. "But thanks to her friends and the staff people at the ARC home, Theresa is doing well."

Despite the heartache of losing a beloved parent, Ms. Blossom was thrilled to participate in her brother's recent destination wedding at the Coco Reef Hotel in Bermuda. "The original plan was for our mother to accompany Theresa on Royal Caribbean's Anthem of the Seas from Bayonne, to Kings Wharf, Bermuda," explains Mr. Blossom. "When that was no longer possible, we invited a staff member of Theresa's choice to travel with her. Theresa missed our mom, but she was happy throughout the trip. She will always cry about our loss, but I can see that **she is adjusting.**"

Ms. Blossom enjoys the family-style atmosphere of the ARC residence. "We all help with cooking and we agree on what we want to watch on TV. We like the 6 o'clock news, and we like to watch movies," she says. "The house is **nice and comfortable.**" On Sunday mornings, she bowls with an ARC of Rockland Bowling League. And, this year, for the first time, she attended ARC's annual gala Stardust Ball.

Says Ms. Blossom, "It **makes me feel independent** to live in an ARC home."



Theresa Blossom with her ARC Family



Theresa with Dan and Michele Blossom

To Your Health!

During 2016, ARC HealthResources expanded its reach, providing therapeutic services not only at several ARC of Rockland sites, but also at a Camp Venture satellite site in Sparkill, NY.

As explained by Dinorah D’Auria, Psy.D, Managing Director of Clinical Services at ARC of Rockland, the **cooperative arrangement** with Camp Venture came about as a result of changes in requirements provided by the NY State Office for People with Developmental Disabilities (OPWDD).

“As of 2016, new OPWDD regulations require that clinical services previously provided by Day Habilitation—including Physical Therapy, Occupational Therapy and Speech therapy—must now be provided by independent medical practices in order to be eligible for Medicaid reimbursement,” she explains. “The OPWDD-certified clinics, under Article 16 of the State code (relating to Medicare and Medicaid reimbursement), are subject to more oversight by the State—a higher level of scrutiny requiring a physician to sign-off on therapy plans.”

ARC of Rockland already has a **certified Article 16 clinic** in Congers, under the auspices of ARC HealthResources. Camp Venture had been providing the same services, with qualified therapists, but had not established an Article 16 medical practice. “Without such a facility, complying with the new regulations would have meant that Camp Venture would have to transport people to an off-site clinic. It would have been very disruptive to the individuals they serve and to their staff,” Dr. D’Auria continues.

And so, the idea for a **creative solution** was born. Why not have ARC of Rockland’s HealthResources oversee the therapeutic services at the Camp Venture site, employing Camp Venture’s own therapists, under the supervision of ARC Health Resources? An

application was made to OPWDD, and ARC received approval to move ahead with the project.

“We’re very satisfied with this arrangement,” notes Marie Pardi, Chief Operating Officer at Camp Venture, Inc. “ARC of Rockland has the experience of operating a successful clinic. By establishing this **satellite site**, we are still able to provide PT, OT and Speech therapies for individuals in our Day Habilitation program. They do not have to travel to receive these services, and in many cases, they are treated by familiar faces because many of our previous

therapists were hired by ARC of Rockland to continue working at the Sparkill satellite site.”

“It’s a **win-win situation**,” comments Dr. D’Auria. ARC Practice Manager Kelly Fox and I regularly visit the Camp Venture satellite site and the therapists participate in our staff meetings.”

ARC Health Resources now serves 46 individuals at the Sparkill location. “It is so successful that we look forward to opening a

second facility at Camp Venture’s Nanuet location, which will serve at least 20 more people,” says Ms. Pardi.

In addition to Camp Venture, ARC HealthResources now provides additional therapeutic services to ARC sites in Congers and Pearl River.

“ARC of Rockland was **at the leading edge** by establishing a state-approved medical practice, even before OPWDD changed the regulations,” says ARC HealthResources Medical Director Dr. Galit Sacajiu. “It is wonderful that we now have the opportunity to **partner with Camp Venture** in order to reach even more individuals and provide needed therapeutic services and medical expertise. These expansions, as well as the new ARC of Rockland sites, are important additions to the **health and welfare of the entire county**.”



Caption?

Fundraising Events

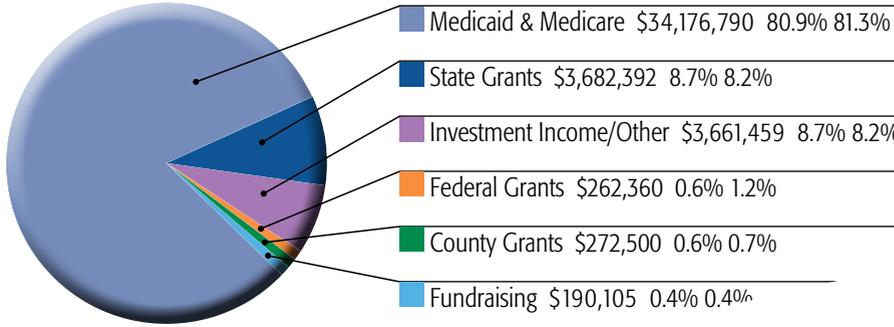
Spirits were high at the 21st **A Taste of Rockland** as nearly 400 guests sampled cuisine and fine wines and spirits donated by area restaurateurs, chefs and beverage purveyors. A spectacular Silent Auction and a delicious Dessert Showcase capped off the evening in style. The annual event at the beautiful Hilton Pearl River has proven to be a true taste of generosity.

ARC of Rockland's 31st annual **Golf Classic** was a winning day for ARC and golfers alike at the Paramount Country Club in New City. A round of golf, several golf competitions and a celebratory meal following the game made for a perfect day.

Members of ARC's competitive and recreational bowling leagues came together with family and friends for the annual **Bowling FUN-raiser** at Hi-Tor Lanes in West Haverstraw. Individuals, family members and proprietors of local businesses purchased lane sponsorships in support of ARC.



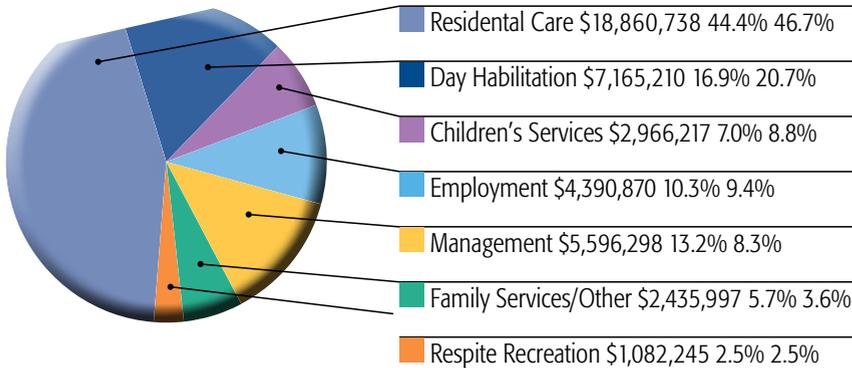
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9TH ANNUAL BOWLING FUN-RAISER



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Your Support in Action

Donations in the form of gifts and sponsorships impact the lives of individuals affiliated with ARC of Rockland. Listed below are a few of the many ways in which contributions ensure that people with intellectual and other developmental disabilities are integral members of the community-at-large.

- The purchase of **new technology** improves the communication skills of children and adults
- Funding for **recreational activities** means greater interaction with people of all abilities
- **Expanded services** to people with autism spectrum disorders translate into opportunities
- Financial support for job coaching enables adults with disabilities to secure gainful **employment**
- Help with the cost of **transportation** gives access to events and activities in Rockland and environs
- **New business ventures**, including Glaze Pottery and Art Studio provides jobs and builds skills
- **Entrance fees** to sites of educational interest expand horizons
- The **refurbishing** of ARC residences transforms houses into homes
- **Trips** for students enrolled in ARC's Prime Time For Kids Early Learning Center and Prime Time Upper School augment education
- The creation of a **Strategic Plan** is a roadmap for the future of ARC

Have you considered including ARC of Rockland in your Estate Plan?

Please call our Development Department at 845.267.2500 x3682 to learn how you may leave a legacy.



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Carmine Marchionda



Dian Cifuni

Dear Friends,

The following information provides highlights of some important initiatives achieved by ARC during the past year.

- 2016 saw the creation of ARC of Rockland's Strategic Plan to be implemented over the course of the next three years. The six pillars of this Plan were finalized with input from staff members, people who receive supports and services through ARC of Rockland, family members, the ARC Board of Directors and the Foundation Board and representatives from the County's business community.
 - The doors to ARC of Rockland's Sheltered Workshop closed at the end of 2016. ARC's professional staff worked with individuals and families to ensure that all of the people involved in the workshop found meaningful employment, leisure, volunteer and community habilitation activities in place of the time they had spent in the workshop setting.
 - ARC of Rockland purchased Glaze Pottery and Art Studio in Orangeburg, NY. This thriving business is open to the public. People who receive supports and services through ARC are employed at Glaze and men and women enrolled in several *Arc in Motion* projects regularly visit Glaze to hone their artistic skills. Glaze now joins Strawtown Jewelry in New City as an ARC owned business enterprise.
 - 121 individuals were employed or received job training through ARC's Employment Division with 34 new jobs secured in 2016.
- Based upon participants' shared skills and interests, 17 *Arc in Motion* groups supported more than 100 adults in pre-vocational or volunteer opportunities at 40 locations in the tri-state area.
 - ARC of Rockland continues to uphold the highest standards within the field as the recipient of accreditation from the internationally-recognized Council on Quality and Leadership (CQL).
 - Through a grant received by Prime Time for Kids, the school will be creating a multi-sensory Snoezelen Room designed to address sensory needs, increase functional communication, develop gross and fine motor skills, de-escalate inappropriate behaviors and increase desired learning behaviors. The equipment and materials in the room will help students to increase focus in the classroom and reduce self-injurious behaviors. Completion of the room is scheduled for the spring of 2017.
 - The ever-present potential for cutbacks in government funding has made advocacy on behalf of the people who rely on ARC increasingly important. We are grateful to the many friends who contribute time, energy, expertise and dollars to ensure that ARC of Rockland stays true to its reputation for excellence.

Sincerely,

Carmine G. Marchionda
Chief Executive Officer, ARC of Rockland

Dian Cifuni
Board President, ARC of Rockland



Governance/ ARC Boards

- Membership on the Board of Directors and Standing Committees will be enhanced, streamlined and strengthened
- The Board structure and responsibilities will be delineated to ensure success in achieving the objectives of the strategic plan
- Increased participation among community and business leaders will be sought
- Board practices will be formalized towards the creation of a professional approach to governance
- The role of the Foundation as it pertains to fund raising for ARC of Rockland, and the focus on greater family involvement will be priorities



Collaboration/Cooperation

- The creation of family events will foster engagement among numerous stakeholders
- Increased efforts will be made to reach out to adult siblings
- Self-advocates will play a significant role in collaboration with community businesses, educational, recreational and social entities
- An expanded data base of community partners will facilitate collaboration
- Staff members will be represented in increased numbers on boards, working groups and committees of statewide providers and non-profit organizations



Person-Centered Services/Supports

- All services and supports will be guided by a person directed process
- Emphasis will be placed on individual needs, goals and desires in residential living, employment, recreation, day services and community integration
- Ongoing, documented conversations between trained staff members, the individual and his or her circle of supports will determine the specifics of the individual plan in all facets of life
- Person-Centered Excellence will be maintained through ongoing CQL accreditation and POMs data



Workforce Development

- Focus will be placed on expanding recruitment, retention and development of a caring, committed workforce through enhanced training and the exploration of flexible employment opportunities
- New staff members will be sought and secured through the creation of partnerships with local schools, colleges and other venues
- Employee recognition and succession planning will be priorities
- Continuing Education programs and career ladders will contribute to career advancement
- An online staff newsletter will improve communication



Fiscal Sustainability

- Fundraising, control of expenses, pursuit of grants and diversification of funding streams will maximize revenue
- The ARC Foundation of Rockland will play a greater role in fundraising efforts
- Planned giving, enhanced appeal efforts and small, targeted gatherings will move towards fiscal sustainability
- An upgrade in the donor data base will provide greater oversight of giving histories and opportunities
- A formal evaluation system will determine the benefit of continuation or termination of deficit programs



Service Delivery & Growth

- Expanded services will be geared towards people with autism spectrum disorders
- Restructuring and transformation of residential services will focus on the needs of aging seniors and people moving from the family home to an ARC home
- ARC HealthResources will promote proactive health and wellness
- Prime Time Upper School will create a transition vision for graduating students
- An exploration of business opportunities will focus on employment and employment training for people who receive ARC supports

The summaries above are culled from a comprehensive document detailing the strategies, action steps and expectations necessary to achieve success.

ARC of Rockland focuses on **abilities**.

Services promote **dignity** and **respect**. In areas of education,

employment, health care, housing,

habilitation and recreation, ARC of Rockland

ensures that people are full and

contributing members of the

broader **community**.



*Creating A Lifetime of Abilities
For People with Disabilities*

25 Hemlock Drive, Congers, NY 10920

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