



Changing lives, Changing minds

2024 COMMUNITY IMPACT REPORT



As we reflect on the past year, we are proud of our tremendous progress at Harc. This year has been one of rebuilding and growth, where we have focused on strengthening our programs, expanding our reach, and setting the foundation for a bright future. With the support of our families, staff, board members, and community, we've come together to build on our legacy and position Harc for even greater success in the years to come.

Last year, we were excited to bring back our Auction and Gala for the first time in years, a special event that allowed us to reconnect with many of you, our families, friends, and supporters. It was a joyful evening, full of laughter and celebration, but most importantly, it reminded us

just how strong and united the Harc community is. Your unwavering support continues to lift us and push us forward, and for that, we are deeply grateful.

While staffing remains challenging for many organizations like ours, we are incredibly proud of our Direct Support Professionals (DSPs). They are the true heart of Harc, showing up each day with dedication, compassion, and an unwavering commitment to the individuals and families we serve. We've worked hard to support our DSPs by recognizing their contributions and ensuring they feel valued, because without them, Harc would not be what it is today. We will always focus on creating a supportive and thriving environment for those we serve and the incredible team that makes it all possible.

Our focus now is on the future. We are not just returning to where we were before but forging ahead, building a stronger, more vibrant Harc. Our programs are expanding, our partnerships are deepening, and our impact is growing. We are excited about the opportunities that lie ahead and are dedicated to creating an environment where every person we serve can achieve their fullest potential.

As we move forward, we will continue to innovate and adapt, always guided by our mission to enrich the lives of individuals with intellectual and developmental disabilities. The road ahead is bright, and with the continued support of our community, families, staff, and partners, we are ready to reach new heights.

Thank you for being a part of this journey. Together, we are making a lasting impact.

Sincerely,

Russell Coleman, President and CEO

Greg Calnen, Board Chair

Day and Employment Services



Age Distribution

Age Ranges	Number of Individuals
22 - 40	88
41 - 65	106
66 - 85	22
86 - 150	1

128
 Number of Day Program Individuals Served

88
 Number of Employment Services Served

40
 Number Of Individuals In Jobs

12
 Number Of Job Sites Independent (2) Group Sites (10)



214,491 hours of service provided to our Day and Employment Programs

Fostering Community Engagement Through Volunteerism



At Harc, we believe in the power of community and the importance of social engagement for individuals seeking meaningful work experiences. Our dedicated employment services and day programs offer participants not only the chance to develop vital job skills but also the opportunity to give back to the community through a variety of volunteer initiatives.

Building Skills and Connections

The individuals who attend our programs are driven by a strong desire to acquire essential work skills while making a positive impact in their communities. Volunteering allows them to explore potential full-time or part-time employment opportunities, all while fostering a sense of belonging and purpose.

Volunteer Sites and Activities

We currently partner with several organizations that provide invaluable experiences for our participants:

Auer Farm, Bloomfield, CT: Here, our individuals take part in essential farm maintenance tasks such as cleaning animal cages, feeding the animals, and tidying common areas for visitors. This hands-on work not only enhances their responsibility but also connects them with nature and the community.

Horace Bushnell Children’s Food Pantry, Hartford, CT: Volunteers prepare groceries, organize food and clothing items, stock shelves, and manage inventory. Additionally, participants engage in recycling efforts by separating cans and plastics, gaining insight into sustainability practices while serving those in need.

Westmoor Farms, West Hartford, CT: At this site, individuals learn the art of horticulture, from planting seeds to harvesting crops. This experience not only cultivates agricultural skills but also deepens their understanding of the food cycle and the importance of local farming.

Camp Courant, Farmington, CT: Participants engage in a variety of activities that promote teamwork and community spirit, making memories that last a lifetime.

Hands on Hartford, Hartford, CT: This organization offers opportunities to assist with various community programs, further broadening the scope of skills and experiences available to our individuals.

Fresh Start Pallet Co., Hartford, CT: Here, individuals learn valuable skills in manufacturing and logistics, gaining insights into potential career paths in the industry.

Support from Dedicated Staff

Will Sykes, Harc’s Volunteer Developer, plays a crucial role in these initiatives. Accompanying our individuals to each volunteer site, Will not only facilitates the activities but also mentors them in developing skills that will be beneficial for future employment. His support ensures that participants feel included and empowered, reinforcing the notion that they are integral members of the community.

Conclusion

At Harc, we understand that volunteering is not just about giving back; it’s about personal growth, skill development, and building connections. Our commitment to community engagement through various volunteer opportunities enables individuals to explore their potential while making a tangible difference. Together, we are creating a more inclusive environment where everyone can thrive. Join us in celebrating the incredible impact of volunteerism on both individuals and the community at large.



Bloom Where Planted: Nurturing Growth Through Nature



At Harc, we are thrilled to partner with Bloom Where Planted, a therapeutic plant and nature program that enriches our community with engaging, hands-on activities a few days each month. Led by the passionate Amy Lopez, this program offers participants a unique opportunity to explore the world of plants while fostering sensory, educational, and motor skills development.

Amy, who holds specialized training in Therapeutic Horticulture, combines her knowledge of disabilities and mental health to create a supportive environment for our individuals. Her Visiting Group Program, conveniently located within an hour's drive from Burlington, Connecticut, brings all necessary materials, ensuring that each session is well-prepared and impactful.

Every visit with Bloom Where Planted is a new adventure. Participants from our Life Enrichment Program, Bulova Center, and Explorative Day program learn to identify and care for various plants, engage in potting and planting seeds, and practice essential coordination and motor skills. Each session is thoughtfully designed to be both fun and beneficial, with individuals leaving with a tangible reminder of their experience—a plant or seedling to nurture at home.

Amy's exceptional ability to connect with our Harc individuals stands out. She not only facilitates enjoyable activities but also prioritizes their overall wellness, helping to enhance their physical and emotional health through the therapeutic benefits of nature.

Through Bloom Where Planted, our Harc individuals are not just growing plants—they are blossoming in their personal development. We are grateful for Amy's dedication and the positive impact her program has on our participants' lives.

Kadeisha's New Job Opportunity



Kadeisha Cunningham recently underwent training and has started her new role as a camp counselor at Harc's Capable Kids summer camp. She says she loves working at the camp and feels great about enjoying her work. "I have a lot of fun with the kids," Kadeisha shared.

Kadeisha also reflected on her new job compared to her previous roles at SockStarz and Harc's business office. "This job is different because I am outdoors. I get to see new faces. All of my jobs have been easy because I get along with people well and enjoy being around them," she explained.

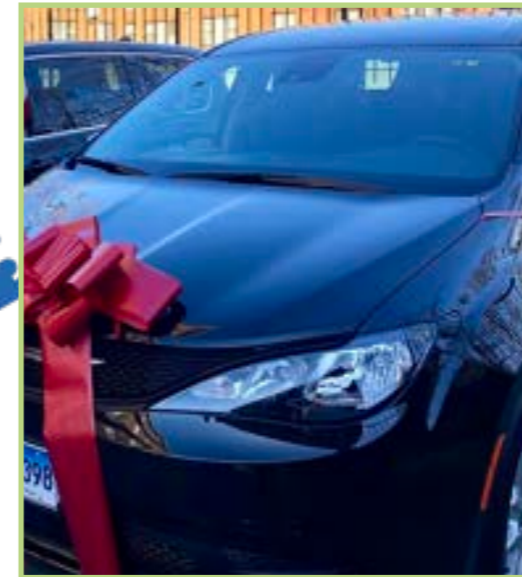
Her favorite thing about camp? "All of it. I love to see the kids happy, and if they are upset, I can talk to them and say, 'Don't be shy. It's okay... I am here to help.'"

Kadeisha will be working at the camp until it ends on August 2nd. Afterward, she will return to her other job at a school, where she works in the cafeteria assisting the chef with preparing food for the children. Occasionally, she also works at the register or serves food. "Little kids would give me a hug and say, 'welcome to my school'," Kadeisha mentioned fondly.

Residential Programs



Harc Welcomes New Vans Thanks to Enterprise



Harc is excited to announce the arrival of brand new vans, generously provided by Enterprise, enhancing transportation options for individuals with disabilities. This initiative has equipped our Day Program and each of our group homes—Ardmore, Asylum, Eastern, Little Oak, Prospect, and Woodland—with a new van, ensuring safe and reliable transportation for all.

One of the standout voices in our community is Monica Fauteux, a resident at the Woodland group home. Monica passionately advocates for the importance of accessible transportation for individuals with disabilities, and her recent speech at Have a Harc Day highlighted her personal experiences and the challenges she has faced.

Monica's enthusiasm was palpable when she learned about the new lift van for her home. For her, this enhancement is not just about transportation; it symbolizes independence and empowerment. As someone who utilizes ADA services for her daily commutes, she appreciates the freedom it brings. "I ride ADA Monday through Friday, and I really like that part of my independence," she shared.

Monica is not only a strong advocate for herself but also for her peers. She communicates her needs clearly, whether it's informing drivers about her destination or advocating for others who may need assistance. Her proactive approach ensures that her voice is heard, especially when she has had a positive or negative experience with the transportation service.

Safety and communication are vital, and Monica exemplifies this. If she encounters any issues during her trips, she is quick to report them to the staff, ensuring that her experience—and that of others—continues to improve. Her commitment to sharing her journey empowers those around her and reinforces the importance of accessible transportation in fostering independence.

With the new vans, Harc is not just improving logistics; we are enhancing the quality of life for our individuals. Reliable transportation means more opportunities for engagement, community involvement, and personal growth. We are grateful to Enterprise for their generous support, which will undoubtedly make a significant difference in the lives of many. As we celebrate this milestone, we look forward to seeing how these new resources will further empower our community members, like Monica, to navigate their world with confidence and ease.

Birth - to Three Program: Transforming Early Intervention for Families and Teams”



Our Birth to Three department soared into a new era with the launch of a fully customized electronic platform this year! Valuing the benefits of early intervention and the unique needs of our early intervention team, Harc, Inc. chose to partner with Protective Harbor to develop this transformative system. Efficiencies amid the new platform greatly serve our families, along with our clinical and administrative team.

Key features include:

- Digitized forms with pre-population of common items for rapid entry
- Electronic signatures with instant access amid the team
- Appointment scheduling with auto email and text reminders
- Compliance tracking
- Storage management, protection, and support

Our team and families have much gratitude and praise for the value these capabilities provide.



16

Number of towns served
in Connecticut



262

Number of children
served per month on
average



11,600 hours of
support provided



TheaterWorks:

Harc and TheaterWorks Hartford recently came together for an electrifying collaboration that captivated audiences: “Smooth Criminal.” Our talented cast, drawn from Harc’s day programs, poured their hearts into this unforgettable production, showcasing their dedication and creativity.

The thrilling narrative followed an evil developer intent on demolishing Harc to construct a toxic waste dump. However, our courageous “Smooth Criminals” banded together to thwart his nefarious plans and save their beloved community center. The show featured an array of talents, including stellar singing, delightful dancing, and powerful poetry, creating a vibrant tapestry of performance art that truly had it all.

This collaboration with one of the finest local theater companies in the Northeast allowed our performers to shine. Their hard work and passion turned the stage into a space of inspiration and entertainment, leaving audiences with performances that will be remembered for years to come.

Harc’s Beyond the Stage

A special thank you is due to our writer and director, Chris Bushey, who volunteered his time and expertise to bring this vision to life. Darlene Zoller’s choreography for the dynamic “Beat It” dance added an extra layer of excitement, while Sue Polansky expertly guided our singers through the catchy “ABC.” DJ Dale kept the energy high and the beats flowing throughout the show.

We also extend our gratitude to the staff at TheaterWorks, whose support and encouragement made our actors feel like stars. This incredible partnership not only highlighted the talents of our performers but also demonstrated the power of community and collaboration.

“Smooth Criminal” was more than just a performance; it was a celebration of creativity, teamwork, and the unwavering spirit of Harc. We look forward to future collaborations that will continue to inspire and entertain!

Walk N' Roll 2024

Our 2024 Walk N' Roll was a complete success! We raised over \$38,000, and the community came together for a fantastic morning filled with fun and excitement. From 10:00 AM to 12:00 PM, participants enjoyed a variety of entertaining games, delicious Dunkin' coffee and donuts, and the delightful presence of baby goats. The atmosphere buzzed with joy as friends and families engaged in the festivities.

The event also featured a raffle, with exciting prizes that kept everyone eager for the draw. It was heartwarming to see so many people united in support of a cause that impacts lives in our community.

All proceeds from the Walk N' Roll helped us purchase a new accessible van for the Harc fleet. Events like this not only raise funds but also foster connections and awareness about our mission.

We extend our heartfelt gratitude to everyone who participated, donated, and volunteered. Your support made a significant difference, and we look forward to seeing you all again next year for another incredible Walk N' Roll!



Auction & Gala 2023

In 2023 Harc hosted an unforgettable night filled with fun, laughter, and incredible auction prizes. The evening kicked off with a delightful cocktail hour featuring a Mediterranean spread, where guests mingled and enjoyed refreshing cocktails while catching glimpses of Harc's dedicated team in action on the screens.

As the night progressed, the excitement built for the live auction, which showcased a variety of spectacular prizes. Bidders enthusiastically raised their paddles, and the atmosphere buzzed with anticipation. Thanks to the generosity of our guests, we were thrilled to announce that we raised over \$150,000 for our programs.

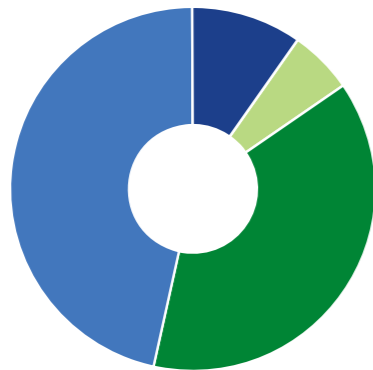
A heartfelt thank you goes out to everyone who attended and contributed, whether through bidding or donations. Your support makes a tremendous difference in the lives of those we serve. Together, we made this night a true celebration of community and compassion. We look forward to many more successful events in the future!



Financials

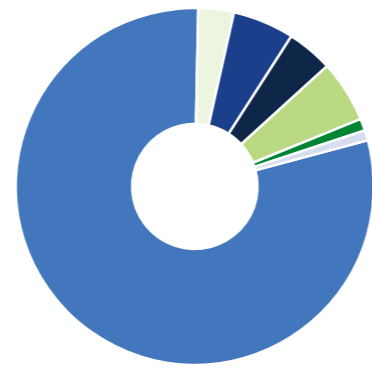
Financial Summary

Harc is dedicated to long-term viability through diverse revenue streams. Our current financial support includes a mix of contracts with state agencies, service fees from Medicaid and private insurance companies, supported employment contracts with local companies, grants, and individual donations. In Fiscal Year 2024, we proudly achieved a twelve percent increase in revenue. We prioritize optimizing resources and minimizing administrative expenses. Strong partnerships with vendors help mitigate costs, even amid high inflation. As a result, our total expenses rose by only one percent this fiscal year. Our commitment to fiscal accountability ensures that we can continue to provide services for the lifetime of not only the current individuals we serve but all those that we will serve in the future.



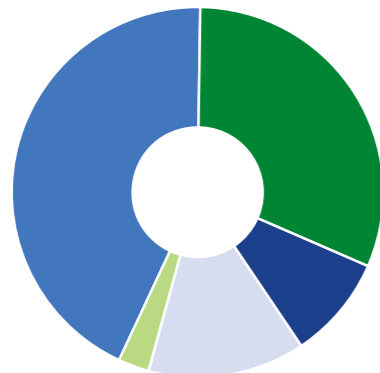
Revenue by Function

- 46% Residential and Community Programs
- 38% Day and Employment Programs
- 10% Birth to Three Program
- 6% Grants, Contributions, and Events



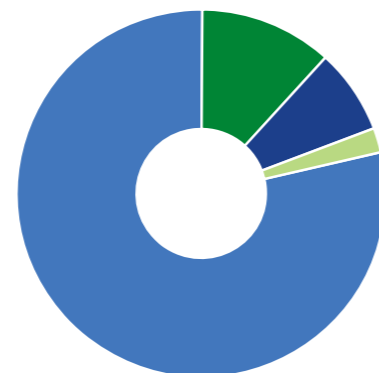
Revenue by Source

- 79% Department of Developmental Services
- 6% Office of Early Childhood
- 6% Foundations, Trusts, Private Donors and Companies
- 4% Medicaid and Private Insurance Companies
- 3% Department of Social Services
- 1% Private Employers (Supported Employment Job Sites)
- 1% Investments and Other Sources



Expenses by Function

- Programmatic Expenses
- 43% Residential and Community Programs
 - 31% Day and Employment Programs
 - 9% Birth to Three Program
- Administrative Expenses
- 14% Management and General
 - 3% Development and Fundraising



Expenses by Type

- 78% Wages and Benefits
- 12% Supplies and Services
- 8% Occupancy
- 2% Depreciation

The information presented above is unaudited. Audited financial statements are available upon request from the Harc Business Office.



Thank You Donors!

Thank you to Harc's generous donors who have been leaders in carrying on the vision of our founding families, keeping Harc strong and assuring that our organization continues to be an innovator in its field.

Individual Donors 2023

Harc Family Circle \$10,000 and Above

Ms. Diana M. Appleton
Mr. & Mrs. Richard Hoff
Mrs. Doris R. Leclerc
Mr. & Mrs. Jeff Monnes
Bishop & Linda Nawrot
Mr. Steven Seligman & Ms. Catherine Meyer
Mr. & Mrs. Vincent Staunton
Bruce & Janice Streeter

Patron Circle \$1,951-\$4,999

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Community Circle \$5,000 - \$9,999

Gary & Pamela Dorman
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Eva Issavi
Brendan Lynch
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Directors Circle \$1,000-\$1,950

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Mr. & Mrs. Ken Wieber
Peter & Kristen Zaffino

Thank you for your support!

If your name has been misprinted or omitted in error, please accept our apologies, and let us know by calling the Development Office at 860.218.6048. All donors \$999 and below will be added as of November 1, 2024.

Thank You Donors!

Thank you to Harc's generous corporate and foundation donors. Your leadership in carrying forward the vision of our founding families ensures that Harc remains strong and continues to be an innovator in our field.

Corporate and Foundation Donors 2023

Advanced Insurance Services
Alves Auto Body, Inc.
Charles Nelson Robinson Fund
Chaves Restaurant
Cigna
City of Hartford
Ellen Jeanne Goldfarb Memorial Charitable Trust
Energy Resources
Ensworth Charitable Trust
Eversource
Hartford Federal Credit Union
Hartford Foundation for Public Giving
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