



The Arc[™]

Greater Waltham

Established 1956

Greater Waltham Arc

Annual Report

2014

Celebrating 58 Years of Service
1956—2014

GWArc is committed to the inclusion of all people with disabilities. For information and assistance, please contact our main office.

GWArc is a 501(c)(3) nonprofit, tax-exempt organization and an affiliated chapter of the Arc of Massachusetts and the Arc of the United States.

56 Chestnut Street, Waltham, MA 02453
PHONE 781-899-1344 TDD 781-899-8555

www.gwarc.org



From the Chief Executive Officer

Greetings and thanks for reading GWArc's 2014 Annual Report. I join GWArc's participants, staff, and Board of Directors in wishing you a great upcoming 2015.

Take away a few letters of the word "challenges" and you have the word "changes". That really describes how 2014 has progressed for us at GWArc. But, looking back on this year, I think we can all agree that those changes have been not only the best we can do, but also an opportunity for some improvements in the services we deliver.

BIS Mail – With the federal mandate to close all center-based employment, GWArc had to end BIS Mail, even as we celebrated the 20th anniversary of this successful agency-owned business. BIS participants and their families/guardians were saddened by this directive. GWArc became licensed in a new program, Community Based Day Services (CBDS). The CBDS program has more activities and must spend a certain amount of time in the community. The arrival of a new van in July helped, and we now have transportation to get out for trips, events and significantly more volunteer opportunities than we thought possible.

Our aging population – As the long-time GWArc individuals age, challenges in mobility and communication increase. Through the acquisition of 13 iPads and communication applications and staff training, these devices now help participants to communicate their needs as well as be creative in writing stories, taking pictures, making short videos and even learning more sign language. GWArc also purchased some adaptive devices such as iPad hands-free holders, larger styluses, amplifiers and switches for increased accessibility for all.

Staff training – Making a great staff even greater....this year we engaged many experts for in-house trainings in American Sign Language, Alzheimer's Disease and more. Additional trainings in safe transfer, swallow issues, allergic reaction response and other specialized skills were also offered. As ever, we are pleased to report that most staff attended at least one outside seminar or conference offered to those who work with disabilities.

Staff changes – While no different than previous years, GWArc experienced the loss of staff, some of whom had been here for many years. While the reasons for these resignations varied, these staff members will be missed. We see this challenge as best we can – an opportunity for input from new personnel who can support GWArc's participants and increase and improve agency programming.

This message would be incomplete without the usual reference to a challenged budget. State funding agencies provide for services we deliver, but not as much as is needed. That is why this page concludes with deep thanks to all of you for your support – in attending GWArc's community events, sponsorships and donations and responding positively to our annual appeals. Your interest in GWArc is recognized and appreciated, and we look forward to our 59th year of quality services with input from all.

Regards,



Roslynn Rubin, Ed.D
Chief Executive Officer



John Peacock, incoming 2015 Board President, and Roz Rubin, GWArc CEO, plan for the coming year.

Celebrating 58 Years of Excellence...

This report highlights some of GWArc's achievements as we celebrate our 58 years of service to persons with intellectual and developmental disabilities. Like every year at GWArc, this year had many challenges. However, we are able to point with pride to important achievements which required ingenuity and the support of GWArc's many friends in order to serve over 300 individuals this year.

Among our proudest accomplishments are:

Administration & Systems – *Responsible for the business aspects of GWArc, including finances, accreditation, technology, structure of the agency and facilities and safety.*

- Renovated Chestnut Street kitchen and a program room, with a grant from Rockland Trust
- With the support of a volunteer, revised all 8 Satisfaction Surveys for 2015 use
- Completed agency software and computer upgrade
- Collaborated with Brandeis University to provide practical experience to a Ruderman Family Foundation Scholar
- Engaged new accounting firm to conduct annual audit

Participant Programming – *Curriculum additions to enrich daily experiences, develop life skills and strengthen community connections.*

- *Artists of GWArc* arts programming continued with Phyllis Biegun, ceramic artist/instructor, for the second year. Participants painted ceramic plates and mugs. Funding was provided by the Waltham Cultural Council and Waltham Community Foundation.
- Tim Cohen, Music Therapist-Board Certified, began music therapy sessions every other week at Chestnut Street and Woodland Road
- Interactive drumming with Mace Miller continued twice a month
- 13 iPads were acquired, along with many applications and adaptations for participants recommended by Erin Archibald, Speech-Language Pathologist
- Collaborated with the Waltham Rotary Club to help stock local food pantries. Rotary members donate funds at weekly meetings; GWArc participants use funds to shop for and deliver food to four Waltham food pantries
- Participants and staff visited the State House several times to advocate for services. 20 participants and staff attended the Arc of Massachusetts Legislative Day at the State House
- Community trips included the Museum of Fine Arts, Museum of Science, ICA/Boston, deCordova Sculpture Park, The Butterfly Place, bowling, fishing and apple picking
- Participants and staff danced in "Waltham is Happy" video

Day Education – *Funded by the Department of Medicaid Assistance and Department of Developmental Services, our day habilitation program is located at 56 Chestnut Street, Waltham. Services include communication and motor skills development through exercise, music, crafts, cooking, volunteering and community trips.*

- Pet therapy with dogs and volunteers from Caring Canines and the Pets and People Foundation was a popular activity
- Participants enjoyed many outdoor picnics and cookouts
- Participants and staff baked Valentine cookies and packaged them in decorated boxes that were distributed around Waltham
- "Passport" activity focused on various countries' cultures and food

Employment, PLUS and Transitions (EPT) – *GWArc's day program located at 31 Woodland Road, Waltham. Employment services include independent community work and group supported employment at local universities. PLUS Program participants enjoy a curriculum of activities which include life skills such as communication, community safety, money management, volunteering and community trips. The School to Work Transitions Program works with Waltham Public*

Schools high school students to ensure meaningful future community involvement.

- Licensed new Community Based Day Services program
- Acquired new 12-passenger van for community trips
- CBDS participants volunteered at Phinney's Friends, Pine Street Inn and Meals on Wheels
- Due to federal mandate, BIS Mail closed in September
- Hosted two legislative events with state legislators
- 24 Group Supported Employment (GSE) participants continued work at Brandeis and Bentley Universities and Lasell College; 15 individuals worked at supported job placements in the community
- 38 School to Work Transitions students were served during the school year, with over 20 holding part-time community jobs or volunteer positions. The Transitions Summer Program was held at Bentley University

Adult Family Care Program (AFC) – *Medicaid funded tax-free financial support to families caring for their adolescent/adult children with disabilities and/or the elderly in their homes.*

- Welcomed new AFC Program Director
- AFC is now serving 40 Members
- AFC staff marketed the AFC Program at many new events

Recreation – *Recreation Program activities for adults, adolescents and children in the community and for GWArc participants. Community-based activities with experts leading the events are emphasized.*

- Quarterly Recreation Brochure produced, with 65 activities offered, including classes, day trips and an overnight event. New and varied activities, as well as longstanding favorites, were embraced by community members and GWArc participants. Many activities sold out.
- Expanded Brandeis Buddies and instituted a community trip with the support of a Jones Partnership Fund grant
- Supported campers in 3 community summer day camps
- Winter, Spring, Summer and Fall dances were enjoyed by all

Workforce Development – *Staff training and development.*

- Staff training was provided in American Sign Language, Alzheimer's Disease, Low Vision, Grief & Loss, Disabled Persons Protection Commission (DPPC) Reporting, Self Care, Diversity/Cultural Competency, Recognizing Abuse & Neglect and iPad usage and apps. Grant funding for ASL and Recognizing Abuse & Neglect was provided by CHNA-17.
- Staff were recognized at Annual Meeting and given a gift

Watch City Self Advocates – *Members of GWArc's Day and Employment Programs who join together to learn how to make and how to influence better choices in their lives.*

- Visited legislators at the State House
- Attended the 17th Annual Mass Advocates Standing Strong Conference on Diversity and a Voting Information event
- Meetings featured speakers from the Waltham Fire Department, Waltham Police Department, a member of the military who spoke about his experiences and the Rainbow Support Group
- Collected donations for Operation American Soldier

Marketing and Development – *Ensures regular communications, updated web and print materials, annual fundraising events and activities, participation in grant opportunities and recognition/support of the agency.*

- Exceeded goals for revenue and attendance at 44th Annual Harvest Breakfast and 5th Annual "Ciao Down for GWArc" at Embassy Suites
- Organized marketing "Best Practices" Day with marketing directors from 17 other Arcs in Massachusetts
- Events and activities reported regularly in local media
- Added part-time grantwriter/development associate

Board of Directors – *Oversees agency well-being including agency stability, finances, future planning and community connections.*

- Welcomed Don Willfong as a new Board Member in January
- Board approved Three Year Strategic Plan 2014-2017
- Enjoyed presentations by various GWArc staff members

Our Mission

GWArc's mission is to serve children, adolescents and adults with intellectual and developmental disabilities and their families in the community, utilizing a person-centered planning approach. We provide quality, flexible programs, services and supports which maximize independence, foster inclusion, promote self-advocacy and build community connections.

GWArc programs are based upon self-determination, sound teaching practices and the latest technology. GWArc is committed to advocacy and legislation to influence attitudes and perceptions so individuals may choose and achieve life goals.

GWArc programs are funded by the Division of Medical Assistance (MassHealth), the Department of Developmental Services (DDS), Mass Rehabilitation Commission and private fees. The Commission on Accreditation of Rehabilitation Facilities (CARF) accredits the Day Habilitation and EPT PLUS Programs. Day Habilitation and EPT PLUS Programs are licensed by the Department of Developmental Services Survey and Certification process. GWArc has consistently received the highest level of certification from both organizations.



Greater Waltham Arc
Day Education Program
56 Chestnut Street
Waltham, MA 02453
781-899-1344
781-899-8555 (TDD)

Blanche I. Battaglino Center
Employment, PLUS, and Transitions Program
31 Woodland Road
Waltham, MA 02451
781-899-2206
781-899-4710 (TDD)

Greater Waltham Arc, Inc.
Summary Statement of Revenue and Expenses
July 1, 2013 through June 30, 2014

Revenue	
Government Contracts	2,789,115
Commercial Sales and Contracts	339,435
In-Kind Contributions	109,087
Fundraising	126,685
Fees for Service	9,637
Investment Return	<u>231,963</u>
Total Revenue	<u><u>3,605,922</u></u>

Expenses	
Staff Wages, Taxes & Benefits	1,915,751
Client Wages, Taxes & Benefits	228,499
Occupancy and Depreciation	369,932
Program Services	776,613
Administrative	<u>211,242</u>
Total Expenses	<u><u>3,502,037</u></u>

Complete audited financial statements for the fiscal year ended June 30, 2014 are available on request.

***GWArc financial statements are audited by:
Kevin P. Martin & Associates, P.C.***

GWArc Board of Directors 2014

GWArc is governed by a Corporate Membership of 51 volunteers who elect a 15-plus member Board of Directors to oversee corporate operations. These volunteers represent the Greater Waltham community, including participants in GWArc programs, the professions, local businesses and local service organizations. They provide valuable expertise, linkages and support to the organization.

<i>Greg Abel, President</i>	<i>Morgan Diamant</i>
<i>Jody Doucette, Vice President</i>	<i>Erik Doucette</i>
<i>Lisa Lorgeree, Treasurer</i>	<i>Robert W. Francis</i>
<i>John Peacock, Secretary</i>	<i>Marcia MacClary</i>
<i>Robert P. Clement,</i>	<i>Adam Maher</i>
<i>Immediate Past President</i>	<i>Eric R. Prichard</i>
<i>Renee Allain</i>	<i>Don Willfong</i>
<i>James Baron</i>	

Honorary Trustees

John Battaglino
Arthur DeVincent (deceased)
Robert Donoghue
Jean Poirier Foster
Russ Malone
Anthony Mangini
Frederick Tortola (deceased)

A Special Thank You to Our Generous FY2014 Donors

Generous donations throughout the year in support of our appeals and special events are so important as they help to provide the many extras that make GWArc's programs and services so special. Community trips, *Artists of GWArc* art workshops taught by local artists, music therapy, healthy cooking classes and adaptive equipment are just some of the many inspired additional offerings that set our agency apart. Thank you to our donors and volunteers.

AAA Southern New England	Apartments	Jane Erickson
Gregory I. Abel	The Chateau Restaurant	Failla & DeFrancesco
Susan Abend	Pramod Chauhan	Family Dentistry
Aflac	William P. Chiasson	Stuart and Beatrice Fay
Marilyn & Michael Alexander	Community Health Network Area (CHNA) 17	Shawn Finnegan
Henry D. Alpers	Bob Clement	First Parish Church in Waltham
Anderson Florist	Coastal Capital Group LLC	Patricia Fitzgerald
Anthony J. Antico	Stephen Colangelo	Kevin Forsa
Louis J. Antico	George A. Coleman	Debra Foti-Flynn
Arlex Oil Corporation	Sally Collura	Joan M. Gaidimas
Joseph Arsenault	Colvin's Inc.	Marilyn Garand
Ron Arsenault	Communicative Health Care Assn.	Glenna Gelineau
Melita Arvaniti	Brendan M. Connors	Denise Gilbert
Atlas Watersystems	Constant Contact, Inc.	Anthony Giordano
Maia Aucoin	Lisa Corbett	Joseph M. Giordano
Mary E. Baker	Annette and Norman Cormier	Donald Grose
Edna Bardsley	Gerry and Leah Cosby	Zoe Grossman
James Baron	Thomas and Eleanor Coxall	Barbara L. Guest
Justin Barrett	Virginia Crane	Karen A. Hart
John and Beth Battaglino	Jill Crisafulli	M. Corinne Hart
Lisa Battaglino	Flora D'Angio	Ruth Harutunian
The Battaglino Family	Ann M. Darcy	Joanne Heatley
Belmont Savings Bank	Judy M. Delaney	Hillcrest Consultants
Bentley University	Debra Dellacamera	Hobbs Brook Management LLC
Thomas Bergin	Rose M. Demeo	Diane Hyde
Edna D. Bickmore	Carol DeVincent	Ideal Concrete Block Co.
Bird Precision	Steven Dewever	Andrea and Sidney Igdalsky
Henry and Elizabeth Bjorkman	Morgan Diamant	IMS 2000 Building Maintenance Inc.
Alan S. Bloom	Fiore DiGiovine	Insurance Professionals of New England
Robert and Bundy Boit	Richard DiRe	James Jacobs
Samuel H. Boit	Domenic's Italian Bakery & Deli	John Nicolazzo & Son
Boston Bark Corp.	Angie Doucette	Deborah A. Johnson
Boston Properties	Jody & Erik Doucette	Richard J. Johnson
Connie and Tim Braceland	Duffy Properties	Johnson Compounding and Wellness Center
Jacquelyn M. Bradley	Roland L. Dunbrack	Helen E. Jones
Kathleen H. Bradley	Dunkin' Donuts	Jones Partnership Fund
Brandeis University	William Durkee	Pamela M. Jones
Fred Brasco	Theresa Dwyer	Ronald Jones
Brasco & Sons Memorial Chapels Inc.	East Cambridge Savings Bank	Joyce Funeral Home
Brookline Bank	Eastern Bank Charitable Foundation	Keane & Company, P.C.
John L. Burns	Economised Time Services	Keane Fire & Safety
Alvin Cadieux	Electronic Fasteners, Inc.	Mark and Richelle Kennedy
Catherine A. Cannon	Thomas B. Emberley	Jacqueline Ketchedjian
James M. Carnevale		Mark A. Kishlansky
Thomas M. Casey		
Charlesbank Estates, Inc.		
Charlesbank Garden		

Continued...

Bud and Linda LaCava	Elayne Neal	Barbara Simons
Mary R. LaCava	The Nelson Companies	Simpson Gumpertz & Heger Inc.
Sonya Lavoie	New Balance	Donald W. Soule
Joanne LeBlanc	New England Memorial Monuments Inc.	Stanton Insurance
Angela LeBlanc-Gillett	New England Office Supply, Inc.	Gary Stefaniak
Nancy Lee	Geneva Nowlan	Thomas J. Sullivan
The Leland Home	Patricia A. O'Hara	Surplus Technology Solutions
John E. Lilley	Nan and Paul Okarma	William P. Tamulewicz
Lombardi Auto & Truck Services, Inc.	Melvin Olig	Angelo Taranto
Eileen M. Losier	Henry O'Neil	Daniel G. Taylor
Daniel F. & Margaret MacAdam Loughry	P.R. Douglas Company	TD Bank
Charitable Fndn Trust	Paul J. Pantano, DPM	Thomas Tucker Taranto
Marcia MacClary	Frances Paolini	Memorial Scholarship Fund
Evelyn and William Maloney	Charles Parisi	Rita Tierney
Marie Maloney	Park Lodge Hotel Group	The TJX Foundation
Gary Marchese	Partners Healthcare	Gloria A. Todd
Jack & Elinor Marcou	People's United Bank	Mark Tuler, DPM
Charitable Foundation	Barbara Piacentino	Unified System
Nick Martorilli	Pizzi Farm	The UPS Store #0311
Massachusetts Medical Society	Eric R. Prichard	Kristina Usey
Irene Mazzocchi	Michael Procanik	Darcy Vary
Jeannette A. McCarthy	Queen Screw & Mfg., Inc.	VFW Post #10334
Edward J. McDonald	John A. Quisenberry	The Village Bank
Joan McDonald	Joanne Raymond	Michael & Vincenza Vinciullo Charitable Foundation Trust
Patrick McDonough	Carol Reagan	Thalia Vitikos/Ridgewood Rhythms
Mary A. McFarlin	Eileen Reardon	Wal-Lex Gulf
Susanne McFarlin	John Reardon	Waltham Auto Body
Ellen M. McGaffigan	Michael Reardon	Waltham Community Foundation
Marianne McGaffigan	Edward Reardon Jr	Waltham Cultural Council
Donald McManus	Kenneth A. Repp	Waltham Firefighters Local 866
Kathleen McMenimen	Concetta Richard	Waltham Floor Covering
Donald McNemar	Rockland Trust Charitable Foundation	Waltham Housing Authority
Joseph Mercurio	Daniel Romard	Waltham Lions Club
Richard Merrow	Rotary Club of Waltham	Waltham West Suburban Chamber of Commerce
Middlesex Human Service Agency	RTN Federal Credit Union	Watertown Savings Bank
Middlesex Savings Charitable Foundation	Roslynn Rubin	Diane Whitney
Middlesex Sheriff's Office	Leonard Ruthazer	Don Willfong
Joan E. Miller	Kevin Ryan	John Wiswall
Mace Miller	Gertrude Scafidi	Women's Action Alliance
Philip Miller	Joseph Scalia	Stewart Woodward
Mount Auburn Hospital	Janice Scaparotti	John J. York
Barbara A. Murphy	Stephen Scaparotti	Ralph P. Zampitella
Jack Murphy	Stephanie J. Schaffhausen	
Mary Murphy	Elaina Schlumper	
Murphy Fuel Corporation	Ron and Karen Selines	
Mutual of America	Marie Seme	
Arthur and Sylvia Nally	Sentinel Benefits & Financial Group	
	Settebello, Inc.	
	Maria Sheehan	
	Shoppers Cafe	

This list includes donors from July 1, 2013 - June 30, 2014. We apologize for any errors or omissions. Please contact the Development Office with any corrections or edits at 781-899-1344 x4147. Thank you.