

2025 Impact Report



Harc 

Changing lives, changing minds



Changing Lives, Changing Minds



Since our founding by a group of revolutionary parents in 1951, Harc has provided lifelong support to individuals with intellectual disabilities through a commitment to respect and serve. We can all help empower these amazing people and their families so that they may enjoy lives of quality, inclusion, and dignity.



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A Message from our President/CEO Russell Coleman and Board Chair Greg Calnen

Reflecting on the past year at Harc, we see an organization that continues to grow stronger and more resilient. This year, we served over 1,000 individuals and families through early intervention, residential services, employment, life-enrichment activities, and respite programs like Capable Kids Summer Camp and Camp Bulova. These numbers represent more than just participation, they reflect real progress toward greater independence, connection, and inclusion.

Our Direct Support Professionals (DSPs) remain the cornerstone of this impact. Their dedication ensures that every person we serve is met with dignity and care. We have worked hard to strengthen recognition and support for our workforce, knowing that Harc’s success depends on those who stand alongside individuals and families every day.

We focus on long-term stability, carefully managing resources and advocating with legislators for fair funding and greater support for individuals with intellectual and developmental disabilities. The commitment of our donors and community partners is equally important. Your support helps Harc strengthen programs, expand opportunities, and ensure that those we serve have what they need to build fulfilling lives.

Harc actively contributes to shaping systems by advocating for policies that increase access to housing, jobs, and essential support. Advocacy is vital to ensure that individuals and families receive not only the services they need now but also the rights and opportunities they deserve in the future.

Looking ahead, we are guided by five strategic priorities: advocacy and community education, growth and expansion of service delivery, workforce development and employee satisfaction, communication and public relations, and philanthropy. Together, these strategies lay the foundation for strengthening Harc’s future and ensuring that the people we serve continue to have opportunities to live with independence, dignity, and belonging.

Harc has always been dedicated to providing lifelong support for individuals with intellectual and related disabilities and their families, so they can enjoy lives of quality, inclusion, and dignity. That mission stays the same, even as our work grows and changes. With ongoing commitment from families, staff, partners, and supporters, we are changing lives and changing minds.



Russell Coleman
President & CEO



Greg Calnen
Board Chair





1951

Harc was founded to serve the Hartford area when 20 parents met in the living room of Clarke & Claire Brinkerhoff.

1972

Opening of the job site at State Surplus Garage.

1960

First year of the Harc Summer Day Camp was started in July with 15 campers.



1989

Harc started Sodexo Foods job sites #1&2 at CIGNA.
Harc's 1st Auction was held in the Harc cafeteria.
Opening of Little Oak Lane CLA.



Over 70 Years of Changing Lives

2016

Harc's first Community Residential Supports (CRS) program opened at Newington Road in August.

2000

Job sites at Community Renewal Team (Meals on Wheels) and Lincoln Mutual in Hartford, Sodexo Marriott and Bristol Myers Squibb in Wallingford.
Opening of 2 more apartments on North Main Street, in West Hartford SLA.
Opening of Ardmore Road CLA.



1991

In June, Harc opened its 1st children's group home on Woodland Avenue in Bloomfield for 4 children, with a 5th bedroom used for overnight guests or respite care.
1st issue of HarcToday published in the Spring.

2019

SockStarz is established in March, SockStarz opens its store in West Hartford Center in October.



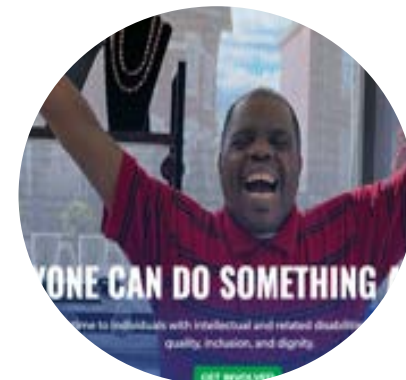
2022

Russell Coleman becomes President & CEO in December.



2024

Harc launches revamped [website](#).



Employment & Day Services



Statistics



TOTAL CLIENTS SERVED

Day Services: **108** Individuals

Employment Services **98** Individuals



PROGRAM PARTICIPANT BREAKDOWN

Bulova Center **63** Participants

EEO Program **54** Participants

LEP (Life Enrichment Program) **38** Participants

GSH, ISE, IDV Programs **44** Participants

Senior Supports **7** Participants



CLIENT AGE DISTRIBUTION

Ages 22 - 40  **85** Individuals

Ages 41 - 65  **99** Individuals

Ages 66 - 85  **22** Individuals



Geographic Reach

Primarily serving the Greater Hartford Area





ACTIVE VOLUNTEER SITES (PAST YEAR)

Fresh Start Pallet Program

Auer Farm

Horace Bushnell Children's Food Pantry



ACTIVE VOLUNTEER SITES (CURRENT YEAR)

Camp Courant

Salvation Army

Connecticut Harm Reduction Alliance

Westmoor Park



Employment & Day Services

Individual Spotlight



Brianna Crespo joined Harc’s Employment Program in September 2024. Since then, she has attended the program five days a week, steadily building the skills necessary for competitive employment.

Brianna has developed essential job readiness skills such as communication, time management, professionalism, and the ability to follow directions. She also completed safety training, learned how to support others in public settings, and participated in real-life workplace scenario training.

As a result of her hard work and dedication, Brianna was recently hired as a bus monitor with First Student. She completed job-specific training and officially began her new role on August 12, 2025.

Employment Outcomes

Employed	44 Individuals
Job Retention (on-site) Employment	13 Individuals
Number Earning Minimum Wage or Above	29 Individuals



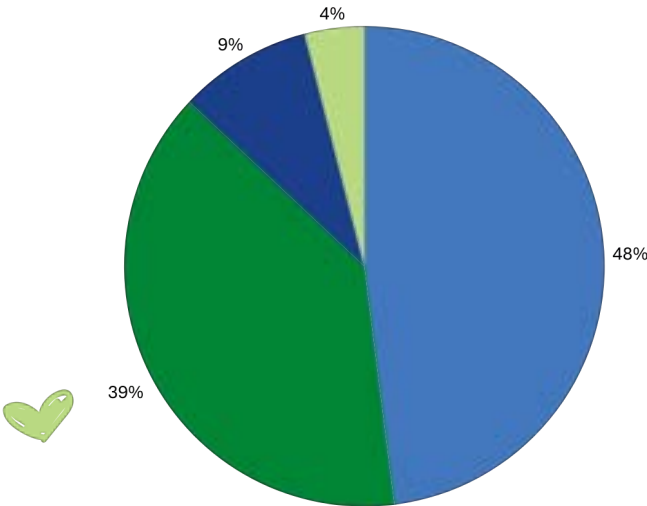


**Everyone
Can**

**Be
Amazing!**

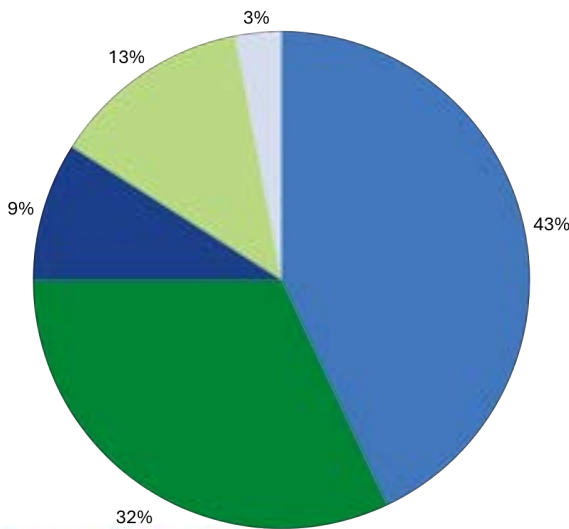
Financials

Revenue by Function



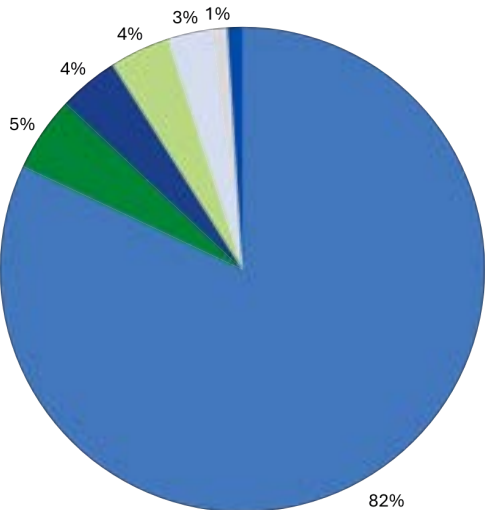
- Revenue by Function**
- 48% Residential and Community Programs
 - 39% Day and Employment Programs
 - 9% Birth to Three Program
 - 4% Grants, Contributions, and Events

Expenses by Function



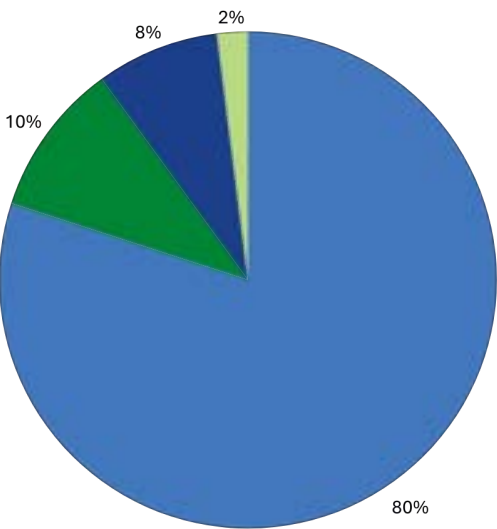
- Expenses by Function**
- Programmatic Expenses
- 43% Residential and Community Programs
 - 32% Day and Employment Programs
 - 9% Birth to Three Program
- Administrative Expenses
- 13% Management and General
 - 3% Development and Fundraising

Revenue by Source



- Revenue by Source**
- 82% Department of Developmental Services
 - 5% Office of Early Childhood
 - 4% 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 Type



- Expenses by Type**
- 80% Wages and Benefits
 - 10% 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.

Financial Summary



The information presented, is unaudited. Audited financial statements are available upon request from the Harc Business Office. Harc remains dedicated to long-term sustainability 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 businesses, grants, and generous individual donations. In Fiscal Year 2025, we proudly achieved over a five percent increase in revenue. At the same time, overall expenses rose by eight percent, despite strong cost-control efforts. This increase was primarily driven by broad inflationary pressures including rising energy costs, insurance premiums, and wage growth. Our steadfast commitment to fiscal responsibility ensures that we can continue delivering high-quality services not just for the individuals we support today, but for all those we will serve in the years to come.





Celebrating 14 Years of Partnership Inclusion: Beazley Insurance

In a recent interview with Jill Paradis of Beazley, we learned more about the enduring and impactful relationship between Beazley and Harc, which began 14 years ago. Jill, who joined Beazley at that time, played a key role in bringing Harc individuals into the company, having already worked with Harc personnel in her previous role.

“It was really that simple,” Jill shared. “When I got hired, I told my boss about Harc, and we invited them to come work for us.” Since then, individuals Harc’s individuals and their support staff have become a valued part of the Beazley family. Their responsibilities include cleaning lunch tables, wiping down surfaces and desks, maintaining kitchen areas, replenishing snacks, and caring for conference rooms. But beyond their daily duties, their presence has had a deeper impact on company culture.

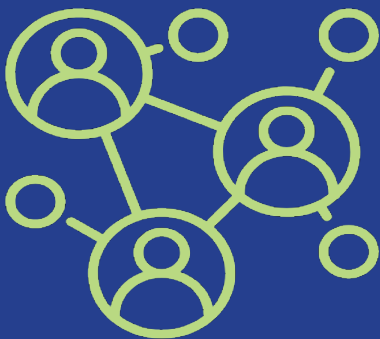
“We promote diversity and inclusion strongly at Beazley,” Jill emphasized. “Our Harc team members are always cheerful and hardworking. We make sure they’re included in company events and feel like part of the team.”

The relationship has also enriched the experience of other Beazley employees. “They’ve really gotten to know our Harc workers,” Jill said, highlighting the bonds formed over the years.

This partnership not only strengthens workplace culture but also exemplifies how meaningful inclusion can empower individuals and communities. As Jill said, “Everyone wants to feel part of something and contribute to society. They shouldn’t be looked at any differently, everyone deserves that opportunity.” [Watch the interview](#) and hear Harc’s story and partnership with Beazley’s Jill Paradis!



Human Resources



85% **Staff Retention (FY25)**
of employees remained with Harc

Net Change in Staff (FY25)
Fewer than 12 employees across the agency

Introduced new benefit options

For the plan year starting 8/1/2024, Harc introduced the following:

A second medical insurance option. This option was a High-Deductible Health Plan (HDHP) with a Health Savings Account (HSA). This came at a slightly lower premium cost to the employee and included a \$25 per pay period employer contribution from Harc into the employee's HSA.

Voluntary coverages through Mutual of Omaha. Voluntary Coverages added included: Accident, Hospital Indemnity, and Critical Illness.

Champions of Cheer established

We introduced an employee recognition committee, with our first meeting being held in early July. The committee meets monthly and is comprised of staff from varying levels and departments. Members also include a Chair, Vice Chair, Treasurer, and Secretary.

The goal of the committee is to come up with ideas to recognize and celebrate staff and then plan how to implement those goals or initiatives. Some of the ideas/ initiatives over the past year include the following:

- Food Truck Fridays
- Complimentary snack cart
- Quarterly Breakfast Bar
- DSP Week



Hosted a Team Building Day

Harc partnered with Empower Leadership to deliver a day filled with team bonding, culture building, and development and empowerment-based activities and initiatives at Nomads and Revolutions in South Windsor. We had over 100 Harc staff in attendance and the event was a great success.



Leadership Academy

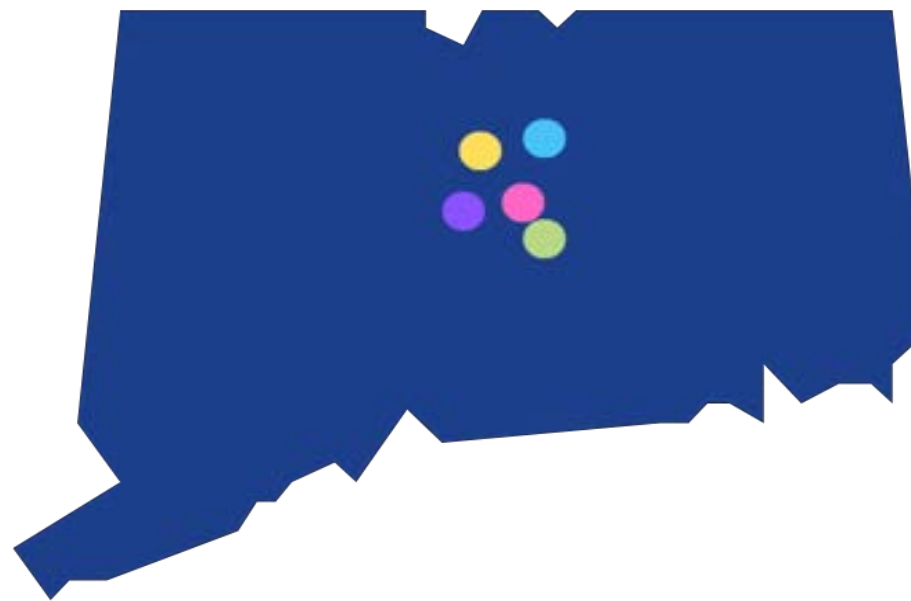
We partnered with The Connection: Institute for Innovative Practice, to host the I-RISE Leadership Academy here at Harc. The Academy, facilitated by The Connection, was comprised of six sessions over the course of three months and was attended by our managers and directors.

The session topics were as follows:

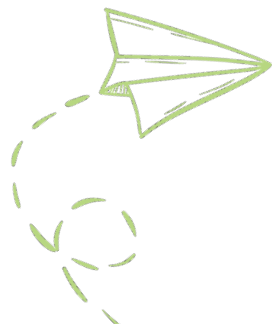
- Leadership and Influencing Skills
- Communication & Interpersonal Skills
- Decision Making & Problem Solving
- Performance Management & Accountability
- Employee Engagement
- Change Management



Residential Programs



- Bloomfield 3
- Wethersfield 1
- Rocky Hill 1
- East Hartford 1
- West Hartford 3



Capable Kids Camp (2025)	20	Children
Residential # of Beds	50	Individuals
Residing in Group Homes	47	Individuals
# In-Home Supports Program	12	Individuals

*In-Home Supports Programs are in West Hartford and Hartford



Harc Beyond the Stage 2025

The second production of Harc's Beyond the Stage, "A New Day," was a hit! All of the participants had a blast. There were different acts that were performed such as comedic joke telling, puppeteering, and dance and song breaks that had the crowd cheering in their seats. We want to take the time to thank TheaterWorks for allowing us to perform at their facility, and a special thank you to Show Director and Volunteer, Chris Bushey.



Walk N' Roll 2025



Our Walk N' Roll on May 10th was an incredible success! Together, we raised over **\$47,000**, topping the last two years! Face painting, fun games, a fantastic raffle, delicious refreshments, and, of course, baby goats made the event super special.

A huge thank you to our amazing Emcee, Keith McGilvery, for bringing the hype and excitement to the event! Thank you to our dedicated volunteers — your efforts made this day unforgettable! And to our generous sponsors: Talcott Financial Group, Hartford Parking Authority, Hartford Yard Goats & Dr. Steve Becker.

A special congratulations to the top fundraising team MARGOTS MOOVERS who received an additional \$1,000 from Harc's CEO and President, Russell Coleman! Their passion and dedication shined and we are so grateful for their hard work to help us reach our goal of being able to add another wheelchair accessible van to our fleet.

Everyone's support powers Harc's mission every day, and we couldn't have done it without you! We can't wait to Walk N' Roll with you again next year!

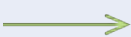


Birth - to - Three Program

6% Increase in the number of children and families served.



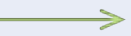
Towns under contract



16



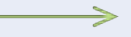
Average number of children served per month



272



Hours of support provided



12,135



Key Milestones:



100 % Paperless by December



Migration to Microsoft 365 + SharePoint



New Team Members Onboarded



Harc's 35th Annual Auction & Gala

Harc's 35th Annual Auction & Gala was a remarkable evening that not only celebrated the spirit of community but also raised an incredible \$160,000 to support individuals with intellectual and developmental disabilities. This stunning achievement will directly help fund Harc's vital programs and services, empowering those who rely on the organization for support and opportunities.

An Evening of Elegance and Energy

Set in a breathtaking venue that exuded elegance, the gala was a vibrant blend of high energy and heartfelt generosity. The night kicked off with guests mingling over signature cocktails and savoring a delectable array of hors d'oeuvres and a gourmet dinner. The air was electric, and the excitement only intensified as the evening unfolded. The talented Authority Band set the tone with their lively performance, keeping guests on their feet with upbeat music that filled the space. From the moment the first notes played, it was clear that this would be a night to remember, and the energy never waned as the crowd enjoyed the entertainment and each other's company.

The Auction: A Thrilling Success

As always, the Live, Luxury, and Silent Auctions were the heart of the evening. The silent auction offered guests the chance to bid on an array of exclusive items, while the live auction brought out the competitive spirit with its selection of once-in-a-lifetime experiences and luxury offerings. From private getaways to fine art and premium items, the auction provided something for everyone. Guiding the auction was the charismatic TV personality, Keith McGilvery, whose expert handling of the auction kept the energy high and the bids flowing. Alongside him was Erika Arias, whose enthusiasm and rapport with the crowd were infectious. Together, they helped transform the auction into a thrilling experience, with bidders eagerly raising their paddles to support Harc's important work.



Franny's Story: A Powerful Message of Perseverance

A particularly moving moment came with the screening of a video that highlighted the story of Franny, a remarkable individual who attends Harc. The video shared Franny's inspiring journey, showcasing her resilience and determination despite the challenges posed by her disability. Carolyn, Franny's job coach at Harc, spoke tenderly about Franny's journey, saying, "Franny is no different in my eyes. She just has a disability, and sometimes struggles to show people that she's capable. But she's always proving herself." The video brought many in the audience to tears, and when Franny and Carolyn took the dance floor together at the end, the crowd gave them a heartfelt standing ovation. It was a moment of pure emotion, and a true testament to the impact of Harc's programs.





Remote Supports

Overview of Ability2Connect by Harc, Inc.



The iLink technology platform behind Ability2Connect is flexible and highly personalized. Our trained staff configure and align each piece of technology to one's goals, preferences and unique support needs.

Our evolving technology has the capability to analyze activities of daily living routines, provide emergency assistance, and offer peace of mind to families and caregivers, that their loved ones are safe. Through our referral and established assessment process, each piece of technology is carefully recommended to empower individuals, support caregivers and provide proactive solutions that can grow with the individual receiving remote support services.

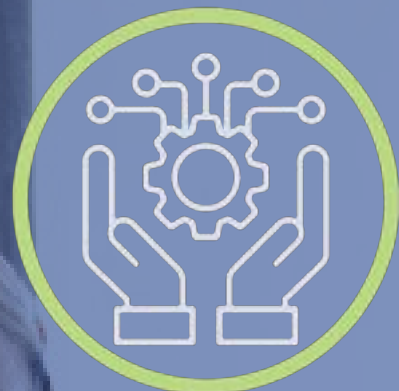


Ability2Connect by Harc, Inc., is a state-of-the-art, forward-thinking program that is reimagining what it means for individuals to live independently, safely and with autonomy in their own homes. Harc Remote Supports are not just enhancing lives, but transforming futures.

Through our partnership with iLink Technologies, Ability2Connect is a modern-day human service delivery model that blends compassionate, real-time remote support with innovative assistive technology. At its heart, we are striving to give the confidence and power back into the hands of the individuals being supported by creating an environment where choice and dignity are at the center of every decision being made.

Unlike other providers, we are operating a 24/7 on-site call center where trained Connection and Support Specialists ensure that immediate and responsive care is always available. The program is designed for any population seeking a non-intrusive, live two-way service that enhances independence, while preserving individual privacy.





Ability2Connect promises a future where safety never means risking one's autonomy. For families, it offers peace of mind knowing that help is available anytime, day or night. For agencies and organizations, it offers a bridge in helping close the gap of workforce shortages and offers a scalable, replicable model for expanding access to community living in a cost-effective way.

In a time when staffing shortages challenge the very foundation of human services, technology isn't just a tool—it's a game-changer.

Remote Supports use assistive technology and two-way communication to connect you with trained professionals or caregivers when they are not physically present. Innovation combined with human support adds an extra layer of safety and provides peace of mind for individuals and their families.

Key Benefits of Remote Supports

- ✓ Live 24/7 Support
- ✓ Increases Independence
- ✓ Enhances Dignity and Privacy
- ✓ Bridges Service Gaps
- ✓ Strengthens Choice and Decision Making
- ✓ Prioritizes Safety

CONTACT US



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Individual Donors 2024/2025

Harc Family Circle \$10,000 and Above

Daisy & Mark Trahan
Diana Appleton
Doris R. Leclerc
Jeff Monnes
Linda & Bichop Nawrot
Randall W. Clark
Richard W. Hoff

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

Albert & Sharon Kumnick
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Community Circle \$5,000 - \$9,999

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Directors Circle \$1,000-\$1,950

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Thank you for your support!

*If your name has been misprinted or you should feel some other correction is necessary,
please call 860-218-6048.*



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Be sure.



Ernestine
Weaver



Changing lives, changing minds

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