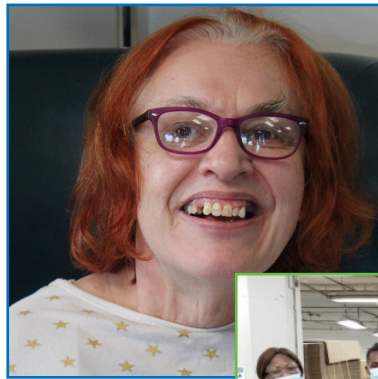


Exceptional People, No *Exceptions*



A message from the *Executive Director*

I believe we could all agree that 2020 was a year like no other and one that we hope to never repeat again. The dedication of the Cantalician Center for Learning, Inc. team members to promote independence and offer meaningful, integrated opportunities to the children and adults we serve has been exceptional, especially during the most challenging time. I will be forever grateful for the dedication and diligence of the entire Cantalician family. We have grown from this crisis and have emerged stronger thanks to everyone involved with our organization.

This past year, we closed, reopened remotely, reopened in-person, closed again, went back to remote services, and thankfully are finally back to doing what we do best, providing in-person services. In 2020, our Day Habilitation Services staff continued to collaborate with FeedMore by continuing to deliver meals throughout Western New York. Our Employment Services staff ensured that supports were being provided and needs were being met of the Diversified Labor Solutions customer base, and our educational staff ensured that therapies and learning continued remotely. The amount of strength, fortitude, and creativity displayed by our team has been immeasurable. I will never be able to thank them enough for their dedication during this time. Additionally, I would like to offer a special thank you to the family members and caregivers that were instrumental in ensuring that the people we support were on zoom meetings, in teletherapy sessions, and ready to receive services virtually. This joint effort made it possible for services to continue while we were apart from one another.

Lastly, I'm excited to announce that over the summer our School Age and Preschool students were able to come back to a safer school campus with the

help of the Village of Depew Board of Trustees, the Mayor of the Village of Depew Kevin Peterson, and Senator Tim Kennedy. The roadway adjacent to our school building on George Urban Boulevard was designated as an official "School Zone" with a lowered speed limit. Solar powered, flashing lights will also be installed in the spring of 2021, completing the mission of creating a safer more accessible community nearest to the stores and businesses around our school. We could not be more appreciative of the collaboration that made this dream come true. Our students, families, and staff can breathe a sigh of relief as they use the sidewalks and green space next to the building on a regular basis. Thank you to the Village Trustees, Mayor Peterson, and Senator Kennedy for their efforts!

We couldn't have weathered this storm without the support of our valued donors whose giving spirit did not waver throughout the entire pandemic. It is their passion for our organization that has allowed Cantalician to serve people of all abilities for many years. As we look toward the future, we look forward to expanding the services that we offer to support more people in-need across the region by continuing to strengthen our collaborations with community partners.

We are so excited to see what the next year will hold and are confident we can further our mission with the support of our united and strong Cantalician community.

Anne Spisiak

Executive Director, Cantalician Center for Learning, Inc.



363 Total Staff Members



667 People Served
Organization-wide*

*May be duplicative between Day Habilitation and Employment Services. This number also includes Laborers that we employ who receive on-the-job skills training from our organization.



Who We Are

Board of Directors

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Joseph F. Greenwald, CPA (Vice President)
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Beverley S. Braun
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LaTashia Martin
Kathy Messer
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Renee Terreri, SPHR, SHRM-SCP
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Jeffry A. Wach, SPHR

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Robert Martin, Chief Financial Officer
John Augustyn, Corporate Compliance and Quality Assurance
Coordinator
Darren Lisicki, Director of Employment Services
Alicia Miller, Director of Community Services and New
Initiatives
Jason Petko, Director of Education
Mark Rainforth, Director of Information Technology and
Security Officer
Judith Vriesen, Director of Human Resources

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Most Rev. Bishop Michael W. Fisher
Rev. Peter J. Karalus
Sister Mary Marcine Borowiak, CSSF
Sister Regina Murphy, SSMN
Joan Thomas

Advisory Council

Sarah Gruszka

Consultant

Nicholas Hoffman



School Age

10-year-old Mickey Mouse “superfan” **Andrew James** went into the 5th grade at Cantalician Center for Learning with a lot of apprehension. He was unsure about the teachers and the students in his class. Thank goodness for the **School Age** teaching staff that quickly learned of his love for quoting all things Mickey, puzzles, and M&Ms, finding a common interest made the days more fun and exciting. As the year progressed, Andrew would become frustrated as he struggled with reading and learning basic sight-words. His teacher, Ms. Brocki, reports that these tasks would overwhelm him so much that after 5 minutes, he would ask to take breaks, angrily protest, or get up and walk away.

Then the COVID-19 pandemic hit and New York State is placed on “PAUSE,” Cantalician quickly pivoted to a remote model of learning. Andrew’s teachers, therapists, and his mother were determined to keep working hard to help him overcome these struggles causing him so much frustration and anxiety.

Over the course of the pandemic, his mother made it her mission to keep up his momentum so she encouraged him to participate in as many Zoom and Google classroom activities as possible. She created a workspace at home with a desk, emulating a classroom, and they worked daily on reading and math lessons. His mother even rearranged her work schedule to ensure he didn’t miss Teletherapy sessions.

Andrew’s Teacher Ms. Brocki says that when they first started remote learning, the 10-year-old would sit for 5 to 10 minutes, get frustrated, and close the computer in tears. She then decided that in order to make remote learning work, he would need more support so she would begin sending him educational videos tailored to his needs and work with him one-on-one via Zoom with the support of his mother. Ms. Brocki reports that she communicated with his mother every other day, devising plans on how they could help him increase his ability to sit and learn.

We are happy to report that after months of pushing forward with the common goal, persistence paid off. Due to Andrew’s success with remote learning, he was able to transition back to school in-person seamlessly. Today, he initiates conversations, vocalizes requests when he is in need of assistance, and shares his thoughts and feelings with others. Ms. Brocki says he is also much calmer and follows directions in the classroom.

“Does he protest? Yes. But, what 5th grader doesn’t from time to time? All we know is that his protests and frustration are not to the level and extent that they were prior to the pandemic,” said Brocki.

Socially, Andrew is connecting more with his teachers and his mother is very happy with his progress. She says she is very glad to see a calmer and more centered child. We are thankful for the teaching team in Ms. Brocki’s class for their creativity and passion during a pandemic and Andrew’s mother for her persistence and “never-give-up” attitude. Kudos to Andrew for working incredibly hard during the most difficult time for all. Way to go, buddy! You did it and you should be so proud of yourself.

**Note: Names may have been changed to protect the privacy of the people we serve.*



202 School Age Students

From 32 different school districts in WNY

31 School Age Teachers

6 Special Area Teachers

40 Therapists

110 Teacher Assistants & Classroom Aides

26 Other Staff

Including Admin, Specialists, Registered Nurses, and Admin. Assistants

Preschool and Daycare



Jeffrey Wagner is a sweet, well-mannered, animal, and puzzle-loving 3-year-old. His teacher, Miss Coons, describes a boy who loves coming to school so much that he jumps up and down with excitement to come to class every day. He is student who is quick to participate in any and all of the activities happening in class.

But at the start of the pandemic, his mother, Katelyn Wagner, explains that he was home struggling behaviorally due to a limited vocabulary of one to two-word phrases and knew this would be a struggle as her son attended school for the first time. Jeffrey began attending Cantalician Canter for Learning's **Preschool** in the Fall of 2020 where his first week at school was solely remote learning, which provided the newcomer the opportunity for classroom tours as well as meeting the classroom staff and therapists one-on-one. Since beginning school, he has experienced learning in a multitude of ways; hybrid 2 days per week in-person, full-remote, and hybrid 4 days per week.

The changes in his schedule didn't seem to hinder his learning experience. If anything, Miss Coons reports that he is fully engaged no matter the learning experience. She says that each learning situation has been a smooth transition due to his daily participation activities such as morning circle, reading, art, and more.

The involvement of Jeffrey's mother, Katelyn also proved most beneficial to Jeffrey throughout his educational journey. She reports she was determined to help her son achieve the level of speech that he was craving. At home, she created a separate learning space with a desk and learning materials as well as communicating with his teachers and therapists on a regular basis.

With the combined effort of Jeffrey's mother, teachers, speech therapist, and occupational therapist today, his speech has exploded into him recalling the names his classmates on a dime, telling stories about his school-day as well as reciting the lyrics of songs in class. His story is really a testament to the fact that "team work, makes the dream work." Miss Coons attributes this success to consistency whether he was learning in-person or remotely. She says it's crucial that anyone working with preschoolers stick to a schedule to improve recall ability.

Jeffrey has also blossomed in his development as his favorite activity is assisting with the school-wide morning announcements on a regular basis. His mother Katelyn says that he is now able to do activities more independently and is able to vocalize his needs. What a year it has been and he has accomplished so much. We look forward to the better days on the horizon but feel stronger knowing we can do anything if we do it together. Way to go, Jeffrey! Many thanks to his entire team of supporters. It's true what they say, "It takes a village."

**Note: Names may have been changed to protect the privacy of the people we serve.*

64 Preschool Students

Includes Community Preschool students

25 Infants & Toddlers

In attendance, with additional 18 waitlisted

9 Preschool Teachers

7 Combined Daycare Staff Members

Employment Services

In early March of 2020, a directive was given that all Office for People With Developmental Disabilities (OPWDD) day services were to stop providing in-person services due to the COVID-19 health pandemic. It was unknown how Cantalician Center for Learning's **Employment Services** team would continue to work on developing job skills. However, that's when the employment team went to work and got creative. It developed an "Employment Skills Curriculum" that could be delivered remotely through Zoom.

At the same time, the team worked to determine which employees had access to a laptop or a tablet, along with who had internet access. Once they had an idea who did or did not have a device, the team collected every extra laptop and tablet they could find and personally delivered them to anyone who needed it. While doing so, they also visited everyone's home who needed assistance to get their device set up and connected to the internet.

In addition to continuing to provide employment skills training, the Employment Services team also began delivering care packages to anyone in need of supplies. These deliveries continued for well over 3 months, during the "New York State PAUSE" time period of the pandemic. The packages included non-perishable food items, paper towels, toilet paper, hand-sewn masks, and arts and crafts supplies. Many of the items were donated by our own agency staff and their families in order to assure that everyone in the Cantalician family was well taken care of, happy, and safe during the unprecedented time.

We are so proud of the entire Employment Services team for doing whatever it took to keep people safe and thriving during the most challenging time. The obstacles brought about by the pandemic have only made us a stronger team, more prepared to do whatever it takes to support people in their employment goals.



143 People Served
In Employment Services



35 Support Staff



Diversified Labor Solutions

a division of Cantalician

During the emergency closures caused by the pandemic, **Diversified Labor Solutions (DLS)** was forced to suspend services to people receiving employment supports. However, thanks to the coordinated efforts of the production leadership team along with being identified as an “essential business,” the light manufacturing and packaging business kept its doors open and continued to provide completed products to its customers.

Using labor from a variety of sources, including laborers, Vocational Trainers and staff from Day Habilitation Services, the team continued to produce finished materials at a very high-level. This combined effort provided the much-needed revenue to Employment Services during a time when many businesses were completely shut down. This assured that DLS would stay financially stable and ready to fully re-open, and provide employment opportunities to a variety of underserved populations once the pandemic was under control. We look toward 2021 with hope for brighter days ahead with more businesses being able to safely re-open in order for DLS to serve many more across the region.



183,836 Hours Worked

Through employment opportunities



115 Laborers

(People not receiving Employment Services)



Community Services

2020 created hardships for many, but it especially affected people with intellectual and developmental disabilities. With lockdowns and the suspension of in-person services for several months at a time, the changes in routines, lack of structured activities, and decreased communication with peers and staff could have taken its toll on anyone's emotional, social, and psychological well-being. But not for **Mary Nunweiler**, 64, who attends Cantalician's **Certified Day Habilitation Services (Day Hab)**.

When her Certified Day Hab suspended its services in mid-March, everyone was wondering what the "new normal" would look like and how the people we serve could continue receiving high-quality services. By April 2020, due to the creativity of the staff at Cantalician, robust services began being offered virtually via Zoom and Mary was a quick adopter of this new format. Through the spring and early summer, she was an active participant in Zoom Day Hab, joining in for coffee hours, discussions, exercise and stretching sessions, Bingo and trivia games, Book Club, sign language classes, and more. When Day Hab Services returned in-person in late July, Mary jumped right back in with her typical near-perfect attendance.



Unfortunately, in late November, due to the increasing concern for the spread of COVID-19, Certified Day Hab suspended in-person services and quickly transitioned back to remote service delivery. Mary knew exactly what to do, she was right in step with the changes. By the end of 2020, Mary participated for 35 of 38 possible days. She took part in a variety of activities such as discussions about; music, nutrition, math/money skills, holidays and traditions around the world, hygiene and safety, jokes, Disney trivia, sports, cooking, and more. She also listened to staff tell stories, played games of Jeopardy, Hangman, and Bingo, engaged in light exercise, as well as went on virtual "field trips" to anywhere that was available. Through all of it, Mary was able to maintain her relationships and would tell both her friends and staff how she loved and valued their friendship. When services re-opened in-person in February 2021, once again without missing a beat, Mary was back at it as though the group had never left. Because really, she had never left.

Mary's circle of support, including her sister, Care Coordinator, and group home staff, credited the Zoom sessions as something that really helped her stay positive and focused during the months at home. Her support system feels that without the daily Zoom sessions, her mental health could have suffered. Mary herself says she was "so happy to be able to see everyone each week" attributing her "zoom meetings" for being able to see all her friends. Instead of seeing negative effects, Mary came through with her trademark positive attitude and is thriving. Way to go, Mary! You are truly an inspiration to everyone, especially on how to weather the storm of a global pandemic.

105 Adults

Served in Day Habilitation Services

23 Staff Members

In Day Habilitation

47,160 Volunteers Hours

Served at 14 different WNY organizations

13 Children

Served in Respite

3 Respite Staff Members

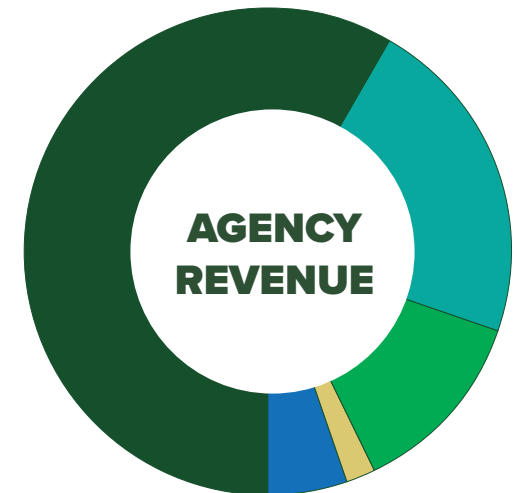
2 Administration

Financial Summary

For the year ending December 31, 2020

AGENCY REVENUE

| | | |
|--|---------------------|-------------|
| ■ Educational Programs (Tuition & Fees) | \$11,454,160 | 58.51% |
| ■ Adult Programs (Medicaid Funding) | \$4,295,067 | 21.94% |
| ■ Employment Services (Contract Sales Revenue) | \$2,447,638 | 12.5% |
| ■ Federal Education & Other Grants | \$400,270 | 2.04% |
| ■ Public Support & Other Revenue | \$980,096 | 5.01% |
| TOTAL REVENUE | \$19,577,231 | 100% |



AGENCY EXPENSES

| | | |
|--|---------------------|-------------|
| ■ Salaries, Wages, & Employment Benefits | \$15,495,496 | 79.19% |
| ■ Other Expenses | \$2,445,003 | 12.5% |
| ■ Depreciation, Interest & Amortization | \$1,088,419 | 5.56% |
| ■ Participant Transportation | \$339,742 | 1.74% |
| ■ Utilities, Telephone & Data | \$198,328 | 1.01% |
| TOTAL EXPENSES | \$19,566,988 | 100% |



SUMMARY

| | |
|--------------------------|---------------------|
| TOTAL REVENUE | \$19,577,231 |
| TOTAL EXPENSES | \$19,566,988 |
| NET INCOME (LOSS) | \$10,243 |

Fundraising and Events

This year, Cantalician Center for Learning and the Cantalician Foundation, Inc. that supports the mission of the organization raised \$101,233. We would like to thank our exceptionally dedicated sponsors and donors who have contributed to our organization. We could not have provided services to the many people we serve without your generous support!

The Cantalician Virtual Auction (2020)

In place of its annual Cantalician Celebration, the Cantalician Foundation, Inc. hosted its first-ever Virtual Auction that began on October 22, 2020. The online event that was attended by nearly 150 people included over 100 packages, experiences, baskets, and artworks for auction-goers to bid on. The online event also included a virtual opening ceremony and awards presentation that recognized Village of Depew Mayor Kevin Peterson, for his advocacy for a safer community surrounding Cantalician Center's Academic Campus that resulted in a lowered speed limit and soon-to-be installed flashing lowered speed and School Zone sign next to the school. As Cantalician Center's largest fundraising event of the year, it allows the organization to raise money to be used for a specific project and to fill gaps in funding. The next Cantalician Virtual Auction will take place in the fall of 2021.

2020 Annual Appeal

The Cantalician Foundation's 2020 Annual Appeal began on Giving Tuesday (December 3, 2019). The fundraiser was the organization's annual holiday giving campaign with a major focus on raising funds to fill gaps in funding across the organization. In 2020, we planned to raise funds for a number of new initiatives that expanded upon the exceptional services we have been providing for nearly 65 years.

Grants (2020)

Catholic Charities – \$5,000

Cantalician Center received a grant from Catholic Charities to purchase supplies needed to support people receiving services in Employment Services through Diversified Labor Solutions (DLS).

Lake Shore Savings Bank – \$1,000

Cantalician Center received a grant from Lake Shore Savings Bank to purchase additional technology for remote learning and service delivery, specifically for the people it serves that are immunocompromised and were unable to return for any in-person services as services began being offered in-person once again. It will also help the organization continue to purchase the crucial Personal Protective Equipment (PPE) needed to best protect people who are returning for in-person learning, work, and volunteer opportunities.

Person Centered Services of Western New York (PCSWNY) – \$30,000

Cantalician Center received a grant from Person Centered Service of Western New York to strengthen the organization's Information Technology (IT) systems in support of a metrics-driven environment, the move to managed care and replacement of outdated/inadequate IT security/privacy systems, in compliance with NYS, and overall improved service delivery.



Thank You to our generous donors

PLATINUM LEVEL DONORS (\$5,000 - \$50,000)

Catholic Charities
Person Centered Services of Western New York (PCSWNY)

GOLD LEVEL DONORS (\$2,500 - \$4,999)

Evans Bank
The Felician Sisters of North America
Independent Health
M&T Bank
Tri-Main Center

MATCHING GIFTS

Benevity Community Impact Fund
Healthworks of WNY
National Fuel Gas Company Foundation
Network for Good
United Way

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Cathy Bosch & Family
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ETA Sigma Sorority
Gasuik Sales Marketing, Inc.
John & Margaret Gillig
Juliana Marciniak
Peak Performance Chiropractic & Wellness
Lineage
Sisters of Mercy Hospital
Wilmington Trust

In Memoriam

*Remembering those of our Cantalician family
who have passed*

Felicia Burt
Beverly Heinricher
Dennis Gromada
Jessie M. Goretti
Monique Morgan
Joseph Rizzo



Donate Today

**Donate online:**

www.CantalicianCenter.org/donate

**Make checks payable to:**

The Cantalician Foundation, Inc.

**Mail checks To:**

Cantalician Center for Learning
Attn: Ashley Hirtzel
2049 George Urban Blvd.
Depew, NY 14043

ALL DONATIONS ARE TAX DEDUCTIBLE