



The Arc[®]
of Essex County

Rooted in History

Annual Report
2013-2014

This year marked many milestones and successes for The Arc of Essex County, including commemorating our 65th anniversary. The Arc of Essex County started out as a small group of dedicated parents who wanted more for their children. Today, we are a robust organization of approximately 500 employees, providing services and supports to nearly 1,500 individuals with intellectual and developmental disabilities and their families. We’ve come a long way. With 65 years under our belt, our theme, “Rooted in History,” illustrates The Arc’s past as well as an ongoing commitment to improve the lives of individuals with intellectual and developmental disabilities.

The 2013/2014 fiscal year brought about significant changes for the disability community. The New Jersey Division of Developmental Disabilities is proceeding with the much-anticipated roll out of the Medicaid fee-for-service system, scheduled to launch in July 2015. This transition will give consumers and their families more choice and flexibility when selecting services and programs for their loved ones.

While it will be a challenge, The Arc of Essex County is prepared for this new reality with superior, efficient, and effective program and service offerings from early intervention to adult day and residential services. We are confident that The Arc of Essex County will be the service provider of choice for the disability community. Our 65 years of experience in this field, coupled with our capacity to be creative and innovative, positions us well to continue the traditions set forth by our founders. As we embark on another year, The Arc will continue to strive to provide the highest quality and most comprehensive supports and services for families and consumers in every walk of life.

As we reflect on our 65 years of service to the intellectual and developmental disabilities community and lay the foundation for the next year, we look to the future with the same hope and promise of the parents who founded The Arc. We thank you for joining us on this journey and look forward to what lies ahead.

Sincerely,



Linda C. Lucas
Linda C. Lucas
Chief Executive Officer



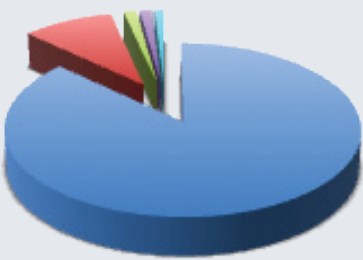
Bruce Bird
Bruce Bird, Ph.D.
President



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.

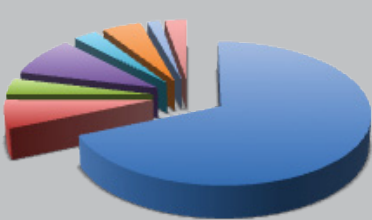
Operating Revenue
\$25,243,563

State funding	\$21,961,635
Tuition & Fees	\$2,382,657
Contributions	\$343,271
Miscellaneous	\$311,004
Net Assets Released from Restrictions	\$244,996



Consumers Served

219	Education & Early Intervention
639	Case Management
107	Employment Services
319	Respite Services
205	Recreation
347	Supportive Services
140	Residential Services



Personnel Expenses	\$16,777,088
Professional Fees	\$1,590,254
Supplies	\$909,411
Facility Costs	\$2,209,569
Client Assistance	\$734,178
Transportation	\$1,195,109
Depreciation	\$389,874
Other	\$667,132

Operating Expenses
\$24,472,615

Nearly
1,500
Individuals Served

Our Family



The Department of Children, Family, and Community Services (CFCS) supports children with intellectual and developmental disabilities, as well as their families, with a comprehensive system of programs designed to foster cognitive and physical development, teach and enhance communication and social skills, and support primary caregivers as they work to provide and advocate for their child, sibling, relative, or friend. These successful services are achieved through:

- Early intervention programs through **The Shapiro Center** and **Stepping Stones**
- Early childhood education at the **Stepping Stones School**
- Recreation and respite programs including **Camp Hope**, a seven-week summer day camp
- Parent Support Groups

From Stepping Stones to College... An Alumni Testimonial

Meet Ben Dorn. Ben is a 25 year old, sports-loving, family man and college graduate. He is well known in his community, works in a dentist's office, wants to pursue public speaking, and one day hopes to work for the New York Jets. Ben has accomplished a lot in his 25 years, while living with Down syndrome.

Ben's family received his diagnosis when he was just hours old and with recommendations from a hospital nurse they reached out to The Arc of Essex County for support. Two weeks later he enrolled in Stepping Stones Early Intervention program where he worked with therapists twice a week until he was three, learning cognitive, physical, social, and communication skills.

After graduating from Stepping Stones Early Intervention, Ben continued on to The Arc of Essex

County's Stepping Stones School. Here, he and his family developed strong friendships while he learned life and social skills in addition to his early education curriculum.

"You're on the road to greatness"
- Stepping Stones Alum Ben Dorn

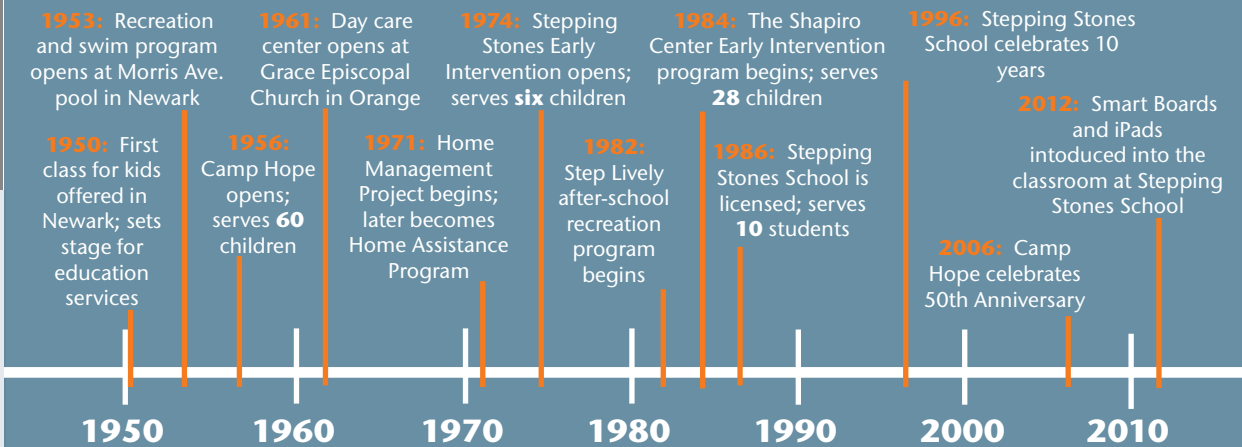
At home, Ben was treated just like his other siblings. While expectations were unknown early on, Ben and his family always pushed the limits, setting goals and achieving them one at a time. Upon graduating from high school, Ben set a goal to continue his education and learn how to be more independent. He was accepted into The College of New Jersey's (TCNJ) career and community studies program in 2010.

While at TCNJ, Ben was active on campus, pursuing multiple internships, serving as a mentor to other students in his program, and participating in one of the school's musical groups. He graduated from TCNJ in 2014.

"Ben has a happy life and it all started here [at The Arc of Essex County]," said Ben's mom, Leslie Skurla. "If Ben didn't get the basic five or six years [at Stepping Stones], none of this would have happened. I am very proud and it is a blessing."

Ben and his mother are most appreciative for the hard work and support from The Arc of Essex County's staff. As an alumni of The Stepping Stones School, Ben wishes all of the other alumni and current students the best of luck and assurance that "you're on the road to greatness."

Then



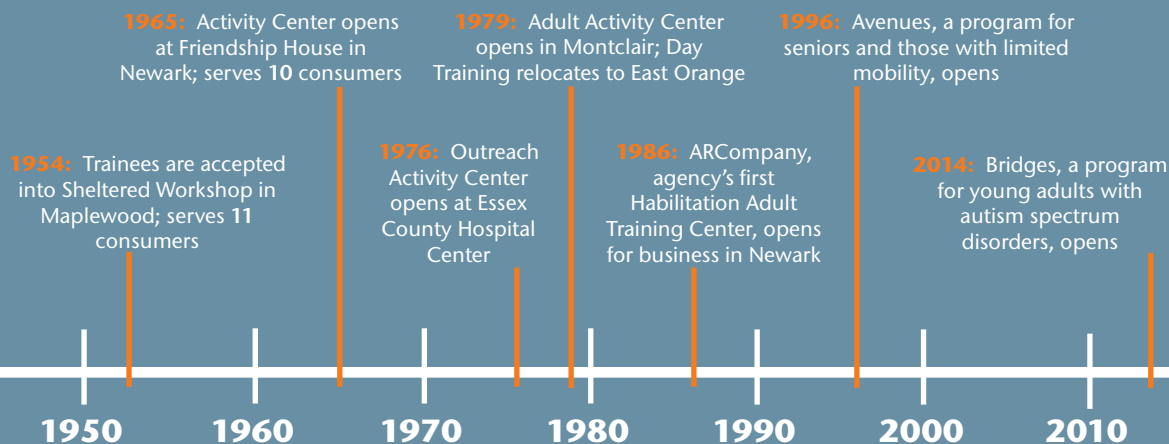
Now



IN THE PAST YEAR...

- **135** children and adults attended Camp Hope's 58th season
- **20** children and their families received early intervention services through the Stepping Stones Early Intervention Program
- **30** students enrolled at the Stepping Stones School
- **165** children and their families received early intervention services through The Shapiro Center
- **50** children participated in recreation and respite programs
- **347** children and families received support services through programs including Adult Cash Reimbursement, Children's Self-Hired, Life Management, Home Assistance Program, and more

Then



Now



IN THE PAST YEAR...

446+ adults attended **10** Adult Day programs:

- **83** adults received weekend, after-work, or in-home respite services
- **20+** adults participated in recreation activities including exercise and nutrition, bowling, and other organized activities
- **107** adults were employed in vocational programs including ARCompany and SWOP
- **236** adults attended additional day programs including community resource centers, senior programs, special-needs programs, and more

Adult Day Services support the wide variety of personal goals set by participants (adults ages 21 and over) by providing an extensive variety of programs to accommodate their needs at every stage in their lives. Programs are designed to help participants achieve by developing new life skills, maximizing independence, and helping integrate into their communities. Programs create opportunities for educational, cultural, and social enrichment. The Arc of Essex County's 10 program sites are focused into three primary categories:

- **Community Resource Centers (CRC):** Participants learn the skills necessary to make important connections to the people and communities where they live, as well as provide a variety of outlets and settings in which these skills can be applied and reinforced
- **Vocational Preparedness:** These programs create a full-spectrum of work opportunities, from a structured work environment that introduces and reinforces workplace skills, to highly customized programs for individuals who want to transition into competitive employment
- **Specialized Services:** For older participants and those who require more hands-on support, The Arc of Essex County offers programs tailored to meet the needs of individuals who require/desire a slower pace, have limited mobility, need medical or pharmacological support, or require additional assistance with daily tasks such as dressing, eating, or toileting

A Friendship in the Making... 30+ Years with The Arc

Carol Cox and Renee Pierce have been friends for more than 30 years and roommates for nearly as long. They first met through The Arc of Essex County's ARCompany program - a workshop-like program in Orange where participants learn and develop positive work habits and social skills while achieving independence.



Renee Pierce (left) and Carol Cox (right)

Carol and Renee both enjoy listening to music - James Brown and Motown are among their favorites. They are involved in their local church and look forward to worship each week. They are members of The Arc of Essex County's self-advocacy program and are passionate about eliminating the use of the R-word.

When Renee first became involved in ARCompany, she was strong willed and had an edgy exterior from years in and out of institutions. She was very sensitive and could easily become upset. She was living with a sponsor, Marie Johnson, who treated her like family and she looked forward to the good contract work available to her through The Arc of Essex County's ARCompany program.

By the time Renee met Carol, Carol had moved from her mother's home in Montclair to a sponsor home nearby. A very social person, Carol enjoyed spending time with her family and going out dancing with friends. Carol and Renee knew many of the same people and Renee approached Marie to see if Carol could move in. Marie eventually agreed.

Over the years, Carol and Renee's friendship grew while living and working together. The Arc of Essex County continued to provide vocational services to the pair through ARCompany, while also providing the necessary support and care Carol and Renee needed.

The Arc helped Renee work with therapists to learn to deal with situations that upset her. "Before [The Arc helped], I couldn't even talk about the things that upset me," said Renee. "Now, I can laugh about it... Ingrid use to say, 'Calm down Renee, don't let anyone discourage you.' She was right. She worked in my room at ARCompany, but everyone [at The Arc] has helped."

The support provided by The Arc of Essex County began more than 30 years ago, but support continues today. When Marie got sick and could no longer sponsor Carol and Renee, The Arc made sure they had a place to call home. Carol and Renee now live in one of The Arc of Essex County's supervised apartments in Maplewood. Carol and Renee tackle grocery shopping together while Carol is the resident cook.

The pair is also very health conscious. With support and coordination from The Arc, Carol and Renee now attend physical therapy twice a week to help with arthritis. "They say you only look as old as you feel," joked Carol. While Carol and Renee's history with The Arc stretches back nearly 30 years, the two remain young at heart.

Residential opportunities are available for individuals with intellectual and developmental disabilities through a variety of community options. Each option provides a supportive home-like environment in an integrated community setting. Located throughout Essex County, 25 Adult Residential Programs provide the appropriate levels of support to help each resident enjoy their freedom, live responsibly with their housemates, and become immersed in their community. The Arc of Essex County's highly trained staff provides ongoing activities, behavioral and medical support, as well as preparation in independent living skills. These different levels of residential opportunities are available through:

- Community Residences/Group Homes:** These single-family homes provide the greatest level of support by trained staff seven days a week, 24 hours a day. Skills and experiences gained in these communities include cooking, daily living tasks, health and wellness needs, household maintenance, money management, recreation, and shopping
- Supervised Apartments:** Apartment residents have mastered some of the skills they need to enjoy more independence and privacy while having access to staff for additional assistance and/or training when needed
- Supportive Living:** This program is designed for independent individuals who require limited support on an as-needed basis. Consumers in this program typically are employed, pay a portion of their rent, and receive limited staff assistance in areas such as health management, budgeting, and relationship skills

The Arc of Essex County Family and Home

In 1948, a group of innovative parents, religious leaders, and dedicated volunteers gathered to create services for individuals with intellectual and developmental disabilities (I/DD) and their families. This group founded what would become The Arc of Essex County and they elected Lee Marino their first president. Lee, a father of three girls, including Annie, would serve as president during the foundational years from 1948-1950.

Lee's daughter Annie has a lot of spunk. She loves animals, listening to Puccini's Madame Butterfly, and can remember even the finest of details. She tells it like it is and remains close with her sisters today. The Arc has been a part of her and her family's lives since 1948, and since 1980 The Arc of Essex County is where Annie calls home.

In December 1980, after 20 years living at home with her parents and 19 years living at the North Jersey Training School, Annie moved into The Arc of Essex County's Orange group home.

Annie's mother Eileen Marino recalled in a 1982 article for The Guardian her feelings on the move. "When I was informed that Ann would be going to the Group Home, I was delighted. Since Ann had spent so much time at her home, I was able to tell her that, in many ways, the Orange residence would be like living in her old home."

Aside from a small hiccup with Annie's glasses not making the initial move with her, she took to living in the group home quickly. By lunch time on move-in day, Annie was helping dry the dishes. "I can't begin to describe how much she has learned through the patience, love, and skill of the staff at the Orange home," recounted Eileen in October 1982. "Ann loves the staff and the residents and knows that is her home."

Annie would later move from the Orange group home to a quieter group residence in Nutley where she lives today. She also participates in The Arc of Essex County's Avenues day program - a program inspired by

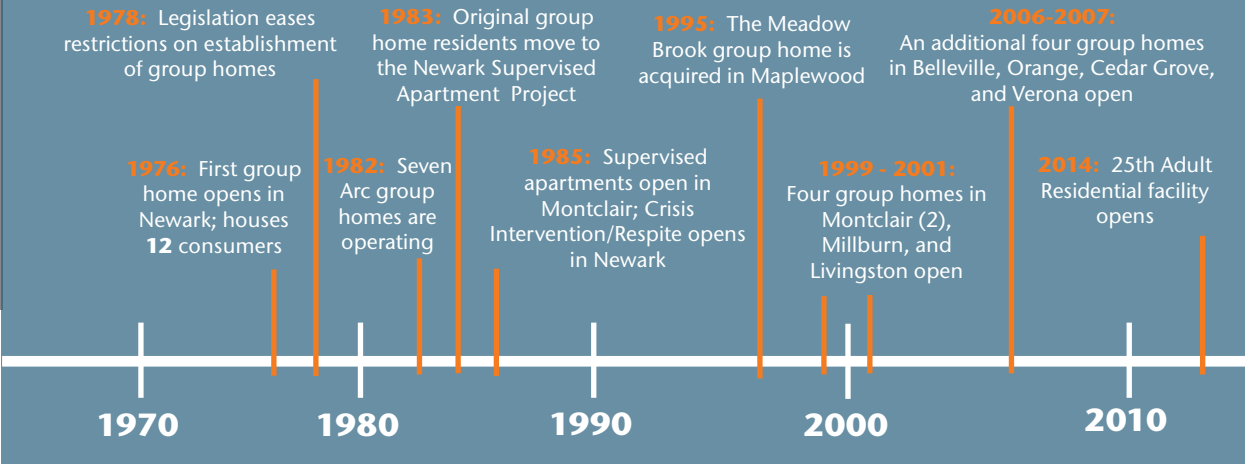


Annie (bottom left) with her Orange group home housemates.

her for seniors and those with limited mobility who enjoy a slower paced program focusing on activities that retain physical and cognitive abilities.

Since its foundation, The Arc of Essex County strives to provide supports and services for individuals with I/DD and continues to innovate as our original consumers enter new phases of their lives. The Arc has enjoyed being a part of Annie's life and will continue to provide the best services and accommodations to our consumers as we move forward.

Then



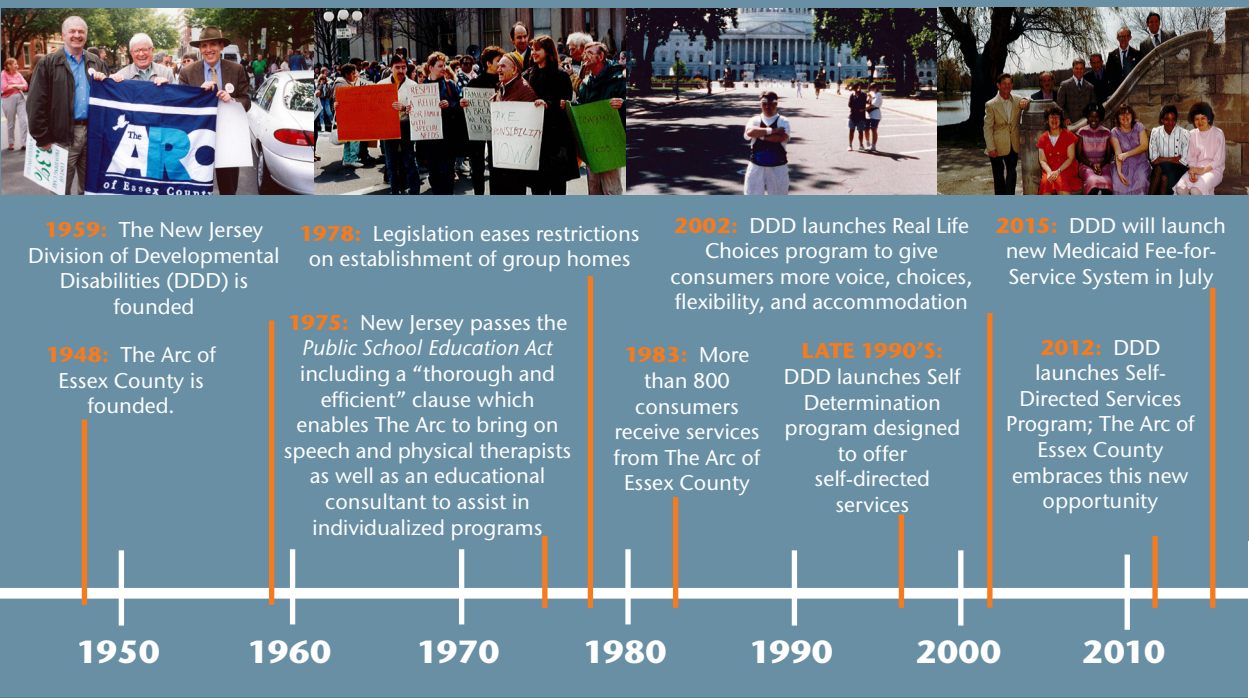
Now



IN THE PAST YEAR...

- The Arc of Essex County provided residential services to **145** individuals:
- 77** consumers in one of **15** community residences/group homes
 - 47** consumers in one of **8** supervised apartment arrangements
 - 13** consumers partook in the Supportive Living Apartment Program
 - 8** individuals at the crisis intervention/respite group home in Newark

History



The Future

IN THE PAST YEAR...

- **500+** resource and informational calls fielded
- **80+** tours of various programs executed
- **44** consumers and families involved in self-directed and case management services
- Assisted **15** students through their transition from educational environments into adult services

MOVING TOWARDS THE FUTURE...

- Individuals with intellectual and developmental disabilities who currently have a case manager will receive a support coordinator
- All individuals will be assessed to determine support needs
- Individuals and their families will receive greater flexibility and choice in program and support services

The Arc of Essex County is available to support consumers and their families and guardians through this transition. For questions and assistance, email msoules@arcessex.org or call (973) 535-1181 ext. 1262.

The Arc of Essex County has embraced self-directed services since its inception under state initiatives such as Self Determination, Real Life Choices, and Self-Directed Services. All Arc of Essex County adult day programs, group respite, and individual support services currently accept self-directed and fee-for-service individuals and The Arc will continue to expand and create new services to meet the needs of program participants and their families. The Arc of Essex County is equipped to provide select specialized services for parents and professionals. Staff with advanced training is available to assist with the following:

- Information and Resource Services
- Targeted Training on an Array of Topics
- Service Navigation

Supporting Families on their Care Coordination Journey

Gordon Smith is a single father of two boys. He is personable, outgoing, works hard, and wants nothing but the best for his children. Since his oldest son Gregory Shawn was a teenager, Gordon has been self-directing his services and sending him to Camp Hope - The Arc of Essex County's seven week summer day camp for individuals with intellectual and developmental disabilities.

Gregory Shawn loves coming to camp each summer. Like his father, Gregory Shawn is personable, outgoing, and funny. He enjoys catching up with friends who regularly attend camp. While Gregory Shawn started out as a teen camper, today he is a staff favorite and attends as part of Camp Hope's Adult Camp Experience.

"I, for one, look at The Arc of Essex County as a true blessing." - Gordon Smith

Aside from attending Camp Hope and hotel respite, Gregory Shawn did not initially participate in any other Arc of Essex County day programs. During a periodic check in with Gordon, The Arc of Essex County staff learned Gregory

Shawn was struggling in his regular day program. Gordon, wanting the best for his son, consulted with The Arc staff who spent many summers getting to know Gregory Shawn, to create an individualized plan, tailored to his son's needs.

When Gregory Shawn was ready, The Arc of Essex County arranged for him to begin attending the Supportive Work Opportunities Program (SWOP) - a vocational training program providing an opportunity to consumers to learn social and work-ready skills. At SWOP, Gregory Shawn joined the landscaping team. He formed new friendships with his fellow consumers and coworkers, worked hard, and developed a camaraderie with the guys. Their superb teamwork led to a first place victory at The Arc of Essex County's day program kickball tournament.

Initially, Gregory Shawn attended SWOP just three days a week. As he became more accustomed to the program, Gordon felt comfortable increasing Gregory Shawn's attendance from three to four days a week. The program is a perfect fit - Gregory Shawn looks forward to going to work every day.



Gregory Shawn Smith (back row; green shirt) celebrates with fellow SWOP teammates after winning The Arc of Essex County's day program kickball tournament.

"When I think of The Arc, two words come to mind - respite and growth. [Through Camp Hope, hotel respite, and SWOP] my son has grown considerably," said Gordon Smith. "I, for one, look at The Arc of Essex County as a true blessing. I appreciate all you do for me and my family and keep doing what you are doing!"

As more families become part of the state's Medicaid fee-for-service program and move to a self-directed model, The Arc of Essex County and our committed and compassionate staff stands ready to help, as we have with the Smiths.

The Arc of Essex County would like to publicly thank its donors. Through your memberships, contributions, tributes, and participation in our special events, you support all the important services program participants depend on, and ensure the agency can fulfill its past and ongoing commitment to improving the lives of individuals with intellectual and developmental disabilities.

Approximately 88 percent of your donation is used toward programs and services. Your generosity allows more consumers to attend Camp Hope and Stepping Stones Early Intervention Program, funds the repair or replacement of furniture and household items in our group homes, supports services which provide specialized resources and assistance, and helps provide a holiday feast for very-low-income consumers and their families.

Our next fiscal year is bright. We invite you to participate in our 17th Annual "Building Tomorrows 5k run, 2-mile walk, and Family Fun Fest" on Saturday, April 25th at Brookdale Park in Bloomfield, New Jersey. Additionally, we hope to see you on Thursday, September 24th for our second annual "Uncorked & Uncapped - Wine, Beer, and Food Fest" at the Westminster Hotel. Registration and additional details will be available in early 2015.

We hope you will continue to support The Arc of Essex County in 2015 - donations can be made on our website at www.arcessex.org. Thank you in advance for making a donation and supporting the great work The Arc of Essex County does for nearly 1,500 individuals with intellectual and developmental disabilities and their families.



The Arc of Essex County Board Member Brad Huntington, accompanied by CEO Linda Lucas, accepts the 2014 Recognizing Excellence in Volunteerism Award from PSEG for his work on behalf of The Arc of Essex County.

The Arc of Essex County's Senior Director of Communication and Development, Heather Comstock, accepts a Community Development Block Grant (CDBG) from Essex County on behalf of the agency.

Guardians

These members of The Arc of Essex County family are distinctive supporters of the agency's mission and objectives. Gifts and grants of \$25,000 or more in any one fiscal year show an abiding belief and confidence in The Arc of Essex County.

The Candle Lighters
The County of Essex, Division of Housing and Community Development
Healthcare Foundation of New Jersey
The Higgons Foundation, Inc.
The State of New Jersey Department of Labor and Workforce Development

Benefactors

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 \$24,999 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.

City of Newark, Department of Economic and Housing Development
Connell Foley, LLC
The Edward W. and Stella C. Van Houten Memorial Fund
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Township of Bloomfield, Department of Community Development
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Patrons

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.

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The Ralph M. Cestone Foundation
The TJ Max Foundation, Inc.
Paul Wirth

Golden

We recognize these donors who have contributed between \$1,000 and \$4,999 in tribute to the 44 programs which The Arc of Essex County runs, so that the lives of those with developmental disabilities living in Essex County and the surrounding area will be enhanced.

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Washington School HSA

Visionary

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.

Joseph Ascoli
Bank of America Matching Gifts Program
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Angels

The donors whose gifts and grants range from \$250 to \$499 help us sustain and enrich our programs, while providing a nurturing atmosphere to all we serve.

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We thank these wonderful donors who have made contributions of \$100 to \$249 to support our mission. They help to provide us with a solid financial base.

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Women's Club of Livingston
Giovanna Zabriskie

The Arc of Essex County is grateful to the many companies, individuals, and organizations who have contributed "gifts in kind." These donations have gone directly to help our consumers or have been used to generate income at raffles, auctions, and various other events. These contributions are invaluable to our success.

We have done our very best to be as accurate and complete as possible. The individuals listed generously donated during the 2013-2014 fiscal year, extending from July 2013 to June 2014. If we have omitted anyone or placed you in an incorrect donor category, please accept our apologies. Call us at (973) 535-1181 ext. 1225 so that we may correct our records.

2013-2014 The Arc of Essex County Executive Board & Advisory Board

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