



# Abilities

of Northwest Jersey Inc.

*An Affiliate of Allies*

Unlocking Potential • Empowering Success



ANNUAL REPORT 2016 - 2017



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

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

**OUR 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.*



# CEO MESSAGE



I am pleased to share our 2016-17 annual report reflecting another year of progress and success. Our team remains committed to ensuring each individual we serve receives exceptional support. We have been busy aligning our services to the new Medicaid model of funding, while expanding training options and opportunities.

Here are some highlights and accomplishments through 2017:

## Services

- We introduced Speech Therapy and expanded our Occupational Therapy services.
- Our day services were extended to align with the DDD Supports and Community Care Programs.
- We were approved to vend new DVRS community based and transition services.
- Our inaugural Star class at Warren County Community College took place in January, providing career planning and prevocational services to interested students.
- Our Hackettstown site physically expanded to provide individualized sensory supports.

## Family Support

- Our Family Enrichment Committee was formed providing educational sessions and activities for individuals and their caregivers.

## Advocacy

- We received approval to allow for “paid” training so everyone of every level of ability has the opportunity to take home a paycheck.
- We became an active member of the Coalition for a DSP Living Wage.

## Partnerships

- As of July 2017, Abilities became an affiliate organization of Allies, Inc., which will strengthen our mission, assist in the expansion of services and provide resources as we move into the world of Medicaid.



More importantly, we take pride in sharing success stories of those we serve as you will see in this report. And these stories wouldn't be possible without the support of our staff, board of trustees, volunteers, families, caregivers, donors, funders and advocates. **Thank you** for your passion and partnership as we unlock potential and empower success!

A handwritten signature in black ink that reads "Cynthia B. Wildermuth". The signature is fluid and cursive.

Cynthia B. Wildermuth  
Chief Executive Officer

# MILESTONE MOMENTS...

## *January*

Initiated STAR services - Classroom training – Get a Plan, Get a Job, Keep a Job, based on the campus of Warren County Community College

## *February*

Relaunch of website revisions/modifications

## *March*

Murder Mystery Honoring Dr. William Austin, President WCCC & Special Recognition David & Mary Keeney & Family

## *April*

First Family Enrichment event

## *May*

Vending new DVRS services, Community Based Work Evaluation and Internship Development & Support

## *July*

Abilities affiliates with Allies Inc.

## *August*

Abilities hosts first time BBQ Bash & Quoit Tournament

## September

Abilities student transition services expands

Lowes Heroes completed 3 day volunteer project at the Hackettstown expansion project



## *October*

PossAbilities Campaign committee is formed with Board of Trustee members, business, family and community volunteers

Abilities Hackettstown sensory room expansion opens

## *December*

Rossi 8th Annual Festival of Trees Fundraiser

## ABILITIES EXPANDS



SustainAbilities recycles electronics and other materials with a mission of providing training and employment opportunities to person with different abilities. Not only are we providing a service by giving meaningful "green" job skill training, we are also providing an environmentally sound "green" solution to the local community.

**To date, SustainAbilities has recycled 166,335 lbs. of e-waste.**



## STAR

The agency's Star program, a collaboration with Warren County Community College, provides soft-skill training, career supports and employment opportunities



*"The clients at Abilities are treated with respect and dignity. There are no disabilities there only Abilities. The understanding, patience, tolerance and compassion that you all exhibit is so appreciated by a mom that thinks there isn't a more important job out there than what you do."*



**PossAbilities  
Thrift Boutique**

Imagine what you can find!

Abilities has established a 5 year campaign goal of raising \$1.75 million to expand services in the region by moving into a 21,000 square foot facility. Our new site will accommodate the Abilities Phillipsburg location and the expanded 'PossAbilities Thrift Boutique' and 'Branching Out' Food Pantry, creating volunteer and employment opportunities to those we serve and the community.



*“Over the years, your organization has continued to grow, and you have helped countless individuals realize their time and talents are valuable to employers and communities.”*

**M**EEET LUKE. Luke is a student that is exploring careers options. Luke works at the Blairstown Library 2 days a week. He organizes the misplaced or return books. He is also computer savvy and is able to help patrons find a book they are looking for by using the computer system. He even finds mistakes that his co-workers make. **KEEP UP THE GREAT WORK LUKE AND CONGRATULATIONS ON A JOB WELL DONE!**



*“Ten months ago I came to Abilities. I didn’t know what to expect. I was apprehensive, but excited for the opportunity. What I found was an environment that was warm and welcoming beyond anything I could have hoped for. I want to thank Abilities for that.”*



*“Everyday you provide a safe and caring atmosphere in each of your programs. You show grace and acceptance to all who receive your services. And we are so grateful.”*



# INSPIRATION

**M**eet Ryan. Ryan joined the Abilities family in July 2016. A recent graduate, his family was looking for a program that would be a perfect fit for his needs. After taking a tour, they were positive that they had found the program that would assist Ryan in reaching his fullest potential.

Anyone who meets Ryan comments on his infectious smile and laugh. Although he is non-verbal, this has not hindered him from developing relationships with his peers and staff. He loves to be a part of activities. Whether it be singing or playing instruments or just listening while reading group takes place, he shows that he enjoys the interactions around him.

While Ryan uses a wheelchair, he does not let that slow him down. In recent months, Abilities staff worked with Ryan's mother and Abilities Occupational Therapist to implement using a walker within the program. Not only does this provide Ryan the benefit of making sure his muscles stay strong, but it has allowed him more freedom. He loves moving around the program and often makes a game of it with "chasing" staff. His peers happily cheer him on.

**KEEP UP THE GREAT WORK RYAN!**



*"We are so grateful that we can send Ryan to a place that we are certain makes him happy due to the staff, the people, the activities and everything else wonderful that makes him feel loved, and for that we are so thankful for you."*

*"Every day Abilities assesses the strengths and needs of each individual to support them as they work toward their goal. Known for developing new and innovative ways to provide unique opportunities for success, Abilities truly stands out as being a leader in assisting those with disabilities."*



# Employment Pathways

A Division of Abilities of Northwest Jersey Inc.

Unlocking Potential • Empowering Success



**M**EEET LISA ... Lisa is an associate in the Bakery Department at Weis. Provided with support through Abilities Employment Pathways, Lisa explored her career options, developed her plan, job readiness, soft-skills, resume writing and job sampled to help her make her career choice. **CONGRATULATIONS LISA, AND KEEP UP THE GREAT WORK!**



**28 new community placements  
supporting 98 employees  
in the community**

*The average hourly starting wage for the 28 placements was \$9.30, ranging from \$8.38 an hour to \$11.75 an hour. Weekly hours worked ranged from 4 per week to 40.*

*“We are confident that without the support from Abilities, our daughter would not have been as successful in finding and maintaining employment. We are very pleased with the support and dedication of the staff.”*

# COMMUNITY PARTNERS

**John & Margaret Post Foundation awarded Abilities \$15,000 for our Hackettstown sensory room equipment and expansion**



**Bristol Myers Squibb awards Abilities a \$5,000 grant for Health & Wellness**

**NJ Transit awarded Abilities one new mini-van**

**NJ DVRS awards Abilities the Career Pathways Initiative \$50,000 for the agency's Star program**

**Cathay Bank awards Abilities \$5,000 for the agency's Star program**

**Kessler Foundation awards Abilities \$45,000 for the agency's Star program**

**Greenwich Autism Alliance awards Abilities \$2,000 towards the ACES Program**

**Maser Consulting Foundation awards Abilities \$1,000**



■ Annual Gala Event

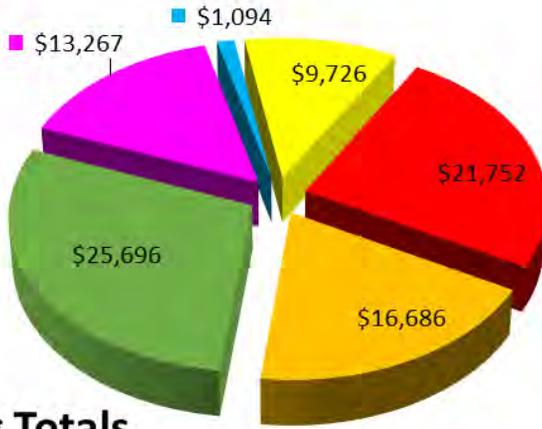
■ Festival of Trees

■ Golf Tournament

■ Tricky Tray

■ Quilt Raffle

■ Miscellaneous



## Fundraising Totals

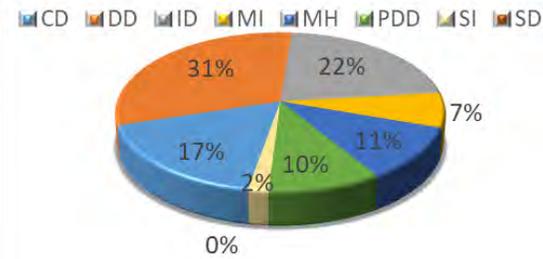
# \$88,221



**COMMUNITY  
PARTNERSHIPS**

# WHO WE SERVE

## Disabilities



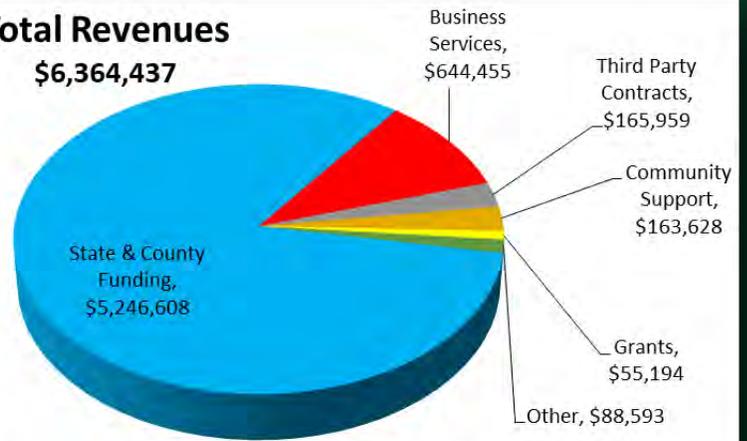
Cognitive Disabilities	CD	17.4%
Developmental Disabilities	DD	31.1%
Intellectual Disability	ID	22.0%
Medical Impairment	MI	7.1%
Mental Health Disorder	MH	10.9%
Pervasive Developmental Disorder	PD	9.8%
Sensory Impairment	SI	1.8%
Substance Disorder	SD	0.0%

Abilities provided day and community employment supports to over 400 individuals throughout Warren, Morris, and Hunterdon Counties. Abilities operates nine programs which include four day programs, medical special needs, behavioral support, adult habilitation, extended employment, work adjustment training, vocational evaluation, supported employment, and Student transition services.



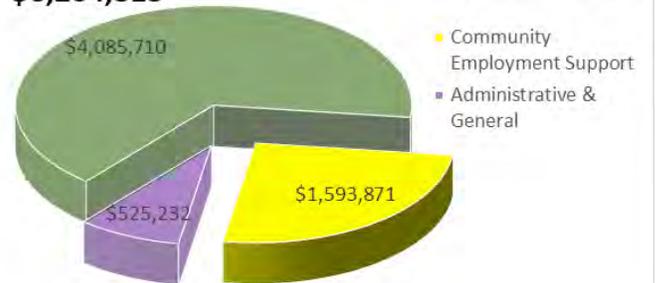
## Total Revenues

**\$6,364,437**

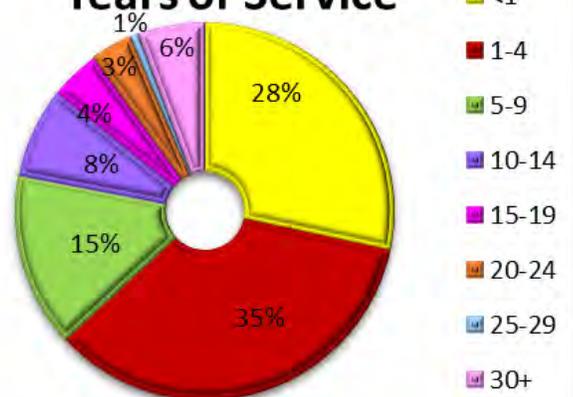


## Total Expenses

**\$6,204,813**



## Years of Service



Abilities had 141 employees. 35% have been employed for less than 5 years, 15% for 5-9 years and 28% of the employees have been employed by Abilities for more than 15 years. Employees who have been with Abilities for more than 20 years make up 10% of the work force.

# OUR LOCATIONS

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

Employment Pathways  
STAR  
14 A Brass Castle Road  
Washington, NJ 07882  
(908) 689-7460  
employmentpathways@abilitiesnw.com

Abilities Mary Apgar  
22 Kayharts Lane  
Washington, NJ 07882  
(908) 689-2063  
mec@abilitiesnw.com

Community Rehabilitation Program  
Business and Administration  
(908) 689-1118  
Info@abilitiesnw.com

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

Individual Specialized Program  
22 Kayharts Lane  
Washington, NJ 07882  
(908) 689-4674  
isp@abilitiesnw.com

Medical Special Needs  
(908) 689-6677  
msn@abilitiesnw.com

Abilities Phillipsburg  
1224 South Main Street  
Phillipsburg, NJ 08865  
(908) 454-2579  
pec@abilitiesnw.com

PrintAbilities  
56 East Washington Ave  
Washington, NJ 07882  
(908) 689-0612  
printing@abilitiesnw.com

Abilities Washington  
(908) 689-1118  
wec@abilitiesnw.com

PossAbilities Thrift Boutique  
1224 South Main Street  
Phillipsburg, NJ 08865  
possabilities@abilitiesnw.com



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