



Empowering Lives... Building Community



The Arc[®]

Lehigh & Northampton Counties

ANNUAL
REPORT
23/24



APPROXIMATELY
**7 MILLION
PEOPLE**

in the United States have an diagnosed
intellectual or developmental disability.



The Arc is Advancing Inclusion

It is an incredible privilege and honor to serve as CEO of The Arc of Lehigh and Northampton Counties. From the moment I arrived, I felt the strength of this community—one built on a shared commitment to ensuring that individuals with intellectual and developmental disabilities (IDD) and their loved ones are valued, supported, and included.

My vision for The Arc is simple: to continue fostering a welcoming space where everyone belongs. Here, diverse talents and skills are celebrated, and every person—whether a participant, family member, staff, or supporter—is an essential part of the fabric of our community. Together, we are not just providing services; we are creating opportunities, breaking down barriers, and building a more inclusive world.

I look forward to working alongside all of you as we grow, evolve, and deepen our impact. Thank you for welcoming me so warmly—I am truly honored to be on this journey with you.

Lisa Musselman
CEO, The Arc of Lehigh &
Northampton Counties



The Arc is more than an organization—it's a community. Our clients and families, dedicated staff, generous donors, corporate and nonprofit partners, government allies, and committed Board members all share a passion for inclusion, opportunity, and respect for people with intellectual and developmental disabilities.

This year brought transition as we honored the retirement of our longtime CEO, Karen Shoemaker, after 25 years of impactful leadership. In August, we welcomed Lisa Musselman as our new CEO, and we are excited for the vision and direction she brings.

The Arc continues to grow. Our successes are possible because of this incredible community. Thank you for your dedication to ensuring people with IDD are valued, respected, and included.

George Lewis
Board President





The 39th Annual Allen D. Deibler Golf Classic

2023 marked The Arc's much-anticipated return to Southmoore Golf Course after holding our 2022 Classic at Riverview. In 2023, The Arc sold out our Golf Classic for the second straight year, **raising nearly \$43,000** to support our Advocacy Department. 2023 was also **a record-breaking year** for Allen D. Deibler Golf sponsorship support, with 33 sponsors contributing over **\$35,000**.

The Inclusive Bowling Bash

The Arc's **brand-new community bowling fundraiser** debuted at Hampton Lanes on March 10, 2024. The event sold out in under two weeks. The event sold out in under two weeks, welcoming 120 excited bowlers and **raising over \$11,000** for our Advocacy Department! The Inclusive Bowling Bash was The Arc's first new event in over a decade, and the first Arc fundraiser covered by WFMZ since 2020!



The 2024 One Step Forward Celebration

For the second straight year, our Celebration surpassed all records, making it the **largest and most inclusive** One Step Forward yet! We welcomed 224 attendees, a record-breaking number of auction packages, and re-set the bar for an Arc event with 47 sponsors, **raising over \$72,000** to support our Advocacy Department. 2024 introduced 2 new awards, our **Special Education Award** and the **Karen L. Shoemaker Community Impact Award** in honor of retiring CEO, Karen Shoemaker.



Wings for All® Returns to ABE

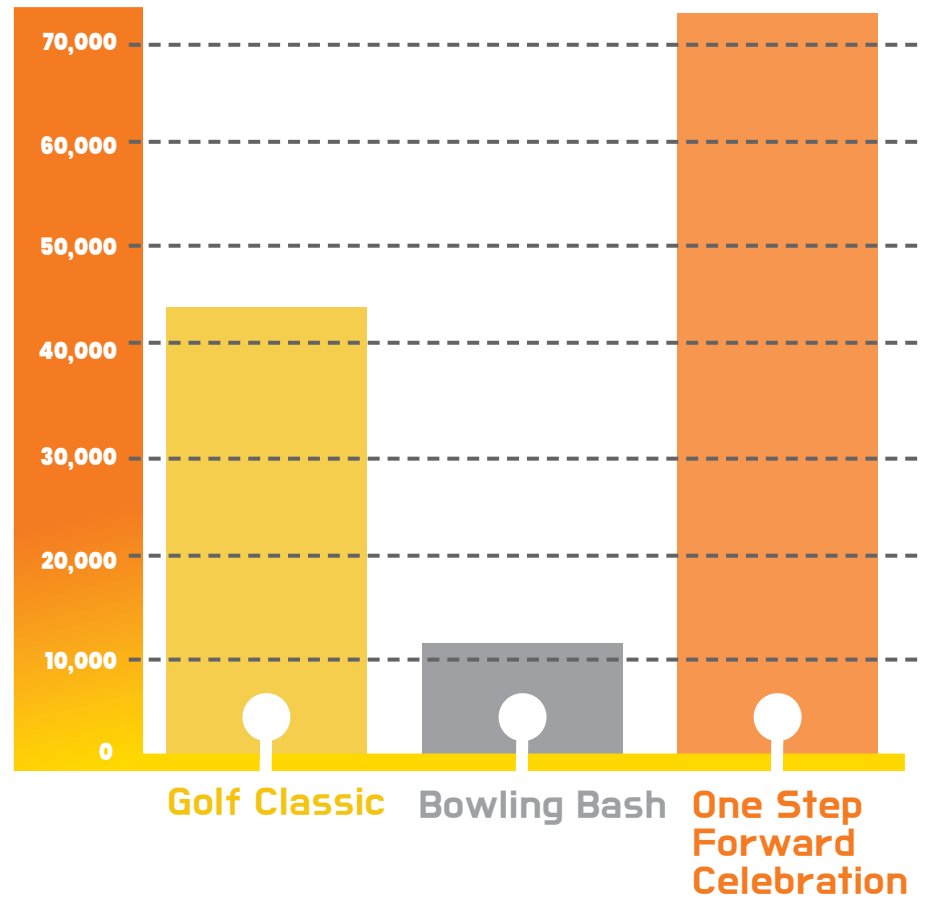
After a five-year hiatus due to COVID-19, The Arc and ABE Airport brought back Wings for All® on June 15, 2024.

Thanks to Delta and ABE, dozens of individuals with IDD and autism experienced this life-changing airport simulation. Since its local launch nearly a decade ago, the program has helped hundreds of Lehigh Valley families **navigate air travel with confidence.**

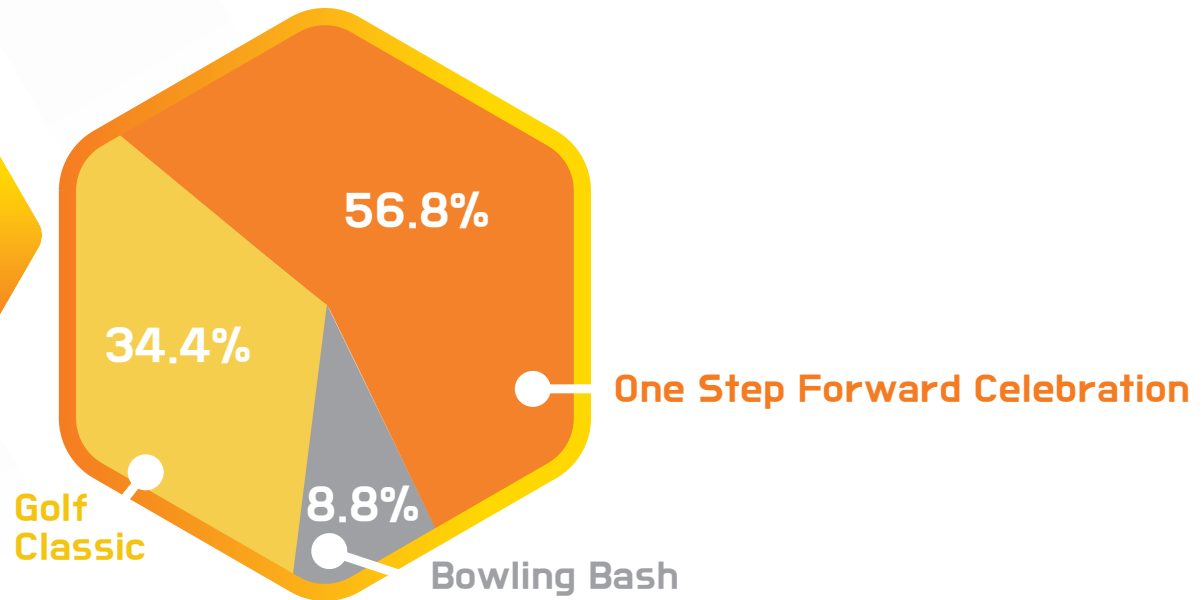


FUNDRAISING

DOLLARS RAISED FOR 23/24 BY EVENT



CONTRIBUTIONS BY EVENT FOR 23/24



Program Revenue (AWC, SPARC):	\$28,071,858
Miscellaneous Revenue (Advocacy):	\$176
Investment Income:	\$601,112
Public Support and Grants:	\$180,246
Fundraising:	\$92,187

TOTAL ORGANIZATION REVENUE: \$28,945,579

REVENUE
BREAKDOWN
FOR 2023/2024

Administrative Expense.....	\$2,717,914
Development & Other Expenses	\$290,644

TOTAL PROGRAM EXPENSES \$23,334,363

EXPENSES
BREAKDOWN
FOR 2023/2024

The Arc in Action



A Landmark Moment

This year, The Arc of Lehigh and Northampton Counties had the honor of hosting Pennsylvania Department of Human Services Secretary Dr. Val Arkoosh for a Press Conference & Tour—a pivotal moment in advancing support for individuals with intellectual and developmental disabilities (IDD).

The event brought together advocates, families, and community leaders to highlight the transformative investments included in the Shapiro-Davis 2024-25 budget.

The overwhelming success of the day underscored the power of collaboration and community. As we continue to champion inclusion, opportunity, and independence, we remain committed to working alongside policymakers to drive meaningful change.



January '24

Members of Advocacy & HR teamed up with SkillsUSA to judge a resume and interview competition for students with disabilities. A contestant from that competition made to the national level.





STUDENTS WITH IDD EXPERIENCE

SIGNIFICANT IMPROVEMENT

in grades and graduation rates, when they receive individualized education programs (IEPs) and transition services.



April '24

Program Highlights:

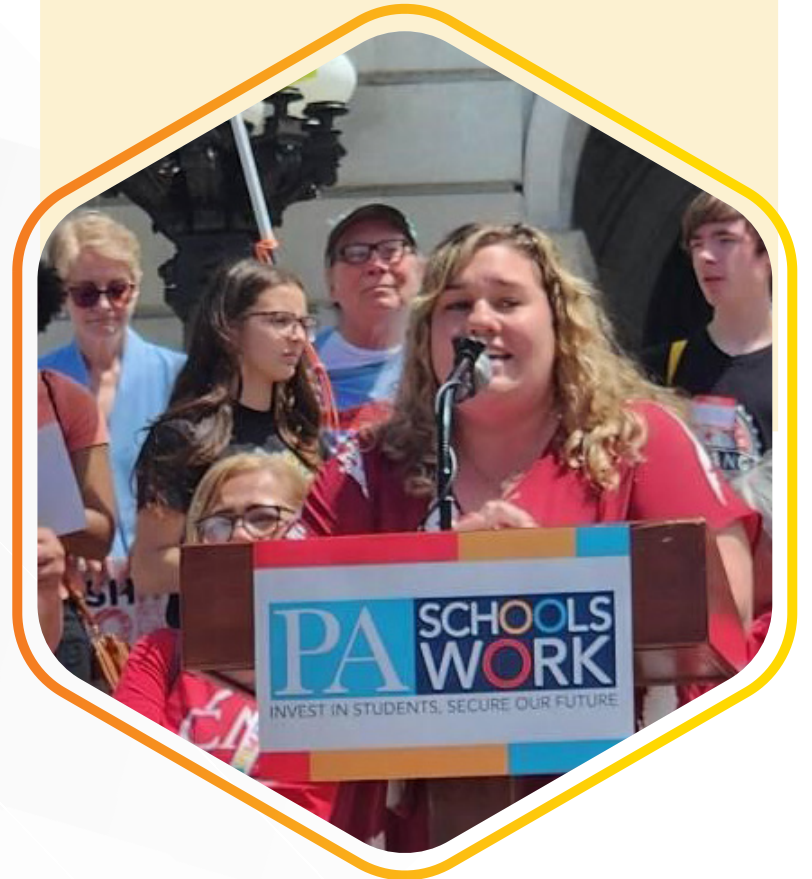
Karen & Jessica traveled to the Disability Policy Seminar, a national conference hosted by the biggest agencies in disability policy advocacy. We had the opportunity to directly advocate to Senator John Fetterman, and Chief of Staff for Senator Bob Casey.



May '24

Program Highlights:

Jessica, Kodi & Dayna traveled to Harrisburg to partner with Arc of PA and PA Schools Work in advocating to our local legislators for fair school funding. Jessica also spoke at a rally on the capitol steps on the impact of school funding on students with disabilities.



A Family's Fight for Inclusion

In 2021, a family faced an overwhelming challenge—keeping their kindergarten-aged child in a typical classroom despite academic and functional needs. Their school proposed a segregated placement, but the family knew their child belonged with peers. Unsure how to fight for their rights, they turned to The Arc.

Our Advocacy Department stood beside them, ensuring the school honored the child's rights under the Individuals with Disabilities Education Act (IDEA). With determination and collaboration, we secured the necessary supports, allowing the child to stay in their classroom while receiving help in reading and math.

AN ADVOCACY SUCCESS STORY



The Arc of PA's Include Me program has since collaborated on this case in to provide ongoing support, helping the student and staff foster an inclusive, thriving environment. Because of their family's unwavering commitment—and The Arc's advocacy—their child is not just included but thriving.

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A Year of Growth, Dedication, and Impact

As we reflect on the past year (2023-2024), we celebrate the milestones, successes, and transformative growth within the AWC team. It has been an exciting time of progress, and we are thrilled to share these achievements with you.

WELCOMING NEW LEADERSHIP

This year, we strengthened our leadership team with talented individuals who are shaping the future of AWC:

Katie Siwy joined as *Senior Director of Programs*, playing a pivotal role in enhancing our programming and services.

JESSICA FENTON came on board as the *Director of AWC*, bringing valuable leadership and vision.

In just three months, she has:

- Rewritten key compliance policies to align with evolving regulations.
- Built strong, trusting relationships with participants and families.
- Streamlined internal procedures to improve efficiency and service delivery.

STRENGTHENING TRAINING & HIRING PRACTICES

Throughout the year, AWC collaborated with the Training & Human Resources departments to implement updated annual training procedures and hiring processes, ensuring we continue to meet the evolving needs of our community.

PROMOTIONS & NEW TEAM MEMBERS

We remain committed to fostering growth within our team and expanding our capacity to serve the community:

Angela Rasheed was promoted to Lead Bilingual Coordinator, reinforcing our dedication to inclusive services.

Annette Guerrero & Khatrina Brandt joined as AWC Program Coordinators, enhancing our support network.

CELEBRATING DEDICATION & LONGEVITY

Stephanie Proulx, our Lead Coordinator, was honored with a 10-Year Service Award for her unwavering dedication to AWC's success.

LOOKING AHEAD

AWC remains steadfast in its mission to empower individuals with intellectual and developmental disabilities (IDD) by providing personalized support that fosters independence, growth, and inclusion. As we celebrate this year's accomplishments, we are inspired to continue creating meaningful opportunities and positive outcomes for those we serve.

Thank you for being part of our journey!



HONORING EXCELLENCE: Our Participants 2024 Award Winners



ONE STEP FORWARD DEDICATED FAMILY AWARD

*Recognizing an individual's
outstanding commitment to
supporting families
in our community.*



NORTHAMPTON COUNTY EDUCATION ACHIEVEMENT AWARD

*Celebrating exceptional
dedication to education
and personal growth.*



NORTHAMPTON COUNTY EMPLOYMENT ACHIEVEMENT AWARD

*Honoring remarkable
progress in skill-building
and workplace excellence.*

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Over the years, one of our participants faced significant hesitation about going beyond their comfort zone, whether it was stepping into the community or even leaving their room at SPARC. But with dedication, patience, and encouragement, they embarked on a journey of growth.

Despite visual impairment and initial discomfort, they grew more confident as they familiarized themselves with their surroundings. With verbal encouragement and hands-on guidance, they explored the building and connected with others, transforming what once felt unfamiliar into a now familiar and enjoyable routine.

Once comfortable inside the building, the participant began expanding their horizons. First, it was short walks outside to the picnic area. Then, it was simply sitting in the van. Little by little, these moments turned into achievements, culminating in short trips around the community. After years of being reluctant to leave their comfort zone, they found themselves driving around Bethlehem—a powerful testament to their growth and newfound courage.

MILSTONE FOR ONE
OF OUR PARTICIPANTS



**Through dedication, trust,
and belief in their potential,
our participant experienced a
remarkable transformation,
proving that with the right
support, anything is possible.**

A GRAND SLAM MOMENT

One of our SPARC participants was honored with the incredible opportunity to throw out the first pitch at an Iron Pigs baseball game, a proud and unforgettable experience for all!

FIRST-EVER PRE-GALA FASHION SHOW

SPARC participants dressed up, walked the runway, and danced to music while the entire team cheered them on. Their excitement and happiness made this event such a success that it will now become an annual tradition!

2023 SCARECROW SHOWDOWN CHAMPIONS

SPARC took home first place in Historic Bethlehem's Scarecrow Contest, showcasing creativity, teamwork, and community spirit.

SPARC CARNIVAL EXTRAVAGANZA

Participants participated in their very own carnival, featuring fun, accessible games where everyone won prizes. It was a day full of laughter, excitement, and celebration!

HONORING VETERANS THROUGH ART

The SPARC hallway featured a tribute to veteran family members of past and present participants and employees. Meanwhile, our participants crafted thank-you cards for veterans, spreading messages of gratitude beyond our walls.

OTHER FUN HAPPENINGS

Facility participants continue to have weekly pet therapy where the animals come to visit the facility, chair Zumba.



Places SPARC Volunteered in the Community

Easton Library
Salvation Army
Sights For Hope
Whitehall Library
The Center For Animal Health
& Welfare
Thrift Shop
LV Zoo
Meals on Wheels

These moments reflect the heart of SPARC—where every achievement, big or small, is celebrated!

SPARC

23-24 Fiscal Year Gifts from Organizations:

A-1 Towing/Ross Body & Frame
Air Products and Chemicals
Air Products Retirees
Alvarado Law
American Bank
AmericaVen
Amramp
Anonymous
AssuredPartners
Astound Broadband
B. Braun Medical, Inc.
BMS Cat
Brion Insurance Agency, Inc.
BSI Corporate Benefits
Buckno, Lisicky & Company
CAM Millwork
Campbell, Rappold & Yurasits
Capital Blue Cross
City Center Allentown
Charles Schwab Charitable
Colonial Intermediate Unit 20
Compass Point Consulting
Crayola
Dan Mies on the Keys
Dave & Buster's
Daybreak Farm Muffins/K T Saddlery LLC
Donald and Dorothy Stabler Foundation
Eastern Time
Easton Baking Company
EBC Printing
Embassy Bank
Executive Forum of the Lehigh Valley
First Commonwealth Federal Credit Union

First Energy
Fitzpatrick Lentz & Bubba
Fuller Paper Co.
Fulton Bank/Fulton Financial Advisors
Gebhardts Billiards & Home Recreation
Give Lively Foundation
Good Shepherd Rehabilitation Network
Guardian Life Insurance
Habitat for Humanity of the Lehigh Valley
Hale Trailer, Brake, and Wheel
Hanover Township
Horwith Trucks
INSACO, Inc.
IronPigs Charities
iSolved
J3 Events, Inc.
(WineRun 5K - Ridgeview Wine and Spirits)
Jaindl Family Foundation
Jersey Mike's Subs
Jewish Communal Fund
John J Lawrence Trust
Just Born
JPAR Action Realty
KDG
Keystone Answering Services
Keystone Foods
Kistler O'Brien Fire Protection
Laughing at My Nightmare
Legacy Planning Partners
Lehigh Valley Community Foundation
Lehigh Valley Health Network
Lehigh Valley International Airport
Lehigh Valley Zoo

Lutron Foundation
Mack Trucks
Members 1st Federal Credit Union
National Philanthropic Trust
Network For Good
Olympus Corporation of the Americas
One Financial Services
Pat's Pizzeria and Bistro of Bethlehem
Phantoms Charities
Pledgeling Foundation
PNC Bank
Quaint Oak Bank
Select Sales
Sheetz
Shikiar Family Foundation
St. Pauls United Church of Christ
T3 Technologies
Tapeworks
The Corporation for Independent Living
The Deibler Children
The Lehigh Valley IronPigs
Truist Bank/Truist Foundations and Endowments
United Way of Southwestern Pennsylvania
United Way of the Greater Lehigh Valley
Unity Bank
Univest
VinArt Car Dealerships
Wind Creek Bethlehem
Working Dog Press

**THANK
YOU!**



WAYS TO GET INVOLVED

ONE-TIME DONATION: Make a secure online donation.

MONTHLY GIVING: Set up a recurring donation to provide ongoing support.

TRIBUTE & MEMORIAL GIFTS: Honor a loved one by making a gift in their name.

PLANNED GIVING: Leave a lasting impact by including The Arc in your will, estate, or trust.

CORPORATE SPONSORSHIPS: Partner with through event sponsorships and program funding.

MATCHING GIFTS: Check if your employer matches donations to double your impact.

AMAZON WISH LIST OR IN-KIND DONATIONS: Donate needed supplies or items.

FUNDRAISING EVENTS: Participate in or support any of our annual fundraising events.

PEER-TO-PEER FUNDRAISING: Create your own fundraiser to support The Arc.

STOCK & SECURITIES GIFTS: Donate stocks, bonds, or mutual funds for tax benefits.

IRA QUALIFIED CHARITABLE DISTRIBUTIONS: Donate from your IRA for tax benefits.

UNITED WAY CONTRIBUTIONS: Direct your United Way workplace campaign gift to The Arc.

VOLUNTEER & TIME CONTRIBUTIONS: Donate your time and expertise through volunteering.

OR DONATE TODAY





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Mr. and Mrs. Albert Penning
Mr. and Mrs. Barry Morrell
Mr. and Mrs. Bernard Smith
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Mr. and Mrs. Brett Miller
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Mr. and Mrs. Walter Lewis & Michael
Mr. and Mrs. William Meyer
Mr. and Mrs. William Numbers
Mr. Andy Hammer

23-24 Fiscal Year Supporters Non Organizations:

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Mr. Anthony Ucciardo
Mr. and Mrs. Bo Nuttall
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Mr. Brian Eberhardt
Mr. Brian Gibson
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Mr. Chris Kulp
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Mr. Daniel Dougherty
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THANK YOU!



The Arc[®]

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