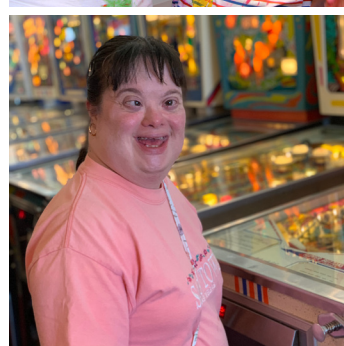
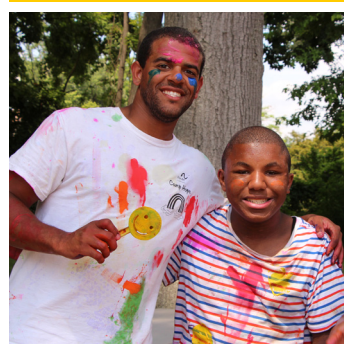




growing the

LEGACY

2018-2019 Annual Report



**70 YEARS
OF HISTORY;
ENDLESS POTENTIAL**

Welcome

A Letter from the CEO & Board President

Dear Friends and Members of The Arc Family,

Seventy years of service and we are just hitting our stride. The Arc of Essex County was founded by a group of parents who wanted to ensure a brighter future for their children with intellectual and developmental disabilities (I/DD). They envisioned a world where their loved ones could live, grow, and learn in the community. Here stands The Arc, 70 years later, boasting more than 40 programs and services across Essex County that embrace that mission every day.

While it is important to reflect on and celebrate this significant milestone, our work is far from finished. The Arc of Essex County's leadership team is consistently brainstorming ways to infuse innovation and creativity into our offerings.

Engaged families, government entities, charitable foundations, and other like-minded individuals and groups like you ensure The Arc is transforming these ideas into action and...

Growing the Legacy

Implementing new and creative ideas each year is the hallmark of an enduring legacy. During the 2018-2019 Fiscal Year, The Arc launched a new vocational exploration and workplace readiness program in partnership with Villa Restaurant Group. With eyes on expanding into additional industries, this program broadens the employment horizons for individuals interested in pursuing greater independence. In response to increased demand for inclusive, integrated socialization opportunities, The Arc formed new partnerships with high school and collegiate groups. The Parents Night Out program, serving families with children and teens, teamed up with Montclair Kimberley Academy and Oak Knoll while adult programs collaborated with Seton Hall University and Best Buddies International.

Individuals with I/DD and their families have greater access to resources and more choices than ever. Your ongoing dedication to The Arc's mission enables us to think big and implement new services to meet the growing needs and interests of those we serve. Thank you.

While the 2018-2019 Fiscal Year was full of excitement and expansion, The Arc of Essex County is eager for what the next year holds. Please consider renewing your financial commitment so The Arc can continue to provide innovative programming and expand opportunities.

Together, we are laying the foundation for the next 70 years. Thank you for your continued confidence in our mission and leadership.

Sincerely,



Linda C. Lucas
Chief Executive Officer



Margaret V. McNany
Board President



Forging New Paths

Vocational Exploration & Workplace Readiness Program

Opens Doors to New Possibilities

Since the inception of The Arc of Essex County, individuals with intellectual and developmental disabilities and their families have envisioned a full life as engaged and contributing members of their communities. Today, that vision is a reality for more than 1,500 children, adults, and families served by The Arc.

While a few adults in The Arc's services are already employed within the community, countless others are interested in pursuing this next step to independence. In late 2018, The Arc of Essex County turned its sights to creating a program that would enable individuals to cultivate career interests and passions through job sampling.

In partnership with Villa Restaurant Group, The Arc developed a six-week program providing participants the opportunity to learn the ins and outs of working in the food service industry with support from restaurant management and an Arc employment specialist. The first cohort of four individuals began their journey in June 2019 at Café Villa in Chatham.

Participants learned restaurant safety and hygiene protocols, how to assemble and prepare delivery materials, arranged place settings for lunch and dinner service, inventoried and stocked beverage coolers, and maintained restaurant cleanliness to ensure a positive dining experience.

Upon completion, and based on interest and skills learned, graduates have the opportunity to pursue career planning at a Villa location where they will learn a specific role within the restaurant with one-on-one job coaching. One of the four original participants chose to continue to the career planning stage while simultaneously

moving on to the next vocational focus area with the rest of the group.

The Arc of Essex County is committed to supporting the individuals we serve as they work to achieve their goals. Through this new vocational exploration and workplace readiness program, The Arc is forging relationships within the private sector to create new and exciting job training opportunities that will lead to greater independence and community engagement.



**"I ENJOYED MY TIME
AT CAFE VILLA. NOW
I KNOW I WANT
TO WORK IN A
RESTAURANT."**

**MELVIN WEBBER,
GRADUATE OF THE ARC'S
RESTAURANT TRAINING
PROGRAM**



Parents Night Out Program Expands & Adds

A Fresh Approach to a Family Favorite

The Arc’s focus on inclusion knew no boundaries as its Children’s Services department expanded offerings and formed partnerships. In an effort to respond and adapt to families’ wishes, The Arc’s Parents Night Out program returned in 2018-2019 with double the offerings from previous years.

A key catalyst for the rapid expansion was the generosity and interest from local high schools to join the fun and help facilitate engaging activities with support from The Arc. The themed evenings also afforded parents respite care for their children, giving them the opportunity to refuel, recharge, and manage family life.

In December 2018, nine members of Montclair Kimberly Academy’s fencing club crafted snowmen, wreaths, and reindeer made out of pipe cleaners with program attendees thanks to a connection made through an Arc of Essex County Board Member. Then, in May 2019, six members of the Oak Knoll School’s softball team, which is coached by a Camp Hope summer counselor, snuck in some outdoor fun with program attendees before the sun went down and later enjoyed playing board games and creating arts and crafts projects with the participants. Both groups provided snacks and activity supplies for all of the evening’s attendees and donated the excess materials to The Arc of Essex County’s Children’s Services department.

While the planned activities provided for an enjoyable evening, the connections made between the high school athletes and those served by The Arc were the real highlight. The groups enjoyed learning about each other and found many things in common including favorite sports teams, hobbies, and more.

As The Arc plans for the coming year, it is actively reaching out to additional high schools to join these inclusive evenings of fun. The Parents Night Out Program will expand by an additional 25 percent and schools are racing to reserve their spots or sign on to volunteer time at the annual Winter Break Child Care program. This unique partnership underlines that inclusive opportunities are not only craved by those served by The Arc, but by all members of our community.



“WE ARE SO GRATEFUL FOR THE EXPANSION OF THE PARENTS NIGHT OUT PROGRAM. MY BOYS ENJOY THEIR TIME WITH PEERS WHILE MY HUSBAND AND I CAN RECONNECT.”

ROBIN ALAMPI,
PARENT OF TWO TEENAGERS
WITH AUTISM



Engaging Offerings



Budding Friendships

New Partnership with Seton Hall University

Provides On-Campus, Inclusive Social Activities

Providing engaging and fun extra-curricular activities for children and adults has been a staple of The Arc's services since its inception. After exponential growth of the Community Inclusion, Recreation, and Respite program last year, The Arc turned its sights to expanding inclusive social opportunities in fiscal year 2018-2019.

In the process of founding an on-campus Best Buddies International chapter, students from Seton Hall University approached The Arc of Essex County in late 2018. The students were seeking a community agency partner who could help foster one-to-one friendships and leadership development with their peers with intellectual and developmental disabilities. As Essex County's largest service provider, The Arc was at the top of their list.

The Arc recognized the impact a socially inclusive program on a collegiate campus could have and jumped at the opportunity. In early May 2019, 30 adults with I/DD and staff from The Arc of Essex County joined the members of the newly formed chapter for a pizza party and campus-wide scavenger hunt. The Arc of Essex County participants enjoyed exploring the campus, getting to know their new friends, and posing for photos with the Seton Hall Pirate. The collaboration with the university also gave Arc program participants the ability to forge one-on-one relationships that we hope will blossom into lasting friendships.

The newly formed partnership cemented an already established relationship with Seton Hall. In addition to the on-campus social connections, Seton Hall occupational, physical, and speech

therapy students shadow professionals at The Arc's Stepping Stones School and provide volunteers to lead interactive, nutritional seminars at its Day Programs.

The Arc of Essex County is already looking forward to on-campus activities planned in the next year and identifying additional ways to collaborate with Seton Hall to expand opportunities for those we serve.



"MY BUDDY FROM THE ARC COMMUNICATES A BIT DIFFERENTLY THAN ME, BUT IT'S REALLY AWESOME BECAUSE WE'VE FORGED A CONNECTION THAT YOU DON'T GET WITH MOST PEOPLE."

**CLARE DONNELLY,
BEST BUDDY & SETON
HALL STUDENT**



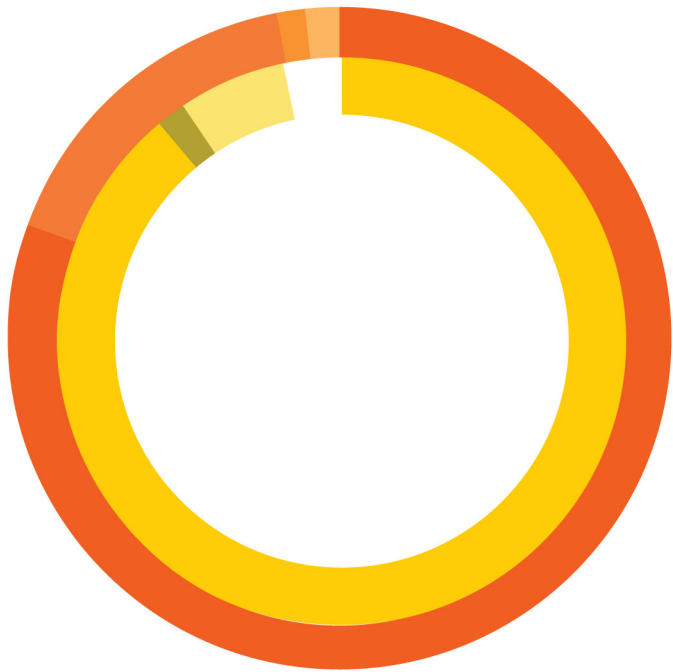
70 Years of Impact

From Humble Beginnings Grows a Lasting Legacy

<p>1946: Article appears in the <i>Bergen Evening Record</i> calling for families to rally on behalf of their loved ones.</p> <p>1948: The Arc of Essex County is founded.</p>		<p>1961: Day care center opens at Grace Episcopal Church in Orange.</p> <p>1965: Activity Center opens at Friendship House in Newark; serves 10 consumers.</p>		<p>1980: Three group homes are in operation.</p> <p>1982: Four group homes open in a six month period.</p> <p>1983: More than 800 consumers receive services from The Arc of Essex County.</p> <p>1984: The Shapiro Center Early Intervention program begins; serves 28 children.</p> <p>1985: Supervised apartments open in Montclair; Crisis Intervention/Respite opens in Newark.</p> <p>1986: Stepping Stones School is licensed; serves 10 students. ARCompany, agency’s first Habilitation Adult Training Center, opens for business in Newark.</p>		<p>1999 - 2001: Four group homes in Montclair (2), Millburn, and Livingston open.</p> <p>2006-2007: An additional four group homes in Belleville, Orange, Cedar Grove, and Verona open.</p>	
1940’s	1950’s	1960’s	1970’s	1980’s	1990’s	2000’s	2010’s
	<p>1950: First class for children offered in Newark; sets stage for education services.</p> <p>1953: Recreation and swim program opens at Morris Avenue pool in Newark.</p> <p>1954: Trainees are accepted into Sheltered Workshop in Maplewood; serves 11 consumers.</p> <p>1955: The Arc of Essex County is incorporated.</p> <p>1956: Camp Hope opens; serves 60 children.</p> <p>1959: The New Jersey Division of Developmental Disabilities (DDD) is founded.</p>		<p>1971: Home Management Project begins; later becomes Home Assistance Program.</p> <p>1974: Stepping Stones Early Intervention opens; serves six children.</p> <p>1976: Outreach Activity Center opens at Essex County Hospital Center. First group home opens in Newark; houses 12 consumers.</p> <p>1979: Adult Activity Center opens in Montclair; Day Training relocates to East Orange.</p>		<p>1996: Avenues, a program for seniors and those with limited mobility, opens.</p> <p>LATE 1990’S: DDD launches Self Determination program designed to offer self-directed services.</p>		<p>2012: Smart Boards and iPads introduced into the classroom at Stepping Stones School.</p> <p>2014: 25th Adult Residential facility opens. Bridges, a program for young adults with autism spectrum disorders, opens.</p> <p>2016: Roseland Group Home opens. Camp Hope celebrates 60th anniversary; Capital campaign raises over \$1.1M.</p> <p>2018: The Arc partners with redevelopers on Park Place Apartments program. Adult Recreation Program expands; enrollment increases 81 percent .</p> <p>2019: The Arc of Essex County completes Fee-for-Service conversion. Budget grows to >\$30M. Vocational exploration & workplace readiness program launches in partnership with Villa Restaurant Group.</p>

2018-2019 Financials

Revenue vs. Expenses



\$31.1M
Operating Revenue

\$30.1M
Operating Expenses, Debt Reduction & Operating Reserves

Operating Revenue

State Funding	\$25.1M
Tuition & Fees	\$5.0M
Contributions	\$.4M
Miscellaneous	\$.5M

\$31,061,327

Expenses & Reserves

Personnel Expenses	\$20.6M
Facility Costs	\$2.7M
Transportation	\$1.3M
Client Assistance/Other	\$1.3M
Supplies	\$1.0M
Depreciation/Interest	\$.7M

Total	\$27.6M
Debt Reduction	\$.5M
Reserves Increase	\$2.0M

\$30,117,909

2020 Projected Reserve Appropriations



\$250K
Creative Art Space



\$800K
Residential Renovations



\$500K
Program Expansion



\$400K
Fleet Attrition

Growing the Legacy

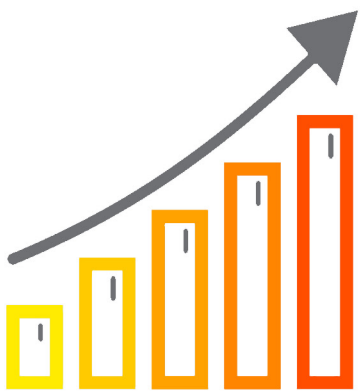
Ten Years of Progress



259 percent
enrollment increase in Group Respite services through four new programs



6 New Residential Properties
added in Maplewood, Livingston, Roseland, West Orange, and Irvington housing **38** more adults with intellectual and developmental disabilities



\$10,000,000
increase in annual revenue



enrollment **DOUBLED**
in Stepping Stones Early Intervention



reinvested more than **\$12.9 million** to renovate, upgrade, & expand programs and facilities including Camp Hope, various Group Homes & Day Programs, & Stepping Stones.



15 percent
more children, adults, and families served

Visionary Circle

These organizations are distinctive supporters 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

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.

Essex County Division of Housing & Community Development	New Jersey State Golf Association Youth Foundation
Irvington Office of Community Development and Planning	Christopher & Diane Pierce
John & Margaret Post Foundation	PSEG Services Corporation
John Malcolm	William H. Connolly & Co., LLC

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	Jay Frank Parmly Trust	Walsh, Pizzi, O’Reilly, Falanga LLP
Bloomfield Department of Community Development	Orange Orphan Society	Paul & Terri Wirth
Bogush Incorporated	Oratory Preparatory School	Richard Wright
Enterprise Fleet Management	PSEG Foundation	
	TD Bank, N.A.	

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.

Paul & Robin Alampri	Bradford & Kim Huntington	Novartis US Foundation
Arognaut Management Services, Inc.	Irene L. and Stephen L. Brotman	John & Maureen O’Brien
Benefit Management Solutions, Inc.	Philanthropic Fund	Jessica Peralta
Fredric & Sheree Bennett	Dana Irvis	David Petrone
Bernie’s Tire and Auto LLC	Barbara Starrett & Jo Ann Ellison	Philadelphia Insurance Companies
Bob’s Discount Furniture Charitable Foundation Inc	Johnson & Johnson - Matching Gifts Program	PrimePoint, LLC
Linda Cancro Lucas	Douglas Keller	Benjamin & Nina Proce
Paul Carleton	Knights of Columbus #3533	PSEG Match Program - Power of Giving
Catholic Human Services Foundation	Knights of Columbus #3632	Kenneth & Christi Sauter
Certified Financial Services	Knights of Columbus #6380	Sax LLP
ColorMyCar, Inc.	Andrew & Wendy Lacey	See-More TV & Appliance Center
Vincent Covello, Jr.	Herbert & Ellen Lev	Thomas & Margaret Sheridan
Minerva Delgado	Brian Lowe	Harry & Sandra Starrett
Enterprise Holdings Foundation	Leah Luke	Paul Rooney & Susan Comparato
ExxonMobil Foundation	Lummus Technology	The Stop & Shop Supermarket Company LLC
Kathleen Fernandez	Peter & Moira Madonia	Township of Nutley
Michael Franchino	Maroukian Realty, LLC	UNICO - West Essex
Thomas & Jennifer Frantz	Tim McCormick	Village Supermarket, Inc.
Glen Ridge Community Fund	Mickey’s Gift	Walter Haner & Associates, Inc.
Kathleen Hinnigan-Cohen	Millennium Communications Group Inc	West Essex Sunoco, Inc.
Brad & Stephanie Hopton	Newark Motor Auto Body & Service, Inc	Kevin & Meredith Whitaker
Harry & Helga Horn	NJM Insurance Group	John & Jo Ann Wilson

DONOR
RECOGNITION
FY 2018-2019

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.

Apple Food Services New Jersey	Jason & Eileen Hahn	Paul Murphy
Adam Baylor	IUOE Local 68	North Jersey Smart Set
Arthur & Jennifer Blougouras	Kings Food Markets	Robert Purcell
C.G.M. Accounting Associates, Inc.	Knights of Columbus #1277	R&R Maintenance
Jonathan Cohen	Knights of Columbus #6386	Jo-Ann Raines
Heather Comstock	Ryan Krewer	Nancy Robinson
Lorraine Coppola	Paul & Janet Kwiatkoski	Rotary Club of Livingston
CrossFit Maplewood	Maria Laurino	Russikoff, LLC
Terrence & Annette Cunningham	Robert Laurino, Esq.	Sokol USA
Bernard & Eileen Davis	Lenoir’s Charter Service, LLC	Richard & Eileen Stuart
Durkin & Durkin, LLC	Joseph Mack	Glen Taylor
Mark & Susan Fahy	Kevin McCormack	TGI Office Automation
Stephen & Margaret Falanga	Paul McGrath	Theresa Thompson
First Northern Bank & Trust	Ryan & Margaret McNany	Verona Lions Club Charities, Inc.
Matthew Ryan & Gail Morris	Charles & Lisa Meizoso	Werner Family Trust
The Hon. Thomas Giblin	MobilityWorks Commercial	Andrew Wu

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.

444 LLC	Linda Farley	David & Beth Meyer
Aetna Foundation, Inc.	Scott Feingold	Herbert & Sally Meyer
Stuart & Randi Applebaum	Christine Fillimon	Zina Michajliczenko
Juan & Lisa Arroyo	Rodney Frelinghuysen	Christopher Moore
Arrufat Gracia, PLLC	William Frese	Jerry & Kathy Morin
Mark Barron	John & Allyson Fryhoff	Paul Moritzen
Michael Bateman	Denise Giaimo	Leon & Veronica Morton
Nestor Bedoya	Frank & Georgiann Gialanella	Nero’s Grille
Megan Beebe	Steven Glass	Mary Lou O’Connor
Peter & Judy Bellina	Lucille Goff	Anthony & Lynda Panza
Joseph & Lisa Bergman	John & Barbara Goodrich	Janice Parker
Lee Bergman	Joshua Gottfrid	Andrew Pecora
Mark & Betsy Bergman	Donna Graham	Bernie & Linda Peer
Laurie Best	Peter & Caitlin Greatrex	Thomas Petrosky
Bruce Bird	Cecilia Guerrero	Alain & Shakespeare Pierre-Antoine
Jeffrey Bird	Richard Hayes	Janet Prevette
Stanley & Rochelle Block	Nancy Holland	RBC Wealth Management
Kenneth & Lorena Bogert	George Holland, Esq.	Charles Rotondi
Bogert Family Fund	Robert & Ruth Hutter	Todd & Kim Russell
Kathryn Bosworth	Ki Hyun Han	Gary Russikoff
Paul & Patricia Boylan	Albert & Joan Ianacone	Kevin Ryan
BPOE South Orange Elks Lodge #1154	Aisha Irvis	Ronald & Karen Sappio
Robert & Eileen Butler	Jardim, Meisner & Susser, P.C.	Michael & Laurie Schuftan
Nancy Byrne	JW Data, LLC, DBA Aurelius Golf	Seaboard Properties LLC
Wayne & Barbara Chieppa	Damien & Courtney Keemss	Steve & Deborah Shulkowski
Frank Cinque	Erin Koropsak	Thomas & Judith Stier
Richard Cirlincione	Lakeland Charities Inc.	Laura Testa
Robert Petzinger & Cristina Moran	Law Office of Stuart M. Nachbar, PC	Chuck Todd
CSG Attorneys at Law	Christopher Lazzaro	Mary Tranchetti
Luis & Diana DaCosta	Steve Leon	Glenn & Nancy Tringali
Chris Dare	Lon Berkeley & Leslie Nickels	John Virden III
Raymond De Lorenzi	Thomas Malcolm	Gary & Lois Whitman
Ronald DiCola	Majella Matyas	Anitra Wilson
Caitlin DiRuggiero	Angela McCaffrey	Jessica Wilson
William Donnelly	Michael Mckiever	Jonathan & Lisa Wolfe
E.R.A. Incorporated	Dennis McNany	
Derrick Easton	Maria Meizoso	

2018-2019 Executive & Advisory Boards

Officers

President	Marnie McNany
First Vice President	Stephen Falanga
Second Vice President	Robert Laurino
Third Vice President	Benjamin J. Proce, CPA
Secretary	John O'Brien
Treasurer	Gary Russikoff, CPA
Immediate Past President	Brad K. Hopton

Trustees

Robin Alampi	Dana A. Irvis	Patricia Sanders
Juan Arroyo	Brian Lowe	Theresa C. Thompson
Bruce Bird, Ph.D.	Leon Morton	Lisa Wolfe
Patricia A. Boylan	Jo-Ann Raines	
Eileen Hahn	Matthew Ryan	

Chairpersons of Standing Committees

Audit	Gary Russikoff, CPA
Buildings and Property	Kenneth Sauter, Esq.
Development	Stephen Falanga
Finance and Budget	Benjamin J. Proce, CPA
Investment	Bradford Huntington
Nominating	Brad K Hopton
Personnel	Jo-Ann Raines
Quality Assurance	Robin Alampi

Advisory Board

Stuart P. Applebaum	Mark Gerson	Herbert Lev	John Schettine (Self Advocate)
Jeffrey B. Bird	The Hon. Thomas Giblin	Angela McCaffrey	William Sumas
Lorraine Coppola	Alvin Hersh, Esq.	The Hon. John McKeon	Maryanne Vindici
John Daudt	Bruce Humphreys	Peter Madonia	Scott White
Caitlin E. DiRuggiero	Bradford Huntington	David E. Meyer	Paul Wirth, CPA
Michael J. Franchino, CPA	Robert Leopold	Kenneth Sauter, Esq.	Richard Wright

Executive Management

Linda C. Lucas	Chief Executive Officer
Kathleen Hinnigan-Cohen	Chief Operating Officer
Robert Purcell	Chief Financial Officer
Megan Beebe	Senior Director, Financial Operations/Controller
Laurie Best	Senior Director, Children & Adult Day Services
Frank Cinque	Senior Director, Asset Management
Heather Comstock	Senior Director, Development & Communication
Erin Koropsak	Senior Director, Quality Improvement & Consumer Supports
Rebecca Lorusso	Senior Director, Residential Services
Melissa Soules	Senior Director, Supports Program Services



123 Naylor Avenue
Livingston, NJ 07039
(973) 535-1181
www.arcessex.org

Follow us on social media!