



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
2019-2020



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 would like to dedicate this 2019-20 Annual Report to all of our heroes...heroes in the healthcare community, heroes overcoming obstacles every day, and our many heroes at Abilities.

Unprecedented times test our resilience and perseverance in a variety of ways. The historical COVID-19 pandemic has changed our lives forever. Our hearts go out to those who have suffered or lost a loved one during this crisis. Uncertainty continues to raise our levels of anxiety. Enhanced health precautions are now a way of life. Virtual is the new norm. Through all of this however, we saw the sincerest concern and regard for each other, reach an inspiring new level.

One Abilities hero, Normand Harnois, was selected and honored through the NJACP DSP Heroes Recognition program. While it is always difficult to acknowledge just one of our amazing team members, Norm had not missed a beat during this entire crisis, ensuring individuals at their job sites throughout the community continued to receive direct services, keeping their jobs secure. We are grateful for his contribution to their success, independence and health.

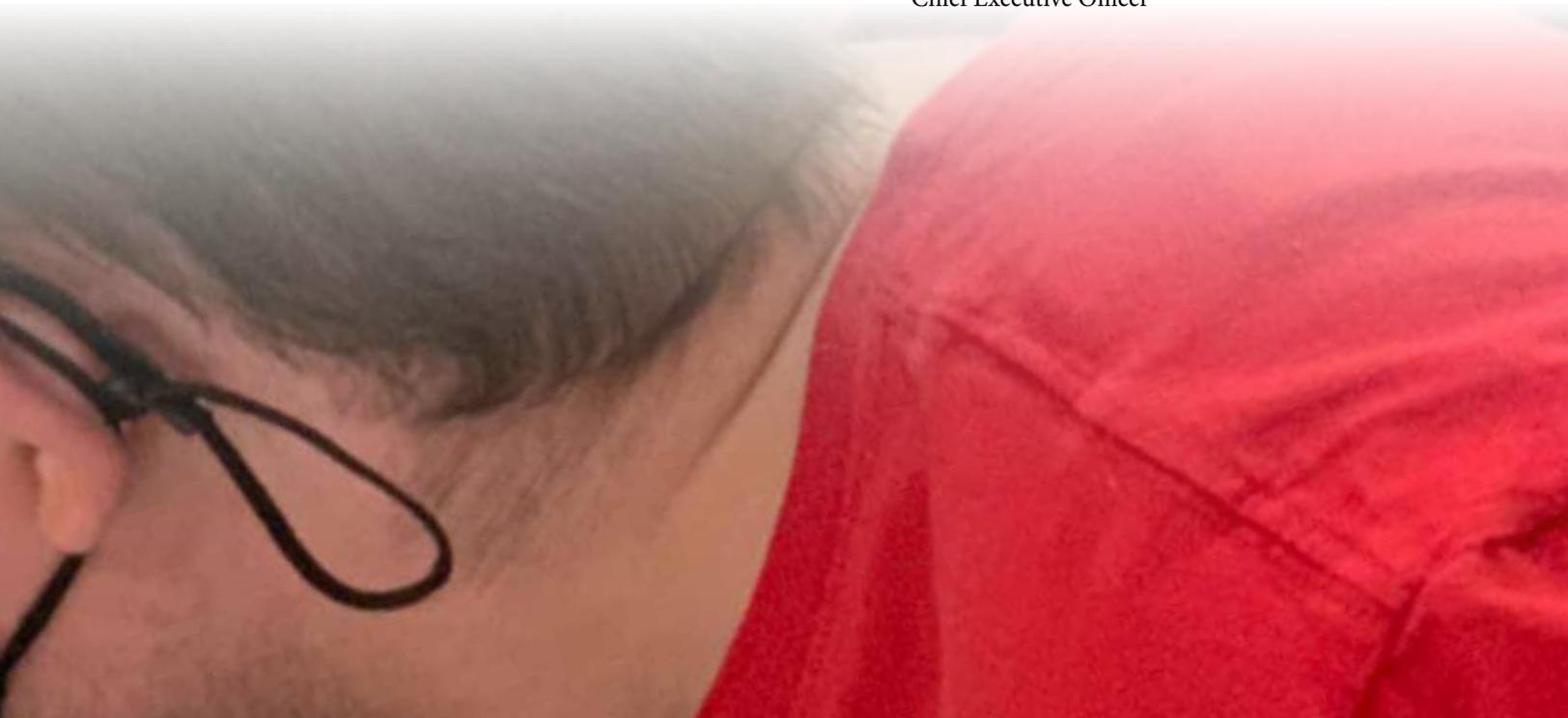
Our entire Abilities community came together and responded with a positive spirit, ensuring those we are privileged to serve, first and foremost, were safe and supported. Faced with adversity, we stepped up and managed to absorb the plethora of information to strategize, ensuring all aspects of our mission continued at some level. I am so proud of this team coming together and adapting through it all. To those we serve, thank you for trusting us as we moved together through the year 2020 and beyond. Your patience and faith are commendable.

Our deepest gratitude goes out to each of you reading this report for making a difference...whether it's direct support, advocacy, raising awareness or offering donations, we simply can't do it without you!

Wishing you continued hope and good health.

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



Pre-Pandemic

Looking back on early 2020, it is almost shocking to see photos of smiling faces (without masks) and groups of individuals (not socially distanced).



Our Day Programs were a flurry of activities- bringing in volunteers for community integration, enjoying Music and Arts enrichment activities, planning and preparing for outings on the nicer weather days, and so much more!

Our Community Rehabilitation Program participants were busy working on contract fulfillment, mobile cleaning, and SustainAbilities electronics recycling.

Our Employment Pathways team was busy assisting individuals in the community through internships, job coaching and follow along supports.

But the world as we knew it would quickly change.



Expanding Resources

In March of 2020, we opened the doors to our new social enterprise, the WCC Campus Store. A collaboration with Warren Community College, the store is located inside the WCC campus, offering spiritwear made by PrintAbilities and every day accessories for purchase by faculty, staff, students and alumni.

The WCC Campus Store was operated by individuals enrolled in our Star on Campus program. Star on Campus combines classroom and community based instruction, with the goal of participants securing community based employment. The WCC Campus Store provides Star participants with valuable retail sales experience, customer service experience and general employment skill training.

While the pandemic forced WCC to close campus, our WCC Campus Store went virtual, offering spiritwear ordering online.

The virtual store, and information about the Star on Campus program can be found: www.abilitiesnw.org/star.php



Warren
Community College





Hybrid Adaptations

March 16, 2020 is a day we will never forget. For the first time in our 46 year history, we closed our program and social enterprise doors, in response to the pandemic and state mandates.

After a few short weeks of training and preparing, we launched our services virtually while waiting to reopen. Staying connected and engaged with the individuals we support was imperative.

“ Sean has been enjoying the remote services very much and we are very happy that Abilities has implemented this program. He had been getting very bored being in the house all day, and it has been very beneficial to him to stay engaged with the staff and participate in the activities. Please keep up the good work... It helps to normalize the situation somewhat for him, and he loves it! ”

When day programs finally reopened, in late September with limited capacity, a hybrid version virtual and in-program services was implemented. Use of the program smartboards allowed individuals to see, hear and engage no matter how they were accessing services.

Just a couple of months later we had to close our day programs again, returning fully to virtual services. While we eagerly await when we can reopen our day programs yet again, those connected virtually are enjoying a myriad of programming including:

- Music with Patricia
- Wellness and Exercise
- Book Club
- Science, Geography, History
- and so much more!





Going Live

Our Facebook page became a way to connect with our entire Abilities family for some light-hearted entertainment and self-care during the height of the pandemic.

Live sessions were offered by Music with Patricia, Art with Emma, and guest presenter Stan Cohen from Chi for Living.

“ *The Facebook Music & Art sessions, and especially the interactive video conference calls, have not just been tons of fun and good cheer, but have also helped orient Tammy's perception of and adaptation to the current events. It makes a great difference to Tammy to see friendly people she misses from workshop, to know without doubt that they are undergoing similar times, and have a lighthearted time together. Thank you Abilities!* ”

Extra Support

We'd like to thank the following in-kind donors who aided in increasing our PPE and cleaning supplies:

- ~ AmeriCares
- ~ Rafi Nova
- ~ Global Geeks
- ~ Lowe's Phillipsburg
- ~ Front Line Sewing Angels
- ~ Modmask
- ~ MILwright
- ~United Way of Bergen County



Our sincerest thanks to Danielle Dupuis, owner of Century Wire Products Corp., for the generous donation to our PossAbilities Campaign. Her ongoing commitment to our mission as a Board of Trustee, supporter and advocate, truly makes a difference in the lives of the individuals we serve. *Thank you Danielle and the CWP team!*



Best Bang for Your Buck



Our PossAbilities Thrift Boutique in Flemington was nominated for and won Hunterdon Happenings "Best Bang for Your Buck" 2020 Retail category. Congratulations!



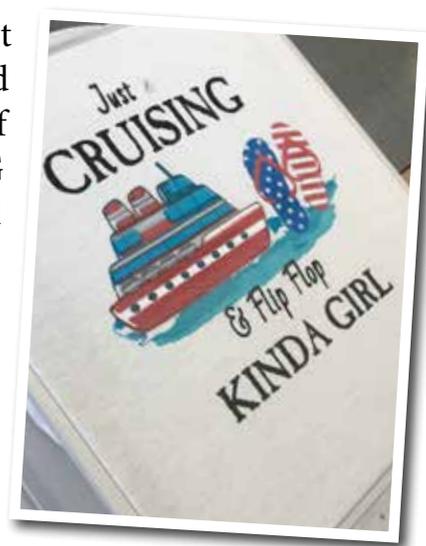
For more information about our PossAbilities Thrift Boutique store locations, accepted donations and process, events calendar and more visit: www.possabilitiesthrift.com

Customized for You



What is DTG, or Direct to Garment? Added to our line-up of equipment, the DTG

printer allows us to offer full-color graphics or images printed directly on t-shirts, sweatshirts, bags and more! No minimum quantity required. Think PrintAbilities and DTG next time you're looking for custom garment prints!



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

E-Weight



Since it's inception, our SustainAbilities Electronics Recycling program has recycled 284,191 lbs of e-waste. That's more than a railroad locomotive engine!

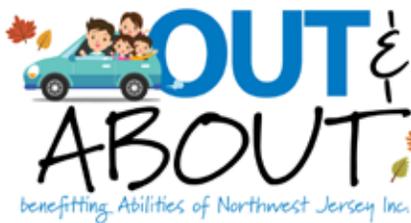
For more information about SustainAbilities or for a list of accepted items visit: www.abilitiesnw.org/sustainabilities-recycling.php



Events and Fundraisers

Our 2020 events and fundraisers line-up definitely didn't look like it has in years past. With both our annual dinner dance celebration and invitational golf outing being cancelled, we had to be creative in holding pandemic safe ways to stay connected with our supporters. Thanks to local community partners, we were able to raise \$13,075 helping to offset the loss of expected revenue from our major fundraisers.

- **Warren Hills Teachers vs. Students Charity Basketball Game**- organized as a G&T Passion Project- \$500
- **Sterbenz Run for Abilities**- a 27 mile "marathon" run organized by Paul and James- \$11,875
- **Meet & Cruise Fundraiser**- organized by Mike's Auto Body & Canal Shop where Abilities was selected as one of three beneficiaries- \$700



New for 2020, our Special Events Committee held our first Out & About fundraiser connecting

participants with our local community businesses through a scavenger hunt style event raising \$7,270



The annual Rossi Festival of Trees fundraiser went virtual in

2020! We're always so grateful to the Rossi's for choosing Abilities as a beneficiary of the event, and while we didn't get to be together in person this year, it was still a magical evening. The event raised \$47,000 for the two organizations!





Employment Pathways

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

Meet Henry



Henry is a friendly and outgoing young man who came to Employment Pathways seeking a part-time job and expressed an interest in a stock clerk type of position. Job Developer/ Employment Specialist, Michael, supported Henry with submitting job applications and visited local businesses to advocate on Henry's behalf.

Henry interviewed for and accepted a part-time Stock Associate position at NAPA Auto Parts store. He has become an integral part of the team, helping to keep the store fully stocked and convenient for their customers. He enjoys great rapport with his fellow associates and management offers consistent praise of his work ethic. *Excellent job Henry, we're proud of you!*

Meet Jessica

After joining Employment Pathways in September, Jessica accepted a position at Marshalls. With the support of her Employment Specialist, Jessica has gained the experience needed to instill confidence in completing the job tasks required of her position.

Jessica is also balancing work and education- attending Warren County Community College as a freshman studying Graphic Arts. Jessica has grown in just a few months thanks to positive support and encouragement from her family and the Employment Pathways team. *Way to go Jessica!*



Outcomes and Success

- Celebrated 41 new community employment placements
- Developed 13 new employment partnerships with local businesses
- Hourly starting wage range was \$10 to \$18 per hour
- Weekly hours worked ranged from 12 to 40 per week
- Provided 59 individuals with remote services reviewing employability skills and virtual career exploration

RISE

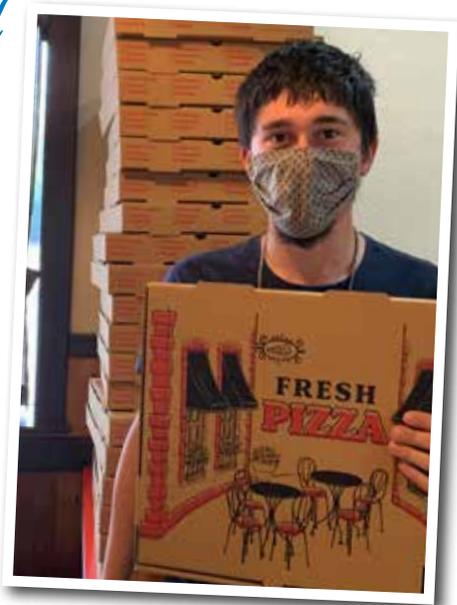
Readiness for Individual
Success in Employment

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 Michael

Michael joined the RISE program with the desire to work in the area of food prep. The program consisted of four weeks in the classroom and 8 weeks of job sampling. The amount that Michael grew throughout the program was astonishing.

Michael gained so much confidence in himself, which was apparent in class discussion, participation, and in his job sampling assignments. Michael's go getter personality shines through in his work. His willingness to learn and approach any task head on is admirable, as is his strong work ethic. All of these skills mentioned helped Michael land a job at Enzo's Pasta Grill. *Great job Michael, keep up the great work!*



Project | SEARCH[®]

at  Atlantic
Health System
Newton Medical Center

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.

Meet Nick



Nick is employed at the Newton Medical Center which is part of the Atlantic Healthcare System. He works in the Environmental Services department and started in January 2021, directly from a Project SEARCH internship. Nick is a dedicated employee who is a team player and always wants to help people. He reports to work and immediately starts his daily tasks until completion without supervision. His supervisor has stated. "He gets the job done!"

Nick is a man of few words and a critical thinker. His attention to detail and willingness to follow hospital protocol made him an asset to the department. Nick is confident in his ability to communicate with his supervisors with questions and suggestions. These attributes led to Nick being hired by Atlantic Health in the very department he interned in. Everyone knows Nick by his kind nature and dogmatic work ethic. *Good luck and many years of continued employment at the hospital Nick!*



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

FY20 Supporters:

- Access Information Management
- Axiom
- Al Valenti
- Alex DeLorenzo
- Alexandra Bretschneider
- Allies Inc.
- Allison Colantuoni
- Allison Frasca
- Allison Hollish
- Ally Financial, Inc.
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- Amazon Smile
- American Legion Post 528
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- Donna M Zimmerman
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- Elizabeth Odowd
- Enzo and Yola Marinelli
- Erich Kerr
- Ericka Beavers
- Evelyn Kahn
- Exigent Technologies
- Finegan Funeral Home
- First Hope Bank
- Fisher Electrical Contractors, Inc.
- Flemington Fields
- Fliegau Jewelers
- Flynn's on the Hill
- Francine Mekula
- Frank & Nina Sterne
- Frank Rymon & Sons, Inc.
- Fuller Paper Co, Inc.
- Fulton Bank
- Gibson's Gym
- Gonder Memorial Foundation
- Good Impressions, Inc.
- Green Stone Thrift Shoppe-
Washington United Methodist Church
- Gunther Stegmann
- Hackettstown Rotary Club
- Hance Constructions, Inc.
- Henry & Jenna Larner
- Herbalist & Alchemist
- Holly Iadanza
- Homestead Smart Health Plans
- How Kool Kustoms
- HUB International
- Hummel's Landscape Service
- Iliriana LLC
- Investors Bank
- Ivens Paintless Dent Removal LLC
- J&D Auto Body
- Jacky McCurdy
- Jacquelin Holland
- James Sterbenz
- Jan Peace Gleason
- Jaymie DeWitt
- Jean Robinson
- Jean Spann
- Jeanne Wyker
- Jim Sheldon
- JKJ
- Joane Hockenbury
- John & Margaret Post Foundation
- John Beck
- John L Dorsch, Electrical Contractor
- John T Groendyke
- Johnson Auto Group
- Judith Leone
- June Hill
- Karen Artigliere
- Karen Delgado
- Katherine Moldenhauer
- Kathleen Mozolic
- Kathy Cruts
- Kays Electric
- Keith Wyker
- Kelly Anne
- Kelly Brewster Milazzo
- Ken & Amelia Jackson
- Kessler Foundation
- Knights of Columbus- St. Josephs
Council, No 5170
- KRC Electrical Contractor LLC
- Kris and Michelle Savino
- Krista Cooper
- Lavery, Selvaggi, Abromitis & Cohen
- Lawrence and Virginia Crossley
- Lina's Chop Shop
- Linda Fonseca
- Lisa Dimiceli
- Lois Dibilio
- Lori Ciesla
- Lorraine Clarke
- LPL Financial Foundation
- Lutheran Women's Missionary League
New Jersey
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- Lynn E Webb
- Lynn Jurena
- M Bridgid Rawley
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- Margaret Freeborn
- Margaret Gensel
- Marjorie Royle
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- Mary Teresa
- Maser Consulting
- Matthew Tomsa
- Maura Beck
- Maureen McEwen
- MDC Liquor, Inc.
- Melanie Crampton
- Michele M. Ciofalo
- Michele Marinelli
- Michelle Armbrecht
- Michelle Olneck
- Mike Bennett
- Mike's Auto Body
- Milly Rice
- Mitchell Schwartz
- Modern Facilities Services
- Moose Safety Supply
- Mr. & Mrs. Arthur Cirotti
- Mr. & Mrs. Helmut Hoyer
- Mr. & Mrs. James Meissner
- Mr. & Mrs. Larry D. Johnson
- Mr. & Mrs. Menke
- Mr. & Mrs. Scheibner
- Mr. & Mrs. Schmidt
- Mr. & Mrs. Steven Wildermuth
- Mr. and Mrs. Nehrbaauer
- Mr. Andrew Melancon
- Mr. Christopher Ocampo
- Mr. Clem Wyker
- Mr. Dan Rogers
- Mr. Daniel Ike
- Mr. Donald and Mrs. Elise Tretola
- Mr. John & Mrs. Donna Golda
- Mr. John Zarbatany

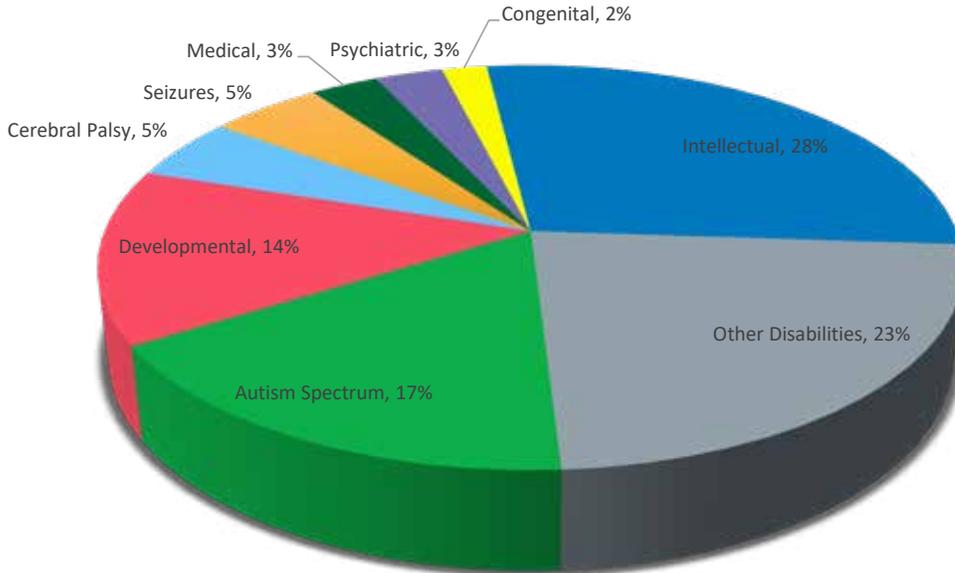
- Mr. Kurt & Mrs. Ann Marie Schumann
- Mr. Michael & Mrs. Victoria Stankevicz
- Mr. Michael Haggerty
- Mr. Norman Worth
- Mr. Phil Craft
- Mr. Ralph Anema Jr. and Ms. Linda Burd
- Mr. Rick Rountree
- Mr. Salvatore Mirenda
- Mr. Steven Kayhart
- Mr. Walter Bender
- Mr. Walter Tietz
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- Mrs. Debarati Kundu
- Mrs. Geraldine Urgovitch
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- Ms. Mary Filliyor
- Ms. Melanie Diperna
- Ms. Michelle Bohm
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- Ms. Peggy Miller
- Ms. Robin Zulin
- Ms. Tami Chipko
- Ms. Tammy Grover
- Ms. Teresea Wyker
- Ms. Valerie Rockafellow
- Ms. Wanda Johnson
- Muheisen's Bagel & Deli
- Muller Powersports
- Nancy Corveleyn
- Nancy Pauling
- New Jersey Council on Developmental Disabilities
- New Jersey Department of Labor - Bridges to Employment
- Nisivoccia, LLP
- NJ Bookkeeping
- NJ Car
- Noel Dunn Brown
- North East Auto Parts
- Oakwood Lanes & Sports Scene Restaurant
- Outsell
- Oxford Auto & Tire, Inc.
- Paper Strategies Inc.
- Patty Talbot
- Paul and Fran Sterbenz
- Phillip J Seranni
- Phillipsburg Memorial Company
- Plant Farm Gardens Florist and Antiques
- PNC Bank
- Polaski Architecture
- Port Murray Auto Salvage
- Precise Touch Solutions
- Precision Metal Services, Inc.
- Primepoint, LLC
- Princeton Hosted
- Provident Bank
- Provident Bank Foundation
- Pugazendhi Asaimuthu
- Rachel Ulm
- Ralph Amiano
- Regina Colucci
- Rhea Dennis
- Richard and Jennifer DiBiase
- Rick Manall
- Robert & Maureen Broennle
- Robert Ahles
- Robert C. Aretz Jr.
- Robert Dannenberg
- Robert Sterner
- Rocky Ridge Trucks
- Rolls Family Fund
- Ron Beck
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- RP Machine
- RPG Automotive Solutions, LLC
- Sam Mardini
- Samantha Lynn
- Sandra Freeborn
- Senator Michael J. Doherty
- Shaun Gilio
- Sheri Cox
- Shirley Kressler
- ShopRite of Hunterdon
- Skyline Equipment LLC
- Smolin, Lupin & Co.
- St. Lukes Hospital- Warren Campus
- St. Luke's Warren Campus Auxiliary
- Stauffer Carpentry
- Stephanie Benson
- Steve Savage
- Stew's Auto Body Inc.
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- The Dubai Family
- The Faul Family
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- The Joyce Kilmer Council #2483 - Knights of Columbus
- The Lloyd Family
- The Mattson Family
- The Meat Shoppe at Arctic Foods
- The Mercadien Group
- The Morris Family
- The Polachak Family
- The Spadaccini Family
- The Thatcher Family
- The Zukoski Family
- Thomas Demko
- Tine Hansen-Turton
- Toni Young
- Tony and Linda Baroni
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- Trade Pending
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- Unity Bank
- Valley National Bank
- Veronica Carter-Macchione
- Veronica Whitehead
- Victor C. Berg
- Virginia Garcia
- Visions Federal Credit Union
- Walter Riebling Accounting Services
- Warren County Community College Foundation
- Warren County Cultural & Heritage Commission
- Warren County Department of Human Services
- Warren Hills Memorial Home
- Washington BID
- Washington Family Dentistry
- Washington Rotary
- Washington Womans Club
- Wealth Preservation Solutions
- Wendy Crocetti
- Whitney Drake
- Whitney Plumbing & Heating
- William Colacci
- Woods Services
- Zoe Milelli

Thank you!!

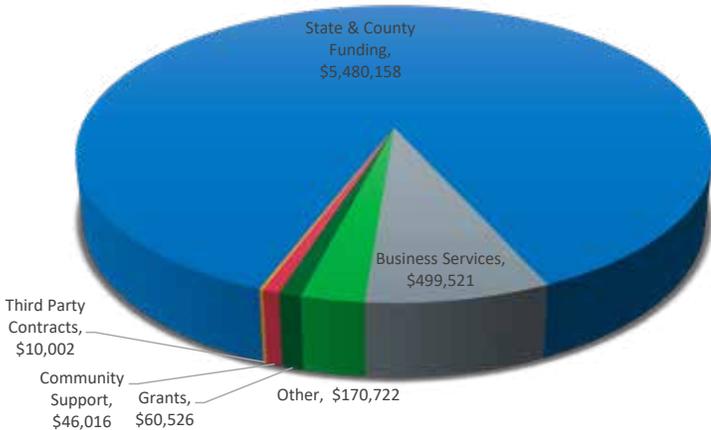


FY20 Statistics:

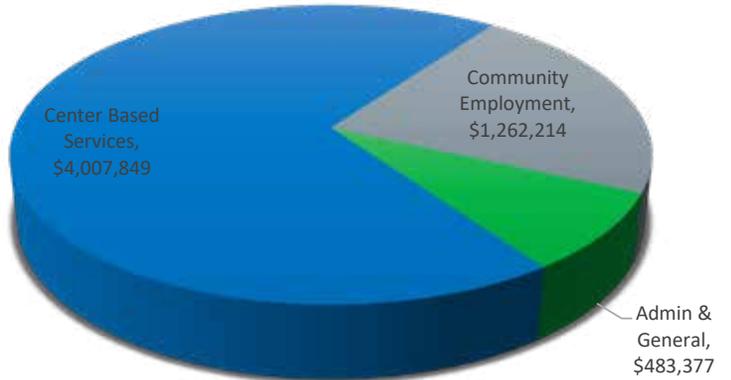
Who We Serve



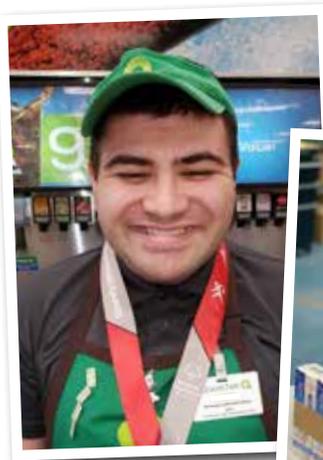
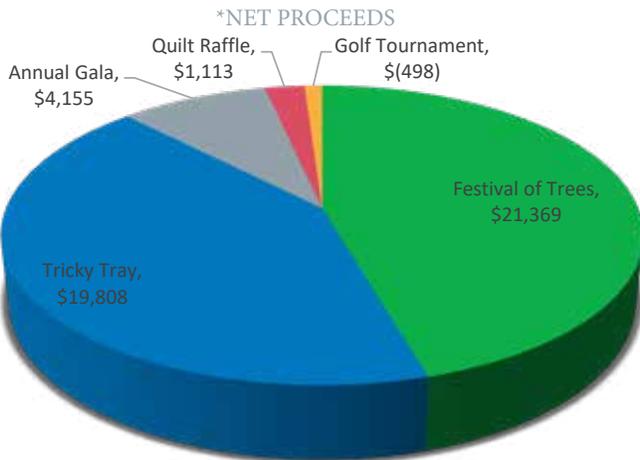
Revenue



Expenses



Events



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

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 Appar

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)

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