



Minute Man Arc for Human Services, Inc.

Changing
Lives,
Changing
Communities

Minute Man Arc: improving the lives of children and adults with disabilities by increasing independence, personal choice, and self-advocacy.



Minute Man Arc provides therapeutic and socialization programs across the life span for 850 children and adults with intellectual, developmental and physical disabilities. Free parent/caregiver programs are offered throughout the year.

We strive to deliver exceptional therapies, innovative employment, warm and inclusive living opportunities, active recreation and community involvement. Most programs take place in Concord, Massachusetts, but support is also integrated into home environments, job sites and a wide variety of community locales.

Children's Programs

- Early Intervention
- Extra Steps Pediatric Therapies
- TimberNook Outdoor Classroom

Teen and Adult Programs

- Employment Services
- Day Habilitation
- Residential Services
- Recreation & Family Services

Dear Friends,

Minute Man Arc has been a leader and innovator in the human services field for more than 60 years, but I cannot remember a time when leadership and innovation were in greater demand than in these current days. Our organization has done an outstanding job of balancing risk and reward while working through the COVID-19 pandemic.

Goals at the beginning of the year to create an Outdoor Oasis and Sports Pavilion and to make parking lot improvements at our Forest Ridge headquarters, have had to take a back seat as health and safety protocols took precedence in all our programs. Thank you to management, staff, consumers and families for going above and beyond in providing leadership, dedication, participation and support in delivering services.

Since mid-March, families have met on Zoom every Friday. Jean Goldsberry has given weekly status updates and folks have been able to share joys and sorrows, express frustrations, ask questions, provide feedback, and offer ideas. It is encouraging to see our organization work in these creative ways to further our mission. May you and those you love be safe and well.

Sincerely,

Maureen Waters Mara



Maureen Waters Mara
Board President FY 2020

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Message from CEO Jean A. Goldsberry

FY20: A Year Like No Other



As we entered FY20, Minute Man Arc was filled with great hope and promise, and we achieved much of what we planned. However, the COVID-19 pandemic brought significant change to the agency in March when we closed our doors for the first time in over 60 years.

Many projects were accomplished prior to suspending services. Emerson House was completely renovated following a flood on New Year's Day. We obtained a group home in Sudbury and started renovations to make it completely accessible. Our children's programs expanded beyond age three, setting us apart as the only Arc in Massachusetts with full lifespan services.

After three years of hard work by many, we successfully completed our capital campaign, enabling us to purchase our headquarters, add new programs, and soon will be expanding our parking lot and building an outdoor recreation oasis.

Things were truly flourishing at Minute Man Arc.... and then there was COVID-19. We shuttered our doors on March 13th and quickly began virtual services, developing a robust menu of classes to keep people connected, engaged and active. Despite stringent safety measures, a few individuals and staff became ill. We struggled to obtain PPE, but by banding together with other Arcs, we placed several large orders. We have been stockpiling food to guard against predicted food shortages.

A bright spot in what we have learned during the COVID-19 crisis is the amazing support we have had from our truly dedicated staff, risking their own health. We also learned how much our community cares about Minute Man Arc through the outpouring of support and gifts.

This was not the year we planned for, but it was the year we came together, pushing through and supporting one another. We learned how collectively resilient we are and how the organization gains strength from each of us which will carry us through the challenging year to come.

Jean A. Goldsberry



Leadership Staff

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Director of Extra Steps Pediatric Therapies
Director of TimberNook Outdoor Classroom

Stephanie Parish
Chief Development Officer

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Director of Day Habilitation

Barbara Jean White
Director of Employment Services

Financial report* Minute Man Arc for Human Services, Inc. and Affiliates

Consolidated Statement of Financial Position June 30, 2020

Assets

Cash and equivalents	\$2,047,694
Accounts receivable	1,612,077
Pledges receivable	54,108
Prepaid expenses	31,750
Property, plant & equipment and mortgage acquisition costs, net	7,164,130
Security deposits	5,607
Restricted deposits	191,937
Total Assets	\$11,107,303

Liabilities and Net Assets

Accounts payable	\$179,638
Accrued expenses and other liabilities	730,270
Line of credit	0
Long-term debt	6,745,233
Total Liabilities	\$7,655,141
Net Assets	\$3,452,162
Total Liabilities and Net Assets	\$11,107,303

Consolidated Statement of Activities Year Ended June 30, 2020

Revenues

Contract revenue	\$13,830,695
Commercial products and services	112,329
Contributions and fund raising	797,889
Other	1,590
Total Revenue	\$14,742,503

Expenses

Program services	\$12,986,141
Management and general	1,338,268
Fundraising	229,214
Total Expenses	\$14,553,623
Change in Net Assets	\$188,880

*Financial report information for Minute Man Arc for Human Services, Inc. and Affiliates consolidated financial statements are unaudited. Audited financial statements will be available after November 15, 2020.

Program Spotlight:

Emerson House Renovation and New Powers House

Residents of Emerson House in Concord returned to a fully renovated abode in the spring, following a sprinkler leak in January 2020. Today, this residential home has a bright, new kitchen and dining area, upgraded bathrooms, improved entryway with ramp, refurbished hardwood floors and fresh paint throughout. These improvements were made possible through generous funding from the Trinitarian Congregational Church in Concord and the Cummings Foundation.

Another exciting addition to Minute Man Arc's residential program is the opening of a **new group home in Sudbury**, slated for the fall of 2020. The five-bedroom, single level home is in a lovely residential neighborhood. The expansive layout has been totally renovated and there is a screened porch overlooking a large, landscaped yard. Through an agreement through a local partnership, the home will be given to Minute Man Arc, debt-free, in 30 years.



Emerson House, Photo by Titus Mutungi



Powers House
Photo by Deirdre Bellevue

Why I DONATE

I am a mom of four crazy awesome kids who are my whole world. Being a mom has its challenges but for me I felt "I HAD IT DOWN." After I had my first son, it took me some time to adjust going from working to full time mom, but we found our groove and we rocked it. I went to all the baby doctor milestone checkups not thinking anything of it. Yes he's crawling. Yes he has words. Yes he's pointing. Growing confident in my "mom ability," I had my second son. Same thing but a different personality as my first and own way of doing things but again we moved along the path I was familiar with. Again thinking "I HAD IT DOWN."

Growing more confident I had my third son. My Harlan. Just like my other two, he had his own personality. Looking back at the early months of his life, there were small things that were behind but it wasn't until Harlan was about 13 months old that my "mom senses" started really going off. He never crawled or walked or did a lot of those milestone that I took for granted with my other kids.

Harlan has always been my sweet sensitive child. Oh man when he hugs you or cuddles on you, can you feel the love coming from him. But my sweet guy, now 13 months old, was not able to chase his older brothers or really communicate. He was getting so frustrated and unhappy. I tried everything and would go to the ends of the earth for my kids but it wasn't working. I felt "I DID NOT HAVE IT DOWN."

I was six months pregnant with my fourth baby when I started to realize Harlan was not progressing on the "typical" path. Coming to that realization was scary because this was a whole new world for me. I put a lot of blame on myself. Did I not do enough for him? Did I do something wrong? At about 15 months Harlan was referred to Minute Man Arc and we quickly got assigned an OT Specialist named Karin. Little did we know she was going to become our main buddy. Harlan is extremely stubborn and fought a lot of sessions at first. I won't lie, it was hard for me to see him struggle but Karin was so sweet with him and also very good with me providing information to be able to help Harlan during his daily life.

Karin and I agreed he would benefit from PT work as well and we quickly got Diane. Oh man did my stubborn Harlan fight her. But again Diane was really patient with his unwillingness. With each session Harlan would trust and give a little more. As time went on we added speech with Judy and education with Kathy. The support team didn't just help Harlan, my whole family got to know them and see them on a weekly basis. For the last year and a half, they became family to us.

Harlan is a totally different kid from when we started. I felt like he was almost trapped in his own body and always frustrated. Now Harlan runs to my glass door yelling Karin's here! Diane or Judy or Kathy's here! Running, stable standing, yelling clear names - all the things that when we started I couldn't picture him doing. He is so happy and loves his Early Intervention crew and I do too.

I can't even begin to explain how much it means to me to have people that care and want to help my child as much as I do. When I realized Harlan was having delays, I felt lost as a mom, but now coming to the end of our time with Minute Man Arc, I do not feel lost or scared. I feel hopeful and supported. I'm so thankful for everything they did.

So that's why I donate to the work they do. They change lives. Children's lives and the lives of their moms and their whole families. My hope for any parent feeling lost or in need of help for their child is they get involved with Minute Man Arc. I don't know what Harlan or I would have done without them!!!!

Anastasia Graham, Boxborough, MA



Program Spotlight: Extra Steps Pediatric Therapies and TimberNook

Enduring many months of challenging COVID-19 limitations, our resilient children deserve every learning opportunity we can give them.

Children of all abilities have additional therapeutic options in 2020, thanks to two new programs at Minute Man Arc. Those requiring physical, occupational and speech language therapy, improved social skills and other supportive measures can turn to **Extra Steps Pediatric Therapies**. We have a newly renovated program site at 222 Main Street, Acton, MA for children with developmental disabilities, autism spectrum, sensory processing, language/speech disorders and so much more.

Additionally, Minute Man Arc offers a brand new outdoor, sensational classroom experience, year round, through the **TimberNook** program. Children flourish when given the time and space to play in sensory-rich, experiential learning environments. Bringing child-directed exploration and nature together at TimberNook results in a truly unique way to reach children at a key point in their development. With the Conant Woods in Carlisle as the classroom, children gain new skills, improve confidence and make friends while working on their fine and gross motor skills, attention, auditory processing, social skills and much more.



We call him "Dr. Eric"

Since the start of the pandemic, Eric Gbatu has been a front line worker for Minute Man Arc, willing to do anything that is needed to help keep our clients safe. When our first residential home was put on quarantine, Eric volunteered, without question, to go there even though it was not his regular place of work. There he stayed for 14 days without a break, and without the ability to leave for even an hour. He cared for the clients with compassion every day. He checked vitals and temperatures, kept everyone's spirits up, even though they were all stuck inside.

When his own residential place of work was affected by the virus and had to be isolated and quarantined, Eric again volunteered to be that worker that was ready to jump right in and help.

This time he was quarantined for 24 days. Eric and the three other hard working staff spent every day, 24 hours a day, caring for and engaging with the residents. Eric always did this with humor and a friendliness that could make even the saddest person smile.

His engaging personality, responsible attitude and his flexibility to handle any situation helped keep the house going and flowing during this very stressful time. His daily health updates would be signed "Dr. Eric" and though this amused everyone who read them, clearly he also took great pride in being responsible for handling the very serious, stressful and time consuming task that he was given.

Eric deserves to be recognized for his achievements during this pandemic. It is people like Eric - hardworking and caring frontline workers - who are making it possible for Minute Man Arc to get through this unprecedented period of protecting some of the most vulnerable people in Massachusetts. Without the sacrifice of people like Eric, these times would be even darker and more trying.

We are grateful to Eric Gbatu for all that he has done for Minute Man Arc.



With the arrival of clients at Minute Man Arc each day, one feisty redhead was quick to deliver a funny quip to whomever was within earshot. Her effervescent personality and larger than life sense of humor was guaranteed to make you smile or chuckle, and she never missed an opportunity to let you know what was on her mind.

Patty Rynn, a cherished member of the Minute Man Arc family, passed away

on May 21st from COVID-19 complications. Patty enjoyed group outings with her friends and mastering clerical skills at her community jobs. She formed a beautiful bond with her Minute Man Arc roommates over the years. Patty was kind, compassionate and had an old-school charm about her, an uncomplicated simplicity. With a passion for birds, Patty loved to watch them fly by the front porch of her Pine Street residence and was devoted to her pet parakeet, Sunlight. After 15 years at Minute Man Arc, she is sorely missed by the many staff whose lives she touched. Patty is one lady who will never be forgotten.

In Memoriam
Patty Rynn



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Mellittia West
Priscilla Wilcox

Bruce and Patricia Willard
Britton Wilson
Ms. Jana Wirch
Dr. Russell Wolf and Dr. Martha
Gilpatrick
Mary and Donald Woodward
Mrs. Edith Woolley
Sandra Wright
Mr. Steve Wright

We apologize if we have misspelled your name, but do let us know so that we may make the correction.

Minute Man Arc continues to grow and serve those with disabilities every day. We adapt, like our clients, to the bumps we encounter such as COVID-19 in 2020. But these events do not deter us from our mission, only make us more resilient and stronger. We cannot THANK YOU enough for your continued support.



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