



A chapter of **The Arc**  
New York

# 2023 Annual Report



# Our Mission

To expand abilities, one person at a time, so people experiencing disabilities can achieve their personal goals.



# Our Vision

To be an ethical organization that is a part of a society that recognizes people with different degrees of abilities as full contributing members of their community.

# Board President Message



As we celebrate this year's accomplishments of the people we support and our staff that work so hard day in and day out, I take great pride in being a part of an agency that has grown to be such a critical part of Columbia County's infrastructure for the past 59 years.

Coarc provides opportunities for hundreds of people to participate in our greater community. Our programs and services achieve full community inclusion by supporting people in every stage of life, including education, skills training, employment supports, and volunteering.

In 2023, we introduced our Coarc Cares initiative as an umbrella concept to highlight the kind deeds that the people we support and our staff so often engage in. As a human services provider and one of the largest employers in Columbia County, we ask our staff to "Bring your heart to Coarc". Coarc Cares is not just a slogan to us, it is a reminder for each of us to lead with our hearts in all that we do.

We hope that by sharing our acts of service through Coarc Cares that we inspire our fellow community members to join us in building a kinder, more inclusive world for all. We believe that we must be both leaders in the I/DD sector and educators to those outside of our field, so that every person in our broader community will embrace people of all abilities as contributing members of this place we all call home.

I believe in all of us.

Dodie Wheeler  
President of the Board of Directors  
Coarc

# CEO Message



This Annual Report message will be my last as I embark on retirement in May 2024 after 40 years with Coarc and 26 of those years as CEO.

I will miss the people we support and the incredible staff who, each and every day, strive to help others experience more fulfilling lives. I have met some truly amazing people throughout my years at Coarc and I'm exceptionally grateful to have had the opportunity to be part of such a tremendous organization.

I am both excited and a little anxious as I begin my transition to the next stage of my life. Coarc has been part of nearly my entire adult life and it will take some time to adjust to that no longer being the case. But I'm very comfortable knowing that Coarc will be in good hands with a dedicated Board of Directors and a very talented Interim CEO, Karen Amanna.

I have no doubt that the Board of Directors, along with Karen and our knowledgeable Leadership Team, will successfully lead the agency and all of its amazing people into the future, no matter what it may hold. I couldn't have envisioned a better outcome for Coarc and the people we support as I prepare for retirement.

Ken Stall  
Chief Executive Officer  
Coarc



# Interim CEO Message



2023 was a busy and productive year for Coarc! Before I discuss our progress, please allow me to introduce myself. I brought my heart to Coarc in 2005 when I was hired as the Finance Office Manager, then served as Chief Financial Officer until Dec. 2023. I was then appointed Interim CEO as Ken announced his plans for retirement. I live in Ghent with my family and couldn't be more excited about this opportunity to lead such a tremendous agency which provides critical and outstanding supports and services to people in Columbia County.

This year, we introduced our 2023–2025 Strategic Plan. The goals outlined therein include offering quality services; a commitment to developing, strengthening and supporting our caring, quality workforce; engaging with our community to cultivate a sense of connection and belonging; ensuring we have an effective governance structure; and ensuring the agency is financially viable. I am proud of the significant progress we have made in just one year. To learn more about our achievements, please refer to our 2023 Strategic Plan Progress Report.

I look forward to continuing to connect with everyone here at Coarc as I become acclimated to my new role. I want to express my gratitude to the Board of Directors for this opportunity and my profound respect and appreciation to Ken Stall, who dedicated his entire professional career to this agency. Ken's legacy will remain present in the work we do each and every day. Lastly, I want to express my sincere gratitude to the people we support and the hundreds of staff members who provide those supports. I am honored to be working with all of you as we move forward. Thank you for opening your arms and hearts to me!

Karen Amanna  
Interim Chief Executive Officer  
Coarc

# Coarc in Our Community

In 2023, people supported by Coarc and our staff nurtured our existing community relationships while also establishing new connections. The following are several of our many community-based activities:



Cardinal Hall continued its partnership with Art OMI to offer programming in the creative arts.



Our Supported Employment program collaborated with local businesses to facilitate paid employment for its participants.



Evergreen Hall teamed up with students from Maple Hill Jr. High School to plant tulip and daffodil bulbs in their garden.



Ability Link and Day Hab Without Walls participated in Columbia County's first ThinkDIFFERENTLY Field Day at Masten Park in Stottville.



Paintings by Coarc artists were included in Community Access to the Arts' "Second Nature" art show.



The Starting Place celebrated Pride Day with a parade around the neighborhood in Hudson.



Coarc celebrated the opening of Coarc Café at Columbia-Greene Community College.



More than 60 people marched and rode with Coarc in the 2023 Hudson Flag Day Parade.



DJ Rockin' Ray Palmer joined Jared Widjeskog on WGXC 90.7FM for their annual holiday radio show.

# Introducing Coarc Cares



Coarc Cares was developed in 2023 as an agency-wide initiative to highlight and promote give-back efforts both within Coarc and our broader community. We engaged in a variety of generous activities throughout the year, including:



Ability Link shopped for and donated essential items to food pantries in Hudson, Philmont, Ghent, and Chatham.



Cardinal Hall created children's activity kits and donated them to the Columbia Memorial Hospital Emergency Department.



Coarc launched its first community garden in Greenport to help provide fresh vegetables to people in our community.



Cardinal Hall visited Columbia-Greene Humane Society to donate supplies and handmade toys, and visit with pets up for adoption.



Ability Link participated in Greater Hudson Promise Neighborhood's 9th Annual Community Clean-Up Day in Hudson.



Coarc's Leadership Team hosted the annual Turkey and Pie Giveaway for staff. Extra items were donated to the Philmont Co-op.



The Valatie Food Pantry gifted a volunteer sweatshirt to Evergreen Hall's Ronnie Lippman in recognition of his work at the pantry.



Coarc staff donated books and toys to The Starting Place so that each child could choose a gift during their holiday celebrations.



Cardinal Hall delivered holiday cookies to employees at Tractor Supply and other neighboring businesses in Greenport.

# A Year of Success at The Starting Place

Since enrolling at The Starting Place (TSP) in Sept. 2021, Leah Perez has made significant progress in preschool. While she started off with limited language and motor skills, Leah has blossomed in all areas of her development thanks to her hard work and the supports she has received at TSP.

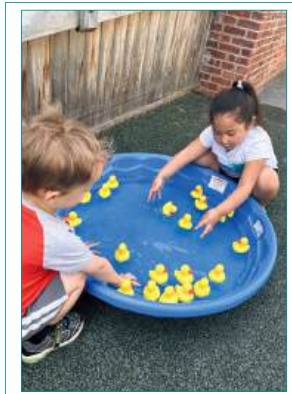
“Leah is a sweet, loving girl with a great sense of humor,” says her teacher, Sophia Osofsky. “She enjoys learning, engages with peers and adults, and works hard toward her annual goals.”

To support her continued progress, Leah practices her skills with TSP’s service professionals. During her occupational therapy sessions, Leah practices her fine motor skills by writing her name, creating art, and playing games. In speech therapy, Leah has advanced from using picture boards to speaking with full sentences fluently in both Spanish and English. In physical therapy, Leah has developed her strength and gross motor skills through play and obstacle courses that involve lots of running, jumping, and climbing.

In 2024, Leah will graduate from TSP and move on to kindergarten, where she will surely continue to build on all of her accomplishments!



Preschooler Leah Perez has thrived at The Starting Place. She has learned shapes and colors (above), observed the life cycle of butterflies (below left), enjoyed playtime with friends (below middle), and brought a special book home from Santa (below right).





# Coarc's Career Advancement Program Partners With NADSP

As a part of the agency's Career Advancement Program, Coarc continued its partnership with the National Alliance of Direct Support Professionals (NADSP) in 2023.

Through NADSP's E-Badge Academy, our direct support staff have advanced their skills and expertise through online courses while earning credentials and pay stipends based on their progress. The credentials offered include DSP-1, DSP-2, DSP-3, and Frontline Supervisor. Direct support staff who participate in the E-Badge Academy are awarded with certificates honoring their achievements during quarterly celebrations.

In recognition of the Career Advancement Program's excellence in its collaboration with NADSP, our fourth quarter celebration this year was attended by elected officials and representatives of the NYS Office for People with Developmental Disabilities, NADSP, and The Arc New York.

Coarc first began offering the E-Badge Academy program in 2020. In 2023, four frontline supervisors and 35 DSPs participated in this professional development opportunity.



# Community Partner Spotlight: Bioforce USA

Bioforce USA is a Ghent-based distribution company of European natural brands. Since 2022, our Supported Employment (SEMP) program has collaborated with Bioforce USA to offer employment opportunities to people supported.

After Terry Shedrick graduated from Coarc's Ability Link program in 2023, he moved on to a paid internship at Bioforce. After he completes his internship, he will work toward his goal of becoming an employee at the company.

"I like feeling independent," says Terry. "It's nice to do things on my own, and Bioforce makes me feel I'm a part of a team."

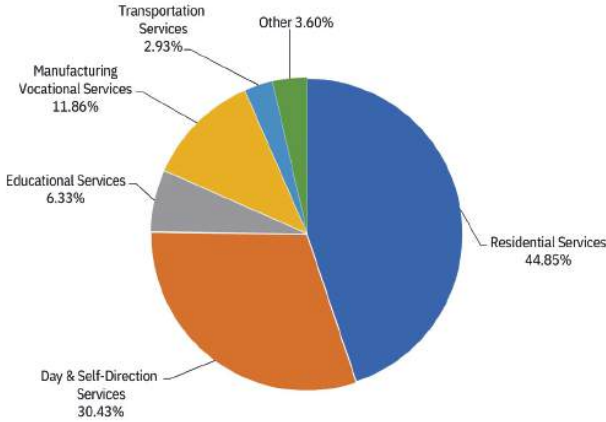
"Terry has grown in many ways at Bioforce," SEMP Program Manager Brenda Baker has observed. "He has expanded his social skills through his interactions with coworkers, developed time management skills, and worked with labeling and packaging various products."

"Community integrated employment opportunities are so important for people living with autism, or any other disability, because they give people a feeling of independence and that they are important to the community," says Terry's mom, Sue Ann Shedrick.



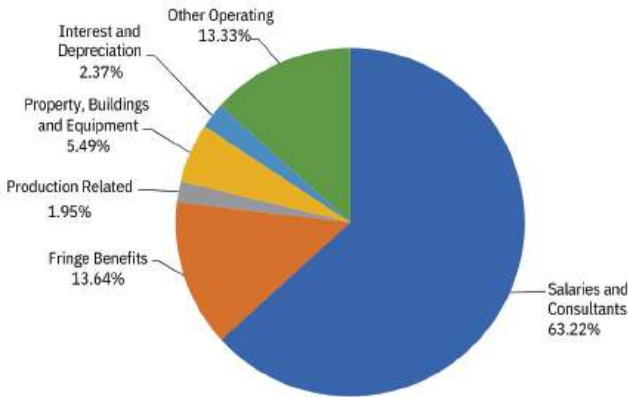
# 2023 Coarc Financials

## Income by Program Services



Income by Program Service	Amount	%
Residential Services	\$11,704,555	44.85%
Day and Self-Direction Services	\$7,943,891	30.43%
Educational Services	\$1,653,095	6.33%
Manufacturing and Vocational Services	\$3,096,139	11.86%
Transportation Services	\$764,926	2.93%
Other Services	\$940,847	3.60%
<b>Total:</b>	<b>\$26,103,453</b>	<b>100%</b>

## Expenses by Category



Expenses by Category	Amount	%
Salaries and Consultants	\$16,284,930	63.22%
Fringe Benefits	\$3,514,285	13.64%
Production Related	\$502,635	1.95%
Property, Buildings and Equipment	\$1,414,808	5.49%
Interest and Depreciation	\$610,930	2.37%
Other Operating	\$3,433,602	13.33%
<b>Total:</b>	<b>\$25,761,190</b>	<b>100%</b>

Coarc is a 501(c)(3) nonprofit organization and the Columbia County chapter of The Arc New York. We are supported through state and federal funding, and by our members, donors and foundations.



# About Us

Coarc, founded in 1965, is the Columbia County chapter of The Arc New York and a member of The Arc United States.

Coarc is a 501(c)(3) nonprofit organization & supports approx. 400 people with intellectual & developmental differences to achieve their individual goals, one person at a time.

## Our Services

Ability Link  
Clinical Services  
Community Habilitation Services  
Day Habilitation Services  
Employment Services  
Guardianship Services  
Prevocational Services  
Recreation Services  
Residential Services  
Respite Services  
Self-Advocacy  
Self-Direction Services  
The Starting Place Preschool

## Our Businesses

**CM** COARC  
MANUFACTURING

**TRADEWINDS**  
SOCIALY CONSCIOUS MERCANTILE



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