



INSPIRED THINKING

WELCOME

A LETTER FROM THE CEO & BOARD PRESIDENT



Dear Friends and Members of The Arc Family,

Every day at The Arc of Essex County, we find ourselves inspired.

We are moved by the children and adults we serve, who are empowered to overcome challenges and achieve new milestones. We are heartened by our families, who devote themselves to their loved ones with patience, kindness, and grace. We are strengthened by our staff, who make sure those in our care are safe and living lives of integrity and achievement.

These moments motivate us to continue to push forward with new and innovative ideas that will further enrich the lives of the individuals and families in our Arc community.

During FY 2022, this inspired thinking propelled us to a number of new programs that you will read about in our Annual Report. A new creative space, Studio Arc, allows our artisans to explore a variety of activities and stretch their artistic skills. An innovative Day Program curriculum widens the global horizons for our participants. A newly launched vending machine management program teaches real-life skills while also serving the community. And several of our residences underwent renovations that have delivered more openness, comfort, and connection to our homes.

The Arc accomplished all of this while continuing to surpass the highest standards as we carry out our spectrum of services and work to achieve our mission. We know our families value the reliable and quality care that we provide but we are also mindful that it's our responsibility to keep pushing for new experiences and opportunities: to go a step further, to innovate, and to think big.

As always, we are also inspired by you, our supporters. Your commitment to The Arc of Essex County helps power our mission and improves the lives of the individuals and families we serve, and for that we are so grateful. Thank you.

Sincerely,



Linda C. Lucas
Chief Executive Officer



Margaret V. McNany
Board President, 2021-22

STRATEGIC PRIORITIES

As outlined in The Arc of Essex County's 2021-2025 Strategic Plan



In the **STUDIO**

STUDIO ARC ARTISANS TAP INTO THEIR CREATIVE SIDES



**I LIKE COMING HERE BECAUSE WE HAVE
FUN AND DO DIFFERENT ACTIVITIES!**

—DANIELLE, STUDIO ARC ARTISAN

Wide spaces, bright colors, innovative technology, endless possibilities... the idea behind Studio Arc, which was first discussed in 2019, was to establish a creative space that captured fine arts, theatrical arts, movement, and technology in one shared location for The Arc of Essex County.

Two years later, and with the help of committed donors, Studio Arc opened to consumers in the spring of 2022 and quickly became a vibrant and active space for a wide range of creative activities, including mixed media canvases, Saori weaving, interactive gaming, Cricut crafting, yoga, cultural artmaking, and more.

"The goal is to bring more creative projects to our day program participants," says Day Services Creative Programming Director Angela LoSapio. "We want to offer cutting-edge activities, with professional equipment and studio art supplies, in a space where they can learn new skills and cultivate new talents through expressive creativity."

Evelyn Gallik, who oversees the programming at Studio Arc, says she sees her role as a facilitator of artistic endeavors. "I often tell our participants, 'This is YOUR studio, tell me what you would like to do/learn/make and I will try to make it happen.'"

Studies show that art teaches critical-thinking skills, as artists are constantly adapting as they go. Bringing more artistic opportunities to Arc consumers allows them to work toward a progressive goal—evaluating, adjusting, and correcting along the way.

"I love coming here," says Harold, one of the many

Arc artisans who visit the studio every week. "We learn things, we do yoga, we make things."

Studio Arc encompasses 5,503 square feet on the first floor of an office building on Passaic Ave in Fairfield. After moving through an entrance area that features a display of works of art created by the artisans, visitors can visit a large multi-purpose room, a crafting room, a kitchen and craft space, a Cricut room, and three accessible bathrooms. Several Arc offices, including the IT department and clinical support services, also encompass 900 square feet of the space.



The opening of Studio Arc was complemented by the addition of activities staff at Day Programs. Those in these new roles could devote their attention to the new and innovative classes to be offered within the space. "Our direct support professionals need to focus on the health and safety of our consumers," says LoSapio. "Creating activity supervisor positions allows us to be sure we're not interfering with the work our DSPs do, while also expanding our programming options for consumers."

In addition to offering new and exciting opportunities for individuals with IDD, Studio Arc allows for more connections with the wider community. The Arc plans to include gallery shows and other entrepreneurial opportunities, furthering efforts to increase community engagement and spread awareness about The Arc's mission and services.

In the meantime, Studio Arc is bustling with activity among Arc participants. "They always come with an expectancy of learning something new or acquiring a new skill," Gallik says. "I try to make everything we do fun, so there is much laughing in the studio!"



Expanding HORIZONS

EXPLORING LOCALLY AND GLOBALLY WITH THE ARC



“IT'S SO FUN TO LEARN ABOUT OTHER COUNTRIES, AND THE CLOTHES AND THE FOOD AND THE ART.

—JAMIE, DAY PROGRAM AND RECREATION ATTENDEE”

When the time comes for The Arc of Essex County to plan out a programming schedule—whether for the Community Inclusion, Respite, & Recreation calendar, for group home residents, or for one of our Day Programs—the goal is always to look ahead with a creative eye. This was particularly important during the 2021-2022 fiscal year, as the organization was coming off a long pause in new programming and had a blank canvas to work with.

“When we started bringing everybody back, we wanted to be creative,” says former Director of Community Support Services Maureen Murray, who retired in the spring of 2022 after 44 years at The Arc. Initially, that involved generating innovative ideas within the safe confines of familiar spaces: Camp Hope in East Hanover and the Opportunity Zone day program in Maplewood.

“We looked around at the spaces we had and said, ‘how can we do this differently and make it more fun?’” Maureen recalls. “We were still working within the confines of enhanced safety procedures, but we wanted to create unique, enjoyable experiences where participants could see their friends without being too closely interactive.”

Wreath-making, Beach Party Bingo, a Paint & Sip event, and a Karaoke Talent Show kicked off the return to in-person programming during the summer of 2021. As businesses started reopening, the staff reviewed options with fresh eyes for new opportunities. Through the rest of the fiscal year, groups enjoyed first-ever trips to places such as the Sea of Life Aquarium at the American Dream Mall; Wild West City; and the Lake Hopatcong Mini Golf Club, while also returning to crowd favorites such as Point Pleasant and the Mount Airy Casino. New in-center party themes were developed: a Gingerbread Extravaganza, Oscar Night, and Mardi Gras among them. Even a familiar activity like bowling was updated to include lunch, subsidized in part by generous donors to The Arc of Essex County’s Annual Appeal.

Within the residential community, Community Support Services spearheaded interactive Zoom competitions, where group homes competed with each other to win virtual game shows, including Family Feud and Deal or No Deal. These series of screen-based competitions connected residents across the miles, bringing both a competitive spirit and some levity to their days.

In day programs, a new global curriculum was introduced that took consumers to China, Africa, India, and beyond. Over the course of several weeks, day program participants would immerse themselves in the culture of the country they were studying through art, music, cuisine, and holiday traditions. In the case of India and Africa, they were treated to presentations from Arc staff with personal roots in the places they were studying, giving them the chance to see their names written in Hindi and feel the textures of fabrics from Ghana. The adventures culminated in a “final exam,” followed by a graduation ceremony to celebrate their new status as global citizens.



Inspired Exploration

GLOBAL CURRICULUM FOR DAY PROGRAMS

NEW DESTINATIONS FOR COMMUNITY INCLUSION TRIPS

IMAGINATIVE THEMES FOR GROUP GATHERINGS

“I love learning about other cultures,” says Jennifer, who attends the SYA Day Program in Nutley and completed the global curriculum. “Things like what kind of clothes, and fabrics, even the smell of things. It feels like you’re there.”

For our youngest consumers and their families, new experiences included health-education days, trips to the movies, and themed celebrations. The Arc saw a return of Parents Night Out, with the addition of dinner for the children at no added cost to caregivers, again due to the generosity of Annual Appeal donors.

Looking ahead, The Arc’s programming keeps expanding—not only will fun new experiences continue to be added to the calendar, but our staff will also continue to go the extra mile to make each event memorable.

“We have a great team that is so creative,” says Murray. “They like what they’re doing, and it shows. That really makes a difference.”



Welcome HOME

RESIDENTS ENJOY NEWLY RENOVATED SPACES



I LOVE THE COLOR AND THE SPACE.
OUR KITCHEN IS BEAUTIFUL.
—CARYN, GREEN AVENUE RESIDENT

For the 138 residents in The Arc of Essex County's 27 group homes, it is crucial that these spaces are both functional and accessible, allowing each person to live a life of dignity, moving about their days as independently as possible.

As The Arc has invested hundreds of thousands of dollars into these homes, planners looked creatively at each space in an effort to ensure each resident's needs are met while also keeping aesthetics and longevity in mind. "We make sure these homes are built to last," says Frank Cinque, Senior Director of Asset Management. "Everything is top notch and high quality."

From open-concept kitchens to wider hallways to creative ramping, The Arc team made sweeping changes to several of its residences during FY 2021-22.

The ground floor of the Newark Apartment Program underwent renovations that included an upgraded kitchen, wider doors, and a more accessible bathroom. At the West Caldwell Group Home, a new laundry room, upgraded bathrooms, and spacious office have improved day-to-day living and working. A new bathroom in an apartment at the Irvington Apartment Program now includes a roll-in shower that is more accessible.

In the Linden Apartment Program, the existing small, tight kitchens were opened up and fully renovated on both floors to provide more open space and accessibility, as was the kitchen in the Green Ave group home.

"The cabinets are easier to reach, and there's so much more space," says Nkechi Njokubi, shift supervisor at the Green Avenue home. "The white cabinets are so bright

and the space is so welcoming. Everybody who comes in here immediately says, 'wow!'"

The largest renovation took place at the Bloomfield Community Residence, where a total remodel of the first floor resulted in a home that brings new charm and comforts to the day-to-day lives of residents and staff. Wider spaces, accessible bathrooms, an open kitchen, expansive deck, and new ramps, as well as overall aesthetic updates, help ensure it's a home where residents can age in place and feel pride in their surroundings.

Inspired Updates



**MORE SPACIOUS
KITCHEN AREAS**



NEW BATHROOMS



**WIDER
HALLWAYS**

"It's like being in a brand new home," says Blondell Cameron, a residential counselor at the Bloomfield home. "We are so happy to be back in this beautiful space. And it's so much easier for everyone to get around. It's been wonderful."

By evaluating the residences with an open mind and a creative eye, The Arc was able to make many changes that improve the lives of its residents and staff every day, such as placing laundry facilities on the floors where residents

are living and positioning utility services on the main levels. User-friendly appliances that are more intuitive and accessible have been installed throughout the four renovated kitchens, three homes were outfitted with new generators, and telemedicine technology has been integrated within all of our group homes.

In all, The Arc invested more than \$750,000 into ten residences during the 2021-22 fiscal year, and the team continues to prepare for future renovations that will expand accessibility for our residents, improve staff retention, and make our surroundings more beautiful for everyone we serve.



Taking STOCK

VENDING MACHINE PROGRAM TEACHES LIFE SKILLS



**I LOVE EVERYTHING ABOUT IT.
IT'S MY FAVORITE THING EVER.**

-ALEX, WEST CALDWELL HUB

Maintaining a vending machine involves an assortment of tasks, such as shopping for the food items, restocking the inventory, keeping track of what is selling, and depositing the collected money. For the day program participants who attend the West Caldwell Hub, those tasks became part of their daily activity options when a vending machine was added to the Durkin Building on Bloomfield Avenue, and about a dozen people signed up to manage it.

The project, which launched in November 2021, is part of a social enterprise day program enhancement, and aims to create activities that promote skill development, increase community integration, and foster more purpose.

"It provides vocational skills and training, and a great sense of independence," says Leona Whyte, Senior Program Manager at West Caldwell Hub.

The day program participants maintain the stocking of the vending machine throughout the week. They also make weekly deposits to TD Bank and shop for inventory at Costco twice a month. The group regularly surveys patrons throughout the building to ensure customers are happy with the selections.

These tasks, which are presented as options every day, are rotated among the interested participants, and work in concert with a curriculum that supports the skills associated with each part of the job, including money

management, tracking inventory, sorting, stocking, customer service, problem solving, budgeting, and creating shopping lists.

"We do everything that needs to be done," says Alex, who always steps up to help with the vending machine and is possibly the project's biggest cheerleader. "We do it all. It's great. I love it so much."

The vending machine was purchased through a PwC Reimagine Grant in 2021, and the program now pays for itself with the income from the purchased snacks and drinks.

"Everyone loves it," says supervisor LaJonna Harrell. "They love every step of the process; getting the items, helping to fill the machine, collecting the money. They do it together and they all really enjoy it."

Based on the success of the vending machine at West Caldwell, the goal is now to grow the program, with a plan to install another machine at the Opportunity Zone in Maplewood, also funded by the PwC grant. If the West Caldwell experience is any indication, it should be a successful expansion.

"It's so wonderful to have something that everyone looks forward to so much" says Senior Manager Cecilia Jackson. "It makes our team happy, but it also provides a useful service. It's the best of both worlds."

Inspired Skill-Building

BUDGETING & MONEY MANAGEMENT

TRACKING INVENTORY & MAKING SHOPPING LISTS

CUSTOMER SERVICE



2021-2022 DEVELOPMENT

A RETURN TO *In-Person* FUNDRAISING EVENTS



It was a bright and beautiful day for The Arc of Essex County's inaugural Craft Beer Open on September 27, 2021 at Crestmont Country Club in West Orange. In addition to 18 holes of golf, participants enjoyed on-course beer, hard cider, and cigar tastings. When the day on the links was complete, golfers returned to the clubhouse for an awards reception that included wine and spirits tastings, a silent auction, and a delicious dinner. The day was made possible through the generous support of our sponsors and attendees, as well as the hard work of our golf committee. It was a fantastic start to a new Arc of Essex County tradition!



The wet weather didn't dampen spirits during The Arc's return to an in-person Building Tomorrows 5K Run and Family Walk event on April 9, 2022! Held at the Clipper Pavilion in the South Mountain Recreation Complex in West Orange, the 24th annual event drew hundreds of participants. Runners were able to complete the 5K before the rainfall began, and the day also featured a fundraising walk and Family Fun Fest activities that included bubble-making, cupcake decorating, a donut truck, and a magic show that dazzled attendees of all ages. Even in the rain, it was wonderful to once again join each other to support The Arc community while feeling the energy and excitement that comes from being together. Many thanks to the sponsors and participants who made the day a success.



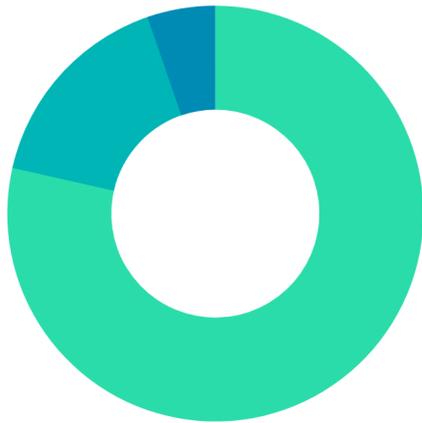
GIFTS THAT KEEP *Giving*

When Alice and Béla Szigethy decided to support The Arc's 2022 Spring Appeal campaign to fund accessible Camp Hope transportation, their \$20,000 donation made an immediate difference in the lives of our campers and their families. But the Szigethys' generous contribution was accompanied by an additional meaningful note: their intention to donate at least \$10,000 annually in the years ahead. That pledge is significant not just because of the impact of those dollars on our ability to carry out our mission, but also because it allows our organization to better plan for the income we expect to receive in the future. Pledges demonstrate deep support for an organization, and The Arc thanks the Szigethys for their vision and commitment.

If you are interested in structuring your contributions to The Arc of Essex County into a multi-year pledge, please reach out to Heather Comstock, Senior Director of Development & Communications, at 973-535-1181 ext. 1224 or hcomstock@arcessex.org.

2021-2022 FINANCIALS

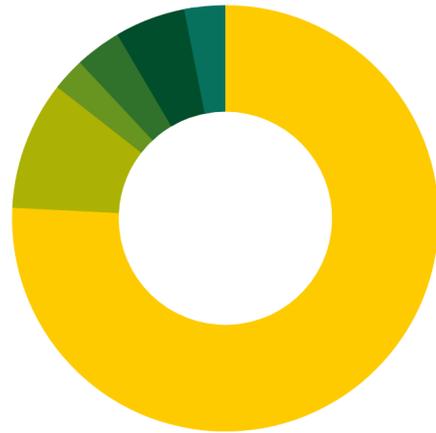
OPERATING REVENUE



	State Funding	\$26.7M
	Tuition & Fees	\$5.5M
	Contributions & Grants	\$1.8M

\$34,032,795

EXPENSES & RESERVES



	Personnel Expenses	\$23.7M
	Facility Costs	\$3.0M
	Transportation	\$0.8M
	Supplies	\$1.1M
	Client Assist & Others	\$1.6M
	Depreciation & Interest	\$1.0M
	Total	\$31.2M
	Reserves Increase	\$1.8M

\$32,988,871

2023 Projected Reserve Appropriations

\$750K

Property Aquisition



\$900K

Residential Improvements



\$150K

Fleet Attrition



DONOR RECOGNITION

2021-2022

VISIONARY CIRCLE

These donors are distinctive supporters of The Arc's mission and objectives. Gifts, grants, and in-kind contributions of \$50,000 or more in any one fiscal year show an abiding belief and confidence in The Arc of Essex County.

Essex County Division of Housing & Community Development
Kingsbridge Office Park

ANGELS

The following donors demonstrate a profound commitment to The Arc of Essex County, to its present and its future. Gifts and grants of \$10,000 to \$49,999 in any one fiscal year are the bedrock of the agency's foundation and enable The Arc to remain a strong and innovative source of strength for individuals with intellectual and developmental disabilities.

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These gifts and grants of \$5,000 to \$9,999 ensure the continued fulfillment of The Arc of Essex County's mission. We thank these donors for helping us provide the very best quality of service to our consumers.

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