

A message from our President & CEO Russell Coleman



In October we joined the nation in recognizing National Disability Employment Awareness (NDEAM), celebrating the contributions of individuals with intellectual and developmental disabilities (I/DD) in the workplace. At Harc, we believe employment is more than just a job. It is about creating a sense of purpose, dignity, and belonging.

For the people we support, meaningful work allows them to contribute to their communities and to be seen for their abilities. Harc is dedicated to helping individuals with I/DD find fulfilling work through various employment opportunities like SockStarz, Artisan Studio, and Morning Brew. We are also collaborating with Futures, another nonprofit, on a grant to develop additional microbusiness-related job opportunities.

This idea of purpose, dignity, and belonging goes beyond people with I/DD. It applies to all of us. Inclusive work environments where people of all abilities are welcomed build stronger communities where everyone is uplifted. Together, we can create a culture where everyone knows they have a place and a role to play.

Let us take time as staff and families to consider how we can foster a sense of belonging in everything we do, whether in our daily interactions, work, or communities. Is there a place for our individuals at your company? Are there tasks in your department that you think one of our individuals would enjoy doing? Is your loved one interested in being an entrepreneur? Do you have an idea that could create more job opportunities for Harc program participants? When we embrace each person's unique strengths and contributions, we build a more inclusive, connected, and stronger community.

Celebrating Disability Employment Awareness Month: Rosa Rodriguez's Journey of Empowerment

October was National Disability Employment Awareness Month, and we are excited to share Rosa Rodriguez's inspiring story, which highlights the difference we can make.

"I am now living my best life," Rosa said, reflecting on her path from being a dedicated stay-at-home mom to becoming a lunch aide at Classical Magnet School. Before joining Harc, Rosa faced challenges in her job search, struggling to find opportunities that matched her skills and passions. Now, she loves serving meals to children, bringing joy and smiles to their lunchtimes.

Rosa's supervisor can't say enough about her positive attitude, dedication, and infectious smile, calling her a fantastic addition to the team. Her story is a powerful example of how the right support and opportunities can transform lives.

Rosa's journey reminds us of the importance of workplace inclusivity. Let's continue advocating for opportunities that empower individuals with disabilities to thrive and make meaningful contributions to their communities.

Check out the video below to hear Rosa talk about living her best life with Harc.



The Rosa Rodriguez Story

"Living My Best Life"

Harc
Changing lives, changing minds



Harry's Journey Back to Hooker Brewery

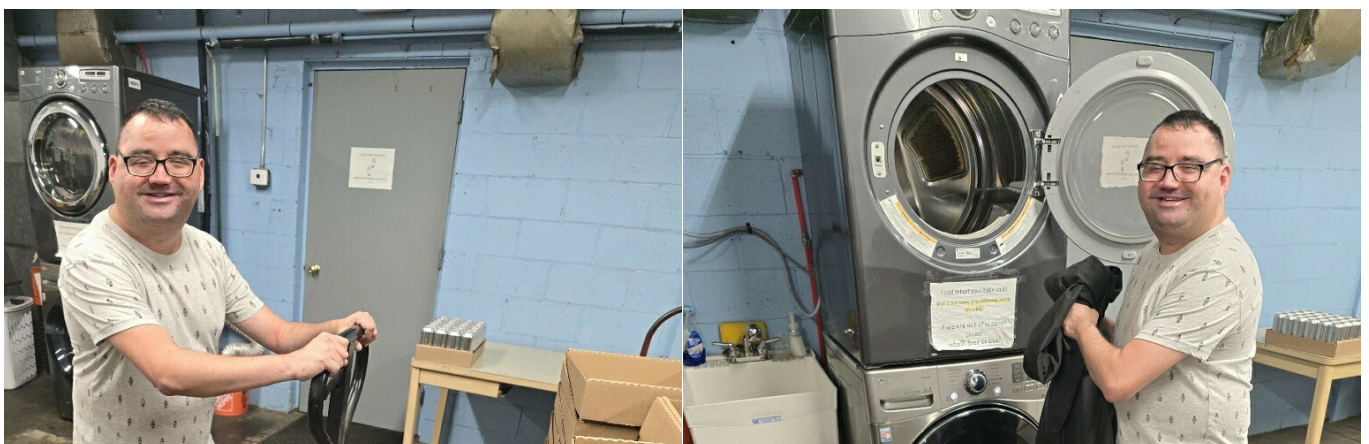


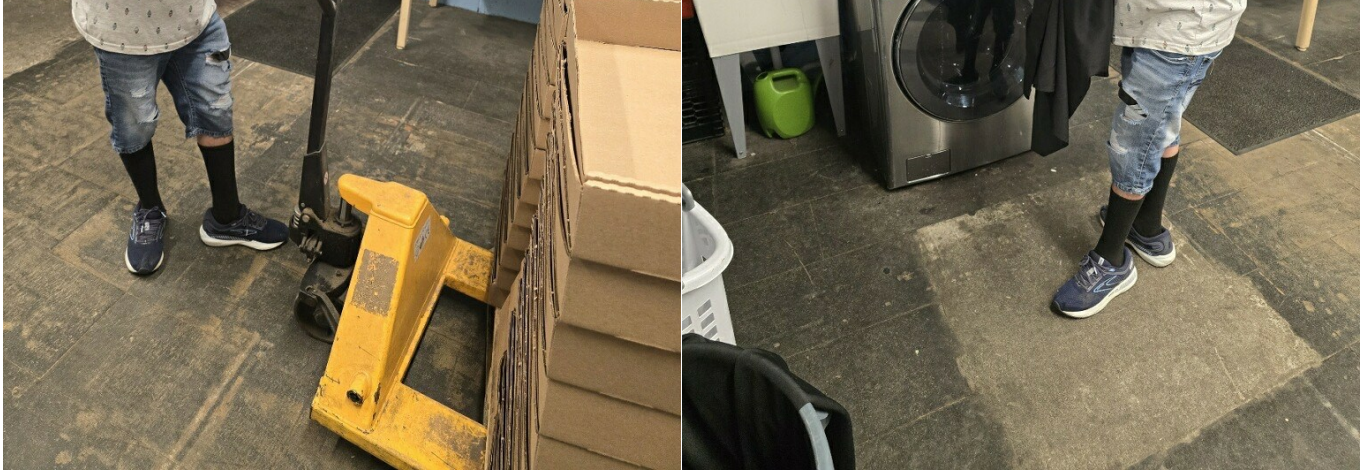
Harry's story exemplifies perseverance and community support through Harc's Individualized Day Vocational (I.D.V.) program. His experience at Hooker Brewery showcases the impact of tailored vocational support and meaningful employment.

As a resident of the Ardmore group home, Harry started at Hooker Brewery as part of the cleaning crew. His role was essential for maintaining cleanliness and organization. However, when the job site at Hooker Brewery became unavailable, Harry faced a layoff.

Determined to help, Harry's job coach contacted Kurt, the owner of Hooker Brewery, to explore new opportunities. Kurt welcomed Harry back, allowing him to return to work.

Harry resumed his cleaning duties but quickly took on additional responsibilities, including building product boxes, handling laundry, and maintaining cleanliness. He also learned to operate a pallet jack for managing inventory, demonstrating his adaptability.





Harry's enthusiasm for his job is infectious. "I look forward to working there for many more years," he says, noting how music and camaraderie with colleagues enhance his experience.

The support from Harc's I.D.V. program, along with Hooker Brewery's commitment to meaningful employment, has created a beneficial relationship. Harry's story highlights the power of personalized vocational programs and employer partnerships in providing renewed opportunities.

As Harry thrives at Hooker Brewery, his journey serves as a reminder of how determination, community support, and the right opportunities can lead to success. His positive attitude makes him a valued member of the team, demonstrating the difference supportive employment can make in someone's life.



Harc's Annual Meeting 2024: A Celebration of Resilience and Progress

Harc's Annual Meeting 2024 was not just an event; it was a powerful celebration of a year marked by resilience, growth, and impactful progress. This year, we gathered to honor our achievements and to reflect on how far we've come in our mission to empower individuals with intellectual and developmental disabilities.

A Year of Growth

Over the past fiscal year, Harc has strengthened its programs, deepened its partnerships, and increased its impact on the lives of those we serve. Each department—Human Resources, Day Program, Birth to Three, Residential, and Philanthropy—shared highlights that showcased our collective efforts and successes. It was inspiring to see how our work has resonated within the community and contributed to a brighter future for our individuals.

Honoring Our Leaders

As part of the evening's festivities, we took a moment to express our gratitude to both current and outgoing board members. Their leadership and dedication have been instrumental in guiding Harc through challenges and triumphs alike. We also welcomed new board members, bringing fresh perspectives and enthusiasm to our mission.



Awards and Recognition

The night continued with an awards ceremony that celebrated exceptional contributions across various areas. We presented awards for leadership, volunteerism, and corporate support, recognizing the outstanding efforts of staff, volunteers, and key community members. Each recipient's commitment exemplified the spirit of Harc, illustrating how collective efforts can make a profound difference in the lives of individuals with disabilities.

Looking Ahead: The 2024-2029 Strategic Plan

The future of Harc is indeed bright, underscored by our newly unveiled 2024-2029 Strategic Plan. Our President and CEO shared an engaging presentation, outlining the vision and goals that will guide us over the next five years. As we look ahead, we remain steadfast in our commitment to empowering individuals with intellectual and developmental disabilities to reach their fullest potential.

Thank You for Being Part of Our Journey

As we concluded the evening, we expressed our heartfelt gratitude to everyone who has been part of Harc's journey. Your support, whether through time, resources, or advocacy, has been vital in helping us achieve our goals. Together, we will continue to make strides toward a more inclusive and supportive community for all.

Harc's Annual Meeting 2024 was a powerful reminder of what we can accomplish when we work together with purpose and passion. Thank you for being part of this journey as we look forward to a future filled with hope, growth, and empowerment.

[Mini Strategic Plan](#)

[2024 Impact Report](#)

Celebrating National Direct Support Professional Recognition Week





The week of September 9–13, 2024, marked National Direct Support Professional (DSP) Recognition Week, a special occasion dedicated to honoring the dedication and hard work of Direct Support Professionals. At Harc, we seized the opportunity to express our deep appreciation for the invaluable contributions our DSPs make every day in supporting and enriching the lives of our individuals.

Harc celebrated our dedicated Direct Support Professionals (DSPs) with a week full of engaging activities. The festivities began on Monday with the distribution of Harc-branded long sleeve t-shirts as a token of appreciation. On Tuesday, DSPs enjoyed a surprise mystery gift card grab bag, adding excitement to the week.

Wednesday featured a delightful BBQ at Harc, bringing everyone together for delicious food and great company. On Thursday, DSPs cooled off with refreshing shaved ice from the Kona Shaved Ice truck. The week concluded on Friday with a catered dinner at Camp Courant from Bear's Smokehouse, where we presented our Milestone, Storm-Appleton, and Corso Awards to honor the outstanding achievements of our DSPs and staff.

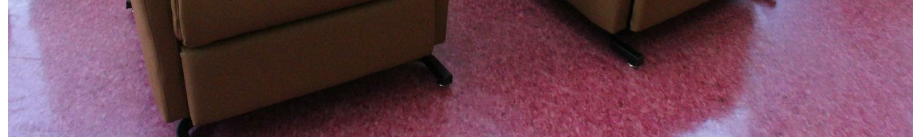
These events were a heartfelt way to show our gratitude for the essential work our DSPs do. Their commitment and compassion make a profound impact on the lives of the individuals we serve, and their efforts truly do not go unnoticed. At Harc, we are deeply appreciative of our DSPs' unwavering dedication and the positive difference they make every single day.

National DSP Recognition Week is a reminder of the incredible value Direct Support Professionals bring to our communities. We celebrate and honor them not just during this special week but every day, acknowledging their crucial role in supporting and uplifting those we serve.



A Lasting Legacy: New Recliners Brighten Our Life Enrichment Program





We are deeply grateful for the generous gift of new recliners for our Life Enrichment Program. This wonderful addition will enhance the comfort and joy of our participants, helping them engage even more in the activities they love.

As we celebrate this exciting improvement, we also take a moment to remember Paul Klausen, a beloved member of our Life Enrichment Program whose spirit brightened every day. Paul's laughter, kindness, and energy touched everyone who knew him. In an incredible act of generosity, Paul's family included Harc in their estate planning, making it possible for us to acquire these recliners.

Paul's legacy of warmth and joy lives on through this gift, and we are honored to carry forward his memory in the work we do. These recliners will be a constant reminder of the lasting impact he had on our community, and we'll continue to honor him by enriching the lives of others.



Celebrate Giving Tuesday with Harc!

Together
we give.
December 3, 2024

GIVING
TUESDAY

On **December 3, 2024**, we invite you to participate in **Giving Tuesday**, a global day dedicated to generosity and community spirit. This year, let's come together to make a meaningful impact in the lives of individuals with intellectual and developmental disabilities.

As a valued member of the Harc community, your support is essential to our mission. Your contributions empower us to provide vital programs, including our Day and Employment Programs, which offer personalized support and resources that enable individuals to thrive in their communities.

Every donation, no matter the size, has the power to create lasting change. Whether it's helping someone secure meaningful employment, engage in enriching activities, or access essential services, your generosity makes a difference.

Help us spread the word about Giving Tuesday and inspire your friends and family to join in. Together, we can strengthen our community and ensure that everyone has the opportunity to succeed.

To make your gift, please visit our website or contact Eloise Mongillo at emongillo@harc-ct.org or 860-218-6048.

SockStarz Black Friday & Giving Tuesday Sale!

SOCKSTARZ

**Black Friday
&
Giving Tuesday Sale!**

Upcoming Sale **Get 25% OFF** *Your Entire Purchase

November 29th through December 3rd

@sockstarz_USA

The season of savings is almost here! Black Friday is around the corner, and so is Giving Tuesday. From November 29th through December 3rd, SockStarz is offering 25% off your entire purchase – a perfect opportunity to get a head start on your holiday shopping! Whether you're looking for cozy, festive socks, candles, jewelry or unique holiday cards from our talented artisans, we've got you covered. And this year, you can make your gifts even more special by giving back while you shop!

[Shop Now](#)

SockStarz Subscription Box

SOCKSTARZ

Mystery sock subscription service!

SOCKSTARZ

Buy Socks. Change Lives.

I'M COMPLICATED THANK YOU

*\$13.99 per month with free shipping

Don't forget to get your Mystery Sock Subscription box! For only \$13.99 you will get an awesome sock from our collection; this price includes free shipping. Hand picked by our Harc SockStarz employees, and specially packaged for you and your loved ones!

*Not included in the Black Friday Giving Tuesday Sale

Get Your Monthly Box Today!

Harc's Annual 35th Auction & Gala



Harc's 35th Annual Auction & Gala was an unforgettable evening, filled with excitement, generosity, and community spirit. We are thrilled to announce that this year's event raised an impressive **\$160,000**, which will directly support Harc's mission of providing essential services to individuals with intellectual and developmental disabilities.

Held in a beautiful venue with an elegant atmosphere, the evening offered something for everyone. Guests were treated to live entertainment by the talented **Authority Band**, who kept the energy high throughout the night. As attendees sipped on signature cocktails and indulged in delicious hors d'oeuvres and a gourmet dinner, the excitement of the evening continued to build.

A highlight of the night was, of course, the **Live, Luxury, and Silent Auction**. From one-of-a-kind experiences to luxurious items, there was no shortage of incredible opportunities for guests to place their bids. Thanks to the dynamic duo of **Keith McGilvery**, auctioneer and anchor from Fox 61, and **Erika Arias**, the energy was contagious, and the crowd was eager to support the cause. Their engaging personalities and expert auctioneering skills helped make the live auction a thrilling success, with bidders raising their paddles for some truly unique items.

As we reflect on the success of the 35th Annual Auction & Gala, we want to extend a heartfelt thank you to everyone who attended and all the volunteers. Your support means more than just a great night out—it will have a lasting impact on Harc's ability to continue providing crucial services to individuals with intellectual and developmental disabilities.

We are incredibly grateful for your generosity, and we look forward to continuing this vital work in the years to come. Here's to another successful year of supporting the community and creating a more inclusive world for all.

Thank you for making this year's event one to remember!

Giving Made Easy: Use Your Donor-Advised Fund to Support Harc

If you have a donor-advised fund (DAF), you can support Harc, Inc., an IRS-qualified public charity. Please follow your fund's guidelines for minimum contributions and grant recommendations. Our Taxpayer Federal Tax ID (EIN) is **06-0710289**, and checks should be made payable to **Harc, Inc.** and mailed to:

Harc, Inc.
Philanthropy Department
900 Asylum Avenue
Hartford, CT 06105

What is a Donor-Advised Fund?

A DAF is a philanthropic account established at a public charity that allows donors to make a charitable contribution, receive an immediate tax benefit, and recommend grants to charities over time.

How Does It Work?

Establish your DAF with a tax-deductible donation to a public charity.

Advise the investment allocation of your donated assets (tax-free growth).

Recommend grants to qualified charities of your choice.

3 Easy Steps to Support Harc, Inc. via Your DAF:

Contact your DAF representative to recommend a grant to Harc, Inc.

Email Eloise Mongillo at emongillo@harc-ct.org to inform us about your gift.

For more information, please contact:

Eloise Mongillo
Chief Philanthropy Officer
Harc, Inc.
900 Asylum Avenue
Hartford, CT 06105
860-218-6048
emongillo@harc-ct.org

Support Harc's Mission

As we approach the holiday season, we invite you to consider making a meaningful contribution to Harc. Your support plays a crucial role in helping individuals with intellectual and developmental disabilities lead fulfilling lives. Whether through donations to our programs, volunteering your time, or sharing our mission with others, your generosity makes a lasting impact in our community. Every contribution counts, no matter the size! Let's close out the year by spreading kindness and empowerment. Thank you for being a valued part of the Harc family!

[Give Today](#)

Upcoming Events



SAVE THE DATE

Friday, February 14, 2025 Have a Harc Day
Saturday, May 10, 2025 Walk N' Roll

[Donate](#)

