

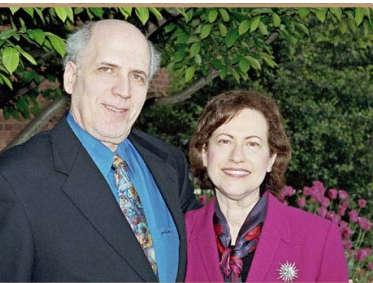


# ANNUAL REPORT TO THE DELEGATES 2024



**The Arc**<sup>®</sup>  
of New Jersey  
[www.arcnj.org](http://www.arcnj.org)

# *Beverly Roberts*



## **In Loving Memory of Beverly Roberts**

Colleague, mentor, advocate, friend, family. For so many of us Bev Roberts was that and so much more. She was the compassionate listener to your concerns, the fierce advocate who would leave no stone unturned, the sought-after expert, the go-to person who never said “no” to a request for help. Bev was our shining example of what it means to support and serve people with IDD and their families, and the reminder of how to do it with strength and class.

After Bev’s tragic passing in August 2023, so many people reached out to The Arc to express their grief and support. As a community we mourned, we celebrated her life and, over time, we have begun to heal. We miss her every day but Bev will always be an integral part of The Arc and our greatest tribute to her legacy will be to carry on her work. And so we will continue.....

***“To live in the hearts we leave behind is not to die.”***  
***Thomas Campbell***



# President's Message

**Kevin Sturges**

It is an absolute honor to be serving as President of The Arc of New Jersey as the organization celebrates its 75th Anniversary. Looking back at all that's happened in the past seven plus decades, you can truly see the disability movement flourish and evolve. During my time as President, I can attest that the growth and innovation of the organization has only accelerated. The Arc of New Jersey is never stagnant. And while we of course respond strongly as issues emerge, I am particularly proud of how proactive we are to the needs of those we represent.

The Arc of New Jersey has its finger on the pulse of what families and individuals with intellectual and developmental disabilities are experiencing. We are recognized by State lawmakers and decision-makers as the "go-to" advocates and experts on disability matters. Our many critical programs are where families know they can turn when they have questions. After 75 years of service, the organization is not only at the forefront, it's leading the way. We don't rest on our laurels. To The Arc of New Jersey, 75 years is a good start, because there is more to be done and we are ready. We are ready to press forward for continued change, and to take the lessons we've learned and the experiences of the past into the future. In 1949, families started from the bottom and worked their way up. That determination is imprinted in our DNA. Tonight we celebrate, and tomorrow, we continue our momentum of working our way up.

## Board of Directors

### Executive Committee:

Kevin Sturges, President  
Lauren Zalepka, 1st Vice President  
Karen Santiago, 2nd Vice President  
Pamela Corrigan, Treasurer  
Andy Sharick, Secretary

### Members at Large

Ruby Goyal-Carkeek  
Robert Hage  
Marnie McNany  
Charles Pinto  
Paul Prior  
Joanne Bergin, Immediate Past President



## Activities of the Board of Directors

- 6 Executive Committee meetings, 4 Board meetings and an Annual Meeting of Delegates
- Personnel Policies reviewed and approved
- Represented The Arc of NJ at The Arc of the US National Convention and Disability Policy Seminar
- Regular meetings of all Committees: Governmental Affairs, Internal, Audit, Investment, Family Advisory Council and the Access, Equity and Inclusion Committee
- Reviewed and approved Board Policies
- Reviewed and commented on proposed draft of a Health Position Statement for The Arc of the US

# Executive Director's Message

**Thomas Baffuto**



In 2024 we celebrate *75 years*. I am in awe of that reality. I am in awe of the road that led us to tonight and the incredible families and self-advocates who paved the way. It would be easy to look back with rose-colored glasses and forget the challenges and obstacles that stood in our way, but I think doing so would be an injustice. We must remember the battles that were fought, the creation of something so monumental that began with nothing but the will and determination of families who wanted their children to lead happy lives.

Tremendous amounts of work brought us to today and we carry it with us and imbue it into everything we do at The Arc of New Jersey. Combined, our multitude of programs help thousands of individuals and their families each year. They help connect them to services and supports. They advocate on their behalf. And they ensure each person who seeks out assistance from The Arc of New Jersey, walks away better equipped to tackle the next challenge that lies ahead.

The birth of our organization may have happened 75 long years ago, but we carry with us the same conviction of our founding families. People with intellectual and developmental disabilities deserve a full life and the necessary services to make that a reality. That message may be 75 years old, but it never goes out of style. I want to thank all of our supporters who have stood by our side and who are here with us tonight to share in this incredible celebration.

## **Leadership:**

Thomas Baffuto, Executive Director

Céline Fortin, Associate Executive Director

Michael Prendergast, Assistant Executive Director



# Governmental Affairs

**Sharon Levine, Senior Director**

## **Budget Advocacy**

In response to our advocacy, the final FY24 Budget included funding to address workforce wages, housing costs, the need for rate increases, and the behavioral needs of those with IDD. We spent many months advocating with the Governor, members of his Administration and the Legislature to impress upon them the importance of these funding needs. Details of the final FY24 Budget include;

- \$75 million in state and federal funding for the across-the-board rate increase
- \$41.7 million to increase Direct Support Professional wages (and supervisor and manager wages to avoid compression issues) ahead of the minimum wage increase which went into effect on Jan. 1, 2024
- \$13 million to help move people out of nursing homes and institutional settings
- \$100 million in one-time dollars for Home and Community Based Services
- \$3.2 million to offer the START model in NJ which includes resources and supports for people with IDD and behavioral challenges.
- \$5 million within DDD for a 10% increase in the rents for group home providers.
- \$5 million in state and federal dollars to address contracted emergency beds to better align with those who need those services and to help decrease the need for hospitalizations.
- 7.5% increase to early intervention rates within the Department of Health.
- Funding to increase the behavioral supports assessment/plan development rate and the behavioral supports monitoring rate.
- Funding to increase rates for Private Duty Nursing and supports brokerage.

For the FY25 Budget, more than 600 people responded to our January action alert calling on the Governor to increase funding for critical needs across the system. In addition, The Arc of NJ testified at department budget listening sessions, and met with the Governor's Office and the Treasurer's Office. We were very pleased that, in response to our Waiting List campaign, the Governor included funding in his proposed FY25 Budget to move 400 people off the Waiting List. We are now advocating with the Legislature to increase that funding to reach our goal of moving 600 people off the List in the next fiscal year, part of a three-year campaign. Also included in the Governor's proposed Budget:

- \$5.25 million to phase in an increase of new mandatory training for Direct Support Professionals (DHS)
- An additional \$31.8 million, for a total of \$67.8 million, for the WorkAbility program expansion.
- \$20.9 million to annualize the impact of wage increases approved in last year's budget for direct support professionals and supervisors.



## Relationship Building

- With the start of the new fiscal year, The Arc of NJ embarked on a Legislative Outreach plan to connect with new committee chairs and new legislators, while reconnecting with commissioners and existing legislators to keep IDD issues at the forefront. More than a dozen meetings took place or were scheduled as of the date hereof.
- Attended the annual State of the State and the Governor's FY25 Budget Address at the State House, as well as invite-only post-event receptions.
- Attended the Governor's holiday party at Drumthwacket and spoke to Governor Murphy and the First Lady.
- Hosted three in-person events at Local County Chapters to highlight Direct Support Professional Recognition Week, National Family Caregivers Month and Developmental Disabilities Awareness Month. These events included high-ranking representatives from the Administration.

## Get Out the Vote

The Arc of New Jersey created an in-depth Get Out the Vote Guide and website to help individuals with intellectual and developmental disabilities and their families navigate the voting process. With many varied ways to cast a ballot in New Jersey, the Guide explained the different mechanisms available, noted important deadlines related to registering and mail-in ballots, and offered short perspective pieces from two self-advocates and a family member highlighting the importance of casting a ballot

## Legislation & Policy:

The Arc of New Jersey testified or weighed in on more than 25 pieces of legislation and we've focused tremendous effort on transition services (special education) and the mental/behavioral health care needs of those with IDD, among other things. In addition, 4 bills that The Arc of NJ supported were signed into law by the Governor this year.

## Federal Advocacy Highlights:

- The Arc of NJ attended the Fly-In Hill Day hosted by The Arc of the US and met with Congressman Rob Menendez, as well as representatives for Congressman Pallone, Congresswoman Sherrill and Senators Booker and Menendez
- Met in-person with Congressman Kim during August Recess to discuss SSI reforms, HCBS funding, and more.
- Met with Senator Menendez's office in August to discuss the Autism Cares Act Reauthorization
- Met with Senator Booker's office to discuss potential legislation to address the gaps in care for individuals with autism.



# The Arc of New Jersey Family Institute

Lisa Ford , Senior Director

## Mental Health Resources

In the last few years calls about mental health care have been on the rise, and we needed to do something to make sure families were getting all the necessary resources needed to navigate the system of care. This year we created a page on our website for mental health resources for individuals with IDD who have a dual diagnosis. It's a comprehensive list of resources that families can access to help their loved one with mental health care. Some examples are support group lists, fact sheets and dual diagnosis support.

## Fireside Chats

Our Fireside Chats continue to be a popular outlet for families looking for information about a particular topic. This year we put together a series with some of the Ombudsmen here in New Jersey. We asked questions about their role, how they help families and what exciting new things they are doing within their office or agency. Just some of the chats we did were with Paul Aronsohn who is the statewide Ombudsman for Individuals with Intellectual and Developmental Disabilities and their Families, and we had the opportunity to talk with David Helfand, the Assistant Director of the Office of Community Services at The Department of Mental Health and Addiction Services (DMHAS). All our chats are archived and can be found on our website.

## Medicaid Stories

The Arc of New Jersey was given a grant by The Arc of the US to help The Arc's capacity to collect and analyze the experiences of people with disabilities in applying for, maintaining eligibility for, and accessing services in Medicaid. While working on this grant I had the opportunity to work with several chapters to grow capacity around lived experiences. We received several videos and written stories from individuals and their families who were both disappointed and happy about their Medicaid experiences. It was a wonderful learning experience, and we hope to use these stories when creating new resources for families, and in our advocacy efforts.

## Webinar Series

Since the inception of The Family Institute, we have made it our top priority to archive all our resources, especially our webinars. We continue to be The Go To Place for information and pride ourselves in sharing information about new and exciting topics. We've conducted several webinars this year and have recorded and shared all of them on our website. One that we are particularly happy about and have gotten a lot of positive feedback on is our presentation with Benjamin Orzeske – Chief Counsel Uniform Law Commission. Benjamin's presentation was titled: Guardianships: What Every Guardian Should Know Before Crossing the State Line. He spoke about the The Uniform Adult Guardianship and Protective Proceedings Jurisdiction Act (UAGPPJA) is a uniform state law adopted in nearly all U.S. states. He shared his expertise on how to transfer guardianship to a different state permanently, and how to ensure that an individual can act as guardian when you are in a different state temporarily under the UAGPPJA.



6,088

Help Desk Requests

2,280

Archived Webinar Views

2,849

Webinar Attendees

42,538

Website Visitors



98,489

Pages viewed and downloaded

7,848

Family and Friends List

3,023

Facebook Followers



1,051

Instagram Followers

600

Podcast Plays

# Children's Advocacy

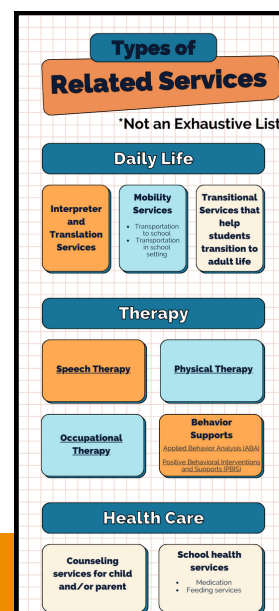
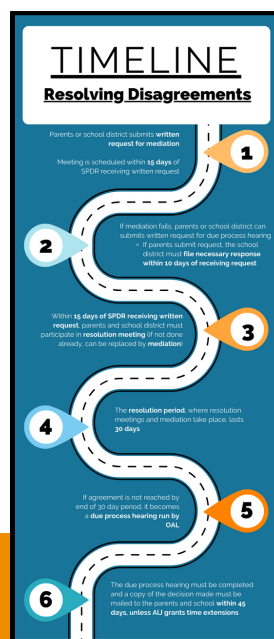
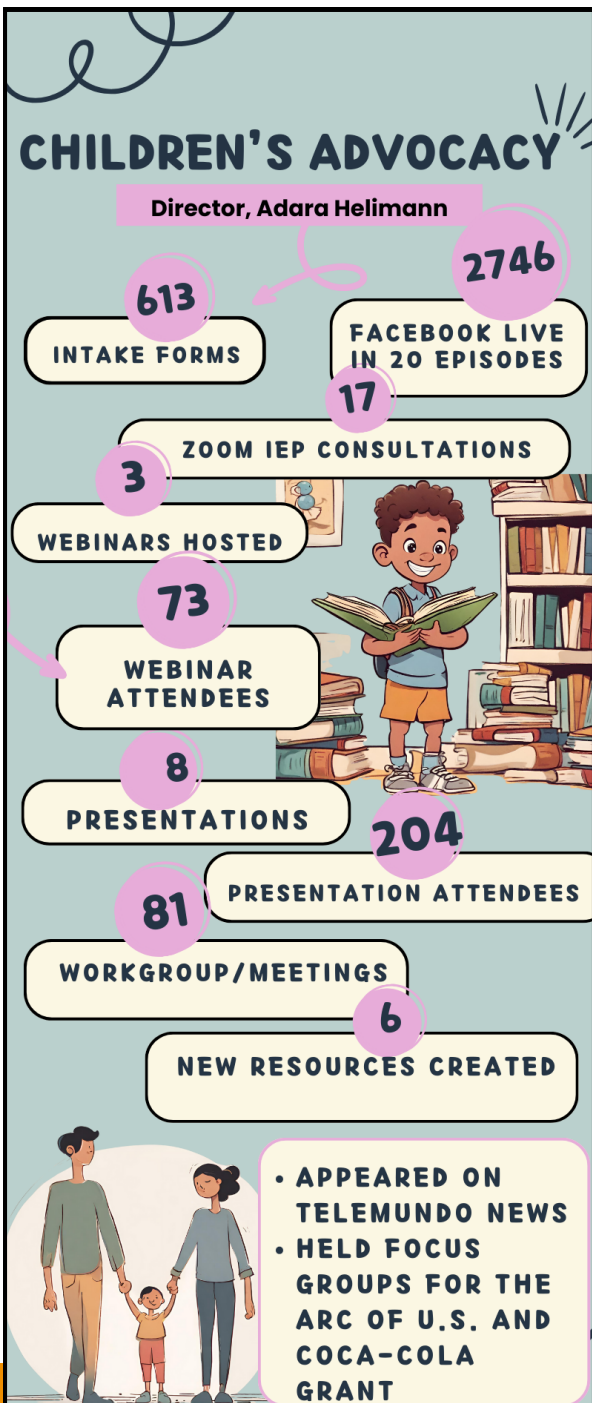
Adara Heilmann, Director

In its fourth year of operation, Children's Advocacy at The Arc of New Jersey saw a continued rise in support requests for children and young adults with Intellectual and Developmental Disabilities (IDD) spanning from birth to age 21. Families contacted Children's Advocacy seeking assistance with accessing crucial services such as Early Intervention (EI), the Children's System of Care (CSOC), and PerformCare. Notably, there was a significant demand for aid in navigating the intricacies of special education and associated services. Throughout the year, Children's Advocacy at The Arc of New Jersey actively engaged with the community through various channels. Our team attended resource fairs, providing vital information and support to families. We also assisted numerous families during Individualized Education Program (IEP) meetings, ensuring that the needs of children with IDD were effectively addressed

Additionally, we advocated for improved transition services, particularly for children with complex medical needs, by testifying at the New Jersey Board of Education meeting. Our efforts to raise awareness and facilitate access to services extended even further, as we were featured on Telemundo News, reaching a broader audience and amplifying our advocacy efforts.

In April, The Arc of NJ sent a letter to all of the County Superintendents. The letter outlined the importance of transition services and the inconsistency in the quality of services provided across different districts. We asked the Superintendents to review the current transition programs provided by the LEAs to uphold a high standard of services and promote the sharing of ideas between districts. We also offered to assist any school district interested in growing or learning more about transition services. Several superintendents responded to the letter.

To help families better understand their child's rights in special education we created a Family Rights Handbook Tool:






# Health Care Advocacy

**Connor Griffin, Director**

The Health Care Advocacy Program carries on the legacy of promoting quality health care for individuals with intellectual and developmental disabilities (IDD) throughout the State of New Jersey. The program advocates for the highest level of care as it pertains to medical, dental, behavioral, and mental health services for individuals with IDD



**Health Care Advocacy**  
**APRIL 2023- MARCH 2024**  
**Director: Connor Griffin**

**RESPONDED TO 1,062 REQUESTS**  
Requests for assistance from families, caregivers, and support coordinators. Information and advocacy were provided regarding Medicaid eligibility, Medicaid Unwinding and the 12 month renewal period, SSI, SSDI, NJ WorkAbility, dual eligible Medicaid and Medicare enrollees, Disabled Adult Child (DAC) eligible individuals, and various other health care questions as they relate to medical, dental, and behavioral health

**PRESENTED 18 WEBINARS AND OTHER PRESENTATIONS THAT WERE ATTENDED OR VIEWED AFTERWARDS BY 2,416 INDIVIDUALS**

Topics included:

- Medicaid Unwinding
- Navigating Medicaid and Medicare
- Social Security, SSI, and SSDI
- DAC and Transitioning from SSI to SSDI when a parent retires, becomes disabled, or passes away

Distributed 17 emails to the listserv, which has **grown from 2,100 to 2,420** individuals over the past year.

**The fourth and fifth webinars presented** in May and June 2023, respectively, as part of the 2023 webinar series on dual diagnosis and individuals with IDD, **had 330 attendees**. The 2024 webinar series begins later this month.

Health Care Advocacy also provides comprehensive information and resources on critical areas including NJ FamilyCare/Medicaid and Medicare, Medicaid Managed Care Organizations (MCOs) and Medicare managed care plans for dual eligible individuals, Social Security and its major benefits programs, Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI), and individuals with dual diagnosis (IDD and behavioral or mental health issues).

Since the conclusion of the Public Health Emergency (PHE) and continuous Medicaid enrollment which began in March 2020, the program has helped individuals remain on Medicaid through the “unwinding” or renewal process that has been ongoing since April 2023. Meanwhile, the program continues to develop and distribute new fact sheets, in-person presentations, virtual webinars, regular email correspondence, a Healthy Times newsletter, and additional information and materials to help keep families informed and empowered in regard to health care-related matters for their loved ones.



# Project Hire

Colleen Collick , Director

**Project HIRE** has assisted individuals who live with disabilities in obtaining and maintaining competitive, integrated employment in the community for more than 39 years.

## Project SEARCH

Project SEARCH provides a select group of students with the opportunity to participate in a comprehensive internship and training program at the Overlook Medical Center in Summit in place of their last year in high school.

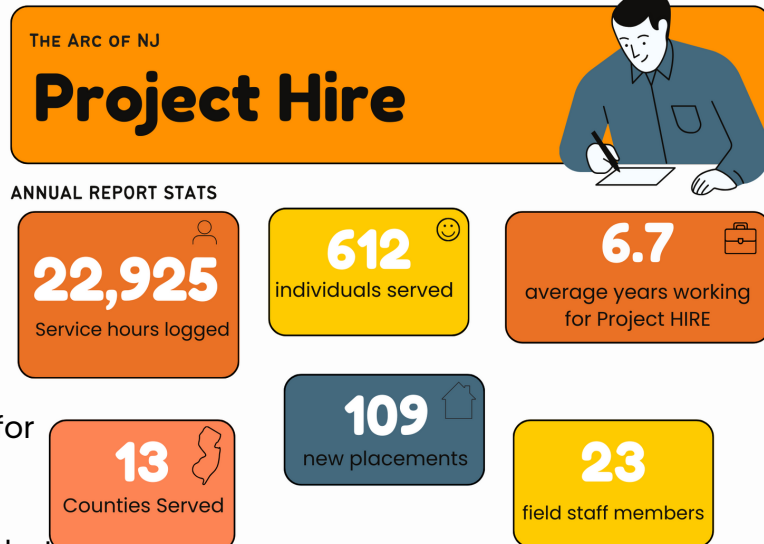
Seven interns from the 2022/2023 class have been placed either at Overlook Medical Center or out in the community. Interns for the 2023/2024 year are currently enrolled in their second rotation of internships at Overlook Medical Center. The first round of Interviews for the class of 2024/2025 have just been completed .

## Career Pathway Evaluation:

The Career Pathways Evaluation (CPE) is a service for those individuals who may be better served by an alternate approach to traditional employment evaluation methods. The CPE is a collaborative effort that affords the job coach and the consumer the opportunity to identify vocational interests, skills and attributes that will lead to successful vocational planning. The intent is to carve a career pathway to competitive integrated employment. Services occur in the consumer's home, in the community and in competitive integrated employment settings. This program is currently in a Pilot phase and Project Hire is the selected vendor in Middlesex county.

## Ticket to Work

In FY 2022, Project HIRE became a federal Ticket to Work provider. This program assists individuals who receive benefits from SSA to leave the benefit through gainful work and financial guidance. At the time of this publication, 3 Project HIRE staff members are certified as Work Incentive Practitioners. Not only is the program able to provide Ticket to Work services, but it utilizes knowledge from the certification process to better serve individuals in adult services.





# The Criminal Justice Advocacy Program

**Robyn Holt, Director**

The Criminal Justice Advocacy Program (CJAP) has made significant progress this year in addressing issues concerning intellectual and developmental disabilities (IDD) within the criminal justice system. Recognizing the importance of adopting a proactive and systemic approach, we have redirected many program efforts towards prevention, particularly focusing on initiatives targeting the School-to-Prison Pipeline and restorative justice practices. Our endeavors have yielded notable achievements, surpassing our initial objectives across various fronts. In addition, the program has launched its own Facebook page featuring educational videos and resources, aimed at better assisting the clients we serve.

The program expanded our network to engage prominent professionals within the State of New Jersey and nationwide, to acquire best practices and foster connections conducive to systemic change. This year, we participated in several meetings with Ombudsman for Individuals with IDD and their Families, as well as representatives from the New Jersey Department of Corrections. Furthermore, collaborations were initiated with academic institutions such as Stockton University, Rowan University, and Princeton University.

Additionally, CJAP facilitated the monthly Equal Justice Talks Series webinars covering diverse topics concerning IDD within the criminal justice system, these webinars offered innovative insights and strategies for professionals in the field, under the overarching theme "Beyond Boundaries: Innovative Approaches for IDD in the Criminal Justice System." Moreover, CJAP provided presentations and informational sessions for various stakeholders and professionals, including: Judges, attorneys, court administrators, the Division of Developmental Disabilities, schools and day programs, as well as jail and prison officials.

Furthermore, CJAP actively participated in the BJA Collaborative Crisis Response Training Program grant, collaborating with the New Jersey Department of Corrections and Rutgers University Behavioral Health Care to create a sustainable curriculum addressing officer response to behavioral health crises for incarcerated individuals. Additionally, CJAP received grant renewal of the "Equal Justice Talks Webinar Series" for the 2023-2024 fiscal year through the NJ State Bar Foundation.

CJAP remains steadfast in its commitment to advocating for the rights and well-being of individuals with IDD within the criminal justice system, and we are eager to continue our efforts in the upcoming year.



**CJAP has assisted:**  
over 200 individuals and has attended more than 300 court appearances throughout the state.

**CIT Trainings:**  
CJAP conducted 10 Crisis Intervention Trainings for 600 attendees

**Webinars Facilitated:**  
9 monthly Equal Justice Talks Series webinars, attracting close to 700 registrants.

**Grants:**  
CJAP actively participated in the BJA Collaborative Crisis Response Training Program grant.  
Additionally, CJAP received grant renewal of the "Equal Justice Talks Webinar Series" for the 2023-2024 fiscal year through the NJ State Bar Foundation.



# The Sexual Violence Prevention Project

Jennifer Harrison, Coordinator

In April of 2023, the Sexual Violence Prevention Project (SVPP) was still in its infancy but has since expanded into a full and dynamic endeavor.

## Policy:

We developed and presented a legislative proposal regarding mandatory personal safety education for students in special education as they start transition services.

## Awareness:

SVPP released a 3-poster pack with the tagline, "Their 'no' means no, too" to 200 middle and high schools across New Jersey. We have also produced a series of short film PSAs for social media release, and are in talks with Michael McCreary, a Canadian comedian, author, and actor with autism, to be featured in future spots. We have guest lectured at several NJ school districts and universities including Seton Hall, Montclair, Fairleigh Dickinson, and Stockton, on teaching sexual/personal safety to students with IDD, and exploring the role of the criminal justice system in reducing harm in sexual violence survivors with IDD. We also conducted a panel presentation with CJAP and NJSAP at Stockton University on sexual violence and the IDD community. Furthermore, SVPP created a public defender playbook called "A.W.A.R.E." in conjunction with CJAP to educate defense attorneys on necessary accommodations when working with clients with IDD. Finally, we are collaborating with Canada's "Tell it Like it Is" programmers to produce an educational video series for high school general education classes on bystander intervention.

## Education:

We created a free, 10-lesson, 100+ worksheet, Home Sexuality Education Curriculum that is available for download on our webpage, [TheArcSVPP.org](http://TheArcSVPP.org). We have also filmed 10 webinars to supplement each lesson, and conducted several others for NJSAP. The home sex ed curriculum is presently being translated into Spanish by the Rutgers Language Bank, and is expected to be completed by June of this year. We are also producing a five-lesson Personal Safety Curriculum – omitting sexual and anatomical references, and concentrating on topics of Consent, Boundaries, Public and Private, and Internet Safety – to be launched by June, as well. In conjunction with NJSAP, SVPP also developed a communication and decision-making card game called "Ponder" for distribution to each of The Arc's 20 Local County Chapters, with an on-line virtual game for home use in development.



# New Jersey Self-Advocacy Project

**Erin Smithers, Director**

NJSAP supported self-advocates as they attended meetings with policy leaders and testified at hearings, including Legislative hearings on the State FY 24 budget. Staff also assisted self-advocates to prepare talking points for Developmental Disabilities Awareness Month, and a series of self-advocacy videos on YouTube.

**Virtual Programming for Self-Advocates, Family Members, & Staff:** The NJSAP team delivers digital content and advocacy education every weekday. They disseminate 1 monthly e-newsletter, Positive Pulse and 1 Monthly Blog Post, Advocacy Matters, as well as a bi-annual newsletter, The Self-Advocate. Thanks to the generosity of The Horizon Foundation for New Jersey, the Healthy Lifestyles Project (HLP) continues to flourish. From March 2023 through February 2024, the NJSAP team coordinated 174 virtual events for 13307 participants!

- **Stay Healthy at Home Webinar Series** launched in April 2020 as a way of staying connected while day programs and schools are closed or operating at reduced capacity. The weekly series has reached 2,864 people thus far. Topics have included Consent, Employment Rights, Healthy Living, Mental Health and Dual Diagnosis, and Sexual Health to name just a few.
- **Healthy Lifestyles Project:** LIVE are interactive workshops are held on Zoom twice each week and provide socio-educational experiences for students and adults with I/DD. These interactive topics include art therapy, music therapy, Zumba dance classes, personal training sessions, and a lot more. Brain Games held every Thursday at 1 PM on Zoom invite Self-advocates to play live, interactive board games with the NJSAP team. We test our creativity and knowledge, build communication and teamwork skills, and have fun! From March 2023 to February 2024 HLP:LIVE and Brain Games have reached 1801 Participants
- **Traillblazers** was a weekly virtual program created for people with disabilities to get more movement in their daily lives as well as learn how to set goals. From June 2023 to September 2023, there were 12 participants who walked over 1,500 miles!
- **Empowered** was created in October 2023 and ran until February 2024. It was a virtual, weekly cooperative tabletop roleplaying game designed to help develop important life skills in language, communication, self-awareness, and empathy. It also helps participants understand risk-taking and making choices.

Statewide Events: In April 2023, the 17th Annual Spring into Action Awards Luncheon drew a crowd of 137 advocates and the NJSSAN's 39th Annual Fall Conference in October 2023 was attended by 185 advocates.

**204**  
Advocacy Trainings and Digital Workshops Delivered

Action Alerts and Email Blasts Distributed: 231, Email List: 2115, New Email Subscribers Added: 504, Between March 2023 - March 2024, NJSAP's YouTube channel had 16k views with 479.3 watched hours.

The NJSAP team delivered 11 Governmental Affairs Ambassador Program (GAAP) legislative advocacy trainings for 183 advocates.

**147 new members**  
The affiliated NJ Statewide Self-Advocacy Network

**19,575 Self-Advocates** were reached by NJSAP a total of and **415 Direct Support Professionals** through group facilitation and workshops.

In addition to special programming, NJSAP Presented 42 webinars with 286 attendees



# Planning for Adult Life (PFAL)

**Jerisa Maseko, Senior Director**

The Planning for Adult Life Program (PFAL) is completing its tenth year of supporting students, ages 14 to 21 who are eligible for special education services, and their families, as they plan for the transition from school to adult life. The Program focuses on core areas that students will have to navigate as they plan for their future on the road to adulthood. Transition Navigators create interactive presentations and activities that center on obtaining employment; housing options; creating/maintaining social and community relationships; understanding legal and financial responsibilities; entitlement programs and eligibility; self-direction; and obtaining health and behavior health supports. PFAL ensures that students and their families are educated and empowered with information and resources so that they can maximize their educational entitlements and create plans for a successful future. In order to assist schools, students, and their families in accessing this valuable information, PFAL offers its services in person and virtually.

## **Making Action Plans for Life and Career (MAPs) Clubs**

- Operating in more than **60 school districts**
- Average of **150 sessions** per month
- Reached more than **7,000 students**
- Features impactful lessons, peer-to-peer discussions, and activities to foster independence.

## **Hands on Workshops (HOW Series)**

- Educates schools, agencies, and parent groups about systems and services for people with IDD
- Introduced a NEW workshop entitled SOS: Strategies Of Success for Your Student with Low Needs for Support.
- **More than 70 events held for 800 attendees**

## **PFAL Website**

- More than **9,000 visitors** Includes educational guides, checklists, and archived webinars
- The "Got Plans?" Guide received **80+ downloads**
- Launched a NEW Guide entitled, Time To Travel featuring questions that will guide families in exploring their community

**HelpDesk: Responded to more than 850 emails, calls and referrals.** The Compass E-Newsletter has 7,300+ subscribers and includes transition-related resources, event announcements and helpful tips

## **PFAL Website**

More than 9,000 visitors Includes educational guides, checklists, and archived webinars  
The "Got Plans?" Guide received 80+ downloads  
Launched a NEW Guide entitled, Time To Travel featuring questions that will guide families in exploring their community



## **Webinar Wednesday Series**

FY24 focused on: Tips to a Smooth Transition in Switching from a Pediatrician to Adult Primary Care, Understanding Employment For Students With Low Needs for Supports, Transportation Options - New Jersey Travel Independence Program (NJ TIP), What are ABLE accounts and How Can They Help Me Plan For My Child's Future, NJ Workability! What Is It And What You Need To Know, and many more.

## **Employment First Initiative**

In its second year of a grant from the New Jersey Council on Developmental Disabilities, PFAL offered the Employment First Initiative (EFI) as a statewide virtual summer school. EFI works with schools to provide an 8-week intensive experience for students to focus on employment. The EFI grant allowed for hiring a teacher to work with these students on Why Work?, What am I Good At? How Can I find a Job, How Not to Get Fired, and other employment-related topics. Per the grant, EFI has focused on specific regions and worked with Edison High Schools, Sterling High School, Brick High School and the Pine Hill School District.

# Training and Consultation Services (TCS)

**Samantha Goldfarb, Director**

Training and Consultation Services (TCS) specializes in developing high-quality education and technical assistance related to supported employment. Our fully-customizable trainings to help providers develop the skills they need to perform at high standards and teach advocates how to best benefit from this service. TCS is also available to consult on any questions or concerns related to supported employment in New Jersey.

Samantha Goldfarb joined The Arc of New Jersey as the TCS Director in May of 2023. Since her start, TCS has updated and redesigned the "Make It Stick!" documentation training as well as developed ten new trainings on topics such as informational interviewing, CARF accreditation, resume development, and professionalism specific to SE. The program has provided over 50 sessions and 100 hours of training for agencies across New Jersey with an average session approval rating of 9.8 out of 10. TCS has also introduced virtual office hours that are open to the public and publishes three monthly newsletters with content curated to the needs of each specific audience. Its outreach and advocacy efforts include the Director's membership on NJ APSE's Professional Development and Conference Planning committees as well as collaboration with Planning for Adult Life and Self Advocacy programs to create and present webinars for their joint audiences.

**300**

**Individuals Trained**



**445**

**people on the mailing list**



## Human Resources, Finance and Operations

**Helen Rivera, Director, Administrative Services**

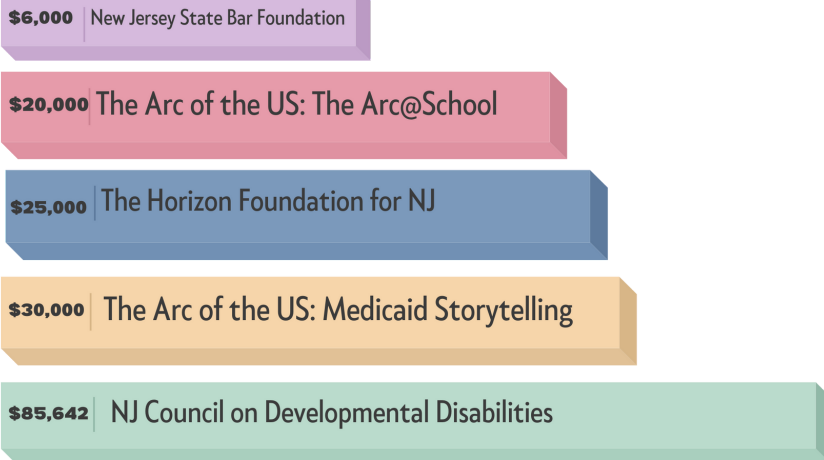
- The Finance Department prepared the FY 2025 proposed budget and it will be presented at the Annual Meeting for approval.
- The FY 2023 audit of our financial statements was completed. There were no findings discovered.
- The Arc of NJ staff completed the FY 2023 audit for NJ Camp Jaycee and no findings were discovered.
- The Department assisted Project HIRE in preparing for and receiving a three year accreditation for CARF.
- The Arc of NJ employed 52 full-time equivalent (FTE) employees in 2023.
- The Department instituted a new Paid Time Off (PTO) policy on July 1, 2023, which streamlined payroll processing and offered staff a more transparent view of their accruals.
- Administered the Student Loan Forgiveness Program: Fourteen Local County Chapters are participating in the program which is working on reducing or eliminating a combines \$6 million in student loans for staff.

# Grants and Foundation Gifts

## Fundraising

- Annual appeal: \$11,700
- General Fundraising: \$57,083
- Awards Dinner: \$33,264
- Beverly Roberts Memorial Fund: \$15,752
- NJ Irish Festival: \$24,000

## Grants



## Communications



## The Arc of New Jersey Celebrates 75 Years of Excellence

The Arc of New Jersey is thrilled to be celebrating 75 years of advocacy, service and support to children and adults with IDD and their families. Started by families of individuals with IDD in 1949, The Arc remains today an organization driven by the values and vision of people with IDD and their families. We invite you to join us in celebrating this amazing milestone.

**The Arc of New Jersey 75th Anniversary Gala**  
**Thursday, June 13, 2024, 6:00 – 9:00 pm at The Imperia, Somerset**

Information regarding tickets and sponsorships can be found at: <https://bit.ly/TheArcNJ75th>

## Congratulations to our 75th Anniversary honorees!

*The Arc was conceived of and built by thousands of dedicated and committed individuals, families and community partners through the years. In celebration of our 75th Anniversary we recognize the people who have made outstanding contributions to the legacy of The Arc.*

Legacy of Volunteerism Award–Pamela Corrigan  
Legacy of Self-Advocacy Award–Barbara Coppens  
Beverly Roberts Memorial Healthcare Advocacy Award–Leone Murphy  
Legacy of Community Service Award–Hinkle Prior & Fischer  
Legacy of Leadership Award–Laura Williams  
and honoring the Legacy Families of the Local County Chapters of The Arc



# Wings for All



## Wings for All Event Gives Children and Adults with IDD the Chance to Practice Navigating Air Travel

The Arc of New Jersey and The Arc of Essex County hosted a Wings for All Event at Newark Liberty International Airport on December 2, 2023. The event was supported by the Port Authority of New York and New Jersey, United Airlines, and the Transportation Security Administration. Parents and guardians had the chance to take their loved ones through the airport check-in and receive boarding passes (in this case, to the “North Pole”), visit Terminal A’s new Sensory Room, go through the security checkpoint, navigate the airport terminal, wait at the gate, board an aircraft, and find their seats. After a welcome from the pilot and the safety demonstration, families had a snack and heard from Tom Baffuto, Executive Director of The Arc of NJ and Linda Lucas, CEO, The Arc of Essex County. All the families and volunteers were treated to a wonderful lunch buffet as they departed the plane. To learn more about Wings for All, go to [www.thearc.org](http://www.thearc.org).

## Boards, Committees, and Workgroups

American Association on Intellectual and Developmental Disabilities  
 APCO Mental Health Working Group  
 Atlantic County Youth Services Commission  
 Boggs Center Consumer Advisory Committee  
 Bridging IDD and Aging-NJCDD  
 Burlington County Partnership for Youth Success  
 Children’s Issues Council  
 Council of Parent Attorneys and Advocates  
 County Colleges Health Services Collaborative  
 DDAN Children and Youth Issues  
 DDD Leadership Committee  
 Developmental Disabilities Advocacy Network  
 Division of Developmental Disabilities Self-Advocacy Committee  
 Educational Partnership

Envisioning the Best Life at All Life Stages  
 State Action Team  
 ESSA Stakeholder Focus Group  
 Essex County CIACC  
 Governor’s Meeting of the Minds  
 Gun Violence Prevention Advisory Board – Camden County  
 HCCC’s Center for Adult Transition Advisory Board  
 Hudson County CIACC  
 Hunterdon CIACC  
 IHC – RISN, Women’s Health Project  
 Medicaid Monitoring and Storytelling  
 Medicaid unwinding workgroup, chaired by Medicaid Director  
 Medical Assistance Advisory Council (MAAC)  
 Medicare Partners  
 Monmouth County CIACC  
 Monmouth County CIACC – IDD Subcommittee  
 National Association of Social Workers – NJ Chapter  
 National Conference of Executives of The Arc (NCE)  
 NJ APSE Board of Directors  
 NJ APSE Conference Committee

NJ APSE Membership and Outreach Committee  
 NJ APSE Professional Development Committee  
 NJ Business and Industry Association  
 NJ Coalition for Special Education Funding Reform  
 NJ Community of Practice State Action Team  
 NJ Conference of Executives of The Arc (NJCEArc)  
 NJ Council on Developmental Disabilities, Health Committee  
 NJ Council on Developmental Disabilities, People & Families, Editorial Board  
 NJ Dental Association Oral Health Coalition  
 NJ Medicaid. Electronic Visit Verification (EVV) Task Force  
 NJ Special Education Advisory Stakeholder Outreach  
 NJ WorkAbility Communications workgroup  
 NJCDD Children & Youth Subcommittee  
 NJCEArc Development Directors Group  
 NJCEArc Finance Directors Group  
 NJCEArc Technology Committee  
 NJEIS C-4 Family Outcomes Committee  
 NJEIS Survey Marketing and Methodology

Subcommittees  
 Protection and Advocacy for Developmental Disabilities (PADD)  
 Restraint and Seclusion Stakeholder Group  
 Somerset CIACC  
 Somerset Youth Services Commission  
 SPAN Family to Family Health Information Resource  
 SPAN Parent Training Information Stakeholder Advisory Council  
 Supportive Housing Association of NJ  
 The Arc @School  
 The Arc of Union County’s Medical Advisory Board  
 The Arc’s Center for Future Planning Chapter Workgroup  
 The Human Services Equity Coalition  
 Transition Leadership Network  
 TriCounty CIACC

