



# Annual Report to the Delegates

April 6th, 2023



# President's Message



"Before I was elected President of the Board of Directors, I don't think I fully understood the breadth and depth of everything happening at The Arc of NJ. The incredible work of the staff and the reach of the organization is truly remarkable. With two years as President under my belt, I now have a greater insight and subsequent appreciation for all the tremendous initiatives spearheaded by our directors and carried out each day by the entire team. The impact of this organization is felt throughout the state. I am constantly impressed by the access we have when it comes to lawmakers, the staff at the Governor's Office, and representatives from the Administration. High-ranking officials are always willing to meet with The Arc of NJ, and I think that's a testament to the work of the organization and the high-quality reputation of the agency and those in its employ. It reflects the

time we take to develop relationships with important decision-makers and the trust we build along the way. In my role as President, I enjoy the chance to speak with parents and family members and to learn more about what drives them and where their challenges lie. As a parent myself, I am always concerned about students receiving special education services and about the families who aren't aware that we can help them with issues that arise during the school years as well as during the transition to the adult system of care. In my remaining years as President, I commit myself to reaching even more families who can take advantage of the wide spectrum of resources from The Arc of New Jersey that may help them on their journey." - *Kevin Sturges*

## Executive Director's Message

"Reflecting back on this past year, I am both astounded and excited about how The Arc of New Jersey's footprint is expanding to reflect the needs we hear about from individuals with IDD and their families. It is clear from the high volume of calls, emails and outreach we received this year, that The Arc of New Jersey's name is out there. The number of people we're supporting has never been higher. More and more people are attending our webinars, signing up to join our listserv, visiting our website for resources and connecting with us on social media. To me, these growing numbers reflect the public's trust in our organization. People view The Arc of New Jersey and the information we provide as reliable, dependable, and accurate. When they are frustrated and lost, they know they can count on us to help get them back on track. We never want families to be totally unaware about what their loved one is entitled to, or about the services that are available. That is why we keep pushing forward and doing everything we can to spread the word. Help is available. No one should have to navigate the various systems on their own. That's the heart of what we do; being the support for those who need it most. I am looking forward to the year ahead and our organization's continued growth and expanded reach." - *Thomas Baffuto*



# 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 U.S. National Convention and Disability Policy Seminar
- Regular meetings of all Committees: Governmental Affairs, Internal, Audit, Investment, and Family Advisory Council
- Established a Committee on Access, Equity and Inclusion
- Succession Planning Committee met to review and revise The Arc of NJ Succession Plan
- Reviewed and approved all Board Policies
- Reviewed and approved three Position Statements



# Communications & Development

## Communications

The Arc of New Jersey's social media outreach grew in the past year and we experienced an substantial growth in new subscribers to our Constant Contact newsletter lists.

- E-newsletter subscribers now total 2,375, an increase of 323 people.
- Facebook page followers: 4,314
- Twitter followers: 3,409
- Website visitors: 50,649 visitors (up 9%), 115,276 pages viewed (up 13%), 7,832 downloads (up 53%)
- The most popular page visited? After the front page, it's Project HIRE with 5,006 visitors.

## Grants and foundation gifts

- The Horizon Foundation for NJ: \$25,000
- New Jersey State Bar Foundation: \$5,000
- The Arc of the US: \$15,000 for The Arc@School
- The Arc of the US: \$62,000 for Medicaid Storytelling
- DOJ grant: \$113,000
- NJ Council on Developmental Disabilities: \$75,000

## Fundraising

- Holiday appeal: \$25,000
- General fundraising: \$20,000
- Awards dinner: \$30,000

# Human Resources, Finance & Operations

*Helen Rivera, Director, Administrative Services*

- The Finance Department prepared the FY 2024 proposed budget and it will be presented at the Annual Meeting for approval.
- The FY 2022 audit of our financial statements was completed. There were no findings discovered.
- The Arc of NJ staff completed the FY 2022 audit for NJ Camp Jaycee and no findings were discovered.
- The 2023 Personnel Policies were reviewed by the Internal Committee and updated as needed.
- The Arc of NJ employs 45 full-time staff and 12 part-time staff. The breakdown is as follows: female - 46, male - 11 and the average length of employment is 8 years.

# Governmental Affairs

Sharon Levine, Senior Director

The Arc of NJ focused this year on behavioral and mental health needs of people with IDD, the need to address transition services for students receiving special education, and on ensuring the State Budget included necessary funding to properly support people with IDD, their families, and the Local County Chapters who deliver the hands-on care.

## Budget Advocacy

The Governor's **FY24 Budget** proposal includes funding to address workforce wages, housing costs, the need for rate increases, and the behavioral needs of those with IDD. We were very pleased to see so many of our top priority issues being tackled in this proposal. We spent many months advocating with the Governor and members of his Administration on these issue areas. The proposed State Budget includes:

### **FY24 Budget**

- **\$72 million** for a 3% across-the-board increase to the fee for service rates,
- **\$41.7 million** to increase Direct Support Professional wages (and supervisor and manager wages to avoid compression issues),
- **\$13 million** to help move people out of nursing homes and institutional settings,
- **\$250,000** for a supports brokerage rate increase for those who self-direct services,
- **\$100 million** in one-time dollars for Home and Community Based Services,
- **\$3.2 million** to offer the START model in NJ for people with IDD and behavioral challenges. (START = Systemic, Therapeutic, Assessment, Resources and Treatment),
- **\$5 million** within DDD for a 10% increase in the rents for group home providers - the first increase of these rents that group home providers have seen in 10 years,
- **\$5 million** to address contracted emergency beds to better align with those who need those services and to help decrease the need for hospitalizations
- Increasing the Private Duty Nursing rate to **\$62** when the service is delivered by a nurse and to **\$50** when the service is delivered by an LPN.
- A **7.5%** rate increase for Early Intervention services within the Department of Health.

The **FY23 Budget** included:

- **\$41 million** in state dollars, and a federal match, to increase wages for DSPs. This money also raised wages for supervisors and managers.
- Money to fully annualize the day habilitation funds appropriated in FY22 as only a portion of the money (\$15 million) was originally built into the rate. The FY23 Budget maintained the **\$15 million** but also built the outstanding **\$9 million** of funding that was outside the rate, into the rate.
- Annualized rate increases from the FY22 Budget. This included Supported Employment - a total of **\$2.5 million** spread out between the Department of Human Services and the Department of Labor - and Early Intervention rate increases in the Department of Health (**\$11 million**), and Support Coordination rate increases.
- **\$7.5 million** increase to the residential rates in DHS
- **\$4.3 million** in American Rescue Plan dollars to increase respite hours for children with IDD served through DCF.

## Get Out the Vote

Leading up to Election Day, a comprehensive Get Out the Vote Guide was created to explain the various methods for casting a ballot in New Jersey. The booklet highlighted the new mechanisms for voting, important dates and deadlines, and other online resources for finding polling locations and drop boxes. In addition, a GOTV website was created with links to candidate websites and other state-based resources for registering to vote and determining your congressional district. A family and self-advocate perspective, about the responsibility of casting a vote, was also included.

## Legislation & Policy

In the past year, The Arc of NJ weighed in on more than 35 bills, and the Governor recently signed the Complete Streets legislation into law. We've done a significant amount of advocacy related to:

- **Special education** - including weighing in on bills focusing on seclusion rooms, "informal removals," and inclusive school emergency drills. The Arc of NJ also focused on transition services, including meeting with the Office of Special Education Director at the NJ Department of Education.
- **Mental and behavioral health services for people with IDD** - including advocating on this matter with state and federal lawmakers, decision-makers at the Department of Human Services, and in coordination with other stakeholder groups.



## Federal Advocacy

- Met with Senator Booker's office during August Recess on topics that included HCBS, SSI changes, and the Keeping All Students Safe Act.
- Met with Senator Menendez's office about priorities for our organization and people with IDD and their families.

## Relationship Building

The Arc of NJ maintains strong ties with legislators, decision-makers, and the Governor and his team.

- Attended the annual State of the State and the Governor's FY24 Budget Address at the State House, as well as invite-only post-event receptions.
- Attended the Governor's holiday party at Drumthwacket and had the opportunity to speak 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 and the Legislature.

# The Arc of NJ Family Institute

Lisa Ford, Senior Director

## 42 New Fact Sheets

The Family Institute takes pride in being the "Go To" Place for information and one way we do that is through our fact sheets. When an important topic arises within our community, we work quickly to create a fact sheet for our families, because we know that families need as many resources as possible when navigating the systems of care. Some of the fact sheets we've created this year address transition, support coordination and supports brokerage, Due Process hearings, supported decision-making and understanding DVRS.



## FI Calendars: Tips Topics and Interests

Last summer, we launched a monthly calendar that gives individuals with IDD and their families an opportunity to gather helpful information about a variety of topics. Some of the calendars we created this year were: Summertime ideas, making traveling easier for individuals with IDD, back-to-school tips, preparing for your next IEP meeting, transition tips, resources you can only get from The Arc, winter activities, transportation resources, and information to better understand guardianship and supported decision-making.

## Fireside Chats

The Family Institute is always looking for new ways to reach families in need of support when navigating the systems of care. This year we introduced our Fireside Chats. These recorded conversations are with experts in their field as it relates to individuals with IDD. Some of the topics discussed during our chats were dual eligibles, college options for individuals with IDD, planning and partnering with families to provide their loved ones with lifetime assistance and, most recently, the topic of Medicaid unwinding.

## The Arc Info Center

The Arc Info Center is an excellent new resource located on our website that is broken down into two parts: The Medicaid Navigation Tool and The Arc Information Service Center. The Medicaid Navigation Tool was developed to help families determine which form of Medicaid is the most appropriate for their loved one with IDD. The Arc Information Service Finder is a tool that sorts through information regarding service systems for individuals with IDD and their families. By answering a few questions in the service finder, it will narrow down the information, making it easier to access the tools you need to navigate the service systems.

## Bi-Lingual Support

In the past year, the Family Institute has assisted, through phone calls, emails and problem forms, more than 7,000 people. Some of the individuals who call us need resources in Spanish. This year we made it a priority to start gathering and creating resources in Spanish and we now have a page on our website dedicated to bi-lingual support.

## Bridging Aging and Disability

The Family Institute was invited to participate in Bridging IDD and Aging. The goal of this initiative is to strengthen collaboration in States between aging and disability programs. This will be done by building coordinated services that address the care needs of both aging caregivers and individuals with disabilities. This initiative will also plan, sustain, and replicate emerging policies that support the unique needs of individuals with disabilities and their families that can be replicated across the States and Territories. We are excited to work closely with the New Jersey Council of Developmental Disabilities on this project.

### **Numbers**

Individuals Assisted - 7,151  
Webinar Attendees - 2,546  
Archived Webinar Views - 2,986  
Website Visitors - 38,674  
New Podcasts - 21  
Families and Friends List - 7,146  
Instagram - 990  
Podcasts Listeners - 1,048  
College Tours - 7  
Facebook Followers - 2,818

# Children's Advocacy

Michael Pearson Jr., Director

In the third year since its inception, Children's Advocacy at The Arc of New Jersey experienced another increase in assistance requests for youth with IDD from birth to age 21. Families continued to contact Children's Advocacy for help accessing Early Intervention (EI) the Children's System of Care (CSOC) and PerformCare, and most notably special education and related services. The increased volume of assistance requests can be attributed to special education issues as parent groups and provider organizations have begun referring families directly to Children's Advocacy. Through attendance at resource fairs, development of informational content, and an increased social media presence, the program has again expanded its reach and reputation as a reliable place for families seeking advocacy. Children's Advocacy is one of the only programs in the state offering attendance at IEP meetings from free non-attorney advocates.



In addition to providing direct assistance to families, the program has strengthened its relationships with the Department of Health (DOH), the Department of Children and Families (DCF), and the Department of Education (DOE). Through The Arc of New Jersey's advocacy campaigns, and participation in stakeholder meetings and state-agency workgroups, the program has made notable improvements to services for children with IDD and their families. Here are some highlights from Children's Advocacy over the past year:

- Testified at the DOH Budget Listening Session.
  - Focused on the need for increasing EI rates by 5.5%
- Advocated for the reopening of the RFQ for DCF in-home providers
- Attended 16 IEP meetings as an advocate
- Provided 47 free IEP consultations
- Season 2 of Mondays with Michael
  - 25 episodes completed, 16 remaining
  - 4,200+ recording views
- Year 3 of the Special Education Webinar Series
- Monthly distribution of Table Talk: A Special Education Newsletter
- Member of DOH's EI C-4 Survey Committee
  - Methodology Subcommittee Chair
- Attendance at Statewide Interagency Coordinating Council (SICC)
- Hosted Free IEP Review events with Hinkle, Prior and Fischer
  - In-person again after 2 years
- Created the Education Advocate of the Month Award
  - Honors family members who have become special education advocates
- Presented on Special Education rights for Montclair State University
- Presented on Transition to the East Brunswick SEPAG
- Created and distributed a Family Caregivers Month Newsletter in November that highlighted family members who advocate for their child's special education needs.

## **Transition Advocacy**

Worked with Governmental Affairs on an advocacy campaign to improve transition services for students with IDD. The campaign included:

- A position paper on transition services
- An outline of student entitlements in transition
- Revision of The Family Institute's Transition Fact Sheet
- Meeting with the DOE's Special Education Director
  - Resulted in DOE's development of new transition resources
- Establishing contact with Special Education Parent Advisory Groups in individual school districts
- A letter to the County Superintendents urging them to ensure appropriate transition services

# Planning for Adult Life

*Jerisa Chiumbu-Maseko, 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 addresses all the core areas that young adults will navigate as they plan for their future including post-secondary education and employment; housing; maintaining social and community relationships; legal and financial planning; entitlement programs and eligibility; self-direction; and 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 60 school districts
  - Average of 135 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
  - More than 70 events held for 1,200 attendees
- **PFAL Website**
  - More than 9,000 visitors
  - Includes educational guides, checklists, and archived webinars
  - The "Got Plans?" Guide received 80+ downloads
- **HelpDesk**
  - Responded to more than 750 emails, calls and referrals
- **The Compass E-Newsletter**
  - 6,800+ subscribers
  - Includes transition-related resources, event announcements and helpful tips
- **Webinars**
  - Monthly "Webinar Wednesday Series"
    - FY23 focused on "How to Build Skills"
    - The series equipped parents with information and tools to support students through the transition to adulthood
    - Topics included: SSI and Medicaid, The Criminal Justice System, Supported Employment, Applying for DDD, and many more



## **Employment First Initiative**

Receiving a grant from the New Jersey Council on Developmental Disabilities, PFAL launched an Employment First Initiative (EFI). 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 the northern region and worked with Teaneck Public Schools, Linden Public Schools, Clifton Public Schools, and Union City Public Schools. The next phase will focus on Southern New Jersey.



# Mainstreaming Medical Care

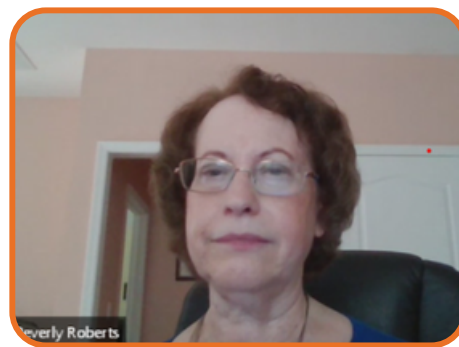
*Beverly Roberts, Director*

The Mainstreaming Medical Care Program promotes quality medical, dental and behavioral health care for individuals with intellectual and developmental disabilities (IDD) throughout New Jersey. This program also provides extensive information and advocacy pertaining to Medicaid, dual eligibility for both Medicaid and Medicare, Social Security benefits (SSI and SSDI), Medicaid managed care organizations (MCOs), and dual diagnosis (having both IDD and a behavioral or mental health disorder).

When the COVID pandemic began in March 2020, the federal government initiated a public health emergency and a requirement that no one could be terminated from Medicaid. The continuous Medicaid enrollment requirement will end in April 2023. For the next 12 months, everyone who has New Jersey Medicaid will be required to do a "Medicaid redetermination" to continue their Medicaid eligibility. In a concerted effort to prevent Medicaid terminations for individuals with IDD, the program director has been doing extensive work to inform individuals with IDD and their caregivers about the importance of Medicaid redeterminations, including speaking at several webinars and a wide distribution of emails to our listserv.

## Highlights

- Responded to nearly **1,100** requests for assistance from families, staff, and support coordinators. The requests were for information and advocacy on Medicaid unwinding, NJ Workability, SSI and SSDI, Medicaid eligibility for DDD, private duty nursing (PDN), and individuals with both Medicare and Medicaid.
- Presented **23** webinars to **1,677** individuals on topics including:
  - Medicaid unwinding
  - Navigating Medicaid
  - Transitioning from SSI to SSDI when a parent retires.
- Distributed **44** emails to our listserv which has increased from 1,630 a year ago to **2,100**.
- **4** healthcare webinars in May 2022, attended by **200** individuals.
- New webinar series on people who have a dual diagnosis or IDD and a mental or behavioral health challenge. The first webinars in February and March had **390+** attendees.
- The Medicaid Director invited the program director to participate in meetings to plan for the start of Medicaid unwinding, as well as a separate work group on the NJ WorkAbility Medicaid improvements.
- Completed a Medicaid storytelling project, with funding from the Robert Wood Johnson Foundation, and interacted with 20 parents and individuals with IDD who provided their Medicaid experience in either a short video or short written story. When appropriate, The Arc of New Jersey utilized these Medicaid stories for advocacy purposes.



## Testimonials

*"I am so happy to get the wonderful news that my son's Medicaid is continuing and so appreciative of you! It wouldn't have been done without you! You truly are a blessing!"*

*"I often feel families like mine are overlooked. Thank you, from the bottom of my heart for always including them in the discussion. I will always be eternally grateful to you."*

*"This was one of the best presentations I have seen. You are such an easy speaker to listen to and you clearly understand these topics forward and backward!"*

# The New Jersey Self-Advocacy Project

Erin Smithers, Director

## By the Numbers

- NJSAP reached a total of **12,004** Self-Advocates and **284** Direct Support Professionals through group facilitation and workshops.
- Advocacy Trainings and Digital Workshops Delivered: **221**
- The NJSAP team delivered **10** Governmental Affairs Ambassador Program (GAAP) legislative advocacy trainings for **84** advocates.
- NJSAP facilitated **54** Self-Advocacy groups for **387** participants
- The affiliated NJ Statewide Self-Advocacy Network gained **84** new members
- The NJSAP team participated in **189** advocacy-related workgroups and committees.
- We released **24** publications and created **4** infographics, including a Medicaid Unwinding Flier, All About NJSAP, ADA Bingo, and Erase The R-Word Petition.
- The NJSAP team responded to **2,429** I&R requests.
- Statewide Events: In April 2022, the 16th Annual Spring Into Action Awards Luncheon drew a crowd of **199** advocates and the NJSSAN's 37th Annual Fall Conference in October 2022 was attended by **141** advocates.
- NJSAP Website Visitors: **11,340**, Facebook visitors: **17,472**, New Social Media Followers Added: **144**, Action Alerts and Email Blasts Distributed: **239**, Email Subscribers Reached: **31,021**, New Email Subscribers Added: **557**, Between March 2022 - March 2023, NJSAP's YouTube channel had **37.8k** viewers with **601.9** watched hours.

## Virtual Programming for Self-Advocates, Family Members, and Staff

The NJSAP team delivers digital content and advocacy education every weekday. We disseminate 2 monthly e-newsletters, *Positive Pulse* and *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 2022 through February 2023, the NJSAP team coordinated **515** virtual events for **25,416** participants! Additionally, NJSAP presented **61** HLP webinars for **882** people.



## Stay Healthy at Home Webinar Series

The weekly series has reached **2,578** people thus far. Topics have included Consent, Employment Rights, Healthy Living, Mental Health and Dual Diagnosis, and Sexual Health, to name just a few.

## Brain Games

Held every Thursday at 1 pm on Zoom. Self-advocates are invited to play interactive board games with the NJSAP team. We test our creativity and knowledge, build communication and teamwork skills, and have fun! From March 2022 to February 2023 HLP: LIVE and Brain Games have reached **21,815** Participants

## Healthy Lifestyles Project: LIVE

These interactive workshops are held on Zoom twice each week and provide socio-educational experiences for students and adults with IDD.

# Criminal Justice Advocacy Program

*Robyn Holt, Director*

For the Criminal Justice Advocacy Program (CJAP), this year was one of many changes, accomplishments, and progression toward our team's goal of providing advocacy, support, and education regarding individuals with intellectual and developmental disabilities (IDD) in the criminal justice system. The program began utilizing a new case management software to better track data, including comorbidity rates, ethnicity, and socioeconomic status, and to better assess future training needs. The program revised the intake and referral form, as well as other documentation, in order to capture data that will help the team provide more efficient training and outreach efforts.

CJAP staff worked with **150** individuals, attended close to **300** court appearances throughout the state, and wrote **30** Personalized Justice Plans (PJP's) submitted to the courts. As of March 2023, CJAP surpassed program projections in every sector, and provided dozens of trainings for law enforcement, court personnel, community professionals such as Support Coordinators and crisis specialists, correctional officers, families, and individuals with IDD.

The monthly Equal Justice Talks webinar series hosted **10** webinars, with topics that included the rollout of the 988 crisis line, dual diagnosis in individuals with IDD, an international perspective from Australia regarding social justice and IDD, transforming the special education School-to-Prison Pipeline, Fetal Alcohol Syndrome Disorder (FASD), as well as Traumatic Brain Injury (TBI) and the criminal justice system, and many more. More than **1,200** people attended these webinars.

CJAP presented at **10** Crisis Intervention Trainings (CIT) throughout New Jersey, specifically geared toward law enforcement and mental health professionals. The Director was also asked to present about the program to **2,000** attendees of SAMHSA's Gains Center webinar. Additionally, CJAP joined an amicus brief by Seton Hall's Center for Social Justice for a case involving an appeal from the denial of parole for an individual who has IDD and mental illness who has been incarcerated at East Jersey State Prison for 40 years.

The CJAP team conducted **3** meetings with the State's Ombudsman for Individuals with IDD and Their Families, as well as with policy advisors, leading to additional connections with the Administrative Office of the Courts. During these meetings, CJAP successfully advocated for revising language in the DDD Supports Program Policies and Procedures Manual related to individuals with IDD and criminal justice matters, referencing the Criminal Justice Advocacy Program as a resource for support coordinators.

CJAP participated in the BJA Collaborative Crisis Response Training Program grant. This is a 3-year project funded by the Bureau of Justice Assistance and collaboratively executed by the New Jersey Department of Corrections and Rutgers University Behavioral Health Care. The overall goal of this initiative is to create a sustainable curriculum to address officer response to behavioral health crises. Additionally, CJAP is executing a federal grant pertaining to preventing sexual violence against people with IDD, which will include campaigns, focus groups, policy advocacy, research, and a training curriculum.



# Project HIRE

Adam Kubler, Director

Project HIRE has assisted individuals who live with disabilities in obtaining and maintaining competitive, integrated employment in the community for more than 38 years.

## Staffing

Project HIRE continues to recruit and retain qualified staff, with an average length of employment of 9 years. This longevity illustrates the strong commitment Project HIRE staff have to assisting individuals living with disabilities in achieving their employment goals. Project HIRE has supported staff to become Certified Employment Support Professionals (CESP), a nationally recognized competency certificate in the area of Supported Employment. Six staff members completed this certification as part of their professional development. Additionally, during the last few months, Project HIRE has brought on 7 full-time staff members and we are looking forward to their success with the participants the program serves.

## **FY23 - The Stats**

- 25 field staff members
- 9 average years working for Project HIRE
- 13 NJ counties served
- 24,819 service hours logged
- 688 individuals served
- 174 individuals placed in competitive employment



## Growth in Services Provided

Project HIRE continues to grow, providing hundreds more service hours than the previous year, a trend that is expected to continue as we recruit new staff. The main areas of continued growth are in transition and referrals from the Division of Developmental Disabilities (DDD). The school transition program has continued to grow as the demand for high-quality transition services remains high. Students living with disabilities are eager to acquire the skills they need to work at competitive positions and Project HIRE is available to assist. There has been a significant increase in service hours provided to DDD as compared to other funding sources, indicating that individuals living with IDD are actively seeking and maintaining competitive employment, all with the help of Project HIRE.

## Project SEARCH

During FY2023, Project HIRE provided services to the fifth Project SEARCH graduating cohort in Union County. 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. The 22/23 cohort was a success and the program met required benchmarks. Three students from the graduating class are gainfully employed with Atlantic Health and/or Overlook Medical Center in career areas such as food service and patient transport.

## Ticket to Work

In FY 2022, Project HIRE became a federal Ticket to Work provider. This program assists individuals who receive benefits from SSA leave the benefit through gainful work and financial guidance. At the time of this publication, 4 Project HIRE staff members are certified as Work Incentive Practitioners and the program is working with 16 active tickets, most of whom are employed. 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.

# Training and Consultation Services

Highlights from the year include:

- Developed a new monthly newsletter that goes out to all Supported Employment service providers in the state.
- Maintained membership on the NJAPSE Professional Development Committee.
- Provided consultation, training, and resources to **16** provider agencies across the state.
- Developed a presentation for NJBIA on "Hiring Individuals with Disabilities"
- Provided more than **400** hours of consultation, development and training services to provider agencies.
- The program is currently looking to hire a new Director of Training and Consultation services. Current services are continuing through utilization of existing Project HIRE administrative staff.

## Boards, Committees and Workgroups

Adult Center for Transition – DREAM Program at MCCC

American Association on IDD (AAIDD)

Autism and Law Enforcement Committee

Boggs Center Consumer Advisory Committee

Bridging IDD and Aging – NJCDD

County Colleges Health Services Collaborative  
DDD Leadership Committee

Developmental Disabilities Advocacy Network

DDD Self-Advocacy Committee

ESSA Stakeholder Focus Group

Essential Jobs, Essential Care NJ – State Policy  
Committee

Governor's Meeting of the Minds

Gun Violence Prevention Advisory Board –  
Camden County

Horizon NJ Health, Managed Long-Term Services  
and Supports, Advisory Committee

IHC – RISN, Women's Health Project

Medicaid Unwinding Workgroup, chaired by  
Medicaid Director

Medical Assistance Advisory Council (MAAC)

Medicare Partners

National Association of Social Workers – NJ  
Chapter

National Conference of Executives of The Arc  
(NCE)

National Task Group (NTG) on IDD and Dementia  
Practices

New Jersey Alliance for Children, Youth and  
Families

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 Conference of Executives of The Arc  
(NJCEArc)

NJ Council on Developmental Disabilities,  
Health Committee

NJ Council on Developmental Disabilities,  
People & Families, Editorial Board

NJ Medicaid Electronic Visit Verification (EVV)  
Task Force

NJ Pathways to Justice Task Force

NJ WorkAbility Communications Workgroup

NJBIA Healthcare Workforce Group

NJCEArc Development Directors Group

NJCEArc Finance Directors Group

NJEIS Survey Committee

Partners in Justice

Protection and Advocacy for Developmental  
Disabilities (PADD)

Restraint and Seclusion Stakeholder Group

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

Transition Leadership Network

UCWDB Disabilities Committee

# Where to Find The Arc in New Jersey

## The Arc of New Jersey

Kevin Sturges, President  
Thomas Baffuto, Executive Director  
985 Livingston Avenue  
North Brunswick, New Jersey 08902  
TELEPHONE: 732-246-2525  
FAX: 732-214-1834  
[www.arcnj.org](http://www.arcnj.org)

## The Arc of Atlantic County

Stan Kozlowski, Chair  
Scott Hennis, CEO  
6550 Delilah Road, Suite 101  
Egg Harbor Twp., NJ 08234  
TELEPHONE: 609-485-0800  
FAX: 609-407-6282  
[www.arcatlantic.org](http://www.arcatlantic.org)

## The Arc of Bergen & Passaic Counties

Miriam Weis, Chair  
Kathy Walsh, President/CEO  
223 Moore Street  
Hackensack, New Jersey 07601  
TELEPHONE: 201-343-0322  
FAX: 201-343-0401  
[www.arcbergenpassaic.org](http://www.arcbergenpassaic.org)

## The Arc of Burlington County

Susan Fegely, President  
Joanna Nevadomski, Executive Director  
115 E. Broad Street  
Burlington, New Jersey 08016  
TELEPHONE: 856-764-9494  
TELEPHONE: 609-531-0211  
FAX: 609-386-2244  
[www.ArcofBurlington.org](http://www.ArcofBurlington.org)

## The Arc of Camden County

Amanda Paoletti, President  
Tom Mannion, Executive Director  
215 West White Horse Pike  
Berlin, New Jersey 08009  
TELEPHONE: 856-767-3650  
FAX: 856-767-1378  
[www.arccamden.org](http://www.arccamden.org)

## The Arc of Cape May County

Thomas Rotondi, President  
Laura Gaffney, Executive Director  
PO Box 255  
South Dennis, New Jersey 08245  
TELEPHONE: 609-861-7100  
FAX: 609-861-0591  
[www.arcofcapemay.org](http://www.arcofcapemay.org)

## The Arc of Cumberland

Dante Romanini, President  
Jacquelyn U. Steiner, Executive Director  
1680 West Sherman Avenue  
Vineland, New Jersey 08360  
TELEPHONE: 856-691-9138  
FAX: 856-563-0221  
[www.arccumberland.org](http://www.arccumberland.org)

## The Arc of Essex County

Stephan Falanga, President  
Linda C. Lucas, Executive Director  
123 Naylor Avenue  
Livingston, NJ 07039  
TELEPHONE: 973-535-1181  
FAX: 973-535-9507  
[www.arcessex.org](http://www.arcessex.org)

## The Arc Gloucester

David Contino, President  
Lisa Conley, CEO  
1555 Gateway Boulevard  
West Deptford, New Jersey 08096  
TELEPHONE: 856-848-8648  
FAX: 856-848-7753  
[www.thearcgloucester.org](http://www.thearcgloucester.org)

## The Arc of Hudson County

Maryury Martinetti, President  
Yvonne Rosa, Executive Director  
3229 Bergenline Ave., Unit #3  
Union City, NJ 07087  
TELEPHONE: 201-319-9229  
FAX: 201-319-9227  
[www.archudson.org](http://www.archudson.org)

## The Arc of Hunterdon County

Kathleen Hyde Walsh, President  
Colleen Dennis, Executive Director  
Shelbourne at Hunterdon  
53 Frontage Rd., Suite 150  
Hampton, NJ 08827  
TELEPHONE: 908-730-7827  
FAX: 908-730-7726  
[www.archunterdon.org](http://www.archunterdon.org)

## The Arc/Mercer, Inc.

Maria Fischer, President  
Steven Cook, Executive Director  
180 Ewingville Road  
Ewing, New Jersey 08638  
TELEPHONE: 609-406-0181  
FAX: 609-406-9258  
[www.arcmerc.org](http://www.arcmerc.org)

## The Arc Middlesex County

Heidi Bell, President  
Frank Adu, CEO  
219 Black Horse Lane  
North Brunswick, New Jersey 08902  
TELEPHONE: 732-247-8155  
FAX: 732-247-5590  
[www.arc-middlesex.org](http://www.arc-middlesex.org)

## The Arc of Monmouth

Lauren Zalepka, President  
Robert Angel, Executive Director  
1158 Wayside Road  
Tinton Falls, New Jersey 07712  
TELEPHONE: 732-493-1919  
FAX: 732-493-3604  
[www.arcofmonmouth.org](http://www.arcofmonmouth.org)

## The Arc/Morris County

Thomas Horn, President  
Salvador Moran, Executive Director  
P.O. Box 123  
Morris Plains, New Jersey 07950  
TELEPHONE: 973-326-9750  
FAX: 973-326-1976  
[www.arcmorris.org](http://www.arcmorris.org)

## The Arc Ocean County Chapter

Ruth Churchill, President  
Laura Williams, Executive Director  
815 Cedar Bridge Road  
Lakewood, New Jersey 08701  
TELEPHONE: 732-363-3335  
FAX: 732-363-2285  
[www.arcocean.org](http://www.arcocean.org)

## The Arc of Salem County

Jennifer Sweet DeVice, President  
Patty Irwin, Executive Director  
150 Salem-Woodstown Road  
Salem, New Jersey 08079  
TELEPHONE: 856-935-3600  
FAX: 856-935-9612  
[www.arcsalem.com](http://www.arcsalem.com)

## The Arc of Somerset County

Tom Applegate, President  
Christopher Corvino, Executive Director  
141 South Main Street  
Manville, New Jersey 08835  
TELEPHONE: 908-725-8544  
FAX: 908-704-0850  
[www.thearcofSomerset.org](http://www.thearcofSomerset.org)

## SCArc (Sussex County)

Darlene Blandina, Chair  
Megan MacMullin, CEO  
11 US Route 206, Suite 100  
Augusta, New Jersey 07822  
TELEPHONE: 973-383-7442  
FAX: 973-383-8330  
[www.scarc.org](http://www.scarc.org)

## The Arc of Union County

Stephanie Branna, President  
Edwin Asuta, Executive Director  
70 Diamond Road  
Springfield, New Jersey 07081  
TELEPHONE: 973-315-0000  
FAX: 973-315-0002  
[www.arcunion.org](http://www.arcunion.org)

## The Arc of Warren County

Nancy Wilson-Soga, President  
John Whitehead, CEO  
P.O. Box 389  
Washington, NJ 07882  
TELEPHONE: 908-689-7525  
FAX: 908-689-4898  
[www.arcwarren.org](http://www.arcwarren.org)



## The Arc of New Jersey Board of Directors

### **Executive Committee**

Kevin Sturges, President  
Karen Santiago, First Vice President  
Lauren Zalepka, Second Vice President  
Pamela Corrigan, Treasurer  
Andy Sharick, Secretary

### **Members-at-Large**

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

### **Leadership**

Thomas Baffuto, Executive Director  
Celine Fortin, Associate Executive Director  
Michael Prendergast, Assistant Executive Director



**@TheArcofNJ**

