

Powered by



# OUR MISSION:

The Arc of Essex County provides comprehensive services and supports to individuals with intellectual and developmental disabilities and their families ensuring a lifetime of achievement with dignity and full partnership in the community.



# A Letter from the CEO and Board President

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Dear Friends and Members of The Arc Family,

The Arc of Essex County has the pleasure of serving an exceptional group of individuals and their families each day. Whether we are helping a child learn to take their first steps, easing the transition from school to adult life, or providing tender care for loved ones in their golden years, The Arc of Essex County is dedicated to making each family's dream a reality. We are supported by a robust network of donors, government entities, charitable foundations, and more to make these services possible. For that, we thank you.

During the 2016-2017 fiscal year, the future of funding to support individuals with special needs and New Jersey service providers like The Arc of Essex County has become uncertain. In light of today's political discourse, and in the face of monumental changes on the state level, we are often asked how we will prevail and plan for the future. The answer is simple. We are...

## Powered by Purpose.

The individuals and families in our services provide a daily dose of inspiration. We leave no avenue unexplored when working with families to achieve their goals. And we always look to the enthusiasm and growth of the individuals we serve as a source of motivation.

As our fiscal year comes to a close, we are looking to the future with excitement and renewed focus. A new strategic plan will ensure The Arc of Essex County is financially positioned to provide life-changing services and supports. And, as the fee-for-service transition broadens and evolves, we will continue to expand our services while ensuring the needs of individuals and families are consistently met.

The role of a service provider in an ever-shifting landscape is not always easy. Powered by purpose and with your ongoing financial commitment, The Arc of Essex County will continue to provide comprehensive services and supports to individuals with intellectual and developmental disabilities and their families ensuring a lifetime of achievement with dignity and full partnership in the community.

Thank you for believing in our purpose and investing in our mission.

Sincerely,

A handwritten signature in cursive script, reading "Linda C. Lucas".

Linda C. Lucas  
Chief Executive Officer

A handwritten signature in cursive script, reading "Brad K. Hopton".

Brad K. Hopton  
Board President



# Powered by People

No longer limited by system constraints, service recipients are now able to choose where and from whom they consume services. As the industry continued to evolve during the 2016-2017 fiscal year, service providers like The Arc of Essex County were faced with new challenges and opportunities.

Where other organizations may approach services with a one-size-fits-all philosophy, The Arc of Essex County is proud of its long-standing, person-centered approach. The Arc understands the desires of the individuals served by its mission and customizes the experience to meet personal interests.

What better way to share the impact of this approach, than through the lens of a family receiving services...

"We are very pleased to share with you that The Arc of Essex County and its Reach Day Program have made a very positive improvement in our son's life! Jimmy came to The Arc of Essex County about two years ago from a disorganized and confused program in Chatham. He left that program labeled by them as a behavior problem. But we soon came to understand that the real issue was their lack of engaging activities and stimulating programs.

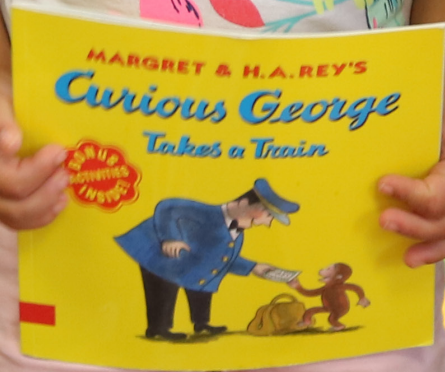
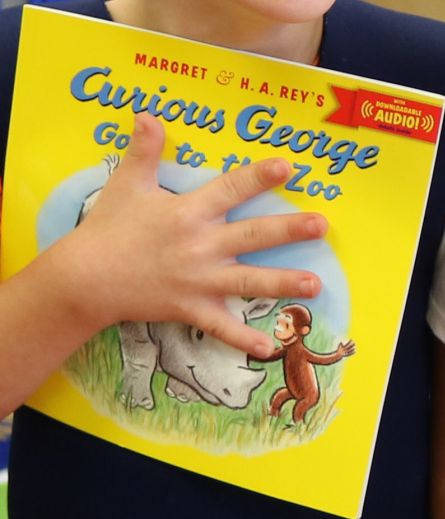
Jimmy no longer exhibits any disruptive behavior or signs of boredom thanks to The Arc's wonderful and varied schedule of exciting and engaging activities! Not only is Jimmy accomplishing and learning more every day at Reach, but our entire family is benefitting from his greatly improved disposition and outlook.

Jimmy comes home EVERY DAY telling us happily about his activities at Reach: he loves the trips to the community theater center, the library, the YMCA for basketball and volleyball, Funplex, and especially the community lunches at a variety of restaurants! And we love that he is out in the community, getting fresh air and exercise, going places and seeing new people! What a wonderful change from the 'warehouse setting' he left behind!

As parents of a child with Down syndrome, we are so thankful that The Arc of Essex County is here for us." - William and Nancy Donnelly (Jimmy pictured left)

As The Arc of Essex County continues to adapt to the changes of a state-wide fee-for-service transition, families can rest assured knowing people served by The Arc power its mission, and the agency is committed to continue building programming around the interests of our community.







# Powered by Leadership

In 1948, an innovative group of parents, community leaders, and dedicated volunteers gathered to change the world for their loved ones with intellectual and developmental disabilities (I/DD). They envisioned a future with greater community acceptance and opportunities to achieve that would only be possible by working as a unified group. With this philosophy, The Arc of Essex County was born.

The Arc continues to draw on this sentiment by establishing a collaborative work environment with the needs of individuals with I/DD at the heart of the mission. Strong leadership and a passion for empowering individuals with I/DD to achieve all they can thrive as the agency hires and cultivates talent.

In response to recent complexities uncovered as part of the fee-for-service transition, The Arc's leadership team realized the importance of developing creative and collective solutions. To effectively accomplish this, they ensured the voices of all team members were represented including direct support professionals, finance staff, agency leadership, and Board members.

This collaborative approach meant tangible benefits for service recipients and their families. The Arc of Essex County's team was at the ready

to walk each family through the transition, ensuring seamless continuity of services and, in many cases, access to new services like respite and recreational programming.

The culture, introduced at the founding of The Arc, is championed by leadership and practiced each day by more than 500 full-time staff members. The longevity of The Arc's staff ensures the philosophy remains as leadership matures and the Board continues to diversify in its expertise.

The executive management team brings a collective 104 years of experience working for The Arc of Essex County on behalf of children and adults with I/DD. Additionally, members of the agency's Board of Directors have advised the agency for more than 550 years, providing expertise from more than 15 industries including finance, law, special education, and more.

As The Arc embarks on its next three-year strategic plan, individuals, families, investors, and donors can have confidence that the agency has the expertise and knowledge to carry the agency forward. The Arc is committed to continuing to recruit new board members and staff who bring unique perspectives and industry experience to further meet mission objectives.





# Powered by **Choice**



As part of the state's ongoing initiative to create more opportunities and greater choice for individuals with intellectual and developmental disabilities (I/DD), the 2016-2017 fiscal year welcomed more individuals and families to the fee-for-service model. It also brought fundamental changes to The Arc of Essex County.

While The Arc has always focused on meeting community needs and offering innovative, person-centered services, additional attention was given to this area. Existing programs were redefined to meet requirements of the new Medicaid supports waiver and additional services were developed resulting in enrollment growth and a greater capacity to accommodate individuals with I/DD. Creative ideas are gardnered through monthly consumer meetings where programs and activities are choosen based on attendee interests.

Out of the monthly consumer choice meetings, additional activities are worked into the daily programming ranging from volunteer work, to performing arts classes, to weekly lunches at restaurants throughout the community. Attendees are able to learn new skills, meet new people, and engage with their peers in unfamiliar environments with known structure.

Blazing the way in the new fee-for-service model has positioned The Arc of Essex County as the provider of choice in Northern New Jersey. Enrollment figures are up and new services are in development to meet growing community demands. As more individuals transition to fee-for-service and have budgets for services not previously available, they are choosing The Arc to round out their schedule.



The Arc of Essex County now offers more than seven types of day services for adults that provide maximum support to achieve goals identified in individual service plans. These services include Day Habilitation; Pre-Vocational; Career Planning; individual and group Support Employment; Community Based Supports; Community Inclusion Services; and individual, group, and overnight Respite.

While the state's fee-for-service transition initially created uncertainties for individuals, families, and service providers alike, all parties are now seizing the opportunity that comes with greater flexibility and choice. The Arc of Essex County will continue to build fulfilling programming that focuses on consumers' interests, while creating new opportunities to meet evolving needs.





# Powered by **Vision**

Much has changed for individuals with intellectual and developmental disabilities (I/DD) since The Arc of Essex County's inception in 1948. Today, consumers are spreading awareness, engaging as active members of their community at unprecedented rates, and achieving goals and dreams never thought possible. Yet, The Arc's core driving force – our mission – remains to provide comprehensive services and supports to individuals with I/DD and their families ensuring a lifetime of achievement with dignity and full partnership in the community.

To guide the agency in upholding that vision and navigating new challenges and opportunities, the Board and staff of The Arc of Essex County embarked on the development of a new three-year strategic plan.

Five strategic priorities emerged:

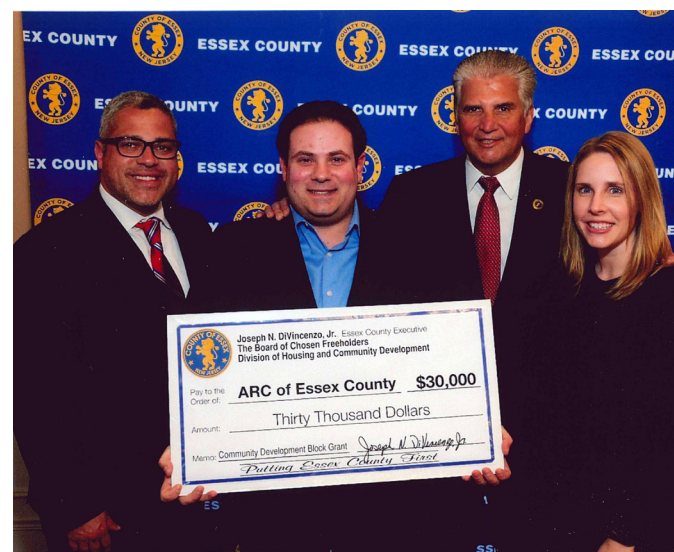
1. Advance The Arc of Essex County's brand and value among its stakeholders and the community in order to increase participation and encourage investment.
2. Provide and expand quality services that are innovative, sustainable, and flexible, meeting the needs of changing demographics and fiscal complexities.
3. Cultivate, sustain, and retain a qualified,

knowledgeable workforce committed to The Arc of Essex County's mission, vision, and values.

4. Continuously evaluate and adapt The Arc of Essex County's business model positioning the organization to meet the needs of its stakeholders while sustaining fiscal strength.
5. Create improved Board engagement for the advancement of Board priorities and agency strategic objectives.

This framework will guide decisions to advance the quality, sustainability, agility, relevance, and impact the agency has on those we serve. It ensures the vision set forth by our founders remains at the heart of what we do. And, it creates a vital roadmap to guide decision making and fiscal strategies as the industry continues to evolve.

Created by a group of forward thinking individuals who wanted to improve the quality of life for people living with I/DD, The Arc of Essex County was born. By sustaining that vision, planning for the future, and practicing responsible financial stewardship, The Arc is better able to maximize the impact of all those who invest in it, and meet the needs of the community for generations to come.





# Powered by Partnerships



Inspired by the community's excitement surrounding the success of The Arc's Create Play capital campaign, key government entities and corporate businesses approached The Arc of Essex County during the 2016-2017 fiscal year with a desire to get involved. Leveraging these partnerships, The Arc's vision for the future of Camp Hope grew from improved recreational amenities to completely reimagined grounds.

Recognizing the impact improved facilities would have not only on the campers but also on residents during camp's off-season, the Township of East Hanover pledged to replace the existing buildings used for arts & crafts and rainy-day activities with a modern, indoor multipurpose recreation facility and a new recreation field. Utilizing input from The Arc, the Township and engineers incorporated a nurse's office, kitchen, storage, office space, and heating/air conditioning into the plans. Construction on the new building began in the Fall of 2016 and will wrap before camp's opening in Spring 2018.

The Arc was also introduced to National Building Supply. The company generously pledged to donate a wide variety of building supplies and materials which resulted in The Arc's ability to completely refresh the camp's pool pavilion.

Then, the East Hanover Home Depot management team, supported by employees from district area stores, stepped up to the plate. Home Depot secured a grant to help beautify the camp grounds. To cap this off, more than 20 volunteers donated their time and resources to install landscaping, build new outdoor furniture including picnic tables and benches, and tidy up the grounds following months of construction. Home Depot enjoyed their experience so much that they came back later in the summer to facilitate an arts & crafts activity with the campers.

Joining Home Depot in the effort to prepare camp for the arrival of children and adults were groups of corporate volunteers from Vivint and Novartis. Prudential also returned during the camp season to help facilitate the annual Camp Hope Carnival.

The support from key partners not only enabled The Arc to expand its dream for the future of Camp Hope, but also demonstrated their support for individuals with intellectual and developmental disabilities and their families. Partnerships, like those forged through the Camp Hope Create Play campaign, will continue to fuel The Arc of Essex County's mission.



**CAMP HOP**  
A PROGRAM OF THE ARC OF ESSEX COUNTY



# Your Impact

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“Rachel currently attends Bridges and has been thriving there. At the end of a day at Bridges, she is alert and communicative, and the staff has accommodated both her behavioral and medical needs with great skill and care. I am tremendously grateful for The Arc of Essex County.”

- Cindy Fine, Mother of a Young Adult in Day Habilitation Services

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“Never have you let us down... You have been a consistent, reliable, go-to organization to us for all of Mac’s life. We are eternally humbled and grateful for all of your help. Thank you, Arc of Essex, for always being our beacon of (camp) HOPE and support!”

- Dina Haggerty, Mother of a 13-year Camp Hope Attendee

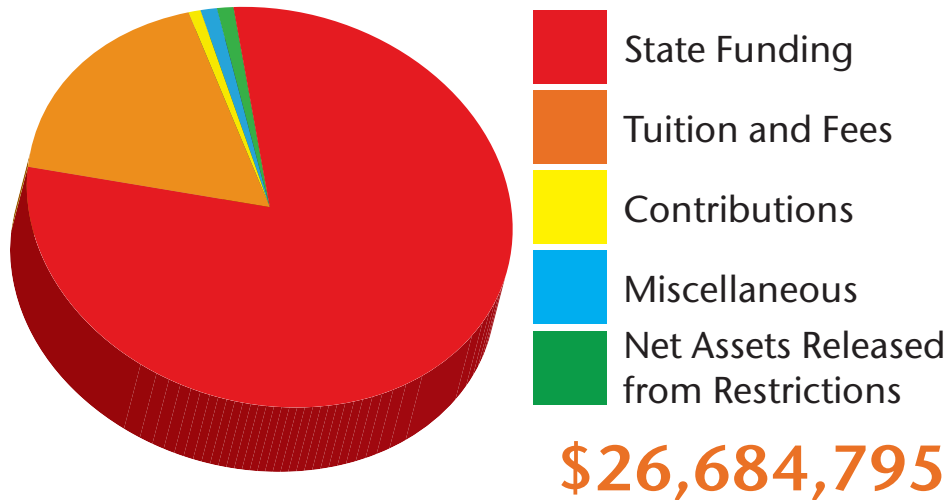
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“I can’t say enough good things about The Arc of Essex County. They give a voice to those who are unable to speak for themselves. Lisa and I have had nothing but positive experiences over the many years we’ve availed ourselves of their services. I look forward to my daughter continuing to be a part of The Arc for many years to come. We are forever grateful.”

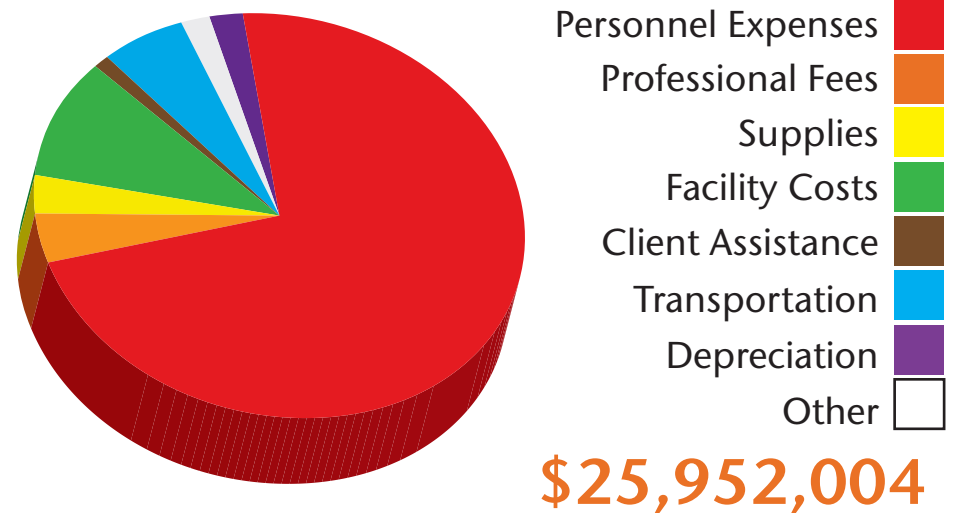
- Diane Alexander, Mother of an Adult in Day Habilitation & Respite Services

# 2016-2017 Financials

## OPERATING REVENUE



## OPERATING EXPENSES



## Annual Events



On Thursday, September 29, 2016 more than 300 family, friends, and stakeholders of The Arc of Essex County attended the 3rd Annual **Uncorked & Uncapped: Wine, Beer, and Food Fest**, breaking attendance & vendor records. The event honored the individuals and groups whose longstanding support and service has been integral to the agency's success.

Save the date! The 5th Annual Uncorked & Uncapped: Wine, Beer, and Food Fest moves to the Wilshire Grand on September 27, 2018.



The Arc of Essex County hosted its 19th Annual **Building Tomorrows 5K Run, Family Walk, and Fun Fest** on Saturday, April 29, 2017 in Essex County's South Mountain Recreation Complex. Attendees enjoyed the gorgeous location and a wealth of fun, food, and activities while raising nearly \$80,000.

Save the date! The 20<sup>th</sup> Annual Building Tomorrows 5K Run, Family Walk, and Fun Fest returns to South Mountain Recreation Complex on April 28, 2018.

# Visionary Circle

This organization is a distinctive supporter of The Arc's mission and objectives. Gifts and grants of \$50,000 or more in any one fiscal year show an abiding belief and confidence in The Arc of Essex County.

The Candle Lighters

Powered by  
**YOU**  
FY 2016-2017

## Angels

The following donors demonstrate a profound commitment to The Arc of Essex County, to its present and its future. Gifts and grants of \$10,000 to \$49,999 in any one fiscal year are the bedrock of the agency's foundation and enable The Arc to remain a strong and innovative source of strength for individuals with intellectual and developmental disabilities.

Catholic Human Services Foundation  
Columbia Bank Foundation  
PricewaterhouseCoopers, LLP  
PSE&G

Susan Wright Memorial Golf Outing  
The County of Essex, Division of Housing and Community Development  
Township of Bloomfield, Department of Community Development  
Township of Irvington, Office of Community Development and Planning

## Benefactors

These gifts and grants of \$5,000 to \$9,999 ensure the continued fulfillment of The Arc of Essex County's mission. We thank these donors for helping us provide the very best quality of service to our consumers.

Bird Pharma Consulting, LLC  
Bogush Incorporated  
City of Newark, Department of Economic and Housing  
Development

Brad and Stephanie Hopton  
Investors Savings Bank Charitable Foundation  
Jay Frank Parmly Trust  
Orange Orphan Society

Oratory Preparatory School  
TD Bank, N.A.  
Paul Wirth

## Advocates

We recognize these donors who have contributed between \$1,000 and \$4,999 in tribute to the more than 40 programs which The Arc of Essex County runs, so that the lives of those with intellectual and developmental disabilities living in Essex County and the surrounding area will be enhanced.

Sheree and Fredric Bennett  
Vincent Covello  
Minerva Delgado  
EdPowerment  
Embassy Suites Parsippany  
Enterprise Holdings Foundation  
ExxonMobil Foundation  
Michael Franchino  
Gallagher Bollinger  
Kathleen Halligan  
Kathy Hinnigan-Cohen

William Kennedy  
Knights of Columbus #1277  
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Knights of Columbus #3632  
Knights of Columbus #6386  
Knights of Columbus #6504  
Knights of Columbus New Jersey State Council  
Lillian Schenck Foundation  
Brian Lowe  
Linda Cancro Lucas  
Madonia Family Charitable Trust

Greg Maroukian  
Leigh Mozeliak  
Brett Nolan  
Pfizer Foundation  
Philadelphia Insurance Companies  
Primepoint  
Benjamin Proce  
Paul Rooney and Susan Comparato  
Kenneth and Christi Sauter  
Sax LLP  
Sandy and Harry Starrett

# Advocates (continued)

Dr. Barbara Starrett and Jo Ann Ellison  
Stop & Shop Supermarkets, Inc.  
Theresa Thompson

UNICO - West Essex  
Village Super Market, Inc.  
Wakefern Food Corporation

Walsh, Pizzi, O'Reilly, Falanga LLP  
Willis of New Jersey, Inc.  
Andrew Wu

## Patrons

**These members of The Arc of Essex County family contributed \$500 to \$999 in a single fiscal year. These funds allow us to build on our present successes to meet the needs of the future.**

Robin and Paul Alampi  
Applebee's/Doherty Enterprise, Inc.  
Benefit Management Solutions, Inc.  
Lee and Arthur Bergman  
Bernie's Tire & Auto LLC  
Jennifer and Arthur Blougouras  
Colormycar, Inc.  
Heather Comstock  
Raymond Devine  
Kathleen and Todd Ellis  
Stephen Falanga  
Chuck Fowler  
Bradford Huntington

Irene L. and Stephen L. Brotman Philanthropic Fund  
Dana Irvis  
Alison Kibrick  
Kings Food Markets  
Robert Laurino  
Ellen and Herbert Lev  
George J. Lucas  
John Malcolm  
Merchants Alarm Systems  
Liz Mitchell  
Mobility Works Commercial  
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Newark Auto Body & Service

North Jersey Smart Set  
John O'Brien  
Lucia and Uriel Ocasio  
Anthony Panza  
PSEG PAC Match Program  
Gary Russikoff  
Thomas Sheridan  
Richard and Eileen Stuart  
The Arc of New Jersey  
United Way of Bloomfield  
John Wilson

## Supporters

**The donors whose gifts and grants range from \$200 to \$499 help us sustain and enrich our programs, while providing a nurturing atmosphere to all we serve.**

Juan Arroyo  
Harry Baumgartner  
Megan Beebe  
Judy and Peter Bellina  
Winifred and Jonathan Berger  
Ronald Berman  
Joseph Bertolini  
Laurie Best  
Louise Blige  
Bob's Discount Furniture Charitable  
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Nicole and Kenneth Boffalow  
Richard Bonelli  
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Lynn Manganaro  
Ryan and Marnie McNany  
David Merl

# Supporters (continued)

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Sarah and Herbert Meyer  
Millburn Avenue Collission  
Cristina Moran  
Allison Morgan  
Paul Moritzen  
Leon Morton  
Newark Public Radio - Jazz 88  
Albert Oravetz  
Elizabeth O'Sullivan

Lenin Paredes  
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Peggy and Carmen Romano  
Charles Rotondi  
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Matthew Ryan  
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Kenneth Smith  
John Sordillo  
Jenn Spang  
Richard Stauffer  
Thomas Stier  
Temple Emanu-el, Keren Ami Fund  
The Suarez Family

Michael Valdivia  
John Virden  
WBGO - Kids Series Concerts  
Larry Weinberger  
Valerie Wieman  
Rose Wilson  
Lisa and Jonathan Wolfe  
Richard Wright

## Ways to Give

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The Arc of Essex County is fueled by the generosity of its donors and is **Powered by You**. There are more ways than ever to support our mission of providing premier services and supports to children and adults with intellectual and developmental disabilities and their families:

### Monthly Giving

The Arc of Essex County's Monthly Giving Program allows you to make regular, automated donations to The Arc on a monthly basis. Not only does this program help you achieve your charitable goals, it also gives The Arc of Essex County the financial stability to plan for our community's changing needs. To learn more, visit [www.arcessex.org/monthlygiving](http://www.arcessex.org/monthlygiving).

### Planned Giving

Your planned gift, arranged in the present and allocated through a will or trust at a future date, provides valuable benefits such as lifetime income and tax savings. For more information or to discuss specific tax savings or investment goals, please contact Heather Comstock, Senior Director of Development and Communication, at (973) 535-1181 or [hcomstock@arcessex.org](mailto:hcomstock@arcessex.org).

### Matching Gifts

Hundreds of companies nationwide generously choose to match the charitable contributions of their employees, adding extra value to individual donations. To check if your company participates in matching gifts, visit [www.arcessex.org/matchinggifts](http://www.arcessex.org/matchinggifts).

### Participate in an Event

Join The Arc of Essex County for a day of camaraderie as we come together in support of children and adults living with intellectual and developmental disabilities. Whether you choose to participate in the run or walk, or one of our special events you will leave inspired by the work of The Arc of Essex County and more importantly by those we serve.

### Amazon Smile

Please consider choosing The Arc of Essex County as your preferred charity through Amazon Smile. Amazon will donate a portion of the price of your purchases to The Arc of Essex County at absolutely NO cost to you! For more information, visit [www.smile.amazon.com](http://www.smile.amazon.com).

### Car Donation Program

Rather than selling or trading in your used car, truck, SUV, motorcycle, RV, or boat on a trailer, consider donating it through The Arc of Essex County's vehicle donation program. Proceeds from the sale of your donated vehicle will fund innovative and essential programs for children and adults living with developmental disabilities. To donate, call (877) 272-2270.



# 2016-2017 Executive & Advisory Boards

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Immediate Past President	Bruce Bird, Ph.D.

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