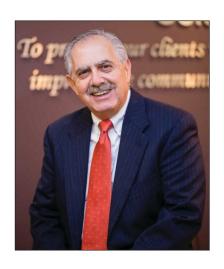




From Harc's Board Chairman



Dear Friends of Harc,

Quality, inclusion, dignity....

For most of us, these are values that we take for granted. For others, however, these values are not guaranteed. They can be out of reach simply because one has a disability.

Harc refuses to accept that having a disability is a reason to deny someone the means to live the life they deserve. Beginning at birth and continuing throughout their lifespan, Harc helps people with disabilities live their lives with quality, inclusion, and dignity.

This report highlights how Harc's supporters came together for this shared purpose and how those connections took on profound meaning in the face of adversity. It is because of you - our donors, volunteers, family members, and partners - that Harc has managed to do great things despite challenges no one could have foreseen.

In a world filled with unpleasant news and negative vibes, many of us ask: How can I make a difference? The actions of our supporters, through donations, volunteered time, or in-kind contributions answer that question. They have made a lasting and profound difference in the lives of the individuals we serve.

At Harc, quality, inclusion, and dignity have been the core values of our mission and work for nearly 70 years. Thank you for helping us to continue our journey toward a fairer world for everyone.

Sincerely,

apreción.

Najib Habesch Board Chair – 2016 - 2020







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Harc Advocates for the IDD Community

Harc made strides with our 2020 advocacy efforts before the pandemic. In September of 2019, Mayor Luke Bronin declared September 8 through 14 as *Direct Support Professionals Week i*n Hartford. Getting this Proclamation was the result of advocacy efforts by Harc, Oak Hill, and the Alliance to recognize the value of our Direct Support Professionals.

In preparation for the upcoming legislative session, Harc's Public Policy and Advocacy Committee spent the late fall and early winter gathering feedback from self-advocates and families to develop Harc's advocacy agenda. We designed a graphic to visually represent the areas where continued advocacy is needed to help those we support live their best lives.

We promoted our advocacy agenda by presenting testimony at one of the last Appropriations public hearings regarding the Department of Developmental Services (DDS) budget hearings before the shutdown due to COVID-19 in March. We also submitted budget testimony on behalf of Birth to Three and Harc's other programs. Additional submitted testimony favored a bill to create a tax credit for businesses that employ people with intellectual or developmental disabilities.

Members of the Harc community expressed their needs to legislators at Have a Harc Day, which took place on February 14, 2020, at the Legislative Office Building.

Representative Brandon McGee hosted the lively event. Numerous Representatives and Senators attended, along with Harc participants and self-advocates, families, and supporters. A presentation on Harc's advocacy agenda outlined a five-pronged approach to our advocacy efforts: Employment, Housing, Improved Health Outcomes, Transportation, and a Strong Sustainable Workforce.



SockStarz is Born

SockStarz's whirlwind success has been nothing short of phenomenal. What began as an idea for a novelty sock business at a social enterprise accelerator seminar quickly blossomed into a full-blown business model.

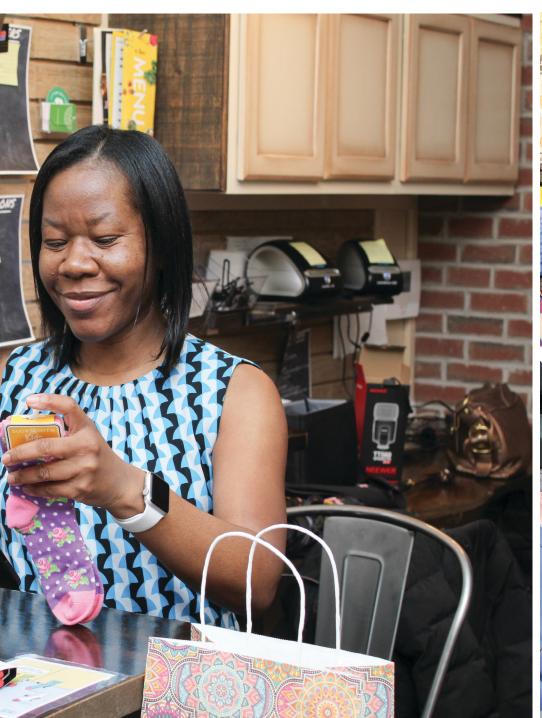
With the help of the Hartford Foundation for Public Giving, and consulting firm No Margin No Mission, the dream of a business that could generate revenue for Harc and employ people with intellectual disabilities became a reality. Within nine months, SockStarz went from doing online sales and pop-up events throughout the Hartford region to having a brick-and-mortar location right in the heart of West Hartford Center.

On September 25, 2019, SockStarz officially opened its quirky store at 18 LaSalle Road. We celebrated the grand opening with dignitaries, families, and Harc participants. And the excitement has not stopped.

SockStarz's mission is to create more work opportunities for people with intellectual disabilities. We are well on our way to fulfilling that mission above and beyond all expectations! Four individuals with special needs began working at SockStarz in our first year. There were \$173,000 in sales, with \$18,500 in revenue going directly to Harc in early 2021.

We are so grateful for all the support we received from our donors and community partners that made this dream come true.









Achieving our Mission through Supported Employment

Harc's Supported Employment Program embodies our mission to support people with IDD to lead lives of quality, inclusion, and dignity. It boasts 22 job sites in the community employing 88 of our participants.

Our individuals hold jobs that range from mailroom clerks at law firms to merchandising magazines and books in various stores such as Stop & Shop, Walmart, and CVS. There are dozens of Harc participants who have worked at our partner organizations for multiple years. Twenty-two individuals have held positions for fifteen years or more! They pride themselves in their respective job sites. Rarely do they miss a day.

Our partnerships with local businesses span decades. Cigna in Bloomfield, in particular, has employed Harc participants for 30 years. Other partners such as Robinson + Cole, the Hartford, Day Pitney, Otis, KBE, and Reid and Riege have given the people we support a sense of pride and dignity through employment for decades.

The pandemic has hit us hard, shuttering all the sites for an extended period. But we are hopeful that our people will return to the jobs they love when it is safe to do so.





Harc thanks all the companies who employ our individuals. Their commitment to working with Harc ensures our mission is lived every day.

2019/20 Harc Job Sites:

Beazley USA Services, Inc. **Bushnell Towers** Cigna CT Cleaners (now Big Z Cleaners) Day Pitney, LLP DMV/DAS **Hudson RPM Distributors** Image First Laundry JCJ Architecture **KBE Building Corporation** Legislative Office Building McElroy, Duetsch, Mulvaney & Carpenter, LLP Otis Elevator Reid & Riege, PC Robinson+Cole, LLP Saint Francis Hospital Shipman & Goodwin, LLP SockStarz The Hartford

University of Connecticut Foundation

Harc's Birth to Three Program Enhances Services in 2020

In July of 2020, Harc's Birth to Three program, Stepping Stones, was awarded a five-year contract by the Office of Early Childhood to continue serving families in 16 towns. We added East Hartford and Manchester to our list of towns where we offer services.

The RFP process was very competitive. Harc was awarded a 5-year contract and an Autism program on top of the general Birth to Three program, classifying our program as one that specializes in serving children on the Autism spectrum.

Now, families whose children have an Autism diagnosis can be referred to Harc's Stepping Stones program. It is a significant boost to the program's range of services. The potential for new referrals allows us to expand our reach to serve more families with more complex needs. Previously, families whose children had an existing Autism diagnosis would not have been referred to Harc for services.

The Office of Early Childhood monitors our Stepping Stones Birth to Three program. Strict protocols and reporting requirements are necessary to continue serving families.

State legislation and federal legislation known as the Individuals with Disabilities Education Act (IDEA) created

Connecticut's Birth to Three System. Part C of IDEA is a program that assists states in operating a comprehensive statewide program of early intervention services for the families of infants and toddlers, from birth up to age 3.

Harc has provided Birth to Three services in the State system since 1996.





FOR PUBLIC GIVIN

Together for good.

Hartford Foundation for Public Giving Chooses Harc in 1st Round of COVID-19 Response Funding

Harc is especially grateful to the Hartford Foundation for Public Giving for awarding us a \$125,000 grant as part of a \$6.4 million COVID-19 Response Fund.

These emergency grants rapidly deployed resources to organizations that serve people disproportionately impacted by COVID-19.

They chose Harc for the first round of funding because of the vital work we do with our vulnerable population.





Harc Community Comes Together in a Time of Need

Virtually overnight, the COVID-19 crisis forced Harc to reimagine how to provide programs and services and how to impart a sense of normalcy and calm to the people we support in the wake of a pandemic none of us have experienced in our lifetimes.

When area employers had to lay off the people in our Supported Employment Center, Harc case managers reached out to ensure those jobs would still be available when businesses reopened. We briefly had some of our case managers working at some of the job sites to hold the jobs.

Many of us did work we never thought we'd be asked to do. Day programs and residential staff worked together and learned from one another. Administrative staff trained to work in direct care situations. Everyone has had to become masters of social media and Zoom virtually overnight. All of us bringing

myriad skills to the table with one factor binding us together – a total commitment to the health and well-being of the people we support.

With our people stuck in a lockdown that seems endless, our Harc Heroes have come up with creative ways to keep everyone connected. Be it face time with family and friends, a Zoom scavenger hunt, virtual programming, or a vehicle parade past the group homes. Harc staff have taken action with new alternatives to help everyone remain positive through these uncertain times.

Many of our donors have come to the rescue with monetary gifts and purchases of much-needed items on our wish list through the Harc Heroes Fund. The Hadden family, in particular, have generously given a \$15,000 match to kick off the fund that has raised over \$183,000 to date.

These efforts show the dedication and compassion of our Harc Heroes that come to work every day, ready to make changes on a dime and adapt to the constantly evolving conditions. We are all in this together, and we can take pride in knowing that what we've done, and are still doing, is having a positive impact on the individuals we serve.















Harc Honors the Corso Family at the 2019 Gala

Harc held its annual Carnevale Gala on November 2, 2019, and raised \$118,532! The Corso Family was honored with the Sparking Possibilities Award for their longtime service to Harc. The Corsos are one of Harc's Founding Families.

Dennis Corso was a participant in Harc programs from their inception and enjoyed an over 60-year affiliation with Harc. Nesta Corso, Dennis's mother, served on Harc's Board for more than 35 years. As Vice-Chair of Programs, she launched many cutting-edge services that included summer camping and weekend recreation programs. Her husband, Charles, supported these and other initiatives through effective fundraising. They devoted more than 50 years of service to Harc and community advocacy for those with intellectual disabilities.

Dennis's brothers, Tom and Robert, are still active Harc advocates. In 2020, they established two Corso Family Endowment Funds for Harc.

Harc's Virtual Walk n' Roll Showcases Dedication and Love for the Longstanding Event

The annual Harc Walk n' Roll usually draws hundreds of supporters from near and far to raise money for Harc's programs at the event. This year was a little different. Instead of everyone coming together on April 25 at Yard Goats Stadium for a day-long event with festivities, we had to plan a virtual walk. It allowed single walkers and teams to come together, albeit virtually, to show their support for Harc.

Taking up the challenge to keep this event as inclusive and celebratory as ever, participants took photos and videos of their walks, posting them on Facebook with the hashtag #HarcWalk.

There were many obstacles to switching to a virtual event with little notice or time to plan. Despite the challenges, we raised over \$27,000 thanks to the perseverance and dedication of our supporters!





Harc Partners with Wheeler Clinic to Provide Dental Care to the IDD Community

A collaboration between Harc and Wheeler will help alleviate the burden of accessing person-centered, compassionate dental care for Hartford residents with intellectual or developmental disabilities (IDD).

Through a \$50,000 grant from Delta Dental of New Jersey Foundation, awarded in January 2020, the Wheeler-Harc Dental Collaboration will serve low-income residents of all ages with IDD, including Autism, at Wheeler's community health center at 43 Woodland Street and through specialized linkages to care in the community.

Harc provided consultation and training for Wheeler's dental team to foster engagement and understanding of the unique needs of the IDD population and how to best deliver services including, but not limited to, trauma-sensitive dental care and extended visits. Patients' family members were also eligible to participate in training, thereby providing a patient perspective and assisting Harc with training Wheeler staff.

While the pandemic put a halt to in-person meetings, Harc was able to complete some training virtually. This relationship will continue, and Harc looks forward to providing onsite training and support to the Wheeler Dental Clinic as restrictions are lifted.

Harc staff will train the front desk staff, practice manager, medical assistant supervisor, and dental team at Wheeler community health center. The goal is to foster a greater understanding of intellectual disabilities, the care environment, approaches to patient-centered interactions, and scheduling appointments. Training will also highlight care strategies for children with special needs and autism spectrum disorder, aging adults with IDD, and other considerations.







Harc Says Goodbye to Andrea Barton Reeves

Andrea began her journey at Harc in 2009 and led the organization as President and CEO since 2013. Because of her dedication we are a stronger and more responsive organization today. We wish her all the best as she embarks on her new role as the first ever CEO of the Connecticut Paid Family and Medical Leave Insurance Authority. She will be missed!

Financials

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION JUNE 30, 2020 AND 2019

	2020	2019
ASSETS Current Assets		
Cash and cash equivalents	\$2,836,448	\$1,135,135
Accounts receivable, net	2,814,641	1,789,893
Prepaid expenses and other assets	131,406	191,033
Inventory	32,848	11,360
Total current assets	\$5,815,343	\$3,127,421
Noncurrent Assets		
Investments	\$3,563,459	\$3,641,962
Property and equipment, net	4,075,012	4,288,830
Total noncurrent assets	\$7,638,471	\$7,930,792
Total Assets	\$ 13,453,814	\$ 11,058,213
LIABILITIES AND NET ASSETS		
Current Liabilities		
Accounts payable and accrued expenses	\$1,501,038	\$1,461,553
DDS cash advance	115,233	115,233
Paycheck Protection Program advance Long-term debt, net	2,428,670 144,616	- 159.401
Total current liabilities	\$4,189,557	\$1,736,187
Long-Term Debt, Less Current Maturities	\$1,232,851	\$1,380,306
Total liabilities	\$5,422,408	\$3,116,493
Net Assets		
Net assets without donor restrictions:		
Undesignated	\$4,121,192	\$3,935,921
Board-designated - endowment	1,872,544	1,864,863
Total net assets without donor restrictions Net assets with donor restrictions	- , ,	5,800,784
Net assets with donor restrictions	2,037,670	2,140,936
Total net assets	\$8,031,406	\$7,941,720
Total Liabilities and Net Assets	\$ 13,453,814	\$ 11,058,213

CONSOLIDATED STATEMENTS OF ACTIVITIES FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

	2020	2019	
Changes in Net Assets Without Donor Restrictions Revenue and support:			
• • • • • • • • • • • • • • • • • • • •	\$14,536,873 2,249,320 955,579 144,825 16,100 205,824 \$18,108,521	\$13,577,168 2,486,084 560,053 12,626 10,463 91,939 \$16,738,333	
Expenses: Program services	\$14,534,313	\$14,297,568	
Management & general	2,818,839	2,427,776	
Development & fundraising Total expenses	583,959 \$ 17,937,111	518,894 \$17,244,238	
Increase (decrease) in net assets without donor restrictions from operations			
increase (decrease) in het assets without donor resti		(\$505,905)	
Investment income, net	\$21,542	\$50,766	
Increase (decrease) in net assets without donor resti	rictions \$192,952	(\$455,139)	
Changes in Net Assets With Donor Restrictions			
Contributions Invetment income, net	\$77,708 24,850		
Net assets released from restrictions	(205,824		
Increase (decrease) in net assets with donor restricti	, ,	, , ,	
Increase (Decrease) in Net Assets	\$89,686	(\$385,739)	
Net Assets - Beginning of Year	\$7,941,720	\$8,327,459	
Net Assets - End of Year	\$8,031,406	\$7,941,720	

Thank You Community Partners!





SILVER PARTNERS











Nawrot Family Kinney Family





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Our 1951 Founders' Society consists of donors who have generously given \$1,951 or more in the calendar year. We are honored and grateful for their support.



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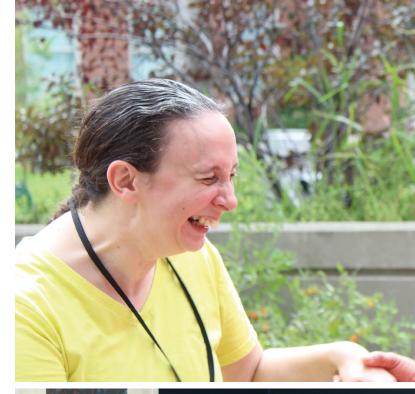
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Terry, Ramona, Doreen, Marian, Kelly Ann, & Andrea for their 2019 Milestones

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