

DARING TO DREAM, BELIEVE, AND ACHIEVE



2
0
2
3

A
N
N
U
A
L

R
E
P
O
R
T

MARC Community Resources, Ltd.

DARING TO DREAM, BELIEVE, AND ACHIEVE

Dear Individuals, Employees, Families, Stakeholders, and Friends,

As I write my second annual letter, I am reflective of the last two years and, inevitably, the community we have created together. Coming out of COVID, and shifting our focus from crisis to planning, from assessing to building, I am humbled by the people I am surrounded by on a daily basis. Our mission to empower people with I/DD to make their own life choices and aid in the fulfillment of their dreams has never been more evident. Our work speaks for itself. The individuals who receive services, maintain friendships, and participate in our community have dared to dream, believe and achieve alongside of us. To bear witness to struggle, growth, achievement, and reward will always be the reason we show up.

Over the past year MARC Community Resources has celebrated seven graduates of Project SEARCH, with seven more interns starting this fall at Middlesex Health. Our Project SEARCH graduates are all employed, gaining purpose, a livelihood, and a future that has only sometimes been woven into the fabric of what we do. This shift in perspective, a shift of culture, of what we can achieve, has been the most significant change. We are dreaming, believing, and achieving.

A partnership with the Middletown Police Department, committing to a police substation at 25 Industrial Park Road, strengthening the relationship between both the community and our agency. This is evidence of our continued relationship-building. We dream, believe, and achieve.

MARC has developed an overall plan for 25 Industrial Park Rd with an architect that is not just for the next couple of years but a space that can allow our agency to grow, adapt, and ultimately provide much-needed employment, day, recreational, and residential services for more families and individuals over the next decade. This dream, compiled from listening to our individuals, the Department of Developmental Services, our employees, and stakeholders, positions MARC to offer others a dream, hope, possibility, and a future. Our dreams are tangible, purposeful, and have an impact. Throughout this report, you will read quotes from individuals within the MARC community defining, in their own words, how they dare to dream, believe, and achieve.

Coming out of the pandemic, MARC is acutely aware of how isolation has affected our community. Over the next year, MARC is focusing on expanding our Leisure and Recreation program to provide more opportunities for connection, friendship, and meaning. We are also enhancing our residential services offered by developing a Cluster living program in the Middletown area.

Adjacent to this letter is a project completed by our MARC employees. Asked to define what they dream, believe, and want to achieve in one word, our staff painted a true picture for all of us, regardless of gender, age, ethnicity, or ability. MARC Community Resources is daring to dream, believe, and, yes, achieve.

We asked the individuals in our programs about their dreams, what they believe and want to achieve. Some of their responses are at the bottom of each page of this report.

Warmest regards,

Melissa Davison-Wood, President & CEO

"I WANT EVERYONE TO KNOW WHAT I'M MADE OF." -- TIM D.



EMPLOYMENT SERVICES

TRANSITION & SUPPORTED EMPLOYMENT

MARC's Employment Department allows individuals to develop the skills necessary to reach their employment goals. As individuals enter this program, they are assessed to determine their goals, skills, and abilities. While in Employment Services' Transition Program, individuals spend time developing the skills needed for successful transition into Supported Employment.

When Scott Knee moved into the Transition Program, he was quiet and did not interact much with his peers. Since moving to Transition, Scott's social skills have increased tremendously. He can be found talking with his peers and recently even taught his group a new dance during classroom time. Scott helps with cleaning and stocking the shelves. Just a year ago, if you had asked Scott to help with cleaning, he would have told you that he had a cleaning person for that. Recently, his staff asked him to clean his chair, and he responded, "That's it? Nothing else?" Scott has grown so much, and we couldn't be prouder of his accomplishments. We look forward to all Scott will continue to do.



One of our individuals, Jessica Burnell, previously only wanted to work in-house on work activities. Staff has worked diligently with her to boost her confidence and practice work skills. Just recently Jessica began asking to go to jobsites again. This is a huge victory for Jessica and we are excited for her to begin earning a paycheck again. Jessica has also opened up to other staff. Previous to this, Jessica preferred one particular staff but Jessica can be seen and even requested to work with all staff now!



"I WANT TO LEARN NEW JOBS & BE A PART OF THE MARC TEAM!" -- TIFFANY

EMPLOYMENT SERVICES

PROJECT SEARCH

This year, we have seen extraordinary growth among MARC's first group of Project SEARCH Interns. From the moment they arrived on campus for their very first day, they have worked with grit and determination to successfully master skills in each department they worked.

The interns arrived at the hospital full of anticipation, nerves, and hope. The tremendous personal growth that each intern experienced under the direction of MARC's dedicated Skills Trainer and Project SEARCH Manager was noticeable within just a few short weeks on the hospital's campus. They carried themselves with confidence and excitement as they entered their first day in their assigned departments.

With a bit of sorrow for having to leave their departments for their new assignments, the interns headed off under the watchful eye of MARC's Project SEARCH staff to learn more skills and experience what it was like to work in another part of the hospital. To our interns' surprise, they enjoyed the challenge and learned that trying new things made them stronger than they thought they ever could be.

In their third rotation, our interns could try a new department or continue developing their skills in the department they would like to eventually work in. Over the course of the three rotations, interns worked in Food Services, BioMed/Clinical Engineering, Linen, Environmental Services, Gift Shop, Materials Management, Physical Rehab, Patient Transport, and CCU/Respiratory.

Anticipation began to grow as the program was coming to an end. With the help of MARC's Project SEARCH staff, the interns continued to develop their resumes, PowerPoint presentations, and interview skills as they prepared to apply for competitive employment.

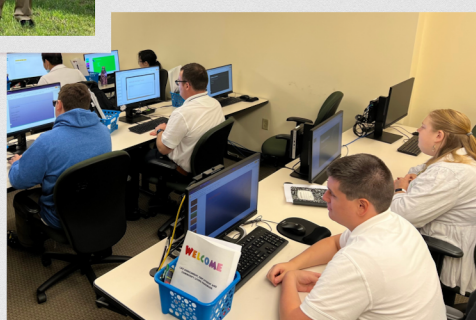
This past June, all seven Project SEARCH interns successfully completed the program and graduated with their family, friends, supervisors, and colleagues from the hospital present to share in their accomplishments. We are proud to announce that all seven of our interns went through the application and interview processes and are now all Middlesex Health employees! Meet our interns in the pages that follow.



Left: Six of our Interns before graduation



Above: Interns on their first day at Middlesex Health



Right: Interns in their classroom at Middlesex Health



HI, I'M CRYSTAL

"I wanted to be a part of Project SEARCH to try something different. When I started at the hospital I was afraid of getting lost but I did not let that stop me.

Over the past year, I learned that I can work alone. The hardest part has been getting to know everyone and learning about the new areas of the hospital.

I love having my job. It's fabulous! I love that nobody is following me around."

Crystal Reid



HI, I'M ANTHONY

"I wanted to be a part of Project SEARCH because I wanted to try something new. I did not have many fears when I started. I just felt comfortable at the hospital and in the program.

Over this past year, I have learned how to be good at passing trays to the patients. (There are many special diets to be aware of.) I also learned to be good with the patients.

For me, the hardest part of the last year was graduation because I would be separating from the other interns in the program. It feels great to have a competitive job!"

anthony alloria

"JUST KEEP BEING A HARD WORKER. DON'T GIVE UP AND FOLLOW YOUR DREAMS!" -- ANTHONY



HI, I'M RICKY

"I wanted to be a part of Project SEARCH to learn new things. When I started at the hospital I was afraid of meeting new people, but then I got used to it.

Over the past year, I learned that I can be flexible to try new things in a different department.

I like having my job, it's fun!"

Ricky Fabian

"BE KIND AND FRIENDLY, MEET NEW PEOPLE AND TRY TO
MAKE NEW FRIENDS." -- RICKY



HI, I'M NICK

"I wanted to be a part of Project SEARCH to experience new opportunities in a new place. In the beginning I was scared about working at the hospital because of all of the different people there.

Over the past year, I have been able to do more stuff and now I have more access to things as an employee than I did as an intern. The hardest part of the past year has been not seeing my friends at MARC and Project SEARCH when working.

It feels good to make my own money. Now I am saving money and planning for my future."



HI, I'M BRIANNA

"I wanted to be a part of Project SEARCH to become more independent, to learn new skills, and to meet new people. In the beginning, I was nervous about how I would do the new jobs that I would be learning to do. I was also nervous about and about talking with new people.

Over the course of this past year, I learned that I was able to master the skills for the various jobs I was learning and I realized that I was socializing more I was nervous about starting in new departments and how the people I worked with would react to me moving to the new department.

It feels great to have my job at the hospital. I am more independent and I receive good compliments about my work."

Brianna

"TALK WITH YOUR MANAGER TO GET ADVICE TO DO BETTER AND TO BE MORE INDEPENDENT IN YOUR JOB." -- BRIANNA



HI, I'M BEN

"I wanted to be a part of Project SEARCH because I wanted to get a new job, learn new things and make new friends. I was a bit scared to try new things, but then I found it fun.

Over the past year, I have learned how to be independent, socialize, and be kind to others. It was hard taking quizzes on the computer, but I worked through it.

It feels great to have my job!"

Benjamin

"DON'T BE SCARED, DO YOUR BEST. YOU CAN DO IT!" - BEN

LEISURE & RECREATION PROGRAM



After a pandemic hiatus of 2 years, MARC's Recreation Program was finally able to get back on track with a structured programming calendar beginning in the Fall of 2022. Our quarterly guide, The Leisure Link, re-introduced in-person programming for the first time since the Spring of 2020. This "return to normal" was long overdue and much anticipated by the individuals who participated in the program pre-pandemic. For most, this program allows them to socialize with their friends outside of formal programming. "We're back together!" was heard from many.

After a two-year pandemic break, MARC's MYARC program has slowly and successfully been resurrected over this past year. This program, created by the late Brother Houlihan in 1970, is currently in its 53rd year of existence and has provided so many individuals and volunteers alike with a unique program that provides everyone with teachable moments in a fun and entertaining manner. With over 25 student volunteers from Mercy and Xavier High Schools, a Fall and a Winter session provided once-a-week dance movement and arts and craft classes.

MARC's partnership with the Community Health Center and the Middletown Garden Club has remained strong. This year yielded the largest donation of our 11-year partnership, raising 400 pounds of delicious and nutritious vegetables and herbs for our local food pantry, Amazing Grace Food Pantry in Middletown. We are so proud to be able to impact our local community and assist with the ongoing challenge of food insecurity.



"I WANT TO LEARN NEW SPORTS AND STAY ACTIVE." -- WILL T.

LIFE ENRICHMENT DAY SERVICES

Individuals in our Classic Day Services Program participate in more in-house activities aimed at personal connections and continued personal growth and skill building.

In June 2022, Raymond Hallman joined our Classic Day Services Program. While he may be a man of few words, his smile and willingness to help is contagious. Ray loves to water the plants and the vegetable garden. He also loves watching the birds at the bird feeders that reside outside his program and is quick to refill them when the food runs out. Ray shares the same care and compassion for his peers, always concerned for their well-being.

Self-advocacy is an important skill that is promoted within all programs. Ray recently joined MARC's Self-Advocacy group and looks forward to actively participating in monthly meetings where he has the opportunity to advocate for himself and his peers.

We are thrilled that Ray has joined the MARC family and love seeing his smile every morning!



Destanee Mills came to MARC in September 2022 after being home for two years after aging out of school. She required enhanced staffing, was shy, and was in a new setting. Referring to her staff as "my sister" caused some confusion, but we soon learned that this was a term of endearment.

In the beginning, understanding Destanee's wants, needs, and feelings was challenging. She often would become frustrated. Over the year, with the consistent support of her staff, Destanee developed the coping skills necessary to have successful days away from home. Destanee no longer answers every question with a "no" and will now share what she wants to do instead of the offered activities.

Destanee no longer requires 1:1 staffing and now participates in small group activities. She continues to grow and develop the necessary skills for ongoing success! We couldn't be more proud of her!



COMMUNITY LIVING

MARC Community Resources' many facets of community living opportunities are designed to recognize and value personal choices while supporting individual needs. We aim to help individuals live with dignity while supporting them to maintain relationships with others.

In April 2023, Kerry Christianson moved from Brian House to one of our residential homes. Kerry had lived successfully at Brian House for 12 years and now required more support than they could provide. This was a big move for her, and she was nervous. She was leaving her friends, home, day program, and traditions behind - moving into a new home with people she did not know.

Kerry settled into her new home and is living her best life. She talks on the phone and exchanges postcards and party invitations with her friends from Brian House regularly. For the past five years, Kerry and her old roommates would enter baked goods into the Chester Fair's baking competition. Kerry entered the competition again this year, submitting chocolate chip cookies for judging. Kerry started a new tradition with her new roommates as they submitted entries to the Chester Fair!

Kerry's sisters visit her regularly, and another tradition has been started. Her sister and brother play instruments, so everyone in the house comes together to make music when they visit. They even invite individuals in other MARC homes to participate, and everyone plays maracas while her sister and brother-in-law play the guitar.

We are thrilled that Kerry is a part of our Community Living program and look forward to beginning new traditions with Kerry and her roommates!



MARC COMMUNITY RESOURCES BY THE NUMBERS



319 DONORS

Support from all of our donors, including businesses providing 100 gifts in-kind and the donation of professional services, helped to make it possible to fund unfunded and underfunded programs.



30 SPONSORS + 30 VOLUNTEERS = SUCCESS

Thanks to the \$43,500 sponsorships provided by local businesses, we raised almost \$68,000 during our annual fundraiser. This incredible achievement wouldn't have been possible without the amazing support from our community. We are truly grateful to the volunteers who dedicated their time to help plan and execute our Denim & Diamonds event to the generous individuals who donated their hard-earned money.



GRANTS

Grants from the Community Foundation of Middlesex County, Middlesex United Way, Fairfield County's Community Foundation, Inc., and the City of Middletown helped to fund MARC's Recreation Program and renovate program space.



\$305,939 TOTAL SUPPORT

Without the philanthropic support of our generous donors, grantors, and community partners, MARC could not fulfill its mission of serving individuals with developmental disabilities. We are grateful for the unwavering support of these individuals and groups who help us make a difference in the lives of others. Their donations enable us to provide crucial services and programs. We thank them for their dedication to our cause and for helping us positively impact our community.

DONOR SUPPORT

FOUNDATIONS & COMMUNITY PARTNERS

City of Middletown
Community Foundation of Middlesex County
Fairfield County's Community Foundation, Inc.
Middlesex United Way

SPONSORS

A.R. Mazzotta Employment Specialists	Middlesex Health
All Waste, Inc.	NFP
Atlantic Wealth Advisors	OneDigital
Brown & Brown Insurance of CT	Pension Consultants
Charles IT	Personal Auto Care
Chelsea Groton Bank	Physical Therapy & Sports Medicine Centers
Daniels Energy	PJW Nursing Consultants LLC
Delta-T Group Hartford	Robert Hensley & Associates
Guilmartin, DiPiro & Sokolowski	Servpro of Middletown/New Britain
Kronenberger & Sons Restoration, Inc	Suburban Pharmacy Ltd Inc.
Liberty Bank	Tecton Architects, PC
Liberty Lagana, Inc.	USI Insurance Services
Lotus Behavioral Health	Whelen Engineering Company, Inc.
M&T Bank	Workers' Compensation Trust
Madison Investigative Services, LLC	

DONORS

A Pocket Full of Posies	Kenneth Bettenhauser	Phil and Marie Cacciola
Jennifer Adams	Bibisi Beauty Bar	Joseph and Marion Campanelli
Anthony and Arijia Agostino	Birdies for Charity	Vin Capece
Carol and Robert Ahlschlager	Norbert Bissonnette	Cas Ko Designs
Amazon Smile	Stacey Bobbitt	Kevin Cassell
Angie's - A Skin Care Studio	Igor Bochenkov	Wendy Ceccucci
Arborview Dental Care, LLC	Lauren Bord	Celtic Cavern
Jennifer Arcari	Boston Bruins	Heather Chandor
David Audette	Boston Red Sox	Chatham Spirits
Paula Augeri	Ray and Sandra Bourret	Chelsea Groton Bank
John and Rose Augeri	Judy and Paul Boutin	Foundation
Back Again Board Game Cafe	Patrick & Teresa Brahen	Barry Chernoff
Lynn Baldoni	Dori and Mark Britt	Chris Cote's Golf Shop
Patricia Bandzes	Carol Buchanan	Lisa Christensen
Jane Barry	Harry E. Burr	Scott Christensen
Courtney Becher	Lisa Bywater	Marlene Christensen
Tracy Benson	Cabot Creamery	Cigna

Michelle Cirello	Erin Grant	Beverly Lucas
Gary & Catherine Cluen	Larry and Sharon Graves	Lyman Orchard Golf Club
Coastal Gifts on Main	Joan and Larry Gray	Lindsey Malchow
Abby Cole	Brian and Candice Gray	Mallove's Jewelers
Lynette Coleman	Barbara Gray	Bob and Nancy Mangan
Connecticut Business Systems -	Debrah Grimaldi	Bob and Colleen Maniscalco
A Xerox Company	Hair Trends	John and Karen Manning
Connecticut Humane Society	Harrie's Jailhouse	Mark Twain House
Connecticut Lighting Centers	Donald and Sandra Harris	Marshall's
Connecticut Science Center	Hartford Athletics	James McGuinness
Connecticut Sun Foundation	Hartford Yard Goats	Paul and Bea McKirgan
Brian Corvo	Deborah and James Hasch	Diana McNamara
Cottage Flair Gift Shop	Mary Ellen & Tim Hasselman	Kenneth Mendoza
Nancy and Tom Cronin	Patricia Hasselman & Tucker	Mercy High School
Christine Crouch	Kreh	Nancy and John Meyers
Anthony D'Agostino	Sandra and Tim Hatcher	Middlesex Habitat for Humanity
Melissa Davison-Wood	Joseph Hausmann	Middlesex Music Academy
Felicite De Boer	Kathryn Hensel	Chris and Susan Mohr
Carol DeBerry	Highclere Castle Gin	Mondo
Marie DeBoise	Jim and Marianne Hile	Marian and Salvatore Morello
Robert DiBella	Janet Holland	NAPA Portland
Heather Dierberger	David & Robin Hugh	Nest Boutique, LLC
Paula Doolittle	Lakisha Hyatt	Matt Nettleton
Linda Durhan	Inn at Middletown	New Britain Museum of American
Jim Morrison and Doreen Dusza	ION Restaurant (It's Only Natural)	Art
Mary Grace & Eugene Michael	It's Only Natural Market (ION)	New England Patriots Foundation
Eagle	Sue Jay	New York Football Giants
Earth & Fire Pottery	Miriam Johnson	Bonnie Nicol
EG Salon	Kidcity Children's Museum	NoRA Cupcake Company
Empower Adventure Park	Rachel Kieselback	Norwich Sea Unicorns
Esca Restaurant & Wine Bar	Kurt Kiser	Kelly and RJ Notaro
Essex Steam Train and Riverboat	Klekolo World Coffee	Frances and Richard Notaro
Eversource Energy	Joe and Barbara Knee	Donnalynn Notaro
Barbara Fabiani	Knights of Columbus -	Old Bank Flowers & Greenery
James and Michele Fasi	Notre Dame Council	One4All Charitable Fund
Charlotte Feeney	Rich Knotek	Gary O'Neil
Michael & Barbara Ferraro, Jr.	Scott & Jenna Konior	Teresa Opalacz
Fiore II Restaurant	Lake Compounce	Open Doors Outdoors
Madeline Footit	Catherine Lally	Dan Osborne
Brenda and Ian Forbes	Luella & George Landis	P.J. Jewelers
Fraleigh and Gray Insurance, Inc.	Elizabeth Lankarge	Jeffrey Palmer
Fred's Studio Tents & Canopies	Lisa Larsen	James & Nicole Parmiter
Laurie Frenzel	Anna Lassow	Paul Patchem
John and Susan Gagliardi	Diane LeMaire	Paul's & Sandy's Too
David and Elizabeth Gambacorta	Donald and Elizabeth Lemon	Pearl Nails & Spa
Jennifer Garnett	Giovanna Leonardi	Penny Lane Pub
Susan & Raymond Gomes	Liberty Bank Foundation	Perk on Main
Amber Goulet	Nancy Liddell	Corinne and John Perra
Gouveia Vineyards	Audrey Livingston	Pete the Tree Guy, LLC
Grace	Lori & Nick Lodge	Playhouse Theatre Group, Inc.

DONOR SUPPORT

Joshua Plourde
Linda Poltorak
Elizabeth and Stephen Pomper
Stephen Rayder
Raytheon Technologies
Real Art Ways
Rebel Dog
Red Fox Catering Group
Karen and John Rettenmeier
Kathleen & William Richards
Rosario and Patricia Rizzo
Kellie Robbins
Dew Rosado
Sheryl Rosen
Julia Rosner
Sari Rosokoff
Melissa Roy
Dave and JoAnn Rubin
Tom Rush
Rustic Pizza
Merle Salling
Joanne and Leonard Samela
Linda Jo Sanborn
Joe Santaniello
Al Santostefano
Saybrook Home
Alan and Marisa Schumann
Sensations Day Spa, LLC
Maryann Serra
Alan and Margaret Shea Aleia
Shelley Silver
Lauri Sirois
Ski Mount Southington
Luann Skwara
Meg Slater
Daniel Slepiski
Sliceworks
Angela Smart
Lisa Marie Smey
Michael Soderlund
Marcy Spieler
Frederick and Rosiland Stabell
Arleen Stannard
Allen and Teri Stanwix
Stella D'Oro

Kristina Stevens
Stop & Shop Cromwell
Denise & Daniel Sullivan
Swag of Old Saybrook
Sweet Harmony
Sweet Jean's Cafe
James, Susan & Carolyn Swol
Walter and Peggy Szymanski
The Benevity Community Impact Fund
The Motorlease Corporation
TheaterWorks
Kenny Thibeault
Mary Louise Thibeault
Deborah Tompkins
Total Wine & More
Winding Trails
Travelers Championship
Two Hopewell Bistro & Tavern
Typhoon Restaurant
Ursel's Web
Christine and John Valeri
Tiera-Lee van Guilder
Janet Vasek
Meredith Verzier
Wadsworth Antheneum Museum of Art
Nancy Walts
Warner Theater
Heather and John Warner, Jr.
Water's Edge Resort & Spa
Waverly Markets - ShopRites of
Manchester, East Hartford, & Vernon
Ronald and Lori Weingarten
Dave and Nancy Weissbein
Peggy Welsh
Marianne Westcott
Frantz Williams
Wood-n-Tap
James and Rebekah Wright
Xavier High School
Yoga with Sarah Wadsworth
Gregory Wood
Marinela Zaharia
Stephanie & Frank Zapatka
Zulu Nyala Group

MARC COMMUNITY RESOURCES LEADERSHIP

Board of Directors

Joe Knee, Chairperson
Joeseeph Hausmann, 1st Vice Chairperson
Brian Corvo, 2nd Vice Chairperson
Igor Bochenkov, Treasurer
Joe Santaniello, Secretary

Courtney Becher
Lynette Coleman
Nancy Cronin
Larry Gray
Lakisha Hyatt
Rich Knotek
Jay McGuinness
Elizabeth Lankarge
Linda Jo Sanborn

Leadership Team

Melissa Davison-Wood, President/CEO
Dew Rosado Torres, COO
Karen Rettenmeier, VP of Finance & IT
Donnalynn Nortaro, VP of Human Resources
Lori Lodge, VP of Community Outreach & Development
Asia Allen, Sr. Director of Residential Services
Mylene Wynn, Director of Residential Services
Amber DeFelice, Director of Day Services
Lisa Christensen, Director of Adult Recreation

MARC Community Resources, LTD is a non-profit organization dedicated to empowering people with intellectual developmental disabilities (I/DD) to make their own life choices and aid in the fulfillment of their dreams.



25 Industrial Park Road
Middletown, CT 06457
(860) 342-0700
www.marccommunityresources.org