

Individualized employment and support services for persons with different abilities.





Annual Report 2020-2021

Mission

Abilities is dedicated to improving the employability and quality of life for people with different abilities by providing training and individualized services.

An inclusive community where individuals with different abilities are given the opportunity to reach their fullest potential in life.

Communication- Keeping the lines open for a brighter future. *Compassion*- Understanding the sensitive needs of each individual. *Fun*- Stopping



to smell the roses along the way. *Integrity*- Saying and doing what we mean. *Respect*- Treating each individual with a high regard. *Safety*- Promoting a healthy environment. *Teamwork*- Working together toward our common vision.

Who We Are

Abilities is a not-for-profit 501(c)(3) agency providing a full array of community integrated employment, day and community based services for individuals with different abilities. Proudly supporting nearly 400 individuals throughout the northwestern region of New Jersey.

We take great pride in our innovative services and community employment opportunities which we provide to ALL who are seeking supports to achieve their goals. Abilities is a person-centered, forward thinking organization, consistently creating new opportunities for success. Individuals are supported in their community while acquiring new skills and experiences.





Message from the Chief Executive Officer

It is with great pride that I share our 2020-21 Annual Report. This report reflects strong commitment to our mission, perseverance throughout the pandemic, and a few of our most recent success stories.

The achievements included herein are even more commendable as we continue to navigate the effects of the pandemic, and follow ever changing protocols on compliance. Throughout it all, this team never waivered on what is most important, the safety and wellbeing of each other and those we serve. We found it critical to stay connected, hoping to reduce the negative affects of isolation. As the

year progressed, we continued to expand partnerships and opportunities, leading to progress and success.

This report represents the best in creativity, compassion, support, education, and teamwork. I hope you are able to take a few minutes to read through it, and join me in congratulating this amazing team and those we are honored to serve.

It would be impossible to provide these exceptional services without the support of our community. On behalf of our board of trustees, thank you for being a part of the Abilities community, thank you for your continued support, and thank you for helping us make a difference in the lives of so many!

Respectfully,

Cynthin Ste

Cynthia B. Wildermuth Chief Executive Officer

Remote to Reopening

Entering into January 2021, we were hopeful our day programs would be able to reopen as anticipated after being closed again in November 2020, just two short months after finally opening since the pandemic began. Unfortunaly the first week brought some continued bad news. Not only were day programs not able to open- there wasn't a new timeline given.

As our fantastic team always does, we continued providing the best supports possible! Group and one-on-one remote supports continued, evolved, and expanded to include new individuals and engaging content. Community Based Supports (CBS) was also provided to individuals who chose to have a staff provide services in-home. And, our team worked hard to prepare for when the green-light was given to reopen once again.

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Finally, it happened! We were able to open at reduced capacity on April 27th!



Keeping Connected

In March of 2021, our Family Enrichment Committee launched a webinar series titled "Bridging the Gap between High School and Young Adult Services". This two-part series offered virtual presentations featuring information about transition, highlighting our programs and services, and offered guidance from professionals on other hot-topics such as housing and financial planning.

Hosted by Karen Menke, Outreach and Care Coordinator at Abilities, each webinar was recorded for future viewing. *Recordings can be found: abilitiesnw.com/links-resources.php*

Listing of topics:

- Abilities of Northwest Jersey- Here to Guide You
- Let us aide you in the Medicaid process
- Transitioning to Employment with DVRS
- The ABC's of DDD Services
- Mission to Transition
- I have DDD, now what? How to choose a Support Coordination Agency
- What makes us unique- specialized services at Abilities

- An overview of the Abilities Day Habilitation Programs
- Heigh ho, heigh ho, it's off to work we go!
- Let's get Person Centered
- Supports Brokerage Services
- Be our guest and learn about housing opportunities
- Don't be tardy for the party to getting a guardian
- Financial Planning- Making the Future More Secure for Your Loved One with Special Needs



Sue exemplifies what it means to be truly passionate about our mission at Abilities. Her amazing drive, program development skills and leadership style have provided countless opportunities for individuals of all levels of ability, including 785 successful placements in competitive community employment.



Thank !

Karen's well rounded experience at Abilities has made her the "go to" person for many things. She is motivated, reliable, resourceful, and initiative driven. Karen is someone you can count on to get the job done. She is a wonderful support to coworkers and is always willing to assist where she can.



Milestone Moments

We couldn't be prouder of the compassion and dedication of our staff. Everyone plays a valueable role in ensuring we provide the best quality support services possible. We'd like to recognize the following individuals for reaching employment milestones with Abilities:

35 years:

Sue Zukoski Chief Operating Officer Karen Stocker EHR/QI Specialist

25 years:

Sharon Witner Direct Support Professional Michelle Savino Director of Training and Quality Improvement

20 years:

Vicki Farley Direct Support Professional

10 years:

Anthony Lettorale Driver

5 years:

Tabatha Johnson Direct Support Professional Alyssa Kathenes Behavior Specialist Donna Todd Thrift Boutique Associate Karen Menke Outreach and Care Coordinator Rachel Ulm Direct Support Professional Mary Beth Wilk Direct Support Professional Tiffany Ransdell Direct Support Professional

College Collaboration

Throughout the Spring, students from Dr. Barnett's Advanced Composition - Service Learning class at Centenary University researched, wrote and recorded short videos on a range of fun and interesting topics. These videos were shared during remote supports in our day programs where feedback and suggestions were provided back to the students. At the



end of the semester, Abilities' Rockstars had the opportunity to return the favor and showcase their talents by putting on a virtual musical performance for the class.



As the Fall semester began, the collaboration continued except this time it was in person! The Rockstars met with

the class and handed out instruments, demonstrated how to play them, asked the students to join in the performance, and had a short question and answer session. To wrap up the event, the Rockstars were awarded the president's coin of excellence! Both the Rockstars and Centenary University benefitted from the ongoing partnership and look forward to growing the relationship into the future!



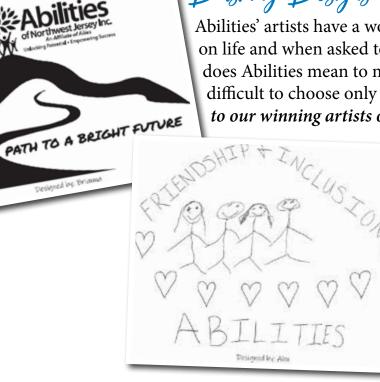
Abilities' artists have a wonderfully unique perspective on life and when asked to submit designs for our "What does Abilities mean to me?" t-shirt contest, it was difficult to choose only two winners! *Congratulations to our winning artists of the 2021 Rock Your Spirit*

design contest:

"Path to a Bright Future"-Brianna H.

"Friendship and Inclusion" - Alexander T.

Both designs were featured on t-shirts manufactured by PrintAbilities.





This year was exciting a new location, shared



This year was exciting and refreshing with a move to a new location, sharing space with PrintAbilities at 58 East Washington Avenue, Washington.

The new space allows for cost-savings while providing necessary space for our Employment Pathways staff to utilize as needed after providing supports.

- Celebrated 27 new community employment placements

- Partnered with 19 employment sites in the community for training and placement
- Hourly starting wage range was \$11 to \$18 per hour
- 100% satisfaction response from both individuals receiving services and employers

Internships "Pay Off"

Over the summer, 26 area high school students participated in a paid summer internship program provided by Employment Pathways' Pre-Employment Transition program. The grant was funded by the New Jersey Department of Labor -Division of Vocational Rehabilitation Services.

Prior to the internship, each student was required to participate in orientation, take a soft skills assessment and receive classroom instruction. While all of the

students learned new skills and gained confidence in their ability to get and keep jobs, more than a third are still at work, including six who were offered employment, one who stayed on as a volunteer, and two who were hired by other companies.

Participants earned \$12 per hour while working 15-20 hours a week in several different industries, including retail, health care, personal services and hospitality.







RISE- Readiness for Individual Success in Employment- is designed to assist young adults in transitioning from high school to adult life. Developed in partnership with Employment Horizons, Inc. this program is geared towards students who are no longer in high school and are figuring out their next steps.

Meet Juliette

Juliette joined the RISE program unsure of the type of employment she wanted. Through interest inventory assessment and person centered planning, our team was able to identify her desire to work with animals. RISE participants are exposed to four different career paths, so Juliette started her job sampling at other businesses, but thoroughly enjoyed her time working at Mane Stream Inc. where she was responsible for the care and well-being of therapy horses.





STAR is an education-based, employment initiative providing career development and support opportunities to individuals with different abilities. In partnership with Warren Community College, classroom instruction takes place on campus, followed by job sampling at various locations in the local community.



Meet Joe

Participating in our eight week STAR program on campus at Warren Community College, Joe spent his mornings working on the soft skills needed to get and keep a job.

In the afternoon, he would job sample at local businesses, to explore various career clusters. Pictured here, Joe was learning food preparation at Hawk Pointe Golf & Country Club.



Project SEARCH is a one-year, business-led, unpaid internship program for students in their last year of high school and young adults with disabilities, that takes place entirely at Newton Medical Center in collaboration with Sussex County Educational Services Commission.

Searching for Success

Four interns successfully completed the requirements for the Project Search Grant. Two interns accepted positions immediately, with an additional placement soon after. Of these three placements, two continue to be successfully employed.







This past year, PossAbilities Thrift Boutiques experienced great success including sales doubling from the previous year, consistent growth, new partnerships and community connections! The Phillipsburg location expanded and opened "The Wardrobe Wing" and Flemington won Hunterdon Happenings "Best Bang for Your Buck" 2020 Retail category for the second year in a row. *Congratulations!*

For more information about our PossAbilities Thrift Boutique store locations, accepted donations and process, events calendar and more visit: *possabilitiesthrift.com*



Even with the challenges of the ongoing pandemic, PrintAbilites continued to experience solid sales and expanded to provide customers with a private customer service area and showroom space separated from the manufacturing space.



For more information about PrintAbilities or to get a free, no obligation quote visit: *printabilitiesnw.com*





Almost doubling the weight recycled this year, SustainAbilities kept 30,960 lbs of e-waste from ending up in the landfill through individual donations and collection events with local municipalities and not for profit groups!

For more information about SustainAbilities or for a list of accepted items visit: *abilitiesnw.org/sustainabilities-recycling.php*

Growing Opportunity

The pandemic presented challenges with the opening of the Warren Community College campus store, as a majority of the year the school was virtual with online sales only. The store offers skill training opportunities to individuals attending our STAR program and provides a valuable source to the students and staff. College spirit wear printed by PrintAbilities, technology, and basic school supplies are inventoried, priced and recorded by trainees through a point of sales system.

Special Honors

While each of our staff and the individuals we support deserve to be recognized for their resiliency and determination to keep moving forward throughout the pandemic, we'd like to acknowledge a few special honors that took place in 2021:

Robert Stewart- Diamonds in the Sky Special Recognition award recipient

Willie Dee Leak- Diamonds in the Sky Individual Achievement award recipient

Rachel Ulm- NJACP DSP Hero award recipient

Michael Adams- NJACP STARS award recipient



Events and Fundraisers

With restrictions and concerns loosening throughout 2021, we were able to hold in-person special events and fundraisers again.

Abili-Tee's Invitational Golf Outing- held on June 28th at Panther Valley raised

\$29,124.



*Diamonds in the Sky Dinner Dance*after postponement from 2020, the celebration was held on September 18th at Hawk Pointe and raised \$45,404.



Festival of Trees- held December 9th at the Rossi Chrysler, Jeep, Dodge, Ram location and raised \$55,918 benefitting Abilities

and DASACC.



For more information about Abilities events visit: *abilitiesnw.org*



Help us unlock PossAbilities for people with different abilities



Our PossAbilities Campaign is raising funds in support of continued expansion of innovative services for the individuals in our programs. Your support will create opportunities that will enable the incredible individuals we proudly serve to grow and reach their fullest potential in life.

Your support Empowers!

Donations to the PossAbilities Campaign

- Support those desiring to explore employment and volunteer opportunities in the community
- Support the development of state-of-the-art sensory rooms to accommodate the growing needs of people with Autism Spectrum Disorder
- Support expanded life skill programs and technology needs for individuals with medical and behavioral needs
- Support innovative expansion of recreation, health and wellness programs
- Support growth of music and art enrichment programs
- Support expansion of much needed speech, behavioral, and medical supports
- Support increased resources for the community by expanding our Branching Out Food Pantry and PossAbilities Thrift Boutiques to meet the growing needs of the community
- Support individuals in unlocking their potential and discovering possibilities

Every amount has Impact:

\$50

1 hour of job support and exploration for one individual or 1 sensory massage therapy kit

\$500

1 career assessment and testing session for one individual or 1 sensory activity table

\$1,000

9 hours of speech therapy for one individual or 1 sensory tactile panel set

\$5,000

1 school-to-work internship for a transition student or community inclusion activities for 4 individuals

\$10,000

9 months of music or art enrichment for one program or 8 week STAR pre-employment training for one individual

\$25,000

3 months of intensive behavioral supports for one individual or 1 complete state-of-the-art sensory room

\$50,000

1 lift equipped vehicle for non-ambulatory individuals

You hold the key to Unlocking Potential, Empowering Success and Changing Lives

> Donate today! PossAbilitiesCampaign.org

FY21 Supporters:

- Accses NJ
- Adventure Aquarium
- Ern Agulis
- All About Cleaning New Jersey Inc.
- Lynn Alleger
- Allies Inc.
- Ally Financial, Inc.
- Alpha Pizza and Sub Shop
- Amazon Smile
- **Applegates Bakery**
- Arc of Warren
- Architects Golf Club
- Robert C. Aretz Jr.
- Automotive Broadcasting Network
- Byron Bachman
- Bank of America Charitable
- Foundation Brian Barends
- Bayside Financial Transportation LLC.
- Bea McNally's
- Walter and Ann Bender
- Mr. Bradley Benedict
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- Mr. Kenneth Bittner
- Sara Blake McGuire
- Blistex Inc.
- Anita Bogdan
- Barbara Brady
- Brass Castle Market
- Brass Rail Restaurant and Bar
- Catherine Brewster
- Broadway Automotive
- BroBasket
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- Mr. Ron Buckenmeyer
- Mrs. Phyllis T Burd
- Ms. Tricia Burd and Mr. James Sisk Mr. Ralph Anema, Jr. and Ms. Linda
- Burd Mr. James Sisk and Ms. Tricia Burd
- Karen D Burke
- Charissa Buskirk
- Hannah Byrom
- Dave Byrom
- C-4 Analytics LLC
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- Calico Country Flowers
- Patti Campbell
- Candle Artisans, Inc.
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- COE Insurance
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- William and Margaret Critchley

Sandy Hornsby

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Johnson Auto Group

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Hummel's Landscape Service

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Mr. David and Mrs. Mary Keeney

Knights of Columbus- St. Josephs

KRC Electrical Contractor LLC

Mr. Dan and Mrs. Karen Kubert

Lavery, Selvaggi, Abromitis & Cohen

- Lawerence and Virginia Crossley
- David A. Santini, CPA
- Dealer Specialties, LLC
- Michelle and Tom DeRocco
- Jaymie DeWitt
- Lois Dibilio
- DiCola's Pizzeria
- Mr. Greg Dimiceli
- Draught House Bar and Grill
- Noel Dunn Brown
- Andrew Durholz
- Dutch Valley Florist
- Julia Elizabeth
- Exigent Technologies
- Fairway Valley Golf Club
- Angela Farina
- Dolores and Jim Fernandez
- Finegan Funeral Home
- First Energy Foundation
- Fisher Electrical Contractors, Inc.

Gallagher's Plumbing & Heating

- Fliegauf Jewelers
- Flynn's on the Hill
- Ms. Mary L. Fortin
- Frank Rymon & Sons, Inc.
- Margaret Freeborn
- Fuller Paper Co, Inc.
- Fulton Bank
- Susan Gackenback

Vinny Galya

Nancy Gano

Karin Glenn

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Virginia Garcia

Andrea Garcia Hursala

Gear Up Products, LLC

Frances and Terry Goddard

Mr. John and Mrs. Donna Golda

Mr. Steven L and Mrs. Rosie Gurba

Gonder Memorial Foundation

Tomasina Gehander

Claudia Gilmartin

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Gurba Farms

Chris Hall

Rosalie Haller

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H&S Enterprises, Inc.

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- Oxford Auto & Tire, Inc.
- Panther Valley Gentlemens Hair Stylist
- Panther Valley Golf & Country Club
- Paper Strategies Inc.
- Pasta Grill by Enzo
- Chuck Petruska
- Petty's Goodyear Tire and Auto Center
- Phillipsburg Memorial Company
- John and Winifred Pisansky
- Plant Farm Gardens Florist and Antiques
- Georgeann Pludowski
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- Mr. William Pockels
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- Port Murray Auto Salvage
- Mark and Jo Ann Porto
- PossAbilities Thrift Round Up
- Precision Metal Services, Inc.
- Preferred Business Systems
- Premier Printing Solutions
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- Mr. Mike and Mrs. Sarah Rabuano
- Mr. Dan Rhyne
- Mr. Dan Rogers
- Dave Rogers
- Stephanie Rose

- Daniel and Julia Rossi
- Mr. Ezio Rossi
- Rossi Chevrolet Buick GMC
- Rossi Chrysler Dodge Jeep Ram
- Washington Rotary
- Route 57 Auto Salvage, Inc.
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- Debra Searfoss
- Phillip J Seranni
- Oksana M. Shapowalenko
- ShopRite of Hunterdon
- The Sibilia Family
- Betty Singh
- Skyline Equipment LLC
- Mr. Michael and Mrs. Sarah Smethy
- Chad and Justine Smith
- Alan and Sylvia Smith
- Dennis and Irene Smith
- Smolin, Lupin & Co. (David Molinaro)
- Ms. Kate Sonnenburg
- The Spadaccini Family
- Jean Špann
- St. Lukes Hospital- Warren Campus
- Mike and Vicky Stankevicz
- Michael and Joanne Steffan
- Mr. Frank and Mrs. Nina Sterne
- Strictly Archery Pro Shop and Hunting Supplies
- Nancy Sullivan
- Mr. Jon Szczomak
- T. Fisher Plumbing & Heating
- Taphouse GrilleTaylor Rental
- Taylor Rental
 The DiFazio Law Office
- The Dirazio Law Olice
 The House of the Good Shepherd
- The Meat Shoppe at Arctic Foods
- The Mercadien Group
- Kathy Thomas
- Jan Todero
- Tomahawk Lake Waterpark
- Matthew Tomsa

FY21 Grants:

Affinity Federal Credit Union Foundation - \$1,000 – Employment Support

Cathay Bank - \$5,000 – Covid Support

Christopher and Dana Reeve Foundation National Paralysis Resource Center – Covid isolation – tablets with internet - \$10,860

Columbia Bank Foundation - \$25,000 - Sustaining PossAbilites – Box Truck

HMC - Atlantic Health - \$5,481 - Obesity: Supporting individuals with different abilities with obesity education, exercise and nutrition supports.

Investors Bank Foundation - \$3,000 – Tablet Technology *Kessler Foundation* - \$38,000 – Benefits Counselor

NJ DVRS - \$144,024 – Summer Paid Internship

TJX Foundation - \$2,500 – Employment Services Support and \$1,000 PPE support

Visions Foundation - \$1,000 - Storage Shed

Warren County Cultural and Heritage Division of Land Preservation – \$ 3,300 – Music and Art enrichment *Warren County Human Services* - \$36,166 – Career Exploration

- Toohey Real Estate & Appraisals LLC
- Cheryl Toronzi O'Connor
- Trade Pending
- Tranquillity Farms
- United Way
- United Way of Massachusetts Bay and Merrimack Valley

Valley National Financial Advisors

Warren County Community College

Visions Federal Credit Union

VonThun's Farm Market LLC

Warren Hills Memorial Home

Washington Family Dentistry

Wealth Preservation Solutions

Washington Womans Club

Wholesale Auto Supply Co. Mr. Steven and Mrs. Cynthia

Unity Bank

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Mrs. Geraldine UrgovitchValley National Bank

Deborah Venezia

Foundation

Washington BID

Deb Wedderman

Winterberries Yarn

Mrs. Carolyn Wolf

Mr. John Zarbatany

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Mr. Joseph Zweig

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Clem and Clara Wyker

Brian and Karen Young

Mr. Charles and Mrs. Susan Zukoski

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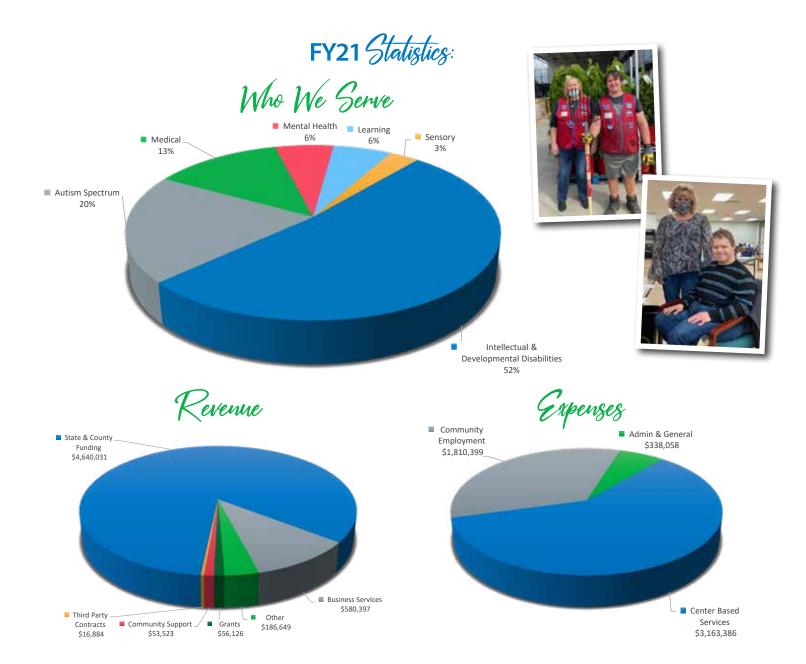
Keire Commings

Pieter Woodcock

Wildermuth

Washington Diner

Nila Villa-San Pedro



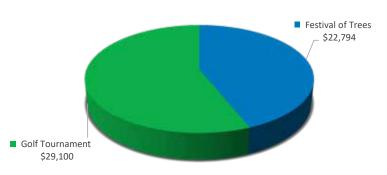
Give and Gift

Our thanks to those who contributed to the "Your Give & Our Gift" campaign. We raised \$18,645 for the purchase of a Power



While our wish list is always growing, we need to raise \$10,000 to purchase the item shown above. Any amount of support you can give will help us reach that Hoyer lift for our Medical Special Needs program and requested sensory items!





FY21 event net proceeds impacted by the postponement/ cancellation of events due to the pandemic.

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Business and

Administration 264 Route 31 North P.O. Box 251 Washington, NJ 07882 Phone: (908) 689-1118 Fax: (908) 689-6363 info@abilitiesnw.com

Community Rehabilitation Program

264 Route 31 North P.O. Box 251 Washington, NJ 07882 Phone: (908) 689-1118 Fax: (908) 689-6363 info@abilitiesnw.com

Medical Special Needs

264 Route 31 North P.O. Box 251 Washington, NJ 07882 Phone: (908) 689-6677 Fax: (908) 689-6363 msn@abilitiesnw.com

Abilities Washington

264 Route 31 North P.O. Box 251 Washington, NJ 07882 Phone: (908) 689-1118 Fax: (908) 689-6363 wec@abilitiesnw.com

PrintAbilities

58 East Washington Avenue Washington, NJ 07882 Phone: (908) 689-0612 Fax: (908) 689-0614 printing@abilitiesnw.com

Employment Pathways

58 East Washington Avenue Washington, NJ 07882 Phone: (908) 689-7460 Fax: (908) 689-7435 employmentpathways @abilitiesnw.com

Abilities Mary Apgar

22 Kayharts Lane Washington, NJ 07882 Phone: (908) 689-2063 Fax: (908) 689-0116 mec@abilitiesnw.com

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Abilities Phillipsburg

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PossAbilities Thrift Boutique

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PossAbilities Thrift Boutique Flemington 1 Church Street Flemington, NJ 08865 Phone: (908) 237-1329 possabilities@abilitiesnw.com

Affiliations

Abilities is an approved provider of: NJ Division of Vocational Rehabilitation Services (DVRS) NJ Division of Developmental Disabilities (DDD) NJ Department of Children & Families (DCF) Abilities is an accredited agency of:



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Abilities is committed to:

Civil Rights Act-Title VI- www.abilitiesnw.com/detail.php?ID=68 Americans with Disabilities Act- Title II- www.abilitiesnw.com/files/ADA-complaint-procedure.pdf Reasonable Modification- www.abilitiesnw.com/files/ADA-Reasonable-modification-policy.pdf

If information is needed in another language or alternate format contact (908) 689-1118 or info@abilitiesnw.com

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