2019

Annual Report

FAVARH - THE ARC OF THE FARMINGTON VALLEY, INC.
Mission

To Help Each Person Achieve His or Her Personal Best.

STRATEGIC FOCUS AREAS
(shapes thinking, creates focus, frames decisions, sparks creativity, exposes opportunities, and drives goals)

GROWTH
Continued and long-term fiscal viability requires growth; growth to meet emerging and changing needs and growth that is sustainable, strategic, and mission-based.

INNOVATION
Continued and long-term program viability requires continuing to reinvent ourselves through new & different programs, creative fundraising, cutting edge technology, and efficient administrative supports. We strive to think outside the box, honor new ideas, and celebrate new solutions over current ways of doing things.

ADVOCACY
Our Vision requires using communication and action to be champions for the individuals we support and for their families.

COLLABORATION
We must find and work with like-minded organizations to create mutually beneficial arrangements to enhance value for our respective stakeholders.

CORE VALUES
(builds culture)

SAFETY
WE BELIEVE in creating a Safety First culture where individuals are provided the right to experience the ‘dignity of risk and failure’ and where health & safety risks are anticipated, planned for, and mitigated.

WELLNESS
WE BELIEVE it is our responsibility to encourage and foster Healthy and Active Lifestyles by promoting Increased Physical Activity, Improved Nutrition, and Enhanced Emotional Wellbeing.

QUALITY
WE BELIEVE in creating and maintaining high quality programs, supports, and administrative systems.

LEADERSHIP DEVELOPMENT
WE BELIEVE in cultivating leadership development at all levels of the organization.

FISCAL RESPONSIBILITY
WE BELIEVE in incorporating sound fiscal management practices and decision making in all areas.

Photo (left): Jennifer Minietti proudly displays her work created with the support of Favarh staff and resident art instructor, Maklin Garcia.

Cover Photo: Favarh participant Dan Attenello.
Dear Friends,

In 1958, eight families with exceptional children came together to create an organization that would foster the potential of their loved ones. Six decades later, we gathered five hundred people together from our Favarh family for our 60th Anniversary Celebration Gala to acknowledge the achievements of our daughters, sons, siblings, relatives and friends with intellectual and developmental disabilities, as well as our on-going collective work that ensures our loved ones realize their dreams of living full and meaningful lives. Over the decades, we have seen the advent of creative new programs, the opening of new buildings and the start of a number of collaborative alliances with other non-profit and for-profit partners, all advancing our cause of helping each person to achieve his or her personal best.

And the work continues. If you take a ride up Commerce Drive in Canton, you will find the newly completed Life Education Center, home to a technology center, a teaching kitchen, our transportation hub, our transition program, and two day programs with expanded participant capacity for our growing Favarh family. Just a bit further up the street you will see the nearly completed Bear Woods Apartments, an innovative first-in-nation integrated community with specialty housing for 20 individuals supported by Favarh. Directly across the street from the apartments will be home to the future Favarh Adaptive Wellness Center where individuals supported by Favarh will practice healthy activities of the mind and body together in social settings that serve to battle the all-too-common loneliness, physical inactivity and stresses associated with IDD. In Bloomfield, you will see our additional expansion – a second apartment complex with room for 19 more Favarh participants to begin new lives of independence. We have some exciting times ahead of us!

As you read through this report, know that all this is possible only with your support. You make a difference every day in the lives of 350 individuals with intellectual and developmental disabilities. On behalf of our always amazing participants, incredible staff, dedicated volunteers and Board of Directors, our thanks to all of you for everything you do. We have a tremendous history over the past 60 years and we’re just getting started!

Fran Traceski
President (2016-2019)

Stephen Morris
Executive Director

Board of Directors

Fran Traceski, President
Jerome Chisolm, Co-Vice President
Fay Lenz, Co-Vice President
Tom Smith, Treasurer
Antoria Howard, Secretary

William Harmon, Director
Rick Lenz, Director
Larry Levere, Director
Ernie Mack, Director
Dave Marceau, Director
Ifeyinwa Onyiuke, Director
Larry Pollack, Director
Mel Reno, Director
Lauren Traceski, Director
Stephen Morris, Executive Director

Administration

Tammy Annis - School Transition Services
Ronelle Cipolla - Development Office
Chris Clegg - Day Services
DianaEve Wilcox - Human Resources
Stephanie Hood - Finance and Operations
Jean Miller - Family & Recreation Services
Patricia Nadeau - Residential Services
Gail Nebel - Employment Services
Penny Phillips - Marketing & Communications

“In 1958, eight families with exceptional children came together to create an organization that would foster the potential of their loved ones.”
Growth

GROWTH RESULTS FROM PLANNING FOR ANTICIPATED OPPORTUNITIES AND RECOGNIZING AND RESPONDING TO UNEXPECTED ONES.

Favarh’s newly completed Life Education Center, home to a technology center, a teaching kitchen, our transportation hub, transition program, and two day programs with expanded participant capacity for our growing Favarh family.

Soon-to-be completed Bear Woods Apartments in Canton, Connecticut, an innovative first-in-nation integrated community providing specialty housing for 20 individuals supported by Favarh.

Favarh’s second innovative first-in-nation apartment complex, Lavender Fields Apartments in Bloomfield, Connecticut with specialty housing for 19 individuals supported by Favarh.
Innovation

2019 interns of Favarh’s Project SEARCH at UConn Health on graduation day.

Recreation participant with his Star Wars robotics project.

Avon Life Enrichment Program (ALEP3) buildout expanded square footage for participants and included adaptive smart technology.
Favarh made investments towards innovative programs and program ideas that promise to deliver important results.

Favarh’s programs Project SEARCH at UConn Health and River Bend Transition Academy at Tunxis Community College helped lead the way for an increase in other innovative transition programs available to high school graduates across the state.

Adaptive smart technology was added to day program space in the new LEP building as well as the expansion of our existing ALEP3 facility.

Innovative recreation programs were offered with the help of many creative, educational and interactive community partnerships. The resulting offerings include Favarh Players integrated theater productions, yoga, line dancing, fashion shows, strength training, Yard Goats baseball, and Special Olympics.

Administrative staff were integral in supporting and achieving Favarh’s mission and continued growth. During the past year, improvements were made in IT infrastructure including an upgrading of computers, servers, phones and installation of fiber optic connections between buildings. In addition, we continuously upgraded business processes and software to be able to react quickly, work efficiently and manage Favarh’s program growth. Transportation was an integral part of supporting Favarh’s mission. Cameras were installed in all Favarh owned vehicles with the goal of improved safety for all.
Advocacy

“When the world is silent, even one voice becomes powerful.” - Malala Yousafzai

Media personality Maggie Slysz poses with participant and board member Lauren Traceski on the set of Fox 61TV after their on-air interview in June 2019.

Favarh advocates to “make dreams come true” for participant and resident reporter Scott Masson with his published article in the Farmington Valley Press, seen here interviewing business owner Kim Morrison.

Favarh was a driving force behind the “Change the Sign” legislation enacted in Connecticut. We continue to advocate for this change that has been adopted not only statewide but nationally.
With support from Favarh, New England Pasta Company launched BeanZ & Co in Farmington Valley’s most successful and visible cafe featuring their brand of inclusive employment, “Everyone Belongs.”

Working with newly purchased machinery, Favarh participants produce 25% of Bristol manufacturer Plymouth Spring’s total annual income.

Favarh enjoys contracted agreements with Connecticut businesses that provide employment to Favarh participants at 17 job sites including several work crews at Hospital for Special Care.

Favarh Day Services and Board of Education participants volunteer in and around the Farmington Valley with dozens of collaborators including Avon Public Library.
At Favarh, we are continually focused on strong stewardship of the money and resources we receive to support our mission.

Our commitment to our funders and our participants and their families is to provide mission-focused, leading edge, cost-effective services that help each individual we serve to reach their personal best.

We do this through sustained emphasis on revenue generation and strong commitment to cost control. We utilize fundraising dollars specifically for capital improvements, expansions, and safety enhancements, all of which help us meet the ever-growing needs in our community.

We believe these needs — such as community living, job opportunities, and recreation activities — are essential for each person to achieve his or her personal best.
Programs continue to be based on a holistic approach, empowering people and families living with IDD to be their best. While adapting to meet the challenges and opportunities presented to every individual we serve, all of our programs collectively promote and provide these three essential elements:

A Productive Day, A Place of My Own, A Healthy and Active Lifestyle

**A PRODUCTIVE DAY**
Day and Employment Services

**A PLACE OF MY OWN**
Residential Services

**A HEALTHY LIFESTYLE**
Recreational Services

**BY THE NUMBERS**

<table>
<thead>
<tr>
<th>Residential Services</th>
<th>Day Services</th>
<th>Employment Services</th>
<th>Recreational Services</th>
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<tbody>
<tr>
<td>66</td>
<td>145</td>
<td>126</td>
<td>101</td>
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<td>Transportation Services</td>
<td>Transition Services</td>
<td>Thrift Shop Volunteers</td>
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<tr>
<td>Numbers represent individuals enrolled in programs FY 2019</td>
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Abbey Aesthetics
Quincy Abbot
Abigail's Grille and Wine Bar
Shadi Abu Ghasaleh
John Acey
Advance Biomedical Treatment Center
Peter Avano
Nora Alcid
Alice Alderman
Timothy Alix
Dudley Alleman
Janet Allen
All-Gas Equipment
Betty Ambrose
Marlene Ammirato
Lenore Amodio-Gregory
Sundeed Anand
Peggy Anderson
Randi Anderson
Ruth Anderson
Lynn Anderson Dube
Bruce Andrews
Patricia Andrews
Tammy Annis
James Antoniou
Archdiocese of Hartford
Elise Arsenneau
Nathan Artruc
Athletes First
Daniel Atkins
Tom Atkins
Bob Attenello
Ronni Attenello
Tricia Aubin
Ava Grace Gifts
Avon Canton Rotary
Avon Country Deli
Avon Old Farms Inn
Albert Ayoubi
Sarah Aziz
Tom Bacon and Stephanie Hoode
James Bagnall
James Bailey
Kenneth Baker
Jordan Baldacci
Wayne Baldwin
Paul Ballasy
Heather Baltronis
Bill Banans
Herbert Barall
Lisa Barall-Matt
John Barber
Barcelona
Susan Barlow-Priutt
John Barnard
Jim Baron
Adam Baroncelli
Daniela Baroni
Bar Taco
David Battista
Siobhan Battista
Ruth Baylock
Bayside Resort
Beanz & Co LLC
Jessica Beaulieu
Carrie Belcourt
Ben & Jerry's CT
Frances Benedickt
Eric Ben-Kiki
Jacqueline Ben
Thomas Benneche
Tim Benner
Michael Bennett
Sandra Bennett
Garrett Benton
Mary Benvenuto
Jesdyln Berler
Betty Bernier
Jean Bernier
Jodi Bernstein
William Bevans
Vivian Bianca
Nancy Bittner
James Bixler
Kate Blackburn
Craig Blair
Lucy Blaise
Tim Blakenship
Susan Blakelee
Sonja Blasko
Michelle Blezard
Kristen Bloom
Blue Fox Rock N Bowl
Blue Fox Run Golf Course
Kendall Blum
David Blume
Bob’s Discount
Furniture Charitable Foundation, Inc.
Body Talk
Alton Bogdan
Alicia Bohnenkamer
Michael Bollacke
Bolton Group Home
Hank Bonini
Don Bonner
Virginia Borin
Kristina Bosco
Chizuru Bosley
Kristin Bott
Bottle Stop Wine & Spirits
Conan Bouchard
Dan Bouchard
Hector Boulas
Stephen Boulas
John Bourgois
Michael Bourgois
Denise Bouret
Tom Bowley
Keith Bowman
Richard Braam
Anne Bradford
Jane Bradovich
Alexander Brandon
Joe Brennan
Lewis Breeze
Andrew Benedict
Tammry Bridges
John Bronson
Ken Bronson
Pam Bronson
Mary Ann Brower
Diane Brown
James Brown
Stuart Brown
Harriet Bruce
Philip Bruce
Donna Buck
William Buddle
John Buddhas
Krista Buddhas
Elfrieda Buettetemeyer
Alex Buettiker
Mary Jane Burgess
Julie Burke
Robert Burnett
Burnett
Laurie Burri
Julie Burt
Kathy Butler
Butler Human Services
Frank Byus
Samuel Byus
James Cable
Cake Gypsy
Joseph Calcaci
Donna Caldeira
Paul Calebough
Lauren Callahan
Alfredo Camargo
Anthony Campanelli
John Campbell
Alicia Canning
Canton Community Health Fund
Canton High School
Frances Capodifiori
Anthony Carció
Carmon Funeral Home
Kenneth Carr
Louse Carroll
Marion Carroll
Martin Carroll
Pat Carter
Joe Casey
Edna Cashman
Sharon Cataldo
April Caulton
Central Optica
Chapel Haven
Tammy Chapman
Chekereed Flag Auto Center
Dan Cheiro
Mike Cheshire
Jerome Chisolm
Frances Christensen
Dean Chistiano
Deborah Chyun
James Cicco
Leonard Cifone
Michelle Cimmel
Ronelle Cipolla
Mildred Cizauskas
Ronal Cizauskas
Diane Clark
Genevieve Clark
Jo Ann Clark
Victoria Clarke
Classic Nails & Spa
Christine Clegg
David Clegg
Robert Cloonan
Nancy Clubb
Coffee Trade
Keith Coffin
Cohn Reznnick
Sherril Coleman
Collinsville Savings Bank
Eileen Comia
Odette Conley
ConnectICare
Connecticut Science Center
Amanda Conrad
Lisa Cook
Rebecca Cooke
Diego Copertari
Bruce Corbett
David Corbett
Ruthellen Corbett
Allison Corsiobosio
Michael Corsiobosio
Christine Cordani
Christina Corey
Paula Corrao
Daniel Correll
Marjorie Correll
Tom Cowles
Cranmore North Conway
Janice Cromack
Patricia Cromack
Betsy Crowther
Dollis Croyther
Robert Crowther
Michelle Cruz
Tony Cruz
CT Auto Spa Car Wash
CT Department of Transportation
Thomas Cumella
Janina Cummings
Edmund Curran
Cuts for Potnuts
Joann Cwikla
Dakota Steakhouse of Rocky Hill
John Daly
Linda Damato
Anthony D’Andrea
Twila Daniels
Lori D’Anna
Davenport Employee
15 Year Club
Debbie Davis
Ed Davis
Ellen Davis
Kevin Davis
Kim Davis
Mary Davis
Patricia Davis Mocsany
William Dedominics
Taylor Deegan
Deepwater Seafood
Richard Delgaudio
Howard DeLong
Frank Demanski
Genaro DeMico
Andrew DePalma
Bill Derosa
Frank Derosa
Kim Derosa
Rita Despres
Louise Devanna
James Devoe
Diagec North America Foundation, Inc.
Theresa DiGiovanni
Kathryn Dilozir
Tarras Dilozir
Richard Dimeo
Robin DiNicola
Maureen DiPietro
Ronald Dinezno
Dish n' Dat Restaurant
Catherine Ditalia
David Dolce
Nancy Dolce
William Donahue
Patricia Donelan
Lorraine Donovan
Wayne Doran
Down Dog Power Yoga
Stephen Drayer
Ted Dreger
Srinivas Dronamraju
Ralph Droste
Neeur Dua
Dennis Duff
Thomas Duford
Suzanne Dumont
Michael Dunn
Leonard Dunstan
Denise Dupree
David Dzuaitis
Veronica Ebo
David Echevarria
Heather Eckler
Mary Lou Edmunds
Robert Edmunds
Patrick Egan
William Egan
Lynne Einsel
Richard Einsel
Elements of Design
Donna Elliott
Michael Emery
Mona Emery
Encon Consultants
Kirsten Entsminger
Steven Erle
Sheila Espinoza-Pilon
Essex Steam Train & Riverboat
Joyce Evanyo
Eversource
Excel Fitness
Michael Failla
Net Falcinelli
Farmington Bank
Community Foundation
Farmington Chapter of UNICO National
Farmington Miniature Golf Course
Farmington Rotary Club
Farmington Valley Racquet Club
Farmington Valley YMCA
Adam Fassanella
Fast Lane
Selina Felix
Jared Fellows
Fung Asian Bistro
Kirsten Ferguson
David Fernald
Frances Ficocelli
Marlyn Fiorri
Gladys Figueroa
Colleen Finn
First & Last Tavern
Frederick Fitch
Some of the volunteers, participants and staff supporting the Favarh Thrift Shop, now in its 60th year.