



Abilities

of Northwest Jersey Inc.

An Affiliate of Allies

Unlocking Potential • Empowering Success

Individualized employment and support services for persons with different abilities.



Annual Report
2018-2019



Mission

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

Vision

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

Values

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



I am pleased to present the 2018-19 Annual Report for Abilities of Northwest Jersey, Inc. As you will see, this has been yet another year of amazing accomplishments and community support.

Founded in 1974, the core of our mission is to provide training and employment services for those with different abilities. This past year our Employment Pathways Division successfully increased community employment placements by 64%! This was the result of hard work by our team and service recipients, and the support of our business community. In the fall of 2019, we were proud to receive a 3-year accreditation determination for our employment and transition services from CARF International. Because of the impressive increase in placements, we received an *exemplary* determination by CARF for employment advocacy



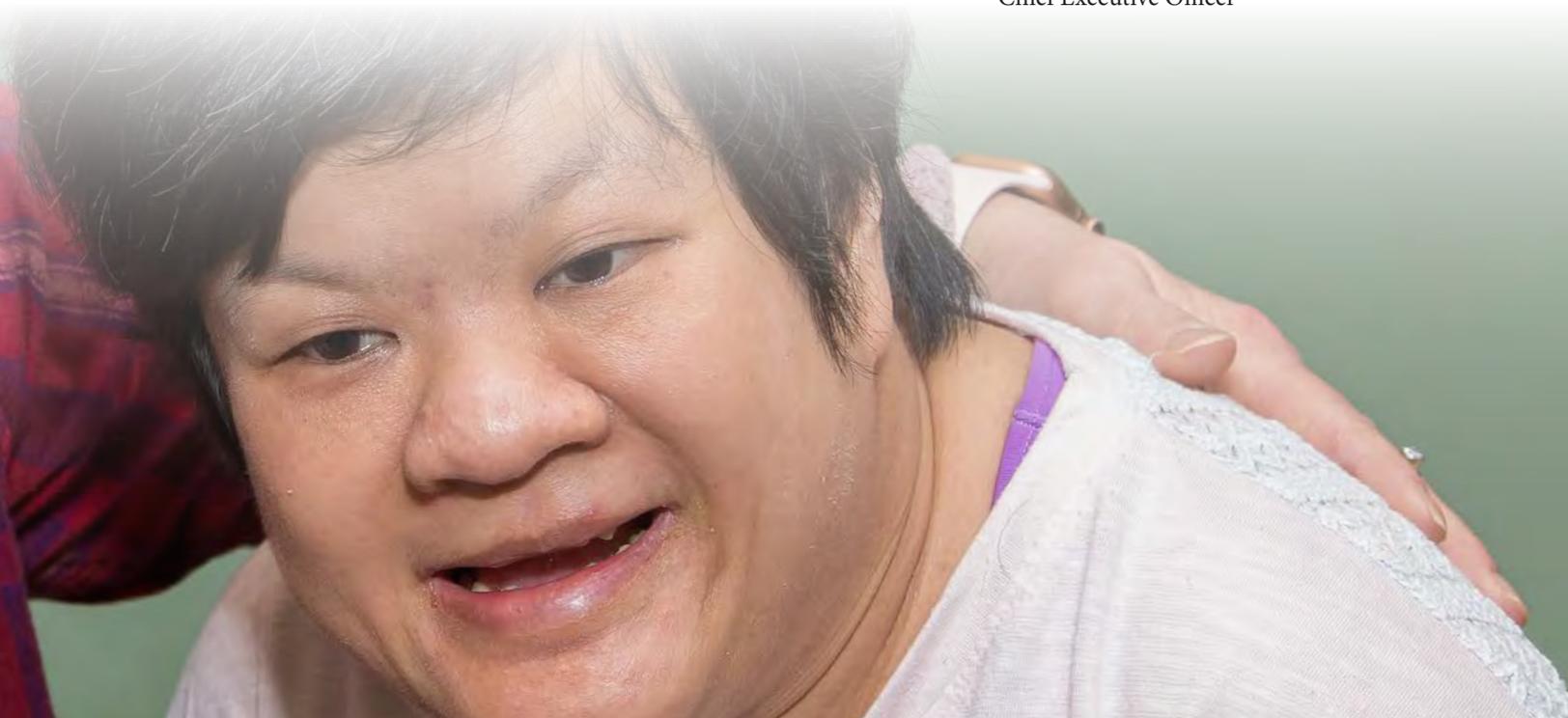
and outcomes. Also, as a result of meeting every standard of service, we received an *Adults with Autism Spectrum Disorder* “population designation” for all accredited services, reflecting our commitment to the growing need of those with ASD.

It doesn't stop there. We provide exceptional services for those receiving day program and community support services as well. And in 2019, *all* Abilities day programs received 3-year certifications from the NJ Division of Developmental Disabilities. This was accomplished as we were winding up the complex system transition to Medicaid fee for service!

I continue to be so proud of this amazing Abilities team, and in awe of the impact we have had on so many lives in need. It would be impossible to provide these exceptional services without the support of our community. Thank you for taking the time to read through our report, and thank you for your part in ensuring each individual we serve is provided with the opportunity to live their best life.

A handwritten signature in black ink, which appears to read "Cynthia B. Wildermuth". The signature is fluid and cursive.

Cynthia B. Wildermuth
Chief Executive Officer



Milestone Moments

January Art kiln program begins at the Mary Apgar Center

February Donation and delivery of grand piano to music enrichment program. Investors Bank grants \$3k for Smart Board technology

March Grand Opening celebration of PossAbilities Thrift Boutique in Flemington • Warren County Cultural & Heritage Commission awards grant for art expansion

April Diamonds in the Sky award dinner dance raises record proceeds at \$36k • NJ IDD Ombudsman Paul Aronsohn visits and provides stakeholder presentation

May DVRS Pre-ETS Summer Internship grant secured with 23 students participating

June Employment Pathways Division places 41 individuals in community integrated employment for the fiscal year, reflecting a 64% increase from previous year

July Art enrichment education expands to all day programs • Cathay Bank donates for sensory room expansion

August Dave Phillips donates horn instruments to music enrichment program • Abilities Choir officially named the Rockstars

September Three year DDD certifications are granted for all day habilitation programs

October Art program displayed in Hackettstown Medical Center's Wellness Wall • Supported employment services expands to Sussex and Somerset counties

November Three year CARF accreditation granted with an Autism Spectrum Disorder population designation

December Provident Bank donates \$15k for Music and Art enrichment • Rossi Festival of Trees raises \$44k for Abilities and DASACC



Volunteerism Award

Abilities Hackettstown volunteers were proudly recognized with the Mosaic Award from Project Self-Sufficiency for all the hard work and dedication spent making a difference in their local community. Individuals aid the organization by helping plant, maintain and harvest their community food garden that is both educational and helps to provide food resources to those they serve.

“*Even the smallest contributions can combine with the efforts of others to have a powerful impact on the community. The lives of thousands of local families have been changed for the better because of the thoughtfulness and generosity of these individuals.*”

~Deborah Berry-Toon, executive director of Project Self-Sufficiency



Expanding Resources



After a successful soft opening, PossAbilities Thrift Boutique in Flemington hosted an Open House and Ribbon Cutting. It is the second location providing quality resale merchandise shopping for the local community, while serving as a vocational training program for individuals with different abilities.

PossAbilities Flemington
1 Church Street,
Flemington, NJ 08822
(908) 237-1329
Tue- Sat 11:00- 5:00

Rockin' to the Beat

It's been a busy year of growth and diversity within the Music enrichment program, thanks to outstanding community support through generous in-kind and financial donations. Each day program now offers a variety of musical instruments, tools and equipment needed for educational purposes. Allowing all individuals to participate and experience the physiological, cognitive, social and emotional benefits of music.

Midway through the year, the choir decided an official name was in order. Each individual was able to submit suggestions and as a team they chose the official name of The Rockstars. The name is representative of the ability of expression that the music program has had on each individual.

The Rockstars have been busy traveling for performances at Warren Haven, all of the Warren County Senior Centers, our special fundraising events and even as far as Langhorne, PA where they were invited to join the Winter Wonderland at Woods. They truly are Rockstars!

“ Thank you so much for your great performance at our holiday luncheon. The voices of angels. Keep up the good work and please come back soon. ”



Artistic Expressions

These smiles tell everything there is to know about how much our individuals enjoy the expansion of the Art enrichment program. Utilizing the kiln housed at our Mary Apgar program, art instructor Emma Rimi has been bringing her experience with clay molding to all of our day program locations. Class instruction includes education on how to mold, how to create texture, the process of finishing the piece of art and more!

“ Every artist dips his brush in his soul and paints his own nature into his paintings. ”
~Henry Ward Beecher

This past Autumn, in collaboration with Hackettstown Medical Center, the Art enrichment program and select artwork was featured as an installation in their “Wellness Wall” meant to provide a healing culture through art and to uplift all who visit the hospital.

Funding through the Warren County Cultural & Heritage Commission, the Provident Bank Foundation, Century Wire Products and other private donations have allowed the art program to take expressions to a variety of mediums and applications. These beautiful works of art will be featured for purchase at our PossAbilities Thrift Boutiques in Phillipsburg and Flemington. Each piece is as unique as the artist, and is truly Art with Heart.





Employment Pathways

A Division of Abilities of Northwest Jersey Inc.
Unlocking Potential • Empowering Success

Outcomes and Success

- Celebrated 41 new community employment placements
- Developed 5 new employment partnerships with local businesses
- Provided 40 paid job sampling opportunities
- Hourly starting wage range was \$8.86 to \$12
- Weekly hours worked ranged from 8 to 40 per week
- Supported 23 students in our DVRS summer internship program



Meet Christine

Christine is one of the many individuals supported by Employment Pathways who has found the career where she thrives at! She has been a loyal employee of QuickChek for several years now where she is currently employed as a coffee hostess.

Christine has proved that her hard work and dedication to her job since her very first day! Christine was recently awarded with Employee of the Month and is continuing to make a significant impact within her career.

Congrats, Christine! Team Abilities is so proud of you!



Meet Joe

Joe first started working at Lowe's Phillipsburg shortly after he lost his job at Staples due to the store closing. Joe then began his time with Employment Pathways to find his new career!

Lowe's offered Joe a job as a cart associate where he proved himself to be an amazing employee. Joe made such an impact within his job that when Lowe's eliminated the cart associate job title, his employers immediately worked to re-employ Joe in a different department. Joe now works as a Lumbar Sales Associate and is continuing to prove his incredible work ethic!

Congrats, Joe. We're so proud of you!

“ I wanted to express my appreciation for all you did in helping my son obtain employment. You couldn't have found a more perfect fit for him. He is succeeding at his job and has already received a promotion. Best of all, he really enjoys working there. ”

Student Successes

Grant funding provided by the NJ Division of Vocational Rehabilitation allowed Employment Pathways to provide a paid internship opportunity to students in Warren County through a Pre-Employment Transition Services Program.

Students were supported in exploration and identification of career interests, then interned with an employer for six weeks while being paid minimum wage. Of the 23 students engaged in the grant:

- 7 were offered competitive employment upon the completion of the internship
- 7 gained enough confidence in themselves, they found employment before the end of the grant period
- 4 completed applications for various jobs in their community as the internship opportunity was winding down



Family Enrichment



Our Family Enrichment Committee has been busy providing both fun and educational activities for individuals and their families. Hosting three dance nights and a sing-along during the holidays, individuals were invited to join together for an evening of entertainment and camaraderie.

Additionally, the committee presented an opportunity for families to meet the newly appointed NJ Ombudsman, Paul Aronsohn. Another educational session included Elisa Cohen from NJWINS who presented information about SSI and SSDI in conjunction with employment.



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

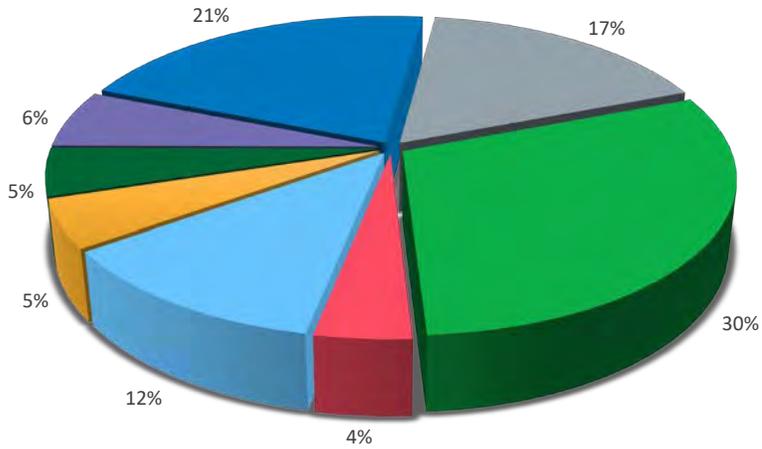
\$50,000

1 lift equipped vehicle for non-ambulatory individuals

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

Donate today!
PossAbilitiesCampaign.org

Who We Serve



- Intellectual/Developmental
- Autism Spectrum
- Mental Health
- Cerebral Palsy
- Congenital Anomalies
- Seizures
- Medical
- Other Disabilities

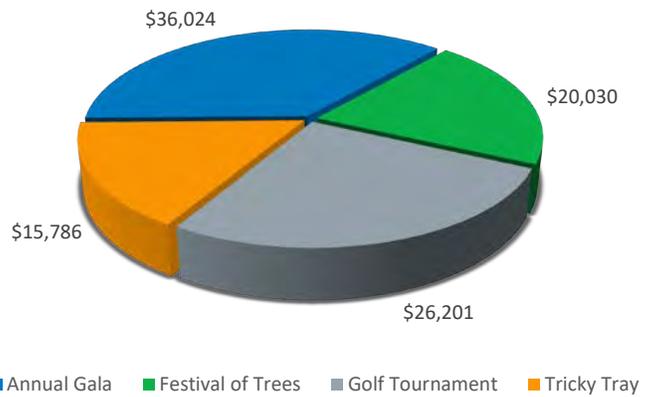
Fast Facts

- 92% of funds are used to directly support program services.
- Of the 148 employees at Abilities, 24% have been employed for more than 10 years.

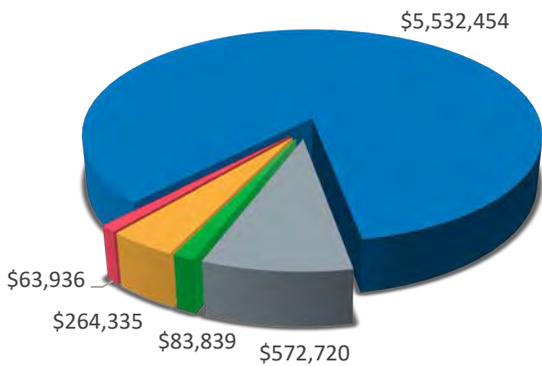


Events

*NET PROCEEDS

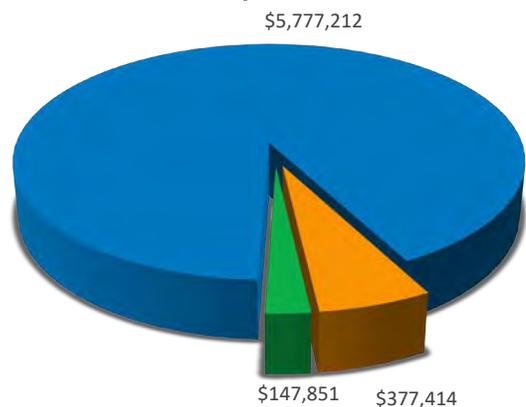


Revenue



- Government Payers
- Business Services
- Third Party Contracts
- Grants & Community Support
- Other

Expenses



- Program Services
- Administrative & General
- Fundraising

Locations

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

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

Employment Pathways

14A Brass Castle Road
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

Individual Specialized Program

22 Kayharts Lane
Washington, NJ 07882
Phone: (908) 689-4674
isp@abilitiesnw.com

Abilities Hackettstown

999 Willow Grove Street
Suite 6
Hackettstown, NJ 07840
Phone: (908) 850-8214
Fax: (908) 850-8217
hec@abilitiesnw.com

Abilities Phillipsburg

1224 South Main Street
Phillipsburg, NJ 08865
Phone: (908) 454-2579
Fax: (908) 454-5392
pec@abilitiesnw.com

PossAbilities Thrift Boutique Phillipsburg

1224 South Main Street
Phillipsburg, NJ 08865
Phone: (908) 878-6887
Fax: (908) 454-5392
possabilities@abilitiesnw.com

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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