



# 2010 Annual Report

*Essex County Chapter, NYSARC, Inc. d/b/a Mountain Lake Services*



## Mountain Lake Services Names New Executive Director



*“2010 marked the 35th anniversary of providing excellent services throughout Essex County.”*

2010 marked 35 years of providing excellent services to people with disabilities throughout Essex County. What began as a handful of parents looking for support for their children with disabilities has grown into an Agency that provides services to over 500 individuals, spans Essex County and is the largest area employer.

A new Executive Director was appointed in November—Mr. Martin J. Nephew. Marty had been the Chief Financial Officer since 2006. In 1992, he began with our Agency as an Accounting Manager, and has held positions of increased responsibility throughout his tenure including: Financial Director, supervisor of the Buildings and Grounds Department, and the Director of Finance and MIS. Marty’s understanding of OPWDD funding, budgeting skills and sound fiscal management will ensure that our Agency thrives through these tough financial times. His experience with Mountain Lake Services along, with our dedicated Board and our skilled Executive Management Team, will inspire and lead our Organization into the future.

The following report highlights significant happenings throughout the Agency during 2010.

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In 2010, the ongoing New York State budget crisis forced us to take a look at how we were conducting business. Mountain Lake Services felt this impact with various funding reductions throughout the year. As an Agency, we were able to adjust to this fiscally challenging time without reducing our number of employees or compromising any of the high quality services provided.

It was predicted that non-profits failing to adapt to the changes would falter. Using the talent of Mountain Lake Services board members, executive staff, and employees, we found a way to persevere.

In August, we held the tenth annual Helen F. McDonald Golf Tournament which is clearly our agency’s largest fundraiser. The support offered by the individuals we serve along with dedicated staff made this one of the best ever.

I am proud to say that our own Michael Harrison, an Essex Industries Craftsman, was one of only 50 individuals selected for NYSID’s William B. Joslin Outstanding Performer award.

Mountain Lake Services played an important role throughout our communities by volunteering for

the SPCA, Meals on Wheels, the Lake Placid Marathon and Iron Man competitions, local food banks, nursing homes, after school programs, and churches.

In closing, I would like to thank all of Mountain Lake Services’ individuals served and employees for their support and contributions that helped to make 2010 another successful year. Mountain Lake Services will continue *Enriching the Lives of People with Intellectual Disabilities, their Families and our Communities.*

## Residential Services

Rich opportunities. Personal growth. Community connections. Successfully meeting new challenges. Short phrases that describe a very productive year for our people living in the residential programs of Mountain Lake Services.

Ms. Mary Beth Bishop had a happy reunion with her brothers, who traveled from California to see her. One brother had not seen her for twenty-five years, and the other last saw her ten years ago. They expressed delight at the level of community integration enjoyed by Mary Beth, who knew everyone at the restaurant where they dined together.

Last summer Joe Thomas-Train, a young man with a great love for the outdoors, participated in a week long wilderness survival camp led by Marty Stewart, a wilderness survival expert.

Joe has continued his relationship with Marty, and was invited to join his group of campers for a winter outdoor experience.

Other interests and hobbies have been strongly endorsed this year. Muriel George has made friends through her Saranac Lake drumming group and also participated with percussion in the agency band "Generationz". Tom Bell and Ron Jackson had the opportunity to travel to York City for several days, on a trip of a lifetime. They traveled around the city visiting well known Jazz Clubs and experiencing several diverse gospel choirs. It was a dream realized by both men and a successful trip for all.

Darby McLaughlin, Michael Burleigh and Steven Granger hiked both Severance Mountain and Cascade Mountain with the

Outdoor Club. The folks at the Minerva residence maintained the agency camper at the Minerva Town Beach where many people vacationed and enjoyed weekend picnics.

Our mission in residential services continues to be two fold – right-sizing the larger homes to smaller ones and finding the right place to live for each individual we support.

John Torres and Larry Memoli have benefited in moving from larger homes to homes with only three other residents. Dominic Russo and Lance Smith have moved to other homes for different reasons but with successful results.



MaryBeth Bishop visits with her brothers.

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*"Our mission in residential services continues to be two fold—right-sizing the larger homes to smaller ones and finding the right place to live for each individual."*

## Street Road IRA in Ticonderoga Opens

The one mission of right-sizing we were able to complete in 2010 was the home for four young men on Street Road. The home opened in August with Rick Laing, Greg LaFountain, Jade Capone and Cory Whitney overseeing the entire look of the home – from their own bedrooms to the appliances in their kitchen to the recreational units in their living room. With great assistance from Administrative Assistant, Lynn Ross, the men in one weekend outfitted the entire residence. In fact, their ownership of this new home was a very exciting component to this new life change for the men.

Rick, Jade and Cory had known one

another from having worked together at Essex Industries. Moving in to this particular residence opened up new opportunities for several of the men. Rick was now able to become a part of the Supported Employment Program and began working at the Wal-Mart in Ticonderoga. Greg LaFountain was now able to change day habilitation sites and is enjoying his location for day services at the Burleigh Center in Ticonderoga.

Right-sizing is an exciting mission for Mountain Lake Services. This one new home was a tantalizing reminder of what we hope to continue doing in the year ahead. Smaller homes. Private rooms.



### Day Services

Productivity and community connections remain a huge part of day services. Helping to compose quality interactions, activities and outcomes has met with great success this year.

The Mountain Weavers' Guild continued to broaden its reputation and increase its success. The guild's attractive storefront on Main Street in Port Henry certainly enhances the community!

Bryan Deyoe, a staff member in the Western Region, began a woodworking group called the Mountain Meadow Woodcrafters. The group is proud of their fine wood working enhancements in several of the homes.

The day habilitation site in Elizabethtown diversified its products this year adding such beautiful items as hand painted silk scarves, felting and seasonal quilts. In addition, a group of women from the Elizabethtown Day Habilitation site enjoyed

promoting women's health by participating in the Breast Cancer Awareness Event in Westport during the month of October.

Daily life at the Gerald B. Edwards Center remains active. Lawrence Smart transitioned from his Liberator assistive communication device to the ECO, a very sophisticated system involving Lawrence's cell phone and his computer. Bonnie Combs has made herself invaluable in the kitchen at GBEC helping with cleanup everyday. She is very enthusiastic about her work and watches the clock to be sure she is on time.

Halloween was huge this year with individuals from Keeseville, Lewis and Willsboro joining up with students from Ausable Valley to create a fun filled event. Individuals from the Port Henry/Moriah area hosted their own Halloween Haunted Trail at the North Road resi-

dence with marvelously spooky results.

Employment through the agency's Supported Employment and Enhanced Supported Employment programs continued. Amanda Kubik is doing wonderful work at the Senior Housing in Willsboro, having developed such skill and confidence that she now occasionally fills in for another worker. John Piestrzynski and Richard Vassar were hired for jobs closer to home which enabled them to end their long commute to Plattsburgh for work. Adam Peck, who had not had steady employment for several years, was hired at a local restaurant in Wilmington, NY. We are extremely proud of Justin Frenyea's accomplishments in Enhanced Supported Employment and his increasing level of independence.

All in all, it was a multi-faceted and exciting year!



## Supported Employment

After relocating to Ticonderoga, Mr. Steven Genter was eager to find employment closer to his new home. He had a strong work history and a good work ethic. He worked with the Supported Employment Program to identify potential employers and start the application process. It was not long before he knew where he wanted to work – Ticonderoga Wal-Mart. SES supported Mr. Genter to apply and interview with Wal-Mart. They were able to see his potential and hired him as a cart-pusher in March of 2010.

In his short time with Wal-Mart, Mr. Genter has proven to be a valuable asset, wearing many hats. He has

worked as a cart-pusher, a greeter and in their maintenance department. While work always has its ups and downs, Mr. Genter has been able to work with the natural supports at Wal-Mart and his SES support staff to work through obstacles as they arise. The management at Wal-Mart has a vested interest in Mr. Genter, and have gone out of their way to assist him in achieving his goals. In addition to Mr. Genter, Wal-Mart employs three other supported employees. The collaboration and communication between Wal-Mart, their supported employees and Supported Employment staff has been essential to their ongoing success.

In 2010, Supported Employment Services supported 76 individuals with employment services. A total of 27 job placements were made through VESID and OPWDD services, including employment with 9 new employers.



## Mountain Weaver's Guild

Word is getting out about the quality and the craftsmanship of the Mountain Weaver's Guild. Sales continue to grow and expand for the guild, which operates out of Port Henry NY. The guild satellite in Elizabethtown merged with Port Henry making Tom Brow and Marion Perkowski now a part of the expanded core team. Many memorable moments occurred this year within the guild. The team made baskets for the ASPCA in Westport and collected \$95 for Early Intervention in a Basket Raffle. Three young men from a Life Skills Class at Willsboro High School spent the day with the guild and had a great

time learning about this part of Mountain Lake Services. Special basket orders were carefully worked on, including a family heirloom from a local Occupational Therapist that had been damaged. The team lovingly reworked the basket and in Guild Supervisor Raechel Cutting's words, "We made it better than it was." Sales continued at the shop weekdays and during their Saturday hours from 10AM - 2PM. Farmers' Markets in Keene, Willsboro and Elizabethtown were attended regularly by representatives from the guild. This year for the first time, the guild sold their wares at the Schroon Lake Craft Festival which is asso-

ciated with the well-known marathon in that town. It was a fun and worthwhile adventure for the team.

Riesa Warren and Raechel Cutting had a marvelous time attending the NYSARC, Inc. Art Show in Albany where their baskets made a big impact on other attendees. Adirondack stores, such as the Pink Pig in Westport and the Raybrook Frog, are now carrying the various items produced in Port Henry. One of the most unique and creative projects developing within Mountain Lake Services, the Mountain Weaver's Guild experienced a marvelously exciting year!



### Essex Industries Work Center



Dave Axtel shows off Essex Industries' newest contract: "Pizza Peel".

2010 was a record breaking year for picnic table sales at Essex Industries. Nearly 1400 tables were sold, which was a 460% increase over the previous year. All these tables translated into a tremendous amount of work and new work opportunities for many individuals. Essex Industries superior quality at the right price was a leading factor in the increase of sales.

2010 also marked 35 years that Mr. Steve Allen has worked for Mountain Lake Services. Mr. Allen started in 1975 as a Clerk and over the years he has become the driving force behind the success for countless people at Essex Industries. It is this kind of commitment and dedication that has allowed Essex Industries to be a successful provider of services for over 3 decades.



Homer Swan



Steve Allen celebrates 35 years of Employment with Mountain Lake Services



### Retirement

**Ms. Nancy Lonergan** retired from Essex Industries after 33 years of working there. At the Essex Industries Employee Appreciation Picnic on September, 23, Nancy spoke about her time at Essex Industries saying, "I want to thank everyone at Essex Industries who helped me all these years. I learned a lot of things about myself and became a better person here. I tried my very best at everything I did. I learned a lot of things in my work, things from different job coaches that got me jobs. The people I worked for like my work and told me so."

**Mr. Homer Swan** retired from Mountain Lake Services after 34 years of work in the Buildings & Grounds Department. Homer's expertise not only included general maintenance throughout the Agency, but vehicle safety instruction. Homer has over 34 years of professional driving along with maintaining the New York State Article 19 A Certified Examiner. Homer is also an approved instructor to facilitate NTSI's New York State Traffic Survival Workshop for the 6-hour point / insurance reduction program. Homer was known for his commitment to the Agency and dedication to safety.



Gavin Johnston, Director presents Nancy Lonergan a retirement gift.

## Staff Education and Development

We had two major events with outside speakers in 2010. Dr. Tom Pomeranz joined us in April for the fourth year running to refresh us on the topic of Universal Enhancement. In August, we hosted a training on Social Role Valorization, the theory developed by Dr. Wolf Wolfensberger. Though Dr. Wolfensberger was

unable to attend in person, his assistant Susan Thomas and three other associates from his Training Institute gave us an engaging presentation of his foundational teachings.

As we move into the new year we have begun to implement some new approaches to our employee orientation process. We

have taken the initial steps toward an orientation that will involve more hands-on, on-site follow up, to help our new employees to learn the practical skills they need to use in their work. As each year passes, we recognize more and more the need to extend our activities beyond the classroom. Our efforts continue to

grow in supporting our employees to live out our mission through their work every day.



## Summer Internship Program

The Student Intern Program for 2010 was a collaborative effort between Staff Development, Human Resources, Community Relations, as well as Residential and Day Services that resulted in nine young people from across the county enjoying an eight week learning experience with our agency. Three of the Student Interns were returning for a second year, while six

were joining us as interns for the first time. All four regions of the agency supported area students in taking their first steps into the world of work and the field of Human Services and Developmental Disabilities. Once again, the Internship Program was valued by both the students participating and the individuals they helped to support.



## National Alliance for Direct Support Professionals



*“Ed’s life within the Agency has also reached new horizons. In a quest for professional growth, Ed sought out opportunities to help provide in-services within the training department.”*

To Ed Johnston doing the work of direct support has always been serious business. It has never been *just* a job, *just* a way to bide time until the next thing comes along, nor *just* a paycheck. Ed believes in the work, believes in personal growth in the work and believes in passing that spirit on to other staff members of direct support.

These are some of the reasons why Ed sought out accreditation with a national organization. In conversations with Director of Excellence Ken Dales, the name of the National Alliance for Direct Support Professionals was mentioned. Ed began his research and what he liked about NADSP was its mission to enhance the image and bolster the idea of what a direct support professional is all about. Ed supplied documentation along

with a letter of intent to the NADSP and has received his registration with this country wide organization.

Ed’s life within the agency has also reached new horizons. In a quest for professional growth, Ed sought out opportunities to help provide in-services within the Training Department. That has worked out well – very well! Ed’s job now is to make connections with new staff. He also is training in Agency Orientation, new Employee Orientation, Van Certification, NTSI, SCIP, CPR as well as specialized trainings pertaining to particular communication or team building needs within a house. He is also a part of the Support Response Team.

With Ed Johnston we see potential for us all in continuing to learn, to evolve, to grow, and finally, to teach.

## Trip to Albany to Lobby for Services



On June 8th, a small group of people representing all phases of Mountain Lake Services – staff, parents and the individuals supported – headed down to the state capitol to make their wishes known, regarding proper funding for our services. The group included Christa Wrest, Julia Freeheart, Molly Moynan, Maureen Moynan and Sarah Louer. The group met up with Ben Golden, Associate Executive Director for Governmental Affairs for NYSARC, Inc. Mr. Golden led the group on a rare tour of the Senate before the session started. Also on the agenda were meetings with State Senator Betty Little and Assembly Woman Teresa Sayward.

It was important for Christa and Julia and Molly to see how government works, how advocating for oneself is an important feature of democracy and how having a voice is one of the beautiful aspects of our system.

## Annual Dinner & Awards Ceremony

### 2010 Award Recipients

Volunteer Advocates of the Year ~ Mr. Gary Dolan, Mr. Howard White

Self-Advocate of the Year ~ Ms. Christa Wrest

Service Excellence Award ~ Ms. Bernadine Gunning, Ms. Amanda Bechtold

Friends of Mountain Lake Services ~ Mr. Frank Slycord

Family Legacy Award ~ Mr. Glen Robinson

Public Citizen of the Year ~ Mr. Stephen Stahl

Volunteer Citizen of the Year ~ Ms. Bette Manley, Ms. Cheryl Blanchard

Dora B. Arnold Achievement Award ~ Mr. Kenneth Dales

Executive Directors Award for Excellence ~ Mr. Michael Karp, Ms. Melissa Newell

Lifetime Achievement Award ~ Dr. Emanuel Bernstein

Charles R. Hayes Leadership Award ~ Mr. Marc Brandt



## Extraordinary Care Giver Award

The Extraordinary Caregiver Recognition Program sponsored by the School of Social Welfare at Stony Brook University is designed to recognize and support caregivers who give hands-on care to individuals with developmental disabilities. The program covers a wide range of down-to-earth subjects such as, family relationships, health, finance, diversity and multi-cultural issues that can help direct care givers and co-workers, cope with the stress of a de-

manding job. Ofa Vaiciulis has been a dedicated employee of Mountain Lake Services' for the last three years. She is an optimal candidate to attend the Extraordinary Caregiver Recognition Program. She exemplifies the true spirit of our agency's mission to enrich the lives of people with developmental disabilities, their families and our communities. She is caring, committed and is able to handle challenging situations with relative ease. Her calm demeanor,

paired with her positive outlook on life, creates an atmosphere of growth and stability. She is always willing to adjust her schedule to meet the needs of the people she supports, putting their needs above hers. In addition to this, she has taken on the role of mentor with the newer staff that she works with, ensuring that they start out with good work habits.



## NYSID William B. Joslin Outstanding Achievement Award

NYSID's annual people-centered program, recognizing exceptional vocational and personal success on Preferred Source jobs, pays tribute to William B. Joslin's dedication to creating employment opportunities for people with disabilities. Throughout a distinguished human services career, Bill Joslin championed employment as a key to indi-

vidual success. It is in Bill Joslin's memory that the Joslin Awards Program was established to annually recognize New Yorkers with disabilities succeeding through Preferred Source employment. In 2010, Michael Harrison was one of the 50 people statewide to be awarded the William B. Joslin Outstanding Performance Award based on

the excellent work he does building picnic tables. His Nomination letter read that Michael is, "the powerhouse pulling, pushing, and stacking the wood to build the tables...the more work there is, the better for Michael, because as his piles get higher he sees and feels a great sense of accomplishment". What a great year for Michael!



## National Direct Support Professional Appreciation Week

Throughout the week of September 19th, we celebrated the extraordinary efforts of our hard-working Direct Support Professionals. Throughout the agency, appreciation was shown in a number of ways: pizza parties, barbecues, breakfasts, lunches, thank you cards, and much more! As part of National Direct Support Professional Recognition Week, DSPs were given the opportunity to call in and vote for a co-worker who they thought deserving of the title **Direct Support Professional of the Year**. While we received votes for many of our outstanding DSPs, we also received votes recognizing teams of co-workers. Many votes were received for all DSPs working for Central Region Day Habilitation Centers. Their ability to work together and always remain flexible while continuously fulfilling our mission makes them a great team! Everyone at North Road decided they did not want to recognize one individual because they are at their best working as a **TEAM: Together Energetic Accelerated and Motivated**.



*Pat Sprague - DSP, Barb Thomas -Director Northern Region; Debbie Mandy - DSP; Beth McKenna - Chief Operating Officer; Shelley Wertz - DSP; Dana Allen – Director Western Region; Lisa Lee - DSP, Sarah Louer - Director Clinical Services & Central Region*

*“I am honored to be chosen as DSP of the Year. Throughout my 17 years, I have worn a few different hats, and have had the good fortune to work with many great co-workers. As a team we have stayed united in fulfilling the mission of our Agency.” - Debbie Mandy*



Pat Sprague—Western Region; Debbie Mandy—Central Region, Shelley Wertz—Southern Region; Lisa Lee—Northern Region

*“My job is rewarding as well as stressful at times, but I really enjoy giving back to others who need my support. I am a mother of four and take life one day at a time.” - Shelley Wertz*

## Home-Based Supports & Services

One of the wonderful attributes of the Home Based Supports and Services Program is the fact that our staff are able to work directly with families, become a part of their lives, and, in a real sense, help to maintain the fabric of their family unit. There has been tremendous growth in the rapport between our agency and these families this year!

One hundred and thirteen families received direct service in 2010. When this department was restructured in 2008 there were fifteen families served. We now have a presence in just about every town in the county: Lake Placid, Upper Jay, Jay, Wilmington, Elizabethtown, Keene, Bloom-

ingdale, Keene Valley, Keeseville, Lewis, Whalonsburg, Willsboro. Ausable Forks, Port Kent, Peru, Westport, Moriah, Port Henry, Crown Point, Ticonderoga, Schroon Lake, Minerva, Olmstedville and , Hague. This rapid growth in such a short period of time reflects the real need for these services in our county.

Last Spring, during school break direct support staff members Heidi Snow and Jen Fleury offered to provide families in the Moriah/Ticonderoga area served by HBSS with activities during these vacation days. A wide array of activities were offered to the children which included swim-

ming at the Best Western, gymnastics at Moriah Central School and a pizza party at Best Western. This is one idea that will definitely be repeated in the years ahead.

Specific families had been asking for some time for additional support from the Agency to address difficult situations at home. A grant was written up in 2010 by Sarah Louer, Michael Karp, and Amanda Bechtold to meet this need. By October of 2010 the Autism/ Crisis Intervention Program was in full swing. This grant provided staff support to families who had children with an autistic diagnosis and who in particular weren't getting enough behavioral/crisis support. By December children of ten

families were supported in the autism program and five in the crisis intervention group. It is felt that this will be another program that will grow rapidly within a short time period.

We are proud of our work in 2010. We have become a vital service to so many and are continuing to serve more and more each week.



### NYSARC, Inc. Scholarship and NYS DDPC Achievement Award



Ms. Raechel Cutting, Assistant Manager, received both the NYSARC, Inc. Scholarship and NYS DDPC Achievement Award. The Jonathan Weingold Scholarship is presented in memory of Jonathan Weingold, son of Joseph T. Weingold, long-time NYSARC Board of Governor. Jonathan was considered to be a symbol of the people supported by NYSARC, Inc. This award is presented to full-time employees of a NYSARC, Inc. Chapter, who wish to further their education. Raechel Cutting is working towards her Associates Degree

in Human Services at North Country Community College, and plans on working toward her Baccalaureate Degree in a related field at Empire State College. Raechel was nominated for this award because of her drive and commitment to learning and the application of that learning to providing high quality supports to service recipients. We are pleased she was chosen to receive this award.

The New York State Developmental Disabilities Planning Council (DDPC) Consumer Caucus held its 24th Achievement Awards Dinner & Ceremony on October 27th, 2010, in Albany. The DDPC Achievement Awards recognizes those individuals and organizations that have shown extraordinary efforts in personal growth, community growth, not just personally but for all New Yorkers with developmental disabilities and their families. Raechel Cutting received the Developmental Disabilities Planning Council Achievement Award in the category of Employee of the Year.

The New York State Developmental Disabilities Planning



### Helen F. McDonald Golf Classic

Ms. Helen F. McDonald was a passionate volunteer and gave her services to many organizations, including being a long-time Board Member of Mountain Lake Services. When she was not spending her time serving others, you could find her out on the golf course. Helen was proud of the accomplishments and services of Mountain Lake Services. We hold this golf tournament in her honor to celebrate her dedication to supporting individuals with intellectual and developmental disabilities and her love of the game.

This year's Helen F. McDonald Memorial Golf Classic was a great success. Beautiful weather set the scene for a wonderful day on the course. **There were 30 teams and \$7,109.00 was raised.**



## 12th Annual Triathlon— “Battle for the Paddle”

12th Annual Mountain Lake Services Triathlon was a great success. Over 40 athletes participated either as individuals or as teams and paddled, ran and biked their way to a fantastic day. With a grill fired up at the finish line, and our agency band *Generationz* providing music, this event was entertaining for athletes and their fans. The agency competi-

tion, the Battle for the Paddle, was won by two teams. Kaitlin Egglefield, Donna Jerdo and Roy Gibbs won the Recreation category and Pam Sayward, Cara Goodnough, Barb Thomas and Tony Charles won the Iron division. Thank you to all of our volunteers and athletes for making this a great event!



## Agency Celebrations: Annual Picnic, Board & Employee Dinner, Holiday Party

Everyone who is part of Mountain Lake Services enjoys a good party. Our Annual Picnic was held on July 15th on the front lawn of the H. F. McDonald Center.

Many enjoyed attending the Board & Employee Dinner at the Crowne Plaza in Lake Placid. For the first time in years, there were door prizes, music from Peacock Music, and dancing.

The Holiday Party was brought back as a tradition in 2010. A record number of attendees enjoyed each other's company at the Best Western in Ticonderoga.

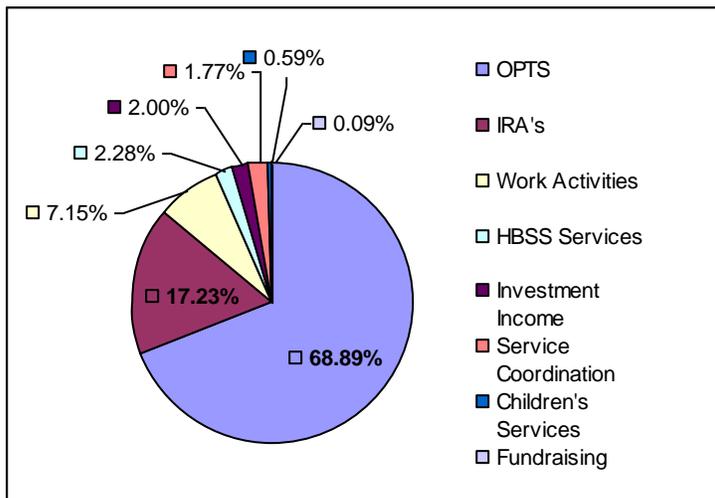
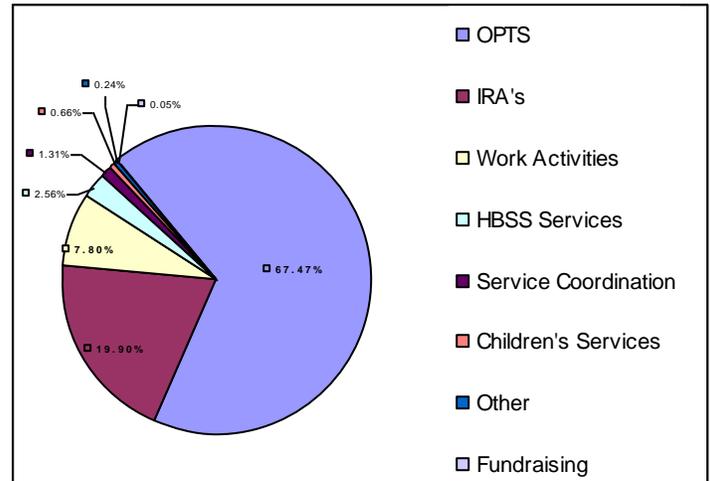


## Financial Statements

### Expenses

#### Statement of Profit and Loss for the Year

	2010	2009
<b>OPTS</b>	\$24,264,811	\$23,484,394
<b>IRA's</b>	\$7,155,697	\$7,713,061
<b>Work Activities</b>	\$2,806,429	\$2,599,719
<b>HBSS Services</b>	\$919,225	\$810,380
<b>Service Coordination</b>	\$470,136	\$592,909
<b>Children's Services</b>	\$239,057	\$212,234
<b>Other</b>	\$87,391	\$37,650
<b>Fundraising</b>	\$19,687	\$15,824
<b>Total</b>	\$35,962,433	\$35,466,172



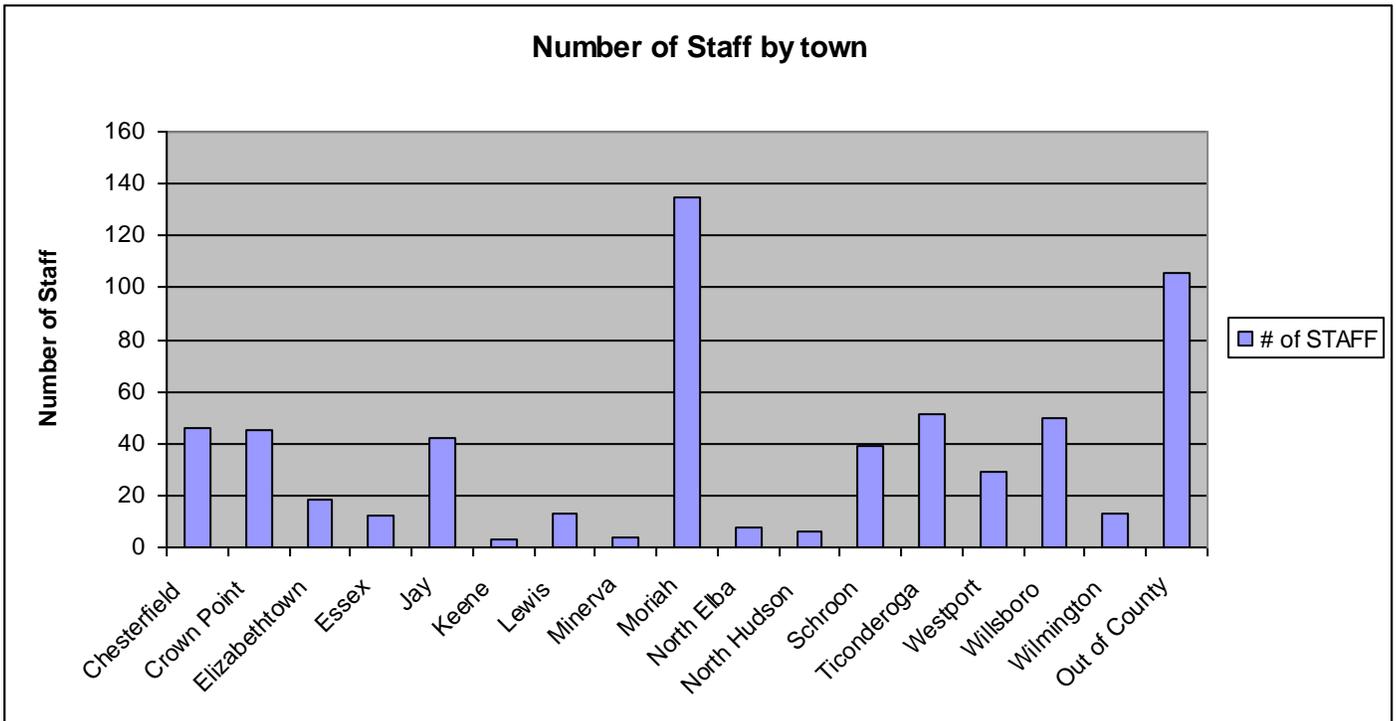
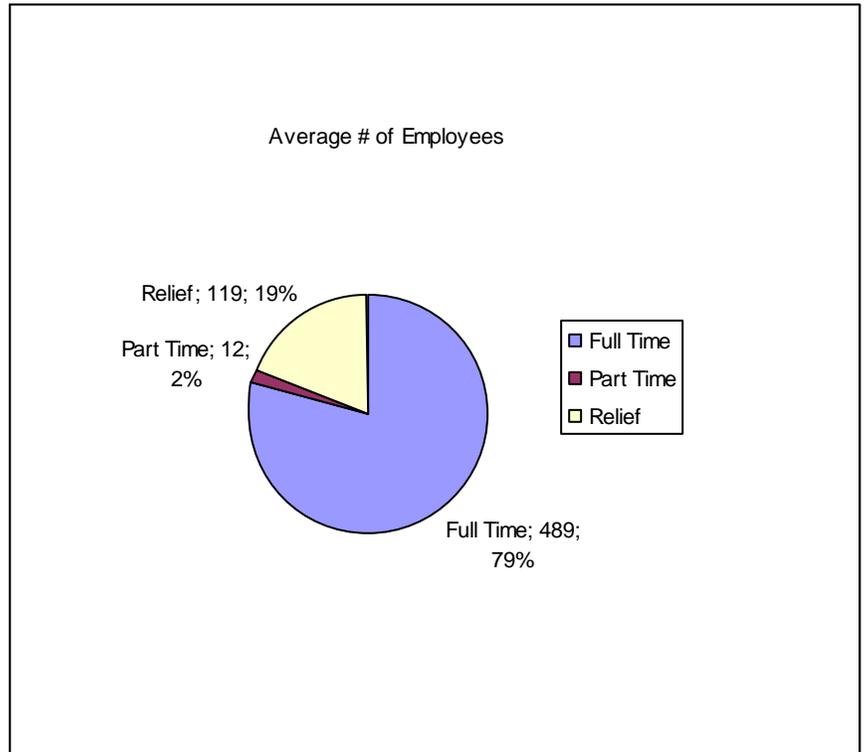
### Revenues

	2010	2009
<b>OPTS</b>	\$26,435,566.61	\$24,450,511.71
<b>IRA's</b>	\$6,610,141.70	\$7,090,830.66
<b>Work Activities</b>	\$2,743,600.44	\$2,366,496.49
<b>HBSS Services</b>	\$873,767.25	\$760,058.79
<b>Investment Income</b>	\$768,497.73	\$1,086,258.67
<b>Service Coordination</b>	\$679,698.02	\$679,221.80
<b>Children's Services</b>	\$228,289.15	\$186,657.70
<b>Fundraising</b>	\$34,642.59	\$46,638.82
<b>Total</b>	\$38,374,203.48	\$36,666,674.64

## Human Resources

### Quick Facts from 2010:

- 584 external applications processed.
- 182 internal letters of interest received.
- One hundred and sixty two outside applicants were interviewed.
- The agency welcomed approximately 77 new employees.
- Of the 77 new hires, 62 were direct support professionals.
- The average number of employees throughout 2010 was 620.
- The agency provided health insurance benefits to approximately 313 full time employees.
- Approximately 376 full time employees were enrolled in the agency dental plan.
- Expenditures for tuition reimbursement totaled \$3,842.41.





*Essex County Chapter, NYSARC, Inc.  
d/b/a Mountain Lake Services*

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[www.mountainweaversguild.com](http://www.mountainweaversguild.com)

Thirty-five years ago, a small group of parents came together in the Adirondacks to secure services for their loved ones with developmental disabilities. With Gerald B. Edwards at the helm of this Board and Chuck Hayes its first Executive Director, the Essex County ARC made leaps and bounds throughout the years, not only serving people in every part of the county well, but, in many cases, being a trail blazer in the execution of these services.

From assisting in creating homes not only for folks in our neighborhoods but providing quality residences for people who had spent decades in downstate institutions, the agency has been a model for helping people with challenges become a part of their communities. Our woodwork shop in Mineville known as Essex Industries and our Weavers' Guild in Port Henry are sterling examples of the creativity of this organization in matters both of innovative business and in serving our people.

Now known as Mountain Lake Services, our agency, with the Board guided by Shelley Winters, is looking forward to the leadership of our new Executive Director Martin Nephew and his mission to complete right-sizing in the residences within the next few years.

It has been an amazing thirty-five years of thoughtful development and wishes and dreams fulfilled.

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## Board of Directors

### Officers

President: Shelley Winters

Vice President: Cherie Indelicato, Esq.

Secretary: Marla Rodriguez

Treasurer: Edna Coonrod

### Board Members

Gerald B. Edwards

Margaret Kolodzey

Betty LeMay

Jane Martin

Tonya Vassar

Wendy Wintle



**View of Mountain Lake Services from the shores of Lake Champlain. Photo taken by individuals who receive services at the Emily C. Neville Center in Lewis, NY.**