



# Annual Report to the Delegates

APRIL 7, 2022

[www.thearcnj.org](http://www.thearcnj.org)

# President's Message

## Kevin Sturges

On behalf of The Board of Directors, I would like to thank The Arc of New Jersey staff for their hard work and to recognize their incredible contributions over these past two years. The Board of Directors is proud to support the organization and we are both hopeful and enthusiastic for what lies ahead. A central component of the agency's work this past year was the Strategic Plan which outlines The Arc of New Jersey's goals and objectives moving forward through Fiscal Year 2025. It is a robust and comprehensive document that reflects where we are as a community and as a movement, and charts a map for where we want to go. I want to acknowledge all the incredible input we received from the Board, as well as families, self-advocates, and local county Chapters. Your feedback will help determine our next steps and I for one learned a lot from the process and about the incredible work carried out by the organization each day. In the Board's view, the completion of the Strategic Plan represents a new phase for The Arc of New Jersey. As we move past the pandemic, we move forward with a renewed sense of purpose and with a goal of advocating and redirecting our advocacy to meet the needs of individuals with IDD and their families. I call on all of you to join us in our work. Your voice is vital and your experiences inform the



ways we spend our time and focus our efforts. The Board of Directors is looking forward to what lies ahead and, with the guidance of the Strategic Plan, we are eager to begin again on behalf of those we represent.

# Executive Director's Message

## Thomas Baffuto

We can all agree these past two years presented us with challenges beyond anything we could have imagined. But a silver-lining has been seeing our organization and the staff of The Arc of NJ rise to the occasion. All of our programs persevered and continued to do what we do best: advocate



on behalf of people with intellectual and developmental disabilities and their families. I am hopeful, based on the data and the trends we're seeing now, that we are headed out of the public health crisis and into a new phase; one that brings renewed focus on the issues we care about and the individuals we support. I am ready to reengage with policymakers with the wisdom we've earned from these past two years, and to advocate for changes to meet the needs moving forward. I am excited for more in-person events and to hearing first-hand from individuals and their families. While we never lost touch with our community, and in fact this Annual Report illustrates the increased levels of assistance we provided during COVID, I for one am eager to see everyone again in-person and connect and advocate alongside you. I want to thank all of the staff who worked diligently to live up to The Arc of New Jersey's mission these past two years. We did not slow down, the need for our services did not slow down and our commitment to those with IDD did not waiver. Please take some time to read through this Annual Report to see exactly what I'm talking about. It's hard to capture the depth of all our incredible programs, but many of the highlights are here for your review. I also want to thank the Board of Directors, led by President Kevin Sturges, for their tremendous leadership and dedication. I'm looking forward to the year ahead, and I hope to see you all soon.

# Activities of the Board of Directors

- 6 Executive Committee meetings and 4 Board meetings: DHS Assistant Commissioner Jonathan Seifried was a guest speaker for the September meeting and a Strategic Planning session was held at the February meeting
- Personnel policies reviewed and approved
- Represented The Arc of New Jersey at The Arc National Convention and the Disability Policy Seminar
- Regular meetings of all Committees: Governmental Affairs, Internal, Audit, Investment and Family Advisory Council
- Development of an ad hoc Strategic Planning Committee to develop a Strategic Plan for FY 2023-2025;
- The Arc of NJ Strategic Plan for FY 2023-2025 written and approved by the Executive Committee, to be voted on by the Board of Directors at the April meeting.

## Communications & Development

Celine Fortin, Associate Executive Director  
Sharon Levine, Senior Director of Advocacy

### Grants and Foundation Gifts:

Kessler Foundation: **\$34,000**  
Horizon Foundation for NJ: **\$25,000**  
LEO Foundation: **\$3,000**



Hovnanian Foundation: **\$500**  
Victoria Foundation: **\$200**  
Bequests: **\$30,813**

**Fundraising:** Holiday Appeal: **\$15,065** & General fundraising: **\$54,566**

**Communications:** The Arc of New Jersey increased our followers on all social media platforms and our subscription list via Constant Contact also grew.

- E-newsletter subscribers now total: **2,052**, an increase of **265** people.
- Facebook: **4,179** page followers
- Twitter: **3,357** followers, up more than **100** followers from last year
- Website visitors: **48,274** visitors, **107,133** page views and **5,214** downloads of videos or documents

## Human Resources, Finance & Operations

Michael Prendergast,  
Assistant Executive Director  
Helen Rivera,  
Director of Administrative Services

- The Finance Department prepared the FY 2023 proposed budget and it will be presented at the Annual Meeting for approval.
- The FY 2021 audit of our financial statements was completed. There were no findings discovered.
- The Arc of NJ staff completed the FY 2021 audit for NJ Camp Jaycee and no findings were discovered.
- The 2022 Personnel Policies were reviewed by the Internal Committee and updated as needed.
- The Arc of NJ employed 44 full-time staff and 11 part-time staff. The breakdown is as follows: female 47, male 8 and the average length of employment is 9 years.



# Governmental Affairs

## Sharon Levine, Senior Director

The Arc of NJ was a strong and determined voice on public policy and legislation in the second year of the COVID-19 pandemic which continued to bring a number of challenges to people with intellectual and developmental disabilities and their families. Although for the most part we were still relegated to virtual advocacy, we still made our voice heard on critical matters like the FY22 State Budget and with the Department of Human Services on policies and procedures impacting both Chapters of The Arc and those they serve.

### Budget Advocacy:

The FY22 State Budget again included funding to increase wages for Direct Support Professionals as well as supervisors and managers (\$41.7 million). We've worked for many years to raise the profile of this matter with the Governor's Office and his team and we were very glad to see this item included in his initial Budget proposal and ultimately, in the final Budget signed into law. Also in the final Budget was \$57 million to continue the supplemental payments for residential providers who supported people at home while day programs were closed due to COVID. Additionally, we also successfully advocated for a 7.5% rate increase for Early Intervention (EI) in the Department of Health. Those rates had not seen an increase in more than 15 years. There were also hard-won increases for Supported Employment rates in the Departments of Labor and Human Services.

In the FY23 Budget proposal, the Governor recognized our advocacy on DSP wages and included \$31.3 million for DSPs and \$10.4 million to avoid wage compression issues for managers/supervisors. Additionally, our advocacy resulted in \$9 million, which will be \$18 million when federal funding is matched, to continue last year's day program rate increases for a full fiscal year. Finally, the Budget proposal includes funding to annualize FY22 EI and Supported Employment rates. Lastly, we successfully advocated to keep the day program retainer payments in January, February and March in response to the Omicron variant.

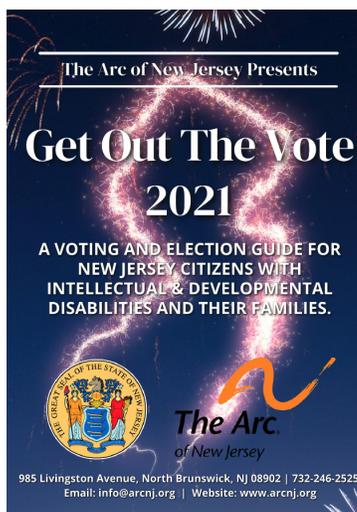
### Get Out the Vote:

In the months leading up to Election Day, The Arc of NJ published a Get Out the Vote Guide that outlined the voting procedures for families and self-advocates. The Guide also included a Q&A with both gubernatorial candidates and short pieces about why it's important to make your voice heard at the ballot box.

### Legislation/Policy:

In the past year, The Arc of New Jersey weighed in on more than 75 bills making their way through the legislative process. In addition, we successfully advocated for a number of bills being signed into law. Two particularly important bills dealt with special education for students with IDD. S3434 allowed certain students receiving special education services to remain in school an extra year to make up for learning loss caused by the pandemic. We spent months advocating in support of this bill, testifying before many committees and engaging our grassroots to urge the Governor to sign it. The second was S905 which extended the statute of limitations for COVID-19 related compensatory education claims for students with disabilities. The law will allow families and schools more time to resolve compensatory education claims without having to pursue litigation. Other significant legislative victories included the signing of S3000 which codifies and establishes certain network adequacy standards for pediatric primary and specialty care in the Medicaid program, and A5264 which provides important improvements to NJ WorkAbility Medicaid.

In addition, we coordinated 2 virtual events with elected officials and policy makers. These events recognized Developmental Disabilities Awareness Month and National Family Caregivers Month. We also advocated on federal legislation and funding to increase access to Home and Community Based Services. We met virtually with representatives from 5 of New Jersey's congressional offices following the Disability Policy Seminar.



# The Arc of New Jersey Family Institute

## Lisa Ford, Senior Director

Caregiving is one of the most important and challenging roles a family member can take on. To help our families, we've created a page on our website that caters to caregivers. We offer resources around caregiving tools and support groups. We also hosted a National Family Caregivers Month event with policymakers to talk about the most-pressing issues facing caregivers. Then-Senate President Steve Sweeney, Assemblyman Dan Benson and DHS Assistant Commissioner Jon Seifried attended. Also, each month The Arc of NJ Family Institute spotlighted a different developmental disability to help build awareness and educate others about the disability.

The Arc of NJ was named via NJ Public Law 2018 – Chapter 166 to serve on the NJ Caregiver Task Force. This body was charged with examining the needs and concerns of unpaid caregivers caring for someone who has a disability, mental illness or who is elderly. The group has compiled an inventory of all state policies, resources and programs currently available to support or assist unpaid caregivers, and identified and surveyed family caregivers to assess their current circumstances, experiences and expressed met and unmet needs. The Task Force held 3 family caregiver testimonial sessions. The final report is undergoing editing and should be presented to the Governor and Legislature by Summer 2022.

### Zoom With Us - 9 Workshops

**Popular workshops included:** My Student Just Turned 18 - What Do I Need to Do!, A Step by Step Process to Applying for DDD, Accessing Services Funded by DDD, and IEP Meetings Don't have to be Scary. In January, we introduced FI's Fireside Chat Series - a series of chats with experts in their field as it relates to individuals with IDD. Our first chat was with Beverly Roberts from our Mainstreaming Medical Care Program. We discussed the different types of Medicaid and the best avenue to attain it. It was a huge success and we plan to do more chats in the future.



### Fact Sheets - 16 Newly Created

Families connected to DDD were interested in learning more about services available through the Supports Program so we created a fact sheet for each service that explains in detail the service and how an individual can receive it. In addition, the Family Institute condensed a large amount of information related to Medicaid into one comprehensive Fact Sheet. Families and professionals have reported this resource is very helpful to them. It provides an overview of the different types of NJ Family Care/Medicaid Eligibility, what's covered under Medicaid and quick facts about how to get it.

### New podcast series: Road to Resources

This series highlights different agencies that can help with supports and services for people with IDD. Agencies give an overview of who they are, how they can help, and who you should reach out to when you're in need of their services.

### Sensory Santa Day

For the last two years, we've partnered with the Bridgewater Commons Mall to offer a Sensory Santa Day for people with IDD. We enjoy hosting this event every year and offering a quieter setting for an individual with IDD when meeting and talking to St. Nick.

Individuals Assisted - **6,214**,

Webinars - **16**, Webinar & Zoom Attendees - **1,041**

Archived Webinar Views - **1,765**

Website Visitors - **28,092**, New Podcasts - **23**

Families & Friends List - **6,075**

Instagram followers - **819**

Podcast Listeners - **1,287** College Tours - **8**

Facebook Followers - **2,440**

# Children's Advocacy

## Michael Pearson Jr., Director

It was a busy second year for Children's Advocacy as the program continued providing direct assistance to families with children from birth to age 21 in early intervention (EI), the Children's System of Care (CSOC), and those receiving special education and related services. With the COVID pandemic still limiting the options for in-person events and meetings, those services continued to be delivered online through webinars, virtual resource fairs, and Zoom consultations.

The program also expanded its reach by regularly participating in stakeholder meetings and workgroups to improve the services available to children with IDD and their families through New Jersey's service systems. Establishing new relationships with state agencies was a priority for Children's Advocacy over the past year, and the program is currently collaborating on projects with the New Jersey Department of Health (DOH) and the Department of Children and Families (DCF); most notably, the reopening of the Request for Qualifications by DCF for the first time in several years. This will allow children and families being served by DCF to access in-home services from IDD-specific provider agencies that better understand their needs.

### Additional highlights from the past year include:

- A position paper addressing needed improvements for children with IDD served by DCF
- Year 2 of the Special Education Webinar Series
- A new podcast series about individual diagnoses
- Began hosting Mondays with Michael - A weekly special education feature on Facebook Live
- A new intake form for IEP assistance
- Continued distribution of Table Talk (special education newsletter)
- Provided advocacy for families at 8 IEP meetings
- Keynote speaker for the NJCBVI Community Connection Call
- Member of the NJEIS C-4 Target Setting Committee
  - Survey Methodology Subgroup
  - Survey Marketing Subgroup
  - Currently creating designs for the NJEIS Family Survey flyer
- Participant in Children's Interagency Coordinating Councils (CIACC) in 12 Counties
- Attendance at Statewide Interagency Coordinating Council (SICC)
- Member of the Child Neurology Foundation Telehealth Advisory Committee
- Created a checklist for families to obtain services through S3434

**MONDAYS WITH MICHAEL**

The Arc Family Institute  
Advocacy • Empowerment  
Resources • Education

Every week at 10am catch a brief update from Michael Pearson Jr. on a topic or featured resource related to special education

A Facebook Live Event Series

March 7th IEPs vs. 504 Plans	April 4th Assistive Tech in Class	April 25th IEP>Mediation> Due Process
March 14th S905/A1281 Update	April 11th Extended School Year	May 2nd College Programs in NJ
March 21st What is Compensatory Education?	April 18th Least Restrictive Environment (LRE) and Types of Placement	May 9th DDD Services When an Individual is 21 and in School
March 28th Related Services in IEPs		

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# Planning for Adult Life

## Jerisa Chiumbu-Maseko, Director

The Planning for Adult Life Program (PFAL) is completing its ninth 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 maximizing their educational entitlements and create plans for a successful future. Despite the pandemic emergency, PFAL switched a majority of its offerings to virtual platforms in order to assist schools, students, and their families in accessing this valuable information.

### Highlights of the Year:

- The Making Action Plans for Life and Career Clubs (MAPs Clubs) are currently operating in **60** school districts, with an average of **146** sessions a month. These in-class sessions provided **7,600** students with impactful lessons, peer-to-peer discussions and activities that foster building their independence in FY22.
- The Hands on Workshops (HOW Series) were presented to schools, agencies and parent groups to educate them about the systems and services available for their students and how the access them. More than **80** events were held for **760** attendees, featuring information on Creating a Plan for Transition, Applying for SSI and Medicaid, Exploring the World of Employment, Guardianship Basics, Preparing for College, and Exploring College Options.
- The comprehensive PFAL website received more than **9,000** visitors who viewed informational pages, downloaded educational guides, checklists and timelines, and watched archived videos of PFAL workshops and webinars.
- Our helpdesk responded to more than **800** emails, phone calls and referrals looking for information and assistance with transition plans or accessing services.
- Particularly during the pandemic, PFAL was concerned about reaching students who attend schools that are not enrolled in the MAPs Clubs. To address this issue, Virtual MAPs Clubs were designed and offered to any student interested in participating. More than **250** students engaged in Virtual MAPS in FY 22.
- A wonderful hands-on resource for students is the PFAL “Got Plans?” Guide which is available through the website. Got Plans? was downloaded and the activity room videos were viewed more than **70** times.
- The Compass E-Newsletter is distributed to more than **6,200** subscribers monthly, filled with useful transition-related resources, information and event announcements.

Webinars: Always a big draw, the monthly “Webinar Wednesday Series” offered a parent focused “How to Build Skills” Series in FY 22. The goal was to equip parents of students enrolled in special education with the information and tools they need to support their students through a successful transition. Topics included:

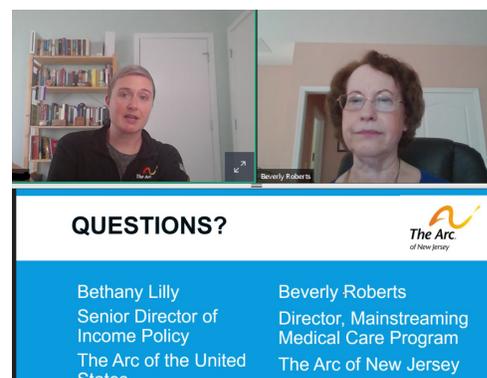
1. How to help your students build self-advocacy skills
2. How to help your students build social skills
3. How to help your students build healthy relationship skills
4. How to help your students build work readiness skills
5. Helping with DDD’s Self-direction and Support Brokerage program
6. How to help your students build skills in behavioral health



# 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. The program has also provided many families with information and advocacy pertaining to Medicaid, Medicare, private health insurance, Supplemental Security Income (SSI), Social Security Disability Insurance (SSDI), Medicaid managed care organizations (MCOs), and dual diagnosis (having IDD and also a behavioral health disorder). Although NJ Medicaid staff have stipulated that no one should be terminated from Medicaid during the pandemic (which is still in effect), a few families received a Medicaid termination notice, provoking fear that a loved one with IDD would lose Medicaid as well as DDD services. In each case, the program director quickly contacted key Medicaid personnel, and requested that the error be corrected, which it was.



### Highlights:

- Responding to **1,109** requests for assistance from families and staff, including support coordinators and transition coordinators at schools. Many of the requests were for information and advocacy pertaining to: Medicaid eligibility for DDD services; keeping Medicaid after receiving DDD; seeking information on the different types of Medicaid; requesting help with an SSI or SSDI problem; asking about having both Medicare and Medicaid; and inquiring about ABLE accounts.
- Speaking at **12** webinars to **1,640** individuals on topics of enormous interest, including navigating the Medicaid maze; understanding the changes that occur for a son or daughter with IDD when a parent starts to collect their own Social Security; and providing information about dual eligibles – persons who receive both Medicare and Medicaid.
- Preparing and distributing **45** emails to our listserv of more than **1,630** individuals, including announcing the passage of the improved NJ WorkAbility Medicaid legislation, which, when fully implemented, will be very helpful to some employed individuals with IDD.
- Having a very successful virtual healthcare conference on two half days in June with **188** attendees
- Distributing revisions on the DAC flyer and our fact sheets on dual eligibles and “Non-DACs.”
- Providing a thorough review and comment on New Jersey’s Comprehensive 1115 Waiver Renewal.
- Participating in several workgroups and committees including the Medical Assistance Advisory Council (MAAC); the Medicaid workgroup on Electronic Visit Verification (EVV); the NJ Department of Health committee to develop the first State Oral Health Plan; the NJ American Academy of Pediatrics special needs dental care workgroup; and the Women’s Health Project from the Rowan Integrated Special Needs (RISN) program.
- Redesigning our website to make it easier for visitors to navigate.

**Feedback: *From a mom:*** “Thank you again for all your help with reinstating my son’s SSI benefits. I could not have done this without your help and guidance!!!”

***From a father whose son has a complicated situation impacting his Medicaid:*** “I cannot thank you enough! I have been worried sick over this.”

***From an attendee at our webinar:*** “This seminar was awesome and full of important and valuable information told in an understandable way. As a former Director of Special Education... I still learned an enormous amount of information tonight. If with all my training and experience, I still needed this seminar, imagine what the untrained person is lacking in knowledge in this area.”

***From a parent who watched a webinar recording:*** “...In all my time attending informational sessions, this was by far **THE BEST** overview I’ve ever seen.”

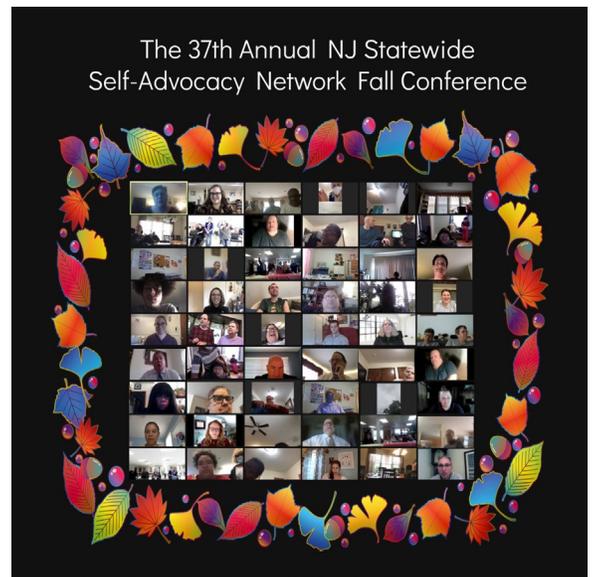
# The NJ Self-Advocacy Project

**Ashley Ritchey, Director**

**Erin Smithers, Assistant Director**

## By the Numbers:

- NJSAP reached a total of **12,417** Self-Advocates and **469** Direct Support Professionals through group facilitation and workshops.
- Advocacy Trainings and Digital Workshops Delivered: **201**
- The NJSAP team delivered **40** Governmental Affairs Ambassador Program (GAAP) legislative advocacy trainings for **412** advocates.
- NJSAP facilitated **63** Self-Advocacy groups for **567** participants
- The affiliated NJ Statewide Self-Advocacy Network gained **31** new members
- The NJSAP team participated in **248** advocacy-related workgroups and committees.
- We released **36** publications and created **10** infographics, including a Weekly Planner and “Eat This, Not That” guides for Thanksgiving and Halloween.
- The NJSAP team responded to **2,718** I&R requests.
- Statewide Events: In April 2021, the 15th Annual Spring Into Action Awards Luncheon drew a crowd of **199** advocates and the NJSSAN’s 37th Annual Fall Conference in October 2020 was attended by **115** advocates.
- NJSAP Website Visitors: **13,863**, Facebook visitors: **5,445**, New Social Media Followers Added: **245**  
Action Alerts and Email Blasts Distributed: **234**, Email Subscribers Reached: **29,982**, New Email Subscribers Added: **441**, Between March 2021 - February 2022, NJSAP’s YouTube channel received **16,699** views



## Virtual Programming for Self-Advocates, Family Members, & 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 2021 through February 2022, the NJSAP team coordinated **515** virtual events for **25,416** participants! Additionally, NJSAP presented 61 HLP webinars for **882** people. Our team continued to deliver accessible, engaging programming through the following activities:

**Stay Healthy at Home Webinar Series** launched in April 2020 as a way of staying connected while day programs and schools are closed or operating at reduced capacity. The weekly series has reached **2,481** people thus far. Topics have included voting rights, augmentative and assistive communication technology, sexual self-advocacy skill building, employment readiness, and alternatives to guardianship to name just a few.

**Healthy Lifestyles Project: LIVE** launched in June 2020. These interactive workshops are held on Zoom twice each week and provide socio-educational experiences for students and adults with I/DD.

**Brain Games** every Thursday at 1 PM on Zoom: Self-advocates are invited to play live, interactive board games with the NJSAP team. We test our creativity and knowledge, build communication and teamwork skills, and have fun!

# Criminal Justice Advocacy Program

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## Robyn Holt, Director

CJAP's advocates and supports individuals with IDD who are involved in the criminal justice system, by working with the individual, family members, caretakers, professionals in the community, as well as court personnel, including judges and attorneys. CJAP staff continue to do extremely important work, including case management, providing resources, creating linkages, as well as coordination of services. This team has been instrumental in collaborating with the social service and the mental health entities to bring all sectors together to assist our clients.

Community Resource Coordinators (CRC's) work diligently to ensure the highest quality of assistance is provided during these crucial times that can potential alter one's life. To best achieve this, CRC's create a Personalized Justice Plan (PJP) to include community based services that meet the specific needs of the client to reduce the risk of recidivism into jails and prisons. This document is presented to the court to offer alternatives to incarceration. As of March 2022, there have been more than **30** PJP's created and submitted in both Municipal and Superior Court.

Despite the undeniable challenges faced due to COVID-19, CJAP staff supported our clients during **300** court appearances, virtually and in person. CRC'S also participated in many ISP and client related meetings to ensure collaboration and support was provided regardless of the difficult circumstances that were presented.

The program director conducted 10 Crisis Intervention Trainings (CIT) for 6 counties, specifically geared towards law enforcement and mental health professionals, focusing on reducing the risk of injury or death during an emergency encounter between individuals with IDD, mental illness, and other disabilities with police officers and community based staff. In addition, CJAP provided **20** trainings to **1,000** newly appointed Municipal and Superior judges throughout the state to educate on litigants with IDD.

The CJAP program hosted its very successful **10** part "Equal Justice" webinar series funded by the NJ State Bar Foundation and attended by more than **700** participants. The topic for this year's series focused on "What Do I Need to Know..? Some of the topics discussed included domestic violence laws, criminal justice reform, applying for and obtaining a public defender, registration and community notification laws, as well as several others.

In recognition of people with disabilities who are members of the victim/survivor community, and to coincide with National Crime Victims' Rights Week, The Arc of New Jersey held a virtual vigil on April 21, that included distinguished speakers and advocates, an award presentation to New Jersey State Senate Majority Leader Loretta Weinberg, and a candlelight ceremony.

On March 3, 2022, a NJ federal judge granted final approval of a class action settlement agreement in the case of Adam X. et al. v. NJ Dept. of Corrections and Dept. of Education, et al. The case was initiated five years ago by three students who alleged they were denied special education in prison, together with

organizational plaintiffs the ACLU of NJ and The Arc of NJ. Among other provisions, the settlement terms include: a five-year term during which the NJDOE will undertake robust monitoring of the NJDOC's provision of special education and related services; an overhaul of the NJDOC policies regarding special education and related services; and compensatory awards for Class Members of up \$8,000 per year of denied services, to be used for educational, vocational, or reentry services. Estimates suggest **more than 400** people may be impacted by the settlement.



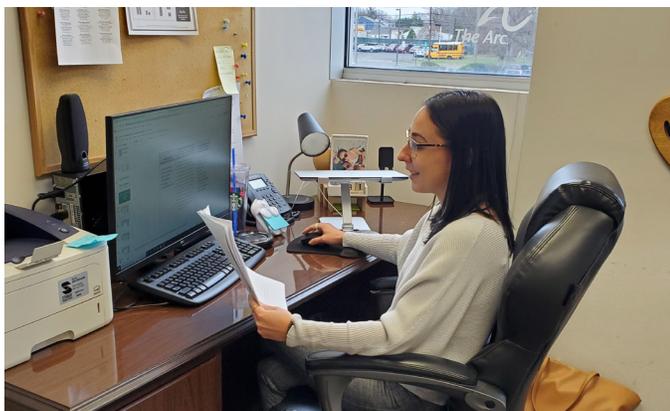
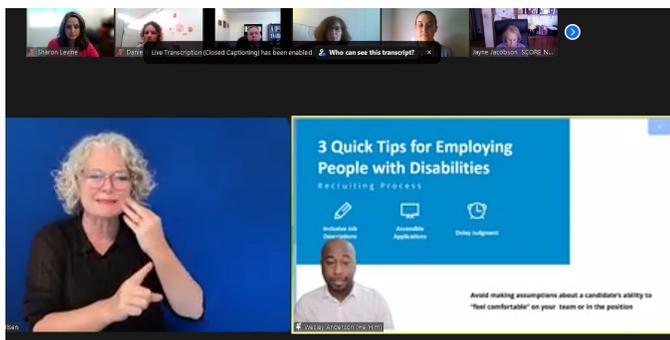
# Training & Consultation Services

Wesley Anderson, Director 7/1/2021 – 2/15/22

Andrea Buccelli, Director 3/7/2022

Highlights from the TCS program include:

- Developed new documentation training called “Make It Stick” to aid provider agencies in improving their required documentation of services.
- Developed a new training for providers who want to send their staff for the Certified Employment Support Professional (CESP) exam.
- Developed a new “Yes, your child can work” training that was presented to the Transition Coordinator Network.
- Provided consultation, training, and resources to **28** provider agencies throughout the state.
- Provided approximately **400** hours of consultation and training services to provider agencies.
- Provided informational webinar to NJ businesses through NJBIA on how to hire individual with IDD in their business.



# Project HIRE

Adam Kubler, Director



Project HIRE experienced many changes in the Supported Employment sphere over the last year. True to Project HIRE’s goal of continuing to be a leader in the field, the program continues to adapt to these changes to ensure continued success. These are some of the highlights from the past twelve months. Project HIRE’s work with Union County Project SEARCH again proved successful with the 2021 cohort, with 7 students completing the program and meeting all required benchmarks. Additionally, the 2022 cohort was selected and is expected to experience the same, excellent outcomes when they graduate this summer. Beginning in January of 2022, the program was restructured with the aim to increase wages for DSP staff members. This initiative improved Project HIRE’s ability to retain seasoned staff members and attract new, experienced, members. Since January of 2022, the program has brought on 4, new full time staff members and is in the process of adding even more experienced professionals to the team.

Always looking forward, Project HIRE has begun providing services through the Federally funded Ticket to Work Program. This program’s intent is to help individuals decrease dependence on Social Security benefits through substantial employment by taking advantage of work incentives. At the time of this writing, 75% of program participants are gainfully employed and the demand continues to grow. Project HIRE currently employs 2 staff member’s credentialed to provide the service, with 2 more currently participating in the credentialing process. There are 7 employees who have completed the Certified Employment Support Professional course and are awaiting the exam. Placements **190**, Individuals Served **682**, Avg Service Hours Per Month **1,943**, Transition hours **2,391.50**, Adult Service Hours **20,926.75**

# The Arc of NJ serves on the following Boards, Committees and Workgroups

- Autism and Law Enforcement Committee
- American Association on Intellectual and Developmental Disabilities
- Boggs Center Consumer Advisory Committee
- County Colleges Health Services Collaborative
- DDD Leadership Committee
- ESSA Stakeholder Focus Group
- Gun Violence Prevention Advisory Board - Camden County
- Developmental Disabilities Advocacy Network
- Division of Developmental Disabilities Self-Advocacy Committee
- Horizon NJ Health, Managed Long-Term Services and Supports, Advisory Committee
- IHC - RISN, Women's Health Project
- IHC. NJ AAP, Oral Healthcare for people with special needs
- Living Safely with Disabilities Grant Advisory Committee
- Medical Assistance Advisory Council (MAAC)
- Medicare Partners
- National Association of Social Workers - NJ Chapter
- National Conference of Executives of The Arc (NCE)
- New Jersey Alliance for Children, Youth and Families
- NJ APSE Conference Committee
- NJ APSE Professional Development Committee
- NJ Business and Industry Association
- NJBIA Healthcare Workforce Group
- NJ Caregivers Taskforce
- NJ Coalition for Special Education Funding Reform
- NJ Collaborative Home of Interdisciplinary Leaders in Development (NJ-CHILD)
- NJ Conference of Executives of The Arc (NJCEArc)
- NJCEArc Development Directors Group
- NJCEArc Finance Directors Group
- NJ Council on Developmental Disabilities, Health Committee
- NJ Council on Developmental Disabilities, People & Families, Editorial Board
- NJEIS C-4 Family Outcomes Committee
- NJEIS Survey Marketing and Methodology Subcommittees
- NJ Medicaid. Electronic Visit Verification (EVV) Task Force
- NJ Pathways to Justice Task Force
- 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

## **Executive Committee**

Kevin Sturges, President  
Karen Murphy, 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