



A chapter of **The Arc**
New York

2024 Annual Report



Our Mission

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



Our Vision

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



Board President Message



During my time as a Board Member, I have come to understand that Coarc is far more than a provider of services and opportunities for the hundreds of people we support— it is a community where people are seen for their abilities, encouraged to pursue their passions, and supported to achieve their goals.

I'm proud our Annual Report highlights the meaningful achievements of those we support through our various programs made possible with the unwavering commitment of our dedicated staff and with continued support of community partners.

During 2024, we found success cultivating a sense of connection and belonging for the people we support through social integration initiatives and life skills development. Some of my personal favorites include;

- Students from a local middle school regularly visit one of our day habilitation programs forming supportive relationships while gaining understanding about people with disabilities.
- The Coarc Café at Columbia-Greene Community College continues to expand, offering work opportunities for people we support while engaging with students and faculty.
- Over 100 people marched together to represent Coarc in the 2024 Hudson Flag Day parade.

As we look to 2025, a year marking our 60th anniversary, we remain committed to advocacy, inclusion, and education. True inclusivity is not just about access—it's about belonging. It requires us to challenge assumptions, celebrate diversity, and create opportunities for meaningful participation in all aspects of community life. I invite you to join us in spreading this message—through your words, actions, and influence—so that together we can build a world where people of all abilities are not only accepted but equally valued.

Tracy Cantele
Board of Directors President



CEO Message



Coarc's Mission Statement is "To expand abilities, one person at a time, so people experiencing disabilities can achieve their personal goals". In my first year as CEO, I have been inspired by the dedicated staff who every day make that mission a reality. I am overwhelmed with gratitude to have been able to witness the people we support living their best lives. 2024 has been full of success stories which are illustrated throughout this Annual Report.

Our current strategic plan 2023-2025, represents goals we continue to focus on throughout the agency and our 2024 Progress Report highlights the progress we have made towards reaching those goals. Activities such as launching our Day Hab Without Walls Seniors program, development of a new residential opportunity for young adults and the re-launch of our Self-Advocacy group are just some of the accomplishments throughout the last year. We also celebrated our dedicated employees at our Staff Appreciation BBQ and graduated our 1st class of leaders in the Coarc Leaders Academy. We launched our brand new 2-week Orientation Program, receiving overwhelming positive feedback about the enhanced welcome new staff are experiencing here. Our Coarc Cares initiative was in full force in 2024, stocking breakrooms and sites with essential items, volunteering throughout the county and introducing the Coarc Cares Pantry to the community.

As we head into 2025, I am excited by the opportunities ahead. Coarc will be celebrating our 60th Anniversary! 60 years of commitment and dedication to the people we support and the hundreds of staff providing those supports. 60 years of accomplishments, goals being dreamed and achieved and lives being enriched every day. Gratitude goes to everyone involved in our success, including people we support, staff, family, members and our community. Thank you!

Karen Amanna
Chief Executive Officer

Yes, I Can...

learn to be a successful student

Layla, Lucas and Khryssa

Layla P

Over the past two school years, Layla has shown great progress. She initially was very hesitant to transition, with lots of calming techniques required for a majority of the session. Now that Layla is familiar with a routine and the equipment, she easily transitions to therapy. Layla has shown increased independence with activities that she previously required hand over hand assistance. She navigates her school environment with increased independence. She has shown progress with fine motor skills as well. She now completes a familiar 10 piece inset puzzle, holds a marker and makes a circle. Layla is a very sweet loving girl and it has been a pleasure to watch her blossom.

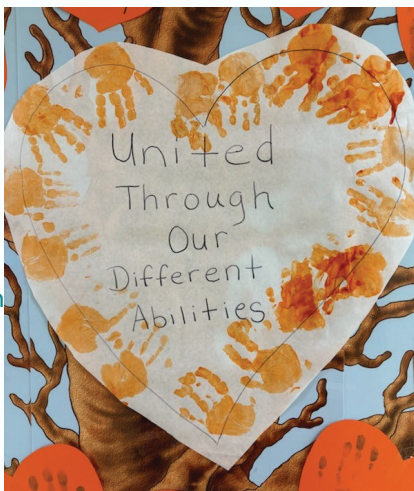


Lucas Z

Since starting school in September, Lucas has shown great progress in his ability to attend activities, sit on the rug for academic periods, label and identify his own emotions, and his interactions with peers. Lucas continues to impress his teachers and therapists and is a great joy to have in class.

Khryssa W

Since starting at TSP in July, Khryssa has shown great progress in her academic skills, transitioning throughout the building, managing her emotions and dealing with peer conflict. Khryssa continues to impress her teachers and therapists and has been a pleasure to have in class.



Yes, I Can... have a full-time job. *Nuzat Yesmin*

Nuzat Yesmin is a graduate of Coarc's Ability Link and Pathways to Work program where she learned life and job skills, which led to part-time employment with the Coarc Café and Goodwill. Last November she became a full-time employee of the Hudson City School District at the Montgomery Smith Elementary School where she works in the cafeteria five days a week. Valerie Weaver, her supervisor and Tiara Nostrand, her job coach have been instrumental in Nuzat's success. She loves working at the school and loves everyone she works with. Her coworkers have high regard for her and she is a joy to be around.

Nuzat lives locally with her family and her love for cooking and trying new recipes blends well with her working in a cafeteria. One of her favorite things is assisting her mother with cooking meals. Aside from working full-time, Nuzat loves sports and has participated in the Special Olympics, winning several medals.



Yes, I Can... be an Assistant Teacher. *Roman Palleschi*

Roman has been attending Community Access to the Arts (CATA) in Great Barrington, MA, one of Coarc’s community partners, for many years. “I don’t know what I’d be doing without CATA” stated Roman. CATA provides inclusive arts programs for people with disabilities

Every Monday afternoon, people gather for a drumming class. Roman greets everyone with a smile. The CATA faculty artist begins with a warm up, Roman joins in and starts playing a rhythm on the dundun drum. “Follow Roman”, says the faculty leader. As a result, Roman learned to stretch his skills and grow as an artist.

CATA staff saw his growth and skills as a leader and knew he was ready for more. The first step was to help lead a CATA drumming workshop as an Assistant Teacher. Then the call came, “When CATA asked me to help teach drumming I was like ‘Wow – this is serious!’” He plays a rhythm and everyone follows. Roman had been searching for his place in the community and with this opportunity he was being recognized in a whole new way and found his place.



Photos by CATA and Christina Lane

Yes, I Can... earn a 3 Degree Black Belt. *Mark Harris*

Mark Harris earned his Black Belt 3rd Degree at Chatham Taekwondo with instructor Danny Jones in November 2024 . Mark has been working hard for many years.

Starting at age 16, Mark's goal was to earn his Black Belt in as many degrees as possible. It was amazing to watch the precision and concentration. Mark stated, "I love Taekwondo because it's great exercise, I love learning new forms, I have made great friends and I'm working on earning my 4th Degree Black Belt."



Yes, I Can... bring my heart to Coarc.

A two-week onboarding orientation program was developed and launched in 2024 for all new hires. It provides a consistent introduction and welcome to Coarc.

Here is what employees who have gone through the program are saying;

- The program was interesting and informative. Staff in Mellenville were friendly, kind and supportive. Your program was the best I have ever encountered.
- Provides the information that I need to be successful in the program.
- Class was interesting and varied. The presentations were informative, but also fun.
- I thoroughly enjoyed this program and I feel like I'm leaving here with a good foundation.
- There is a focus on what people can do, not what they can't do.
- I looked forward to coming here every morning of the training.
- The orientation was fantastic!
- I want to say that I am very impressed with Coarc. I can see that Coarc really cares about and values its employees.
- Most indicated they are very likely to recommend Coarc as a place to work.
- My favorite part of the program was the residence and program tours.
- I want to say thank you for giving me this opportunity to learn something new.
- That no matter what, you can count on the people within your company to help you.
- The agency demonstrates a great deal of respect for those supported. I am overwhelmed with feelings of gratitude for the opportunity to be a part of this agency's mission.



Yes, I Can... succeed in my career at Coarc.

Coarc held its Annual Staff Appreciation BBQ in September 2024. Staff, family and friends were invited as a thank you from the Leadership team and the Board of Directors. At the BBQ, the 2024 staff awards were presented. Nominees were selected by their peers through an application process.

The winners were;

DSP of the Year – Ronald Osborne

Manager of the Year – Kerri Surrano

Support Person of the Year – Mary Judisky

Clinician of the Year – Shirley Fahs



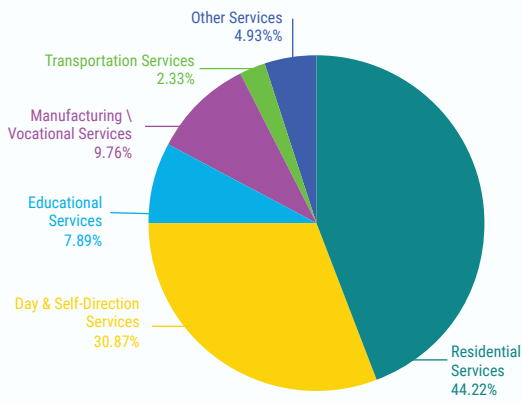
The Career Advancement program continues with the NADSP, which offers credentialing to DSPs and Supervisors to advance their skills and knowledge. So far, over 60 employees have been celebrated for becoming credentialed.

The Leaders Academy celebrated the graduation of its first class in April 2024. The Academy offers professional development through facilitated group learning, team building and mentoring to middle management staff. Program participants report that the experience has been extremely rewarding and has strengthened them as leaders in our organization



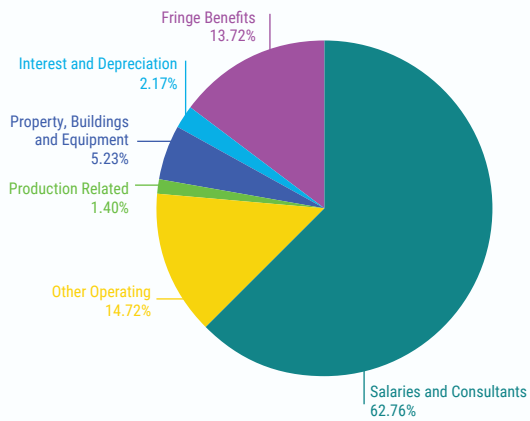
2024 Coarc Financials

Income by Program Services



Income By Program Service	Amount	%
Residential Services	12,808,717	44.22%
Day & Self-Direction Services	8,942,925	30.87%
Educational Services	2,286,530	7.89%
Manufacturing \ Vocational Services	2,827,400	9.76%
Transportation Services	676,286	2.33%
Other Services	1,428,736	4.93%
Total	28,970,594	100%

Expenses by Category



Expenses by Category	Amount	%
Salaries and Consultants	16,598,724	62.76%
Fringe Benefits	3,628,340	13.72%
Production Related	369,658	1.40%
Property, Buildings and Equipment	1,383,439	5.23%
Interest and Depreciation	574,785	2.17%
Other Operating	3,893,793	14.72%
Total	26,448,739	100%

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



About Us

Coarc is one of 35 local Chapters of the Arc New York, the largest provider of supports and services for people with intellectual and developmental disabilities in New York state. In addition to the programs Coarc offers in Columbia County, Chapters of the Arc New York collectively support more than 60,000 people with disabilities and their families in every county of the state, and employ more than 30,000 people in our shared mission to provide people with I/DD and other disabilities the ordinary and extraordinary opportunities of life. Founded by families more than 75 years ago, The Arc New York continues to be an influential advocate for the rights, opportunities, and inclusion of people with intellectual and developmental disabilities.

Our Services

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

Our Businesses



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