

## More Plants, Less Plastic

### *Recycling takes center stage at WOC*



*Two Garden Club members plant spring flowers outside WOC.*

projects helping to preserve Mother Earth is WOC's involvement with HangSmart, an industrial recycling company based in Arizona.

For the past nine years, WOC has taken delivery of tangled hangers collected from hundreds of Charlotte Russe stores along the East Coast. Each day, approximately 75 WOC employees sort, pull out rejects, box, seal, shrink-wrap and ready skids of recycled hangers for shipment back to HangSmart for reuse in stores across the country.

"It saves money for Charlotte Russe, provides work for our individuals, and keeps plastic hangers out of our landfills," says Linda Porter, Director of Vocational Services. Linda has calculated that WOC employees have sorted more than 10 million hangers in the past two years alone. "It's a win-win for everyone."

When participants start their day at The Arc's Work Opportunity Center (WOC), they look forward to a full day of working hard, learning new skills, and earning a paycheck. On top of their daily job responsibilities, many WOC employees also participate in an active garden club. Garden club members maintain the raised vegetable and flower gardens, grow seedlings in a small greenhouse, and recently began cultivating a new colony of worms for use in their raised beds.

WOC is always looking for new ways to live more sustainably and preserve our natural resources. On top of all the gardening activities, WOC regularly collects paper and aluminum for recycling.

Perhaps one of the most interesting

*The Turning Point* newsletter highlights the many ways our dedicated staff, volunteers, and generous donors come together to support and empower individuals with intellectual/developmental disabilities to live, work, and participate in their communities.

Make a difference.  
Change lives.  
Become a donor.

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# A MESSAGE FROM OUR EXECUTIVE DIRECTOR & BOARD PRESIDENT

## *Change Is All Around Us!*

Many of us have heard the famous quote that “the only thing constant is change.” Over the past several years, that statement has certainly been true for all of us at The Arc of Monmouth. The good news is, regardless of all the changes, The Arc continues to provide quality residential, employment, day services, recreation, and health services. These changes relate more to how the system reimburses individuals, families, and The Arc for delivering these vital supports.

Many of these transitions have occurred “behind the scenes” to comply with the new fee-for-service reimbursement model mandated by the state and Medicaid. We have begun using an electronic health record called Therap Services to document activities and bill Medicaid. The Arc also implemented a completely new financial system to enable the staff and Board to make the best fiscal decisions possible for the agency. These transitions have also included important staffing, leadership, and organizational changes to ensure we are abiding by the new regulations and policies and to best position us for the future.

We understand all changes are difficult, however, we want to keep our individuals, families, and community well-informed. We will continue to uphold The Arc’s mission and our commitment to providing exemplary services.

Thank you to everyone for your patience and understanding.



Rachel Weiss



Linda Mayo

Meet the  
Board of Directors

**The Arc of Monmouth**  
**Annual Meeting**  
**Thursday, June 28, 2018**  
**7 PM at The Arc Center**

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# 2017 Annual Report



## Operating Revenues

Federal and state financial assistance	\$14,055,440
Local municipal government school board fees	\$12,495
County grants	\$112,291
United Way of Monmouth County	\$28,353
Donated facilities and services	\$60,301
Contributions—general public	\$183,673
Contributions and grants—other organizations	\$13,293
Other governmental fees	\$161,210
Program revenue	\$1,710,995
Special events revenue	\$435,129
Rental revenue—HUD group homes	\$790,203
Investment income	\$1,413,446
Membership dues	\$5,650
Gain on disposition of assets	\$297,172
Other revenue	\$50,762
<i>Adjustment for interdepartmental services</i>	<i>\$127,719</i>
<b>TOTAL REVENUE</b>	<b>\$19,330,413</b>

## Operating Expenses

Program Services	\$15,339,183
Support Services	\$2,526,303
<i>Adjustment for interdepartmental services</i>	<i>\$127,719</i>
<b>TOTAL EXPENSES</b>	<b>\$17,865,486</b>

The financial statement presented above has been extracted from the consolidated financial statements audited by Holman, Frenia, & Allison, P.C. for the fiscal year ended June 30, 2017. This financial statement should be read together with the complete consolidated financial statements in order to have a full understanding of the organization's financial position and the results of its activities and related restrictions.

## Number of Individuals Served

Adult Services



Health Services



Recreation



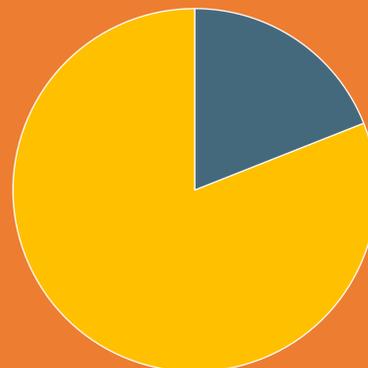
Residential Services



Employment & Vocational Services



## Our Team



19%

Administrative Staff

81%

Direct Support Professionals

# In the Spotlight

## Supported Employment: Inclusion Works



Yusef Quarles with his award in the offices of Maser Consulting.

Yusef Quarles loves his job! After a few months of job sampling and interview training with his job coach, Yusef began working with Maser Consulting in the summer of 2016. Yusef is responsible for scanning company documents and filing those records electronically.

“My favorite thing about Maser is the people I work with. They are friendly and helpful.” Maser Consulting is known for its positive work environment, regularly voted as one of New Jersey’s “Best Places to Work.” Yusef works hard knowing his efforts are appreciated. He “treats us like family,” Yusef says of Richard Maser, CEO of Maser Consulting and member of The Arc of Monmouth’s Board of Directors. Yusef’s bosses are not the only ones to take notice of his hard work. He recently received an award from the Monmouth County Workforce Development Board.

Yusef is flourishing, both professionally and in other facets of life. He attends Brookdale Community College’s Enrichment Program, and won a scholarship for an essay he wrote. Yusef is also involved with The Arc as a Self-Advocate, and traveled to Trenton and D.C. to lobby with The Arc of NJ Family Institute.

When asked what advice he has for others, Yusef says, “I would tell people like me who work in the community to listen to your coach, learn your job, and don’t be afraid to ask questions or ask for help.”



Kelly O’Neil (right) pictured with one of her students

## Volunteering: When Passion Moves You

“I just want people to feel good about themselves, and feel good in their bodies,” Kelly O’Neil says

about teaching yoga. Kelly, a certified yoga instructor, came to The Arc of Monmouth in 2013 as a substitute for a recreation fitness class. Kelly recalls, “Randi Rae (long-time Recreation volunteer and fitness instructor) was on the verge of pneumonia, so she called to see if I could cover her group and introduce them to yoga. I happily accepted.”

Kelly remembers ending that first session holding back tears of joy and bubbling over with pride when she realized how much all 25 students with I/DD enjoyed their first yoga class. “I love introducing people to yoga who think there is no way in heck they can do it, and then... they do!”

Five years have passed since that first class, and Kelly hasn’t looked back. Yoga is now a regularly offered Recreation activity. “We continue to try different things, such as ending the class with a trust train or slowly introducing aromatherapy,” Kelly explains.

When asked what motivates her to get involved, Kelly explains whether you own a bed & breakfast, or you work in business, feeling passionate about what you do, and enjoying the day-to-day tasks helps you to succeed. When she is not volunteering with Arc Recreation, Kelly is a full-time caregiver for aging adults and individuals with I/DD. Kelly admits, “It takes a certain personality. Either you have it or you don’t. I just love to help!”



A Wednesday evening yoga class at The Arc Center

# Inspire Kindness

## *On the fifth anniversary of Superstorm Sandy, Self-Advocates Pay It Forward*

When Superstorm Sandy devastated the Jersey Shore in 2012, the flood waters ravaged The Arc's Work Opportunity Center (WOC). Thanks to the help of countless donors and volunteers, we were able to rebuild. Last fall, sister Arc chapters in Texas and Florida suffered severe damage and loss from hurricanes and floods.

The Self-Advocacy Group at WOC wanted to repay the kindness they received in 2012, demonstrate what it means to be #JerseyStrong, and remind Texas and Florida they are not alone. The group collected donations. With a match from Rumson-based nonprofit, Providing Hope, the advocates were able to send \$1,000 to The Arc of Greater Houston, Texas and The Arc of Nature Coast, Florida.

The advocates wanted to go one step further to inspire kindness in their peers and communities. With the help of staff at WOC, the advocates recorded and produced a short video.

"Inspire Kindness & Pay It Forward" received over one thousand views online, and was published in the November, 2017 NJ Self-Advocacy Project's electronic newsletter "Advocacy Matters."

Check out the video on [The Arc of Monmouth's YouTube page](#).



Screenshot from the video: Self-advocate, Thomas Burricelli, reminds The Arc of Greater Houston and The Arc of Nature Coast to "Hang in There!"

## **Remembering Rosemary Sherman**

*By: Sandra Lynch, Assistant Director, Vocational Services*



Rosemary with Tracy at the 2017 Step Up for The Arc Walk & 5K

Rosemary Sherman founded Providing Hope, a 501(c)3 non-profit organization that matched the WOC Self-Advocates' donation to Arc chapters in Florida and Texas. Rosemary, who recently passed, was a valuable supporter of The Arc of Monmouth, and often donated time, money, and resources. She was loved by many, and will be dearly missed.

A born entrepreneur, Rosemary found early career success in law, real estate, and the insurance market. Her true passion, however, was helping and empowering others. Rosemary began Endeavor House, which started as one building with 16 beds and evolved into a comprehensive behavioral health treatment network. After 21 years as Endeavor House's CEO, Rosemary started Providing Hope, which aided in relief efforts after Sandy, and focuses on food insecurity, childhood obesity, and providing vocational training to adults with I/DD.

# Game Changers

*As Health Services grow and new opportunities emerge, the goal remains the same.*

The Arc of Monmouth's Health Services department is expanding opportunities and services beyond behavioral health. Health Services now offers a range of health and wellness benefits to all of The Arc's participants.

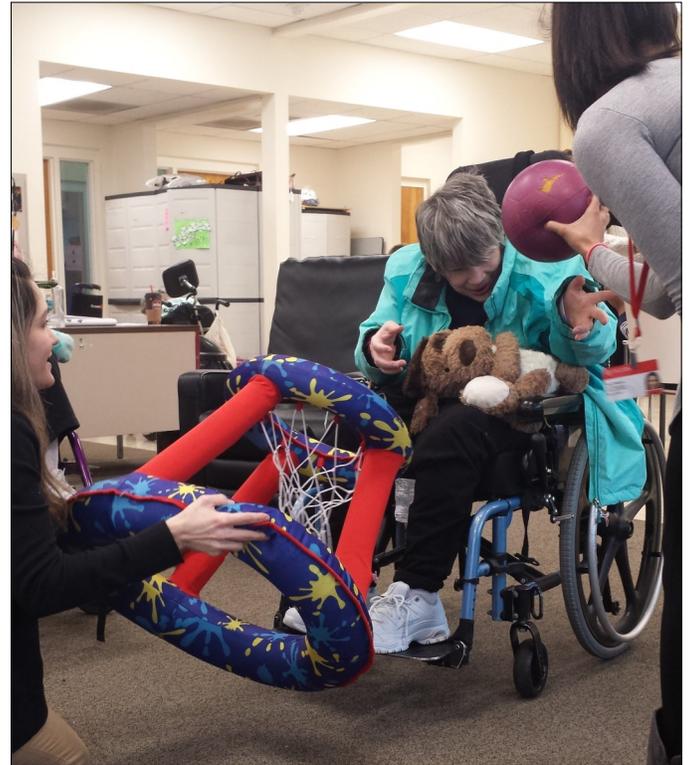
"We understand the difficulty of navigating the healthcare system for an individual with I/DD," says Eileen McDonnell, RN and Assistant Director of Health Services. "It is our hope to continue to reach out to the larger medical community to provide education and ensure our served individuals receive optimal medical care."

The Arc's Health Services staff make themselves available as a resource for area hospitals when patients with I/DD arrive. "We work with inpatient units on treatment and discharge plans, and with crisis response teams during crisis intervention," notes Kristen Creed, Director of Health Services.

The Arc's three full-time nurses support our group home residents, and have been critical patient advocates during hospitalizations – especially during a particularly rough flu season last winter.

In February, two occupational therapy (OT) interns from Rutgers School of Health Professions began a clinical rotation in the Shore Achievement Center. The students targeted each person's individual goals, such as improving posture and gross motor skills. The interns are really making strides. Ashley recalls the progress of one man with limited mobility, "We got him up out of his chair, and walked around the gym three times! He did so great!"

Regardless of the therapy or approach, the goal of Health Services will always remain the same: to maximize the quality of life for those we serve. **For more information, contact [healthservices@arcofmonmouth.org](mailto:healthservices@arcofmonmouth.org) or call 732-493-1919 ext 888.**



*Rutgers OT interns, Ashley and April, work on strengthening arm reach and increasing mobility in the Shore Achievement Center.*



*Barbara Marion with Pinky*

## Tickled Pink by Pinky

Pinky joined Health Services after being certified as a Therapy Dog about a year ago. Pinky accompanies Health Services Counselor, Alison O'Connor, to The Arc of Monmouth a few times each month to visit day programs, residences, and Dr. Shafey's waiting area.

Various studies have shown pet therapy can provide an array of benefits ranging from improved cardiovascular health to decreased anxiety.

Pinky is a professional when it comes to giving cuddles and offering emotional support. Clients love her! The feeling is mutual, as Alison says, "The best part of working with Pinky is watching her share all her love."

When Pinky has a day off, she looks forward to playing at home with her sister, Pez.

# A Success Story: Gary

Gary McGraw came to The Arc about 20 years ago after a recommendation from his cousin. “The Arc helped me by supporting me through some difficult times in my life,” Gary recalls.

Gary is involved with both The Arc’s Supported Employment and Health Services. Gary’s job coach and therapists work together to support Gary and help him overcome challenges. Through group therapy sessions and one-on-one supports, Gary improves his customer service skills and learns how to interact professionally with both customers and coworkers. “The Arc has helped me in my work performance and behavior. They respond by giving me help to do my job better,” Gary states.

In group therapy sessions, a facilitator leads discussion, allowing peers to inspire each other and rely on one another for support. Gary explains, “My peers give me understanding, and that makes me feel confident. When I can help my peers, it makes me feel excited and amazed.”



Gary McGraw, outside The Arc Center

## The Value of Behavioral Health

### *When Dual Diagnosis Hits Close to Home*

As parents of a daughter with special needs, Rachel’s mom and dad were thrilled to watch their daughter grow and achieve milestones.

As a child, Rachel went to school, participated in dance and sports, and had fun with her friends. But as she entered adulthood, the family noticed she had difficulty performing tasks that were once routine, such as dressing, personal care, and transitioning from one activity to another. It was evident to her family that this ‘slowing down’ was significantly impairing Rachel’s quality of life.

After extensive evaluation at leading clinics, she was diagnosed with anxiety and obsessive compulsive disorder (OCD).

About one third of individuals with intellectual/developmental disabilities (I/DD) also contend with a mental health diagnosis. Managing dual diagnoses can

be challenging. Families struggle to find appropriate care and juggle multiple doctors, prescriptions, and treatments. Professionals specializing in dual diagnoses are few and far between. Rachel’s parents know this frustration all too well.

“We had difficulty finding local health professionals in these fields who are attuned to the needs of individuals with I/DD,” her parents explain.

Luckily, they reached out to The Arc of Monmouth for recommendations.

“Much to our surprise, we were informed clinicians and doctors were available there.”

With more than 25 years of experience, The Arc of Monmouth’s Health Services carries a reputation across New Jersey for expertise in managing mental health and I/DD dual diagnosis.

“Dr. Razza and Dr. Shafey are warm,

caring professionals who took the time to get to know our daughter,” Rachel’s parents noted.

Health Services staff also includes five master’s level counselors, a master’s level LPC/director, a psychiatric nurse practitioner, three nurses, and two part-time administrative support staff.

Treatment options include outpatient medication management, and individual, group, or family therapy. All outpatient services begin with a brief phone screen followed by a scheduled intake interview to determine appropriate treatment recommendations.

Rachel’s parents are proud of her progress, “Our family has been visiting with Dr. Razza and Dr. Shafey for over a year. The services offered at The Arc of Monmouth have been an invaluable asset to our daughter.”

*\*Name has been changed to protect the privacy of the family.*



# THANK YOU for 2018 Walk & 5K

**Raised: \$60,981**



**Goal: \$50,000**



Tillie leads the walk.



Sunny weather on the boardwalk.



"Shuffle" rocked the after-party.



5K Runners finish strong.



The carnival games were a hit!



Enjoying the after party.

# Stepping Up for The Arc!

## Raised over \$60,000

### An Inclusive Community Event

On Saturday, April 14, 2018, more than 700 people gathered on the Asbury Park Boardwalk for The Arc of Monmouth's largest community fundraiser: Step Up for The Arc Walk & 5K. The sun was shining for both the 5K race and the fun walk, which was led by Asbury's own Tillie and members of Asbury Park's High School and Middle School marching band.

The after-party kicked off inside Convention Hall following the race. Music was provided by DJ Nicky and one of The Arc's favorite bands, Shuffle, who kept everyone dancing and singing along. After working up an appetite on the boardwalk, attendees enjoyed a BBQ lunch provided by the Lodges of the 17th Masonic District and dessert from Day's Ice Cream. The carnival games were a huge hit with prizes, and Cinderella made a special appearance for photos.

Thanks again to everyone who participated in this year's event - Sponsors, Donors, Runners, Walkers, and Volunteers. We hope to see you at next year's walk!



**147 Runners**



**510 Walkers**



**388 Donors**



**84 Volunteers**

### 2018 Walk Honor Roll

#### Top Fundraising Teams:

1. Health Care Software, Inc.
2. Circles Club
3. Spirit of Jodi
4. Team Dani
5. Team Danny K

#### Top Individual Fundraisers:

1. Thomas Fahey
2. Wendy Holsey
3. Ryan Larsen
4. Christina Basile
5. Tara Waters

### Thank You, Sponsors

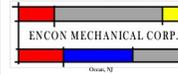


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NJM Insurance

VFW Post 2179 - Middletown  
Seabrook Village  
Shuffle  
Silverball Museum & Arcade  
"Spirit of Jodi"  
SpeedPro Imaging  
Starbucks





2018 Graduates: Seated: Mackenzie Carmichael; Standing (L-R): Tyler Genke, Jimmy Monaghan, Paul Krane, Christine Ritchie, and Melissa Smith

## ***Congratulations, Class of 2018!***

Six more students joined the ranks of Keep Achieving (Kach) alumni with a graduation ceremony this May. The Kach program is a collaboration between The Arc of Monmouth and Brookdale Community College to offer a three-year college experience to young adults with I/DD. In addition to completing the Kach curriculum, students are immersed in campus life activities and audit Brookdale courses alongside peer mentors.

The 2018 graduates have many achievements to celebrate, such as volunteering at a local nursing home, getting a new job in a childcare center, joining the Brookdale baseball team, and displaying original artwork in local galleries. This group has accomplished so much, and yet, it's the milestones you can't see or count that mean the most, like gaining confidence about increasing their independence and setting new goals. As the graduates continue to explore career options and long-term plans, one thing is sure: the future is bright for this group.

## ***New Appliances in the Training Kitchen***

Every chef-in-training knows cooking is much easier when you have the right tools. With the help of a \$1,500 grant from Manasquan Bank Charitable Foundation, The Arc Center recently upgraded the training kitchen with all new appliances.

The original appliances were installed when the building opened in 1990, and showed decades of wear and tear. Only one of the four original burners worked consistently, and broken knobs made it difficult to select the correct temperature. The kitchen is now fully equipped with a new electric range, range cover, double oven, dishwasher, and two microwaves.

The new kitchen is helping young adults in The Achievement Zone reach their highest potential and attain greater independence. Every Monday, the *Cooking & Calculating* class plan a menu, organize a grocery list, shop for ingredients, and return to The Arc Center to practice proper food handling and cooking techniques. "The new appliances have made such a significant difference in my ability to teach all aspects of cooking and baking to my students," says Candice Layton, Program Coordinator. "They are much more efficient and 100% safer than the originals."



Eli cooks on the new stove top.

Check out the new kitchen upgrades at **The Arc of Monmouth's Annual Meeting**  
Thursday, June 28, 2018 · 7 PM

Whether shopping for Dads, Grads,  
or routine household items,  
use [smile.amazon.com](https://www.amazon.com/smile) and  
support The Arc of Monmouth.

**amazonsmile**  
You shop. Amazon gives.



## Small Actions Make a Big Difference!

**Online Shopping Superstars:** With just a few clicks of your computer mouse, you can help The Arc of Monmouth and support services for individuals with I/DD. If you shop on Amazon.com, use **Smile.Amazon.com** and select The Arc of Monmouth as your charity of choice. Amazon donates 0.5% of eligible purchases to charity. As of the last quarterly disbursement in February 2018, The Arc has received **\$541.53 through Amazon Smile**.

**Facebook VIPs:** Have a birthday or special event coming up? Instead of receiving gifts, set up a Facebook fundraiser and ask friends and family to make donations to The Arc on your behalf. You can customize your fundraising goal, timeline, and add a personal message. Payments are processed through Facebook automatically, and The Arc of Monmouth receives a check at the end of the campaign. In 2017, four individuals set up **Facebook fundraisers** and collected **\$1,395 in donations!** Shout-out to Christina Basile, Joalice Maloney, Jennifer Patchett, and Sandra Sowis for sharing their special days with The Arc. Visit our website to learn how to set up your personal donation campaign.



## Join Our Team

If you are looking to get involved with The Arc of Monmouth and make a difference in the lives of others, consider joining our team. Opportunities are available for full-time, part-time, and temporary positions.

We are always looking for energetic volunteers in our Recreation Department. Contact [hr@arcofmonmouth.org](mailto:hr@arcofmonmouth.org) or visit [www.arcofmonmouth.org](http://www.arcofmonmouth.org) for details.

Your Gift Gives David...



*Thank you, donors!*

In December, we asked our community supporters to give a gift that makes a difference! You answered the call. We were overjoyed with this year's Holiday Appeal response, which brought in **more than \$18,000 in donations!**

Gifts to The Arc of Monmouth support vital programs and services. In turn, your donation gives adults with I/DD opportunities to get involved, build confidence, learn new skills, and connect with their communities.

Your Gift Gives Martha...



Your Gift Gives Michael...





1158 Wayside Road  
Tinton Falls, NJ 07712



The Arc  Anabel  
**Golf Classic**

Monday, June 25, 2018  
Deal Golf & Country Club

*Celebrating The Arc of Monmouth's Recreation Program:  
Providing life-changing opportunities for more than 40 years*

*Proceeds from this year's event will support the Recreation Program*

[www.arcofmonmouth.org/golf](http://www.arcofmonmouth.org/golf)