

The Arc of New Jersey
Report to the Annual Meeting

April 8, 2010

*Affirming and advancing the civil rights of
all persons living with intellectual and related developmental disabilities*

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Elizabeth Shea	<i>Assistant Executive Director</i>
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PROGRAMS AND DEPARTMENTS

♦**CITIZEN ADVOCACY PROGRAM, since 1972:** Ensuring that consumers have equal access to services and supports that help them to be independent and integrated members of their community; individuals living in Burlington, Camden and Gloucester Counties are provided with case advocacy services and/or volunteer advocates. **Lorraine Travaglione, Director**

♦**DEVELOPMENTALLY DISABLED OFFENDERS PROGRAM, since 1982:** Supporting and assisting youth and adults with developmental disabilities who become involved with the New Jersey criminal justice system, and educating criminal justice professionals and service providers about working effectively with these individuals. **Juan Santiago, Director**

♦**EDUCATION ADVOCACY, since 2002:** Empowering New Jersey families of students with developmental disabilities in the special education process through information and advocacy. **Natasha Schneider, Director**

♦**FAMILY ADVOCACY, since 2005:** Engaging and assisting New Jersey families of children and adults with developmental disabilities in advocating for service and policy changes that will improve the lives of their loved ones. **Denbigh Shelton, Director**

♦**MAINSTREAMING MEDICAL CARE PROGRAM, since 1986:** Helping individuals with developmental disabilities and their caregivers access quality medical, dental and mental health care, and educating health care professionals to become effective allies in meeting the complex health care needs of these individuals. **Beverly Roberts, Director**

♦**NEW JERSEY SELF-ADVOCACY PROJECT, since 1983:** Supporting individuals with developmental disabilities as they

advocate on their own behalf and assisting them to become organized on the local and state levels and thereby increasing their effectiveness. **Dennis Donatelli, Director**

♦**NEW JERSEY COALITION FOR PREVENTION OF DEVELOPMENTAL DISABILITIES, since 1985:** Educating community providers and the general public about preventive measures that, when implemented, can reduce or eliminate the incidence of disabling conditions. **Ann Wilson, Director**

♦**PROJECT HIRE, since 1985:** A CARF-accredited supported employment and school-to-work transition program. **Michael Prendergast, Assistant Executive Director**

♦**TRAINING AND CONSULTATION SERVICES:** Providing comprehensive training on topics related to supported employment and transition from school to work, and consultation and technical assistance to supported employment providers in New Jersey. **Jennifer Joyce, Director**

♦**HUMAN RESOURCES AND FINANCIAL MANAGEMENT:** Maintaining the viability of the organization by balancing the programming and human resource needs against actual and anticipated revenue. **Michael Prendergast, Assistant Executive Director**

♦**LEGISLATIVE ADVOCACY:** The governmental affairs arm of The Arc of New Jersey, overseeing budget and legislative advocacy efforts. **Elizabeth Shea, Assistant Executive Director**

♦**COMMUNICATIONS AND PUBLIC RELATIONS:** Working to create a consistent and appropriate print, internet, media and community presence and reputation for the organization. **Celine Fortin, Associate Executive Director**

As president of an organization that advocates on behalf of New Jersey citizens with intellectual and developmental disabilities, I am grateful today; grateful because, against all odds, our newly-elected governor has proposed a budget that, if it does not *increase or improve* services to this citizenry, largely *safeguards* those services.

I am grateful today that a long-worked-for Abuse Registry bill sits on the governor's desk awaiting his signature, having unanimously passed both the Senate and Assembly; a bill that puts into motion a process for weeding out direct care professionals who perpetrate violence and other kinds of abuse on the individuals with intellectual and developmental disabilities in their care.

I am grateful today that "*end the R-word!*" is becoming as popular a thing to say as the R-word itself once was; that New Jersey's self-advocates envisioned and then implemented a powerful campaign to raise awareness about the shameful connotations attached to the word "retard" and bring an end to its use.

And I am profoundly grateful today that hundreds of families and caring citizens are coming together through our Families Network and our Friends Network, uniting vision with action to support each other and to address the critical issues facing the disability community. This kind of purposeful, committed collaboration represents our deepest roots, and this kind of advocacy, our *grassroots*...at its very best. If you're not a member of one of these networks; if you're not following us on Twitter or a fan of ours on Facebook; and if you haven't bookmarked www.arcnj.org and aren't visiting it often, you are truly missing an opportunity to connect with and contribute to something remarkable!

Walter (Wally) Bender
President, The Arc of New Jersey Board of Directors
Parent

"Coming together is a beginning. Keeping together is progress. Working together is success." This sentiment, expressed long ago by automobile magnate Henry Ford, could not apply more to The Arc movement had I penned it myself.

Sixty years ago parents of children with intellectual and developmental disabilities started coming together in New Jersey and across the country; in isolated, disconnected pockets at first, then slowly merging, intersecting, connecting with each other in recognition of their shared purpose: to seek out, create and advance opportunities for their children to participate to the fullest extent possible in the common ebb and flow of life.

And so The Arc was born.

Today, having traversed both difficult and glorious roads, this organization is stronger than ever. From the national level, to each state, to thousands of locally-based chapters, staff, families and volunteers of The Arc go to the mat every single day to make certain that no person living with an intellectual or developmental disability is sidelined. Creativity and innovation are commonplace, particularly at the local county level, where direct, hands-on service and care breathe life into the noble mission of The Arc. And at the national level, there is a vigorous and refreshing new leadership steering the organization into the 21st century with clarity and foresight.

The Arc in all its forms came together and has, in large measure, kept together. All that is left is to work together, as uniquely separate and equally vital pieces of a whole. Every chapter is invaluable to the members and families it serves, as well as to the collaborative power of The Arc as a nationally-recognized leader in the support of people with intellectual and developmental disabilities and the advancement of their civil rights.

This coexistence of independence and inter-dependence on both a broad organizational level and on a personal, day-to-day level, is truly the legacy that defines and identifies The Arc.

Thomas Baffuto
Executive Director

LEGISLATIVE AND BUDGET ADVOCACY

■ **LEGISLATIVE ADVOCACY:** (1) **Health benefits for therapies for the treatment of developmental disabilities:** Originally extending benefits only to children with autism, we successfully advocated for amending it to extend benefits to all children with developmental disabilities, (2) **Transportation Bill:** Successful advocacy to increase the appropriation from the casino revenue fund to the Senior Citizen and Disabled Resident Transportation Program, (3) **Seat Belt Bill:** Successful advocacy to require every passenger in a vehicle to wear a Seat Belt, in an effort to reduce the incidence of Traumatic Brain (and other) Injury due to motor vehicle accidents, (4) **Abuse Registry Bill:** Unanimously passed by the legislature and currently awaiting Governor Christie's signature; once signed, thousands of New Jersey citizens with I/DD will have increased protection from abuse and neglect, and (5) **R-Word Bill:** In collaboration with the New Jersey Council on Developmental Disabilities, we have drafted legislation to replace the word *retard* and other hurtful terms in our state's constitution, statutes and regulations with the term *Intellectual Disability*.

■ **BUDGET ADVOCACY: FY2010:** Successfully advocated for elimination of Medicaid Co-Pays from Governor Corzine's proposed budget, and headed off further cuts to the Division of Developmental Disabilities. **FY2010 Mid-Year:** Facing an ever-deepening state budget deficit, Gov. Corzine threatened unprecedented mid-year cuts. With local county chapters participating by forwarding hundreds of photos and stories, The Arc of New Jersey developed a **Basket of Hope** and presented it to the administration, successfully advocating against mid-year cuts to DD services. **FY2011:** Successfully communicated to the incoming Christie Administration the necessity to preserve funding to the DD service system.

■ **FY2011 BUDGET PRIORITIES:** In response to Governor Christie's FY2011 budget proposal, The Arc of New Jersey recommends the following (1) An increase in the PNA (Personal Needs Allowance) to at least \$150 and that a provision is made to mandate annual increases in the PNA, directly tied to any increase in federal social security, (2) Restoration of funding for extended employment services and transportation to sheltered workshops, and (3) While we applaud the inclusion in the proposed budget of a provision to close the West Campus of Vineland Developmental Center, **more must be done.** Ranking 49th in the nation, New Jersey has a long history of over-reliance on large state-run institutions to serve people with developmental disabilities. The last time an institution was closed in this state was 1998, and there are still seven institutions operating, with a total census of approximately 2,700. **This is unacceptable.**

■ **GET OUT THE VOTE:** With a hotly contested gubernatorial race (among others), it was an important election year in New Jersey. Get Out The Vote packets were developed and widely distributed in The Arc of New Jersey's ongoing effort to educate voters with disabilities and their caregivers regarding their voting rights, as well as the when-where-how of the voting process.

COMMUNICATIONS / PUBLIC RELATIONS

■ **60TH ANNIVERSARY OF THE ARC OF NEW JERSEY:** The year-long 60th Anniversary celebration officially closed on December 31, 2009 and was a smashing success: The March kick-off at the Bergen firehouse where it all began sixty years ago; five screenings across the state of the powerful Bill Sackter documentary; a *History of The Arc* display at the Statehouse and finally, the 60th Anniversary Reception and Silent Auction in June, with nearly 250 in attendance, 20 Partners in Advocacy Award recipients and a number of New Jersey dignitaries, including a special visit from Governor Jon Corzine. Proclamations were received from both the New Jersey Assembly and Senate; a special 12-page issue of *Progress* was published and a special 60th Anniversary Appeal was coordinated, with funds raised earmarked to support The Arc of New Jersey's Family Advocacy and Education Advocacy programs.

■ **2009 NATIONAL CONVENTION:** The Arc of the US National Convention was held in Pittsburgh, PA, with 46 attendees from New Jersey that included two family members from the Families Network sponsored by The Arc of New Jersey. Three workshops were presented by members of the New Jersey contingent, and local chapter Executive Directors Deborah Davies and Ana Rivera received Outstanding Professional Achievement Awards from the NCE (National Conference of Executives). The 2010 convention will be held November 4-6 in Orlando, FL.

■ **2009 ANNUAL AWARDS DINNER AND CELEBRATION:** Sixteen awards were presented at the Annual Awards Dinner on November 5, 2009, with nearly 150 in attendance. Nomination forms for the 2010 awards have been distributed.

■ **2009 STEP UP FOR THE ARC WALK:** With participation of every local county chapter, Step Up For The Arc Walk 2009 was truly a statewide success, with a combined net of more than \$530,000. Statewide sponsors were Hinkle, Fingles & Prior, Attorneys at Law; Statewide supporters were The Grand Lodge of New Jersey Free and Accepted Masons and Mars Snackfoods. Step Up For The Arc Walk 2010 will commence on April 17th.

■ **MEDIA:** The Arc of New Jersey's website (www.arcnj.org) was redesigned to increase ease of use and navigability. Included are a "breaking news" section and a calendar of state and local chapter events, and private log-in areas will soon be available. Maximizing the reach of our mission and the effectiveness of our advocacy, The Arc of New Jersey can now be found on Facebook at www.facebook.com/thearcofnj, on Twitter at www.twitter.com/thearcofnj, and on YouTube at www.youtube.com/thearcofnj.

■ **GRANTS:** (1) From The Horizon Foundation for New Jersey, for development of three cancer prevention booklets for people with I/DD: breast, colon and prostate, (2) From the Catholic Human Services Foundation, for the purchase of computer equipment, and (3) From the New Jersey Council on Developmental Disabilities, for Personal Health Record development project, as well as a mini-grant to fund the End the R-word! Rally for Respect.

EDUCATION ADVOCACY

IEP meetings attended with families	83
Parent calls fielded	848
Technical assistance calls fielded	57

■ **OUTREACH AND ADVOCACY:** In the current budget crisis, when all state entities and local school districts are watching every dollar, families of children with disabilities report facing increasingly difficult odds when advocating for an appropriate education for their children. They report that special education teachers are often reassigned, full-time para-professionals laid off, in-class support hours slashed and behavioral supports inconsistent. Under these circumstances more and more families come to rely on The Arc of New Jersey's Educational Advocacy Program to help them navigate the special education maze.

The Education Advocacy Director has been involved in observing school programs, reviewing IEPs, suggesting independent evaluators to families, writing letters and attending IEP meetings and mediation sessions. Public speaking engagements have included a chance to address an ASPEN sub-chapter in Monmouth County, discuss the intricacies of outside evaluations with a multi-disciplinary team at the Children's Specialized Hospital in New Brunswick, deliver a lecture on inclusion for the future general education teachers at Rutgers University, and meet with several parent groups in Bergen and Middlesex Counties. Speaking engagements will continue and will be posted on The Arc of New Jersey's website calendar.

"The evaluation and eligibility process is very confusing and overwhelming to parents and we could not have made it this far without Natasha's advice, support and guidance. She has...advocated with the school on our behalf...and educated us on how to deal with the school system. I would not have been able to communicate with the school if not for her experience and accuracy with regard to the law. I know I probably speak for many parents [when I say that] without Natasha's help, my child would not be receiving services that he is entitled to and I would not know that there was any recourse or due process that I was entitled to."

-Parent

"Thank you so much for your help. Natan is doing much better and his teachers are saying he's doing really well. I must thank you for advocating for parent training for us -- one of Natan's teachers from last year has been coming to the house once a week to do the training and it has been invaluable....Natan's behaviors are so much easier to handle now."

-Parent

FAMILY ADVOCACY

Members of the Families Network	714
Family Ambassadors	21
Information/Referral Calls Fielded	250

■ **BUDGET ADVOCACY:** Over the course of the past year, the Family Advocacy Program has spent a significant amount of time and energy focused on preventing budget cuts to services. Families responded to numerous action alerts, writing letters to Governor Jon Corzine, Human Services Commissioner Jennifer Velez, State Treasurer David Rousseau, and the legislature. Family Ambassadors testified at the Department of Human Services Regional Budget Forums and contributed family photos and messages to the Governor for The Arc of New Jersey's 'Basket of Hope', which was delivered to Treasurer Rousseau in November by Family Ambassador Robert Hage and his twin daughters Annika and Maya Adrian-Hage. The Basket of Hope initiative resulted in a front-page article in the Times of Trenton, "A plea for the most vulnerable".

■ **INPUT FROM FAMILIES:** In October, a meeting was held to solicit feedback and ideas from members of the Family Advocacy Program. We received some incredibly positive feedback as well as some new ideas and suggestions from the families. In response, the Family Advocacy Program has redoubled its outreach efforts through the local county chapters as well as a variety of new avenues and methods, and is in the process of implementing some of the other great ideas that came out of the meeting.

The Family Advocacy Program conducted a survey this year to gather some important data on families' needs and concerns. In addition to information gathering, this survey served as a tool to expand our outreach efforts and find and engage new families. We have received well over 550 responses thus far and anticipate receiving additional responses before the close of the survey in April.

■ **IMPACT OF GRASSROOTS ADVOCACY:** We have gotten incredible feedback from legislators and their staff as well as from other policymakers about the program. Time and time again, we have heard that one of our family stories has had a direct impact on decision-making on statewide policy issues. For example, the incredible response of members of the Family Advocacy Program to an action alert on the Abuse Registry bill (A3673/S2516) convinced Assembly Speaker Sheila Oliver (D) to schedule a meeting of the Assembly Human Services Committee during the lame duck session. This is a prime example of the undeniable power of families' voices and the success of the Family Advocacy Program.

SELF ADVOCACY

Average # Self-advocates supported per month	672
Members in Statewide Self-Advocacy Network	1,900
Groups in Statewide Self-Advocacy Network	73

■ **END THE R-WORD! RALLY FOR RESPECT:** The shame associated with the word “retard” runs deep for people with I/DD, and its routine use in both the popular lexicon and official government documents has been an issue for New Jersey self-advocates for many years. In November, 2009, staff from the New Jersey Self-Advocacy Project (SAP), along with New Jersey Statewide Self-Advocacy Network (SSAN) Advisory Board President Barbara Coppens, presented a workshop about the R-word at The Arc of the U.S. National Convention. And on March 23, 2010, NJSAP and NJSSAN officially kicked off their statewide **End the R-word!** campaign with the highly successful **Rally for Respect** at Rutgers University. More than 600 self-advocates and other disability rights advocates were in attendance, including New Jersey Council on Developmental Disabilities (NJCDD) Executive Director, Dr. Alison Lozano, New Jersey Human Services Commissioner Jennifer Velez, and New Jersey Senate President Stephen Sweeney (D), whose shredding of the R-word brought cheers from the crowd. Funding for the Rally for Respect was provided, in part, by a mini-grant from NJCDD.

■ **OTHER SELF-ADVOCACY EVENTS:** More than 250 self-advocates attended the 4th Annual **Spring Into Action Luncheon**, where council elections for chairs and vice chairs were completed; and more than 450 self-advocates attended September’s Annual **Statewide Self-Advocacy Conference**, where distinguished speakers and workshop presenters promoted self-advocacy, and newly-elected NJSSAN officers were sworn in.

■ **OUTREACH AND PUBLIC AWARENESS:** The president of the NJSSAN Advisory Board was interviewed on a Morris County cable talk show and also had an “R-word” article published in the Bergen Record op-ed section. NJSAP staff prepared training materials on person first language for staff of the New Jersey Department of Health and Senior Services’ smoking cessation initiative, NJ QUITNET (the prevalence of smoking among individuals with I/DD is an urgent health concern among members of the disability and self-advocacy communities). NJSAP staff and self-advocates also provided trainings regarding H1N1 (swine) flu prevention and voter rights for citizens with I/DD. Members of SSAN Council 1 presented a newly-developed sensitivity training, *I’m the Patient and a Person*, to UMDNJ medical students, while members of SSAN Council 4 are preparing a sensitivity training for presentation to officers-in-training at county police academies.

CITIZEN ADVOCACY

Consumers receiving case advocacy services	105
Volunteer advocate-consumer matches	25
Units of information, referral and direct support services	4,000

■ **CASE ADVOCACY SERVICES:** Eight-year-old Eva has epilepsy and an intellectual disability, and lives with her parents who have intellectual disabilities. All three are consumers of the Citizen Advocacy Program (CAP), as are Eva’s grandmother, one aunt and four uncles. And although Eva and her parents are active DDD clients, that agency is simply unable to provide the intensive social work services the family requires.

For fourteen years, CAP has been actively involved with Eva’s parents, particularly her father. CAP’s Gloucester County social worker has assisted him with resolution of legal, employment and insurance issues; financial management; obtaining necessary counseling; addressing a variety of health care needs; and serving as liaison between the family and the New Jersey Divisions for Youth and Family Services (DYFS) and Vocational Rehabilitation Services (DVRS), the Abilities Center of Southern New Jersey, and the Camden County Occupational Training Center.

In addition, the CAP social worker has assisted Eva’s family in locating physicians who could complete genetic and neurological evaluations and a sleep study for Eva, as well providers to address Eva’s other medical issues. The social worker scheduled appointments, completed medical forms and accompanied Eva and her family to appointments, providing background information when necessary.

Because of sexual abuse Eva had endured at the hands of her stepbrother, the CAP social worker also needed to attend relevant court hearings, interface with DYFS on Eva’s behalf, and provided support and counseling to Eva and her parents.

In July 2008, Eva was matched with Kara, a volunteer advocate. In addition to fun activities like attending a local ball game, picking strawberries and visiting an aquarium, Kara works with Eva on basic academic, social and independent living skills.

Eva and her parents have greatly benefited from the intervention of the Citizen Advocacy Program, which has consistently enabled them to appropriately navigate numerous social service, medical and legal systems.

Eva’s mom has gratefully expressed, *“With the help of CAP, our lives are better.”*

HEALTH CARE ADVOCACY

Requests for assistance	288
Diabetes materials distributed	1,350
Women's Health materials distributed	53

■CANCER BOOKLETS PUBLISHED WITH HORIZON GRANT:

The Mainstreaming Medical Care Program developed and published three separate cancer prevention booklets: breast, colon and prostate. Funding for the booklets was provided through a grant from The Horizon Foundation for New Jersey.

■**INTENSIVE H1N1 RESEARCH AND ADVOCACY:** In June 2009, the program director was asked by DHS Assistant Commissioner Ken Ritchey to work collaboratively to prepare a statewide advisory notice on the H1N1 (swine) flu virus. During the following months, the program director participated in conference calls and meetings regarding dissemination of up-to-the-minute information to the disability community.

■ANNUAL CONFERENCE AND MEDICARE SEMINARS:

Another highly successful conference, with Keynotes Ann Clemency Kohler, Executive Director of the National Association of State Medicaid Directors, and Fred Feibusch, MSW, Director of Residential Services for YAI: National Institute for People with Disabilities. In addition, five seminars, including our first-ever webinar, provided information on the January, 2010 changes in Medicare Part D for the dual eligibles.

■CASE ADVOCACY:

"Beverly Roberts has always been the go-to person when I had a problem with my daughter's HMO or Medicaid. Most recently, my private insurance for 'Olivia' was dropped when I lost my job and Medicaid became her only medical coverage for the first time.

During the first few months after the private insurance lapsed, my daughter had two doctor appointments and two unexpected visits to the emergency room. For some reason, the computer system still recognized Olivia as having private insurance despite my calling regularly to someone at Medicaid in third party billing attempting to correct the information. The monthly bills started coming addressed to Olivia from the hospital and from another physician for office visits. Although I made calls directly to the hospital trying to explain the situation, it was turned over to collection.

At that point I was desperate for help and contacted Beverly Roberts, who intervened on Olivia's behalf by contacting the correct parties. She even set up a three-way conference call with her contact at Medicaid and myself and within a couple of days, the problem was resolved. The bills and letters stopped immediately due to Beverly's quick actions and knowledge, as well as her determination to help family members with problems they might not otherwise know how to correct. I am sure that Beverly has an extremely busy and challenging position with The Arc of New Jersey, but she always finds the time to respond to our requests for help and is determined to make things right. *I cannot say enough about how she has helped me!"*

PREVENTION ADVOCACY

Pregnant Pause events / participants served	52 / 2,900
Presentations / participants served	38 / 6,693

■**UMDNJ SCHOOL OF PUBLIC HEALTH EVALUATION:** A multi-modal evaluation of the New Jersey Coalition for Prevention of Developmental Disabilities was performed by Bernadette West, PhD, Associate Professor and Assistant Dean of the UMDNJ School of Public Health. Utilizing both quantitative and qualitative measures, Dr. West assessed the effectiveness of the Coalition in (1) Fetal Alcohol Spectrum Disorders (FASD), (2) childhood injury prevention, and (3) childhood lead poisoning prevention (CLPP). Dr. West conducted a focus group, conducted 20 'key informant' interviews, and compiled data via a targeted internet-based survey. The program received positive marks for the following:

- ♦Success of the helmet legislation and helmet poster campaign.
- ♦Clarity and consistently positive impact of FASD messages, with Pregnant Pause continuing its reputation as a signature event for many agencies.
- ♦Identification and review of less obvious issues related to prevention (environmental, HIV/AIDS).
- ♦Provision of relevant resources and technical assistance.
- ♦Creation of "teachable moments" in the community (Tip Cards and Think Prevention First magnets).
- ♦Regular publishing and distribution of program newsletter, *PREVENTION Counts*.
- ♦Effectiveness and reach of *Wheels Under Your Feet? Helmet on Your Head!* (Am I a Safe Kid?) workshops.
- ♦Comprehensive quality of CLPP Tool Kit.

Challenges identified for the Coalition include (1) improving utilization of its web site, (2) gaining partnerships with churches, urban grandparents, public health nurses and corporations, and (3) expanding its outreach to the Latino community.

■**NO WRONG DOOR NJ PROJECT:** The second phase of the three-year US Department of Justice-funded project was completed, with 63 focus groups and 188 interviews conducted, as well as preparation of a 67-page Needs Assessment that received praise from the DOJ's technical assistance arm and was circulated as a national model to the other nine project sites across the country.

■**COMMUNITY OUTREACH AND EDUCATION:** The Coalition distributed two joint issues of *PREVENTION Counts*, with Safe Kids NJ, on childhood injury prevention; submitted three themes to a local cable television show of NOW-NJ, one of which, on women with I/DD, was accepted and taped (Barbara Coppens was the interviewee); and revamped and updated the Coalition's web page at www.coalitionforprevention.org.

"Thank you for the FASD workshop... come back and provide it for the supervisors!"
-Public school administrator

"Your FASD efforts have influenced me and countless others to look differently at drinking while pregnant."
-Associate Director, local county chapter

CRIMINAL JUSTICE ADVOCACY

Clients served	89
Juveniles served	48
Technical assistance cases	348

■ **JUVENILE SERVICES:** The Developmentally Disabled Offenders Program (DROP) currently maintains Juvenile Units in Union and Hudson County. The Union County program received an astounding forty referrals in FY2010 for advocacy, mentoring and vocational services.; thirty juveniles were served, with only a small proportion required to report back to court. The newly established Hudson County program's first year was quite busy. Program staff visited most county school administrations to educate them about services available, and have begun to work closely with probation officials to ensure they are able to appropriately identify juveniles for the program. The Hudson County program received fifteen new referrals and anticipates that number to at least double in FY2011. A positive impact of the success of these programs has been increased interest in replicating the program in other counties.

■ **EQUAL JUSTICE CONFERENCE:** The DROP held its annual Equal Justice Conference on April 17, 2009. With funding from the New Jersey Bar Association, this statewide conference educates the disability and legal communities with regard to appropriate interventions and supports for individuals with developmental disabilities who are perpetrators, victims or witnesses of crime. The focus this year was on youth with disabilities who encounter the court system as a result of sexual offenses, and internationally-known speaker Dave Hingsburger opened and closed the conference with riveting stories of his experience working with sex offenders and victims. Nearly two hundred human service, criminal justice and advocacy professionals attended the event, which received excellent feedback.

■ **OTHER OUTREACH:** The program was fortunate enough to be selected to co-present at The Arc of the U.S. National Convention in November, on the topic of working with youth and adults who have developmental disabilities and are involved in the criminal justice system. In addition, the Director of DROP was invited to join a state committee focused on supporting New Jersey's re-entry population with services and information. And finally, the federally-funded **No Wrong Door NJ** project for victims of sexual and/or domestic violence who may have developmental and/or mental health disabilities has moved into its final phase. The two counties that have pledged their support have begun meeting and preparing to review their accessibility and responsiveness procedures and policies.

SUPPORTED EMPLOYMENT

DDD Consumers Receiving Services	302
Total Placements	87
School Contracts	29

■ **PROJECT HIRE:** In 2010, Project HIRE celebrates its 25th anniversary of providing supported employment to people with disabilities, with nearly 3,600 participants placed during that time into independent, competitive jobs. Focus areas in 2009-2010 included (1) Accessibility: making significant improvements to its facilities and resources to overcome barriers, including language, cultural, transportation, attitudinal and structural; (2) EVMS (Employment Voucher Management System): becoming fully operational in July, 2009, this new technology enables Project HIRE to deliver services that are more participant-driven, to assure quality outcomes, and to produce accurate, timely reports; and (3) Delivery of Personalized Services: continually examining factors relating to nationality, culture, tradition, belief, values and other issue impacting diversity in populations served, in order to personalize vocational services.

Project HIRE currently has 29 contracts with school districts to provide supported employment services to students through the School-to-Work transition program. This program provides community-based assessments, life-skills training related to vocational needs, and job placement into paid work as part of the school day; and staff members regularly attend students' IEP meetings. Project HIRE also works closely with The Arc of New Jersey's Developmentally Disabled Offenders Program (DDOP) serving juvenile offenders in Hudson and Union Counties.

■ **TRAINING AND CONSULTATION SERVICES:** In an effort to improve employment services and outcomes for people with I/DD in New Jersey, Project HIRE's Training and Consultation Services (TCS) provides classroom-style training, hands-on technical assistance, consultation and information/referral services, and advocacy. Collaborating with the state Divisions of Developmental Disabilities (DDD) and Vocational Rehabilitation Services (DVRS), and the Region 2 Training and Continuing Education (TACE) program, Project HIRE's TCS has a statewide and national impact through presentations on topics related to supported employment, job coaching, job development, transition from school to work, and navigating the adult service system. In addition, TCS's Director chairs the New Jersey Association for Persons in Supported Employment (APSE) Governmental Affairs Committee, was invited to participate on the APSE Certification Committee, and was elected by APSE Chapter leaders to represent Region VI (NJ, PA, NY, DE) on the APSE Delegate Council.

"In our ever changing field, it is comforting to know our organization has such a talented and well-informed facilitator to assist us when we have a question, concern or need to be trained in the newest techniques." -Scott McDonald, Delta, Inc.

THE ARC OF NEW JERSEY IS REPRESENTED ON THESE COMMITTEES, BOARDS AND WORKING GROUPS

Developmental Disabilities Coalition
TACE Advisory Committee
The Arc of the U.S. Committee on the Advancement of Knowledge and Understanding
DDD Contracted Services Committee
DDD Dialogue with the Division
DDD Olmstead Advisory Council
DDD Olmstead Advisory Council, Self-Advocacy and Family Partnership Workgroup
Governor's Council on the Prevention of Mental Retardation and other Developmental Disabilities
Housing Alternatives Board of Directors
National Conference of Executives of The Arc (NCE)
NJ Conference of Executives of The Arc (CEArc)
NJ Alliance for Full Participation Task Force
Disability Rights NJ Advisory Council for Persons with Developmental Disabilities
Boggs Center Consumer Advisory Committee
Early Intervention Workgroup
NJ Health Care Quality Institute Consumer Advisory Committee
NJ Business and Industry Association
Direct Support Professionals Workforce Coalition Steering Committee
The Arc of the U.S. Marketing and Resource Development Committee
DDD Restraint Workgroup
State Rehabilitation Council
Coalition for a Moral Budget
Community Health Charities of New Jersey
Family Support Coalition
Statewide Interagency Coordinating Council (SICC)
National APSE Delegate Council
NJ APSE
NJ APSE Board of Directors
Statewide Employment and Training Commission (SETC), Disability Issues Subcommittee
NJ Council on Developmental Disabilities Education Subcommittee
NJ Coalition for Bullying Awareness and Prevention
NJ Special Education Practitioners
Coalition on Special Education Funding Reform
IDEA Roundtable
Aging Advisory Committee
AmeriChoice HMO Advisory Committee
AMERIGROUP HMO Advisory Committee
Disability Advocates Group, Legal Services of NJ
Medical Assistance Advisory Committee (MAAC),
NJ Association of Mental Health Agencies (NJAMHA),
Practice Group on DD and Mental Illness
HealthFirst HMO Advisory Committee
NJ Foundation of Dentistry for Persons with Disabilities
NJ Medicare Consortium (chaired by the Federal Centers for Medicaid and Medicare [CMS])
The Arc of Union County's Medical Advisory Board
The Arc/Mercer Health Care Advisory Group
SPAN Family to Family Health Information Resource Advisory Committee
NJ DHS Dual Diagnosis Task Force
NJ Chapter American Academy of Pediatrics, Children with Disabilities Advisory Committee
Partners in Justice NJ
Governor's Advisory Council Against Sexual Assault
NJ Attorney General's Prisoner Reentry, Medicaid Related Issues Committee
NJ State Disability and Addictions Task Force
No Wrong Door NJ Collaborative
Crossings Disabilities and Addictions Task Force
Community Organizations Active in Disasters of Burlington County
Disability Issues Committee of Burlington County
Directors of Volunteer in Associations in Southern NJ
Gloucester County Healthy Mothers/Healthy Babies Coalition
Volunteer Center of Burlington County Board of Directors
American Academy of Bereavement
National Association of Social Workers (NASW)
National Association of the Dually Diagnosed (NADD)
Governor's Commission on National and Community Service
NASW NJ HIV/AIDS Committee
NJ Breathes
NJ Fetal Alcohol Spectrum Disorders Task Force
NJ Interagency Task Force on Lead Poisoning Prevention
The Integrated Employment Coalition
Statewide Education and Training Coalition (SETC), Disability Issues Subcommittee
DVRs Professional Advisory Committee
Camden Linkages Resource Forum
Disabilities and Addictions Task Force
Employment Task Force
Federal Legislative Task Force
NJ Council on Special Transportation
NJ Workability
Parent Advocacy Network Advisory Group
Housing and Community Development Network of NJ
Housing Authority of Union County
Middlesex County Transportation Task Force
NJ Council on Developmental Disabilities
Regional Family Support Planning Council Community Outreach
NJ Transit ADA Task Force
NJ TASH
NJ Association of County Disability Services
AAIDD/New Jersey Chapter
Middlesex County Educational Services Advisory Committee
Middlesex County Department of Transportation Advisory Committee
Camden County Community Linkages
NASW NJ Disabilities Committee
DDD Family Support Task Force

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The Arc of New Jersey is a community-based advocacy organization committed to enhancing the quality of life of children and adults with intellectual and developmental disabilities and their families through advocacy, empowerment, education and prevention.