Strength Through Innovation

Annual Report 2022–2023
Dear Friend

What a great year this was for The Arc of Litchfield County. Our community of employees, supported individuals, their families and guardians, and our partners worked hard to make a positive difference.

Thanks to the efforts of our dedicated and compassionate staff, twelve individuals supported by the agency now reside at the state-of-the-art Torrington Riverfront apartments. To achieve this extraordinary transition to more independent living, it took long hours of planning, learning, and adapting on the part of the staff and the partners with whom we worked. The individuals who qualified for the new living arrangement had their own challenges throughout the process but are now living with more independence and self-direction. All in all, the outcome was worth the effort and now a path for many more such opportunities has been paved for future initiatives.

As we do every year, we advocated for wage increases for staff and this year there was a significant increase due to increased state funding. We will continue to advocate on behalf of our staff, and seek future funding increases.

A Trauma Informed Care learning collaborative was initiated this past fiscal year and I am so proud to report that great progress has been made with staff completing training, and teaching co-workers about implementing best practices in day-to-day care. The Arc of Litchfield County is one of only three Arc providers in the state adopting this methodology of care for staff and employees and we are eager for the program to evolve.

Our amazing donors have supported several very important programs including Project SEARCH, and the Day Support Option (DSO) Social Enrichment opportunity. We are so grateful for their belief in our mission and their continuing financial support of the agency.

Please take the opportunity to read this annual report and reach out to me with questions.

With gratitude,
Michael Menard, Ph.D.
Executive Director
OUR MISSION

The mission of LARC is to work cooperatively with others in developing opportunities for individuals with Intellectual/Developmental disabilities, including Autism, to reach their maximum level of independence; experience presence and participation; make decisions about their lives and their futures; and live with respect and dignity.

OUR GUIDING PRINCIPLES

- We assist people with disabilities to live their own lives.
- We assist people to be competent decision-makers.
- We connect people's lives to the community in which they live.
- We support the right of voluntary association.
- We provide unique and individual services.
- We teach people how to have control over their own personal resources.
- We provide only services that will benefit people's physical, emotional, spiritual, and reputational well-being.
- We work hard to help people reach their goals.

VISION

"Community for All"
OUR PROGRAMS & SERVICES

- **Day Support Option**
  The Day Support Option (DSO) provides stimulating activities for 40 individuals. Some of the opportunities provided are morning and afternoon social coffee hours, gentle stretching and chair yoga, music and art therapy, current event discussions, bingo, weekly sing along with a professional musician, and a variety of educational and arts & crafts activities. Walks at the Torrington Armory or on nature trails, visits to local parks, and other excursions provide socialization and exercise. Individuals also perform in concerts throughout the year in celebration of a variety of holidays.

- **Residential Program**
  The Residential program offers several options, all of which strive to provide supports and services that provide opportunities to live as independently as possible. LARC supports individuals by offering a variety of living arrangements:
  - Community Living Arrangements (CLAs) - LARC owns and manages 5 CLAs where a total of 25 individuals reside.
  - Individualized Home Supports (IHS) - LARC offers In-Family Home Support and In-Own Home Support.
  - Continuous Residential Supports (CRS) - CRS provide 24-hour support in 3-person homes.
• Vocational
LARC’s vocational program provides opportunities for people interested in working.

Individual Supported Employment
With the support of skills trainer, job coach and job developer, LARC works with people to find independent jobs that match their skills and abilities. Once placed, LARC provides ongoing support in the workplace to 21 people who are working 15 – 40 hours per week. Six of these successful people are graduates of LARC’s Project SEARCH program. In this digital age, supporting people at work includes helping people to learn to access computers in the workplace, and to acquire online training and payroll information as required by each employer. Three people are currently using public transportation to get to and from their jobs. A few people are celebrating 20 years at their jobs!!

Group Supported Employment
LARC job coaches provide support to 48 people to work in groups in community settings. The sub-contracted work includes maintenance as well as light assembly, mailings, inspection, and packaging at two factory sites. People enjoy friendly relationships with employees and being included in company functions such as holiday luncheons. We look forward to increasing community opportunities now that the world has opened up after the pandemic.

In Home Support

At the gym  Shopping  Local events
• **Autism Resource Center**

LARC’s Autism Resource Center served children and teens with Autism Spectrum Disorder (ASD) and their families. The center provided free monthly webinars covering topics important to parents, educators, providers, and guardians. Two weekly playgroups for children aged 2-5 provided socialization and activities. Twelve families attended one or both playgroups each week.

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**Project SEARCH**

The Project SEARCH teacher and skills trainer supported three people to intern at Charlotte Hungerford Hospital Hartford Healthcare in Torrington. Interns grew in employability skills in departments such as Human Resources, Environmental Services, Cardiac Rehabilitation, Cafeteria, Endocrinology, Cardiovascular Medicine, Urology, Storeroom and ENT. They learned skills such as office work including filing, alphabetizing and patient reminder phone calls, sanitizing and cleaning, picking supplies, re-stocking and transporting medical supplies. In the classroom they covered basic computer skills, internet safety, money handling and budgeting, updated resumes, learned interviewing skills, workplace safety, conflict resolution and self-advocacy. CHH provided guest speakers to cover skills such as CPR Basics, Fire Safety, CHH Security and Interviewing, and Employability Tips from HR. All three interns have either secured jobs or are in the process of finalizing their interview process for jobs they enjoy in community settings. We can’t wait to see all that these interns will accomplish as they move on to living their best life!!
Recreation & Social Enrichment

Recreational opportunities, including Bingo, crafts, indoor Corn Hole, and Bocce in the summer, provide social enrichment and are important for all individuals. LARC bowling, at Thomaston Lanes, runs from September through mid-June.

LARC’s Special Olympics team consists of 64 athletes that compete in Bocce, Bowling, Alpine skiing, Cross Country skiing, Snowshoeing, Power Lifting and Track & Field.

Thomaston Savings Bank has donated a 2019 Chrysler Pacific Touring L minivan to the agency’s Project SEARCH program. As one of LARC’s most generous supporters, Thomaston Savings Bank & Foundation continues to demonstrate their belief in the agency’s mission and our vision for improving the lives of hundreds of individuals with intellectual and developmental disabilities. The minivan will have a profound impact as it will expand the reach of the program and add efficiency to the day-to-day activities of the Project SEARCH program.

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• **Advocacy**

LARC is committed to protecting the rights of individuals with Intellectual and Developmental disabilities (I/DD) within our community. Along with our partners National Arc and Arc Connecticut, LARC provides opportunities throughout the year to participate in advocacy initiatives and a variety of workshops to educate families and the community about the rights of individuals with I/DD.

**UPDATES & NEW INITIATIVES**

• **LARC on the Road**

LARC on the Road events provide opportunities for LARC to share information on new initiatives and program updates as well as plans for the future. The most recent event was hosted by the Orr family -- Kate (LARC board member), Melissa, and Doug -- at the new Torrington Riverfront apartments in May, where Melissa Orr now resides. Michael Menard, executive director at LARC, shared updates on the agency's work to make this state-of-the-art facility available to people who want to live more independently. Many guests, including elected officials, attended this important outreach and information event.
**Trauma Informed Care**

Early this year, LARC embarked on an ambitious project to bring Trauma Informed Care into our culture. Trauma Informed Care (TIC) has been a healthcare approach for many years in other sectors of human services, but only recently came to the attention of providers who work with people who have intellectual and developmental disabilities.

The development of the Whole-System Change Model is the result of the Traumatic Stress Institute’s (TSI) years of experience working with clients to create lasting change. TSI serves as a steady, long-term partner supporting systems as they prepare to launch, implement, and sustain TIC culture and practices. To this end, LARC has partnered with CCARC, Midstate ARC, and the Traumatic Stress Institute (a program of Klingberg Family Centers) to implement TIC through the “Risking Connections” training model. Our three agencies will be among the first I/DD providers in the country to embrace TIC. DDS is interested and is participating as passive observers.

The Trauma Informed Care Resource Center describes TIC as shifting the focus from “What’s wrong with you?” to “What happened to you?” According to TSI, TIC is widely viewed as a best practice in the human services, refers to a whole-system approach to addressing the reality of trauma in the people being supported through staff training, trauma-specific treatments, trauma-informed behavior support, and policy changes. Implementation of TIC has been shown to increase staff retention, decrease restraints, and decrease abuse allegations.

LARC staff were trained to be TIC trainers. After that, training of all staff will continue. Two homes have been identified for piloting the training, and it will become a part of our culture. There are still many months to go for this process to be complete and while this may be a challenge, we believe that in the end, it will significantly impact the people we support and our staff in a positive way.

**New Owners of Camp**

The Camp MOE property was officially sold by the Arc of Litchfield County (LARC) to Northwest Connecticut YMCA in late May, 2023. The two organizations worked closely to make the transaction mutually-beneficial, and to help ensure that the Camp continues to serve families from northwestern Connecticut.
“The Camp MOE property is a fantastic piece of land with so much potential. We are very gratified that LARC and the YMCA were able to make this happen,” said LARC Board president, Dorothy Beckley.

Over the past year, the LARC Board worked with the YMCA to put together a deal that benefitted both agencies. “This is the result we hoped for,” explained Michael Menard, executive director at LARC. “The YMCA now owns 165 acres of beautiful outdoor space and newly-renovated buildings that can accommodate all kinds of programs and activities. This is an ideal outcome and we wish them great success.”

**Torrington Riverfront**

The Supportive Housing initiative at newly-constructed Torrington Riverfront is now home to 12 individuals. Over nearly a two-year period, the LARC team has worked diligently to make this new, state-of-the-art facility home for 12 LARC-supported individuals. This entailed regular weekly (more often daily) meetings with co-workers, staff from the Connecticut Department of Developmental Services, representatives from the project developer, property management staff, city officials, and families. Every effort has been made to make sure the individuals feel comfortable in their new homes. This is truly an example of LARC’s vision of “Community for All.”

It’s been a massive amount of work, and thanks to the team members involved, 12 really excited people are embarking on a huge but very rewarding challenge. In addition to the staff efforts, the community has helped make this a reality as well. The crowd-funding campaign through Northwest Connecticut Community Foundation’s “Northwest Gives” helped raise money to fund the purchase of furniture, and friends of LARC donated loveseats, headboards, dining chairs, lamps and many other suitable furnishings. We are so very grateful.
## OUR GENEROUS COMMUNITY

### UNRESTRICTED GIFTS

#### $4,000 and above
- Benevity Community Impact Fund
- Mr. & Mrs. Allan Borghesi
- Heather & Moose Dzielak

#### $1,000 - $3999
- Altrusa International of Litchfield County, Inc.
  - Ms. Barbara Canary
  - Janet Castano
  - Crosswicks Foundation
  - Renaissance Administration, LLC.
  - Mr. Wellesley J. Smith
  - Mr. & Mrs. Carl Ullman

#### $500 - $999
- Mr. & Mrs. Andrew Brady
- Mr. & Mrs. Stacey Castonguay
- Ms. Karen Latina
  - Town of Litchfield
  - Mr. & Mrs. John Ursone

#### $250 - $499
- Meghan Dzielak
- Employees of Northwest Community Bank
- HTH Automatic Sprinklers, Inc.
  - Mr. Robert Kelly
  - Mr. Stephen Serota
  - Southridge Technology

#### $100 - $249
- Mr. David Allen
- Amazon Smile
- Big Y Community Bag Program
- Mr. Peter Black
- Mr. & Mrs. Tom Boutin
- Mr. Matthew Carbone
- Atty. Michael J. Considine
- Dr. Roger Coutant
- Fidelity Charitable
- Dr. & Mrs. John Gargiulo
- Innovative Medical Products, Inc.
  - Mr. & Mrs. Mark Lambert
  - Mr. & Mrs. James Lamoin

#### Up to $99
- Mr. David Benson
- Mr. & Mrs. Edwin Blanchette
- Ms. Nancy Boland
- Mr. & Mrs. James Boutin
- Mr. & Mrs. John Boutin
- Ms. Barbara Bowler
- Ms. Patricia Cardwell
- Mr. & Mrs. Paul Castain
- Ms. Patricia Cheever

### RESTRICTED GIFTS

#### Autism Resource Center
- Ms. Luann Poe

#### Day Support Option Program - In Memory of Alexandrea Jeans
- Ms. Margaret Bisciotti
- Mr. Kevin Braddock
  - Bronc Callahan Community Fund, Inc.
- Ms. Carole Charette
- Mr. & Mrs. Gregory Eldridge
- Ms. Christina Emery
- Ms. Suzanne Flores
- Ms. Helena Guba
- Ms. Kathryn Higgins
- Ms. Andrea Jeans
- Ms. Candace Majewski
- Mr. Mark Majewski
- Mr. & Mrs. Armand Marchand
- The Meto Family
- Mr. & Mrs. Francis Motuzick
- Mr. & Mrs. Edmund Nicholson
- Mr. & Mrs. George Pohorilak
- Mr. & Mrs. Paul Roberts
- Ms. Pamela Root
- Dr. Terrence Ryan
- Ms. Kim Swain
- Mr. Miles Van Noordennen
- Mr. & Mrs. Lowell Wortman

#### Residential
- Ms. Katherine Woodward-Thomas
OUR GENEROUS COMMUNITY

MEMBERSHIP

Mr. David Allen
Ms. Dorothy Beckley
Mr. & Mrs. Edwin Blanchette
Ms. Barbara Canary
Ms. Mary Fischer
Ms. Martha Gallagher
Ms. Andrea Jeans
Mr. & Mrs. Mark Lambert
Ms. Annie Lord
Mr. & Mrs. Joseph Mangione

Ms. Joyce Peck
Mr. Mike Pinette
Mr. Jordan Richards
Ms. Patricia Rondano
Mr. & Mrs. Randall Smith
Mr. & Mrs. James Steck
Mr. Chad Widing
Mr. & Mrs. James Wolfinger
Ms. Lauren Zordan

MATCHING GIFTS

Benevity Community Impact Fund on behalf of:
Barbara Canary
Janet Castano
Heather Dzielak

Fidelity Charitable on behalf of:
Uma Gnanaguru

GIVE LOCAL

Ms. Mickie Ann Budny
Mr. Matt Carbone
Mr. Steven Caruso
Mr. & Mrs. Alan Colavecchio

Mr. & Mrs. Martin Connor
Dr. Roger Coutant
Mr. & Mrs. George Craig
Mr. & Mrs. Kenneth Fielder
Ms. Mary Fischer
Ms. Sarah Langlois
Mr. & Mrs. Stephen Lewis
Mr. Griffin Rapsilber
Ms. Kathy Riberdy
Ms. Lynn Richardson
Ms. Ann Ruwet
Ms. Susan Smith
Ms. Elaine Surveski
Ms. Deborah Ullman

GRANTS

Funding for Autism Resource Center - Teen Program
Funded by: Torrington Savings Bank Foundation
LARC was awarded $20,000 from Torrington Savings Bank Foundation to provide programming and activities to high school students who are on the autism spectrum that will help improve socialization skills, build relationships with peers and staff, and increase comfort with technology.

Funding for Autism Resource Center - Pre-K Program
Funded by: Union Savings Bank
LARC has been awarded a grant of $10,000 from Union Savings Bank Foundation in support of the interactive socialization program for pre-K children with Autism Spectrum Disorder.

Funding for Autism Resource Center - Teen Program
Funded by: Autism Speaks
LARC has been awarded a grant of $2,229 from Autism Speaks in support of the Teen Social Skills and Homework Club for teens with Autism Spectrum Disorder.

Funding for Autism Resource Center
Funded by: Charlotte Hungerford Hospital / Hartford Healthcare
LARC received a grant in the amount of $1,110 to fund a 12-week music therapy program for Autism Resource Center.

Funding for Day Support Program
Funded by: Fred & Josephine Bruni Fund, a fund of the Northwest Connecticut Community Foundation
LARC received a grant in the amount of $1,100 to fund a 12-week music therapy program in the Day Support Option program.

Funding for Day Support Program
Funded by: Thomaston Savings Bank Foundation
OUR GENEROUS COMMUNITY

GRANTS continued

LARC was awarded a grant in the amount of $1943 to fund a performance and movement workshop at The Warner Theatre.

Funding for 314 Main Street Office
Funded by: American Savings Foundation
LARC was awarded a capital grant of $5000 to fund the purchase and installation of an air conditioner unit for the agency's 314 Main Street office and program building.

Funding for Furnishing Torrington Riverfront Apartments
Funded by: Northwest Corner Gives, Savings Foundation, a fund of the Northwest Connecticut Community Foundation
LARC was awarded a grant of $4950 to fund the purchase of furniture for 6 residents of the Torrington Riverfront Apartments.

SPECIAL EVENTS

Sponsors FY 2022-2023
Becton-Dickinson
Borghesi Building & Engineering Co.
Doyle's Medical Supply
Giordano's Signs & Graphics, LLC
Gleeson-Ryan Funeral Home
Lois Grady
Guilmartin, DiPiro & Sokolowski
Harwinton Drilling & Engineering
HTH Automatic Sprinklers
William Latz
Law Offices of Ellen Marino
Northwest Community Bank & Its Divisions
O&G Industries, Inc.
Petricone's Pharmacy
Petrovits, Patrick, Smith & Co.
Risk Strategies Company Inc.
Southridge Technology
Sterling Sintered Technologies, Inc.
Sullivan Automotive
Union Savings Bank Foundation, Inc.
United Healthcare Services, Inc.
West State Mechanical, Inc.
Workers' Compensation Trust

Donors
Steve Caruso
Paul Hamlin
Liquor World, LLC (DBA The Cork, Fine Wine & Spirits)

LARC's Fall Wine Tasting was held in October 2022. The sponsorships (listed above) were received in FY 2022-2023. Others were listed in the 2021-2022 Annual Report.
SPECIAL EVENTS
continued

"It's All Set", our third virtual fundraiser, featured multiple creative and fun themed tablescapes. Participants purchased online raffle tickets. Winners were randomly drawn at the end of the event.

Sponsors
Advanced Physical Therapy
Lois Grady
Harwinton Drilling & Engineering
Kainen, Escalera & McHale
The Kids of Summer Foundation
Mutual of America Financial Group
Northwest Community Bank and Its Divisions
O&G Industries, Inc.
Risk Strategies
Sullivan Automotive
Thomaston Savings Bank
Torrington Savings Bank
Union Savings Bank
Workers' Compensation Trust

Donors
Matthew Carbone
Barry Cone Heating & Air Conditioning
Mark & Beth Lambert
William Latz
Michael Menard
Tina Milanesi
Sterling Sintered Technologies, Inc.

Most Popular!! "Tanglewood Date Night"

Tablescape Donors
Mary Ellen Kunz
Dorothy Beckley,
Barbara Canary, & Ruth Dwyer
Kate Orr & Lauren Zordan
LARC Leadership Team
Bill Latz
Meg McGinn
Northwest Community Bank and Its Divisions
Patricia Rondano
The Cork, Fine Wine & Spirits
Thomaston Savings Bank
Torrington Savings Bank
Union Savings Bank

Wreath Sale
Each November, on the Saturday after Thanksgiving, volunteers and staff are in the parking lot of the 314 Main St. office sorting and passing out beautiful, fresh wreaths delivered directly from Moscarillo’s Garden Shoppe.

Now in its 21st year, proceeds from the wreath sale provide funds for LARC’s Social Enrichment and Recreation Programs, including Special Olympics. Our 2022 sale provided $1912.00 in support of these programs.
TRIBUTES

Mat Brady was a bright and amazing soul. He loved to laugh, sing and dance. He was fascinated with rain. He had a special way of drawing in all those around him. He is greatly missed by his housemates and the LARC staff who supported him.

DONATIONS IN HIS MEMORY WERE MADE BY

Mr. & Mrs. James Boutin  Mr. Joseph Gentile
Mr. & Mrs. John Boutin  Innovative Medical Products, Inc.
Mr. & Mrs. Tom Boutin  Mr. Richard Larkin
Ms. Barbara Bowler  PMC Industries, Inc.
Mr. & Mrs. Andrew Brady  Mr. Thomas Smith
Ms. Patricia Cardwell  Mr. & Mrs. Thomas Smith
Mr. & Mrs. Paul Castain  Ms. Maryann Stufano
Mr. & Mrs. Steven Derosier  Ms. Jo-Ann Walker
Mr. & Mrs. Donald Fleming  Ms. Kathryn Willard

May Louchen, beloved mother of Jamie Louchen, passed away in October 2022. The following gifts were made in her memory.

Mr. & Mrs. Bill Dudley  Ms. Joy Mojon
Ms. Margaret Johnson  Mr. James Post
Ms. Kimberly Lo Presti

ADDITIONAL MEMORIAL DONATIONS

In memory of Andrew G. York
Atty. Michael J. Considine  Mr. John Hesterberg

In memory of Robert Del Vecchio
Ms. Alice Staszowski

HONORARY DONATIONS

In honor of David Allen  Mr. David Allen
In honor of Kevin Braddock  Mrs. & Mrs. Lowell Wortman
In honor of Steven Castoungay  Mr. & Mrs. Stacey Castoungay
In honor of Eric Lambert  Mr. & Mrs. Mark Lambert
In honor of Sarah Langlois  Union Savings Bank Foundation
In honor of Meg McGinn  Ms. Karen Latina
In honor of Robin Pedone  P.E.O. Chapter K-M

VOLUNTEERS

We wish to thank the volunteers who give of their time and talents in support of our Social Enrichment, Recreation and Special Olympics Programs. Their dedication is invaluable.

Heather Blauvelt  Ellen Kirsch
Kim Brandmeyer  Robyn Kirsch
Henry Brandmeyer  Paula Lamoin
Scott Brede  Katherine Marchand-Beyer
Rhonda Capitanio  Anastasia Marshall
Patricia Cheever  Xavier Marshall
Bart Cole  Wes Parker
Betsi Cole  Wyn Parker
George Day  Laurie Sablak
Kathy Day  Katie Stack
Mary Fischer  Erin Tierney
Elaine Giarnese  Jaclyn Wassik
Anne Gustafson
Jeff Humphrey

In memory of Andrew G. York
Atty. Michael J. Considine  Mr. John Hesterberg

In memory of Robert Del Vecchio
Ms. Alice Staszowski
If you are not currently a member of LARC, we invite you to join today! Simply go to LARC's website, www.litchfieldarc.org, click on "Ways to Help" and become a member. An individual membership, at just $25 annually, includes membership in The Arc CT and The Arc of the United States. You'll receive information regarding events, advocacy opportunities and an invitation to the annual meeting.

Michael Menard, Executive Director
Mary Ellen Kunz - Director of Development & Marketing
Linda Cull - Director of Finance
Scott Whittaker - Director of Human Resources
Julie Stachowiak - Director of Clinical Support
Traci Damon - Director of Residential Support
Glenn Lake - Director of Nursing

LARC BOARD OF DIRECTORS
Officers of the Board:
President - Dorothy Beckley
Vice President - Sarah Langlois
Secretary - Ruth Dwyer
Treasurer - Mark Lambert
Past President - Kim Brown

Directors:
Barbara Canary
Matt Carbone
George Craig
Kathleen Orr
Jon Sheaffer
Chad Widing
Lauren Zordan

OUR TEAM