



*Individualized employment and support services  
for persons with different abilities*



*Annual Report  
2015-2016*



[www.abilitiesnw.com](http://www.abilitiesnw.com) (908) 689-1118

# Vision

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

# Mission

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

# Values

We take pride in setting the standard for providing innovative services that promote acceptance, self-worth, independence and success. Our team of caring professionals hold the following core values while carrying out our mission:

- **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.



*A message from  
the Chief Executive Officer*



**#BeALifeChanger** became our recruitment slogan from one of our very talented team members during a contest in 2016. We loved it! Why? Because that is exactly what we do on a daily basis. Abilities sole purpose for existing is to change the lives of individuals with “different abilities.” You will see throughout our 2015-16 presentation, we have succeeded in changing the lives of nearly 400 individuals. Recognizing their goals and dreams and doing our best to help them come to fruition through exemplary supports and services. I continue to be amazed and so very proud of the achievements of the individuals we serve and our dedicated team who support them.

And as we know, each and every person we serve is different. Understanding this, Abilities continues to develop additional supports and services to meet the growing needs of not only adults, but our children and youth as well. Let me share with you a few highlights from this past year:

- **Home-based services** for children and youth was officially launched in April 2016. This service provides those age 5 and over, and their families, with support services to enhance daily living skills that will lead to independence.
- **New location purchased** in Phillipsburg in June 2016. Recognizing the need for additional programming space as well as the growing need of the community for our food pantry and thrift shop services, we are pleased to report that in 2017 we will open our doors at 1224 South Main Street, Phillipsburg. Stay tuned for updates and our grand opening!
- **3 Year CARF accreditation** awarded in November 2016. This survey of our employment services resulted in **ZERO** recommendations for compliance. Congratulations to our employment team for maintaining and exceeding expectations in service provision!
- **8 new community funding partners** joined us to support our mission of improving the employability and quality of life for people with different abilities. We could not do what we do without our funding partners as well as our donors, family members, volunteers and advocates.

Once again, on behalf of our board, individuals served and our extraordinary team who support them, thank you for contributing to the success of our mission and for continuing to help us **#BeALifeChanger**.

  
Cynthia B. Wildermuth, CEO



## *New Services Launched ...*

### *Individual Support Services*

Funded by the Department of Children & Families (DCF) and referred by the Children's System of Care (CSOC), youth ages 5-20 are referred to Abilities for home based services. Staff teach such essential skills as bathing and showering, dressing, eating and teeth brushing. Our staff helps identify children's strengths and needs and implements strategies to effectively increase independence.



### *STAR SERVICES*

Abilities and Warren County Community College have teamed up to provide new opportunities to the individuals that we serve. Star services provide individuals with the opportunity to develop their job readiness with classroom soft skill training, internships and community based career exploration opportunities, job coaching and supported employment supports and support in pursuing post-secondary education at WCCC or a college of their choice.

## *Milestone Moments ...*

### *February*

Abilities Fund Development Committee formed with board members, family members and community partners.

### *March*

Abilities "Blue Jean Ball" was a great success recognizing Joe Murphy and family and community partner Quick Chek.

### *June*

Abili-tees Invitational nets largest proceeds in history at \$23,000.

New Phillipsburg location at 1224 S. Main St. purchased to provide expanded services and larger thrift shop/food pantry for the surrounding community.



### *July*

New logo and tagline launched.



### *August*

Staff recruitment fair held at agency headquarters. Smart Tables and Smart Board acquired for Medical Special Needs.

### *September*

Print shop introduces Anajet Direct To Garment printing and training program.

### *November*

Abilities received accreditation by CARF International for a period of three years.

### *December*

Abilities launched new logo for Print Service.



Rossi Chevrolet Buick GMC hosts 7th annual Festival of Trees Fundraiser.

# Connecting with our Community



A visit to the Heritage House Senior Apartment Complex in Hackettstown gave Abilities service recipients an opportunity to connect with their community. This is just one example of the many volunteer opportunities offered.

Abilities service recipients enjoy daily outings to local restaurants, visits to local nursing homes, attending local theater performances and volunteering at: Byram Animal Rescue Kindness Squad (BARKS) Pet Adoption League, Sussex County Community Gardens, Toys for Tots drive, Meals on Wheels, Warren County Nutrition Centers, Turn Key Recycling Center, Habitat for Humanity, and Safe Harbor.

*“Abilities continues to provide excellent services. Communication between myself and the staff is always timely and professional. THANK YOU!”*



# Achievement through Social Enterprises

*Services offered to the community that create training opportunities for the people we serve!*



Graduating with a certificate in food safety handling, production and basic hydroponic skills, Abilities graduates celebrate with staff from Edible Garden.



*"We are happy with all the services and the staff are very caring. My child loves to go to program!"*



SustainAbilities™ recycles electronics and other materials while providing new employment skills. Partnering with the local community and township e-waste collection events, Abilities trainees are learning fine motor skills, decision making, tool recognition and math skills.

**TOTAL WEIGHT RECYCLED  
114,217 LBS.**



*Plans are underway to renovate our new Phillipsburg location at 1224 South Main Street, purchased to provide expanded services and a larger thrift shop and food pantry for our community.*

*Abilities 'Branching Out' Food Pantry and PossAbilities Thrift Boutique provides community volunteer opportunities for the individuals we serve, while also meeting the needs of the community. Each month the pantry serves more than 140 families - close to 170 adults and 70 children.*



## Technology and supports...



With the evolution of technology, and the support of several foundations, Abilities offers the use of computers, tablets and smart board technologies for educational, therapeutic and communication activities.

*“We are very pleased with the support and dedication of Abilities staff.”*



Keeping up with the printing needs of the community requires services to be upgraded as the needs arise. Abilities purchased a Direct to Garment printer for expanded training services. Digital print services are now offered at our storefront print shop, along with custom screen printing, embroidery, vinyl banner, sign printing and promotional products. Our print shop provides the opportunity to learn customer service skills along with valuable employment skills.



*“I can't thank you enough for the t-shirts your organization made for us. They're beautiful...we can't wait to put them on.”*



# Employment Pathways

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



Patty is pictured working at the House of Good Shepherd in the dietary department. She is job sampling at this site to see if she enjoys the task and for Employment Pathways to evaluate her skills. Once the job sample was completed, Patty was offered a job. **Congratulations Patty and good luck!**



Meet Maria...Maria has been employed by the House of Good Shepherd, Hackettstown, for almost three years. She runs the pot sink and dishwasher and is very flexible with her responsibilities. Maria will also assist with serving if needed, or setting up for breakfast or lunch in the different eatery locations. She recently received the Shining Star Certificate for her dedication and being a part of the team. **Keep up the great work Maria!**



*"We have enjoyed a fruitful relationship with Employment Pathways for many years. They have provided a number of well prepared, very successful long term associates."*

Michele has been employed at Weis in Hackettstown for almost 15 years as a file clerk. She is a dedicated employee and truly works to the best of her abilities every shift. Michele is very friendly to customers and enjoys her work. She is responsible for putting up and taking down sale signs for products, and removes incorrect labels, and any other tasks assigned by her supervisor. **Congratulations Michele on a job well done!**

*In FY 2016, 28 individuals secured supported community employment opportunities, and 68 individuals received the opportunity to explore employment options within their community.*

Community Partners  
*together we make  
a difference*

## Grant Support Key to our Mission

*Provident Bank* awarded \$20,000 to Abilities SustainAbilities program

*George Ohl Trust:* Abilities awarded \$5,000 for Smart Board and the associated technology for our Hackettstown Center

*Investors Bank:* Abilities awarded \$10,000 for the purchase of sensory room accessories, specifically chairs and tactile objects for the Medical Special Needs and ISP

*John and Margaret Post Foundation:* Abilities awarded \$15,000 for Smart Tables for Medical Special Needs

*Christopher Reeve Foundation:* Abilities awarded \$7,500 for Smart Boards for the Medical Special Needs

*DaVita Healthcare Partners Inc.* awarded Abilities \$1,000

*Greenwich Autism Alliance* awarded Abilities \$2,000 toward the ACES program

*Cathay Bank* awarded Abilities \$5,000 to implement Star, a program in collaboration with Warren County Community College to provide pre-vocational training and post-secondary education, internships/job sampling/job placement opportunities

*Maser Consulting Foundation* awards Abilities \$2,500



# OFFERING THE GIFTS OF TIME AND PARTNERSHIPS!



Members of the Washington Garden Club share their floral arrangement expertise while others learn new skills.



Abilities team toured the new Bristol-Myers Squibb facility located in Princeton, NJ. BMS has been a valued partner in providing Abilities with projects such as the hand assembly of their new employee "welcome baskets."



Honoring and celebrating our partnership with Quick Chek Corp., an employer of many Abilities-trained individuals.



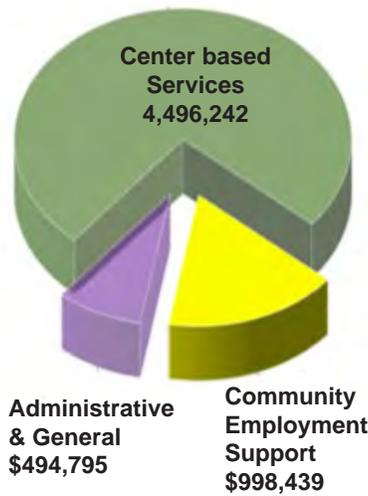
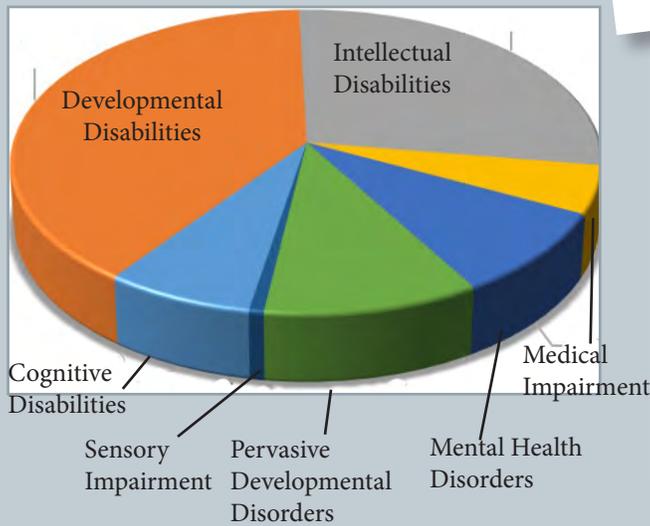
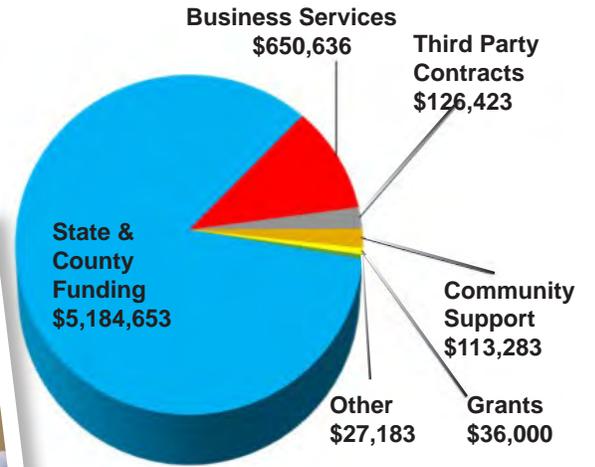
Local business owner Elise Rupp of Calico Country Flowers in Hackettstown, presented a workshop on creating holiday centerpiece arrangements at the Hackettstown Center.

*"I cannot begin to express how grateful I am to all of you and hope that you realize just how special you are to the people you care for."*

# Who We Serve

In FY 2016, Abilities provided day and community employment supports to over 390 individuals throughout Warren, Morris, Hunterdon and Sussex counties. Abilities operates six programs locations and provides a full array of services including medical special needs and behavioral support, adult habilitation, extended employment, employee development, vocational evaluation, supported employment, autism customized supports and student transition services.

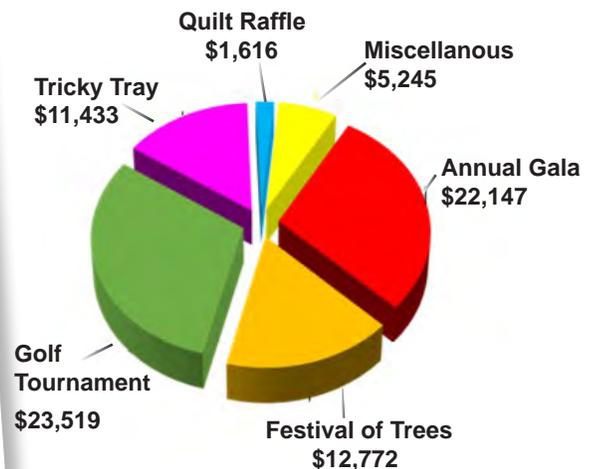
**Total Revenues**  
\$6,138,178



**Total Expenses**  
\$5,989,476

Cognitive Disabilities	.....CD	.....	17.4%
Developmental Disabilities	.....DD	.....	31%
Intellectual Disabilities	.....ID	.....	22%
Medical Impairment	.....MI	.....	7.1%
Mental Health Disorder	.....MH	.....	10.9%
Pervasive Developmental Disorder	.....PDD	.....	9.8%
Sensory Impairment	.....SI	.....	1.8%

**Fundraising Net Proceeds \$76,732**



## OUR LOCATIONS

### Headquarters

264 Route 31 North  
P.O. Box 251  
Washington, NJ 07882  
(908) 689-1118

### Community Rehabilitation Program, Business and Administration

Hours of Operation:  
Monday - Friday 8:00am to 4:00pm  
Phone: (908) 689-1118  
Fax: (908) 689-6363  
info@abilitiesnw.com

### Medical Special Needs

Hours: Monday - Friday 8:00am to 3:00pm  
Phone: (908) 689-6677  
Fax: (908) 689-6363  
msn@abilitiesnw.com

### Abilities Washington

Hours: Monday - Friday 8:00am to 3:00pm  
Phone: (908) 689-1118  
Fax: (908) 689-6363  
wec@abilitiesnw.com

### Employment Pathways

**Career Development and Community  
Supported Employment Services**  
14A Brass Castle Road  
Washington, NJ 07882  
Hours: Monday - Friday 8:00am - 4:00pm  
Phone: (908) 689-7460  
Fax: (908) 689-7435  
employmentpathways@abilitiesnw.com

### Abilities Phillipsburg

340 Anderson Street  
Phillipsburg, NJ 08865  
Hours: Monday - Friday 8:00am to 3:30pm  
Phone: (908) 454-2579  
Fax: (908) 454-5392  
pec@abilitiesnw.com

### Abilities Hackettstown

999 Willow Grove Street  
Unit 2-5A  
Hackettstown, NJ 07840  
Hours: Monday - Friday 8:00am to 3:30pm  
Phone: (908) 850-8214  
Fax: (908) 850-8217  
hec@abilitiesnw.com

### Abilities Mary Apgar

22 Kayhart Lane  
Washington, NJ 07882  
Hours: Monday - Friday 8:00am to 3:30pm  
Phone: (908) 689-2063  
Fax: (908) 689-0116  
mec@abilitiesnw.com

### Individual Specialized Program

Phone: (908) 689-4674  
isp@abilitiesnw.com

### Abilities Screen Printing & Embroidery

56 East Washington Avenue  
Washington, NJ 07882  
Hours: Monday - Friday 8:00am to 4:00pm,  
Saturday by appointment  
Phone: (908) 689-0612  
Fax: (908) 689-0614  
printing@abilitiesnw.com



## 2016 BOARD OF DIRECTORS

Paul M. Sterbenz  
*President*

Elizabeth Doughty  
Daryl K. Kim, M.D.

Danielle Dupuis  
*Vice President*

David Leary  
Teresa March

Michael Selvaggi  
*Secretary*

Donna L. Price

David Molinaro, CPA  
*Treasurer*



[www.abilitiesnw.com](http://www.abilitiesnw.com)

