



For people with intellectual  
and developmental disabilities

**Achieve with us.**

February 2016

## CHAPTER SPOTLIGHT

# From DSP to CEO: Adu leads Middlesex

Frank Adu was recently named the new Chief Executive Officer of The Arc of Middlesex County and though the role is new, he is a veteran of the Chapter. This month we put the Spotlight on Frank as he takes the helm in Middlesex.

**1. Can you tell us about your first role as a direct support professional in a group home and how that led you to where you are today?**



*"I have been employed with The Arc Middlesex County for over 20 years. I started as a Direct Support Professional while in graduate school. I had no plans then to stay long; I just came to supplement my income. However, **the people I supported taught me the value of living and participating in the community. They taught me a new meaning of independence. I learned not to look at the disabilities but on the abilities. I learned the value of ability and self-dignity.** I have been fortunate to work in all of our business and service areas throughout the years. Providing support to people with intellectual and other disabilities, and helping them to gain the skills to live and work in the community is something I have always believed in. That inspiration is what continues to drive me."*

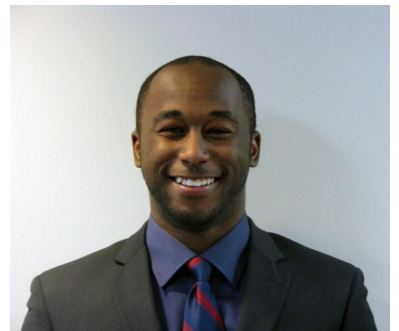
**2. What do you see as the top challenges and opportunities for The Arc Middlesex under your leadership?**

*"While we have seen great success, we also*

# What's New at The Arc of NJ?

Wesley Anderson joins the team!

The Arc of New Jersey would like to welcome Wesley Anderson as the new Director of Training and Consultation Services. Wesley has worked in this field for many years and prior to joining our



team he worked in special education; teaching Job Skills Classes to at-risk youth, providing technical training to teachers and social workers, mentoring staff as a Traumatic Brain Injury Specialist, and conducting behavioral interventions through the Teaching Family Model (TFM) at Garfield Park Academy. In addition, Wesley also worked as a job coach and a job developer at The Arc of Camden County so he understands the supported employment world and the needs of people with intellectual and developmental disabilities.

Training and Consultation Services (TCS) provides staff training and technical assistance to supported employment providers, support coordinators, Self Advocates, families and schools throughout the state of New Jersey. Training is offered through a variety of settings; from larger classrooms, small groups, one-to-one consults, webinars, and teleconferences. To learn more, **contact Wesley at [training@arcnj.org](mailto:training@arcnj.org) or 732-609-7022.** You can also learn more by visiting the TCS website: **[www.thearcnjtraining.com](http://www.thearcnjtraining.com).**

# Updates from the State House

*experience great challenges. Our industry is going through funding changes that demand that we look at how we do business. The biggest challenge is navigating the new funding system of Fee for Service. I strongly believe that to be able to do well under the new system, we have to change our business model/mindset. Challenges are not necessarily bad. They can produce opportunity....they can produce growth. The Arc of Middlesex County can thrive in a new funding environment; we can offer enhanced supports for individuals and families. We are restructuring ourselves to be able to tap into those opportunities."*

**To continue reading this month's Chapter Spotlight, [click here](#), and to learn more about the programs and supports offered at The Arc of Middlesex, be sure to visit their [web site](#).**

## Project HIRE Adds Trial Work Services, Increases Focus on Visual Impairments

Project HIRE, The Arc of New Jersey's supported employment program, recently started a new initiative that focuses on finding work for people with visual impairments. As of January, they have found competitive employment for five individuals and are working with twenty referrals from the Commission for the Blind and the Visually Impaired. We checked in this month with Adam Kubler, the full-time job developer dedicated to this specialized area, to learn more.

In other supported employment news, we're pleased to announce that Project HIRE is now approved to provide **Trial Work Experience** services to clients of the New Jersey Division of Vocational Rehabilitation (DVR). In keeping with New Jersey's "Employment First" initiative, Trial Work Experience is a **new DVR-funded program that will give adults with disabilities the opportunity to explore career options and sample employment opportunities prior to competitive placement**. Project HIRE is excited to receive this approval and is ready to start on this new initiative.

Governor Christie delivered his State of the State Address to a joint session in January, which The Arc of New Jersey attended, and eight bills impacting individuals with intellectual and developmental disabilities were signed into law. Here's a rundown of the legislative actions:



**S-475/A-3223** - Requires certain information regarding Down syndrome be provided to certain parents and families. (The goal of the legislation is to ensure parents and families are receiving accurate and up-to-date information about Down syndrome as well as contact information for resources and services.) To continue reading, [click here](#).

## Fill Your Calendar with these Upcoming Events

Do you like to plan ahead? If so, here are a number of upcoming events happening at The Arc of New Jersey and our local County Chapters that you can add to your calendar. We hope to see you there!

- **Friday, February 26, 2016** - The Arc of New Jersey Family Institute will visit Brookdale Community College in Monmouth County. This tour is an opportunity to hear more about the classroom and experiential learning options at Brookdale which were created through a collaboration with The Arc of Monmouth. The tour will take place from 10 am to 12 pm. Please note that tours are limited to 15 families and spots fill up quickly. To register, [click here](#).
- **Thursday, March 10, 2016 - [The Leadership Awards Event](#)**, hosted by SCARC, will be held at the landmark Perona Farms Restaurant in Andover, New Jersey. The keynote speaker will be Eric LeGrand - former Rutgers football player and author. The emcee for the evening will be "Fox & Friends" First Anchor Heather Childers. The event will honor individuals who have lived the mission of SCARC and will also include a Silent Auction and a 50/50 drawing.
- **Thursday, March 24, 2016 - [The Arc of Union County's Candlelight Awards Celebration](#)** will be held at The Grand Summit Hotel in Summit, New Jersey from 6 to 9 pm. The evening will include cocktails, dinner, awards and a performance by The Cranford Shining Stars.
- **Saturday, April 2, 2016** - The [11th Annual NJ Statewide Self-Advocacy Network Spring into Action Luncheon](#) will take place at the Imperia in Somerset from 10 am to 2 pm. Space is limited so



*Job Developer Adam Kubler, right, speaks with an individual working in the community.*

**What are some of the challenges you face when job developing for people with visual impairments?**

**Adam:** "In many situations, individuals who are blind or visually impaired will require assistive technology to complete required job duties. While there are many no-cost resources available to support employees with visual impairments, many employers have difficulty with the implementation of these supports. One of my main goals as a job developer specialized in CBVI referrals is to help make that conversation and process easier. It can be intimidating for an employer to agree to have a specialist come into the workplace, assess the needs and eventually install supports. I aim to alleviate the concerns of the employer by acting as a liaison between the individual, the company, and the assistive technology service. The other issue is transportation, while there are many services that can support individuals on the job, transportation assistance is limited and is a regular hurdle to employment in my position."

**What would you like served individuals and employers to know about people with visual impairments who want to work?**

**Adam:** "There is an entire workforce that is dependable, qualified, motivated and effective that is waiting to get to work. All it takes is a little effort by the employer to have assistive technology installed. Many of the people I support hold advanced degrees and can bring unique and valuable experience to any career."

**Want more information? Contact Project HIRE Director Frank DeLuca at 732-246-7605 or FDeLuca@arcnj.org.**

## 'Step Up' for 2016 Walkathons

It may be snowy outside, but spring is on the way and that means it's time to grab your favorite pair of sneakers and Step Up for The Arc 2016! Step Up For The Arc is an annual statewide initiative of The Arc of New Jersey, with walkathons held locally by every county Chapter. It's a fun, healthy and easy way to

we encourage you to register early. The registration deadline is March 18, 2016. For further information, contact Dennis Donatelli at 732-743-8345.



*Self-Advocates pictured at the 2015 Spring into Action Luncheon.*

- **Friday June 3, 2016** - The Arc of New Jersey's [27th Annual Conference on Medical Care for People with Intellectual and Developmental Disabilities](#) will be held at the Westin Hotel in Princeton, New Jersey. Conference brochures will be available in early March. For further information, contact Jenn Lynch at 732-784-6397.

and....

- Our **Planning for Adult Life Program** will host five **Opportunity Expos** in different locations across the state between March and June. During the Expos, you will hear from experienced parents and professionals on the following topics: support coordination, the continuum of community services, financial planning, eligibility requirements, and where to find help. The Opportunity Expos will also feature a variety of exhibitors that will include state and county government entities, community service providers, service coordinators, local health care support and recreation providers, and additional information and referral services. For the specific dates and times, and to register for an Opportunity Expo, [click here](#).

## The Arc of NJ Hosts Upcoming Webinars

Register today for these important information sessions:

**Webinar Wednesday Series: Applying for SSI and Medicaid PART 2**

*Individuals new to the Division of Developmental Disabilities are required to meet the functional criteria and have Medicaid eligibility before they can begin receiving a service. Beverly Roberts, Director of Mainstreaming Medical Care Program of The Arc of NJ, continues her informative talk on the topic Medicaid Managed Care. This webinar will inform you about the different ways to initiate the eligibility process, information needed to complete the process, and updates on federal and state regulations. This webinar is hosted by Planning for Adult Life.*

[Wednesday, February 17 at 6 pm](#)

support people with intellectual and developmental disabilities. Walks are being scheduled throughout the State so if you want to participate or make a donation at the local county level, be sure to check out the [Step Up web site](#) for additional details and information. Check back often as more dates will be added in the near future.



#### Step Up for The Arc Walk 2016 Schedule:

- **April 9** - [The Arc of Monmouth](#)
- **April 16** - [The Arc of Essex](#)
- **May 7** - [The Arc of Gloucester](#)
- **May 14** - [The Arc of Middlesex](#)
- **May 15** - [The Arc of Burlington](#)
- **May 15** - [The Arc of Camden](#)
- **May 22** - [SCARC](#)
- **June 4** - [The Arc of Somerset](#)
- **June 5** - [The Arc of Salem](#)
- **June 5** - [The Arc of Bergen & Passaic](#)

#### Equal Justice Talks: Understanding and Supporting People with Dual Diagnosis

*Individuals with dual diagnosis - both an intellectual/developmental disability and a mental health disorder - present unique challenges. This webinar will discuss what dual diagnosis is, how it affects individuals and how to support them, as well as a practical discussion of the issues facing individuals with dual diagnosis. Hosted by the Criminal Justice Advocacy Program (CJAP) of The Arc of New Jersey, this webinar will feature Nancy J. Razza, Ph.D.*

[Thursday, February, 18 at 1 pm](#)

#### What's Self-Advocacy All About?

*The goal of this webinar is to provide information about New Jersey's thriving Self-Advocacy movement, including dates and locations of monthly meetings and events, as well as a discussion of the various ways Self-Advocacy skills can benefit people with intellectual and developmental disabilities at work, at school, and in the community. The webinar will be hosted by The Arc of New Jersey Family Institute and presented by Ashley Ritchey, a member of The Arc of New Jersey's Self-Advocacy Project team.*

[Tuesday, February 23 at 6 pm](#)

## PLANNED GIVING CORNER

### New Webpage: Get the Scoop on Giving

The Arc of New Jersey is pleased to announce that our [Planned Giving Webpage](#) is up and running! Click on the link below to access valuable information about how your future planning needs can help your family as well as The Arc of New Jersey.



You can also request a free wills guide and sign up for our planned giving e-newsletter. If you have questions regarding any aspect of planned giving, please contact Celine Fortin at 732.733.6013 or [cfortin@arcnj.org](mailto:cfortin@arcnj.org).

- Click [here](#) to learn more.

## Upcoming DDD Webinars

**February 25, 2016, 6:30 PM**

### Overview and Live Q&A: The Division of Developmental Disabilities

This webinar aims to assist students with intellectual and developmental disabilities, their families, and school personnel in understanding the DDD system and how to prepare to access needed services after exiting the school system. Covered topics will include information about DDD eligibility, avenues of funding, Support Coordination, services, and the process for connecting with providers. Parents groups, schools, providers, and other stakeholders are encouraged to host events/meetings during the dates of this webinar to assist in sharing the information with their peers and colleagues. Hosted by Jennifer Joyce, Division of Developmental Disabilities, Director of the Supports Program and Employment Services. To register, click [here](#).

## Help Us Keep

## The Arc of NJ Strong!

The Arc of New Jersey relies on charitable contributions to continue our strong advocacy. Please help keep our efforts moving forward by making a donation to The Arc of New Jersey.

There are several ways you can help us:

1. Make a donation at [www.arcnj.org](http://www.arcnj.org).
2. If your company has a matching gift program, be sure to register your gift so you can double your contribution.

3. Make your donation count all year long by becoming a monthly Sustainer. All you have to do is note on your online donation that you would like it to be a monthly contribution.
4. Donate a vehicle by calling (877) 272-2270.
5. Shop through Amazon Smile. Simply select The Arc of New Jersey from the charities at [Amazon Smile](#), and shop like you always do at Amazon.

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