

Minute Man Arc for
Human Services, Inc.

*Changing lives,
changing communities*



Annual Report

2021

Minute Man Arc:

improving the lives of children and adults with disabilities by increasing lifelong independence, personal choice, and self-advocacy.



Minute Man Arc provides therapeutic and socialization programs across the life span for 1,000 children and adults with intellectual, developmental and physical disabilities. Free parent/caregiver programs are offered throughout the year.

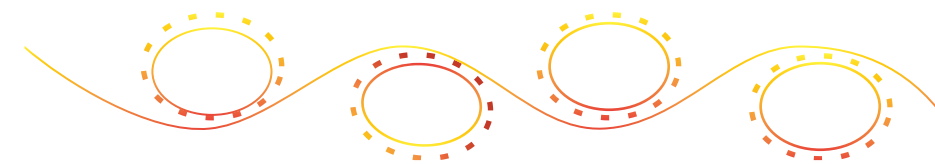
We strive to deliver exceptional therapies, innovative employment, warm and inclusive living opportunities, active recreation and community involvement. Most programs take place in Concord, Massachusetts, but support is also integrated into home environments, job sites and a wide variety of community locales.

Children's Programs

- Early Intervention
- Extra Steps Pediatric Therapies
- TimberNook Outdoor Classroom

Teen and Adult Programs

- Employment Services
- Day Habilitation
- Residential Services
- Recreation & Family Services



Dear Friends,

I send my greetings to the Minute Man Arc community with a tremendous sense of gratitude. I am enormously thankful to the people who have given so generously of their time, talents and resources to carry us through the dark days of the COVID-19 pandemic into the more hopeful present. Management and staff were so creative in their responses to adversity, including on-line sing-a-longs, vaccination clinics at the Ridge, and obtaining PPP loans from the federal government that provided the financial lifeline that we needed. Everyone stepped up.

I am pleased to report that the Board of Directors approved a comprehensive Five-Year Long Range Plan with the following three goals:

- Consistently deliver exceptional services throughout the organization in order to achieve our mission, vision, and values
- Ensure financial stability and prepare for future growth
- Build upon our innate resilience by cultivating a culture of growth and innovation

The third goal was specifically crafted in response to and in recognition of our community's innovative and brave navigation through COVID-19. May we continue to thrive with these goals to guide us in the days and years ahead.

Sincerely yours,

Maureen Waters Mara
Board President FY21



FY 2021 BOARD OF DIRECTORS

Maureen Waters Mara
President

Deborah Flannery
Vice President

Cheryl Serpe
Treasurer

Jennifer Brooke
Clerk

Sarah Dick

Nancy Graham

Meredith H. Greene

Thomas M. Judge

Peter H. Mahler

Janice Smith

Britton Wilson

Message from the CEO

What a crazy year it's been! Yet navigating our ark through rough waters with 1,200 people on board (1,000 individuals served and 200 staff) has brought a heightened sense of camaraderie to the agency. More than ever, Minute Man Arc feels like a big family that has weathered a storm together.

The highpoint of the year was bringing vaccine clinics directly to our headquarters in January and February. Thanks to our partners at CVS, we were able to vaccinate over 300 residents, staff, and volunteers.

Financially, we were in very choppy waters, but fortunately we were thrown a lifeline in the form of two PPP loans, one of which has now been fully forgiven. That buoyed us through last year and continues to keep things stable this fiscal year.

Our greatest joy has been welcoming individuals back to our programs, seeing their smiling faces in person again. Early Intervention began working with children on-site starting late last summer when our therapists were able to do in-person home visits, a big boost after months of virtual therapy. Extra Steps Pediatric Therapies also welcomed children back last

summer, and TimberNook was hugely popular with nearly all sessions at capacity. Day Hab and Employment/CBDS reopened on-site services early last fall with very small numbers initially and strict space restrictions. As our programs grew, we followed very precise and rigorous cleaning protocols that will likely continue in the years to come.

We're still all together in the ark, but the waters are calmer now and we are feeling more confident and optimistic about the year ahead. We are not going back to "normal" but sailing toward a new and brighter horizon.



Jean A. Goldsberry
JEAN A. GOLDSBERRY



Leadership Staff

Jean A. Goldsberry
CEO

Eric Boroush
Director of Operations

Alex Chatfield
Director of Early Intervention

Mary Coleman
Director of Administration and Finance

Donna Ehrlich
Director of Human Resources

Andrew Forti
Director of Residential Services

Ryan Haskins
Director of Training and Quality Improvement

Sherry Kenin
Director of Extra Steps Pediatric Therapies
Director of TimberNook Outdoor Classroom

Stephanie Parish
Chief Development Officer

Joshua Weidenhamer
Director of Day Habilitation

Barbara Jean White
Director of Employment Services

Financial report*

Minute Man Arc for Human Services, Inc. and Affiliates
Consolidated Statement of Financial Position June 30, 2021

Assets

Cash and equivalents	\$2,544,946
Account receivable	1,916,844
Pledges receivable	5,957
Prepaid expenses	19,197
Property, plant & equipment and mortgage acquisition costs, net	8,594,823
Security deposits	10,107
Restricted deposits	211,436
Total Assets	\$13,300,310

Liabilities and Net Assets

Accounts payable	\$170,677
Accrued expenses and other liabilities	795,057
Deferred revenue	46,360
Line of credit	0
Long-term debt	7,979,277
Total Liabilities	\$8,991,371
Net Assets	\$4,308,939
Total Liabilities and Net Assets	\$13,300,310

Consolidated Statement of Activities Year Ended June 30, 2021

Revenues

Contract revenue	\$13,973,846
Commercial products and services	125,213
Contributions and fund raising	486,548
Other	430
Total Revenue	\$14,586,037

Expenses

Program services	\$12,126,403
Management and general	1,370,351
Fundraising	232,505
Total Expenses	\$13,729,259
Change in Net Assets	\$856,778

* Financial report information for Minute Man Arc for Human Services, Inc. and Affiliate's consolidated financial statements are unaudited. Audited financial statements will be available after November 15, 2021.

Program Spotlight: ES and CBDS

Pride... self-esteem... feeling valued. These positive emotions are shared by Minute Man Arc individuals who are employed in the community. The demand for workers is at an all-time high and we are bringing back a growing number of job crews, choosing employment sites where our



workers are valued and treated well. In response, our individuals are friendly and professional as they work hard to accomplish their goals. A paycheck is a great motivator too!



For those who are not working right now, Minute Man Arc has developed a groundbreaking "Siteless CBDS" program. Community Based Day Services participants are picked up at home for a full day of discovering new places. These active clients have walked nearly every park within an hour drive of Concord. They've hiked the entire Fells Reservation in Stoneham, explored different zip codes, visited historic Boston and much more. The fresh air and exercise has been invigorating.

We continue to offer 30 hours per week of Zoom classes for people at home so they are engaged and connected with peers and staff. Client computer skills have drastically improved since the start of the pandemic, a benefit that will last a lifetime. Additionally, our new outdoor sport court and walking trails have been popular, keeping people active while having fun.

- 3Decor
- Army Reserve Center
- Butternut Farm Golf Club
- Crosby's Market
- CVS
- Lythrum Farm
- Marshall's
- Murphy Insurance
- New England Deaconess
- NYAJ
- Quiet Logistics
- Roche Bros.
- Shaw's
- Sudbury Farms
- TJ Maxx
- Trashology
- Whole Foods

Current Job Sites

DIVERSITY is integral to Minute Man Arc

Our 175+ employees represent 26 countries from around the globe!

Diversity is an important part of the Minute Man Arc philosophy in that inclusion of all persons should be part of every community. Exposure to multiple cultures broadens the experience of both our clients and our co-workers. Together we learn, celebrate and value each other's differences and similarities in a unifying and respectful community.



Spotlight:

Yaw Acheampong has been working at Minute Man Arc in the Day Habilitation program for over seven years. Originally from Ghana, Yaw proudly received his citizenship two years ago and continues to work with our clients in the gym as part of their daily physical therapy. Yaw says he loves this part of the job as he gets to keep active and work out with the clients.



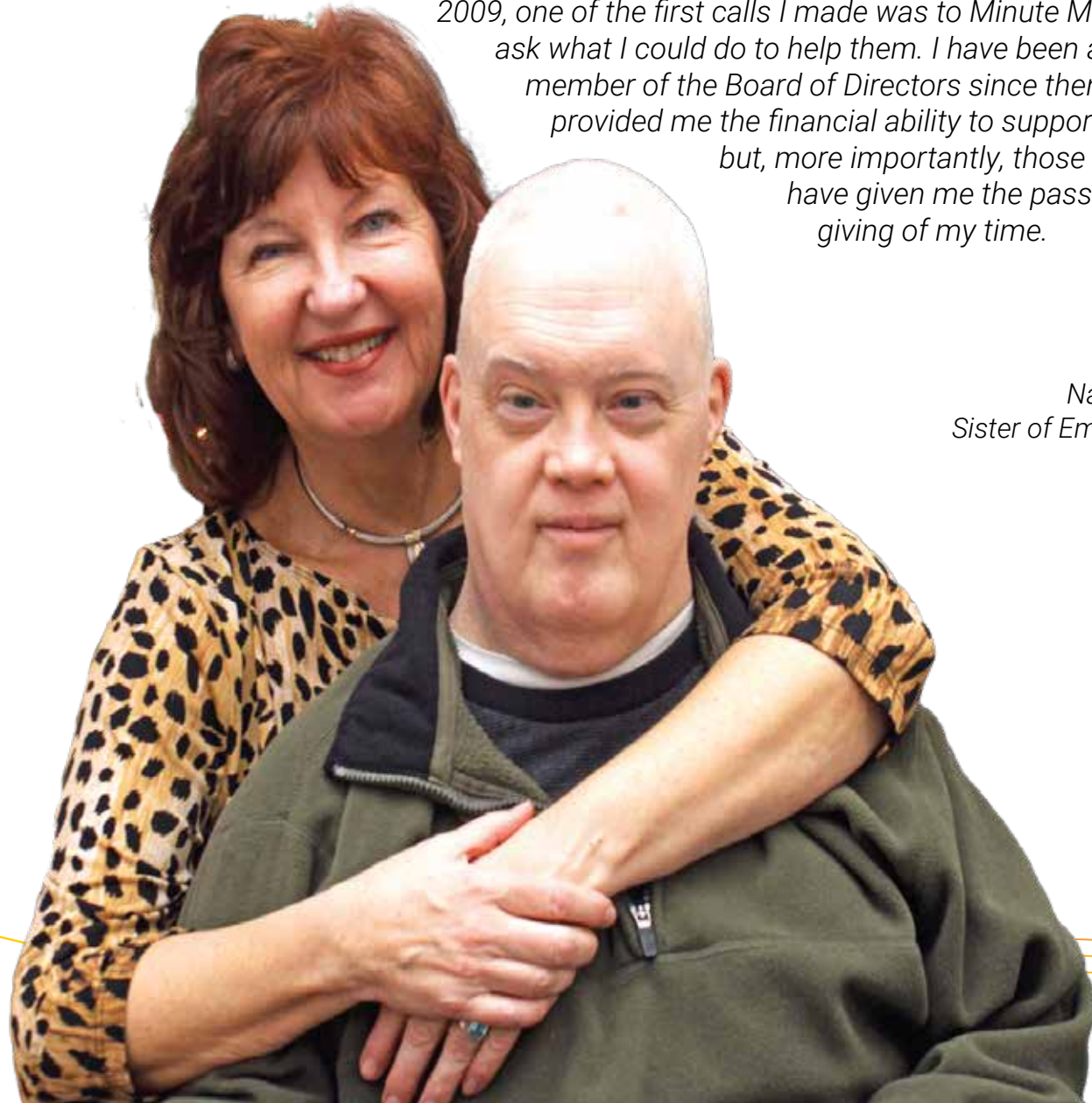
WHY I DONATE

Winston Churchill said, "We make a living by what we get, we make a life by what we give."
Another wise person - my mother - said, "Find a job to support yourself, and find a passion and give your heart to it."

My passion is Minute Man Arc. My youngest brother Emmett was born with Down Syndrome in the late 1950's. He wasn't supposed to live, but he did. According to the doctors, he would never walk or talk but thanks to the Hartford (CT) Arc, he did. He lived into his late 50's, had a job that he loved, a wonderful second family with his group home roommates, and an adoring birth family. We were so blessed to have had him in our lives for so long.

Although Minute Man Arc wasn't the Arc that supported my family, it is part of the national organization that gave my brother such a wonderful life. When I accepted a job in Concord in 2009, one of the first calls I made was to Minute Man Arc to ask what I could do to help them. I have been an active member of the Board of Directors since then. My career provided me the financial ability to support the Arc but, more importantly, those we support have given me the passion to keep giving of my time.

Nancy Graham,
Sister of Emmett Powers
Billerica, MA



ABUNDANT COMMUNITY SUPPORT

At any given moment in time, Minute Man Arc is lifted up by volunteers from a variety of local organizations. But in a year like no other, our community partners went well beyond their usual support to help keep our individuals engaged and happy.



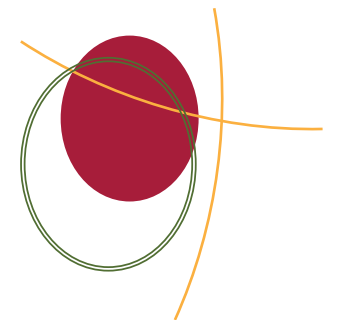
West Concord Union Church brought their Sunday Fellowship program to our program site so that all could safely attend outdoors.

The Green Thumbs of West Concord worked with our individuals to plant a perennial garden in front of our headquarters.

Friends dropped off paper supplies, PPE and sporting equipment while others wrote notes of encouragement and

gratitude for the work we did in FY21 - a very tough year.

Minute Man Arc supporters are second to none. Organizations like the Rotary Club of Concord, Concord Garden Club, Musketaquid Sportsmen's Club, Trinitarian Congregational Church, Temple Isaiah, Village Art Room, the Minute Man March volunteer committee, and countless other friends help us flourish and grow.



2021 Sponsors

Premiere Sponsors



Sustaining Sponsors

ACT Leasing
 Applied Biomath, LLC
 Cambridge Savings Bank
 Cambridge Trust Company
 Emerson Hospital
 Hirsch Roberts Weinstein LLP
 Idylwilde Farms
 Leonard, Mulherin & Greene, P.C.
 Locus Robotics Corporation

Lythrum Farm
 Mara & Associates, PC
 Murphy Insurance Agency
 Najjar Employment Law Group, P.C.
 Newbury Court
 OneDigital|insight
 RhumbLine Advisers Corp.
 Roche Bros.
 Workers' Credit Union

2021 Foundations and Grants

Acton-Boxborough United Way
 Camden Foundation
 CHNA 15
 Concord-Carlisle Community Chest
 Cummings Foundation
 Daniel Raymond Nickerson Foundation, Inc.
 DCU for Kids Foundation
 Foundation for MetroWest

Greater Lowell Community Foundation
 Haartz Family Foundation
 Harvard Pilgrim Health Care Foundation
 Helen G. Hauben Foundation
 Maynard Community Chest
 Middlesex Savings Charitable Foundation
 Stow Community Chest
 The Genesis Foundation for Children

Annual Fund donors

Minute Man Arc gratefully acknowledges the donors and business sponsors who enable us to improve the lives of children and adults with disabilities throughout the year.

Thank you for your generous support.

Gifts received from July 1, 2020 to June 30, 2021

\$2,500 +

Ann-Marie and James Babish
 Morene Bodner and David Carlisle
 Mr. and Mrs. Joshua Boger
 Keith Bostic and Margo Seltzer
 Sarah Coletti and Michael Biales
 Catherine Doherty-Waldeck and Andrew Waldeck
 Marjorie Findlay and Geoffrey Freeman
 Chris Gaffney and Karen Kames
 W. Anthony Goldsberry
 David Holdorf and Kathy Dwyer
 Mr. and Mrs. Kevin Hurley
 Jane Johnson
 Mr. and Mrs. John L. Langan
 Mr. and Mrs. David Mahoney
 Mr. and Mrs. Mark C. McCrystal
 Elise and Keith McDonald
 Mr. and Mrs. Robert Penfield
 West Concord Union Church

Richard and Karen Napoli
 The Linda Hammett Ory & Andrew Ory Charitable Trust
 Linda Othote
 Mr. and Mrs. Edward Penfield
 Mr. and Mrs. Jeff Poulton
 Mr. and Mrs. Philip C. Pratt
 Patricia Robbins
 Wade Rubenstein and Jill Block
 Mr. William A. Ryan Jr.
 Ann and Douglas Sharpe
 St. John Evangelical Lutheran Church
 Dr. and Mrs. Thomas Stinson
 Anthony Strazisar
 Mr. and Mrs. Joseph E. Sullivan
 Carol Thomas
 Leslie Wakefield
 Mr. and Mrs. Richard Wakefield
 Barbara and Greg Waters
 Bruce Welty
 Cynthia Wood and Ned Perry
 Mr. William Zimmer

Robert M. Hallisey, Jr.
 Andrea Harney
 Laura and Mark Howrey
 Mr. Shawn Hurley
 Ms. Shakeh Iskenderian
 Michael and Ezili Joseph
 Sherry and Richard Kenin
 Mr. and Mrs. Paul Leech
 Mr. Richard Long
 Peter Mahler and Katherine Hollister
 Michael J. McEneaney
 Mrs. Edith E. McEvoy
 Leonie McGloin
 Ms. Judith R. Neilson
 Dick Nelson
 Mr. Theodore Nivison, Sr.
 Joseph and Lisa Ann O'Connor
 Mary O'Malley
 Mr. and Mrs. Steven Pascucci
 Susan and William Plummer
 Mr. Glen Shaw
 Mr. Edward H. Sonn
 Ms. Sharon Spaulding
 Jill and Michael Stansky
 James Vahey and Joan Eagan
 Helen and Chris Webster
 Dr. Oswald Werner
 Christopher White and Eileen Winters
 Mr. and Mrs. Christopher Wysopal

\$1,000 - \$2,499

Mr. Steve D. Allen
 Dr. and Mrs. Reinier Beeuwkes
 Mr. and Mrs. Jeffrey Bergart
 Mr. and Mrs. James Burling
 Mrs. Nancy A. Conway
 Joan and Ken Duchi
 Remy Evard
 Mr. and Mrs. Thomas Flannery
 Laura Johnson
 Nancy Josephs
 Ms. Dorothy Kehoe
 Karen and Peter Kilmartin
 Thomas and Emily Kotwal
 Susan and Christopher Ledoux
 Dianne Lessa
 Maureen Waters Mara and William E. Scheid
 Mr. and Mrs. David Murphy

\$500 - \$999

Mr. and Mrs. Andrew Berman
 Talia Bigelow and Jon Loehrke
 John Bingham and Katharine Preston
 Edward Colbert
 Concord Lions Club
 Kathy Corkins
 Kellie and James Cullity
 Holly Ding and Li Xu
 Mr. and Mrs. Michael E. Fitzgerald
 Ms. Carrie Flood
 Mr. James French
 Garden Club of Concord
 Mr. and Mrs. Lloyd Grace
 Nancy Graham
 Gail Greenlee

\$250 - \$499

Rebecca Allen and Roland Ouellette
 Jacquelin and Robert Apsler
 Sheila Bauer
 Karen Bechtel Perkins and William Perkins
 Robert and Katherine Becker
 Deirdre Bellevue and Paul Plucinsky
 Citizens Bank (dba RI Realty)
 Mr. and Mrs. James Davidian

Al and Sarah Dekin
Julia Farwell-Clay
William Fowler and Bridget Nedzi
Mr. and Mrs. Raymond Gallant
Mrs. Frances B. Gardella
Jean Goldsberry and Angela Neal
Mr. and Mrs. Norman Goyette
Eric Green and Carmin Reiss
Mr. and Mrs. Alan Harrington
Anne Hayden and Ivan Burns
Kim and Scott Henderson
Ms. Corinne Herlihy
Kerry Hoffman
Norman J. Irwin, Jr.
Mr. and Mrs. Stuart Johnstone
Thomas M. Judge
Mrs. Janet Kaminstein
Christine Kandianis and James Fitzgerald
Mr. and Mrs. Mark Kilmartin
Mr. and Mrs. Richard Mirel
David Model and Amy Etherington
Mr. and Mrs. Paul Murphy
Bradford and Jennifer Paige
Gail and Richard Palm
Stephanie and Thomas Parish
James Reilly
Mr. and Mrs. William Roiter
Santa and Ed Sasena
Cheryl Serpe
Mr. and Mrs. Alan Stein
Margaret Veronelli
Malcolm M. Walsh
Hai Man Yeung and Siu-Man Kelvin Lau

\$100 - \$249

Amanda and Daniel Abramovich
Mr. James Andrade
Shirley and William Andrews
Kellie and David Anjoorian
Mr. and Mrs. Arthur J. Anthony
Laraine Armenti
Mr. and Mrs. James Arthur
Cory Atkins
Stephan M. Bader
Mr. and Mrs. Ronald F. Baruzzi
Elizabeth and Dennis Berk
Mr. and Mrs. William Bethune

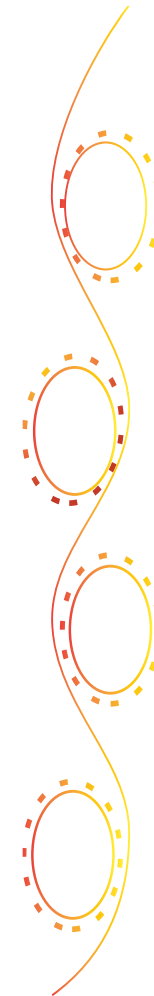
Daniel Biales
Duane Bigelow
Sharon and Robert Bleakney
Mr. and Mrs. William Bond
Jennifer and Robert Borden
Richard Boretti
Mr. and Mrs. Robert Boudrot
John and Mary Ann Boynton
Mr. and Mrs. Larry Bregman
Jessica Brommelhoff and Lucas Seibert
Ms. Lindsay Broughel
John and Patricia Burgoyne
Ms. Katherine Burrowes
Frances Cacciatore
Jeff Caldwell
Michelle Chiappini
Catherine and Gregory Christ
Ms. Anna Chroscinski
Mr. and Mrs. Gary Clifford
Mr. and Mrs. Carl Combs, Jr.
Vincent Corrado
Ms. Anne Corrigan
Mr. and Mrs. John C. Cratsley
David and Belinda Dapice
Robert Daves
Ethel Downey Arno
Mr. and Mrs. Eric Duhamel
Mr. Paul Enis
Peter and Paulette Farmer
Mr. and Mrs. William R. Farmer
Mr. and Mrs. Peter B. Farrow
Mr. and Mrs. John Ferguson
John and Ann Fossett
Harriet Franklin
Mr. William J. Fry
Mr. and Mrs. David Gagnon
Paula Gentile
Brenda and Perry Gould
David and Patricia Gray
Erin and Jack Grimshaw
Mr. and Mrs. James Hackett
Mr. and Mrs. David E. Hadley
Ms. Dana Haggett
Daniel Halbert
Erin and Jason Hale
Mr. and Mrs. Robert Hall
Mr. and Mrs. Raymond Hardy
Mrs. Helen M. Harper

Zebunnesa and Fida Hassan
Russell Hatch
Gretchen and Martin Henry
Sarah Hindle
Barbara G. Howland
Imperatore and Esposito Family
Margaret Johnson
Mary and Robert Kemp
Mr. and Mrs. David Kendall
Dong-Woo and Hae-Kyung Kim
Susan and Stephen Kirk
John Koenig
Mr. and Mrs. Christopher Kokkinos
Judi Kotanchik
Mr. and Mrs. Anthony Kourepenis
Karl and Sarah Kussin
Mr. and Mrs. Joseph W. Lang
Ms. Barbara Leggat
Joanne Lemire
Steve Levitsky and Kathy Farnsworth
Ms. Jane A. Lifton
Mary Lou and Robert Liljergren
Ms. Ann E. Lord
Mrs. Judith Lorette
Leanne and Richard Loyd
Ms. Kathryn Lund-Wilde
Gregory Maguire and Andy Newman
Jean and Michael Marcella
Karen Mastin
Eizabeth Masucci
Mr. and Mrs. James McCloy
Mrs. Mary McShane
Mr. Jack McWalter
Mr. and Mrs. Kurt Meklenburg
Nick and Allison Melahouris
Mr. and Mrs. Robert C. Mosey
Sandra and Bruce Mueller
Mr. Michael E. Murphy
Mary Jane and Kevin Murray
Yuri and Takashi Nakai
Gilbert Nicholas
Kelli O'Donnell
Dorothy Olson
Hope Page
Marsha and Robert Page
William and Karen Paige
Mr. and Mrs. John Pantazis
Eva Parish

Benjamin Parsons
Ms. Joan Perera
Paul and Melissa Peterson
Mr. and Mrs. David Pinsky
Charles Poutasse and Christine Healey
Mr. Dennis Powers
Mrs. Pauline Powers
Louise Principe
Viera and Ron Proulx
Ms. Constance Putnam
Judith Quillard
Annelies and David Reilly
David Reilly
Mr. and Mrs. Christopher J. Rettig
James A. Richardson
Andy and Lauren Richardt
Mr. and Ms. David Robichaud
Dr. Philip A. Rogoff
Mr. and Mrs. William R. Roop
Mr. and Mrs. Michael Rosenfeld
Christine and Robert Ryan
Corrine P. Ryan

Joan and Charles Ryan
Mary and John Ryan
Karen Saltiel
Tapan and Tejal Sanghvi
Mrs. Murray Sargeant
Helen and DuWayne Sayles
Dave Scally and Katalan Kovalszki
Mr. Arthur Schintzel, Jr.
Mr. and Mrs. Eric Schnadig
Mr. and Mrs. John H. Schummers
Christine Schuster
Mr. and Mrs. Frederick Seward
Gordon P. Shaw and Arlene Correa
Mr. and Mrs. Tom Sisson
Gwen and Matthew Sobel
Mr. Joshua D. Sparrow
John Stevens Jr. and Virginia McIntyre
Mrs. Katheryn Steward
Margaret and Charles Stone
Ms. Cheryl Strasser
Kimberly Swift
Mikell Taylor

Mr. and Mrs. Philip Taylor
Mr. and Mrs. William K. Tee, Jr.
Melita M. Teichert and William K. Sabine
Ms. Leslie Michelle V. Touw
Mr. and Mrs. Robert Travers
Mr. Dean Turcotte
Melissa and Jeff Tustin
Mr. and Mrs. Philip C. vanderWilden
Emily von der Heyde
Thomas and Marlene Wachtell
Mr. and Mrs. David Wei
Kathryn and Richard Werner
Priscilla Wilcox and Jay Mixer
Bruce and Patricia Willard
Dr. Russell Wolf and Dr. Martha Gilpatrick



Minute Man Arc for Human Services, Inc.
35 Forest Ridge Road
Concord, MA 01742



P978-287-7900 F978-287-7901
www.minutemanarc.org

*You were born with the ability to change
someone's life, don't ever waste it.
~unknown*

Make a donation to support
people with disabilities

[CLICK HERE](#)