



# *Choices and Challenges*



**ANNUAL REPORT 2005-2006**



## *Mission Statement*

The ARC of Essex County will leave no avenue unexplored in the effort to enable those who have mental retardation 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 mental retardation 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 mental retardation through education, public information, and in fact, all possible means.



## Letter From The President

Although this is an annual report, I would like to take a minute to reflect back over the last four years. It was July 1st of 2002 when I became president of The ARC of Essex County.

So many accomplishments occurred during this period culminating in the association moving into its own main administrative building. This single accomplishment insures for many years to come a solid basis for a variety of services to our families!

For all the accomplishments over the past four years, I want to express my genuine appreciation to those people who made it happen. Specifically, I want to thank each and every board member, staff, volunteer, donor, and family member.

In conclusion, I want to ask you to continue your support of the association. Now more than ever, public funds alone cannot meet the needs of Essex County. In fact, for the past twelve years, the actual cost of providing care has increased at twice the rate of public funding received by The ARC of Essex. We need a joint effort of public and private resources.

It has been a privilege and a joy to serve The ARC of Essex for the past four years.

Sincerely,  
Ronald H. Carr, Sr.  
*President*



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## Letter From The Executive Director

The theme of this year's report is "Choices and Challenges." As an individual is confronted in life with certain choices which result in specific challenges, so too is an association.

The Board of Directors, which represents all of our membership, made some very significant choices this past year. Two of these choices concerned purchasing a building in Verona and a second building in Belleville. These buildings are in the process of becoming home for nine men and women with special needs.

The challenges which lie ahead to insure a comfortable home life will be met by our staff working with both dedication and enthusiasm. And the challenges which lie ahead to support these staff will be met by our Board members, our general membership, and all our families and friends working in a concerted effort!

Sincerely,  
Joseph L. Dimino  
*Executive Director*

## Adult Services

Barbara Calderone, Director

The Adult Services Department recognizes that different people need and enjoy different types of experiences. People may prefer the privacy of living in a smaller apartment setting or thrive in the family atmosphere of a group home. They may love working and earning money, or they may most enjoy a day program based on recreation and volunteer work. In the Adult Services Department, a large selection of residential and day program settings are available to serve as the framework within which each individual's unique needs are met. Further, once an individual selects a program, he or she, and the members of the Interdisciplinary Team, create a fluid and individualized program to meet his or her specific needs and desires.

### Day Programs

Choice and individuality are the cornerstones of the ARC/Essex Day Services Department. With twelve day programs, we are able to offer a number of types of programming with both vocational and recreational models:

**COMMUNITY RESOURCE CENTERS:** Our nine Community Residential Centers provide the opportunity to participate in recreation, volunteer work, social skill training, and pre-vocational training. The individuals who select these programs generally enjoy attending numerous recreation activities in the community including picnics in the park, YMCAs, museums and bowling. In addition, they benefit from a rich variety of in-house activities such as cooking, exercise, arts and crafts, and more. Some individuals select from among our more specialized programs which offer benefits such as services for elderly clients, special sensory stimulation programs and special needs programs for those individuals with more physical demands. Most individuals choose a specific program that meets their needs. Once at a program, each individual is able to choose from a variety of in-center or community based opportunities each day. By combining these choices with the objectives that they selected during their annual Individual Habilitation Plan (IHP), each individual obtains a truly unique and personalized day programming experience.

**VOCATIONAL PROGRAMS:** As part of the agency's commitment to providing the best services available, the three vocational programs work together to provide a first class vocational menu:





**ARCompany** specializes in paid sub-contract work such as packaging and assembly. This year, ARCompany has done sub-contract work for such companies as Pharmaceuticals Innovation, Six Tree Limited, Cardinals International, Elite Brands, Marketing Resources Incorporated, and Atlantic Ford Fasteners.

**The Supported Work Opportunities Program (SWOP)** specializes in paid crew labor (housecleaning, yard work, carpet steaming, and floor polishing). In addition to their regular crews, SWOP has taken on a new contract. Working

with the Public Works Department in the town of Livingston twice a week, they participate in the town beautification project, performing tasks such as cleaning the sidewalks and watering the large potted plants.

**The ARC Business Alliance (ABA)** is expert at preparing individuals for community based employment and providing on-site training and supports once they obtain these positions. This past year, individuals receiving ABA services have worked for such companies as Cinta's, Saturn, Mount Pleasant Animal Shelter, Kiddie Academie, Bangz, Kentucky Fried Chicken, Floyd Hall Arena, Stop-N-Shop, Budget Rent-a-Car and ShopRite.

Despite the large number of available day program options, some individuals find that they need an even more varied and flexible approach. Through the IHP process, a large number of individualized options are available. For instance, while most individuals attend programming five days a week, some choose to come only a few days a week, remaining at home, attending recreational activities, or working community jobs on the other days. In addition, about a dozen individuals currently fund this option with Division of Developmental Disabilities' Real Life Choices Program, which allows families to keep their loved ones at home, while providing funds for services such as recreation, day programming, and respite.

Still other individuals find that they want to attend five days a week, but need variety to meet their emotional or vocational needs. Some of these individuals attend programming at several programs. For example, a person may attend a vocational program two days a week to earn money and increase vocational skills, while enjoying a recreation program for the remaining three days. Another individual might attend primarily one program, but avail him or herself of specific services at another program, such as attending a favorite recreation opportunity or using special equipment.

The ARC/Essex Day Services Department, by giving so many alternatives, and by customizing services within each program, has been able to provide truly amazing levels of choice for the individuals that we serve.



## Residential Programs

Community Residential Services recognizes that different people prefer different types of housing situations. Further, unique needs for differing levels of supervision, assistance, or training can be better met in certain types of settings. Therefore, we offer a number of residential options:



- **Community Residences (also known as Group Homes)** offer intensive 24 hour support, supervision, and training. The staff helps each individual to identify his or her needs and desires, and works with the individual to create a plan to meet these objectives. People often choose group home living if they enjoy the family-like atmosphere of shared living. Others may choose group homes because they need more intensive levels of supervision or assistance, or because they enjoy having staff available to plan and ensure an active social and recreational calendar. Once a person surpasses the skill level where this higher level of supervision is required, he or she has the choice to move to a more independent setting or to remain in his/her home while enjoying all the freedom and independence that he/she has worked so hard to earn.
- **Supervised Apartments** are located in public apartment buildings, in two family homes, or in small homes. Staffing is provided 24 hours per day on the program site. However, most individuals work with their Interdisciplinary Team to identify appropriate amounts of time when they can safely enjoy privacy in their own apartments. Many individuals select these programs because they have demonstrated that they can thrive in a more independent setting, yet they also know that they can benefit from having staff quickly available when needs arise. Other individuals choose these programs because they do their best when they live alone or with only one or two people. Once again, service levels can be quickly adapted to meet most special needs, enabling each person to live as independently as possible while providing an appropriate level of supervision and assistance.
- **The Supported Living Apartment Program** serves our most independent individuals in apartments and condominiums throughout Essex County. These individuals live very independent lives, paying their rent, contributing to the upkeep of their homes, selecting their own furnishings, and maintaining their homes. Supportive staff are available to help them with budgeting, medical maintenance, and any other needs at a rate that is appropriate for each individual, generally a few hours a week to a few hours a day. Some individuals choose to move to this program after perfecting many of their skills in a supervised apartment. Others come from community settings, where they have become skilled at and accustomed to a more independent lifestyle.



The ARC/Essex Community Residential Services Department is able to offer a continuum of services to meet a wide variety of needs and interests. By customizing services and/or offering alternative housing when new interests arise, we are able to provide personalized levels of support for the individuals throughout their lives.

# Children, Family and Community Services

Kathleen Hinnigan-Cohen, Director

As the Department of Children, Family and Community Services (CFCS) strives to meet the many needs of our families, we also face challenges as a department in accomplishing this feat.

For the 2005-2006 fiscal year, the CFCS embraced the new delivery of services from the Division of Developmental Disabilities called Real Life Choices. Real Life Choices is designed to give families choices in purchasing needed services for their family member with a developmental disability. By allowing a family to have a set budget based on the needs of their family member, families seek out agencies like The ARC of Essex County to purchase needed services.



Of the fifteen individuals we served this year through the Real Life Choices Program, services purchased included Hotel Respite, Saturday Social, After Work, Camp Hope and individual recreation activities such as Exercise and Nutrition, Bowling and Movies.

But like any new opportunity to provide services to families, there are the challenges we face to make the opportunity successful. The Real Life Choices Program has been no exception to this rule. As a department, the administrative challenges of managing the Real Life Choices opportunities needed to be incorporated into an infrastructure that had no room. As always, we took on the challenge. The Quality Assurance and Consumer Support Services Department has provided us with administrative support so that this program could get off the ground. At the close of the first year of learning the ins and outs of this program, the responsibilities of this program will be managed by a new position through the Children, Family and Community Services Department called the Director of Community Support Programs.

The new position of Director of Community Support Programs was created not only to satisfy the administrative needs for the Real Life Choices Program, but to also address the management of our fee-for-service programs in a fiscally responsible way. Annually, these fee based programs (After Work, Saturday Social, Recreation and After School) run at a deficit. Over the past five years, The ARC of Essex County's resources for funding deficit programs have decreased. Consequently, restructuring of fees and administrative responsibilities have been and will continue to occur until program and fiscal needs are met. By combining two program coordinator positions into the new Director position, we were able to lessen the fiscal deficit in these programs and also better address the administrative needs.

The Department of Children, Family and Community Services continually strives to meet the needs of our consumers through our various family respite programs: Hotel, In Home, Companionship, After Work, Stress Relief, Autism and Cash Subsidy; child services: Stepping Stones School and Early Intervention and the Shapiro Center Early Intervention; and community services: camp, recreation activities, Saturday Respite and After School Programs.



Currently, the Children, Family and Community Services Department receives funding from the Department of Education, the Division of Developmental Disabilities, the Department of Health and Senior Services and over 20 different grant sources. Over 1,000 consumers are supported with these funds. We look forward to continuing to meet the many challenges of our families.



## Property Maintenance

Richard G. Petrasek, Administrator

The Department of Property Maintenance is responsible for ensuring that all agency properties, both owned and leased, are maintained at high levels to provide a safe and clean environment for all consumers and staff.

In the department's first year of operation, we completed several major renovation projects at the agency's group homes using

funds from Community Development Block Grants. Included in these renovations were the following:

- Belmont Community Residence in Livingston: basement, recreation room, garage and exterior grounds projects
- Washington Avenue Residence in Montclair: kitchen, bathrooms (2), flooring, office, basement, garage, and exterior grounds projects
- Ashwood Community Residence in Livingston: bathrooms(2), office, garage, flooring, lighting and exterior grounds projects
- Linden Apartment Program in Bloomfield: kitchens(2), flooring, lighting and window projects

Interior painting was also done at each of the above homes as well as the Crisis Program in Newark.

Applications for Major Maintenance projects were submitted and approved by the Division of Developmental Disabilities for kitchen renovation at the Crisis Program and for bathroom renovation at the Millburn group home. Both projects are scheduled to be completed by the Fall of 2006.

Extensive electrical, plumbing and construction renovations were performed at the agency's newly acquired residential property in Verona in preparation for move-in. An application for Major Maintenance was also submitted and approved for central air conditioning installation at this site.

In addition to coordinating major renovation projects, the department also provides ongoing preventive maintenance and repairs at more than 30 owned and leased agency properties, including residential and day programs. Additional property needs are met through service contracts with various local vendors for building systems preventive maintenance and exterior grounds maintenance.



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## Transportation Safety

Anitra Wilson, Administrator

The Transportation Safety Department's mission is to ensure the safe and timely transport of our consumers to and from their destinations.

The highlights of the past year:

- This year we had to downsize our fleet to 87 vehicles from 96. Thanks to our managers and staff we were able to continue to provide the consumers with the same quality of service.
- We purchased a 2006 Chevrolet Pick-up Truck which is being shared between two programs: the Supported Work Opportunities and the ARCompany.
- We continued to emphasize the importance of training to our staff with regular defensive driving courses and behind the wheel road tests.
- Consumers were involved in the selection of certain equipment and colors of newly leased vehicles.

# Quality Assurance and Consumer Support Services

Melissa Soules, Director

Supporting choice is the basis of providing quality programming. However, with choice comes the challenge of providing supports for success, not failure. The Department of Quality Assurance and Consumer Support Services (QACSS) provides those supports to individuals in the areas of Behavior Management, Clinical Support, Quality Assurance/Quality of Life Assessments, Program Support, Nursing Case Management, Life Skills Training, and Self Advocacy. Additionally, the department includes the Life Management Program, which provides comprehensive supports to consumers living at home who present significant challenges which prohibit their participation in other programs. Families receive clinical behavioral support and/or in home respite support through this program.

Highlights of the past year:

- Added a clinical support team comprised of Scott Feingold, LCSW, as Assistant Department Director/Life Management Director and Leslie Feldman, MSW, as the Clinical Coordinator.
- Added Nursing Case Management to the department headed by Carol Collins, RN, and Diane Disko, RN.
- Hosted the 6th annual self advocacy conference at Camp Hope which ended in a Self Advocacy Celebration Dance.
- Conducted a variety of in service trainings for staff including: mental health issues, Autism, team building, dealing with grief, stress management, social styles, diabetes/insulin training, Fragile X, dementia/Alzheimer's Disease and individualized case plans.
- Collaboration with the State Human Rights Committee on "Learning Rights and Responsibilities" a teaching guide for consumers to understand the rights they have and their responsibility in achieving them.
- Served 34 families through the Life Management Program.
- Assisted the Children, Family and Community Services Department to incorporate Real Life Choices into the agency.



- Completed the first full year of the new Quality Assurance Procedure which pulls in all disciplines to evaluate the quality of programming and quality of life of all consumers in our services.
- Coordinated 76 consumers who are dual eligible - Medicare and Medicaid recipients - into Medicare prescription drug plans and continue to monitor the efficiency of the plan for each individual.
- Completed the second wave of residential consumers through the Life Skills training program. Individualized Life Skills programs were conducted for day program consumers.
- A panel of self advocates was asked to present at the Arc of Union County's Self Advocacy Conference. A self advocate also spoke to the Township of Montclair about what self advocacy means to her.

# Human Resources

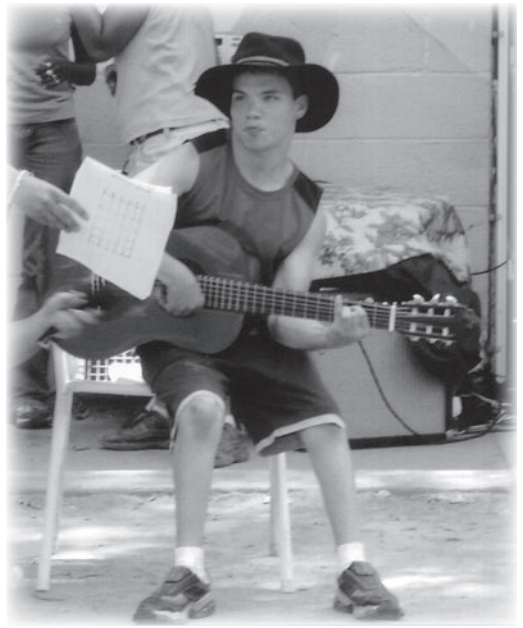
The Human Resources Department provides support through recruitment, staff development, and employee relations. We strive to provide this support with commitment, integrity, and enthusiasm. This year, the recruitment department hired 153 new employees and handled 8 internal promotions along with 24 internal transfers. We continue to seek viable sources for potential candidates. To that end, we made extensive use of various job websites, job fairs, college career days, as well as the employee referral bonus program and internal transfers and promotions.

Training classes continued to be offered to provide essential tools for delivering quality services. We have also added classes on Harassment Awareness and Danielle's Law for all veteran and new staff to our extensive repertoire of training. We continued to offer supervisory training provided through both the Boggs Center and the Department of Labor. As a Lead Training Agency we trained over 1600 people from 25 different agencies. Two trainers were also actively involved in statewide curriculum revisions for the Medication and Preventing Abuse and Neglect modules.

Our collaboration continues with the West Caldwell/Caldwell Recreation Department's Buddies and Shadows program. This year, the training we offered was part of a cooperative effort with other organizations, including the American Red Cross, to begin a babysitting program.



The Human Resources Department recognizes that the recruitment and training of competent and caring employees is crucial to the provision of quality care to the individuals in our programs. Knowing that the quality of staff will directly affect the quality of life of the individuals we serve, we continue in our goal to recruit, train, and support our employees in the best possible manner.



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## Employment Benefits

Caroline L. Werner, Administrator

The Employee Benefits Department administers benefit plans and is the primary resource to our 450+ employees for benefit related issues. During the past year, the department has continued to manage medical benefits, including health, dental, life insurance, and COBRA. The department manages the health and dental benefits for 200 enrolled plan participants and as an added benefit, the plan now offers extended dependent coverage through the age of 26. Also, as of June 1, The ARC offers two health plan options for employees to choose from. Additionally, Employee Benefits manages the employee retirement plan for over 150 participants.

The department has provided managed care and maintained OSHA reporting compliance for employee work related incidents, and arranged for light duty programs where recommended by authorized medical providers. Employee Benefits ensures compliance with FMLA, FLA, HIPAA and ADA.

Employee Benefits welcomed Addie Davis to the department as Benefits Clerk. Addie provides support and assistance to the Administrator of Employee Benefits by performing various clerical functions for the department.

# Financial Highlights

July 1, 2005-June 30, 2006

## Income

|                         |              |
|-------------------------|--------------|
| Government Grants ..... | \$18,333,930 |
| Foundations.....        | \$188,500    |
| Candle Lighters.....    | \$44,813     |
| United Ways .....       | \$71,115     |
| Contributions .....     | \$222,979    |
| Program Fees .....      | \$353,752    |
| Membership Dues.....    | \$5,027      |
| Special Events.....     | \$113,862    |
| Miscellaneous.....      | \$1,273,202  |

**Total Income .....\$20,607,180**

## Expenses

|                                      |              |
|--------------------------------------|--------------|
| Salaries.....                        | \$10,152,892 |
| Employee Benefits and Taxes .....    | \$3,259,396  |
| Professional Fees.....               | \$1,142,704  |
| Supplies.....                        | \$623,296    |
| Facility Costs.....                  | \$1,570,600  |
| Specific Assistance to Clients ..... | \$273,885    |
| Transportation.....                  | \$1,089,726  |
| Communications.....                  | \$199,012    |
| Training and Conferences.....        | \$19,548     |
| Awards and Grants.....               | \$804,799    |
| Printing and Advertising.....        | \$38,024     |
| Publications.....                    | \$2,485      |
| Medical Services.....                | \$24,436     |
| Equipment/Renovation.....            | \$24,828     |
| State/National Assessment.....       | \$50,891     |
| Depreciation .....                   | \$201,354    |
| Miscellaneous.....                   | \$237,884    |

**Total Expenses ..... \$19,715,760**



## Financial Operations

Dawn Bonelli, Director

The Financial Operations Department had another productive year. We welcomed the challenge of providing more choice to the consumers, their families, and the agency staff. Financial Operations designed a form to enable the staff working with the Real Life Choices families to quickly determine availability of funds for services. State approved waivers are entered and staff can easily see what services are authorized and are still available. Payments are also recorded.

We have also instituted alternate methods of payment for services. Families can authorize one time or automatic debits to credit cards, as well as the traditional checks.

A major project of the year was the conversion of the time and attendance system to Kronos. The change was made for several reasons including financial. There will be a definite savings to the agency. Another plus to this change is the availability of a more modern clock. Employees now have the ability to view several days of punches and can view their benefit time right at the clock. This clock has other features that employees are finding useful. This conversion to the new system was accomplished with the cooperation of many, including program supervisors and administrative staff from the main office. Leigh Mozeliak, Maria Shafir, and Teresa Staczewicz were the main staff responsible for the success of the project.

It is with regret that we announce the departure of Leigh Mozeliak. She was a very integral part of the department and will be missed. We wish her well in her new venture.

# Development

Roberta Ruben Zweifler,  
CFRE, Director

As of June 30, 2006, the Development Department completed it's fifth year of operation.



- Golf Classic XVII netted almost \$145,000 last September, \$7,000 lower than the previous year. We had 189 registered golfers - our largest participation to date, despite the ever-increasing competition for golfers to play in charity events. We are indebted to our many sponsors and donors for making the day a successful one.
- The net proceeds of our "Building Tomorrows" 5K Run/2 Mile Walk dramatically increased from \$73,000 to over \$113,000, assisted by the glorious weather that morning. It was actually the first time in recent history that we enjoyed wonderful weather at the Run. As a result, over 600 people were present. Receipts were higher than the Walk/Runs sponsored by any of the other 18 Arcs in New Jersey.
- Tribute Card contributions were \$10,678, almost 34% higher than the previous year's receipts of \$7,234.
- The monies that we receive from individuals who channel their gift to us through various United Ways decreased from \$16,000 to approximately \$10,000, following a national trend.
- We continue to be the leading charity out of the 119 charities that participate in Bloomingdale's October shopping event, earning over \$8,200 and exceeding the previous year's figure of \$6,800. We owe our success to a wonderful team of Co-Chairs who are totally committed to keeping us in the number one spot.
- Our unsolicited gifts from individuals and service organizations decreased to \$85,000.
- The Candle Lighters contributed \$35,000 during this fiscal year down from \$80,000 in the previous year. 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. Their money is raised from Tricky Tray, an Ad Journal and a May Event.
- Our year-end mail campaign was more successful than it has ever been, raising \$29,191 this past year, compared with \$16,569 in the previous year
- In addition, The ARC of Essex County received over \$165,000 in monies from Essex County, the Township of Livingston, the Township of Nutley, the Township of West Orange, the Healthcare Foundation of New Jersey, the Ronald MacDonald Foundation, the Victoria Foundation, the Orange Orphan Society, the Turrell Fund, the Glen Ridge Community Fund, the United Way of Bloomfield, the United Way of Essex and West Hudson, the United Way of Millburn & Short Hills, the United Way of North Essex and the United Way of Greater Union County.

**Overall, total receipts approximated \$625,000, an increase of more than \$30,000 when compared to the year ending June 30, 2005.**

**We thank all of our volunteers for sharing their time with us and we thank all of our friends for their generous financial support. You have enabled us to honor our promise of commitment and caring to the 1,300 individuals we serve each week.**



The ARC of Essex County would like to publicly thank all of 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.

**Guardian \$25,000 - 49,999**

**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.**

The Candle Lighters For The Retarded  
The Turrell Fund  
The Healthcare Foundation of New Jersey

**Benefactor \$10,000-24,999**

**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.**

The Blanche & Irving Laurie Foundation  
Deutsche Bank Securities, Inc.  
George A. Ohl Jr. Foundation  
Mr. Mark L. Gerson  
The Hackett Foundation, Inc.  
Provident Bank Foundation  
United Way of Millburn & Short Hills  
United Way of North Essex  
The Victoria Foundation  
Wine Library

**Patron \$5,000-9,999**

**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.**

Anonymous  
Bank of New York  
Barclays Capital Inc.  
Barr Laboratories, Inc.  
BNP Paribas  
CIT Group, Inc.  
Commerce Bank  
Mr. & Mrs. Steven Elbaum  
Glen Ridge Community Fund  
Knights of Columbus #3359  
Merrill Lynch Global Energy  
& Power Group  
Michael P. Bergeron Foundation, Inc.  
Morgan Stanley  
Orange Orphan Society  
Mr. & Mrs. Christian Peter  
Mr. & Mrs. John Pratt  
PSE&G  
Ryan Beck & Co  
Scotia Capital  
Mr. & Mrs. John Sordillo  
United Way of Bloomfield

United Way of Essex and West Hudson  
US Polymers, Inc.  
Wigder Chevrolet Inc/Wigder Leasing  
Mr. & Mrs. Paul Wirth  
WPIX Tribune New York Foundation

**Golden \$1,000-4,999**

**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.**

Mr. & Mrs. Thomas Abbate  
American Bank of NJ  
AMT, LLC  
Mr. Joseph Ascoli  
Banc of America  
Mr. & Mrs. Peter Bellina  
Mr. & Mrs. Arthur Bergman  
Bloomingdale's Federated Foundation  
Briad Restaurant Group L.L.C.  
Mrs. Irene Brotman  
Mrs. Christine Brozon  
Canon Business Solutions  
Care Station Management, Inc.  
Cintas Corporation  
Coldwell Banker Commercial Feist & Feist Realty Co  
Commerce Bank  
Mr. James Conniff  
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Mr. Robert Eelman  
Mr. & Mrs. Charles Feldman  
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Mr. & Mrs. Klaus Hasenbein  
Haven Savings Bank  
Mr. & Mrs. Scott Hayward  
Helen & William Mazer Foundation  
Hudson City Savings Bank  
Hughes Environmental Engineering  
Industrial Cooling Corporation  
Inserra Supermarkets, Inc.  
Investors Savings Bank  
Jay Frank Parmly Trust  
JP Morgan Chase  
Kaplow and Co. Insurance  
Kearny Federal Savings  
Kensley Nash Corporation  
Knights of Columbus #3533  
Knights of Columbus East Hanover #6504  
Knights of Columbus of Verona-Cedar Grove #3632  
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Mr. John Murray  
Nordstrom Inc  
Mr. David O'Connor  
Olshan, Grundman, Frome, Rosenzweig & Wolosky LLP  
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Page Hill Foundation  
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Mr. & Mrs. Mitch Posner  
Prestige Volvo  
Project Bright Future  
Prudential Foundation  
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Ronald McDonald House Charities  
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Rothstein Kass CPA  
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Mr. John Schobel  
Sills Cummis Epstein & Gross, P.C.  
Mr. Richard Skorupski  
Leslie Skurla Ann D.M.D., P.A.  
Structure Tone  
Superior Powdercoating, Inc.  
Target Stores #446  
The Arc of New Jersey  
Township of Nutley  
Township of West Orange  
UNICCO  
Valley National Bank  
Verizon Wireless  
Village Supermarkets Inc.  
Wachovia  
Wakefern Food Corporation  
West Essex Unico  
Wolf and Samson  
WolfBlock Brach Eichler

## **Visionary \$500-999**

**These members of The ARC of Essex County family contribute \$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.**

AFL-CWA Local 1037  
Alessi Construction LLC  
All Star Motors & Essex County Towing  
Mr. & Mrs. Stuart Applebaum  
Applebee's  
Mr. & Mrs. Frank Arcoleo Jr.  
Mr. & Mrs. Mark Bergman  
Mr. & Mrs. Robert Berson  
Mr. Lee Bilheimer  
Dr. & Mrs. Bruce Bird  
Mr. Richard Carchia  
Carpet Mill Inc.  
Mr. & Mrs. Ronald Carr Sr.  
Celebrity Maintenance & Construction  
Mr. & Mrs. Harold Chefitz  
City Fire Equipment Co.  
Covanta Essex Co.  
Ms. Maria DeBlasio Abate  
Dev. Disabilities Health Alliance  
Dick's Sporting Goods  
Mr. & Mrs. Joseph Dimino  
Thomas Drennan  
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F.T.L. Appliance Service, Inc.  
Gensler  
Mr. & Mrs. Warren Gleicher Esq  
GPH Inc.  
Grotta Glassman & Hoffman, P.A.  
Hedgepeth Chiropractic  
HR Plus  
Mr. & Mrs. Albert Ianacone  
Mr. & Mrs. Glenn Jackson  
Jay's Alarm Inc.  
Mr. & Mrs. Mark Kahrer  
Mr. Jeffrey Kendall  
Knights Of Columbus #6380, Fairfield  
Knights of Columbus #6386, St. Rose  
Lear Siegler Diversified Holdings Corp.  
Livingston Elks Lodge #1855  
Mamchur Enterprises, L.P.  
Maplewood Tree Experts, Inc.  
Mr. & Mrs. Steven McKenna  
Medallion International  
Mr. Alan Meyer  
Mrs. Maureen Murray  
National Smart Set  
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