



**The Arc**<sup>™</sup>  
of Essex County

ANNUAL REPORT  
2010-2011



*Achieve with Us*



## Letter From The President



It has been almost ten years since I have written a letter for The Arc's Annual Report. I was the President of The Arc of Essex County from 1998 – 2002, although I have been a Board member for almost 20 years. While there have been many changes since I was President, some things do not change. We have a new Executive Director, Linda Lucas, who has been with The Arc for almost 30 years. Under her leadership, The Arc continues to provide excellent services to individuals with intellectual and developmental disabilities.

One thing that has not changed is the continuing tight fiscal situation in Trenton. It is a challenge for The Arc of Essex County to continue to fund our programs and services. We have carefully and thoughtfully streamlined services without compromising the quality of our programs.

Your financial support helps the individuals and families who participate in our array of services - from babies in our Early Intervention Program, to children and young adults who attend our summer program at Camp Hope, to those who participate in our Respite and Recreation Programs and to adults and seniors in our day and residential programs. We want to insure that The Arc will be there throughout their lifespan.

Please help us to continue to provide services to individuals with intellectual and developmental disabilities by sending a donation to The Arc of Essex County.

Sincerely,  
Bruce Bird, Ph.D., President

## Letter From The Executive Director



This past year has been one of growth, opportunity and change for The Arc of Essex County and The Arc nationwide. The Arc of Essex County has a new look which reflects the energy and determination of The Arc to support and empower people with intellectual and developmental disabilities throughout their lifetime.

Over the course of the past year, The Arc of Essex County, along with many other Arc chapters across the country, has revealed our new look. The goal in creating this new logo, which includes the phrase "Achieve With Us," is to further communicate the promise and commitment of The Arc to support people with intellectual and developmental disabilities. By strengthening The Arc's message, we will increase awareness and understanding of the important work done by The Arc of Essex County.

From our new look to program changes and service enhancements, what remains steadfast is the promise of The Arc of Essex County. The Arc of Essex County fosters respect and access for individuals with intellectual and developmental disabilities and their families, giving each the power to achieve a full and satisfying life.

Throughout the following pages you will read about the wonderful achievements of The Arc of Essex County this past year.

We are grateful to all of our supporters. We hope you will continue to help us advance the promise of The Arc and "Achieve with Us."

Sincerely,  
Linda Cancro Lucas, Executive Director



## Mission Statement

The Arc of Essex County will leave no avenue unexplored in the effort to enable those who have developmental disabilities to realize individual goals and to learn, work, play, and coexist with dignity and full partnership in the community.

We believe that the fabric of our society is enriched by all of us in different ways. Those of us with developmental disabilities are simply different, not lesser, threads in that fabric.

Because we believe this, The Arc provides direct service to those with developmental disabilities and their families and acts as an advocate by advancing their interests.

We are further committed to reducing the incidence of developmental disabilities through education, public information, and in fact, all possible means.

## ADULT SERVICES I DAY PROGRAMS

Melissa Soules, Director

This year, Adult Day Services achieved great results for individuals and their families in a variety of ways throughout our nine adult day service centers. The department focused on expanding program options for individuals this past year. This was accomplished through a strategic plan that involved the development of an Activities Development Committee, a family satisfaction survey, creating a menu of program options at each center, Family Days at centers, and school district outreach.

The Activities Development Committee focused on creating new and exciting program options. These included: Around the World in Day Services where each center adopted a country and turned each center into that country through decorations, food, dance and learning stations, a kickball tournament, Chinese New Year celebration at a local Chinese restaurant, Earth Day projects to clean several Essex County Parks, planting a Day Services vegetable garden at Orange Group Home, and several other themed days throughout the year. Additionally, each center created a menu of program activities. This was then compiled into a menu of program options throughout the department.

The Family Satisfaction Survey was sent out to all family members. The purpose of the survey was two-fold. First, we wanted to know how satisfied families were with our services including: activities, transportation, appearance of centers, professionalism of staff, communication and hours of operation. The second purpose was to hear from families about what else they wanted to see in day services and how they wanted to be involved. Our results were fantastic with over 85% of families scoring us good/excellent in each survey category. Families also gave us some great ideas for future program offerings. We look forward to using this invaluable input into the future planning for the department. The survey also asked about family involvement in the center. Many families let us know that they really wanted to be more involved. We listened and held Family Days at most of our centers. It was wonderful to see so many interested family members. We look forward to more family events at all of our centers this coming year.

Transition services continued to grow this year. All Essex County transition coordinators were contacted to let them know about The Arc's array of services. Over this past year, transition services were utilized by the NJ Regional Day School, the Sawtelle Learning Center and the Montclair Board of Education. Transition assists the student to ready for adult programs and to make a smooth crossover into the next phase of their lives. It is our goal to expand transition services so more students can achieve with us in the upcoming year.

Achievement is not always huge monumental accomplishments. Sometimes it is assisting in placing an individual into a program who has been at home for three years. Sometimes it is a mother who can tell us how happy her child is each day when they come home from a program. The Arc of Essex County has achieved because our individuals and their families have achieved.



## ADULT SERVICES I RESIDENTIAL PROGRAMS

Mikisha Little, Director

This year, Adult Residential Services continued to provide residential opportunities for 140 individuals with intellectual and developmental disabilities in 21 separate programs. These opportunities are in a variety of settings – group homes, supervised apartments, crisis respite apartments and supportive living. As we look back on the past 12 months, several moments stand out as particularly rewarding:

### ***A Life Journey with a Happy Ending***

Often individuals with developmental disabilities reside with their parents well into their adult lives in the loving and nurturing environment of their family. When the parents pass away, the individuals are faced with a set of challenges they have never experienced before. These include acquiring various life skills, adjusting to new surroundings and learning to live with new and different people. This year, we welcomed one such individual into a group home. By assembling a team from among our various disciplines, we were able to make the transition from parent's house to group home an easy one. The smile on this person's face as he welcomes people into his new home serves to reinforce our mission, "Achieve with Us."

### ***Welcoming a New Board Member***

We are pleased to announce the appointment of John Schettine to The Arc of Essex County's Board of Directors. John has an impressive resume as a volunteer at Mountainside Hospital and an advocate for people with disabilities. In addition to these accomplishments, John is also a resident at one of our supervised apartments in Montclair.

In May, John was one of the self-advocates who delivered one white carnation to a former New Jersey Governor, a State Senator, and other key political figures, along with a message asking them to support the closure of the Vineland Developmental Center.

John has flourished since joining our residential services and he, too, lives out our mission, "Achieve with Us."

The Arc of Essex County remains committed to our mission of empowering individuals with intellectual and developmental disabilities. Our ultimate goal is to foster independence and full participation in the community throughout their lives.

# DEPARTMENT OF CHILDREN, FAMILY AND COMMUNITY SERVICES

Sue Brand, Director

The Department of Children, Family, and Community Services has had a great year. Our children and families are benefitting from all our programs and we strive to provide outstanding services for everyone!

This year marked a big event for our department and for The Arc of Essex County, as our Stepping Stones School and Early Intervention program moved to our new home in Roseland, NJ. The new location is perfect and our students, families, and staff are enjoying all it has to offer. Our Early Intervention program at Stepping Stones continues to thrive and grow. We are currently running three different Early Intervention groups and have 22 children and their families participating. Shapiro Center Early Intervention Program also continues to thrive and grow. Shapiro also has a new office location in East Orange and serves more than 170 families in Essex County each month. The holiday party was a wonderful treat for our Shapiro families to come out and meet our early intervention community.

The Family Support programs are flourishing as well. The respite office relocated as well and is enjoying their new offices in East Orange. We added a second Behavioral Support Specialist to our Life Management team and are thrilled at the level of expertise that we now have in this behavioral support program. The Home Assistance Program (HAP) continues to provide needed services to our families in Newark, East Orange, Orange, and Irvington. Another highlight this year was our annual HAP holiday party. Santa made it to the big day and the families and children were thrilled to have a day out with some good food, friends, and gifts.

Our Group Respite Programs had a great year as well. The Hotel Respite program enjoyed some fun and unique weekends out in the community. The participants had a blast! Our Saturday programs continue to grow and we thoroughly



enjoyed a year of recreational activities and day trips that made everyone's Saturdays and Sundays special.

The Community Support Programs were highlighted by our Travel Club's yearly trip – this year the adventure was a week-long trip to the resort town of Tunica, Mississippi and a day trip to Graceland. Fifteen participants came along for the trip this year and loved this adventure, especially their visit with Elvis! Camp Hope had another successful season of camping and provided day camp services for over 140 campers. Our community recreation program offered a variety of recreation/leisure activities to our families including: Karaoke night at Camp Hope, Bingo Nights, a Halloween hayride, International Dinners, and our Exercise and Nutrition program at the Montclair YMCA.

As always, the Department of Children, Family, and Community Services strives to provide our participants and their families with the highest level of programs and services. We are looking forward to another banner year of growth and providing these much needed programs to our families in and around Essex County.



# FUNDRAISING AND COMMUNICATIONS

## Kristy Hartman, Director

The goal of the Fundraising and Communications Department is to support, plan and execute the many fundraising events held on behalf of The Arc of Essex County. These events raise funds to support many of the programs and services offered to the intellectually and developmentally disabled community and their families in Essex County and surrounding areas. In addition to our efforts in fundraising, our goal is to promote and raise awareness of our mission and services. Our activities continue to be focused on building the foundation that will insure that The Arc of Essex County will continue to provide opportunities for those who receive our services to continue to "Achieve With Us" well into the future.

- Golf Classic XXII brought in over \$140,000. We are extremely grateful to our sponsors, donors, participants and volunteers for their continued involvement in this wonderful event.
- This year marked the 13<sup>th</sup> Anniversary of the "Building Tomorrows" 5K Run/2 Mile Walk. The proceeds of this year's run were almost \$60,000. This year, we had our biggest turnout to date. We continue to strive to increase our on-line donations and matching gifts. Our efforts in this area yielded a significant percentage of the proceeds with a record number of personal on-line fundraising pages created and many unique and creative appeals from the participants. For the eighth year, we once again, thank our mistress of ceremonies, TV personality Vanessa Tyler, for her service and participation.
- We sold almost \$3000 worth of Tribute Cards. The Tributes are publicly acknowledged in our quarterly newsletter the Guardian. What a wonderful way to honor and remember a loved one or special friend.
- This year, we were the number one charity out of approximately 80 charities that participate in the Bloomingdale's October Shopping Event. Almost \$10,000 was raised on our behalf. We owe our success to a wonderful and enthusiastic team of co-chairs who remain committed.
- Our year-end mail campaign was able to raise over \$18,000.
- The car donation program realized \$884 for this year. Your tax deductible contribution is as simple as one "click" on our website. We would like to thank the following individuals for their donations: Margaret Masterson, Vashti White and Melanie Tucker.
- The Barclays Tickets For Charity was a new endeavor this year. We were able to raise about \$1500 through ticket sales.
- The Candle Lighters contributed \$80,000 during this fiscal year. They are our oldest and largest contributor and simply an amazing group of people. The Candle Lighters is composed of concerned parents, relatives and friends who want to assist in the growth and well-being of the developmentally disabled in our community. The money that they raise comes from the increasingly popular Tricky Tray, an Ad Journal and a May Event.
- General Contributions that came in that were not connected to a specific campaign or event were well over \$29,000.
- The Arc of Essex County received funds from the following United Way Agencies: Bergen County, Bloomfield, Central Jersey, Essex and West Hudson, Glen Ridge Community Fund, Millburn & Short Hills, New York City, North Essex and



Somerset.

- The Arc of Essex County received community development block grants or HOME funds from the following: Department of Bloomfield Community Development, Essex Division of Housing and Community Development, Irvington Office of Community Development & Planning and Newark Department of Administration.

### Grants

The object of grant writing for The Arc is to develop partnerships with private and corporate foundations in an effort to maintain and improve the quality of life for the people in our care and their families.

This funding has provided the means to enhance established programs and to initiate new areas of support for our consumers and their families. The programs that have benefitted as a result of grant funding include Camp Hope, Adult Day Care, Stepping Stones Early Intervention & School, Residential, Overnight Respite, and Recreation.

### Partnering Foundations for this report are:

- Blanche & Irving Laurie Foundation
- Bob's Discount Furniture Charitable Foundation
- Build-A-Bear Foundation
- Healthcare Foundation of NJ
- Hyde & Watson Foundation
- Investors Savings Bank Charitable Foundation
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- New York Mets
- Novartis Pharmaceuticals
- Orange Orphan Society
- Provident Bank Foundation
- Ronald McDonald House Charities
- Wachovia Wells-Fargo Foundation

The Arc of Essex County is a circle of caring and concerned people. We publish four newsletters each year, the Guardian, to keep our friends abreast of all the happenings in our community. In addition, we publish this Annual Report, which serves as our formal and public thank you to all who help and support us throughout the year.

We are indebted and appreciate our many volunteers for sharing their time with us and our friends for their generous financial support. You have enabled us to honor our promise of commitment and caring to the over 1300 individuals we serve each week.

# FINANCIAL HIGHLIGHTS

July 1, 2010 - June 30, 2011

## Public Support and Revenues

Grants .....	\$21,947,750.00
Tuition and Fees.....	\$306,443.00
Contributions and Foundations.....	\$301,846.00
Dues.....	\$5,535.00
Miscellaneous .....	\$112,376.00
Net Assets Released from Restrictions.....	\$385,961.00

**TOTAL PUBLIC SUPPORT & REVENUE ....\$23,059,911.00**

## Expenses

Salaries .....	\$11,737,755.00
Employee benefits.....	\$2,983,758.00
Payroll taxes.....	\$1,108,056.00
Total Benefits and Taxes.....	\$4,091,814.00
Professional fees.....	\$1,386,497.00
Supplies.....	\$630,212.00
Rents .....	\$832,864.00
Utilities .....	\$363,784.00
Facility maintenance .....	\$624,491.00
Facility insurance .....	\$124,511.00
Client assistance .....	\$196,521.00
Travel and transportation.....	\$1,343,131.00
Communications .....	\$154,864.00
Training, conferences, and conventions .....	\$18,222.00
Awards and grants.....	\$665,656.00
Professional dues .....	\$10,579.00
Publications .....	\$1,310.00
General insurance .....	\$35,466.00
Printing and advertising.....	\$43,324.00
Medical services.....	\$38,746.00
Affiliate expenses .....	\$60,524.00
Consumer work compensation .....	\$98,099.00
Depreciation.....	\$314,571.00
Misc. ....	\$238,782.00
<b>TOTAL OPERATING EXPENSES .....</b>	<b>\$23,011,723.00</b>



The Arc of Essex County would like to publicly thank its donors. We have done our very best to be as accurate and complete as possible. If we have omitted anyone or placed you in an incorrect donor category, please accept our apologies. Call us at (973) 535-1181, extension 1224 so that we may correct our records.

## Guardians

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

Mr. Mark L. Gerson  
Healthcare Foundation of New Jersey  
The Candle Lighters

## Benefactors

The following donors demonstrate a profound commitment to The Arc of Essex County, to its present and its future. Gifts 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 developmental disabilities.

Anonymous  
Bloomfield Division of Community Development  
Irvington Office of Community Development and Planning

The Blanche and Irving Laurie Foundation  
The Hyde and Watson Foundation

## Patrons

These gifts 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.

Bank of America Merrill Lynch  
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United Way of North Essex  
Wachovia Wells Fargo Foundation  
Mr. & Mrs. Paul C. Wirth

## Golden

We recognize these donors who have contributed between \$1,000 and \$4,999 in tribute to the forty-four 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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## 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.

Aetna  
 Mr. & Mrs. Stuart Applebaum  
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## Angels

The donors who gifts 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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 Mr. & Mrs. Francis G. Ziegler

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 priceless.



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