



***For people with intellectual and
developmental disabilities***

2022-2023 Annual Report

The Arc of the East Bay

Offices and Services

ADMINISTRATIVE OFFICES

1111 Walpert St.
Hayward, CA 94541
Executive Offices/Human Resources & Accounting
Phone: (510) 357-3569

ADULT DAY SERVICES

SCOPE-Hayward
Phone: (510) 394-9281

EMPLOYMENT SERVICES

Community Services
Phone: (510) 394-9886

ALTERNATIVE VENTURES PROGRAMS

Alternative Ventures Program-Hayward
Phone: (510) 582-8151

LEAP PROGRAM

LEAP Program-Dublin/Hayward/San Leandro
Phone: (510) 394-9886

OFFICERS AND DIRECTORS

OFFICERS

Pastor Betty Clark
Chairperson
Chaplains Without Walls

Vice Chairperson
Vacant

Anthony McDaniel
Secretary and Treasurer
Office Manager

DIRECTORS

Jim McGoff
Family Member

Shirley Thomas
Family Member

Erma Virgilio
Family Member

Jennifer Dunkle
Client Representative

LEADERSHIP TEAM

Ronald Luter
President/Chief Executive Officer

Patty Pistello
Director Human Resources

Joanne Rolle
Director of Programs

Judy Vierra
Executive Coordinator/Customer Service Manager

Cecilia Chau-Connolly
Director—LEAP Programs
Director—Community Services

Renee Tuttle
Director—AVP Programs

Phyllis Pippins-Roberson
Director —SCOPE Program

CONTENTS

Offices, Services, Board of Directors and Leadership

Page 1

Message from the President/CEO

Page 2

Programs at a Glance

Page 3

Financial Report

Page 4

Thank You to Members and Donors

Page 5

Mission and Vision Statements

Page 6

Our Mission

The Mission of The Arc of the East Bay is to provide advocacy, support, and education to persons with intellectual and developmental disabilities and their families throughout Alameda County. We will achieve this by promoting our Vision and Core Values.

Our Vision

Our vision is that every individual and family affected by intellectual and developmental disabilities in Alameda County will have access to the information, advocacy, and skills they need to participate as active citizens of our democracy and active members of their communities.

People with intellectual and developmental disabilities and their families shall have access to the supports they need to live a decent American life.

- By assuring they are valued, respected, and included in all communities.
- By assisting them in choosing their services and supports from many available sources.
- By empowering them through nonprofit advocacy, and assuring that State and Federal governments administer programs and set budgets that meet everyone's needs.

Will You Help?

We encourage volunteers to call, whatever your availability, skills or interests. Contribute what you can in time, interest, funds, political support.

Becoming a member is another way to participate. We have 6 levels of membership. All contributions, including membership fees, support local services and are tax-deductible as allowed by law.

Please make checks payable to:

The Arc of the East Bay
Attn: Membership Department
1101 Walpert St.
Hayward, CA 94541

For more information about
The Arc of the East Bay
Visit us at
www.arceastbay.org

A Non-Profit Organization
Member of The Arc California * Member of The Arc US * A United Way Bay Area Organization * CARF Accredited

Thank You To Our 2022-2023 Members and Donors

Wanda Aldrich
Association Maintenance Services
Enrico and Jane Bernasconi
Blaisdells Office Supplies
Yolanda Bowman-Mattox
Richard Cascio
Phyllis Ciardo
Pastor Betty Clark
Betty Conner
Deloris Cooper
Terry Connolly
County of Alameda ARPA Grant
Sandra Ellingsworth
Sarah Escowitz
Joseph Farias
Fidelity Charitable Fund
Richard Fitzmaurice
Linda Fitamaurice
Fremont Bank Foundation
Madeline Gallardo
Robert and Sydney Howard
Shannon Jurich
Edward and Ruth Kern
Michael and Johanna Lai
Susan Matye
Anthony McDaniel
Jim McGoff
Christine Miklas
Mutual of America
Art and Jackie Naftaly
John and Barbara Nagle
Anthony Parker
Richard and Jennifer Perrotti
Norman Petersen
Phyllis Pippins-Roberson
Theresa Pollard
Carolyn Roe
Dan and Bonnie Sill
Simplyfi Your Biz
Holly Singh
Steven Steward
Janet Tanaka
Joan Taugher
Shirley Thomas
Finna Tsang
Joyce Van Scyoc
Kimberly Vierra
Erma Virgillio
Carol Withers
Sol and Pauline Witriol
Alicia Wright

Message From The President / CEO

Executive Summary: Arc of the East Bay

Accomplishments and Resilience

- ◊ Incapacitation Period: From February to May 2022, Executive Director Ron Luter faced incapacitation.
- ◊ Executive Team Resilience: While COVID continued to create organizational and financial hardships the executive team—led by Judy Vierra (Executive Coordinator), Patty Pistello (HR Director), and Joanne Rolle (Operations Director)—operated outstandingly.
- ◊ Organizational Continuity: Their dedication ensured seamless operations, maintaining the organization’s quality services.

Achievements and Impact

- 1. Judy Vierra, Executive Coordinator:**
 - Judy played a pivotal role in streamlining communication across departments.
 - She implemented efficient processes for scheduling, project management, and team coordination.
 - Her attention to detail and proactive approach significantly improved overall organizational efficiency.
- 2. Patty Pistello, HR Director:**
 - Patty led successful recruitment efforts, ensuring the organization attracted top talent.
 - She revamped employee onboarding, emphasizing professional development and well-being.
 - Her commitment to fostering a positive work culture contributed to employee satisfaction and retention.
- 3. Joanne Rolle, Operations Director:**
 - Joanne oversaw day-to-day operations, optimizing resource allocation and logistics.
 - She spearheaded cost-saving initiatives without compromising service quality.
 - Her strategic vision and adaptability were instrumental in navigating challenges during the pandemic.

Financial Health

- Despite economic uncertainties, the Arc of the East Bay maintained financial stability.
- Strategic budgeting and prudent financial management allowed for continued program expansion.

Community Engagement

- The organization actively engaged with the community through virtual events, workshops, and out-reach programs.
- Collaborations with local businesses and community partners strengthened our impact.

Looking Ahead

- Building on these achievements, the executive team remains committed to advancing our mission.
- We anticipate continued growth, innovation, and positive outcomes for the individuals we serve.



Ronald Luter
President/CEO

Programs at a Glance

Adult Life Skills Program

The Arc's Adult Life Skills Program also known as SCOPE (Supported Community Options Project of the East Bay) is committed to serving persons with developmental disabilities to assure that each individual is given the opportunity to experience and participate as a valued member of the local community. Their approach is centered around four basic aspects of daily life: Domestic tasks; Recreation/Leisure activities; Community access; and Vocational activities. Within these domains our consumers concentrate on their skills of mobility, self-care, communication socialization, eating and intrinsic skills that pertain to each environment

Alternative Ventures Program (AVP)

The Alternative Ventures Program is a functional life skills building program. Instructional components are both program and community based. The activities are person-centered and focused. Activities can include volunteer work; physical fitness; trips to the community; computer building skills, arts and crafts; cultural awareness and diversity events with occasional paid work for those that want to work. The Arc has two programs located in the Hayward and San Leandro campuses.

LEAP Program (Life Skills, Employment, Access & Partnerships)

The purpose of the LEAP Program is to:

- Assist people in exploring their interests and needs while fulfilling their career goals and personal aspirations
- Access to better educational and economic opportunities connecting Work-Based Learning (WBL) and novel education options
- Provide individual informed choices and to acquire and utilize functional skills in a natural environment leading to a more integrated and independent life-style
- Access to the community will be full time and will serve as the source of content for program activities. Individuals will meet and be picked up at a base location and spend their entire day in the community 5 days per week. Clients will attend a half day training the last Friday of the month

Community Service Program

The purpose of The Arc is best illustrated by the Community Services Program—people who have disabilities working productively in their own communities, interacting with their neighbors as coworkers and service providers, and earning the pride and self-esteem that comes with a job well done. We match individuals eager to work with employers in their communities. The result is always a success. Employers report that they get some of their most dedicated and hard working employees. And an individual who has a developmental disability gets an opportunity to prove that he or she can work hard and get the job done. But our role doesn't stop after hiring day. The Arc of the East Bay continues to provide ongoing job coaching and support for as long as the individual is working— at no cost to the individual or company.

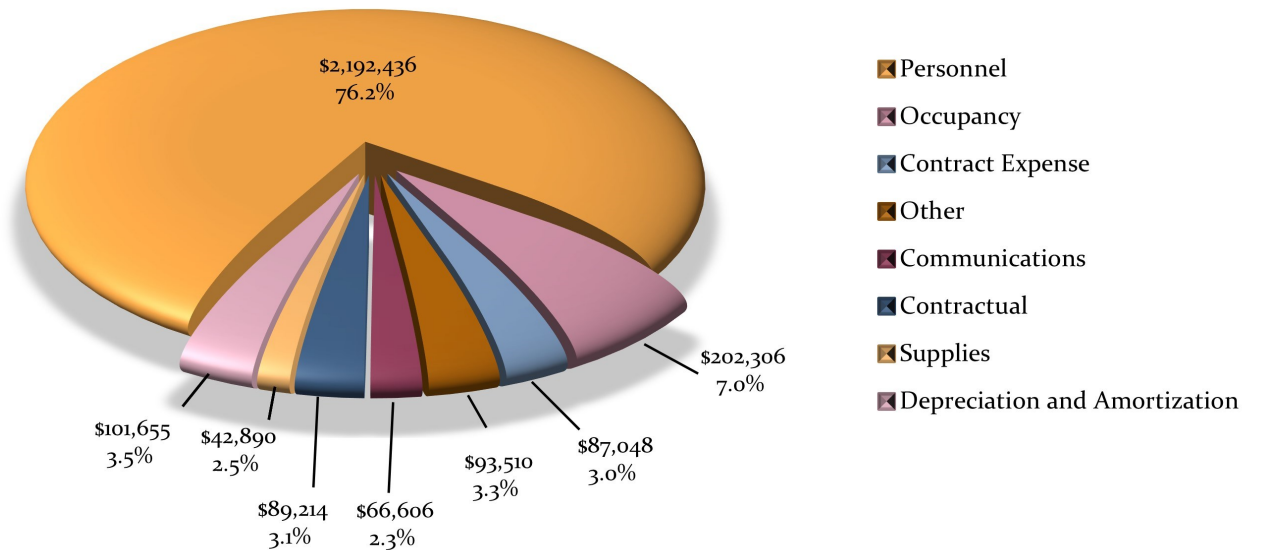
LifeLinks Golf Program

The LifeLinks program at The Arc of the East Bay introduces people with intellectual and developmental disabilities to the game of golf. With guidance from PGA professionals, volunteers provide participants with basic instruction on swing mechanics, chipping and putting. Over time, clients also learn the other fundamentals of golf: honesty, etiquette, sportsmanship, persistence and responsibility. The concept of “inclusion” is the heart of what we do at The Arc of the East Bay and there is perhaps no better inclusionary activity than golf.

Financial report for 2022-2023

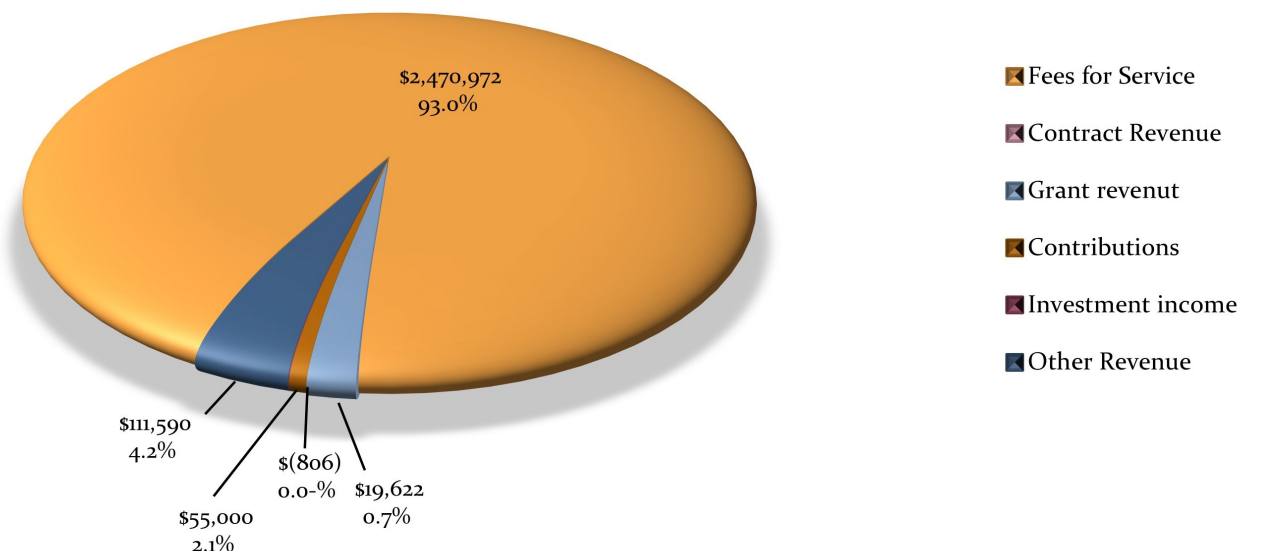
Expenditures 2022-2023

\$2,875,665



Revenue Resources 2022-2023

\$2,656,378



Our independent audit for 2022-2023 confirmed that we are managing the agency's resources with accountability and transparency.