



**Golf Tournament June 8**

- The community's premier golfing event in its 23rd year
- 18 holes of golf, hospitality, and making a difference



**Denim & Diamond BBQ September 16**

- Capital Region's hottest country band...Skeeter Creek
- Hometown BBQ celebration with great food and friends

**Raffle Drawing October 26**

- Your chance to win BIG cash prizes
- Limited number of tickets sold!

**LIBERTY ADVOCATE**

VOLUME 26 #1

In 2017, Liberty ARC celebrates 60 years of providing quality services and programs to individuals with disabilities in our community. Throughout the year, we will be sharing some of the high points of our history including anecdotes about the people and places that played a role in Liberty's development. The agency's beginning is deeply rooted in family commitment. The movement was energized by passionate parents who fought diligently for the rights of their loved ones. Their grassroots effort started in 1954 with a meeting at the home of the Manginelli family. Because this group of determined parents came together to advocate for children with disabilities, in 1957 Liberty became a member chapter of NYSARC, Inc. They spearheaded a progression of milestones and achievements for those with disabilities that flourishes today.

**Major Milestones Through the Years**

**1960s**— Liberty ARC sees tremendous growth as parents helped shape and plan programs.

**1970s**— Employment opportunities start with local industries such as Amsterdam Print, Collette Manufacturing, and Mohawk Finishing

**1980s**—Liberty's first barrier-free facility on Ridge Road in Canajoharie as well as eleven new homes established throughout Montgomery County

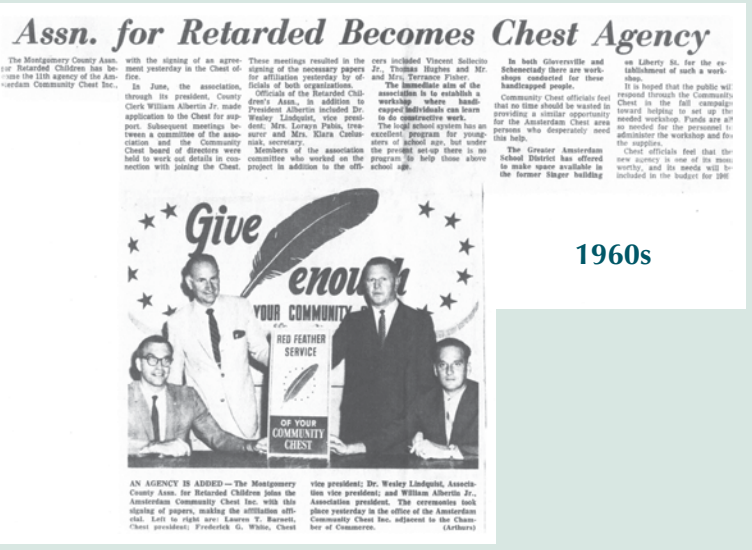
**1990s**— Liberty's Day Treatment Program and Residential programs moved from Tribes Hill to a new facility on Route 5S, Amsterdam.

**Now, in a New Century, Liberty ARC—**

- ◆ became the second largest workforce in Montgomery County
- ◆ expanded business opportunities
- ◆ must increase advocacy for state and federal funding
- ◆ saw innovations in its manufacturing program, progressive assistive technology, as well as an increase in support offerings and employment services.

Liberty ARC's tremendous growth over the past 60 years can be attributed to staff, board members, family, and other advocates, all while keeping to the original commitment of those parents to provide quality, meaningful, enriching supports to those with developmental disabilities.

Join us this year to mark our Diamond Anniversary and celebrate these amazing, groundbreaking milestones. ■



1960s

1970s

Amsterdam Print



1980s



1990s



Liberty's New Century

# Liberty Foundation Donations

## Annual Appeal 2016

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*Kindly let us know if your name has been inadvertently omitted.*

# Liberty Foundation Donations

## Donations September 17, 2016 through April 30, 2017

We thank the following individuals and business for their support of Liberty's mission by making a donation to Liberty Foundation, Inc. If we have omitted your name, we apologize for our error; please let us know so we can include you in the next issue.

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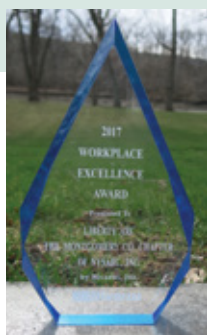
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## Liberty ARC Receives Industry Honor

Liberty ARC received the prestigious **Workplace Excellence Award from the Bivarus Company**. This national recognition is given annually to only a few select companies that achieve high standards in workplace communication, employee satisfaction, and leadership excellence.

Healthcare organizations present employees with an Engagement Survey, using criteria designed by Bivarus, Inc.

Survey results clearly showed that 92% of Liberty ARC employees strongly feel that the organization is a good place to work. Rating inquiries include: attention to employee needs, communications, employee involvement, department leadership, direct supervision, overall work environment, and employee satisfaction and engagement.

Liberty ARC responses, highlighted at left, provided evidence of workplace excellence by meeting or exceeding the established criteria. ■

### February 2017 Survey Result Highlights:

- 92.4% indicated that the person they report to cares about them as a person
- 88.6% indicated that they have had the opportunity to learn and grow within the last year
- The awarded organization must have a minimum participation rate of 68%. Liberty, which employs over 850, had 80% employee survey involvement, significantly above the national average.

*"On behalf of Liberty ARC I'm honored to accept this Workplace Excellence Award from Bivarus. Our management team has worked closely with Bivarus to be able to achieve these impressive results," said Liberty ARC CEO Jennifer Saunders. "Liberty ARC has always recognized that our employees make us what we are; they are our biggest strength and most valuable resource. We are thrilled to hear that our employees feel appreciated and know that we respect what they have to say."*



Liberty ARC senior management staff receives an award from the Bivarus company. (Left to right) Liberty CFO Barbara Ganey, Liberty CEO Jennifer Saunders, Senior Consultant for Employee Engagement at Bivarus Connie Saunders, Liberty COO Candace Opalka, and Liberty Human Resources Director Nicole Archibald.

## Employees of the Year

Liberty ARC recognizes that its employees are the heart of the agency and we feel it's important that they're acknowledged for their outstanding service. We had an overwhelming number of nominees and are proud to introduce the Employees of the Year:

### ■ Manager of the Year—Elaine Nalli



Elaine has been with Liberty ARC for five years and currently holds the role of Senior Habilitation Coordinator for the Community Connections program. This group of individuals is tasked with weekly

volunteer efforts. Under Elaine's guidance and friendly demeanor, both staff and individuals are passionate about working in the community. *"Elaine is dedicated to seeing the department and agency succeed and believes time invested in management and staff is valuable to meet and achieve goals."*

### ■ Program Support

#### Employee of the Year—Roslita Lilley



Roslita has been with Liberty ARC for 21 years; during her tenure she has held various positions. She currently acts as the agency's Electronic Records Manager, bringing her range of experience to

support the departments that use Therap, a vital communication tool for the agency. *"I've been so impressed by the breadth of knowledge and experience Roslita has across the Agency."*

### ■ Residential Support

#### Employee of the Year—Cindy Fredericks



Cindy has been with Liberty ARC for 25 years and works as an Assistant Habilitation Specialist 2 at Day Supports. She is known for her creativity, friendliness, and ability to bring a great

attitude to any work situation, no matter what the circumstances. Cindy has an uplifting demeanor, which others naturally embrace when working with her. *"She is a great team player by always being willing to come in early or stay late and by offering to help others."*

Congratulations, Elaine, Roslita, and Cindy. ■

## Liberty Presents Awards at Annual Dinner

The Honorable Paul D. Tonko has been named this year's recipient of Liberty ARC's **Community Partner** award. Congressman Tonko has been a tireless supporter of the agency for many years.

Liberty ARC's Chief Executive Officer Jennifer Saunders said, "The intent of this award is to recognize a deserving community individual or organization that has shown outstanding support and commitment to people with disabilities in the agency's programs," said Saunders. "It is without a doubt that Congressman Tonko is truly deserving of this honor. He has been a friend to Liberty ARC over the years and we are very proud to honor him with this award, especially as we celebrate our 60th Anniversary."



Liberty ARC COO Candace Opalka, Liberty ARC CEO Jennifer Saunders, Congressman Paul D. Tonko, Former Liberty ARC CEO Frank Capone, and Liberty ARC Board President Paul DiCaprio.

Liberty ARC also honored 15 individuals and staff from the agency's Mohawk Day Hab program located in Canajoharie, with a **Community Commitment award**. For many years they have sponsored a carnival for the Canajoharie Youth Center, approximately 60 children attend each year as well as sponsor a Halloween Trunk or Treat event that reaches over 100 children. Liberty ARC recognized the following individuals for their volunteerism and making their community a better place: Steven Cannizzaro, Nancy Johnson (staff), Mildred Herringshaw, Aletha Reynolds (staff), Daphne Calchi, Wendi Kirk (staff), Cassandra Morrel (staff), Cindy Buccolo (staff), Lloyd Dibble, Stacy Parrino (staff). ■

