



 **easterseals**
all abilities. limitless possibilities.

2023
ANNUAL REPORT
Easterseals of Greater Waterbury

A Message from our President, Len Cipollone

Dear Friends and Supporters,

As we reflect on the past year at Easterseals of Greater Waterbury, I am filled with immense pride and gratitude. Following a period where COVID-19 presented significant challenges, our focus this year was to increase utilization of our life-changing programs. I'm thrilled to report that we've made significant strides and both our Employment and Community Services (ECS) and School Readiness Preschool Programs have not only weathered the storm but experienced growth in the number of individuals served. This is a testament to the resilience and unwavering commitment of our Easterseals family.

Among our numerous accomplishments, we've celebrated increased participation within ECS and substantial growth of our In-Home Supports Program, which is a crucial service that empowers our community members to remain in their homes and live independently. Our ability to improve recruiting and hiring, especially for our child care programs, has been a game-changer, directly impacting our capacity to open more classrooms and serve more families. Furthermore, our Center for Better Hearing team was



enhanced with the hiring of a new audiologist to assist with providing essential hearing care for the community.

Fiscal Year 2023 was also significant for Easterseals in terms of philanthropic support. The 2022 Annual Golf Classic was held in memory of a former board member, Barry Lerman. It was a special day to celebrate a man whose legacy continues to enrich our mission. The tournament was a resounding success, raising over \$105,000 for Easterseals initiatives.

As we transition into Fiscal Year 2024, we are not slowing down. We have structured plans in place, ready to implement and designed to reach more families and individuals. Our commitment is stronger than ever to assist with their unique needs, fostering an environment where every person can achieve maximum independence.

We are grateful for the continued support of our community, volunteers, and staff. Together, we are making profound, meaningful differences in the lives of those we serve.

With deepest gratitude,

A handwritten signature in blue ink, appearing to read 'Len Cipollone'.

Leonard Cipollone, President & CEO

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Kellie Jandreau



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Chairman*



Kenney Johnson



*Liz LaCava,
Vice Chairwoman*



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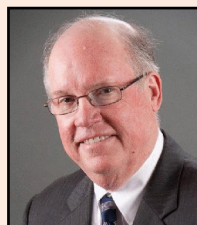
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*Maribel Rivera Smith
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Robert Teittinen



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James S. Zoldy, Jr.

EMPLOYMENT & COMMUNITY SERVICES

Embracing Change and Growth: A New Chapter for Easterseals of Greater Waterbury

In Fiscal Year 2023, one of the most exciting developments was the substantial growth of our Employment and Community Services (ECS) program at Easterseals of Greater Waterbury. At ECS, we provide both vocational, day and residential supports for adults with intellectual disabilities. This crucial division not only expanded its reach and served an unprecedented number of individuals but also saw significant growth in Individualized Home Supports (IHS) and Individualized Day Supports (IDS). These services are vital in ensuring full community participation and provide essential support to individuals, whether they live with their families or independently in their own homes. The success of this program has directly translated to enhanced quality of life, increased independence, and empowerment for our community members in greatest need.

Recognizing the increasing demand and our potential to magnify our impact, we initiated strategic planning to strengthen our infrastructure. After a comprehensive search, we pursued an exceptional opportunity to relocate the ECS programs to a more accessible facility on Watertown Avenue in Waterbury. This new building increases our visibility and

accessibility, helping to better integrate our services within the community.

This modern space is not just an upgrade; it is a testament to our commitment to effectively meeting our participants' needs and to the dedication of our staff, who work tirelessly to improve lives daily. The improved layout enhances service delivery efficiency, while additional rooms allow us to offer more programs concurrently. Every design element has been carefully considered to ensure accessibility, comfort, and an environment conducive to growth and learning for our participants.

The relocation is scheduled for the end of the calendar year 2023, marking a transformative step for our organization. This move will enable us to serve more people, expand our program offerings, and deepen our community roots. As we enter Fiscal Year 2024, this new facility represents our commitment to innovation, broader community engagement, and a continued drive to change lives for the better. We extend our deepest gratitude to our donors, volunteers, and community members, whose unwavering support makes these advancements possible.

Easterseals Employment and Community Services (ECS) provides programming for adults with intellectual disabilities. We assist each individual achieve short and long term independent and vocational skills by participating in employment, pre-employment and/or day services, depending on the personal goals an individual is working toward.

AMY began attending Easterseals Day Support Option (DSO) program in April of 2022. Soon after joining, she expressed enthusiasm and the desire to have more responsibilities during day programming activities, such as helping to clean up and completing assigned tasks. Amy had observed individuals participating in the Group Supported Employment program at the ECS site in Danbury and expressed an interest in working with them.

She practiced skills, such as completing tasks independently, and in January of 2023, Amy began working three days a week with Group Supported Employment, assisting with cleaning contracts. Amy is a valuable team member and has continued to strengthen her skills. She is now working 5 days a week with her Group Supported Employment team.



Annual Golf Classic Held in Memory of Barry Lerman Raises over \$100,000 for Easterseals



On September 13, 2022, Easterseals Annual Golf Classic was held as a special tribute to Barry S. Lerman, a long-time, dedicated past board chairman for Easterseals of Greater Waterbury who passed away unexpectedly in February of 2022. Barry served on Easterseals board of directors for over 18 years. He

was a caring and generous person, who touched many lives, personally and professionally.

Barry grew up in Middlebury Connecticut. He was a successful business executive, co-founding his companies, Lerman Container and Custom Bottle in Naugatuck, Connecticut. Barry was a caring and generous person, who touched many lives, personally and professionally, and always found time to give back to his community. In addition to serving on Easterseals board of directors for over 18 years, he served on the board of directors for the Naugatuck Chamber of Commerce, making significant contributions during his professional career and in retirement, donating his time and talent to help others in countless ways.

Barry joined Easterseals board of directors in 1995, serving as Vice Chairman from 2006-2008 and Chairman from 2008-2013. He was an extremely active board member; highly invested in Easterseals employment program for adults with disabilities and served as an advisor for this program for many years.

Barry was an avid golfer. He was a longtime member of the Country Club of Waterbury and, in retirement, enjoyed time at Pinehurst Country Club. He was an accomplished aviator and was nationally known and respected in the aircraft community. He gave back to others through his love of flying, often transporting medical patients and wounded warriors or their families.

Easterseals was honored to hold the 2022 Annual Easterseals Golf Classic in remembrance and celebration of Barry; a special friend, father, partner and all-around great guy.

The outpouring of support from sponsors, family and friends who joined us to honor Barry and support Easterseals was exceptional and helped Easterseals to raise over \$105,000 to help individuals and families in our community facing disability.



Pictured left to right, Maura Chilson, Brian Lerman, Lewis Lerman, and Adam Lerman. Front row, Jackson Lerman

Medical Rehabilitation Program in Meriden receives support from local foundations

Generous grant funding from the Cuno Foundation and Napier Foundation made it possible for Easterseals Medical Rehabilitation to install updated flooring in the therapy gym and rehab clinic. This was an important upgrade for the gym as the previous flooring was over 40 years old. Thank you very much to the Cuno Foundation and Napier Foundation for investing in and generously supporting Easterseals.



2023 ACCOMPLISHMENTS AND COMMUNITY SUPPORT

Limitless Possibilities Day 2023

Easterseals was honored to partner with Post University on May 3, 2023 for the 2nd Annual Limitless Possibilities Day! The purpose of the event is to raise awareness for individuals with disabilities and to come together to share how each of our organizations help support people of all abilities.



Post students and staff and Easterseals staff and program participants enjoyed Ben and Jerry's ice cream, playing corn hole and learning more about each other.

We are grateful to Post University for hosting this fun, collaborative event with us and look forward to partnering for the 3rd Annual Limitless Possibilities Day in spring of 2024!



New classroom chairs for Easterseals Children's Center

Easterseals Children's Center's Preschool and Toddler programs have new classroom chairs thanks to support from local organizations and foundations. The chairs play a crucial role in our programs as they are used daily by the children. It became apparent that we were in need of new chairs, given that our existing ones were over 22 years old and were starting to show significant wear and tear.

Thank you to the following generous supporters for contributing essential funds to support new chairs for the 5 preschool and 2 toddler classrooms at the Children's Center:



**\$4,825 MacDermidAlpha/
Element Solutions**

\$2,000 Watertown Foundation

**\$3,000 Thomaston Savings
Bank Foundation**

In addition to supporting the new chairs at the Children's Center, MacDermidAlpha/Element Solutions made a generous contribution of

\$6,235.00 to support the cost of

blocks for our three Waterbury child care centers. Block play is an essential early childhood education activity and benefits problem solving, gross and fine motor skills, Math and Science, Language, creativity, social & emotion growth and self-esteem. The blocks are being used in the Infant, Toddler and Preschool rooms at our Waterbury centers and we are incredibly grateful for MacDermid's support of these important items.



Dr. Christa Johnson joins Easterseals Center for Better Hearing

Easterseals Center for Better Hearing was pleased to welcome Christa Johnson, Au.D., CCC-A, to the audiology team in June of 2023. Christa received her Bachelor's Degree from California State University, Fresno and her Doctor of Audiology degree from the Rush University Medical Center in Chicago, IL.

Dr. Johnson has over 10 years of clinical audiology experience and has spent the majority of her career in VA hospital settings. She currently practices in the Center for Better Hearing's Meriden and Waterbury locations.

Regaining independence through Easterseals Driver Assessment and Medical Rehab Program

Easterseals Driver Assessment program helps people to determine if they are able to safely operate a motor vehicle. Someone may need a driver assessment if they have a medical condition affecting their ability to drive, if they've lost the use of or have impaired sensation in a limb, if their doctor suggested they need a driver assessment or if they've been involved in a motor vehicle accident or experienced near misses.

Our primary goal is safety and helping each of the individuals that we serve to achieve maximum independence.

Recently, Jane went through Easterseals Driver Assessment program. She had sustained a stroke in November of 2021 and the effects of her stroke included experiencing deficits in attention, cognition, vision, and expressive language. She was seen for a comprehensive driver assessment over the summer and it was determined she was not yet ready to drive. Therefore, it was recommended that Jane see a skilled Occupational Therapist (OT) to address these deficits.

Lauren Pires, OT, Driver Rehabilitation Professional and Certified Driver Instructor, is the staff member who conducted Jane's driver assessment and saw her for therapy through our Medical Rehabilitation Program at Easterseals, located in the same building on State Street in Meriden. This made the process easy for Jane because her services were being provided in the same location and her therapist knew the areas that she needed to work on to operate a vehicle safely.



Jane was motivated and worked hard in her 11 occupational therapy sessions where she met her therapy goals and displayed improvements with all of her deficits and she returned to the Driver Assessment Program for a reassessment. Jane PASSED on February 1, 2023 and has been driving since then.

Jane was proud of her achievement after working hard to improve her skills and knowing with confidence that she now had the skills needed to drive safely. She was grateful for the ease she experienced being able to work with the same therapist who knew her deficits and helped to achieve her goal.

Jane expressed her gratitude to Easterseals for helping her to regain her independence. "I am so grateful for Easterseals. You've helped me to be able to do what I need to do!" Jane shared.

2023 FINANCIAL OPERATIONS REPORT

Year ending August 31, 2023 (with comparable totals for 2022) (Unaudited)

OPERATING SUPPORT AND REVENUES:

		2023		2022
Public Support	\$147,650	1%	\$204,435	2%
Vocational Training and Educational Programs	10,764,302	79%	10,107,098	76%
Childhood Development and Behavioral Services	521,671	4%	430,851	3%
Medical Rehabilitation Services	2,160,795	16%	2,202,201	16%
Other Grants & Other Income	97,121	1%	418,343	3%
	\$13,691,539	100%	\$13,362,928	100%

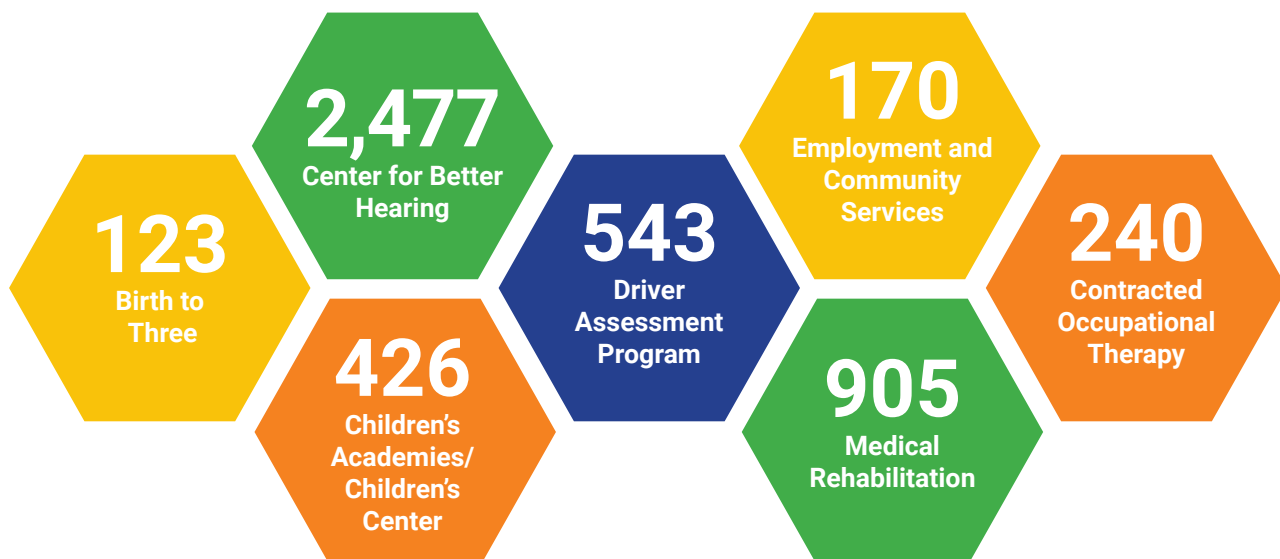
OPERATING EXPENSES:

Staffing, Payroll Taxes and Employee Benefits	\$12,112,323	79%	\$11,092,725	77%
Professional Services and Operating Supplies	1,534,850	10%	1,533,308	11%
Occupancy and Interest	803,567	5%	846,986	6%
Transportation Service	395,117	3%	419,060	3%
Depreciation	456,773	3%	459,439	3%
	\$15,302,630	100%	\$14,351,518	100%

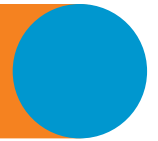
Release of "Ready Set Rebuild Net Assets"	\$413,487		\$286,438
Net Operating Surplus/(Deficit)	\$(1,197,604)		\$(702,152)
Community Outreach Programs	\$(136,464)		\$(165,188)
Net Investment Revenues Gain/(Loss)	\$3,299,934		\$(5,979,311)
Combined Surplus/(Deficit)	\$1,965,866		\$(6,846,651)
Capital Asset Purchases and Improvements	\$1,379,396		\$320,472

In Fiscal Year 2023, Easterseals of Greater Waterbury provided direct services for 4,884 individuals.

Easterseals programs stretch well beyond individuals served directly, touching the lives of parents, family members and friends.



ANNUAL DONORS



A special thank you to our generous sponsors, donors and grant funders. Your generous contributions to Easterseals have positively enriched the lives of many children and adults with disabilities and special needs. The following listing represents donations received from September 1, 2022 to August 31, 2023.

\$10,000 - \$25,000

Community Foundation of Eastern CT
MacDermid, Inc./Element Solutions
Meriden Foundation
Treadwell Corporation

\$5,000 - \$9,999

Begin-Pritchard Charitable Fund
Comcast
Connecticut Community Foundation
CUNO Foundation
The Lerman Family
Liberty Bank
Napier Foundation
NSI Total IT Support
Rotary Club of Meriden – Silver City Wine
Tasting & Brew Fest

\$2,500 - \$5,000

Rick Allen
Chittenden Group
Ion Bank Foundation
Thomaston Savings Bank Foundation
The Albert Wadsworth and Helen Clark
Meserve Memorial Fund
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\$1 - \$99

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The Taft School
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Nancy Traver
Janet Tynan
Nancy Urcinas
Mary Ellen Vollano
James Zoldy

*Employees marked with **

In Fiscal Year 2023, Easterseals received over \$62,500 in grant funding from Foundations, Organizations and Corporations. Each grant helped to support necessary improvements to our programs and services so that we can continue to meet and exceed the needs of individuals and families facing disability in our communities.

Easterseals is grateful to the following foundations and organizations for the generous grants they provided in Fiscal Year 2023, assisting us to achieve our mission:

Comcast NBC Universal
Community Foundation of Eastern Connecticut
Connecticut Community Foundation-Saunders Fund
The Cuno Foundation
Ion Bank Foundation
The Leever Foundation
MacDermid Alpha/Element Solutions

The James H. Napier Foundation
Thomaston Savings Bank Foundation
The Watertown Foundation
The Albert Wadsworth and Helen Clark Meserve Memorial Fund
Walmart



OUR MISSION

Easterseals is leading the way to full equity, inclusion, and access through life-changing disability and community services. Easterseals of Greater Waterbury has worked tirelessly with our stakeholders in the community to enhance quality of life and expand local access to healthcare, education, and employment opportunities. We are committed to see that everyone is valued, respected, and accepted. Together, we're empowering people with all abilities and their families to be full and equal participants in their communities.

Center for Better Hearing

22 TOMPKINS STREET, WATERBURY
158 STATE STREET, MERIDEN
690 MAIN STREET SOUTH, SUITE 4, SOUTHBURY

Children's Academy & Children's Center

22 TOMPKINS STREET, WATERBURY – WEST CAMPUS
128 AVENUE OF INDUSTRY, WATERBURY – EAST CAMPUS
172 GRANDVIEW AVENUE, WATERBURY – GRANDVIEW CAMPUS
125 BROAD STREET, MERIDEN – MERIDEN CAMPUS

Driver Assessment Program

158 STATE STREET, MERIDEN

Employment and Community Services

400 MAIN STREET, DANBURY
320 SYLVAN LAKE ROAD, WATERTOWN

Lions Low Vision Program

158 STATE STREET, MERIDEN

Medical Rehabilitation Program

158 STATE STREET, MERIDEN



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