

The Arc of Centre County
ANNUAL REPORT 2023-2024



The Arc[®]
Centre County

MISSION & VISION

The Arc of Centre County's mission is to embody and protect the human rights of individuals with intellectual and developmental disabilities and practice person-centered planning which actively supports their full inclusion and participation in the community throughout their lifetimes.



The Arc envisions a future in which individuals with disabilities are included as active members in their community, a future where quality services and supports respond to their needs and personal choices. A future enabling inclusion to its fullest extent.

OUR CORE VALUES

People First

The Arc believes that all individuals with intellectual and developmental disabilities are defined by their own strengths, abilities, and inherent value not by their disability.

People with IDD have varying strengths, abilities, and interests.
Each person is unique.

Equity

The Arc believes that individuals with intellectual and developmental disabilities are entitled to the respect, dignity, equality, safety, and security accorded to other members of society, and are equal before the law. Society must remove barriers and correct injustices that limit opportunities for people with IDD. Extra action is needed to help people with IDD and their families, who face other forms of bias or discrimination.

Choice

The Arc believes in self-determination and self-advocacy. Individuals with intellectual and developmental disabilities, with appropriate resources and supports, can make decisions about their own lives and must be heard on issues that affect their well-being.

Diversity

Human diversity is beautiful and powerful. We celebrate, honor, and seek to understand the differences in our identities and life experiences.

Rights

People with IDD have human and civil rights, which must be protected.

Community

People with IDD are part of and contribute to the fabric of society. Everyone benefits when people with IDD are present and participate.



Celebrating Our Achievements: A Message from The Arc of Centre County

As we reflect on the past few years, The Arc of Centre County is proud to celebrate the remarkable accomplishments of the individuals we support. Our heartfelt gratitude goes out to the countless hours of dedication that have contributed to advancing our mission. Thanks to the generosity and commitment of our community, we successfully provided essential services throughout 2024, and we look forward to an even more promising year ahead. The determination and resilience of our team, self-advocates, volunteers, and community partners keep The Arc's mission vibrant and thriving.

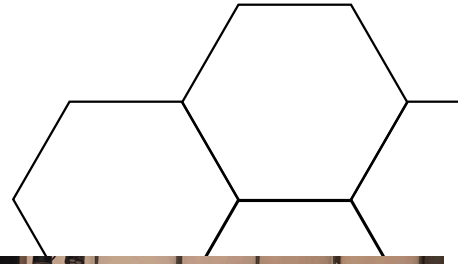
In 2024, we embraced advancements in technology to enhance our work further. Our dedicated team proudly hosted our Annual FundRacer and launched the inaugural Everhart Strongman: Battle for The Arc. These two events not only fostered community engagement but also raised vital funds for our programs. We also took an important step in advocacy by traveling to Harrisburg for The Arc's Advocacy and Policy Conference, where we had the distinct honor of speaking alongside self-advocates, amplifying their voices and concerns.

Throughout the year, we remained committed to our mission by organizing various events, facilitating job placements, helping individuals achieve personal goals, forging new friendships, and celebrating the passion and strength driving our work. We are honored to witness the growth and positive impact on the lives of those we serve.

Despite facing unprecedented challenges, including a Direct Support Professional (DSP) workforce shortage and systemic changes in our service networks, The Arc remains devoted to delivering high-quality services. In response to these challenges, we initiated efforts to develop credentialing and career pathways for DSPs and Front-Line Supervisors (FLS), while actively promoting opportunities for professionals providing competitive integrated employment within our community.

We are excited to share insights into the highlights and successes from 2023 and 2024. Within these pages, you will witness the dedication and strength of those who embody our vision for a person-centered future. We invite you to join us on a journey filled with friendship, fun, services, support, and significant achievements.

Thank you for being a vital part of The Arc's mission! Together, we can continue to create a brighter future for individuals with intellectual and developmental disabilities in Centre County and beyond.



CHIEF ADMINISTRATIVE PERSONNEL

REBEKAH CUNNINGHAM, CHIEF EXECUTIVE OFFICER

AMY BENNETT, CHIEF PROGRAMMING OFFICER

JEFFREY SCOTT, CHIEF FINANCIAL OFFICER

JESSICA SHEADER, DIRECTOR OF HUMAN RESOURCES

ERIKA SMITH, DIRECTOR OF NURSING

RICHARD ALCANTARA, COMMUNITY PROGRAMMING DIRECTOR

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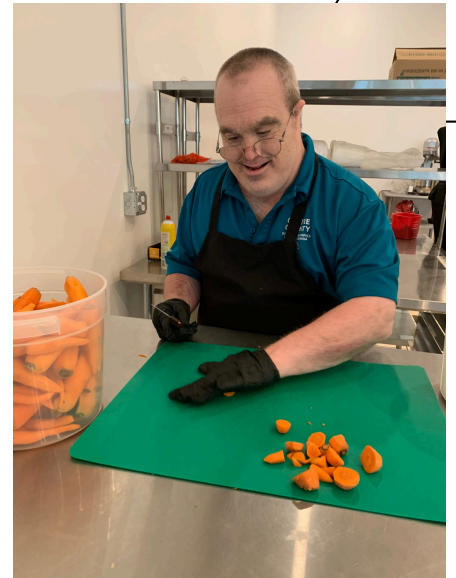
PATTI DISANTO

NITTANY EMPLOYMENT SERVICES

The Nittany Employment Service (NES) team is comprised of certified Employment Specialists and certified Discovery and Customized Employment Facilitators who assist those we serve in seeking competitive integrated employment in inclusive settings. Referrals from the Office of Developmental Programming (ODP) or Office of Vocational Rehabilitation (OVR) result in a person-centered plan to align job seekers with employment opportunities in our community. NES supports clients in pre-employment, onboarding, and employment activity, including career exploration, skill/interest assessments, writing resumes and cover letters, practicing interview skills, attending job interviews, onboarding, acclimating them to a new job and tasks, as well as being a liaison between employer and employee throughout their career. NES strives to carry out community-integrated activities that build on skills that transfer to the workplace.



In 2024, labor shortages emerged as the most pressing issue for providers. In response, NES stepped up to support numerous individuals in seizing the opportunity to secure employment. This year, NES is expected to serve nearly 100 individuals with various vocational needs. These individuals are funded through the OVR and the ODP.



NES continues to market and network through participation in the Chamber of Business and Industry Centre County (CBICC), Transition Council, and Centre County Employment Coalition. This fall, the CBICC rolled out its economic development strategic plan, which outlines the steps needed to ensure Centre County's vision for economic growth, resilience, and sustainability. NES continues to look for new and innovative ways to increase employment for job seekers with disabilities. Supporting workers with disabilities is not just a goal for NES; it's our mission. We remain steadfast in our commitment to the future of competitive integrated employment opportunities and our role in making these dreams a reality for our clients and their communities.

Meet Rachel

Rachel's story is one of perseverance, adaptability, and triumph over adversity. For years, Rachel found fulfillment working at Goodwill, where she thrived in her role and felt like a valued member of the team; however, a change in management disrupted her work environment, and conflicts with a new supervisor led her to leave the job she had loved for so long.

After a long hiatus from employment, Rachel turned to Nittany Employment Services (NES) for guidance and support. Through the Discovery Profile process, NES helped Rachel identify her skills, interests, and strengths, leading to a customized employment opportunity at the Nittany Lion Inn. As a dedicated employee, Rachel excelled and found great joy in her work. Unfortunately, the onset of the COVID-19 pandemic disrupted her newfound stability. When the Inn closed its doors, Rachel lost her job, and living alone during the lockdown took an emotional toll.

With the encouragement of her supportive family and the help of her In-Home and Community Support (IHCS) team, Rachel persevered through the challenging months of isolation. In 2020, she turned to NES once more, determined to re-enter the workforce. A hosting role at IHOP was tailored to fit her skills and preferences. Rachel initially enjoyed the role, but as the labor shortage worsened, she was asked to take on additional tasks and longer shifts. The increased pressure began affecting her mental health.

Recognizing the strain, NES stepped in to help Rachel transition to a position at Uptown Cheapskate.

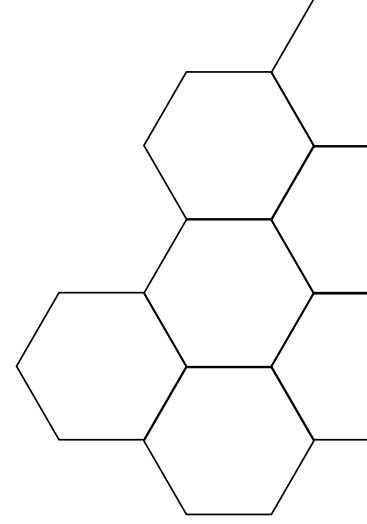
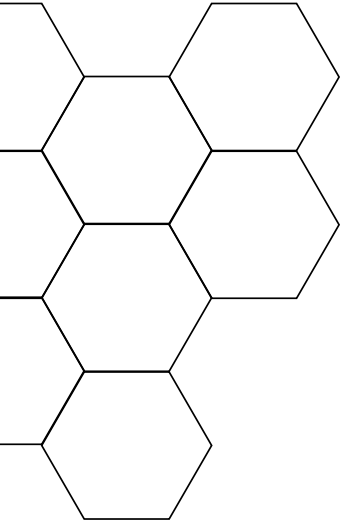
There, she flourished, building strong relationships with her coworkers and customers. Unfortunately, economic challenges forced the store to lay off employees, including Rachel. Though she hoped for a call back, months passed without any word. During this time, Rachel found ways to stay active and engaged. Her IHCS team helped her increase her hours, and she volunteered at a local retirement village, finding fulfillment in helping others. Still, Rachel longed for steady employment. Turning to NES for the third time, Rachel was placed in a customized role as a bakery assistant at Giant Food Stores. From the start, the staff at Giant embraced her warmly, and Rachel quickly became an integral part of the bakery team. She takes pride in her work, enjoys the camaraderie of her coworkers, and is thrilled to have found a job she loves once again.

Today, Rachel is hopeful about her future and excited about the possibility of staying at Giant for years to come. Her journey is a testament to the power of resilience, the importance of a strong support system, and the life-changing impact of organizations like The Arc of Centre County.



IN-HOME AND COMMUNITY SERVICES

The Arc's In-Home and Community Services (HCS) Department meets a critical need for individuals and families in our community. Through the provision of these services, individuals acquire, improve, and/or maintain the skills necessary to live in the community, to live more independently, and/or to be more productive and participatory in community life. Typically, support is offered in the general areas of communication, health and wellness, hygiene/self-care, independent living, socialization/community integration, volunteer work, and community resources. Professional and dedicated staff provide this 1:1 service in person.



In-Home and Community Support Services are provided at a private residence or at another agreed upon community location; they are provided at a frequency that meets the individuals' unique needs. The services offered within the HCS department are In-Home and Community Supports, Companion Services, Respite Care and Community Participation Supports (CPS). CPS Services are strictly community based during the hours of 8am-5pm, Monday through Friday.

The Arc has two branches of HCS- traditional HCS services and HCS-Medical (LPN support). This allows for additional personalization of services to meet the specialized needs of those we serve. HCS is still providing teleservices to one individual who receives In-Home and Community Support to prepare for his day. He also receives in-person services. The number of individuals receiving services and the average amount of services per week can vary throughout the year depending on the needs of the individuals. Currently, the department supports 31 individuals receiving In-Home and Community Support and four receiving Community Participation Support.

The HCS teams have been successful with the use of technology to assist in remote meetings, virtual services and non-contact trainings and to begin documenting services electronically. The HCS teams continue to be flexible in meeting the needs of those we support on a daily basis while facing adversity. Continuing to carry out The Arc's mission has remained a constant through so much change.



Meet Evaline

Evaline has been receiving services from The Arc's Home and Community Supports Department since October of 2016. Evaline naturally flourishes as an active member of her community, making social connections, and participating in a variety of activities. She is extremely friendly and enjoys interacting with people.

The Arc In-Home and Community Support Services have assisted Evaline in the areas of life skills, community integration, and health maintenance since her services began. This started small, and her services have grown and adapted to meet her needs. For a long time, she did well balancing her independence with a small amount of services per week. As aging and medical challenges have progressed, so too has her level of independence. Evaline is fiercely determined to continue to live her life her way- which is in her own home, not in a skilled nursing facility. With gradual increases in her HCS hours and the introduction of HCS Medical Services, she has been able to remain living in her own apartment independently.

As Evaline struggled to cope with worsening medical conditions and the impacts of hospitalizations/rehabilitation, HCS and HCS Medical Services have adapted and increased to continue to support Evaline. Her daily living activities have been adapted with the support of these HCS services so that she can remain comfortable and does not place too much stress on her body. HCS Medical assists with her medical appointments, medication management, and diabetes management. She is carefully monitored through the care of The Arc's nurses. With the assistance of HCS's traditional staff, Evaline attends events outside of her apartment that provide her with the socialization she desires. HCS traditional services also support her with activities such as exercise, chores around the home, running errands, and so much more.

Through collaborative team efforts, The Arc's HCS teams have adapted their services to ensure Evaline's person-centered vision for her life continues. These services have increased and changed to meet her current needs. Largely in part to Evaline's own perseverance, she has continued to successfully live *the life she wants*.



BEHAVIOR SUPPORT SERVICES

Behavior Support Services (BSS) provide services to persons who live in community homes and private homes across Centre County—executing creative and innovative strategies to continue to deliver in-person and remote services. Supports have been adapted to include high-quality virtual services comprised of assessment and planning to identify and implement positive approaches to reduce stress in a person’s life, weekly group gaming events in which participants practice social skills and sportsmanship, and individual skill building sessions tailored to each person’s needs. The Arc’s BSS department, contracting with Maddie Sell, is proud to have the ability to maintain relationships and support people to be healthy.



RESIDENTIAL SERVICES

Residential Services provides twenty-four hour support in ten licensed community homes encompassing all aspect of daily life in Centre County. Our dedicated and amazing Direct Support Professionals (DSPs) and LPNs provide person-centered supports in the areas of health maintenance, activities of daily living, behavioral support, socialization, community integration, financial management and recreation. Licensed by the Pennsylvania Department of Human Services’ Office of Developmental Programs (ODP), The Arc’s residential community homes have been in operation since 1972 and our supports have continued to grow to promote our mission of providing the highest-quality services. Our community homes allow those supported to reside in community/inclusive settings with specialized (person-centered) programming designed to meet their unique needs. Our Residential Services team is honored to help those we serve to live and thrive in the Centre County community.

Meet Megan

“Hello! My name is Megan. *First off, I would like to say how happy I am with The Arc of Centre County.* When I was welcomed into The Arc of Centre County, I was super excited with getting to technically ‘live on my own.’ When I first walked into my bedroom, I saw how pink it was which made me very happy.

I have succeeded with The Arc of Centre County by being able to go out into the community shopping, grocery shopping, walking in the park, swinging on swings at nearby parks or joining Arc events. I attend a day program 3x a week;

Tuesdays, Thursdays and Fridays. I am home 4x a week; Sundays, Mondays, Wednesdays and Saturdays. On weekends, and occasionally through the week, I go home to my parents’ house and visit with them and the animals.

My hobbies are: art, listening to music, make-up, decorating my bedroom, playing video games and streaming on Twitch. I went from having five minutes alone time in the community to up to 10 minutes and I went from 30 minutes of walking alone in my neighborhood up to having 45 minutes.

The Arc is also working with me on getting a job soon.

I am hoping to get a job where I can work with others as a team.

I graduated with DDTT (Dual Diagnosis Treatment Team) in 2023, and in 2024, I will be getting a therapist to help me with my communication and helping to teach me how to make good choices. I’ve flourished in my new environment at

The Arc. The staff and their team have really helped me.

I really do appreciate being with them and having being able to be a part of all the wonderful things The Arc has to offer.”



Shake Things Up a Bit!
THE FIELD GIVES BACK!

TOTAL RAISED: \$905.99

10% OF PROCEEDS BENEFIT TAOCCI!
MONDAY, FEB. 12TH!
11AM - 9PM

Shake Things Up a Bit!
THE FIELD GIVES BACK!

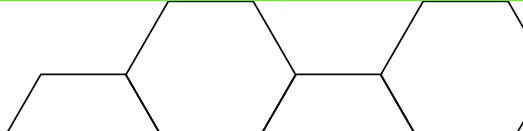
TOTAL RAISED: \$729.00

10% OF PROCEEDS BENEFIT TAOCCI!
MONDAY, SEPT. 23RD!
11AM - 9PM

Centre gives
\$6,993.00

The Arc
Centre County
Active with us

We are so grateful to the generous donors who gave to The Arc! Thank you for helping us continue our mission!



BATTLE FOR THE ARC Everhart STRONGMAN

The Arc
Centre County

FUNDRAISING

In addition to passive fundraisers that local restaurants provide, this year's fundraising efforts continued as we paired the Centre Foundation's "#CentreGives" campaign (which raised **\$6,993.00**) with our third annual "FundRacer" campaign (raising **\$16,498.00**) earmarked for new fleet vehicles. *Securing reliable transportation to use in our programs is a vital part of The Arc's services and this enables our agency to ensure that everyone can live as a part of their community.*

Our Summer Fun Raffle Basket was very successful this past summer, raising **\$1,074.00!** Our Spikes BOX Seats Experience Raffle Ticket Fundraiser over the Holiday Season raised **\$630.00!** Our End-Of-Year fundraising campaign was also successful, raising **\$2,915.00.**

DRIVING TOWARDS INCLUSION!

Centre gives

THE ARC FUND RACER!
Drive towards Inclusion!

VALUED AT \$475!

The Arc
Centre County



BATTLE FOR THE ARC Everhart STRONGMAN

The Arc
Centre County

THANK YOU! \$5,508

In June of 2024, in cooperation with Everhart Life Sport Recovery Fitness, The Arc hosted our Inaugural Strongman Fitness Competition! Through Silent Auction items, Raffle Basket items, registration fees and donations both monetary and in-kind, we were able to raise **\$5,508.00!** We look forward to our second-annual Strongman Competition this upcoming year, and growing the fundraiser in all aspects!

We also continued our relationship with **Network For Good**, a software company that offers fundraising software and coaching for charities and non-profit organizations. The software enables us to keep in contact with donors with a robust database and feature-filled platform.



2023-2024 INDIVIDUAL DONORS

Jo & Edward Adams
Charles & Susan Aikens
Holly Airhart
Rick Alcantara
Bob and Gay Allen
Carol Allen
Kevin Auker
Richard Barrickman
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Andrea Carlson
Cindy Christenson
Colleen Cingle
Charles Clark
Paul Confer
Joe Corle
Sandra Corrigan
Sue Cromwell
Rebekah Cunningham
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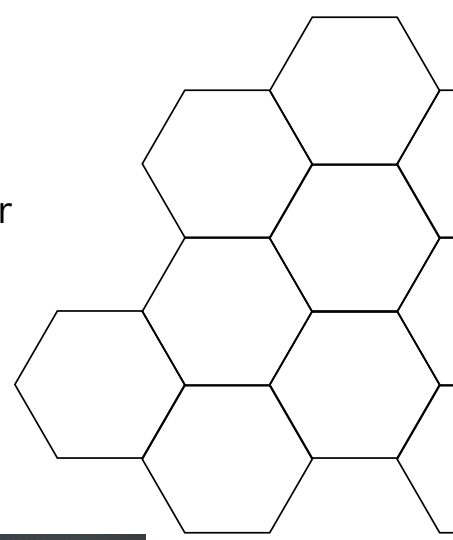
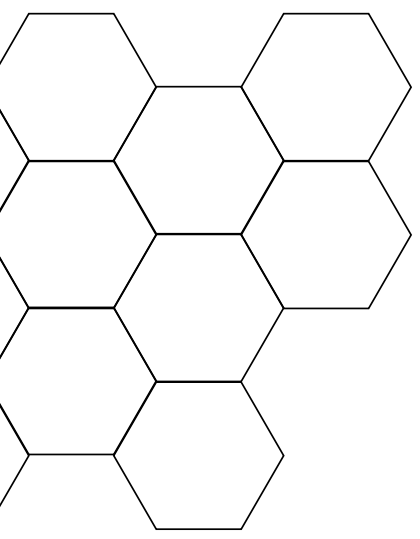
William Dreschel
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Anna Hiner
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Diane Hosterman
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Pamela Kraycik
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Patrick Landy
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Philip Mohr
Scott Mook
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Sam Moyer
Cathe Opaska
Jeffrey Packard
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L. Pelchar
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Sandra Poole
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Robert Potter
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Cathy Prosek
Mary Reed
Elisabeth Roberts
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Margaret Roof

Jamie SanFilippo
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Alicia Spence
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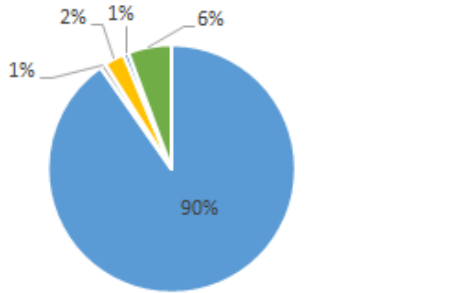
2023-2024
COMMUNITY PARTNERS

- Advance Auto Parts
- Bellefonte Family Dentistry
- Centre Foundation
- DelGrosso's Park and Laguna Splash
- Domino's Pizza
- The Doug Flutie Jr. Foundation for Autism, Inc.
- Edward Jones
- Farmers Insurance
- Fortivus Wellness Group
- Hotel State College, Inc.
- Jim's Italian Cuisine
- KISH Bank
- The Hartman Group
- McDonald's
- Northland Bowl & Sports Center
- PA Products Association
- Pelican's SnoBalls Bellefonte
- The Shandygaff
- State College Ford Lincoln
- State College Presbyterian Church
- Toftrees Resort and Conference Center
- Twisted Scissors Designs
- Twisted Whisk Catering
- Volunteer Centre County
- Wash World Car Wash
- Wasson Farm

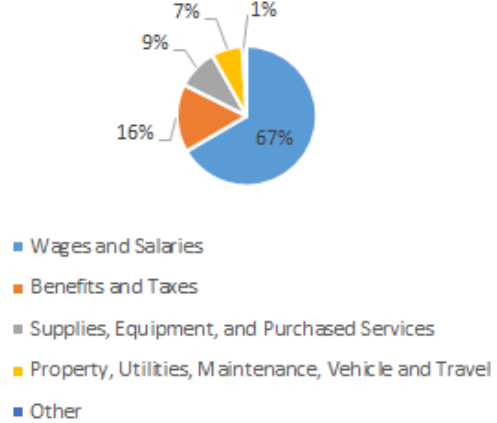


FISCAL UPDATE

Revenue 2023-2024



Expenses 2023-2024



- ODP Revenue
- REVENUE
- County Revenue
- Participant Fees
- United Way Revenue
- Other Revenue
- Wages and Salaries
- Benefits and Taxes
- Supplies, Equipment, and Purchased Services
- Property, Utilities, Maintenance, Vehicle and Travel
- Other

The Arc of Centre County was once again able to enhance the essential community programming offered by our agency through sound fiscal management and the continued support of donors and committed funding sources, two of which we'd like to highlight below.

The Carol Marboe Celebration Fund & The Carol Marboe Star Awards

Carol Marboe was an incredibly generous, caring, and spirited woman with a great sense of humor and a sharp wit. Carol was brave, fierce, and unapologetically her own woman. She thrived with support in Arc homes from 1977 to 2020. Above all, Carol was funny, loving, **and welcomed any reason to celebrate** – her birthday, her half birthday, the holidays...

*Carol and her family have been lifelong advocates for The Arc's mission and, in honor of the things she valued most, have created and sustained **The Carol Marboe Celebration Fund** and **The Carol Marboe Star Awards** in her memory.*

The Carol Marboe Celebration Fund helps to offset costs for the agency for parties, events, etc. so that those we support are able to join without incurring any financial burden. The slogan for the fund, "Party Like It's Your Birthday," could not be more appropriate as this fund sponsors much-loved Arc events, such as the end-of-year Holiday Party, Tie-Dye Picnic, Halloween Costume Karaoke, Valentine's Day Bowling, TailGREAT Event and more!

The Carol Marboe Star Awards are bequeathed at the end-of-year Holiday Party to employees who embody the traits that Carol valued most: those who embraced her creativity and made her feel empowered, those who were kind and thoughtful, and those who were patient and truly understood what she valued. These award winners are nominated by their peers and supervisors and come with a monetary gift of \$1,000.00.





WHO WE ARE AT A GLANCE

- The Arc of Centre County was started in 1953 as a grass roots organization by a group of concerned parents. The chapter has grown to serve persons with an intellectual disability across the lifespan and throughout the county.
- The Arc of Centre County is an advocacy and service provider organization dedicated to improving the lives of persons with an intellectual and/ or developmental disabilities.
- The Arc is proud to be a partner agency of the Centre County United Way.
- The Arc is a non-profit agency.
- The Arc is composed of people from all walks of life.
- All of The Arc's efforts are geared toward ensuring the rights of persons with an intellectual disability, supporting their families, and helping each person reach his or her personal best, through an array of community services.
- Services offered by The Arc of Centre County include: Residential Community Home, In Home and Community Services (HCS), Home and Community Services-Medical, Behavior Support Services (BSS) and Nittany Employment Services (NES).

