Dear Friends,

I send my greetings to the Minute Man Arc community with a tremendous sense of gratitude. I am enormously thankful to the people who have given so generously of their time, talents and resources to carry us through the dark days of the COVID-19 pandemic into the more hopeful present. Management and staff were so creative in their responses to adversity, including on-line sing-a-longs, vaccination clinics at the Ridge, and obtaining PPP loans from the federal government that provided the financial lifeline that we needed. Everyone stepped up.

I am pleased to report that the Board of Directors approved a comprehensive Five-Year Long Range Plan with the following three goals:

• Consistently deliver exceptional services throughout the organization in order to achieve our mission, vision, and values
• Ensure financial stability and prepare for future growth
• Build upon our innate resilience by cultivating a culture of growth and innovation

The third goal was specifically crafted in response to and in recognition of our community’s innovative and brave navigation through COVID-19. May we continue to thrive with these goals to guide us in the days and years ahead.

Sincerely yours,

Maureen Waters Mara
Board President FY21
What a crazy year it’s been! Yet navigating our ark through rough waters with 1,200 people on board (1,000 individuals served and 200 staff) has brought a heightened sense of camaraderie to the agency. More than ever, Minute Man Arc feels like a big family that has weathered a storm together.

The highpoint of the year was bringing vaccine clinics directly to our headquarters in January and February. Thanks to our partners at CVS, we were able to vaccinate over 300 residents, staff, and volunteers.

Financially, we were in very choppy waters, but fortunately we were thrown a lifeline in the form of two PPP loans, one of which has now been fully forgiven. That buoyed us through last year and continues to keep things stable this fiscal year.

Our greatest joy has been welcoming individuals back to our programs, seeing their smiling faces in person again. Early Intervention began working with children on-site starting late last summer when our therapists were able to do in-person home visits, a big boost after months of virtual therapy. Extra Steps Pediatric Therapies also welcomed children back last summer, and TimberNook was hugely popular with nearly all sessions at capacity. Day Hab and Employment/CBDS reopened on-site services early last fall with very small numbers initially and strict space restrictions. As our programs grew, we followed very precise and rigorous cleaning protocols that will likely continue in the years to come.

We’re still all together in the ark, but the waters are calmer now and we are feeling more confident and optimistic about the year ahead. We are not going back to “normal” but sailing toward a new and brighter horizon.

JEAN A. GOLDSBERRY

Financial report

Minute Man Arc for Human Services, Inc. and Affiliates

Consolidated Statement of Financial Position June 30, 2021

**Assets**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and equivalents</td>
<td>$2,541,946</td>
</tr>
<tr>
<td>Account receivable</td>
<td>1,916,844</td>
</tr>
<tr>
<td>Pledges receivable</td>
<td>9,957</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>19,197</td>
</tr>
<tr>
<td>Property, plant &amp; equipment and mortgage acquisition costs, net</td>
<td>8,594,823</td>
</tr>
<tr>
<td>Security deposits</td>
<td>10,107</td>
</tr>
<tr>
<td>Restricted deposits</td>
<td>211,436</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>$13,300,310</td>
</tr>
</tbody>
</table>

**Liabilities and Net Assets**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable</td>
<td>$170,677</td>
</tr>
<tr>
<td>Accrued expenses and other liabilities</td>
<td>795,057</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>46,360</td>
</tr>
<tr>
<td>Line of credit</td>
<td>0</td>
</tr>
<tr>
<td>Long-term debt</td>
<td>7,979,277</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>$8,991,371</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td>$4,308,939</td>
</tr>
</tbody>
</table>

**Total Liabilities and Net Assets**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td>$13,300,310</td>
</tr>
</tbody>
</table>

Consolidated Statement of Activities Year Ended June 30, 2021

**Revenues**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contract revenue</td>
<td>$13,973,846</td>
</tr>
<tr>
<td>Commercial products and services</td>
<td>125,213</td>
</tr>
<tr>
<td>Contributions and fund raising</td>
<td>486,548</td>
</tr>
<tr>
<td>Other</td>
<td>430</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>$14,586,037</td>
</tr>
</tbody>
</table>

**Expenses**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program services</td>
<td>$12,126,403</td>
</tr>
<tr>
<td>Management and general</td>
<td>1,370,351</td>
</tr>
<tr>
<td>Fundraising</td>
<td>232,505</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>$13,729,259</td>
</tr>
<tr>
<td><strong>Change in Net Assets</strong></td>
<td>$856,778</td>
</tr>
</tbody>
</table>

* Financial report information for Minute Man Arc for Human Services, Inc. and Affiliate’s consolidated financial statements are unaudited. Audited financial statements will be available after November 15, 2021.
Program Spotlight: ES and CBDS

Pride… self-esteem… feeling valued. These positive emotions are shared by Minute Man Arc individuals who are employed in the community. The demand for workers is at an all-time high and we are bringing back a growing number of job crews, choosing employment sites where our workers are valued and treated well. In response, our individuals are friendly and professional as they work hard to accomplish their goals. A paycheck is a great motivator too!

For those who are not working right now, Minute Man Arc has developed a ground breaking “Siteless CBDS” program. Community Based Day Services participants are picked up at home for a full day of discovering new places. These active clients have walked nearly every park within an hour drive of Concord. They’ve hiked the entire Fells Reservation in Stoneham, explored different zip codes, visited historic Boston and much more. The fresh air and exercise has been invigorating.

We continue to offer 30 hours per week of Zoom classes for people at home so they are engaged and connected with peers and staff. Client computer skills have drastically improved since the start of the pandemic, a benefit that will last a lifetime. Additionally, our new outdoor sport court and walking trails have been popular, keeping people active while having fun.

DIVERSITY is integral to Minute Man Arc

Diversity is an important part of the Minute Man Arc philosophy in that inclusion of all persons should be part of every community. Exposure to multiple cultures broadens the experience of both our clients and our co-workers. Together we learn, celebrate and value each other’s differences and similarities in a unifying and respectful community.

Spotlight:

Yaw Acheampong has been working at Minute Man Arc in the Day Habilitation program for over seven years. Originally from Ghana, Yaw proudly received his citizenship two years ago and continues to work with our clients in the gym as part of their daily physical therapy. Yaw says he loves this part of the job as he gets to keep active and work out with the clients.

Current Job Sites

3Decor
Army Reserve Center
Butternut Farm Golf Club
Crosby’s Market
CVS
Lythrum Farm
Marshall’s
Murphy Insurance
New England Deaconess
NYAJ
Quiet Logistics
Roche Bros.
Shaw’s
Sudbury Farms
TJ Maxx
Trashology
Whole Foods

Brazil
Cameroon
Canada
China
Congo
Dominican Republic
Gambia
Ghana
Guinea
Haiti
Honduras
Hungary
India
Jamaica
Kenya
Liberia
Libya
Mexico
Nepal
Nigeria
Tanzania
Togo
Uganda
Vietnam
USA
Zimbabwe
WHY I DONATE

Winston Churchill said, “We make a living by what we get, we make a life by what we give.” Another wise person - my mother - said, “Find a job to support yourself, and find a passion and give your heart to it.”

My passion is Minute Man Arc. My youngest brother Emmett was born with Down Syndrome in the late 1950’s. He wasn’t supposed to live, but he did. According to the doctors, he would never walk or talk but thanks to the Hartford (CT) Arc, he did. He lived into his late 50’s, had a job that he loved, a wonderful second family with his group home roommates, and an adoring birth family. We were so blessed to have had him in our lives for so long.

Although Minute Man Arc wasn’t the Arc that supported my family, it is part of the national organization that gave my brother such a wonderful life. When I accepted a job in Concord in 2009, one of the first calls I made was to Minute Man Arc to ask what I could do to help them. I have been an active member of the Board of Directors since then. My career provided me the financial ability to support the Arc but, more importantly, those we support have given me the passion to keep giving of my time.

Nancy Graham, Sister of Emmett Powers, Billerica, MA

ABUNDANT COMMUNITY SUPPORT

At any given moment in time, Minute Man Arc is lifted up by volunteers from a variety of local organizations. But in a year like no other, our community partners went well beyond their usual support to help keep our individuals engaged and happy.

West Concord Union Church brought their Sunday Fellowship program to our program site so that all could safely attend outdoors.

The Green Thumbs of West Concord worked with our individuals to plant a perennial garden in front of our headquarters.

Friends dropped off paper supplies, PPE and sporting equipment while others wrote notes of encouragement and gratitude for the work we did in FY21 - a very tough year.

Minute Man Arc supporters are second to none. Organizations like the Rotary Club of Concord, Concord Garden Club, Musketaquid Sportsmen’s Club, Trinitarian Congregational Church, Temple Isaiah, Village Art Room, the Minute Man March volunteer committee, and countless other friends help us flourish and grow.
Minute Man Arc gratefully acknowledges the donors and business sponsors who enable us to improve the lives of children and adults with disabilities throughout the year.

Thank you for your generous support.

**2021 Sponsors**

**Premiere Sponsors**

- Avidia Bank
- Middlesex Savings Bank
- Enterprise Bank
- QED Systems
- Quility Logistics
- ACT Leasing
- Applied Biomath, LLC
- Cambridge Savings Bank
- Cambridge Trust Company
- Emerson Hospital
- Hirsch Roberts Weinstein LLP
- Idylwilde Farms
- Leonard, Mulherin & Greene, P.C.
- Locus Robotics Corporation

**Sustaining Sponsors**

- Lythrum Farm
- Mara & Associates, PC
- Murphy Employment Law Group, P.C.
- Newbury Court
- OneDigitalInsight
- RhumbLine Advisers Corp.
- Roche Bros.
- Workers’ Credit Union

**2021 Foundations and Grants**

- Greater Lowell Community Foundation
- Haartz Family Foundation
- Harvard Pilgrim Health Care Foundation
- Helen G. Hauben Foundation
- Maynard Community Chest
- Middlesex Savings Charitable Foundation
- Stow Community Chest
- The Genesis Foundation for Children

**Annual Fund donors**

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- The Linda Hammett Ory & Andrew Ory Charitable Trust
- Linda Othole
- Mr. and Mrs. Edward Penfield
- Mr. and Mrs. Jeff Poulton
- Mr. and Mrs. Philip C. Pratt
- Patricia Robbins
- Wade Rubenstein and Jill Block
- Mr. William A. Ryan Jr.
- Ann and Douglas Sharpe
- St. John Evangelical Lutheran Church
- Dr. and Mrs. Thomas Stinson
- Anthony Strazisar
- Mr. and Mrs. Joseph E. Sullivan
- Carol Thomas
- Leslie Wakefield
- Mr. and Mrs. Richard Wakefield
- Barbara and Greg Waters
- Bruce Welty
- Cynthia Wood and Ned Perry
- Mr. William Zimmer

**Gifts received from July 1, 2020 to June 30, 2021**

- **$2,500 +**
  - Ann-Marie and James Babish
  - Morene Bodner and David Carlisle
  - Mr. and Mrs. Joshua Boger
  - Keith Bostic and Margo Seltzer
  - Sarah Coletti and Michael Biales
  - Catherine Doherty-Waldeck and Andrew Waldeck
  - Marjorie Findlay and Geoffrey Freeman
  - Chris Gaffney and Karen Kames
  - W. Anthony Goldsberry
  - David Holdorf and Kathy Dwyer
  - Mr. and Mrs. Kevin Hurley
  - Jane Johnson
  - Mr. and Mrs. John L. Langan
  - Mr. and Mrs. David Mahoney
  - Mr. and Mrs. Mark C. McCrystal
  - Elise and Keith McDonald
  - Mr. and Mrs. Robert Penfield
  - West Concord Union Church
  - $1,000 - $2,499
  - Mr. Steve D. Allen
  - Dr. and Mrs. Reinier Beeuwkes
  - Mr. and Mrs. Jeffrey Bergart
  - Mr. and Mrs. James Burling
  - Mrs. Nancy A. Conway
  - Joan and Ken Duchi
  - Remy Evard
  - Mr. and Mrs. Thomas Flannery
  - Laura Johnson
  - Nancy Josephs
  - Ms. Dorothy Kehoe
  - Karen and Peter Kilmartin
  - Thomas and Emily Kotwal
  - Susan and Christopher Ledoux
  - Dianne Lessa
  - Maureen Waters Mara and William E. Scheid
  - Mr. and Mrs. David Murphy

- **$250 - $499**
  - Mr. and Mrs. Andrew Berman
  - Talia Bigelow and Jon Loehlke
  - John Bingham and Katharine Preston
  - Edward Colbert
  - Concord Lions Club
  - Kathy Corkins
  - Kellie and James Cullity
  - Holly Ding and Li Xu
  - Mr. and Mrs. Michael E. Fitzgerald
  - Ms. Carrie Flood
  - Mr. James French
  - Garden Club of Concord
  - Mr. and Mrs. Lloyd Grace
  - Nancy Graham
  - Gail Greenlee

- **$100 - $249**
  - Robert M. Hallisey, Jr.
  - Andrea Harney
  - Laura and Mark Howrey
  - Mr. Shawn Hurley
  - Ms. Shakes Iskenderian
  - Michael and Ezili Joseph
  - Sherry and Richard Kenin
  - Mr. and Mrs. Paul Leech
  - Mr. Richard Long
  - Peter Mahler and Katherine Hollister
  - Michael J. McEneaney
  - Mrs. Edith E. McEvoy
  - Leonie McGloin
  - Ms. Judith R. Neilson
  - Dick Nelson
  - Mr. Theodore Nivison, Sr.
  - Joseph and Lisa Ann O’Connor
  - Mary O’Malley
  - Mr. and Mrs. Steven Pascucci
  - Susan and William Plummer
  - Mr. Glen Shaw
  - Mr. Edward H. Sonn
  - Ms. Sharon Spaulding
  - Jill and Michael Stansky
  - James Vahey and Joan Eagan
  - Helen and Chris Webster
  - Dr. Oswald Werner
  - Christopher White and Eileen Winters
  - Mr. and Mrs. Christopher Wysopal

- **$50 - $99**
  - Rebecca Allen and Roland Ouellette
  - Jacqueline and Robert Apsler
  - Sheila Bauer
  - Karen Bechtel Perkins and William Perkins
  - Robert and Katherine Becker
  - Deidre Bellevue and Paul Plucinsky
  - Citizens Bank (dba RI Realty)
  - Mr. and Mrs. James Davian

- **$25 - $49**
  - Robert M. Hallisey, Jr.
  - Andrea Harney
  - Laura and Mark Howrey
  - Mr. Shawn Hurley
  - Ms. Shakes Iskenderian
  - Michael and Ezili Joseph
  - Sherry and Richard Kenin
  - Mr. and Mrs. Paul Leech
  - Mr. Richard Long
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  - James Vahey and Joan Eagan
  - Helen and Chris Webster
  - Dr. Oswald Werner
  - Christopher White and Eileen Winters
  - Mr. and Mrs. Christopher Wysopal

- **$10 - $24**
  - Rebecca Allen and Roland Ouellette
  - Jacqueline and Robert Apsler
  - Sheila Bauer
  - Karen Bechtel Perkins and William Perkins
  - Robert and Katherine Becker
  - Deidre Bellevue and Paul Plucinsky
  - Citizens Bank (dba RI Realty)
  - Mr. and Mrs. James Davian
Mr. and Mrs. William Bethune
Elizabeth and Dennis Berk
Mr. and Mrs. Ronald F. Baruzzi
Cory Atkins
Mr. and Mrs. James Arthur
Mr. and Mrs. Arthur J. Anthony
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Shirley and William Andrews
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Hai Man Yeung and Siu-Man Kelvin Lau
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Mr. and Mrs. Alan Stein
Cheryl Serpe
Mr. and Mrs. William Roiter
James Reilly
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Mr. and Mrs. James Arthur
Cory Atkins
Stephan M. Bader
Mr. and Mrs. Ronald F. Baruzzi
Elizabeth and Dennis Berk
Mr. and Mrs. William Bethune

12
13
You were born with the ability to change someone’s life, don’t ever waste it.
~unknown

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