

**THE ARC OF EASTERN
CONNECTICUT**

**BUDGET REQUEST
FY2023**

November 11, 2021

Maryellen McConnell, Finance Secretary
Town of Waterford
15 Rope Ferry Rd.
Waterford, CT 06385

Dear Ms. McConnell, Mr. Brule, and Members of the Social Services Review Committee:

Enclosed please find our Social Services Agency Funding Request for Fiscal Year 2022/23.

Our Community Life & Advocacy program served 139 people with intellectual and developmental disabilities this year. Despite the pandemic, staff were able to hold virtual classes, groups and events that kept everyone connected and progressing in their program goals. **CL&A is the only program of its kind in the region; it receives no federal or state funds** and depends entirely on the generosity of area municipalities, private foundations, and contributions from area families. CL&A's programming is now offered to anyone with IDD in the entire eastern region.

Attached materials include a description of our services and who they benefit, our current budget for both the agency and CL&A, our CL&A brochure, and our latest Annual Report (final draft) and Audit.

Number of people from Waterford served by The Arc Eastern Connecticut (in day or residential programs): 33

Number of staff employed **by the entire agency**, and personnel costs:

Full Time: 206 Part Time: 194 Seasonal: 30

Annual Cost of Wages for 2020: \$13,463,266

Benefits and Payroll Taxes: \$3,558,918

Total Personnel Costs: \$17,022,184

Other Municipalities supporting our agency: the Town of Waterford (\$1,800), the Town of Old Lyme (\$850), the Town of North Stonington (\$1,500), The Town of Groton (\$1,000), and the Town of Killingly (\$1,500). The City of Norwich awarded us \$10,000 in COVID relief funds this past year. Additionally, we operate supported group residences in Norwich, Groton, Colchester, Brooklyn, Danielson, Dayville, Willimantic, Lebanon, Killingly, Putnam, Niantic, Ledyard, East Lyme, Gales Ferry, and 3 homes in Waterford.

United Way of SE CT Funding (FY21/22): \$48,130 (41% of this year's CL&A program total)

In reviewing the attached materials, please consider not only the financial impact your funding has on the Community Life & Advocacy program, but also how The Arc Eastern Connecticut utilizes your support to provide opportunities for people with IDD in Waterford and beyond to give back to the community in meaningful and valuable ways. On behalf of The Arc Eastern Connecticut and our participant families, thank you once again for your consideration.

Sincerely,



Kathleen Stauffer
Chief Executive Officer



15 Rope Ferry Road
Waterford, CT 06385
860-442-0553

SOCIAL SERVICES GRANT FUNDING REQUEST

Organization Name: The Arc Eastern Connecticut

Request Date (Fiscal Year): 2022/23

Requested Amount: \$1,800

Benefit Statement (Describe how these funds will be used)

From July 2020 to June 2021 The Arc Eastern Connecticut's Community Life & Advocacy (**CL&A**) program supported over 139 adults and young adults with intellectual and developmental disabilities (IDD) from around the region. CL&A is one of several community-based programs offered by The Arc ECT and is **the only program of its kind in the region**. Although national studies and surveys have consistently shown that activities focusing on inclusion improve the quality of life of people with IDD, **no state or federal funding exists for these essential programs**. The Arc collects a modest fee from participants for each activity, but these fees do not cover the cost of important programs focusing on life skills, self-advocacy, health/fitness, civic participation, and employment training. **We are once again requesting support from the Town of Waterford to continue to provide, and augment, CL&A's programming.**

The pandemic's effect on social services agencies has been significant and far-reaching. Agencies like The Arc ECT, for example, who operate both day and residential supports, were forced to redeploy many Day program staff to our supported homes to insure round the clock safety and security for our residents. Consequently, even though programs like Community Life & Advocacy remained virtually "open," they suffered a reduction in staffing and consequently some services (such as transportation) from which it has been difficult to recover. **Support from our community partners this year is therefore crucial.**

Navigating the pandemic has been possibly even more of a challenge for people with IDD, many of whom have difficulty understanding why they couldn't go to in-person programming or why their families couldn't visit them at their supported residence. **In March 2021, our non-residential programs began a very careful and measured approach to returning to in-person services**, to protect the health of everyone who participates and to make sure that we do not put any of the people we support at risk.

CL&A's Volunteer Corps members were thrilled this past March to return to working at area events. In-person self-advocacy and support groups have begun. Many participants who previously were uncomfortable using the Internet have developed incredible proficiencies with online platforms; **we're planning on continuing to hold some groups online so that members from all around the region can meet as one group, which they've really enjoyed**. It's also made the groups stronger and more focused. The now-unified group conducted a variety of trainings in 2021: running meetings, electing officers, training Board members, virtual meeting etiquette, self-presentation, etc. The group also created a voter guide, mailed to all participants and used as a template by 9 Arcs statewide; the group also organized a "Get out the Vote" campaign and held meetings/created videos regarding voting, absentee ballots, etc.

CL&A activities for 2021 (and 22/23) will continue to address the challenges brought on by the pandemic, including a return to physical activity and self-care, which for many of us took a bit of a nosedive in 2020/21, despite our best efforts. Staff is now working in small groups to make sure that everyone gets physically prepared for walking, riding in a van, or standing for the brief periods that an activity requires. We're enlisting the help of family members, friends,

and other support staff to transport participants to activities, in case they can't finish an activity and need to return home. This has been especially helpful during Special Olympics practices and events.

The CL&A team has worked hard this past year to create innovative and fun programming, which despite its virtual nature should not be overlooked; **98% of CL&A participants have been successfully engaged in programming on a consistent basis.** New programming—both in-person and virtual--that speaks to our 2022 United Way goal of "Promoting Independence," includes cultural programs, water safety, comedy nights, adaptive dance, healthy relationships discussions, and peer facilitation of crafts workshops, cooking programs, and fitness exercises.

The Town of Waterford has been one of CL&A's longtime partners; some of our most enthusiastic participants live in the Waterford area.

Per Town of Waterford Budget Guidelines: please attach a certified audit report of all funds appropriated during the last completed fiscal year to your funding request.

Complete agency audit attached. Also attached is the CL&A budget. We do not audit this program separately.

DECLARATION

I, the requester, understand that I am requesting public funds from the Town of Waterford.

I declare that this request does not pose any potential conflict with the Town of Waterford and I will provide any documentation requested by the Town of Waterford to authorize funding this request or review the appropriateness of this request.



Signature

November 10, 2021

Date

Welcome!

The Community Life & Advocacy program at The Arc Eastern Connecticut provides opportunities for people with intellectual and developmental disabilities to independently and actively engage in the community in ways that serve personal choices and goals and demonstrate the measurable contributions to the community that each one of us is capable of making.

- ❑ Learn teamwork
- ❑ Learn about local culture
- ❑ Practice your new social skills
- ❑ Get lots of exercise
- ❑ Order in restaurants
- ❑ Improve your budgeting skills
- ❑ Support events that are raising money for causes
- ❑ Find out what's going on in YOUR community!

The Arc Eastern Connecticut's **mission** is to partner with people living with intellectual and developmental disability for **EQUAL participation and inclusion** in the communities of Southeastern Connecticut. We offer a variety of residential, employment training, personal enrichment, and health/fitness programs, and **serve over 800 people and their families yearly.**

IN PARTNERSHIP FOR FULL EQUALITY



Did you know . . .

There are an estimated **6.5 million people** in the United States with an intellectual or developmental disability.

The Arc Eastern Connecticut supports 108 adults in its employment program who **work an average of 15 hours per week** at an average pay of \$11.00 per hour. The Arc ECT **always** pays minimum wage or higher.

The Arc ECT's **Community Life & Advocacy** program offers over 250 **life-enhancing activities** throughout Southeastern Connecticut each year.

The Arc ECT operates 80 vehicles which drive over 1 million miles per year, **providing door-to-door transportation** for people participating in day programs and community activities.

Main Offices:
125 Sachem Street
Norwich, CT 06360
860.889.4435

Northeast Offices:
687 Cook Hill Rd.
Danielson, CT 06285
860.774.2827



COMMUNITY LIFE & ADVOCACY

Health & Fitness
Community Involvement
Social and Personal Enrichment



Achieve with us.®



info@thearect.org
TheArcECT.org

Discover The Arc Eastern Connecticut . . . In Partnership for Full Equality

Discover the Empowerment/Enrichment Component

Part of CL&A's activities include six Empowerment/Enrichment groups, which introduce participants to the concept of viewing themselves as part of a broader community in which they have a voice, an interest, and a right of inclusion.

VOICES is a group for women at-risk of sexual, physical and/or emotional abuse and exploitation. Participants focus on their own healing in order to move forward, realize their goals, and lead independent lives.

ELEMENTS OF ELLEN is a series of workshops designed to advance self-presentation skills and enhance self-esteem.

SELF-ADVOCACY GROUPS in both Norwich and Danielson are chapters of the statewide organization People First. Members identify challenges, organize activities, and advocate for themselves at the local and state level.

SPARCS (Student Peer Advocates Raising Community Support), a youth advocacy project for those age 16-23, addresses the often difficult transition to life away from a school setting. It focuses on employment, housing, social engagement and civic responsibility. In the **VOLUNTEER CORPS**, participants are exposed to the importance of civic responsibility and increased social interaction. Last year the Corps completed 16 projects, totaling 528 hours of service to the community.

CULTURE QUEST broadens participants' awareness of history, art and culture in the region and beyond.



Discover Community Life & Advocacy

The Community Life & Advocacy (CL&A) program is unique in eastern Connecticut. We offer a wide range of activities that include outings, dances, leisure activities, and our own Special Olympics contingent!

Choose from our many **social, fitness, or support/enrichment activities**, held at The Arc ECT's Norwich location or offsite at various locations.

- Computer classes
- Training for a 5k race
- Films at local libraries
- Bingo
- Bowling
- Concerts
- Holiday parties
- Snow tubing
- Parades and musters
- Picnics at Camp Harkness
- Outdoor festivals and fairs
- Scrapbooking
- Museum trips
- Dining out
- Volunteer activities

Transportation: CL&A is one of the only programs that provides door to door transportation for a small fee to its participants. Transportation fees are just \$4.00 each way.

All activities are supported by our caring and well-trained staff and drivers.

Signing up is easy!

Contact CL&A at (860) 889-4435, x 108. All participants fill out an Intake form so we can find out the activities that interest you and determine how best to support you during our activities.

Participants receive a monthly calendar of events and a signup sheet and can sign up for as many activities as they wish.

The goal of CL&A is to provide **fun and safe activities for everyone who attends**; we always maintain an appropriate participant-to-staff ratio.

Program Costs: Program fees are \$2.00 per program hour for each activity. These fees are reduced to \$1 per program hour for anyone who attends with their own staff supports. Participants also pay the cost of admission to events and activities, as well as the cost of their meals.



Municipalities that supported The Arc Eastern Connecticut in 2020/2021

(cash awards only; in-kind services and supports provided by additional towns)

The Town of Waterford	1,800.00
The Town of Old Lyme	750.00
The City of Norwich	10,000.00
The Town of groton	1,000.00
The Town of North Stonington	1,500.00
The Town of Killingly	1,500.00



Agency Budget

Fiscal Year July 1, 2021 thru June 30, 2022

Comm Life & Advocacy

With Comparison to Prior Year

Line Item		FY2022 Budget	FY2020 Actual	Variance \$	% Variance
Revenues:					
DDS Contract Revenue					
Service Fees			19,552	(19,552)	
GSE Sales Revenue					
Grants		52,026	80,250	(28,224)	-54%
Room & Board					
Donations & Public Support		26,100	44,976	(18,876)	-72%
Fundraising Events		50,500	81,548	(31,048)	-61%
Rental Income					
Interest & Investment Income			1,739	(1,739)	
Other Income					
Total Revenue:		128,626	228,066	(99,440)	-77%
Wages:					
Administrative Salaries		6,727		6,727	100%
Program Director					
Program Supervisor		41,278	44,274	(2,997)	-7%
Direct Service Workers		11,154	60,645	(49,491)	-444%
Nursing/Clinical/Other					
Participant Work Crews					
Maintenance			483	(483)	
Total Wages:		59,159	105,402	(46,244)	-78%
Benefits:					
Social Security	7.7%	4,526	7,935	(3,409)	-75%
Unemployment		220	795	(575)	-262%
Group Health/Dental Benefits	0.2%	147	66	81	55%
Retirement		296	53	243	82%
Workers Comp Insurance	1.6%	1,185	2,570	(1,385)	-117%
Total Benefits:	9.4%	6,373	11,418	(5,046)	-79%
Program Expenses:					
Supplies & Activities		9,600	2,562	7,038	73%
Cost of Goods Sold					
Contracted Services			12,706	(12,706)	
Hiring Training & Staff Development			200	(200)	
Data Processing					
Software Subscriptions					
Fundraising Expenses		27,580	18,384	9,196	33%
Membership to Affiliated Organizations			145	(145)	
Other Program Expenses			27	(27)	
Total Program Expenses:		37,180	34,024	3,156	8%
Transportation:					
Fuel			3,032	(3,032)	
Repairs/Registration			3,929	(3,929)	
Vehicle Lease			3,617	(3,617)	
Vehicle Rental			9,237	(9,237)	
Vehicle Insurance			2,302	(2,302)	
Employee Travel		400	360	40	10%
Vehicle Depreciation			116	(116)	
Vehicle Interest					
Total Transportation Expenses:		400	22,592	(22,192)	-5548%
Building & Equipment Expenses:					
Equipment Costs		15	516	(501)	-3394%
Utilities			301	(301)	
Phone Communications		200	425	(225)	-113%
Building Repairs & Maintenance			541	(541)	
Property & Liability Insurance		184	72	112	61%
Depreciation			245	(245)	
Interest Expense			29	(29)	
Rent			11	(11)	
Other Building Expenses					
Total Bldg & Equip Exp:		399	2,138	(1,740)	-437%
Subtotal All Expenses:		103,510	175,575	(72,065)	-70%
Admin & General \$:	12.5%	12,909	24,391	(11,482)	-89%
Total All Expenses:		116,419	199,966	(83,546)	-72%
Revenue Over/(Under) Expenses:		12,207	28,100	(15,893)	-130%



Agency Budget
Fiscal Year July 1, 2021 thru June 30, 2022
All Programs & Services
With Comparison to Prior Year

Line Item		FY2022 Budget	Prior Year Actual	Variance \$	% Variance
Revenues:					
DDS Contract Revenue		18,444,831	18,857,131	(412,299)	-2%
Service Fees		395,324	785,092	(389,768)	-99%
GSE Sales Revenue		284,566	314,207	(29,641)	-10%
Grants		118,026	300,346	(182,320)	-154%
Room & Board		860,160	814,700	45,460	5%
Donations & Public Support		68,700	64,417	4,283	6%
Fundraising Events		115,500	117,443	(1,943)	-2%
Rental Income		60,384	89,070	(28,686)	-48%
Interest & Investment Income		7,600	2,332	5,268	69%
Other Income		34,379	38,212	(3,833)	-11%
Total Revenue:		20,380,460	21,382,049	(993,479)	-5%
Wages:					
Administrative Salaries		1,679,861	1,728,974	(49,113)	-3%
Program Director		627,705	571,922	55,783	9%
Program Supervisor		1,489,429	1,746,307	(256,878)	-17%
Direct Service Workers		8,753,844	8,941,407	(187,563)	-2%
Nursing/Clinical/Other		548,867	608,984	(60,117)	-11%
Participant Work Crews		217,791	243,355	(25,564)	-12%
Maintenance		145,769	142,552	3,216	2%
Total Wages:		13,463,266	13,983,501	(520,235)	-4%
Benefits:					
Social Security	7.5%	1,008,150	1,043,526	(35,376)	-4%
Unemployment		50,000	150,000	(100,000)	-200%
Group Health/Dental Benefits	6.6%	1,074,731	881,900	192,831	18%
Retirement	0.7%	963,142	64,931	898,211	93%
Workers Comp Insurance	3.2%	462,895	654,184	(191,289)	-41%
Total Benefits:	17.9%	3,558,918	2,794,541	764,377	21%
Program Expenses:					
Supplies & Activities		452,595	684,110	(231,515)	-51%
Cost of Goods Sold		42,390	91,145	(48,755)	-115%
Contracted Services		337,574	530,730	(193,156)	-57%
Hiring Training & Staff Development		71,920	44,473	27,447	38%
Data Processing		134,295	181,421	(47,126)	-35%
Software Subscriptions		108,115	35,501	72,614	67%
Fundraising Expenses		44,780	22,038	22,742	51%
Membership to Affiliated Organizations		39,483	46,274	(6,791)	-17%
Other Program Expenses		4,100	31,842	(27,742)	-677%
Total Program Expenses:		1,235,252	1,667,533	(432,281)	-35%
Transportation:					
Fuel		200,160	156,558	43,602	22%
Repairs/Registration		209,520	158,816	50,704	24%
Vehicle Lease		105,003	146,260	(41,257)	-39%
Vehicle Rental		301,480	289,941	11,539	4%
Vehicle Insurance		145,561	99,060	46,501	32%
Employee Travel		113,581	120,477	(6,896)	-6%
Vehicle Depreciation		119,921	143,124	(23,203)	-19%
Vehicle Interest			453	(453)	
Total Transportation Expenses:		1,195,226	1,114,688	80,539	7%
Building & Equipment Expenses:					
Equipment Costs		215,570	266,137	(50,567)	-23%
Utilities		240,550	257,560	(17,010)	-7%
Phone Communications		174,926	145,854	29,072	17%
Building Repairs & Maintenance		292,698	345,562	(52,864)	-18%
Property & Liability Insurance		216,909	107,130	109,778	51%
Depreciation		293,012	320,306	(27,294)	-9%
Interest Expense		100,061	154,006	(53,945)	-54%
Rent		158,409	107,299	51,110	32%
Other Building Expenses		11,113	15,557	(4,444)	-40%
Total Bldg & Equip Exp:		1,703,247	1,719,410	(16,163)	-1%
Subtotal All Expenses:		21,155,909	21,279,673	(123,763)	-1%
Admin & General \$:	12.4%				
Total All Expenses:		21,155,909	21,279,673	(123,763)	-1%
Revenue Over/(Under) Expenses:		(766,440)	103,276	(869,716)	113%

The Arc Eastern Connecticut, Inc.

Financial Statements
and Independent Auditor's Report

June 30, 2021 and 2020

CohnReznick
ADVISORY • ASSURANCE • TAX



The Arc Eastern Connecticut, Inc.

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Independent Auditor's Report

To the Board of Directors
The Arc Eastern Connecticut, Inc.

Report on the Financial Statements

We have audited the accompanying financial statements of The Arc Eastern Connecticut, Inc. (a nonprofit organization), which comprise the statements of financial position as of June 30, 2021 and 2020, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of The Arc Eastern Connecticut, Inc. as of June 30, 2021 and 2020, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated December 28, 2021 on our consideration of The Arc Eastern Connecticut, Inc.'s internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of The Arc Eastern Connecticut, Inc.'s internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering The Arc Eastern Connecticut, Inc.'s internal control over financial reporting and compliance.

CohnReznick LLP

Hartford, Connecticut
December 28, 2021

The Arc Eastern Connecticut, Inc.

Statements of Financial Position
June 30, 2021 and 2020

	<u>Assets</u>	
	<u>2021</u>	<u>2020</u>
Current assets		
Cash	\$ 3,489,160	\$ 4,862,930
Grants receivable	1,122,762	1,500,396
Accounts receivable, net	199,708	83,494
Prepaid expenses	348,010	311,942
Investments	51,542	28,906
Total current assets	<u>5,211,182</u>	<u>6,787,668</u>
Property, equipment and improvements, net	<u>5,929,393</u>	<u>5,981,117</u>
Other assets		
Restricted cash	40,548	40,524
Investment held by third party	21,542	17,147
Other assets	23,040	22,896
Total other assets	<u>85,130</u>	<u>80,567</u>
Total assets	<u>\$ 11,225,705</u>	<u>\$ 12,849,352</u>

The Arc Eastern Connecticut, Inc.

Statements of Financial Position
June 30, 2021 and 2020

Liabilities and Net Assets

	<u>2021</u>	<u>2020</u>
Current liabilities		
Accounts payable	\$ 266,354	\$ 139,818
Accrued expenses	1,402,988	1,559,412
Deferred revenue	16,300	82,733
Refundable advance - PPP loan	-	2,759,700
Mortgage notes payable, current portion	162,144	169,416
Deferred capital improvements, current portion	24,801	24,801
Capital lease obligations, current portion	18,363	17,294
Total current liabilities	<u>1,890,950</u>	<u>4,753,174</u>
Long-term liabilities		
DDS cash advances	219,712	219,712
Mortgage notes payable, less current portion	2,378,429	2,540,356
Deferred capital improvements, less current portion	96,242	121,043
Capital lease obligations, less current portion	507,809	526,172
Total long-term liabilities	<u>3,202,192</u>	<u>3,407,283</u>
Total liabilities	<u>5,093,142</u>	<u>8,160,457</u>
Net assets		
Without donor restrictions	5,999,381	4,578,473
With donor restrictions	133,182	110,422
Total net assets	<u>6,132,563</u>	<u>4,688,895</u>
Total liabilities and net assets	<u>\$ 11,225,705</u>	<u>\$ 12,849,352</u>

See Notes to Financial Statements.

The Arc Eastern Connecticut, Inc.

Statements of Activities
Years Ended June 30, 2021 and 2020

	2021	2020
Changes in net assets without donor restrictions		
Revenues		
Residential and day programs	\$ 18,105,142	\$ 19,589,697
Fee for service	374,767	785,092
Grants and contributions	323,670	371,886
Contribution- PPP loan	2,759,700	-
Other	233,972	352,418
Rental and interest income	103,283	91,402
Net assets released from restrictions	78,536	100,739
Total revenues	21,979,070	21,291,234
Expenses		
Program expenses	17,889,595	18,569,997
Fundraising expenses	40,744	22,038
Administrative expenses	2,627,823	2,687,635
Total expenses	20,558,162	21,279,670
Change in net assets without donor restrictions	1,420,908	11,564
Changes in net assets with donor restrictions		
Grants and contributions	101,296	110,321
Net assets released from restrictions	(78,536)	(100,739)
Change in net assets with donor restrictions	22,760	9,582
Change in net assets	1,443,668	21,146
Excess of assets acquired over liabilities assumed in donation of acquired organization	-	2,004,994
Net assets, beginning	4,688,895	2,662,755
Net assets, end	\$ 6,132,563	\$ 4,688,895

See Notes to Financial Statements.

The Arc Eastern Connecticut, Inc.

Statement of Functional Expenses
Year Ended June 30, 2021
(with Comparative Totals for 2020)

	Program expenses	Administrative expenses	Fundraising expenses	Total 2021	Total 2020
Salaries and wages	\$ 12,088,246	\$ 1,603,489	\$ -	\$ 13,691,735	\$ 13,983,501
Benefits and payroll tax	2,455,869	266,276	-	2,722,145	2,794,541
Transportation	707,245	22,029	-	729,274	971,565
Program supplies and activities	586,637	48,570	-	635,207	768,019
Utilities	371,454	46,562	-	418,016	403,415
Repairs and maintenance	372,713	29,578	-	402,291	345,562
Depreciation and amortization	442,479	36,536	-	479,015	463,429
Equipment costs	140,358	100,559	-	240,917	266,137
Consulting	205,349	32,217	-	237,566	263,193
Data processing and software subscriptions	63,220	210,005	-	273,225	224,158
Professional services	-	74,910	-	74,910	220,354
Interest	138,032	4,838	-	142,870	154,006
Rent	107,317	463	-	107,780	107,299
Insurance	142,836	23,148	-	165,984	107,130
Temporary help	-	-	-	-	47,183
Association membership	725	43,083	-	43,808	46,274
Recruitment, hiring and training	5,192	83,376	-	88,568	44,473
Miscellaneous	48,192	854	-	49,046	31,837
Event expenses	-	-	40,744	40,744	22,038
Taxes	13,731	1,330	-	15,061	15,556
	<u>\$ 17,889,595</u>	<u>\$ 2,627,823</u>	<u>\$ 40,744</u>	<u>\$ 20,558,162</u>	<u>\$ 21,279,670</u>

See Notes to Financial Statements.

The Arc Eastern Connecticut, Inc.

Statement of Functional Expenses
Year Ended June 30, 2020

	Program expenses	Administrative expenses	Fundraising expenses	Total 2020
Salaries and wages	\$ 12,308,986	\$ 1,674,515	\$ -	\$ 13,983,501
Benefits and payroll tax	2,529,406	265,135	-	2,794,541
Transportation	939,698	31,867	-	971,565
Program supplies and activities	694,816	73,203	-	768,019
Utilities	370,447	32,968	-	403,415
Repairs and maintenance	314,617	30,945	-	345,562
Depreciation and amortization	444,034	19,395	-	463,429
Equipment costs	205,274	60,863	-	266,137
Consulting	255,815	7,378	-	263,193
Data processing and software subscriptions	36,737	187,421	-	224,158
Professional services	72,969	147,385	-	220,354
Interest	148,573	5,433	-	154,006
Rent	106,970	329	-	107,299
Insurance	89,871	17,259	-	107,130
Temporary help	-	47,183	-	47,183
Association membership	390	45,884	-	46,274
Recruitment, hiring and training	9,566	34,907	-	44,473
Miscellaneous	26,501	5,336	-	31,837
Event expenses	-	-	22,038	22,038
Taxes	15,327	229	-	15,556
	<u>\$ 18,569,997</u>	<u>\$ 2,687,635</u>	<u>\$ 22,038</u>	<u>\$ 21,279,670</u>

See Notes to Financial Statements.

The Arc Eastern Connecticut, Inc.
Statements of Cash Flows
Years Ended June 30, 2021 and 2020

	2021	2020
Cash flows from operating activities		
Change in net assets	\$ 1,443,668	\$ 21,146
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities		
Net unrealized (gain) loss on investments	(22,636)	3,665
Net unrealized gain on investment held by third party	(4,395)	(433)
Depreciation and amortization	479,015	463,429
Deferred capital improvements amortization	(24,801)	(24,801)
Contribution - PPP loan	(2,759,700)	-
Cash received in merger	-	793,096
Loss on disposal of improvements and equipment	24,039	-
Changes in operating assets and liabilities		
Grants receivable	377,634	(942,420)
Accounts receivable	(116,214)	149,778
Prepaid expenses	(36,068)	(8,462)
Other assets	(144)	98
Accounts payable	126,536	(220,077)
Accrued expenses	(156,424)	612,567
Deferred revenue	(66,433)	(155,513)
Refundable advance - PPP loan	-	2,759,700
Net cash provided by (used in) operating activities	(735,923)	3,451,773
Cash flows from investing activities		
Purchase of property, equipment and improvements	(451,330)	(273,623)
Net cash used in investing activities	(451,330)	(273,623)
Cash flows from financing activities		
Repayments of long-term debt	(169,199)	(170,153)
Repayments of capital lease obligations	(17,294)	(59,329)
Net cash used in financing activities	(186,493)	(229,482)
Net increase (decrease) in cash and restricted cash	(1,373,746)	2,948,668
Cash and restricted cash, beginning	4,903,454	1,954,786
Cash and restricted cash, end	\$ 3,529,708	\$ 4,903,454
Supplemental disclosures of cash flow data		
Interest paid	\$ 142,870	\$ 154,006
Excess of assets acquired over liabilities assumed in donation of merged organization	\$ -	\$ 2,004,994

See Notes to Financial Statements.

The Arc Eastern Connecticut, Inc.

**Notes to Financial Statements
June 30, 2021 and 2020**

Note 1 - Organization and summary of significant accounting policies

Organization

The Arc Eastern Connecticut, Inc. (the "Arc") is a nonprofit organization which provides placement opportunities and services for people in eastern Connecticut with developmental disabilities.

Basis of presentation

The accompanying financial statements of the Arc have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP"). Arc reports information regarding its financial position and activities according to the following net asset categories:

Net assets without donor restrictions - Net assets without donor restrictions represent available resources other than donor-restricted contributions. Included in net assets without donor restrictions are funds that may be earmarked for specific purposes.

Net assets with donor restrictions - Net assets subject to donor- (or certain grantor-) imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity.

Tax-exempt status

The Arc is organized as a nonprofit corporation under Section 501(c)(3) of the Internal Revenue Code and, as such, is not subject to federal or state corporate income taxes.

Arc has no unrecognized tax benefits at June 30, 2021 and 2020. Arc's federal information returns prior to fiscal year 2018 are closed and management continually evaluates expiring statutes of limitations, audits, proposed settlements, changes in tax law and new authoritative rulings.

If Arc has unrelated business income taxes, it would recognize interest and penalties associated with any tax matters as part of the income tax provision and include accrued interest and penalties with the related tax liability in the statements of financial position.

Cash

Cash includes all cash balances and highly liquid short-term investments with an original maturity of three months or less when acquired. There were no cash equivalents as of June 30, 2021 and 2020.

Restricted cash

Restricted cash is held as collateral for debt with Berkshire Bank (see Note 8). The following provides a reconciliation of cash and restricted cash reported within the statements of financial position that summarized the total of such amounts shown in the statements of cash flows:

	2021	2020
Cash	\$ 3,489,160	\$ 4,862,930
Restricted cash	40,548	40,524
Total	<u>\$ 3,529,708</u>	<u>\$ 4,903,454</u>

The Arc Eastern Connecticut, Inc.

Notes to Financial Statements
June 30, 2021 and 2020

Grants and accounts receivable

Grants receivable principally represent monies due from Department of Developmental Services ("DDS") and Department of Social Services ("DSS"). Accounts receivable represent monies due from individuals for services provided. Receivable arising from regular operations are stated net of an allowance for doubtful accounts when applicable. Allowances for accounts receivable are determined by management based on an assessment of their collectability. Management considers past history, current economic conditions and overall viability of the third party when considering the need for an allowance. Receivables are written off when management determines amounts will not be collected. Receivables are considered past due based on invoice date. There is an allowance for accounts receivable of \$3,716 and \$6,200 at June 30, 2021 and 2020, respectively.

Investments

Arc reports investments at their current fair value and reflects any gain or loss in the statements of activities. Gains and losses are considered unrestricted unless restricted by donor stipulation or law. Nonmonetary investments received as gifts are immediately sold and recorded at the realized value.

Property, equipment and improvements

Arc capitalizes all expenditures for property and equipment exceeding \$2,500, with a useful life greater than three years. Purchased property and equipment are carried at cost less accumulated depreciation. Donated property and equipment are carried at the approximate fair value at the date of donation. Depreciation and amortization are computed using the straight-line method over their estimated useful lives or life of lease where applicable. Estimated lives for financial reporting purposes are as follows:

<u>Asset</u>	<u>Estimated lives</u>
Buildings and improvements	5 - 40 years
Vehicles	3 - 5 years
Furniture and equipment	5 - 10 years
Leasehold improvements	Shorter of lease life or useful life

Expenditures for repairs and maintenance are charged to expense as incurred. For assets sold or otherwise disposed of, the cost and related accumulated depreciation are removed from the accounts and any resulting gain or loss is reflected in change in net assets for the period.

Investment held by third party

Arc has an investment held by the Community Foundation of Southeastern Connecticut (the "Foundation"). Arc established the fund in 2003. With each \$10,000 contributed, the Foundation matches \$1,000. The \$1,000 match is a contribution of net assets with donor restrictions.

Revenue recognition

Residential and day programs

Arc manages residential facilities, in home support and day programs for individuals with special needs. Revenue is recognized at a point in time when the services are performed. The residential facilities are reimbursed according to regulations governing Community Living Arrangements. Food and lodging costs are reimbursed by DSS and other covered expenses are reimbursed by DDS. Services provided by Arc related to day programs and in home and community residential programs are reimbursed through a direct contract with DDS and/or billed

The Arc Eastern Connecticut, Inc.

**Notes to Financial Statements
June 30, 2021 and 2020**

through a fiscal intermediary. Reimbursement of certain expenses is subject to maximum per diem rate limitations and annual cost settlement regulations.

The Arc receives grant funds from various agencies of the State of Connecticut. Grants may be considered an exchange transaction or a conditional/unconditional promise to give. The Arc recognizes grants deemed to be an exchange transaction when earned. Grants considered to be conditional promises to give are recognized when the condition is met. Grants require the fulfillment of certain conditions as set forth in the instrument of the grant. Failure to fulfill the conditions could result in the return of funds to the grantor. The Arc has not been informed by any agencies of any funds which are required to be returned.

Fee for service

Fee for service revenue is recognized at a point in time when the service is performed.

Fundraising and contributions

Arc conducts various fundraising activities during the year including special events and appeals for donations. Revenues generated by these activities were \$177,537 and \$181,861 and the total costs of fundraising activities were \$40,744 and \$22,038 for the years ended June 30, 2021 and 2020, respectively.

Transactions where the resource provider often receives value indirectly by providing a societal benefit, although the societal benefit is not considered to be of commensurate value, are deemed to be contributions. Contributions are classified as either conditional or unconditional. A conditional contribution is a transaction where Arc has to overcome a barrier or hurdle to be entitled to the resource and the resource provider is released from the obligation to fund or has the right of return of any advanced funding if Arc fails to overcome the barrier. Arc recognizes the contribution revenue upon overcoming the barrier or hurdle. Any funding received prior to overcoming the barrier is recognized as a refundable advance.

The Arc reports unconditional promises to give as revenue when the promise is received. Grants and contributions received are recorded as with or without donor restrictions depending on the existence and/or nature of any donor restrictions. When a restriction expires (that is, when a stipulated time restriction ends or purpose restriction is accomplished), net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions. Donor-restricted contributions whose conditions and restrictions are met in the same reporting period have been reported as support increasing net assets without donor restrictions in the statements of activities.

Deferred revenue

Program and contract revenue received in advance is recorded as deferred revenue and recorded in the period to which it relates.

Functional expense allocation

The statements of functional expenses present the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among the programs and supporting services benefited. The expenses that are allocated include occupancy, depreciation, and amortization, which are allocated on a square footage basis, as well as salaries and wages, benefits, payroll taxes, professional services, office expenses, information technology, interest, insurance, and other, which are allocated on the basis of estimates of time and effort.

The Arc Eastern Connecticut, Inc.

**Notes to Financial Statements
June 30, 2021 and 2020**

Use of estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Newly adopted accounting standards

The Arc adopted Financial Accounting Standards Board ("FASB") Accounting Standards Update ("ASU") 2014-09, Revenue from Contracts with Customers. This ASU provides new revenue recognition guidance that superseded existing revenue recognition guidance. The update, as amended, requires the recognition of revenue related to the transfer of goods or services to customers which reflects the consideration to which the Arc expects to be entitled in exchange for those goods or services, as well as additional qualitative and quantitative disclosures about revenue. The Arc adopted ASU 2014-09 on July 1, 2020 using the modified retrospective method of transition. The Arc performed an analysis of revenue streams and transactions under ASU 2014-09. The new standard also requires enhanced disclosures related to the disaggregation of revenue and significant judgments made in measurement and recognition. The impact of adopting ASU 2014-09 was not material to total revenue without donor restrictions, change in net assets without donor restrictions, or total net assets.

Subsequent events

Arc has evaluated subsequent events through December 28, 2021 which is the date the financial statements were available to be issued.

Note 2 - Concentrations

Funding source

Arc's program revenue is primarily derived from contracts with DDS. Total revenue received from DDS in 2021 and 2020 was \$17,264,599 and \$18,774,998, respectively. Amounts due from DDS at June 30, 2021 and 2020 were \$1,122,762 and \$1,500,396, respectively.

Concentrations of credit risk

Financial instruments which potentially subject Arc to concentrations of credit risk consist primarily of cash and accounts receivable. Arc maintains its cash with high-credit quality financial institutions. At times, such amounts may exceed federally insured limits. At June 30, 2021, the cash balance exceeded the federally insured limit by approximately \$2,507,000.

The Arc Eastern Connecticut, Inc.

**Notes to Financial Statements
June 30, 2021 and 2020**

Note 3 - Liquidity and availability

Arc regularly monitors liquidity required to meet its annual operating needs and other contractual commitments while also striving to maximize the return on investment of its funds not required for annual operations. As of June 30, 2021 and 2020, financial assets available for general expenditures within one year are as follows:

	2021	2020
Cash	\$ 3,489,160	\$ 4,862,930
Accounts receivable	199,708	83,494
Grants receivable	1,122,762	1,500,396
Investments available for subsequent year	51,542	28,906
Total financial assets	4,863,172	6,475,726
Less net assets with donor restrictions	(133,182)	(110,422)
Total financial assets available	<u>\$ 4,729,990</u>	<u>\$ 6,365,304</u>

These financial assets are not subject to any donor or contractual restrictions

Arc supports its general operations primarily from contracts with state agencies, contributions without donor restriction and donor-restricted funds whose time or purpose restriction has been met.

Arc maintains an investment portfolio consisting of liquid instruments to ensure assets are available to meet general expenditures, liabilities and other obligations as they come due.

In addition to financial assets available to meet general expenditures within one year, Arc has a line of credit for up to \$750,000 with Chelsea Groton Bank that they can draw upon (see Note 9).

Note 4 - Accounts receivable/DDS bridge funding advances

Arc retains bridge funding advances from DDS to fund the cash flow requirements of Arc associated with certain DDS programs. DDS provided Arc a cash advance equal to one month of claims of \$1,375,014 as shown below, these advances are offset against DDS accounts receivable on the accompanying statements of financial position.

	2021	2020
DDS accounts receivable	\$ 2,497,776	\$ 2,875,410
Less DDS bridge funding advance	(1,375,014)	(1,375,014)
Grants receivable, net	<u>\$ 1,122,762</u>	<u>\$ 1,500,396</u>

The Arc Eastern Connecticut, Inc.

Notes to Financial Statements
June 30, 2021 and 2020

Note 5 - Investments

The following summarizes Arc's investments at June 30, 2021 and 2020:

	2021	2020
Money funds	\$ 956	\$ 1,127
Common stock	50,586	27,779
Community Foundation of Southeastern Connecticut	21,542	17,147
Total	<u>\$ 73,084</u>	<u>\$ 46,053</u>

All investments are financial instruments whose fair value can be readily determined. Investments are reported at fair value, which includes adjustments for unrealized gains and losses. Unrealized gains and losses arise from changes in the fair value of investments exclusive of dividend and interest income recognized but not yet received and exclusive of any write-down of the carrying amount of investments because of impairment. Unrealized gains and losses are reported as increases or decreases in net assets without donor restrictions. Arc's investments are not encumbered by any restrictions from donors or creditors. The fair value is subject to the risks of market and economic conditions.

Arc values its financial assets and liabilities based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. In order to increase consistency and comparability in fair value measurements, a fair value hierarchy prioritizes observable and unobservable inputs used to measure fair value into three broad levels, which are described below:

- Level 1: Quoted prices (unadjusted) in active markets that are accessible at the measurement date for identical assets or liabilities. The fair value hierarchy gives the highest priority to level 1 inputs.
- Level 2: Observable inputs other than level 1 prices such as quoted prices for similar assets or liabilities; quoted prices in inactive markets; or model-derived valuations in which all significant inputs are observable or can be derived principally from or corroborated with observable market data.
- Level 3: Unobservable inputs are used when little or no market data is available. The fair value hierarchy gives the lowest priority to level 3 inputs.

In determining fair value, Arc utilizes valuation techniques that maximize the use of observable inputs and minimize the use of unobservable inputs to the extent possible as well as considers counterparty credit risk in its assessment of fair value.

Money funds and common stock are valued at level 1. Common stocks that are listed on a national securities exchange or reported on the NASDAQ national market are valued at their last sales price or valuation date.

The Arc Eastern Connecticut, Inc.

Notes to Financial Statements
June 30, 2021 and 2020

Investments held by the Foundation are classified as level 3 using allocations provided by the third party. Details regarding investments held for long-term purposes measured at fair value on a recurring basis using significant unobservable inputs (level 3) are as follows:

June 30, 2019	\$ 16,714
Change in value	<u>433</u>
June 30, 2020	17,147
Change in value	<u>4,395</u>
June 30, 2021	<u>\$ 21,542</u>

There have been no changes in valuation techniques and related inputs used at June 30, 2021 and 2020. Arc's policy is to recognize transfers in and out of various levels as of the actual date of the event. There were no transfers during the years ended June 30, 2021 and 2020.

The preceding methods may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although Arc believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

Note 6 - Property and equipment

Components of property and equipment are as follows:

	2021	2020
Buildings	\$ 5,303,376	\$ 5,303,376
Capital and leasehold improvements	2,613,682	2,403,398
Furniture, fixtures and equipment	588,333	478,588
Vehicles	<u>1,391,237</u>	<u>1,340,073</u>
	9,896,628	9,525,435
Less accumulated depreciation	(5,506,432)	(5,083,515)
Land	<u>1,539,197</u>	<u>1,539,197</u>
	<u>\$ 5,929,393</u>	<u>\$ 5,981,117</u>

Depreciation expense including capital leased assets was \$479,015 and \$463,429 for the years ended June 30, 2021 and 2020, respectively.

Note 7 - Refundable advance - PPP loan

In May 2020, Arc received a loan in the amount of \$2,759,700 through their bank to cover eligible costs during a 24 week period. The loan was obtained through the Paycheck Protection Program (the "PPP") and is guaranteed by the Small Business Administration. Subject to certain guidelines, some or all of the loan may be forgiven. If a portion of the loan is not forgiven, interest will be charged at 1% and will be repaid in monthly installments of principal and interest beginning ten months after the end of the 24 week period. Interest payments are deferred for the first ten months.

The Arc Eastern Connecticut, Inc.

Notes to Financial Statements
June 30, 2021 and 2020

The proceeds of the loan are recognized as a refundable advance, based on Accounting Standards Codification 958-605, and are included in current liabilities on the Arc's statement of financial position. The Arc submitted its application for PPP loan forgiveness and received notice from its lender on June 15, 2021 that the SBA approved forgiveness in the amount of \$2,759,700 for the PPP refundable advance and the related interest thereon. There is a six-year period during which the SBA can review the Arc's forgiveness calculation. As of June 30, 2021, the loan was recognized as a contribution without donor restrictions based on Accounting Standards Codification 958-605.

Note 8 - Long-term debt

Long-term debt consists of the following at June 30, 2021 and 2020:

	2021	2020
6.00% eight mortgage loans payable to DDS, collateralized by real estate. Monthly principal and interest payments ranging from \$84 - \$2,153 are payable through April 2039.	\$ 602,877	\$ 673,599
3.40% three mortgage loans payable to Connecticut Housing and Financing Authority ("CHFA"), collateralized by real estate. Monthly principal and interest payments ranging from \$1,547 - \$2,353 are payable through December 2047.	1,193,683	1,229,838
3.875% - 4.75% two mortgage loans payable to Putnam Bank collateralized by real estate. Monthly principal and interest payments ranging from \$1,393 - \$1,717 are payable through May 2037.	415,828	434,833
4.5% two notes payable to Jewitt City Bank, collateralized by real estate. Monthly principal and interest payments ranging from \$866 - \$1,315 are payable through June 2038.	272,632	286,201
4.875% note payable to Chelsea Groton Bank, collateralized by real estate. Monthly principal and interest payments of \$2,224 is payable through April 2022.	24,027	48,925
2.55% note payable to Berkshire Bank, collateralized by cash which is restricted on the statements of financial position. Monthly principal and interest payments of \$479 are payable through May 2027.	31,526	36,376
	2,540,573	2,709,772
Less current portion	(162,144)	(169,416)
Total	\$ 2,378,429	\$ 2,540,356

The Arc Eastern Connecticut, Inc.

**Notes to Financial Statements
June 30, 2021 and 2020**

Future maturities of long-term debt for each of the five years subsequent to 2021 and thereafter are as follows:

2022	\$	162,144
2023		128,002
2024		135,389
2025		141,770
2026		148,457
Thereafter		<u>1,824,811</u>
Total	\$	<u><u>2,540,573</u></u>

Related interest expense for the years ended June 30, 2021 and 2020 was \$108,854 and \$119,454, respectively.

Note 9 - Line of credit

During August 2019, Arc entered into a \$750,000 line of credit agreement with Chelsea Groton Bank which expires on December 1, 2022. The line of credit is limited to 75% of eligible accounts receivable balances. The line of credit has a stated interest rate at one percentage point above Chelsea Groton Bank's Base Rate with a 5% floor. There was no outstanding balance as of June 30, 2021 and 2020.

Note 10 - Capital lease obligations

Arc leased two properties with CIL Realty, Inc. ("CIL") through November 2039. The property will transfer ownership at the end of the lease term. The assets and related liability under the capital leases are recorded at the fair values of the assets. The assets are amortized over the shorter of their related lease terms or their estimated productive lives. Amortization of the assets under the capital leases is included in depreciation and amortization expense.

Accordingly, the assets were capitalized and have the following book values at June 30, 2021 and 2020:

	<u>2021</u>	<u>2020</u>
Buildings	\$ 532,069	\$ 532,069
Less accumulated depreciation	(239,913)	(222,177)
Land	<u>160,174</u>	<u>160,174</u>
Total	<u><u>\$ 452,330</u></u>	<u><u>\$ 470,066</u></u>

Related interest expense for the years ended June 30, 2021 and 2020 was \$34,016 and \$34,552, respectively. Amortization expense relating to the capital lease obligations for both years ended June 30, 2021, and 2020 was \$17,736.

The Arc Eastern Connecticut, Inc.

**Notes to Financial Statements
June 30, 2021 and 2020**

At June 30, 2021, future minimum lease payments due under capital leases are as follows:

2022	\$	50,841
2023		50,841
2024		50,841
2025		50,841
2026		50,841
Thereafter		<u>593,728</u>
Total future minimum lease payments		847,933
Less amount representing interest		<u>(321,761)</u>
Present value of net minimum lease payments		526,172
Less current portion		<u>(18,363)</u>
Long-term portion	\$	<u><u>507,809</u></u>

Note 11 - Commitments

Real estate

Arc leases three facilities and is responsible for utilities, maintenance and insurance. Related rent expense for the years ended June 30, 2021 and 2020 was \$107,780 and \$107,299, respectively. Monthly rental payments range between \$1,450 - \$5,500 expiring at various times through May 2023.

Vehicles and equipment

Arc also leases vehicles and copiers for amounts ranging from \$182 - \$1,865 per month through February 2026. Related rent expense for the years ended June 30, 2021 and 2020 was \$208,731 and \$236,296, respectively. Future minimum lease payments due under all noncancelable operating leases are as follows:

2022	\$	212,454
2023		154,390
2024		66,574
2025		38,081
2026		<u>5,013</u>
Total	\$	<u><u>476,512</u></u>

Note 12 - DDS cash advances

When a facility commences operations, Arc may receive an operational advance from DDS equal to one month service revenue based on full capacity. These operational advances are applied against the final reimbursement when a facility ceases its agency relationship with DDS. Total operational advances received by Arc amounted to \$219,712 for the years ended June 30, 2021 and 2020, respectively.

The Arc Eastern Connecticut, Inc.

**Notes to Financial Statements
June 30, 2021 and 2020**

Note 13 - Deferred capital improvements

During the fiscal year ended June 30, 2016, Arc received bond funds of \$248,008 from Office of Policy Management for building improvements. The improvements were placed in service during that fiscal year; the grants are being amortized and recognized over the life of the improvements. The deferred balance for these grants as of June 30, 2021 and 2020 was \$121,043 and \$145,844, respectively.

Note 14 - Retirement plan

Arc maintains a 403(b) retirement plan covering all eligible employees. The matching percentage is governed by the plan document. Arc contributed \$77,245 and \$64,931 to the plan for the years ended June 30, 2021 and 2020, respectively.

Note 15 - Net assets with time or purpose donor restrictions

Net assets with time or purpose donor restrictions are available for the following purposes as of June 30, 2021 and 2020:

	2021	2020
Program restrictions	\$ 45,947	\$ 46,241
Capital restrictions	81,935	58,881
Total net assets with time and purpose restrictions	127,882	105,122
Net assets restricted in perpetuity	5,300	5,300
Total net assets with donor restrictions	\$ 133,182	\$ 110,422

Net assets with time or purpose donor restrictions released from restrictions for the years ended June 30, 2021 and 2020 were as follows:

	2021	2020
Program restrictions	\$ 14,215	\$ -
Capital restrictions	64,321	100,739
Total net assets released from restrictions	\$ 78,536	\$ 100,739

Note 16 - National and state affiliations

The Arc Eastern Connecticut, Inc. is affiliated with The Arc Connecticut and The Arc United States. In exchange for dues to these two organizations, Arc gets assistance in promoting the joint causes of the organizations with state and federal governments.

Note 17 - Contingency

In early 2020, an outbreak of a novel strain of coronavirus ("COVID-19") emerged globally. As a result, events have occurred including mandates from federal, state and local authorities leading to an overall decline in economic activity which could result in a loss of revenues and other material

The Arc Eastern Connecticut, Inc.

**Notes to Financial Statements
June 30, 2021 and 2020**

adverse effects to the Arc's financial position, results of activities, and cash flows. The Arc is not able to estimate the length or severity of this outbreak and the related financial impact. Management plans to adjust its operations accordingly and will continue to assess and monitor the situation as it evolves. If the length of the outbreak and related effects on the Arc's operations continue for an extended period of time, the Arc may have to seek alternative measures to finance its operations.

Note 18 - Acquisition of The Arc of Quinebaug Valley, Inc.

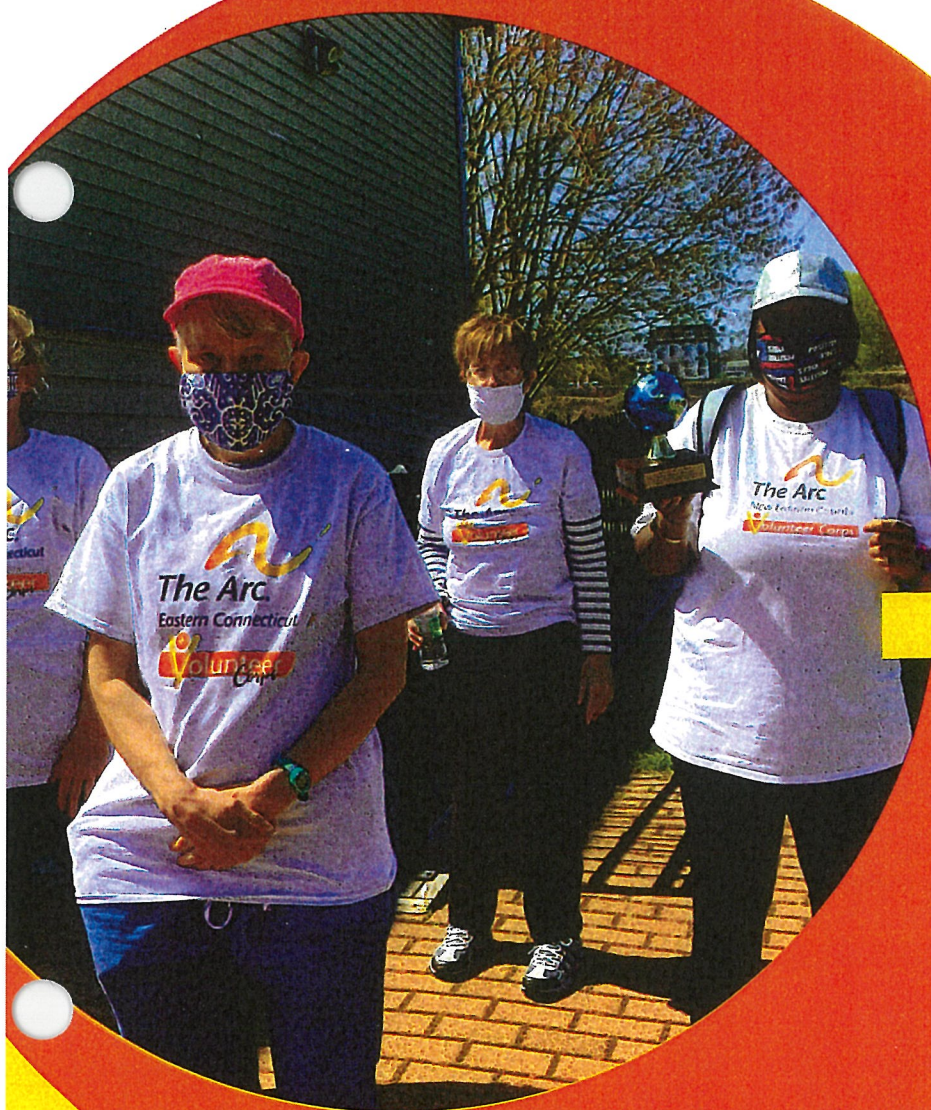
The Arc acquired The Arc of Quinebaug Valley, Inc. ("QVArc") on July 1, 2019. The following table summarizes the consideration paid for QVArc and the fair value of the assets acquired and liabilities assumed at the acquisition date.

Cash	\$ 793,096
Grants receivable	495,227
Accounts receivable	26,963
Prepaid expenses	71,067
Other assets	13,547
Property and equipment	<u>2,528,847</u>
Total assets	<u>\$ 3,928,747</u>
Accounts payable	\$ 128,415
Accrued expenses	218,044
Mortgage notes payable	1,523,141
Capital lease obligations	<u>54,153</u>
Total liabilities	1,923,753
Net assets	<u>2,004,994</u>
Total liabilities and net assets	<u>\$ 3,928,747</u>



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2021

ANNUAL REPORT

July 1, 2020—June 30, 2021



Mission

Partner with people living with intellectual and mental disability for EQUAL participation and in the communities of eastern Connecticut.

Vision

Eastern Connecticut will be eastern Connecticut's leader in partnering and advocating for equality of opportunity and equality of choice.

PARTNERSHIP FOR FULL EQUALITY



The Arc®

Eastern Connecticut

Walking In Partnership for Full Equality Amid an International Pandemic

A strong strategic plan, a resilient team, and community support made the difference

What do you do when nobody knows what to do?

Having recently ratified a new Strategic Plan—a team effort of The Arc ECT's Board of Directors, the people we support, our Direct Support Professionals, and Leadership—The Arc Eastern Connecticut was in an enviable position when the pandemic struck. **This new Strategic Plan would serve as a powerful compass for innovation** amid an international crisis unseen in 100 years. **It offered direction in setting hazard pay for at-risk teams, supported the decision to pivot services rapidly, and helped to inform the prioritization of resources.** Through it all, our mission to walk in partnership for full equality for people with intellectual and developmental disabilities guided us through every challenge and decision.

Team members stepped forward in all areas of service delivery.

- ★ **Personal Protective Equipment, creative entertainment alternatives, and family visit protocols** assured that our 22 supported residences and teams were optimally safeguarded.
- ★ **In-person Day services pivoted to online program delivery**, keeping all participants engaged and connected.
- ★ **The Arc's Micro-enterprises redefined their goals and safety protocols**, resulting in a stronger vocational training model for placing people with IDD into community employment.
- ★ **Community Life & Advocacy offered technical assistance to participants and families**, minimizing social isolation via movies, dances, and even a vote-by-mail initiative.
- ★ Agency leaders, team members, and self-advocates' tireless work for the past 12 years ensured **the passage of bills addressing critical needs**: increased starting wages for Direct Support Professionals, and an increase in bottle/can redemption fees, allowing our redemption center micro-enterprise to grow and thrive.
- ★ The agency's **90%+ vaccination rate** further reflects the caring, strength, and professionalism of our team.

While celebrating these milestones, please take a moment with me to pause, reflect, and remember those whom we have lost as well as their loved ones, who keenly feel that loss.

Despite adversity, **The Arc Eastern Connecticut's mission today is as strong as when parents seeking a fair shake for their kids founded it 69 years ago.** We remain America's largest civil rights movement for people with IDD—in good times, and in challenging ones.

In partnership for full equality,



Kathleen Stauffer
Chief Executive Officer



TheArcECT.org/answers

More than 30,000 people tuned in to The Arc ECT's informational podcasts to hear pandemic updates, prevention tips and COVID-19 vaccine facts.



Our Impact in 2020/2021

Snapshot of The Arc Eastern Connecticut

1.3 million

total agency budget

\$125,890 raised through fundraisers and Annual Appeal

\$142,532 raised through grants

early 900 people served

throughout eastern Connecticut

95 People and **340 family members** supported in their own homes

87 People living in **22 supported residences**

Until April 2021 the majority of day and employment supports were in-person, but thanks to our dedicated team's creative programming, our programs kept everyone connected and engaged.

84 People supported in employment programs

93 People supported in day programs

55 People supported in pre-vocational, school, and transitional employment programs

139 People participating in Community Life & Advocacy

Although we usually support **over 300 campers each year at Camp Harkness**, camping was suspended in 2020. Camp will be offered on a limited basis in 2021, with a virtual camp option as well.



Health & Safety—Always a Priority!

2020 was a challenge, but we rose to it.

- ★ Over **40,000 masks, gloves and isolation gowns** distributed to team members and participants
- ★ 43 locations retrofitted with **monitoring equipment**
- ★ 159 employees fitted and **trained in use of N95 masks** and respirators
- ★ Over **200 policies and procedures developed and updated** regularly by The Arc ECT, the CDC, and/or DDS and disseminated for all areas of care, programming, transportation, etc.

400 TEAM MEMBERS

74% ♀

26% ♂

206 Full-Time

194 Part-Time

This year, our generous **team members** contributed **\$21,047** to the 2020 United Way Employee Campaign!

2021 Annual Report


The Arc.
Eastern Connecticut

The Arc's Strategic Plan 2020-2023

a guide through the pandemic, and a creative way forward

The 2019 merger of The Arc New London County and The Arc Quinebaug Valley strengthened the new agency in innumerable ways. The **re-formed Board of Directors and combined new agency team relied on creativity and teamwork** as we developed our new Strategic Plan. Through an extensive series of focus groups, joint plenary sessions, and facilitated retreats, we refined our operating principles and core values, and developed five strategic initiatives that focused on **person-centered supports, community engagement, workforce investment, infrastructure, and innovation.**

Out of a year of many challenges: **innovation & growth**

- ★ The team worked to **right-size our day component** and re-configure services to be individualized and allow for even more choice.
- ★ Team members who would have otherwise been furloughed were **deployed to our 22 supported residences** until they could be brought back to their original positions.
- ★ **Generous foundation grants** allowed us to purchase the extensive amount of PPE needed, and conduct thorough cleanings of all facilities.
- ★ A **slow and cautious approach to reopening** helped keep everyone safe.
- ★ Online supports and daily check-ins kept everyone connected; a side benefit was a **significant increase in digital literacy!** Many more participants are now far more independent with respect to being able to find information for themselves regarding outside supports, events, activities, online games, educational apps, etc.
- ★ One of the "lessons learned" from the pandemic was the **benefit of virtual programs**; many of which we will be incorporating into our regular service models.
- ★ The CEO kept our participants, families, and team members up to date throughout the pandemic with regular **COVID updates and podcasts**, available on our website.

Keeping the pressure on . . .

fighting for increased wages for Direct Support Professionals and employment opportunities for people with IDD

After a dozen years of advocacy from participants, families and team members, **the Connecticut State Legislature passed HB6439 and HB5811. Both bills, championed by The Arc ECT and the people we support, addressed critical needs.** HB6439, a wages and funding bill, raises The Arc ECT's starting wage from \$14.75 to \$16.50 to \$18 over three years while promising more flexible services for participants. HB5811 positions Connecticut as one of just three states offering a **10-cent redemption fee on bottles and cans**—a lifesaver for The Arc ECT's Donation Station. We're deeply grateful to our dedicated legislators who supported both human service investment initiatives.



Teamwork

Working together to make sure we were meeting the needs of everyone we support was never so important as it was in 2020/21. Like many agencies, our day programs needed to close practically overnight, and the **ensuing shift to virtual services couldn't have happened without a flexible and nimble team.** Team members stepped up to **fill needed vacancies in our residential programs,** and Day Support team members and Job Coaches developed on-line programming, activities, and virtual social hours that allowed us to keep in daily contact with everyone.

The agency's **Technology & Design Department** supported each residence, participant, and team member with hardware, software, and training. **Finance** ensured secure revenue streams with federal and state grants, and adjusted to ever-changing funding sources. **Marketing and Development** created weekly memos and other morale boosters for the whole team.

Even though we took a very cautious and gradual approach, **the work of reopening was just as difficult.** Still, the pandemic created opportunities for new programming ideas and reconfigurations, and also **showed us opportunities for strengthening some of our policies and practices,** particularly around health and safety.

Our nursing staff is now monitoring team members health as well as participant health, to insure that everyone's safe while working either from home, in one of our supported residences, or with people with IDD living independently. **Trauma-Informed Care** seminars included strategies for healing for the people we support.



Training, Technology, & Continuous Improvement

"This year," noted The Arc ECT's Chief Operations Officer Laurie Herring, "was not business as usual. It was a historic and traumatic event from which we are all still recovering." Despite the circumstances, however, **The Arc ECT retained its exceedingly high DDS Continuous Quality Improvement (CQI) rating of 98%.**

Team members continued to receive comprehensive training in participant care, with the help of our new **Relias online platform which streamlines** a variety of state-mandated trainings. COVID-related trainings remain ongoing.

Employee Surveys also fostered employee engagement and prompted valuable suggestions regarding accountability and ways to improve care.

Assistive technology equipment grants helped people with IDD living on their own to maintain/increase their independence during the pandemic. Equipment included stove monitors with automatic shutoffs and remote management systems that **allowed people to become more involved in their own healthcare.**

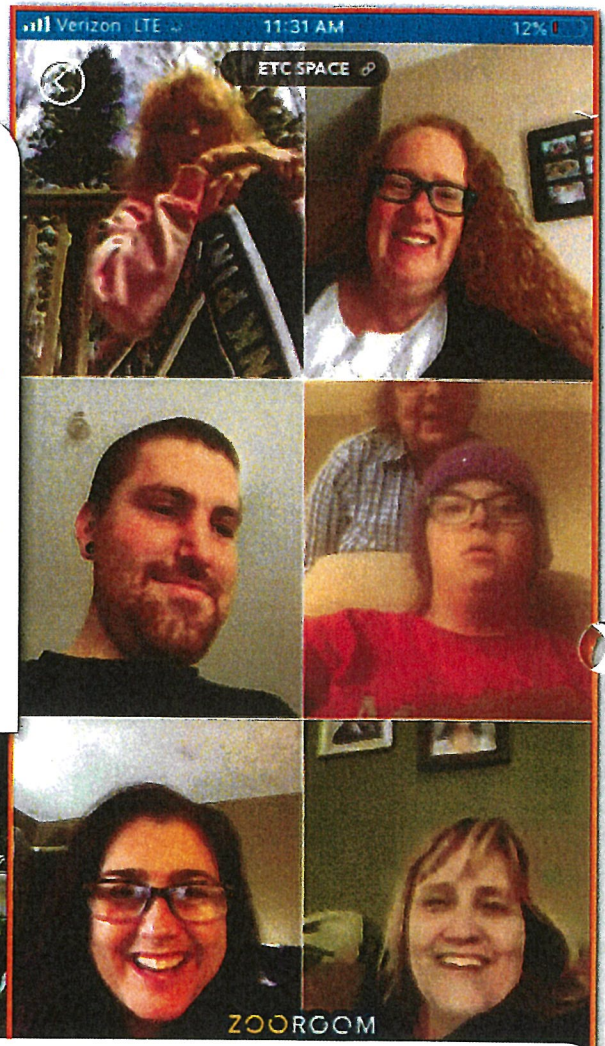
The Arc ECT became one of the first agencies to train team members and implement the **pilot EVV (Electronic Visit Verification) program** at its In-Home Supports program. This system allows for **better coordination of care,** easier scheduling, and verification that care was received.

Residential Supports

promoting choice and personal growth

Making sure that 87 residents and support staff **stayed healthy and safe during the pandemic** was only one of this year's challenges. For nine months, residents were confined to their homes, so other programs **The Arc ECT developed alternative programming and other creative ways to help everyone stay upbeat and engaged.**

Technology helped tremendously, especially the **Zoom meetings residents had with both their peers and their families.** More movie channels were added to each home. Local singers gave "porch concerts." Everyone made holiday trees throughout the year, and the houses sent gift baskets to each other, so **everyone felt part of as big a community as possible.**



Person-Centered Supports for People with IDD Living at Home

Our Individual Services/In-Home Supports program provided **daily living and social services supports throughout the region to 90 people with IDD and their families during 2020/21.**

We were able to help 75% of the people we support to make appointments, obtain transportation, and get vaccinated. Although we kept in contact with everyone via virtual programming, **in-person visits continued throughout the pandemic for people living on their own with no family members, especially Seniors.** In-person activities resumed in Spring 2021, including community volunteering projects.

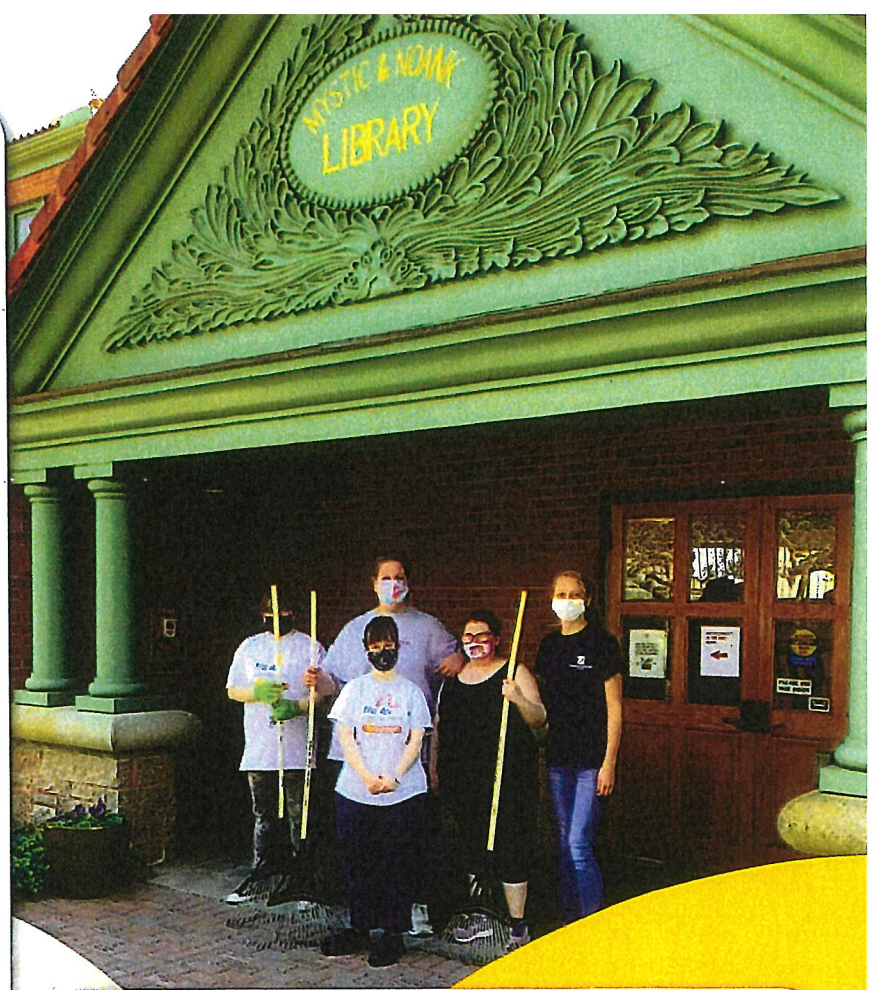
Community Life & Advocacy

Arc's Community Life & Advocacy (CL&A) program provides ongoing social interaction and independence through fun, supportive, and educational activities. **CL&A maintained virtual supports with 145 people from July 2020 until March of this year** when face-to-face programming was phased in. Participants and their families are experts in using Zoom and other social media to connect, and the **Self-Advocacy, men's, and women's groups continued to meet regularly.**

The Special Olympics programming helped keep people active and healthy. **CL&A's use of Closed Captions along with emojis helped those with limited verbal communication skills.**

Online programming throughout the year included workshops on **topics ranging from Healthy Relationships to Internet Safety to Time Management.** CL&A also partnered with the United Way for Read Across America Day; women were recorded reading children's books for the United Way's You-Tube Channel.

In March 2021 the **51-member Volunteer Corps** enthusiastically returned to in-person activities, assisting with the cleanup of the **Mystic & Noank Library, Waterbury Veterans Park, and downtown Putnam;** they also participated with a car/truck rally and have a host of activities planned for the coming season.



ECHO & The Arc ECT Partner for Independent Living

Together with Eastern CT Housing Opportunities, **The Arc ECT's In-Home Supports program will oversee seven supervised apartments** funded by the CT Department of Developmental Services as part of a proposed New London housing project.



IN
**PARTNERSHIP
FOR FULL
EQUALITY**

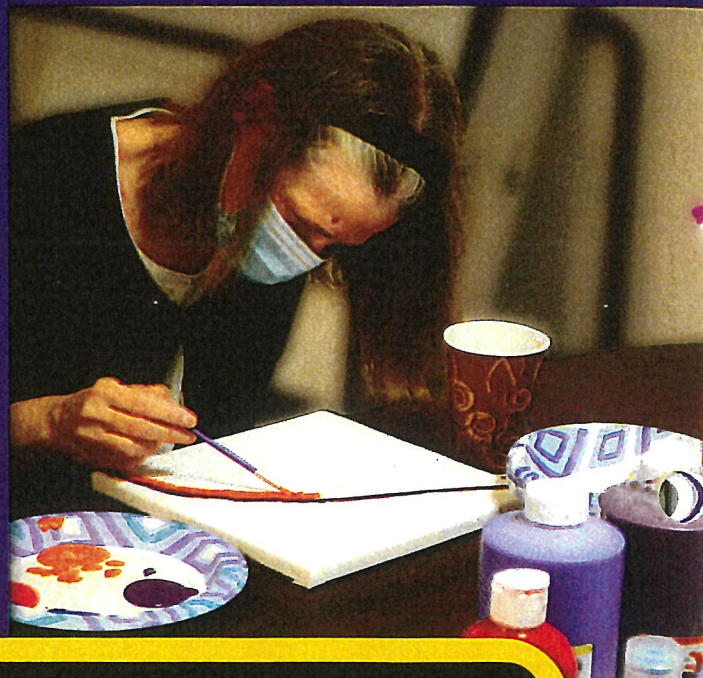
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'Options' is Key to Day Supports

Clubhouse focuses on options, choices, & fun

Day Services pivoted to a "Clubhouse" model as people gradually returned to face-to-face services. The new format allows a staff member and their small groups of three or four to choose which activity to participate in that day, in either Danielson, Norwich, or Groton. **Activities include art, cooking, health/fitness, games, community-based trips, culture and history, to name a few.** Each group also develops its own monthly calendar that can include the clubhouse or another activity in the community. One of the great parts about the Clubhouse," says Jennell Ricard, Deputy Chief Quality Assurance Officer for Day Services, "is that **everyone—including team members—gets to see new places and interact with different people every day.** It's been a great couple of months as everyone reconnects with their old friends. **With this approach, all our team and participants are really unified.** In a world where choices are still limited, the Clubhouse provides a great safety net."



Transitional Employment and School-to-Work Transition

This year, **Transitional Employment Services (TES) in Danielson**, a 3-year program with a 1-year optional extension, provided individualized supported vocational services to people with IDD age 22 and over determined to further their careers.

At the **Employment Transition Center (ETC) in Groton**, team members worked with area schools in 2020/21 to provide supports to young men and women as they improved on skills worked on during the school year while also participating in recreation, job readiness training, volunteer activities, and socialization/life skills.



The Arc ECT's Innovative Employment Programs

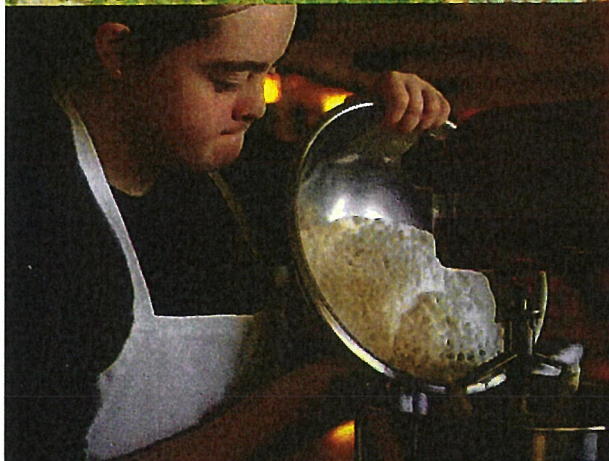
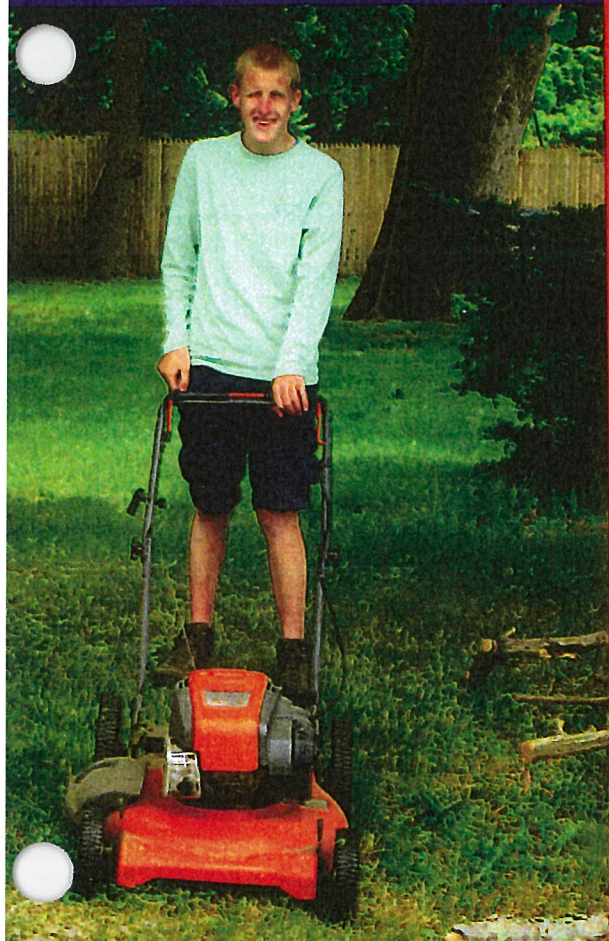
Last year, despite restrictions placed on in-person supports, 139 people with IDD age 21 to retirement participated in our varied employment programs.

The Arc offers a variety of supports and resources to help people on their journey to financial independence.

Micro-Enterprises

Real world experience leading to competitive employment with local businesses—

- ★ The **Lawn & Landscape** crew maintained all of its commercial accounts, and returned to work in early spring, 2021.
- ★ Thanks to generous donors, the **aquaponics facility and farm stand garden**, continued to grow vegetables for The Arc ECT residences.
- ★ The **Emporium upscale thrift store** reopened for donations in February and to customers in March, much to the delight of shoppers.
- ★ The Redemption Center—rebranded **“Connecticut Donation Station”**—reopened in February 2021 at its Woodstock location with 14 new donation bins placed around northeast CT. Plans are in place to expand outdoor donation bins to the southeast.
- ★ The highly successful **“Cookie Factory”** is expanding to its own commercial bakery and storefront space in Woodstock.

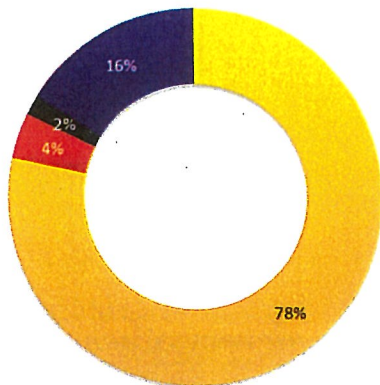


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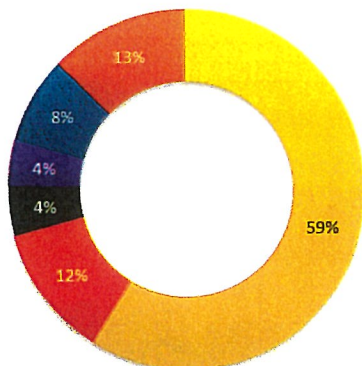
FY2021 Revenue

Contract Revenue Room & Board
Service Fees Other



FY2021 Expenses

Salaries Benefits
Program Transportation
Building & Equip Admin & General



Revenue	FY2020	FY2021
Contract Revenue	\$15,725,036	\$17,264,599
Room & Board	\$760,907	\$840,543
Service Fees	\$1,213,104	\$374,767
Supported Employment Program	\$394,284	\$199,594
Grants	\$215,967	\$3,007,129
Public Support	\$176,775	\$70,348
Fundraising	\$178,221	\$107,189
Rental Income	\$89,342	\$86,315
Investment Income	\$12,594	\$16,967
Other Income	\$163,757	\$34,379
Total Revenue	\$18,929,987	\$22,001,830

Expenses	FY2020	FY2021
Salaries	\$10,713,085	\$12,088,246
Benefits	\$2,117,161	\$2,455,869
Program	\$948,330	\$923,350
Transportation	\$1,094,962	\$846,695
Building & Equip	\$1,489,490	\$1,605,017
Admin & General	\$2,548,428	\$2,612,277
Total Expenses	\$18,911,456	\$20,531,453

We Are Extremely Grateful

to the CT Department of Developmental Services, area foundations, and local Small Business Associations. These community partners provided a critical lifeline, sustaining us through the pandemic.

While safety concerns forced The Arc ECT to curtail many services, the agency was kept whole through emergency funding for Personal Protective Equipment and a loan from the Paycheck Protection Program.

The Arc ECT is grateful to the many organizations, foundations and state/federal funders who support our employment, community involvement, and enrichment programs. Grant funding is a vital component of our programming, and in 2020/2021 was especially instrumental in helping us strengthen and grow. Many of our community partners generously gave us the option of using awarded funds for COVID-related expenses.

AHEPA Foundation
 Bailey's Team For Autism
 The Martin & Arlean Bednar Charitable Fund
 Berkshire Bank Foundation
 Charter Oak Federal Credit Union
 Chelsea Groton Foundation
 City of Norwich
 Columbian Charities of Connecticut, Inc.
 /Knights of Columbus #7054
 Community Foundation of Eastern Connecticut
 Connecticut Department of Transportation
 CT Department of Emergency Management & Homeland Security
 Department of Developmental Services

Dominion Energy Charitable Foundation
 The Elsie A. Brown Fund
 Electric Boat Employees Community Service Association
 The Ferrano Family Charitable Fund
 Melwood Horticultural Training Center
 Microsoft Rewards/Give with Bing
 Norwich Public Utilities
 Odd Fellows Faith Hope & Charity Fund
 People's United Community Foundation
 Towns of Groton, Killingly, North Stonington, Old Lyme & Waterford
 US Department of Agriculture
 United Way of Southeastern Connecticut
 Workers' Compensation Trust

The Connecticut Neighborhood Assistance Act

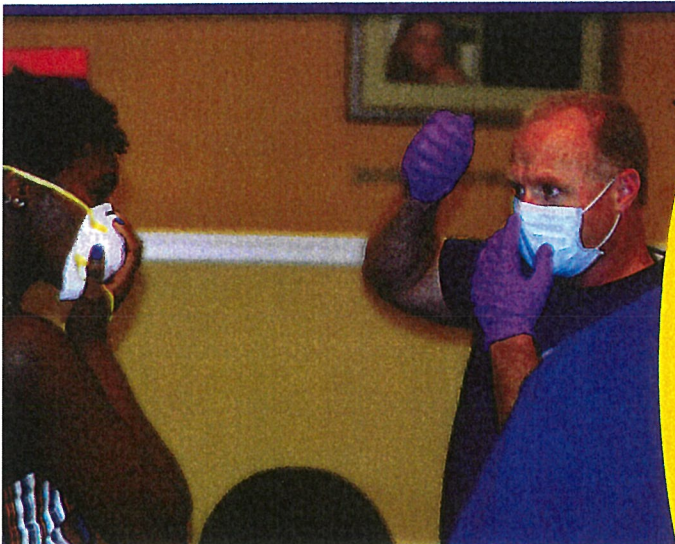
Each year, generous corporations provide a percentage of state business tax to The Arc ECT to implement a variety of community saving projects. In 2020 **Norwich Public Utilities** made it possible for us to retrofit the lighting at our Sachem Facility to LED far more energy efficient and much soothing and comfortable for the people we support.



Martin & Arlean Bednar are longtime supporters of The Arc ECT and are also members of our 1952 Society.

"The Arc ECT's mission is one we firmly believe in. All people from all walks of life make positive contributions to the community and are valued equally and fairly. It is with great pride that we support all that this great organization does for the IDD community."

—Martin Bednar



Our Fundraising Events—Still the Best!

The pandemic may have changed many things, but the **loyalty of our friends and supporters** has remained constant.

The Arc
Eastern Connecticut
5th Annual FILM FESTIVAL
a Virtual event



Everyone got into the spirit for our **43rd Annual Strides Road Race**

—held virtually AND at Camp Harkness for individual runners during the week of October 4, 2020. Innovation in launching a hybrid race created renewed enthusiasm for 138 runners with over \$17,000 raised.



Total amount raised
from fundraisers:

\$117,443

GARDNER JOHNSON MEMORIAL

GOLF TOURNAMENT

The 33rd Annual Gardner Johnson Memorial Golf Tournament

held in June 2021 was The Arc ECT's first in-person event since the pandemic, and we had a great turnout at the CT National Golf Club in Putnam. Thirty teams and 117 very happy golfers helped raise over \$39,000 for the agency.



"Our group had discussions before and after the films. As the conversation went on, everyone stopped talking about things they wanted to change about themselves, and started talking about things they were proud of. This was a very powerful message."

—Debbie Densmore,
Community Life &
Advocacy Coordinator

Partners in the Community

Despite the pandemic, these great organizations have gone out of their way to provide resources and support. The Arc ECT thanks each one for keeping programming strong and successful.

Day Options Partners

CT Humane Society
Norwich Senior Center
Konk Hill Turkey Farm
Mohegan Bowl (MA)
Muttonwood Farm
Mumpkintown
Gillette Castle State Park
Southwick Animal Farm (MA)
High Hopes
Denison Pequotsepos
Nature Center
Panera Bread
Prague Library
Get Fired Up
Symon Public Library
Norwich Bully Busters
Chase Manor 2
Chelsea Groton Bank
CT Free Store
Old Mistick Village
Norfolk Parks & Recreation
Eastern CT Ballet
Hartford Marathon Foundation
New London VFW
Mystic & Noank Library
Gillingly Public Library
Pomfret Audubon Center
Capron Park Zoo

Slater Memorial Museum
Norwich Rose Garden
Four Town Farm (MA)
Festival Farm (RI)
Old Sturbridge Village (MA)
Fort Shantok
Valley Falls Park
Bushnell Park
Wickham Park
Christian Fellowship Church
Esquer Point Beach
Hammonasset Beach State Park
Harkness Memorial State Park
Thompson Public Library
Sterling Public Library
Creamy Brook Bison
Hopeville Pond State Park
Beacon Alpacas

Employment & Training Site Partners

CW Resources—The US Naval Submarine Base
Camp Harkness
DXC Technology
Day Kimball Hospital
Fleet Reserve Association
Gemma E. Moran United Way Food Center
Hay Burr Inn Horse Rescue
Heritage Pines Apartments
Linda's House Pediatric Daycare & Preschool
Mike Smith Transmissions
Mohegan Sun
Paws Cat Shelter
Putnam Parks & Recreation Department
Rawson Materials
Rite-Aid
Seely-Brown Village
Stop & Shop Groton, Putnam, & Waterford
Valley View Riding Stables
Walmart Putnam
Whitcraft

Holiday Generosity

Twenty families and businesses contributed over \$4,400 to 2020's Giving Tuesday campaign. And both the Day's **Make a Wish** holiday campaign and the **Befriend a Family** group of Pfizer and EB employees, led by Royce Hoffman, contributed **gift cards, household items, clothing and toys** to our participants most in need, ensuring that they had a warm and very happy holiday.



The Arc Eastern Connecticut is extremely fortunate that so many wonderful organizations and area businesses supported The Arc ECT and sponsored our fundraising events in FY 2020.

Special Thanks to These Sponsors

21st Century Tolland Fund
A & A Management, LLC
Ace - 43 Corporation
All Souls Unitarian
Universalist Congregation
Archambault Insurance
Associates
Diane & Robin Aubin
Martin & Arlean Bednar
Benpe Sales &
Consulting, LLC
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Brunet & Company
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Credit Union

Clarity Output Solutions -
Premier Printing
CohnReznick
Collins & Jewell Company
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& Robert Young
Enrico & Luanne DeMatto
Dime Bank
Thomas & Julie Ann
Dupont
Kristine Durocher
French River Materials
Garde Arts Center
Louis Gedeon
Gilman & Valade Funeral
Homes & Crematory
Hilltop Contractors, LLC
Catherine & Paul Humphrey
Jewett City Savings Bank

Law Offices Of
Gabrielle Labonte
Roland H Lupien, D.D.S
Macara Vehicle Services
Mattern Construction, Inc.
Maynard Electric LLC
John & Darlene Miller
Miyoshi America
MJ Sullivan Automotive
Group
Mystic River Building
Company
O&G Industries, Inc.
Michael Peters
Putnam Bank - a Division
of Centreville Bank
Putnam Plastics Corp
Putnam Rotary Club No. 6507
Rawson Manufacturing, Inc.
Rawson Materials

Rose City Financial
Services
Sportee's Screen Printing
& Embroidery
Thomas & Candy Sullivan
The Advanced Group
The Robert F & Maureen T
O'Keefe Family Foundation
TriPoint Insurance, Inc
US Foods
David & Patricia Varholy
Wheelabrator Putnam Inc.
Willimantic Waste
Paper Co., Inc.
Workers' Compensation
Trust
Yale New Haven Health,
Lawrence & Memorial
Hospital
Yankee Remodeler

Gifts in Kind

These organizations, businesses and families provided generous and thoughtful donations of goods and services to our fundraising events and to our day, residential, advocacy and employment programs.

Anonymous (10)
Robert & Shannon Aiello
Tiana Baker
Berkshire Bank Foundation
Big Gary's Discount Liquors
Bob's Discount Furniture
Charitable Foundation, Inc.
Dale Christianson
Clarus Studios Inc.
Garde Arts Center

M. Provost Trucking
& Landscape Products
Joseph Mastrangelo
Racheal Mea
Terry Riley
Jack Robinson
The Rose Family
Cheryl Salva
Elizabeth Schafer
The Sheehan Family

Dorothy Smith
Judy Spitz
Sportee's Screen Printing
& Embroidery
St. Mary Parish
United Way of
Southeastern Connecticut
Wireless Zone

Above and Beyond . . .

Our **Hero Sponsors** helped make our fundraisers such a success. These businesses went above and beyond and sponsored ALL our events. Many who had committed sponsorships prior to the pandemic generously allowed us to hold onto the funds, and we couldn't be more grateful.

HERO Sponsors

bankHometown	Glenn & Kim Carberry
Berkshire Bank	Linemaster Switch Corporation
Chace Building Supply	Lisbon Tire, LLC
Chelsea Groton Bank	Mutual of America
Comcast	Putnam Area Foundation, Inc
Connecticut Business Systems (CBS)	R & W Heating Energy Solutions, LLC
CorePlus Federal Credit Union	Spirol International Corp
Eastern CT Savings Bank	Sure-Bright
Flanders Fish Market	The Schuster Group
Gerardi Insurance	Kathleen Stauffer
	Wireless Zone, Putnam, CT

The 1952 Society

To commemorate the founding year of both The Arc New London County and The Arc Quinebaug Valley, the 1952 Society recognizes donors who have exceeded a **lifetime contribution of \$1,952.**

The Adams Family	Enrico & Luanne DeMatto	Terrence Hickey	Onnolee Rader
Shannon & Robert Aiello	The Demicco Family	Scott Kadey	Allan & Kathie Rawson
Denise Archambault	Lisa DeMots Davies	Bob Kaufman & Joann Chapel	Jeffrey & Jessica Rawson
Diane Aubin	Edward & Mary Lou Desaulnier	The Kelleher Family	The Rhodes Family
Martin & Arlean Bednar	Mark & Susan Desrosiers	Deborah Kirby	Daniel & Judith Rovero
David & Lynn Bourque	Thomas & Julie Ann Dupont	The Klemmer Family	Kevin & Linda Shaw
George & Pam Brown	The Fournier Family	The Leone Family	The Siart Family
Sherri Burdette	Denton Gates	Perry Lorenz	Bob & Jinny Smanik
Christopher & Patricia Burke	The Gedeon Family	Attorney Stanley Lucas	Mary Ellen Snyder
The Chojnicki Family	Laura Giannelli	Roland H. Lupien, D.D.S.	The Sobolov Family
Victoria Christian	Maureen Gilardi	Diane Manning	Kathleen Stauffer
Joann & Charles Cirrito	Deborah Gregoire	Joe & Carol Mastronunzio	Thomas & Candy Sullivan
Stephen Colgan	The Grygorcewicz Family	The Maus Family	Ralph & Vicki Tate
James & Deborah Dandeneau	William & Patricia Gulley	The Middleton Family	Robert & Ann Tetreault
Michael Deary	Betty Hale	John & Darlene Miller	The Theve Family
Gene Michael and	The Halloran Family	Alice Munyan	Steven & Marge Townsend
Elizabeth Deary	The Heck Family	Frank Newth	Robert and Sue Vincent
Barbara Deindorfer & Gregory Young	Laurie Herring	Peter & Kelly Newth	Denise & Tony Walstra
		The O'Keefe Family	

are pleased to acknowledge the following individuals and families for their generous donations to The Arc Eastern Connecticut.

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berto & Ellen Abutin
argaret Adams
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stantine Antipas
aire Armstrong
omas & Virginia Army
aniel & Mary Atwood
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chard & Jeannette Banulski
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ichael & Giusy Beaman
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Association
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eorge & Pamela Brown
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CG Automotive, Inc.
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Colgan Family Fund
Brian Condon
Richard & Jean Conway
Nancy Costerisan
Walter & Denise Crabtree
Gerald Daigle
Marge Daly
Patricia Daviau
Lynn Decker
Jason & Danielle Deeble
Delta Kappa Gamma Society/
CT State Organization
Leo & Shirley Demers
Margaret Desalvo
Paul Desautels
Norman Deslauriers
Katherine Diaz-Saavedra
Elizabeth Dipperry
Marc DiSilvestro & Wendy Daly
Bill & Abby Dolliver
James & Patricia Doran
Paul & Doris Downey
Amy Driscoll
Nhu Duong
Thomas & Julie Ann Dupont
Michael Duprey
Donna Dziadula
Andco Construction
Management

Emily Ferguson MD LLC
Jerome & Diane Ethier
Stephen Etzel & Sherill Cyr
Richard & Julia Evans
Timothy & Linda Evers
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If you made a gift to The Arc Eastern Connecticut in 2020 and do not see your name on our list of Community Partners or Donors, please accept our apologies. Contact Denise Tift at (860) 889-4435 x116 to be added to next year's Report.

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In Memoriam

The Arc Eastern Connecticut is honored to receive donations from friends and family members in memory of their loved ones—

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Honorees

Gifts were made this year in honor of the following friends and family members:

All Healthcare Workers
The Arc ECT
Development Team
Bob Baxter
Lynn Bourque
Sherri Burdette
Matthey Giuliatti
Stitchy Kruzel
Rudolph Labrecque
Patty Moody
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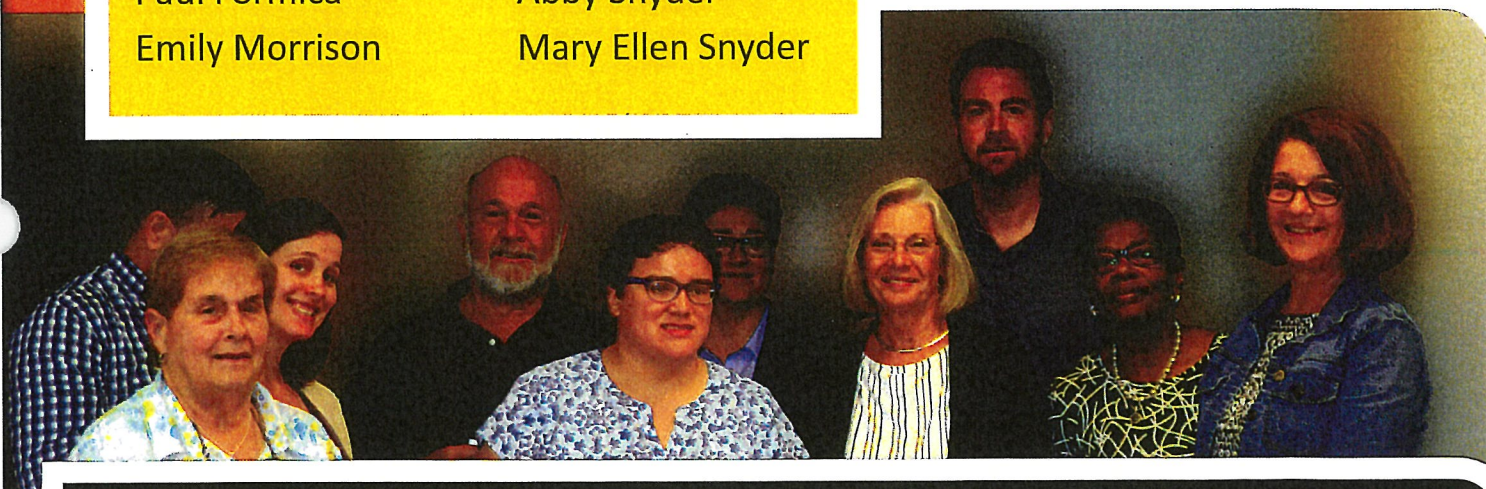
Linda Rhodes

FINANCE

Gene Michael Deary

BOARD DEVELOPMENT

Linda Rhodes



A Board of Directors Representative of the Entire Region

Our Board represents eastern Connecticut's breadth of diversity, and plays a huge part in our ability to effectively support people with IDD and their families in this challenging region. **Each member's expertise and knowledge has allowed us to not only create the Strategic Plan but work to actively address its goals.** The Board has initiated a facilities evaluation survey, grown the agency's donor base, and committed fully to making The Arc ECT an innovator in developing employment opportunities in which people with IDD can earn a living wage.

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Executive Officer

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LEADERSHIP TEAM



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Central Offices

125 Sachem Street, Norwich, CT 06360 | T: 860.889.4435

Northeast Administrative Offices

687 Cook Hill Road, Danielson, CT 06239 | T: 860.774.2827

Northeast Day Services

193 Mechanic Street, Danielson, CT 06239 | T: 860.779.2362

Employment Transition Center

52 Sacred Heart Drive, Groton, CT 06340 | T: 860.449.1529

The Arc Emporium & Redemption Center

22 Route 171, Woodstock, CT 06281 | T: 860.928.4727



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