



The Power of



COMMUNITY

Partnering to Enrich Lives

2017 Arc Herkimer
Annual Report



Our Finances

2017 Income by Source*

Total Revenues:	\$25,608,657
Program Related Services	\$17,554,722
Herkimer Industries Sales	\$6,139,205
Fund Development	\$521,417
Other Revenues	\$1,393,313

2017 Total Expense by Type*

Total Expenses:	\$25,507,809
Wages	\$11,872,635
Employee Benefits	\$2,966,869
Program Related Expenses	\$10,101,961
Other Expenses	\$566,344

Net Surplus: \$100,848

2017 Finances Unaudited.*

* Audited financial statements were not available at the time of printing the 2017 Annual Report.

2016 Income by Source

Total Revenues:	\$25,001,458
Program Related Services	\$17,299,624
Herkimer Industries Sales	\$6,535,582
Fund Development	\$459,783
Other Revenues	\$706,469

2016 Total Expense by Type

Total Expenses:	\$24,795,188
Wages	\$11,484,105
Employee Benefits	\$2,445,556
Program Related Expenses	\$10,436,969
Other Expenses	\$428,558

Net Surplus: \$206,270

2016 Finances Audited.

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For more info. visit:
Arc Herkimer
www.archerkimer.org

Herkimer Industries:
www.herkimerindustries.com

New York International Wine Auction:
www.nyiwa.com



Our 2017 Board of Directors

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Kevin Crosley

Our Mission

“Empowering people with disabilities and enriching lives throughout our community.”

The Power of Community: Partnering to Enrich Lives

A Message from our President/CEO and Board Chair:

As we reflect on 2017, we can't help but focus on our ability to develop and maintain professional relationships and create positive partnerships with our community for the betterment of the people we support. We continually seek out new program alternatives for people with the ultimate goal of enriching and advancing their lives.

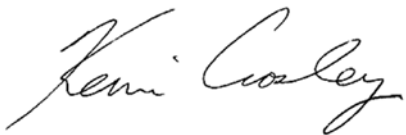
Certainly, a highlight for the year was the opening of our fully accessible recreation park, aptly named Arc Park. In the short time since it opened and before winter, throngs of people frequented the Park from all over the region. It was a culmination of years of effort by numerous people and bringing it to fruition was no easy task. However, the Park's Vision Statement, "Enriches lives throughout the region by bringing together people of all ages and abilities for a unique recreational, wellness, and social experience that fosters community for all"—indeed hits the mark.

Partnerships strengthen relationships as we make connections and work together for a shared vision. We acknowledge and thank all those who have chosen to help our community grow, while we lay the foundation for our future.

Many other collaborative highlights made 2017 another successful year for Arc Herkimer. There will be more collaborations in the future as our industry continues to push for efficiencies within the system, while not compromising the quality of supports being offered. We will continue to strive to do all we can to ensure the development of opportunities for growth with each individual we support.

The Power of Community: Partnering to Enrich Lives.

Sincerely,



Kevin Crosley
President/CEO



Robert K. Watkins
Board of Directors Chair



Kevin Crosley



Robert K. Watkins

The Power of Community: Partnering to Enrich Lives

► **Partnering to Create Innovative Products** — Herkimer Industries (HI) teamed up with Z-Medica for a banner year of sales tallying \$750,000. Z-Medica is a privately-held medical device manufacturer based in Wallingford, CT that is focused on the development, sales, and marketing of innovative hemorrhage control products for healthcare providers, military personnel, the law enforcement community, first responders, and customers around the globe. HI is proud to be a primary kitting house, producing Bleeding Control Training Kits, Portable Kits, Wall Mounted Kits, and Personal Kits that are assembled and packaged. Order fulfillment is also completed in Herkimer, NY by workers with disabilities. HI takes great pride in producing these life-saving kits.

The Herkimer Industries' Sales Team: Suzanne Bakiewicz, National Business Development director, and Scott Riffle, Contract Sales manager, talk about packaging with Mary Bruce, seated, who is packaging Stop the Bleed Portable Kits.



Staff who helped create an independent living apartment for Gerry, seated center, and took time for a photo in the new space include from left, the Maintenance team: Don Reynolds, Jesse Marlowe, Carl Vadney, and Supports & Services staff: Cindy Schrader, Jessica Lamanna, seated, and Andy Davis.

◀ **Teaming Together to Enrich Lives** — After retiring, Gerry Lopata consistently voiced in his Person Centered Planning (PCP) meetings that he wanted to live independently. During PCP sessions, individuals and family members have the opportunity to discuss what's most important to them in their lives. To support that wish, the staff at the Westwood Drive home worked over the years to carve out personal space for Gerry—converting a downstairs storage room into a living room in the split-level house. Gerry still dreamed of having his own private apartment.

Throughout 2017, a creative team consisting of Supports & Services and Compliance & Quality staff along with a maintenance crew set out to plan and build a separate apartment—complete with full bath, kitchen, living room, bedroom, and his own entrance. Gerry was genuinely thankful this Thanksgiving when he moved into his newly renovated space. He now lives independently but can rely on residential house staff upstairs to help him if he needs assistance. To Gerry, it's a dream come true. He loves his new "comfy" furniture and having friends and family visit.

The Arc Herkimer's "dream team" helping to plan and create Gerry's apartment included: Maintenance: Don Reynolds, Jesse Marlowe, and Carl Vadney. Supports & Services staff: Cindy Schrader, Jessica Lamanna, and Andy Davis. Compliance & Quality staff: Richella Abell-Hawes, Art Parmer, Christine McKinney, and Tim Klock.

Collaborating for Opportunities

► **Project Search** — Arc Herkimer and Herkimer College partnered together to provide the first Project SEARCH internship program for young adults with disabilities at a community college in the United States. The inaugural class of five interns participated in a graduation ceremony on May 18th and shared the moment with staff, family, and friends.

Project SEARCH is an international trademarked and copyrighted program model that solely focuses on employment for participants. The local program is a 40-week partnership that has a sole objective and intensive focus on achieving competitive jobs and maximum independence for each participant. Interns participated in daily classroom instruction and gained hands-on work experience by rotating among three unique, unpaid internships at various sites at Herkimer College throughout the academic year. Skills learned by interns will be marketable in their search for community employment. The program is a success and continues with a new class in 2017-18.

The 2016-17 Project SEARCH interns, from left, Katherine Moore, Matthew Ingerham, Dakotah Dunham, William Jaquish, and Clayton Reed. The group enjoyed a graduation ceremony, complete with caps and gowns, certificates, and friends and family.



◀ **Youth Services Program** — Arc Herkimer’s Career Connections is partnering with Herkimer Working Solutions to offer a Youth Services Program to area youth in Herkimer County, ages 16 to 24, who are out of school or without a job, to help change direction in their lives.

The program is funded through a grant for individuals deemed eligible under the Workforce Innovation & Opportunity Act (WIOA).

Services available include tutoring, work experiences, occupational skills training, leadership development, supportive services, adult mentoring, counseling, financial literacy education, entrepreneurial skills training, labor market and employment information, and transition activities.

Arc Herkimer staff joined together with Working Solutions to introduce a new program for youth including, from left, Lorene Bass, executive vice president, Supports & Services; Shawn Schultz, vice president, Supports & Services; Robin Mattox, Career Connections director; Staci Nichols, case manager; all from Arc Herkimer, and Karin Piseck, manager, and Marietta Phillips, employment specialist, both from Herkimer Working Solutions.

Collaborating for Opportunities

▼ **Honoring Partners** — Career Connections, the employment division of Arc Herkimer, honored Oneida-Herkimer Solid Waste Authority, located in Utica, NY with the 2017 Employer of the Year Award.

The award recognizes outstanding continued commitment to providing employment opportunities for people with disabilities. The Authority also received a 2017 Central New York Employment Recognition by the Central New York Office for People with Developmental Disabilities (OPWDD) during National Disability Employment Awareness Month in October. The Authority also has a model workforce with a culture to include individuals with disabilities and to make them part of the team, which includes Paul D'Amelio.

Staff from Arc Herkimer presented the Oneida-Herkimer Solid Waste Authority with the Career Connections 2017 Employer of the Year award. Those on hand for the presentation include: Kevin Crosley, Arc Herkimer president/CEO; Paul D'Amelio, recycling center employee; Dan Dowman, Authority Recycling Center manager; Catherine Loomis, Career Connections assistant director; Bill Rabbia, Authority executive director; Jodi Tuttle, Authority Human Resources coordinator; Shawn Schultz, Arc Herkimer VP - Supports & Services; Brittany Edwards, Career Connections, employment service specialist; and Robin Mattox, Career Connections director.



▲ **Connecting People to Work** — Career Connections, a division of Arc Herkimer, moved to 257 N. Main Street in Herkimer, NY in December to better serve individuals seeking employment.

Career Connections joins other tenants, Herkimer Working Solutions Career Center and New York State ACCES-VR (Adult Career and Continuing Education Services-Vocational Rehabilitation) in centralized offices in the Village of Herkimer, all providing services to put people to work. All three organizations work together collaboratively for vocational rehabilitation and to help job seekers and businesses in Herkimer County to find employment and employees.

Career Connections had a stellar year in 2017 assisting individuals with disabilities to work toward and to find employment. The employment division assists individuals with disabilities, ages 16 and older, in obtaining meaningful employment, based on each person's interests, skills, and needs.

Current Career Connections staff includes: seated from left, Brittany Neff, Andrew Cosme, Rebecca Brownell. Second row, from left, Sheryl Amidon, Janine Rounds, Maegan Laymon, Amanda Ortiz, and Staci Nichols. Back row, from left, Selena Drincic, Kayla Smith, Catherine Loomis, Sylvia Jaikin, Robin Mattox, and Miranda Meinzer. Missing from photo: Ginny Koch, Melanie Beardsley, Tim Whaley, Brittany Edwards, and Nicole Knapp.

Partners Recognizing Excellence



Kevin Crosley

- President/CEO Kevin Crosley was honored with an Outstanding Professional Achievement award from the National Council of Executives (NCE) of The Arc of the United States at an NCE awards luncheon at the annual National Convention in San Diego, CA.

The award recognizes NCE members who live by the core values of The Arc by providing leadership resulting in outstanding achievement and a significant improvement in supports and services for people with intellectual and developmental disabilities and their families. Recipients also have been recognized and valued by their peers and communities.

Recipients also have been recognized and valued by their peers and communities.

- The American Society for Quality (ASQ) - Mohawk Valley Section honored Executive Vice President, Supports & Services, Lorene Bass as the 2017 Quality Person of the Year. Bass was recognized for her technical and leadership skills in leading multidisciplinary teams to an outstanding performance level. ASQ is a global community of people passionate about quality, who use their tools, ideas, and expertise to make the world work better.



Lorene Bass

- Wendy Herringshaw was honored with the New York State Direct Support Professional Recognition for 2017. Herringshaw was recognized for her exemplary work in furthering community inclusion and full participation for the many Americans living with intellectual, developmental, and other disabilities.



Wendy Herringshaw

The American Network of Community Options and Resources (ANCOR) is a national, nonprofit trade association representing more than 1,200 private community providers of services to people with disabilities.

- Vice President of Compliance & Quality, Richella Abell-Hawes, was recognized with the 2017 Follow the Leader Award from Leadership Mohawk Valley.

The Power of Community: Partnering to Enrich Lives



Richella Abell-Hawes

The award is given annually to a past graduate of the LMV program who has demonstrated excellence in the workplace and/or community.

Leadership Mohawk Valley is committed to the growth and development of individuals as leaders to the benefit of self, organization, and community.

Arc Herkimer was named Agency of the Year by the Self-Advocacy Association of New York State (SANYS)—an organization for and led by people with the challenge of a disability to assure the civil

rights and responsibilities that include the opportunities and choices of equal citizenship. The association accomplishes this by educating, advocating, networking, supporting, communicating, improving quality of life, sharing information and resources, and promoting respect and dignity.

- Arc Herkimer was honored for its commitment to the self-advocacy movement for over 25 years, along with the support of self-advocates. Initiatives recognized include fundraising efforts and creating the Arc Herkimer Business Park, which provides jobs for people with disabilities, and opening Arc Park, a place where people of all abilities can enjoy exercise and recreation.



Arc Herkimer Named SANYS Agency of the Year

Richella Abell-Hawes, right, VP-Compliance & Quality, congratulates, from left, Jason Marlowe, assistant director, Compliance & Quality, and advisor, and members of the People Are Beautiful Self-Advocacy Group: Jason Yero and Amanda Jeffreys for being named "Agency of the Year" by SANYS.

Working Together to Create a Regional Asset: Grand Opening of Arc Park

► **Partners in Health** — Hundreds of people joined in the Grand Opening celebration in June with events that included a 5K, free children's run, awareness walk, opening ceremony, book signing by national best-selling author Rachel Simon, demonstrations by the Mohawk Valley Diamond Dawgs and Sitrin Stars, a magician, music by Fritz's Polka Band, a Boneyard BBQ, and more!

Arc Park, a collaboration between Arc Herkimer and the Village of Herkimer, is located directly behind the Arc Herkimer Business Park at 420 East German Street in Herkimer, NY.

Arc Park meets a regional need for a public park that serves children and adults with disabilities who previously had no access to traditional playgrounds in the area. The park will welcome tens of thousands of people of all ages and abilities, and features age-appropriate playground areas: ages 6 to 23 months, 2 to 5 years, and 5 to 12 years. Additionally, there is a baseball field, basketball court, and fitness trail that includes five exercise stations, a concession stand, family pavilion, and bandstand.

To date, Arc Herkimer continues to fund raise for the park and for ongoing maintenance of the facility.



Over 50 children ran the inaugural Children's Run throughout Arc Park. The day also included the annual Heart and Sole 5K run, with new route, and a Walk In My Shoes Awareness Walk.



◀ **Partners in Recreation** — Arc Park committee members and special guests joined together for an official ribbon cutting and park opening ceremony. The partnerships Arc Herkimer created through building the Arc Park project have been amazing. The park is not only fun, but it's helping to improve the health of those who visit from a nine-county region.

Those on hand to cut the ribbon included, front from left cutting ribbon Arc President/CEO Kevin Crosley and Herkimer County Chamber Executive Director John Scarano. Back row, from left, Jan Squadrito, The Community Foundation of Herkimer & Oneida Counties, Inc., Bob Wellington, Herkimer County Legislator Bernard Peplinski Sr., Arc Herkimer VP-Strategic Development Frank Reid, Martin Babinec, Park Committee co-chairperson, Herkimer Mayor Anthony Brindisi, Herkimer County Legislator Peter Manno, Chip Hummel, Park Committee co-chairperson, Arc Herkimer Board Chair Robert Watkins, Senator James Seward, Assemblyman Brian Miller, and Assemblyman Marc Butler. Missing from photo: George Aney, Park Committee co-chairperson

The Power of Community

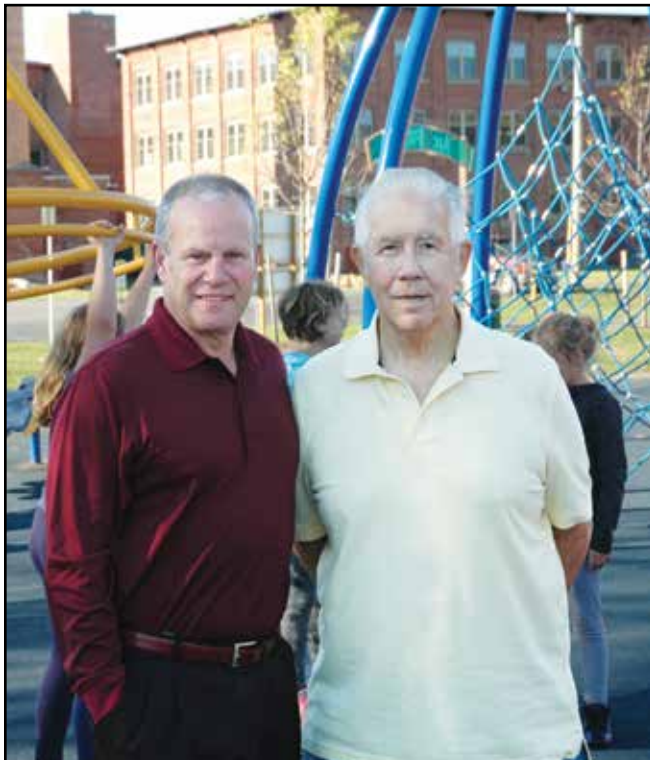


◀ **Health Partners** — Herkimer County HealthNet (HCHN) Executive Director Dr. Thomas Curnow presented a \$3,000 check and a Mohawk Valley Mile sign to Arc Herkimer in support of Arc Park and healthy recreation. HCHN applauds Arc Herkimer for the organization's commitment to creating recreational opportunities in the community and being the first fully accessible park in the area.

From left, Herkimer County HealthNet's Program Coordinator Elyse Enea Bellows and Executive Director Thomas Curnow present Arc Herkimer's President/CEO Kevin Crosley and VP-Strategic Development Frank Reid with a \$3,000 check and Mohawk Valley Mile signage.

▶ **Building Partners** — Arc Herkimer partnered with many area companies for the construction of the recreational park. As a gesture of appreciation to Arc Herkimer for creating a beautiful project, employees from Klepper, Hahn & Hyatt (KHH) and WM. J Keller & Sons Construction Corp. donated their time to prep the paver subbase and deliver and set the donor pavers.

Standing, from left, Jim Palumbo, KHH, Ward Kuyrkendall, WM. J Keller & Sons, Arc Herkimer Maintenance Director Vince Prestigiaco, Todd Sealy, KHH, and front kneeling, Nick Kuyrkendall, WM. J Keller & Sons.



◀ **Legacy Partners** — A generous \$50,000 gift given by Paul Kucerak of Herkimer, NY to Arc Park turned into a \$90,000 donation at Arc Herkimer's major charity event: the New York International Wine Auction (NYIWA). Kucerak supported utilizing his donation as a catalyst for a matching gift for the Fund-a-Need lot at the September 30th fundraising event. Kucerak and other generous park donors will impact generations by allowing children and adults of all abilities to enjoy recreation at a park that welcomes everyone.

From left, Arc Herkimer President/CEO Kevin Crosley gives Paul Kucerak a tour of the recreational destination which is deemed a regional asset.

Celebrating Staff and Community Partners in 2017

▼ **Recognizing Service and Dedication** — Staff and board members, individuals supported, and family members were recognized throughout 2017 and honored for their inspiration, service to others, and dedication to uplifting people with disabilities.

- The Inspiration Award is presented each year to an individual who faces the challenges of a disability with a positive spirit to inspire others; who serves as a role model; and whose contributions enhance the quality of life for friends, family, and the community.

This year, two associations were honored: The People Are Beautiful Self Advocates and the Direct Support Professionals (DSP) Advisory Group. Both groups work tirelessly to energize others and to create a sense of direction, purpose, and excitement to foster momentum for change. They work separately as well as collaboratively to make a monumental impact for people with disabilities and for DSPs at Arc



Arc Herkimer staff and the Arc of the United States CEO Peter Berns, second from left, congratulate the Self-Advocacy Group for being recognized with the Inspiration Award. The group includes front from left, Mary Rose Trask and Lecia Hoke. Back row, from left, Jason Marlowe, assistant director, Compliance & Quality, Berns, Renee Gollegly, Tuesday Beach, Jason Yero, Brian Wedemeyer, Amanda Jeffreys, and Arc President/CEO Kevin Crosley.



Arc Herkimer staff and the Arc of the United States CEO Peter Berns, second from left, congratulate William Rankin, center, for being honored with the Person to Person award. The group includes, from left, Jackie Lawson, classroom lead, Berns, Rankin, Lorri Ingersoll, assistant supports & services director, and President/CEO Kevin Crosley.

Herkimer, within the community, and New York State.

- The Person-to-Person Award honors a person in the community who enables individuals with disabilities to achieve their full potential and to live enriched lives. William Rankin was honored for his work in helping with Arc Herkimer's gardening and greenhouse programs. He started as a customer. He then donated bulbs and plant cuttings and continued to visit to answer questions and give advice. This customer relationship blossomed into volunteering Tuesdays and Thursdays to help teach a greenhouse class. Rankin has a vast wealth of knowledge as a master gardener, and he is sharing that with individuals supported.

- Members of the Arc Herkimer Corporate Guardianship Committee were recognized as Volunteers of the Year. Awards recipients included Marion Lawrence, Mary Jane Chlus, Irene Euron, Karolyn Lado, Dorothy



Arc Herkimer relies on community volunteers who are members of the Corporate Guardianship Committee. This caring and compassionate group assists individuals with developmental disabilities who have no family members or caretakers who can fulfill the role of legal guardian. The committee values and assists individuals to maintain their family contacts and arranged for Freida Hill, right, supported by Corporate Guardianship, and her brother Ron Hill, left, to go to an Elvis Tribute concert. Both are supported by Arc Herkimer and staff strives to get the two together frequently.

Massinger, Karen Meiss, Adrienne Hunt, and Marie Scialdone. The Guardianship Committee assists individuals with developmental disabilities, age 18 and over, who have no family members or caretakers who are able or willing to fulfill the role of legal guardian. The committee is comprised of volunteer voting members and a staff coordinator. The group works together to provide services oversight and the voice of a caring family member in advocating the best interest of those individuals they support.

- The Employee of the Year Award in Memory of Gail W. Brown recognizes an Arc Herkimer staff member, who has demonstrated the dedication and commitment, the creativity and vision, and the unconditional love for people with disabilities that Gail W. Brown exemplified in her service to the community.

Tammy Helmer-Bergen, coordinator of the Spirituality and Guardianship programs at Arc Herkimer, was honored for consistently going above and beyond to ensure that all the individuals she supports are treated with compassion and respect and that they are celebrated as individuals. She pitches in for other programs and outreach events and is a volunteer for major fundraisers for the nonprofit. In February, she ran a bowling event in memory of her son, Tom, to promote autism awareness and to benefit Arc Herkimer's autism program. Helmer-Bergen was cited for being the ultimate role model, putting others first, and showing she embodies the agency's values.

- Two retiring Arc Herkimer Board of Directors members were honored for their years of service. Marion Lawrence, a founding board member since 1969, and Jeanne De Paredes were recognized for their dedication, commitment of time, leadership, and support—all which have been invaluable in leading Arc Herkimer on the path of success. Both will now serve as Board Members Emeritus or honorary members.

- Service awards were presented to Arc Herkimer staff members: 35 years: Claudia Lowell and Cindy Schrader, Supports & Services, 30 years: Marie Grose, Supports & Services, Dean Jones, Transportation, and Robin Mattox, Career Connections. 25 Years: Becky Mead and Shawn Schultz, both Supports & Services. 20 years: Kelly Bunce, Transportation.



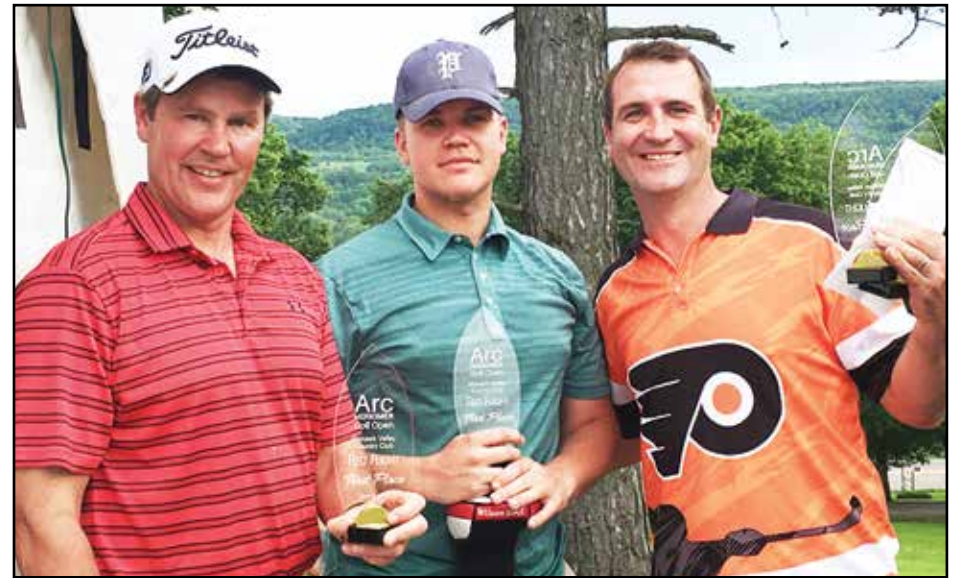
From left, Arc Herkimer Board President Robert Watkins thanks Jeanne De Paredes and Marion Lawrence for their many years of services to the Arc Herkimer Board of Directors.

The Power of Community: Partnering to Enrich Lives

► **Breaking Records with Partners** — Snow, rain, fire—nothing through the years has stopped a great day of golf to benefit people with disabilities at the Arc Herkimer's Golf Open. In April 2017, Mohawk Valley Country Club lost their clubhouse to a fire. The golf committee met and decided that while many businesses support Arc Herkimer for events, the nonprofit also needs to continue to uplift those loyal businesses and individuals who support the organization.

At the end of the day, the 2017 Golf Open achieved three records: the number of golfers at 125, record sponsorship, and gross funds raised at \$61,465. Proceeds from the golf open support unfunded programs for individuals with disabilities including Guardianship, Spirituality, and Self-Advocacy.

Arc Herkimer's Golf Open Winning Team: "Reeses Pieces" with golfers, from left, John Reese, Dan Reese, and Shaun Brennan. Missing from photo: Paul Hagen.



Frank Reid, Arc Herkimer VP-Strategic Development, left, allows Regina Bonacci a chance to use her purchased key to unlock the bird cage to release the diamond necklace. Bonacci serves on Arc Herkimer's Fund Development Committee.

◀ **The Power of Donors** — The New York International Wine Auction (NYIWA), one of the northeast's premier charitable wine auctions held September 30th at the Turning Stone Resort Casino, raised over \$304,000—marking the fourth time in the past five years that proceeds exceeded \$300,000.

Each year, the NYIWA team plans something unique for the auction: whether it be anniversary dinner wines created specially for the event, a special guest or wineries, among others. In 2017, a diamond necklace was placed in a bird cage. Auction attendees could purchase keys, with one lucky key opening the cage. Nearly 40 keys were sold raising over \$1,700.

One of the most memorable moments of the 2017 auction was the outpouring of generosity by attendees. Paul Kucerak, a steadfast donor to both NYIWA and Arc Herkimer, announced that whatever was raised in the Fund-A-Need Auction lot to support Arc Park, he would personally match. In the end, \$90,000 was raised in a matter of minutes to support the continued fundraising efforts for the new park that provides recreational opportunities for people of all abilities.

Top sponsors for 2017 included: Event Sponsor: WUTR - Eyewitness News. Tasting Sponsor: Scalzo, Zogby & Wittig, Inc. Toasting Sponsor: The Bonadio Group. Dinner Wine Sponsors: Planet Fitness and The Fountainhead Group, Inc.

Members of the William H. Privett Giving Tree, Heritage Society, and 2017 Donors and Sponsors

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 Friends of Dominic Frank & Karen Peterson
 Friends of Susan Streeter
 Friends of William H. Privett
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 Mr. & Mrs. Robert Streeter
 The Birthday Girls
 Mr. Anthony Vennera
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Heritage Society

Mrs. Elizabeth B. Babinec
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 Mr. & Mrs. David Bass
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 Mr. Kelly Brown & Ms. Jacqueline Lewis

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 Utica Sign & Graphics
 Valley Cinemas
 Venge Vineyards
 VJB Vineyards & Cellars
 Waste Management
 Waterfront Grille
 West Canada Legion Auxiliary #1524
 White Oak Vineyards
 WM. J. Keller & Sons Construction Corp.
 WUTR/ABC
 Yono's Restaurant
 Z-Medica

The Power of Community: Partnering to Enrich Lives

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A. Richard Cohen Family Fund
Ayco Charitable Foundation
Babinec Foundation
Burrell Fund
Faxton Street Home Fund
Herkimer County HealthNet
Hummel Family Fund
M&T Bank/Partners Trust
Charitable Fund
NYSARC, Inc. Trust Services
Oneida Nation Foundation
Rosamond G. Childs Fund
Stewart's Foundation
The Community Foundation of
Herkimer & Oneida Counties, Inc.
W. Easton Pribble Memorial Fund
Walmart Foundation
Wesley & Marion Small Fund

Government Support

Mohawk Valley Buy-Out Program
New York State Department of Health
Workforce Development Board

Households & Individuals

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