

Growing, Learning, Leading



The Arc.
of Atlantic County

2012 Annual Report

Achieve with us.



6550 Delilah Road, Suite 101
Egg Harbor Township, NJ 08234
609-485-0800
www.arcatlantic.org

Officers

Deborah Davies, Ph.D.
Chief Executive Officer

Pat Jones
Chief Operating Officer

Deborah Jewell
Chief Development Officer

Jill Lemon
Chief Financial Officer

Board of Directors

Herbert G. Hummel *Chair*
Joe Polisano – *1st Vice Chair*
Lou DeCicco * - *2nd Vice Chair*
Lee Wasman – *Treasurer*
Holly Baker * - *Secretary*
Richard H. Walker, Jr., Esq – *Immed.*
Past Chair

Dot Saatkamp
Peter Beck
Audrey Fischer
Tom Hendrixson*
Donna Hogan
Kevin McDonnell
Diane Scarpa
Lauren Sallata

*Family member of or a person with intellectual or developmental disabilities.

Emeritus Directors

Roy Goldberg
Carmen G. Bannon, II
Bob Frank
Al Ruggiero
Eugene M. Arnone

Vision

People have the opportunities and supports they need to live the lives they choose.

Mission

The Arc of Atlantic County improves the lives of people with intellectual and developmental disabilities in our community. Through direct services, advocacy, education and prevention activities, we work in partnership with individuals and their families to make choices possible about how and where they live, learn, play and work.

Our services

Residential

Residential services support approximately 160 adults to live in the community and lead satisfying and productive lives in group homes, supervised apartments, or supportive living arrangements.

Case Management

The Arc employs social workers who assist individuals and families with advocacy, information and referral and coordination of community services.

Vocational Training

Employment services support people to learn new skills that may lead to employment. Job coaches identify work sites, help people find jobs and provide follow-along to individuals who are competitively employed.

Family Support

An array of support services provide caregivers with a break from caring for their family member with a disability. Services include in-home respite, weekend programs, after-school care and summer camp.

Recreation

Recreation activities include social outings, sports, trips and life skills training. These activities emphasize skill training to help participants engage comfortably in community-based activities and include performing and visual arts classes, socialization groups, self advocacy and Aktion Club.

Message from the CEO

Dear Friends,

As always, I am writing you this letter with gratitude in my heart - but this year it is overflowing. After 29 years of leading The Arc of Atlantic County, I announced this April that I would be retiring at the end of 2012. It has been a long and rewarding journey, and I thank you for joining me, our staff and the people we support to build a better community for everyone.

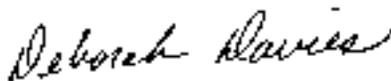
When I first started at The Arc in 1983, our budget was \$400,000 and we operated one group home. Fast forward to today: we now have a budget of over \$11 million and we support more than 160 people in our residential programs, and provide many other services that enrich the lives of more than 700 people with intellectual and developmental disabilities (I/DD) and their families. All along the way, it was people like you who made so much of our growth possible.

It is also people like you - our friends, neighbors and supporters - who help us create a warm and welcoming community for people with I/DD. Your generosity towards us tells the people we support, "Yes, you DO have an important place in our community and deserve every opportunity to live your life with dignity and respect."

The Arc is positioned to grow extensively over the next several years. We have established a strong commitment to expanding affordable and accessible housing for people with I/DD. This year we announced that we raised over a million dollars in support of that commitment. New opportunities to expand housing present themselves to us nearly every week, and housing is a top priority for our major State funder. The Arc has the vision, capacity and commitment to successfully respond to the traditional and the changing needs of the people we serve, as well as the coming changes in the system of services to them. I look forward to welcoming my successor to lead this incredible organization into the future.

So much has changed for people with intellectual and developmental disabilities and their families in the past 30 years. I am grateful to have been a part of that change. And there is so much more that needs to be done in order for people with I/DD to have the opportunities they need to be fully included in the community. I am confident that with your help, The Arc of Atlantic County will continue to be at the forefront of providing, supporting and advocating for those opportunities.

Warmly,



Deborah Davies, PhD
Chief Executive Officer



Herb Hummel, Arc board chair, and Deborah Davies, CEO



United Way
of Greater Philadelphia
and Southern New Jersey
in Atlantic County



Investing in Employees

Department of Labor Grant

Education and training is what makes good employees great at The Arc of Atlantic County. Thanks to a grant from the Department of Labor, we were able to invest nearly \$50,000 in essential training for 75 percent of our 270 employees. Trainings covered team building, computer literacy, diversity and cultural sensitivity, time management and communication.

New Web-Based Consumer Data Software

While all the training subjects were important, perhaps most vital were the computer literacy trainings. With more tech savvy employees, we were able to introduce Therap, a web-based consumer data management software that helps agencies like The Arc address documentation, reporting and communication needs. Until Therap, direct support professionals were bogged down with mountains of paperwork to track and communicate the residents' day-to-day lives. A web-based program like Therap helps employees track consumer data more efficiently, reduces errors, and improves the communication from one employee shift to the next.

All Staff Day

This year's All Staff Day held in May brought together more than 200 employees for a retreat at the Carriage House in Galloway. This structured event helped employees get to know each other and other departments better, relax through guided meditation designed specifically for caregivers, and learn how to be better ambassadors for The Arc and the people we support.



Benefits of Therap

"Therap has made it so much easier and more reliable to keep track of the daily lives of our residents, 24/7. With three different shifts of people coming in and out of their homes and lives each day, it was difficult to communicate important information from one shift to the next. With web-based logging, we can communicate in real time with each other. All the information we need is right there, which reduces errors, miscommunication and the loss of vital information." - *Jak Werz, manager at Village Supervised Apartments*



More than 200 Arc staff attended All Staff Day held in May at the Carriage House in Galloway.

Residential Growth

Housing Expansion

This fiscal year we continued working on the expansion of our housing program. Three of the 20 lots that Egg Harbor Township committed to donate were turned over to The Arc this year. We began working with Kitchen & Associates architects and Monarch Housing Associates, a housing consultant to design plans for these affordable and accessible homes. Two of the homes will have 3 bedrooms and one home will have four bedrooms, housing ten people all together. We also began searching for the right individuals to live in these homes by meeting with people who were referred by Division of Developmental Disabilities (DDD) and live at developmental centers or at home with their families and want to move into the community.

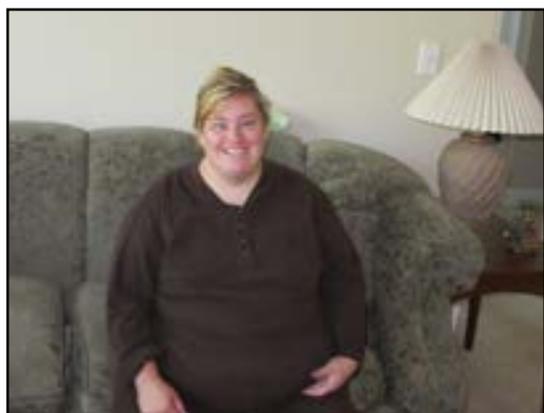
The Arc also purchased a home in Hammonton with plans to renovate it to be more suitable for people with intellectual and developmental disabilities. A grant from the city of Hammonton and funds raised through The Arc's capital campaign made the purchase and renovation of this home possible.

Capital Campaign Reaches \$1 Million

The capital campaign that began last fiscal year for the housing expansion project reached the \$1 million mark of its \$1.2 million goal. Campaign leader and emeritus board member Gene Arnone announced the achievement at our March 2012 Tribute Dinner, where he opened the campaign up to the community and passed the leadership baton to board member Lauren Sallata. Sallata began the community phase of the campaign in the spring to raise the final \$200,000 through cultivation events, one on one meetings, and a letter-writing campaign.

Seashore Housing Partners with Arc

Seashore Gardens, a local assisted living facility, opened an apartment complex called Seashore Housing on its property for seniors age 55 and older who had minimal support needs. Thanks to efforts by Arc CEO Deborah Davies, ten slots were made available for people of any age served by The Arc. The individuals must meet certain income status and have minimal support needs. Today, several individuals who were placed at Seashore Housing and are thriving with help from The Arc, Seashore Gardens - and from the senior residents as well.



At left is the home in Hammonton, NJ that The Arc purchased this fiscal year, which after renovation will house four people with round-the-clock supervision. Above, top: Plans for one of three homes in Egg Harbor Township that will be constructed in 2013. Directly above: Susan was the first Arc client to move into the new Seashore Housing complex.

Self Advocates Succeed



The Arc's Self Advocacy Club has been active locally for many years, but this year our members took on greater responsibilities and leadership. The Arc of Atlantic County took over District Council Five, which consists of members from Atlantic, Cape May, Cumberland and Salem counties. Ellen Moskowitz became president of the advisory board of the New Jersey statewide Self Advocacy Network. As president, Ellen attends and prepares the agenda for monthly meetings at The Arc of New Jersey in North Brunswick where she works with fellow advisory board officers on action plans to address concerns of self advocates across the state. These issues range from enforcing the Olmstead Act, which gives people with I/DD the right to live in the community; educating the community about person-first language and ending the R-word; transportation; housing; and employment. Moskowitz even attended and spoke at a national conference for self advocates in Minnesota.

Ellen Moskowitz, standing, is the advisory board president of the statewide Self Advocacy Club. She is pictured with Jackie Henkel, also a leader in Self Advocacy.

Spiritual Support

Because our work at The Arc focuses on helping the whole person, we often find ourselves nurturing the spiritual needs of the people we support. This year we were fortunate to have the assistance of Clinical Pastoral Education intern Jeanie Manson, a student at the New Brunswick Theological Seminary.

People with I/DD experience illness, grief and other personal circumstances that can shatter the spirit, just like anyone else. Helping people with I/DD be included in faith communities or at least have the spiritual foundation they may need to get through difficult times was a big part of Jeanie's work. She visited people in the hospital and made sure they could identify what would make them feel better, like special video tapes from home, a chance to listen to and play music on a harp, or someone to pray with them. She also trained Arc staff to help them think about how to connect folks with faith communities and conducted a survey to learn what spiritual/faith related interests the folks we serve have. Jeanie also researched local faith communities and identified those that seemed most welcoming and interested in serving people with intellectual and developmental disabilities. Although her formal internship ended in May, Jeanie is a permanent friend who taught us skills to last a lifetime.



Jeanie Manson, standing second from right, at her graduation from the Clinical Pastoral Education program with (from left to right) Deborah Spitalnik, PhD, Executive Director of the Elizabeth M. Boggs Center on Developmental Disabilities; Arc CEO Deborah Davies, PhD; Arc Supportive Living Coordinator Princess Hall; Boggs Center's Director of Community and Congregational Supports William Gaventa, M.Div; and Arc client Shirley Shafer, seated.



Arc client Shirley Shafer plays Jeanie's lap harp during a visit. Jeanie helped Shirley find spiritual comfort as she went through cancer treatment.

Emergency Preparedness



Evacuating Pacific Apartments

“Staff and residents at Pacific Supervised Apartments did a great job evacuating during Hurricane Irene. It took us only five hours from the time we learned we’d have to evacuate to get all 11 residents and their belongings packed up and on our way to the shelter in Buena. There was no television or internet and we all had to sleep on cots, but no one complained! Our staff went above and beyond to make this work, even offering to work extra shifts. It was 100 percent teamwork. One consumer expressed how thankful he was that he didn’t have to worry about living like that all the time.”

-Annamarie Bishop and Faith Ellis, managers at Pacific Supervised Apartments

This fiscal year, two major storms impacted our community and tested The Arc’s capacity to respond to weather emergencies. In August 2011, Hurricane Irene made its way up the east coast. Because we had a few days notice, our facilities, quality assurance and program staff were able to plan for an inevitable evacuation, the first in our agency’s history. Three group homes and one supervised apartment complex were in the evacuation zone and in just a few hours they were packed and ready to head to a shelter an hour away in Buena Township. Residents and staff spent the weekend there sleeping on cots and without the comforts of home. They were patient, cooperative and made the most of a challenging situation.

While Hurricane Irene was known well in advance, the Derecho storm in June 2012 came with little warning and caused widespread damage in Atlantic County. While there were no mandatory evacuations, due to power outages from fallen trees many residents had to find alternative housing until power returned. For some residents, it was more than a week before power was restored and they could return home.

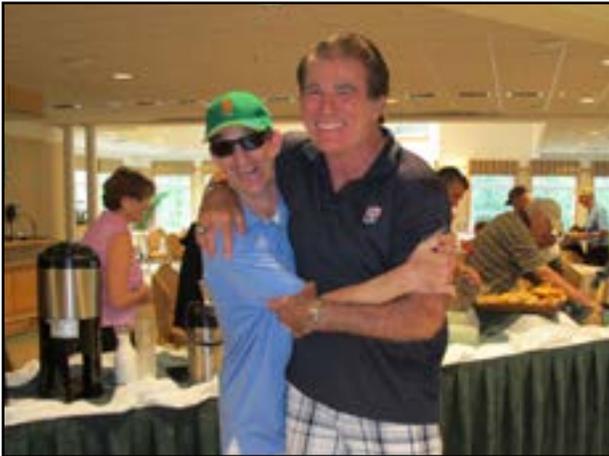
From these two storms, we learned a great deal about our existing emergency plans and how to improve them for future storms. Policies and procedures will be revised and updated based on our experiences.



This cell phone photo featuring Arc staff and residents was taken at a shelter during Hurricane Irene.

Events and Activities

Third Annual Golfing for Good Tournament Doubles Proceeds



Now in its third year, the I. Rice & Company Golfing for Good Tournament doubled the amount raised in its inaugural year, bringing in nearly \$50,000 to support The Arc's recreation program. The addition of the "RemArcable Raffle", which included a grand prize trip to San Francisco, helped significantly increase the event's proceeds. Celebrity guest Vince Papale of Philadelphia Eagles fame and subject of the 2007 Disney film *Invincible* mingled with guests and golfed. Pictured at left is Vince with Arc Special Olympics' golfer Barry Highberger.

How the West was Fun - March 29, 2012



The Arc's annual Tribute Dinner followed a country western theme and recognized three community partners for their work on behalf of people with intellectual and developmental disabilities. Corporate Partner CapeBank Charitable Foundation was recognized for their commitment to expanding affordable and accessible housing for people with intellectual and developmental disabilities through a major gift to The Arc's capital campaign. The Scoppa family was recognized for raising more than \$6,000 in the October Step Up for The Arc Walk, and the New Jersey District Kiwanis Clubs, Division One was recognized for their volunteer efforts with Aktion Club, a branch of Kiwanis for people with intellectual and developmental disabilities.

Bob Rothhouse and Patsy Guerrina were honored along with the New Jersey District Kiwanis Clubs, Division One, for their volunteer work with people with I/DD.



CapeBank Charitable Foundation honorees along with Arc CEO Deborah Davies (third from left) and Arc board chair Herb Hummel (fourth from right).



The Scoppa family was honored for bringing a team of more than 60 people to our annual Step Up for The Arc Walk who raised more than \$6,000, all in memory of their daughter and sister Dina Scoppa. Pictured is Dawn McLaughlin, Mary Ann Scoppa, Matt Willson, Julie Scoppa Wilson and Jim Scoppa. Not pictured: Jim Scoppa, Jr. and Leah Scoppa.

Accountability

Individuals and Families Served

Residential Services & Self Directed Supports	165
Employment Services	141
Recreation	270
Family Support*	377
Case Management	151

*A person may use more than one Family Support service

The Arc Employees

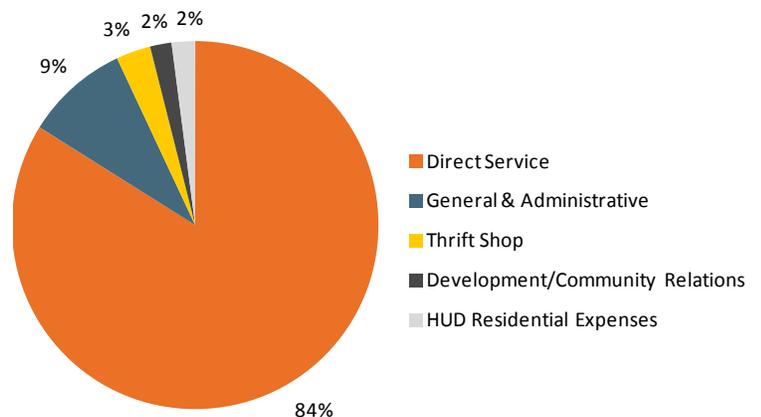
Full time	204
Part time	42
Substitutes	22

Total Employees 268

Operating Revenues

Contract Revenue	\$9,872,164
Program Fees	797,460
United Way	46,260
Charitable & Foundation Support	110,323
Fundraising	156,541
Thrift Shops	427,689
Capital Support	174,143
Other	53,491
HUD Housing Assistance	108,213

Total Operating Revenue: \$11,746,284

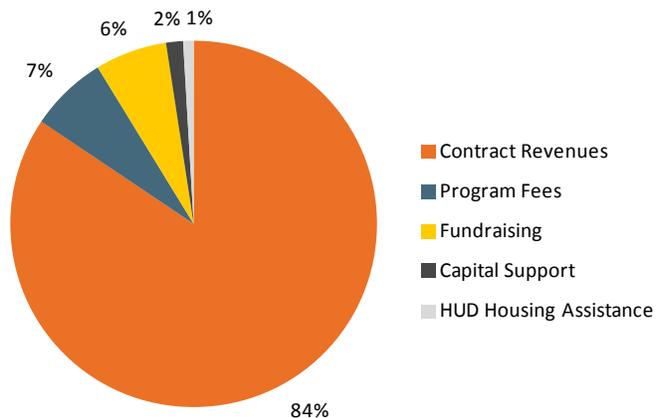


Net gains on non-operating investments and property: \$500,045

Operating Expenses

Direct Service	\$9,592,612
General & Administrative	1,040,359
Thrift Shop	347,948
Development/Community Relations	214,673
HUD Residential Expenses	234,121

Total Operating Expenses: \$11,429,713



**Audited by Capaldi, Reynolds & Pelosi
Certified Public Accountants**

Consolidated financial statements are available by request

Our Supporters

Donors listed gave in Fiscal Year 2012 (July 1, 2011 through June 30, 2012). Every effort was made to produce an accurate list of donors. Please contact The Arc's Development Department at 609-485-0800 if you notice any errors or omissions so we can correct them in our next publication.

Major Funding Sources

Division of Developmental Disabilities
Division of Vocational Rehabilitation
Department of Children and Families
Office for the Prevention of
Developmental Disabilities

\$25,000 and Above

Atlantic City Electric
Cape Bank Charitable Foundation
United Way of Atlantic County

\$10,000 to \$24,999

Peter and Debbie Beck
Caesars Foundation
Sam and Suzanne Pignatelli

\$5,000 to \$9,999

Gene and Cindy Arnone
Holly Baker
Charles and Susan Bisciegli
Deborah Davies and Marc Lowenstein
Herb Hummel
Kahr's Charitable Trust
Kevin and Pat McDonnell
Milton & Betty Katz Jewish Community Ct
Ocean City Home Charitable Foundation
Al and Gail Ruggiero
Timbrook Family Foundation

\$1,000 to \$4,999

Atlantic County Office of
Cultural & Heritage Affairs
Carmen and Theresa Bannon
Bollinger Insurance
Capaldi, Reynolds & Pelosi
Cars 4 Charities
Lou and Pam DeCicco
Bob and Bev Frank
Jennifer Gatto
Linda and Charlie Gemmel
The Gold Foundation
Bryan and Amy Griffiths
Kramer Beverage Company
Jill and John Lemon
David and Carolyn Middlebrook
Sal and Patti Orapallo
Matt and Patty Reynolds
Rotary Club of Somers Point
South Jersey Industries
The Stroser Foundation
Richard H. and Millicent Walker
Lee and Linda Wasman

\$500 to \$999

Alan and Kris Arcuri
Drs. David & Norma Blecker
Anne and Chuck Dillon
Galloway PAL
Robert and Laurie Gravitz
Deborah Jewell
Cathleen Kiernan and Joseph Kunkle
McAllister Fuels
Chick and Kathi Pinto
Roth-Goldsteins' Memorial Chapel, LLC
Robert Rothhouse and Patsy Guerrina
Dr. and Mrs. Herman Saatkamp

\$200 to \$499

The Arc of New Jersey
Atlantic City Hilton Dealers Assoc.
Lloyd and Jean Barksdale
Elliot and Adrienne Beinfest
Murray and Debby Bevitz
Bunting Family Pharmacy
America's Charities
Joe DiLorenzo
Cliff and Regina Dirkes
Dolan, Mauthe & Marsella, CPA Inc.
John and Kathy Donnelly
Audrey and Norman Fischer
Fox & Roach Charities
Dr. and Mrs. Leonard Galler
Globe Vending Co., Inc.
Rich Jacobus
Monica Jarvis
Just 4 Wheels
Tom and Diane Kalin
Dr. and Mrs. Dennis E. Kelly
Patrick and Amy Kennedy
Life in Christ Outreach Ministries
Robert and Cynthia Mathis
Jackie & Scott McKnight
Shelly and Brian Meyers
Mobility Transportation Services
Isabelle & Kenneth Mosca
Harold and Martha Moskowitz
Ervin and Shannon Nixson
Jim and Cathy Nolan
Domenic Palmiere
Howard and Marjorie Paul
Jo Frances Stow
SOSH Architects
Sunrise Big Book Study Group
The Press of Atlantic City
Truist
VFW Post #3361 Ladies Auxillary
Viridian Energy
Dan and Marcia Walsh
Wells Fargo Community Support Campaign

Our Supporters

The following donors sponsored Arc fundraising events at the level of \$1,000 or more.

21 Down: Down Syndrome Awareness
Atlantic City Electric
AtlantiCare Health System
Atlantic County Utilities Authority
Peter and Debbie Beck
Bollinger Insurance
Borgata Heart & Soul Foundation
Bunzl Mid-Atlantic Region
Matt Callaghan
Capaldi, Reynolds & Pelosi
CapeBank Charitable Foundation
Doolim Corporation
Fitzpatrick, Bongiovanni & Kelly
Jennifer Gatto
I. Rice & Co., Inc.
Levine, Staller, Sklar, Chan, Brown
Martin Company
Mutual of America
Northfield-Linwood Kiwanis
Sal and Patti Orapallo
ParkeBank
Rita's Franchise Company
Robert Rothhouse and Patsy Guerrina
Irv and Judy Singer
Stalker & Associates
TD Bank
Village Super Market Inc./Shoprite
Wells Fargo Advisors

Members

Vincent Accardi
Tracy Adamczyk-Dowd
Madeline Andrews
Gene and Cindy Arnone
Holly Baker
Joyce Bank
Carmen and Theresa Bannon
Bob Barbieri
Lloyd and Jean Barksdale
Valerie Barr
Peter and Debbie Beck
Emmalee Bell
Brenda Bellick
Yvonne Bonitto-Doggett
Richard and Denise Bounds
Jennifer Brooks
Aaron Brown
Gloria Burchell
Denise and Theresa Capuano
Patricia Carpenter
Tom and Letty Chadwick
Tony and Patricia Clerico
Mallory Consalvo
Bernadette and Peter D'Alessandro
Paula Darcy
David and Janet Day
Lou and Pam DeCicco

Jeffrey Delson
Bobbie and Richard DeLucry
Marc and Dawn DePlato
Mary and Joanne Di Nicolantonio
Ed Dietz
Tom and Jeanne Eisele
Cierra Farquharson
Ruben Figueroa
Thelma Fireall-Shepperson
Audrey and Norman Fischer
Bob and Kathy Fisher
Fernando Flancia
Fortunato and Rudy Florentine
Jack and Arlene Franco
Bob and Bev Frank
Judy Frankel
Bernadette Gamble-Luptowski
Jennifer Gatto
William and Kathy Gerhardt
Roy and Joanne Goldberg
Bobbie Gorman
Robert Gravitz
Walt and Tree Greiner
Robert Gribbin
Sarah Griffith and Jan Colijn
Marie Guillaume
Eleanor and Daniel Hagan
Linda Hagel
John Hale
Richard Harris
George and Joanna Helfrich
Tom and Janet Hendrixson
Jamillah Hobby
Jim and Donna Hogan
Faith Holt
Janet Huckabee
Bill and Helen Hughes
Herb Hummel
Mark Jacoby
Karen and Walter Jones
Bunny and Shirley Josephson
Don and Marlyn Kehrli
Dennis and Theresa Kelly
Mary Ann LaMonica
James and Susan Layton
Abby and Marjorie Lew
Mary Sue Lovett
Toni MacQueen
Gladys Malarik
Mary Marks
Kevin and Pat McDonnell
Jackie and Scott McKnight
Shelly and Brian Meyers
Dan Miller
Anna Miller
Lois Minney
Pat Morrow
Isabelle and Kenneth Mosca
Harold and Martha Moskowitz
Paul Murphy

Laura Olszewski
Andi Parker
Thomas and Lorna Partin
Lowell and Marian Patak
Laurie Pfeifer
Rebecca Pignoncelli
Chick and Kathi Pinto
Joe and Mary Polisano
Sharon Posner
Michele Prichard
Josephine Rink
John and Judy Rios
Skip Ritchie
Juan Rodriguez
John Ruban
Nancy Rubin
Al and Gail Ruggiero
Dot and Herman Saatkamp
Lauren Sallata and James Lilley
Diane Scarpa
Jill Scheer
Al and May Schollenberger
Jim and Mary Ann Scoppa
Patti Shaw
Jack and Alice Sheppard
Josephine Simone
Christian Smith
Yvonne Smith
Anthony and Ellen Tamburelli
Melvyn Tarnopol
James and Carolyn Thornton
Stacy Tomasello
Donna Volovic-Chao
Rick and Millie Walker
Chris Walls
Lee and Linda Wasman
Quintin and Deborah Watkins
Theresa and Bill Weber
Samantha Wickliff
Rosalyn Wooding
Shatara Woodley



www.arcatlantic.org