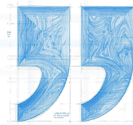
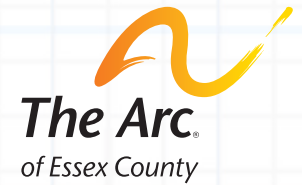
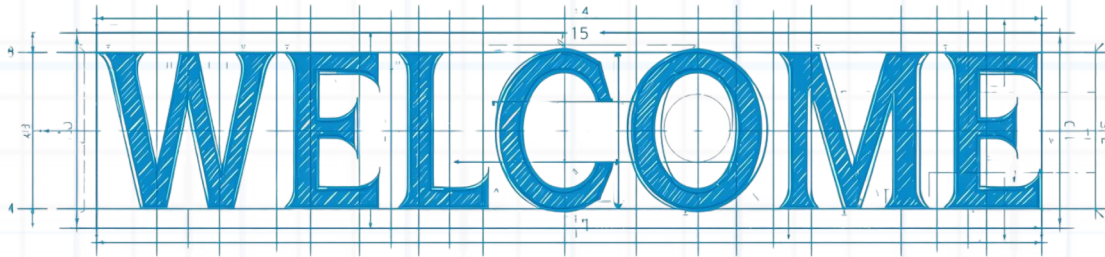


Possibilities are endless when they are lit by imagination.



—ANONYMOUS





## A LETTER FROM THE 2024-25 CEO AND BOARD PRESIDENT

Dear Friends and Supporters,

Welcome to the 2024–2025 Impact Report of The Arc of Essex County. This year’s theme, *The Architecture of Possibilities*, reflects the thoughtful design and enduring strength of our mission to empower individuals with intellectual and developmental disabilities. Like any great structure, our work is built on a foundation of vision, collaboration, and care, with each initiative supporting a future of inclusion and opportunity.

This past year, we laid the groundwork for long-term impact through strategic investments in infrastructure, technology, and programming. These efforts were not just about bricks and bandwidth: they were about building spaces and systems where individuals with IDD and their families can thrive. From upgraded facilities to expanded digital learning platforms, every improvement was designed with purpose and care.

We also deepened our commitment toward ensuring that our programs meet the evolving needs of individuals across all stages of life. Whether through early intervention, creative expression, or vocational training, our services continue to foster connection, confidence, and community. These efforts are supported by a dedicated team whose growth and achievements are celebrated within this report.

The year 2025 also marked a significant transition for The Arc of Essex County, as Linda announced her retirement after 47 years of service. We embark on a new chapter for the agency, and with Kathleen Hinnigan-Cohen now taking the helm, we are confident that the organization’s growth and successes will continue under her leadership.

As you read through the stories and milestones in this report, we hope you’ll see not just what we’ve built, but what we’re designing for the years ahead. Thank you for being part of our foundation, our framework, and our future.

Sincerely,



Linda C. Lucas  
Chief Executive Officer



Stephen Falanga  
Board President

# LAYING THE FOUNDATION

Through a variety of FY2024-25 infrastructure investments, The Arc of Essex County demonstrated its dedication to building strong foundations for the people we serve

## OPENINGS IN WEST CALDWELL AND FAIRFIELD

In September 2024, The Arc of Essex County opened a new group home on Beechtree Road in West Caldwell, not far from our longtime group residence on the same street. This home provides a safe, supportive, and welcoming environment for five men, who enjoy walking and biking the neighborhood, hanging out on their spacious back deck, cooking in their modern kitchen, and decorating their individual bedrooms to reflect personal styles. Purchased in 2023 and then redesigned and renovated with accessibility and comfort in mind in 2024, the property reflects The Arc's commitment to creating spaces that foster independence while ensuring residents have the support they need to live their best lives in a beautiful, modern environment.



The Arc also introduced two supported living apartments in May 2025. Located in a newly constructed building just steps from Studio Arc in Fairfield, these licensed apartments offer residents the opportunity to live more independently while maintaining access to essential services and community engagement. The close proximity to Studio Arc provides unique opportunities for socialization and skill-building, as do communal spaces such as a lounge, game room, and fitness center.



Both initiatives demonstrate The Arc's strategic approach to expanding housing options. As with all of our residential projects, The Arc pieced together funding sources and partnered closely with local municipalities and county government. By combining new acquisitions with thoughtfully designed living spaces, The Arc continues to lay the foundation for a future where individuals with IDD can thrive in environments tailored to their needs.



“ The staff does a very good job. I love my room. In the summertime, I love the deck. I'm here with my friends. This is the best group home in all of New Jersey. ”

—Melvin  
Beechtree Group Home Resident



## RENOVATION OF SYA DAY PROGRAM

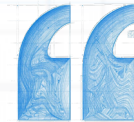
In 2024, The Arc of Essex County completed significant renovations at the SYA Day Program, a project that focused on improving accessibility, functionality, and the overall program experience. Funded primarily through Essex County Community Development Block Grant support, with additional contributions from nonprofit partner SYA, this \$375,000 investment addressed critical infrastructure needs while creating a modern, welcoming environment for participants.



The program's layout was reimagined to better meet operational needs, with renovations that included the installation of accessible bathroom facilities and an expanded kitchen in a more

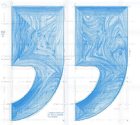
spacious, open format. Large program spaces were enhanced with new flooring and overhead lighting, creating bright, inviting areas for group activities such as yoga, art projects, and interactive games. Longstanding plumbing issues were also resolved to improve reliability throughout the program center.

These improvements represent a step forward in The Arc's ongoing effort to deliver high-quality day services. By prioritizing accessibility, layout efficiency, and functional upgrades, we have strengthened the ability to provide person-centered programming in an environment that promotes independence, helping SYA Day Program participants thrive.



**The kitchen is so nice.**

**Everything is beautiful. I'm happy. This is a good place to be.**



**—Rita**

**SYA Day Program Participant**

## ORANGE GROUP HOME UPDATES

During FY2024-2025, The Arc of Essex County completed a major renovation of the first floor of the Orange Community Residence. This \$257,000 project, funded through private Arc capital resources, focused on making the group home more accessible and functional while preserving its original character. Two new bedrooms were added to the ground floor to accommodate residents, along with a new manager's office, a renovated kitchen, an accessible bathroom, and a half bath. The project also included new flooring, updated egress points, widened doorways and pathways, and an upgraded fire alarm system.

The renovations were carefully planned to maintain the 121-year-old home's traditional aesthetic, including original wood trim and classic color schemes, while introducing features that improve accessibility and comfort. By completing the work in three phases, The Arc avoided relocating residents during construction, minimizing disruption to their lives. Looking ahead, plans are in place for an exterior project and a second-floor renovation, ensuring that this long-time Arc property continues to serve as a safe, welcoming, and modern home for years to come.



# BLUEPRINTS OF BELONGING

The Arc of Essex County deepened its commitment to participants of all ages through expanded services in specialized programming during FY2024-25

## NEW SOCIAL SKILLS CLASSES FOR CHILDREN & TEENS

Regulating emotions and managing relationships can sometimes be a challenge for anyone, but for The Arc's youngest participants who are encountering many social situations for the first time, these dynamics can feel particularly overwhelming. With that in mind, The Arc of Essex County launched a new series of Social Skills classes in January 2025, designed to support the social and emotional development of children and teens with IDD. Held weekly at Opportunity Zone in Maplewood, the program welcomed children ages 5 to 15, divided into two age groups, to ensure age-appropriate instruction and engagement.

Led by licensed special education teacher Casey Dickson, each of the 20 sessions began with structured peer greetings and guided social questions designed to set the tone for a welcoming and inclusive environment. Weekly lessons focused on foundational social concepts such as taking turns, sharing, and respecting personal space. These themes were reinforced through interactive activities and role-playing exercises. The classes concluded with supervised free play, which gave children and teens the opportunity to apply what they had learned to real-time social interactions while in a supportive setting. By blending structured learning and open-ended play, these sessions created a dynamic environment for growth, confidence-building, and peer connection.



**The program has helped my daughter tremendously. She is now much more talkative and expressive about her emotions—whether she's upset or happy—which was something she rarely did before. The entire staff is such a joy, and it warms my heart to see how they interact with the children and put a smile on their faces.**

**—Rosalyn  
Parent**



Enrollment was coordinated through The Arc's Life Management Program and offered at no charge to families thanks to grants and donations to the agency. The first series ran from January to June, with a special graduation ceremony to mark the final class of the series. As a result of the positive feedback from parents and demonstrated success among participants, it will continue to be offered going forward and make an ongoing difference in the lives of children and teens and their families.

# BRIDGES II LAUNCHES IN MAPLEWOOD

As the demand grows for more specialized programming for adults with higher behavior-support needs, The Arc of Essex County expanded its Adult Day Services with the opening of Bridges II, a second program site designed to support individuals with IDD who require greater assistance. Located at Opportunity Zone in Maplewood, Bridges II builds on the success of the original Bridges program by offering a greater staff-to-participant ratio and tailored supports for those with behavioral and complex needs, including autism. This expansion, which included some renovations to the Opportunity Zone facility, reflects The Arc’s commitment to enhancing satisfaction and value for adults with IDD through specialized programming, peer-appropriate activities, and individualized care.



Bridges II demonstrates The Arc’s ongoing effort to meet the New Jersey IDD community where it is, and represents a strategic investment in inclusive services for program participants with higher-level needs. As with each new or changing program, the Bridges II launch is an example of The Arc’s mission to provide meaningful opportunities for every individual to thrive in a space where they have the support they require and deserve.

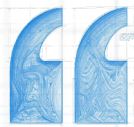
## EXPANDED PROGRAMMING AT STUDIO ARC

Studio Arc has been a popular destination since opening its doors in 2022, where artisans with IDD are regularly exploring new mediums, techniques, and themes as part of The Arc of Essex County’s most vibrant and creative programming. The opportunities for Studio Arc visitors expanded significantly in FY2024-25 with the addition of a new on-site Creative Arts Supervisor. Taiwo Adeyefa joined Creative Arts Manager Debra McGauley-Eichhorn thanks to a generous grant from the Flagstar Foundation that helped fund her newly established position. Through this dedicated team of creative educators, Studio Arc has been able to expand the spectrum of offerings, allowing for more programming to take

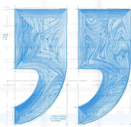


place concurrently, and deliver more personalized instruction for our artists.

From nature photography to jewelry making to airbrush painting and so much more, Studio Arc continues to be a place where artisans of all ages can learn new skills and techniques, building confidence along the way. The Arc of Essex County extends heartfelt thanks to the Flagstar Foundation for investing in the people who make Studio Arc a place of growth, creativity, and belonging.



**All the things I  
learn at Studio  
Arc are great. I  
love trying new things  
there. There are so  
many skills to  
learn!**



**—Jennifer  
Day Program Participant  
and Studio Arc Artisan**



# DESIGNING WHAT'S NEXT

Investing in innovative programs that support health, growth, and personal success  
across The Arc of Essex County's services

## MY25 PLAN DELIVERS NUTRITION AND CLARITY TO GROUP HOME KITCHENS

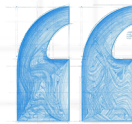
Preparing meals for residents in The Arc of Essex County's group homes can be like learning a complicated dance: staff members have to ensure everyone's specific dietary requirements and preparation needs are met while also bringing variety and taste to the plate.

Enter My25 Plan. In the summer of 2024, The Arc launched a pilot of the My25 Plan program in select residential homes. Now fully expanded across all licensed programs, the initiative supports more than 130 Arc residents, delivering customized nutrition solutions that promote health while simplifying staff efforts to safely prepare meals.

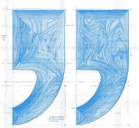
My25 is a subscription-based service that transforms complex dietary needs into accessible, actionable plans. Each resident's prescribed diet is submitted to a registered dietitian, who then crafts a unified menu that meets all dietary requirements within a group home. A set of easy-to-follow recipe cards is provided, with step-by-step instructions and appropriate substitutions, ensuring every meal is both compliant and delicious. The program also generates comprehensive shopping lists, which streamlines meal preparation and reduces the administrative burden on nurses and residential staff. Through this investment, The Arc minimizes the risk of errors and ensures consistency in care for our residents.

Staff training is a core component of the program, equipping team members with the knowledge and confidence to implement the menus effectively. The simplified format has been especially helpful for new staff, who can quickly learn and follow the system.

The Arc's adoption of My25 reflects its commitment to innovation and person-centered care. By integrating technology with clinical expertise, The Arc is helping residents achieve their health goals while also reducing the burden on staff, resulting in a win-win for our residential programs.



**The My25 Plan really simplifies the work that our nursing team and residential staff would have to do, while also ensuring a healthy and prescriptive diet that meets the health goals of each of the residents in our licensed programs. It's been a great addition.**



**—Rebecca Lorusso**  
Senior Director, Residential Services



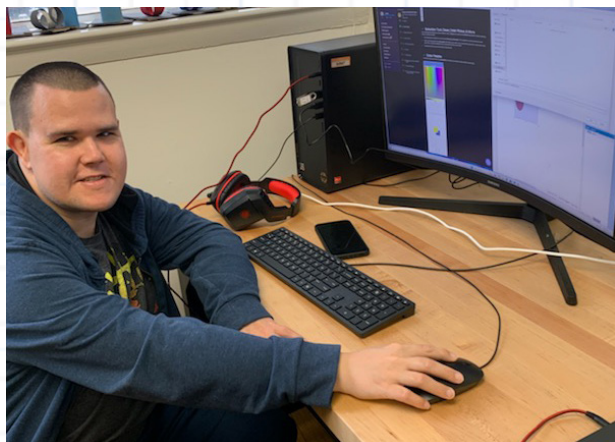
## GAMEU TEACHES VIDEO GAME DESIGN TO ARC COMMUNITY

In early 2025, The Arc of Essex County launched an exciting new initiative: video game-design classes for teens and adults with IDD.

Held at Studio Arc, the first five-week program began in January 2025 and offered hands-on instruction in video game design and coding. Each

Saturday, participants attended one-hour sessions tailored to their age group, culminating in the creation of a playable mini-game titled “Sugar Rush.” The program, GameU, is designed for beginners of all abilities and supported by trained Studio Arc staff, and was funded through a generous grant from PSEG. Fundraising-appeal donations allowed The Arc to upgrade its technology to support this innovative offering.

As much as class participants enjoy playing games, nothing compares to engaging with a game after creating it from scratch. Each class featured breakthroughs and moments of joy that have lasted far beyond when the “Game Over” screen faded away.



## KIBU OFFERS NEW INTERACTIVE SKILL-BUILDING LESSONS

As part of an ongoing commitment to innovation and empowerment, The Arc introduced Kibu classes into its program offerings. With live-stream classes on everything from life skills to job development to storytelling to fitness, Kibu classes are tailored to meet a wide range of interests and abilities and allow program participants to explore new topics and build new skills. Popular classes, taken daily through Day Program clubs, include How to Introduce Yourself, Let’s Talk About Hygiene, Salsa Dancing, Financial Literacy, Sign Language, Adaptive Exercise, How to Read a Food Label, and dozens more. In addition, recreational videos are often used at program centers, independent of club curricula, with favorites such as Memory Games, Paper-Airplane Making, and Drawing Skills. Thus far, more than three-quarters of Day Program participants have enjoyed Kibu activities.



Thanks to generous donations from recent Arc fundraising appeals, program centers are now equipped with the newest technology, including state-of-the-art computers, screens, and speakers that have enhanced the experience for The Arc’s Kibu learners. Whether being coached on how to write a check, meditate, or complete a martial art move, participants are ready to make the most of their lessons.

The launch of Kibu across our Day Programs reflects The Arc’s dedication to investing in services that help our people thrive, not just in their daily routines, but in their personal growth and sense of purpose. Participants are encouraged to explore new ideas, express themselves, and connect with peers in a supportive and inclusive environment. These classes are steps toward greater independence, joy, and community connection.

# BUILDING A LEADERSHIP PIPELINE

Honoring The Arc of Essex County's dedicated team while developing leaders who can help guide the organization forward in the years to come

## LINDA LUCAS: THE ARC LIFETIME ACHIEVEMENT AWARD



At the 2024 National Convention of The Arc of the United States, Linda Lucas, CEO of The Arc of Essex County, was awarded the prestigious Outstanding Lifetime Achievement Award by The Arc's National Conference of Executives. Linda was celebrated for transforming the organization through innovative housing initiatives, compassionate leadership, and unwavering advocacy for individuals with intellectual and developmental disabilities and their families. Nominated by The Arc of New Jersey and supported by heartfelt testimonials, Linda's recognition reflects her enduring impact on the IDD community. The award was presented during the National Conference of Executives Awards Luncheon in Columbus, Ohio.

## LAURIE BEST & REBECCA LORUSSO: THE ARC OF NJ LEADERSHIP TRAINING

In the autumn of 2024, Senior Director of Children and Day Services Laurie Best and Senior Director of Adult Residential Services Rebecca Lorusso graduated from The Arc of New Jersey's Leadership Institute. Selected to represent The Arc of Essex County, they participated in a six-month program that brought together leaders from chapters across the state, focusing on nonprofit executive management, stakeholder engagement, and innovation. The experience fostered statewide collaboration and culminated in group capstone projects, and marks a significant investment in the future leadership of The Arc of Essex County and its mission to support individuals with IDD and their families.



## HEATHER COMSTOCK: THE ARC OF NJ PROFESSIONAL OF THE YEAR



At The Arc of New Jersey's Annual Awards Celebration in the spring of 2025, Heather Comstock, Senior Director of Development and Communications at The Arc of Essex County, was named Professional of the Year. Recognized for her leadership in fundraising and event innovation, Heather's work has elevated The Arc's visibility and impact statewide. Her heartfelt acceptance speech reflected the compassion and creativity that define her contributions to the IDD community.

# THE LEGACY OF LINDA C. LUCAS



After nearly five decades of unwavering service, Linda Lucas, Chief Executive Officer of The Arc of Essex County, announced her retirement in June 2025. Her announcement marked the end of an era defined by visionary leadership, compassionate advocacy, and transformative growth for individuals with intellectual and developmental disabilities and their families across Essex County.

Linda began her journey with The Arc in 1978, bringing with her a master's degree in special education and a deep commitment to inclusive care. Over her 47 years at The Arc of Essex County, she held numerous leadership roles, including Associate Executive Director for 15 years before becoming CEO in 2009. Her tenure was marked by innovation, expansion, and a steadfast dedication to the organization's mission.

Under Linda's guidance, The Arc of Essex County flourished. She spearheaded the development of specialized day programs, launched groundbreaking family support and respite initiatives, and oversaw the creation of Studio Arc—a vibrant creative space for individuals with IDD. Her leadership and vision sparked the expansion of residential services, including innovative housing models that offer independence and dignity to those served.

Linda's Arc legacy is not only measured in programs and facilities but in the lives she touched. Her colleagues describe her as a leader who prioritized the well-being of others, planned meticulously for the future, and pursued positive change with relentless determination. Her ability to navigate complex challenges—such as the conversion to Medicaid—turned obstacles into opportunities and strengthened the organization's infrastructure and service delivery.

In her retirement letter, Linda reflected on the honor of serving The Arc family, expressing pride in the foundation of inclusion and empowerment built over the years. "I will truly miss being part of the daily work that energizes and uplifts our Arc community," she wrote, adding that The Arc will always hold a special place in her heart.

As Linda stepped down, she passed the torch to Chief Operating Officer Kathleen Hinnigan-Cohen, who was selected by the Board of Trustees as the new CEO, assuming the position on November 1, 2025. Linda praised Kathy's experience and commitment, expressing full confidence in her ability to lead The Arc into its next chapter with vision and compassion.

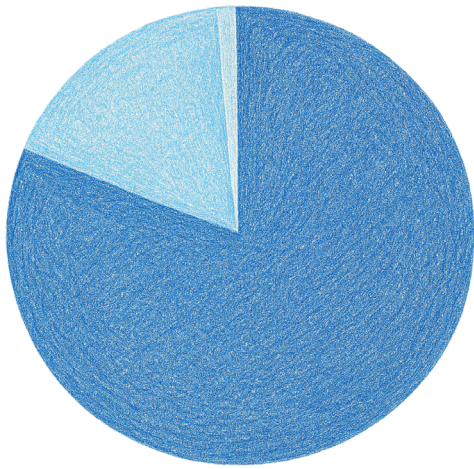
The Arc of Essex County celebrates Linda's extraordinary contributions and the legacy she leaves behind. Her impact will continue to resonate through the programs she built, the staff she mentored, and the thousands of individuals and families whose lives she helped transform.

Linda's retirement goes beyond the close of a career; it is the culmination of a lifetime of service, advocacy, and heartfelt care. Her legacy will inspire future generations of leaders at The Arc and beyond.



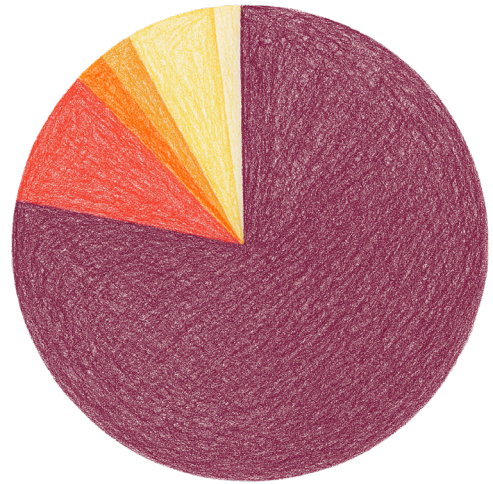
# FINANCIALS

## FY 2024-25 REVENUE



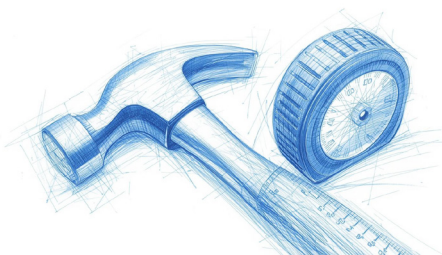
State Funding	\$31.0 M
Tuition and Fees	\$6.9 M
Contributions	\$0.6 M
<b>Operating Revenue</b>	<b>\$38.5 M</b>

## FY 2024-25 EXPENSES

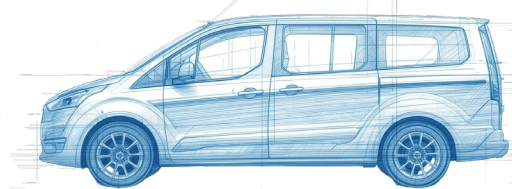


Personnel Expenses	\$29.9 M
Facility Costs	\$3.3 M
Transportation	\$0.9 M
Supplies	\$1.3 M
Client Assistance	\$2.4 M
Depreciation	\$0.7 M
<b>Total Expenses</b>	<b>\$38.5 M</b>

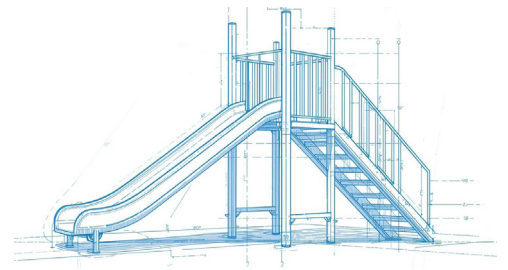
## Investments



**Renovation Work  
and Upgrades**  
\$325,000



**Three New Vans**  
\$142,000



**New Playground at  
Stepping Stones School**  
\$66,000

# DONOR RECOGNITION

FY2024-2025

## ANGELS

*These 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 IDD and their families.*

Bloomfield Department of Community Development  
The Candle Lighters  
Catholic Human Services Foundation  
Essex County Division of Housing & Community Development  
Flagstar Foundation  
The Hilb Group of New Jersey  
The Hyde and Watson Foundation  
Irvington Office of Community Development & Planning  
NJ State Golf Association Youth Foundation  
Orange Orphan Society  
Partnership for Children of Essex  
PSEG Foundation  
PSEG Services Corporation  
Béla and Alice Szigethy  
The Thomas and Agnes Carvel Foundation  
Wallerstein Foundation for Geriatric Life Improvement

## BENEFACTORS

*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.*

Bogush Incorporated  
Franchino Delargy, LLP  
Irwin Siegel Agency  
Jacob and Eugenie Bucky Memorial Foundation, Inc.  
Jay Frank Parmly Foundation  
Manuel Juncal Landscaping, LLC  
Maplewood Foundation, Inc.  
Nicole Fiorilla Memorial Fund  
Guido and Aline Sanchez  
Walsh, Pizzi, O'Reilly, Falanga LLP  
Regan and Brian White

## ADVOCATES

*We recognize these donors who have contributed between \$1,000 and \$4,999 in tribute to the more than 40 programs that The Arc of Essex County runs, so that the lives of those with intellectual and developmental disabilities living in Essex County and the surrounding areas will be enhanced.*

Alphabet Health LTD  
Jose M. Arrufat  
Megan L. Beebe  
Benefit Management Solutions, Inc.  
Fredric and Sheree Bennett  
Bernie's Tire and Auto LLC  
Bruce and Lynn Bird  
Bird Pharma Consulting, LLC  
Carpet Maven II, LLC  
Chubb Group  
Marie Elena Cinque  
Susan Comparato and Paul Rooney  
Minerva Delgado

Raymond De Lorenzi  
Durkin & Durkin, LLC  
Glen Ridge Community Fund  
Kathleen Hinnigan-Cohen and Stu Cohen  
Steve Hollander  
Brad and Stephanie Hopton  
Helga Horn  
Knights of Columbus #3533  
Knights of Columbus #3632  
Knights of Columbus #6504  
Robert Laurino, Esq.  
Lenoir's Transport, Inc.  
Lillian Schenck Foundation

Brian Lowe  
John and Linda Lucas  
Manuel Munoz  
Maroukian Realty, LLC  
John and Ann McKeon  
Jeffrey Moryan  
NJM Insurance Group  
North Jersey Smart Set  
Novartis US Foundation  
Cassandra Orr  
Petry Engineering LLC  
PrimePoint, LLC  
The Provident Bank Foundation

# ADVOCATES, CONTINUED

Robert Purcell  
Rock the 21  
Gary Russikoff  
Kenneth and Christi Sauter  
Sax LLP  
See-More TV & Appliance Center  
StationMD

Barbara Starrett and Jo Ann Ellison  
Harry and Sandra Starrett  
The Sumas Family Foundation, Inc.  
Glen W. Taylor  
TD Bank  
The Arc of Morris County  
Titan Management Group, LLC

Township of Nutley  
Two Sigma Investments, LP  
Wakefern Food Corporation/ShopRite  
Anne Wall  
Paul and Teri Wirth  
Jonathan and Lisa Wolfe  
Richard Wright

## PATRONS

444 LLC  
Paul and Robin Alampi  
Kenrich and Jennifer Bergmann  
Graig Berkowitz  
Charlie and Laurie Best  
Jeffrey Bird  
Caitlin Cascino  
ColorMyCar, Inc.  
Heather and Matthew Comstock  
Diianni Landscaping, Inc.  
Eastern Janitorial Company  
Barry Eckenthal  
Mark and Susan Fahy  
Stephen and Margaret Falanga  
Lorenzo Fernandez  
Michael A. Franchino  
Thomas P. Giblin  
Donna and Alan Graham

Willard Hall  
Sherleen Hillman  
Bradford and Kim Huntington  
Dana Irvis  
Jardim, Meisner & Susser, P.C.  
Knights of Columbus #6380  
Paul and Janet Kwiatkoski  
Al Lasso  
Maria Laurino  
Lettire Construction Corporation  
Rebecca and Robert Lorusso  
Bev Luehs  
Larry and Cheryl Manfra  
Lynn Manganaro  
Max Axion, LLC  
Herbert and Sarah Meyer  
Courtney Molinari  
Paul and Virginia Moritzen

Robin Moses  
Ann and Eugene Murphy  
Jessica and Chris Murphy  
Newark Autobody & Service, Inc.  
Martin and Deanna Noah  
Anjana and Krishnan Padmanabhan  
Robert Petzinger and Cristina Moran  
Prudential Foundation  
Terri Reynolds  
Benjamin Rippe  
Ellen Rooney  
Jennifer Schneider  
Richard and Eileen Stuart  
John Viriden III  
Walter Haner & Associates, Inc.  
West Essex Sunoco, Inc.  
Kevin and Meredith Whitaker  
Candace Wildy

*These members of The Arc of Essex County family contributed \$500 to \$999 in a single fiscal year. These funds allow us to build on our present successes and meet the needs of the future.*

## SUPPORTERS

Adobe  
Dienetrius T. Alexander  
Stuart and Randi Applebaum  
Appliance Repair & More LLC  
Sharon R. Barclay  
Peter and Judy Bellina  
Arthur and Jennifer Blougouras  
Paul and Patricia Boylan  
Jennifer Bradish-Russak  
Katharine Carpenter  
Dennis M. Caufield  
Dong Cho  
Frank and Anabela Cinque  
Ynit Cody  
Robert and Janet Comparato  
Lorraine Coppola  
Vincent J. Covello Jr.  
Martin and Judith Daly  
Shaun Delaney  
Caitlin DiRuggiero  
Charles and Madeline Dreifus

*The donors whose gifts and grants range from \$200 to \$499 help us sustain and enrich our programs while providing a nurturing atmosphere to all we serve.*

Agostino and Aileen Feola  
Christine and Frank Fillimon  
Thomas Fitzpatrick  
Thomas Garvey  
Cecilia Guerrero  
Jason and Eileen Hahn  
Diana Henry  
Andrew Hom  
Fred and Roberta Horowitz  
Precious Howard  
Donna Hrebin  
Albert and Joan Ianacone  
Pauline Kariuki  
Anthony Kearney  
Damien and Courtney Keemss  
Herbert and Ellen Lev  
Joan Love  
Peter and Moira Madonia  
Dennis McNany  
Ryan and Margaret McNany  
Mary Ellen Meehan

Mickey's Gift  
Dametralius Moon  
Leon and Veronica Morton  
John O'Brien  
Raymond Peck  
Benjamin and Nina Proce  
Jo-Ann Raines  
Michael Reznikov  
Michael and Yvonne Rooney  
S & A Auto Repair Kearny, LLC  
Steven Sandor and Theresa Hunt  
Cara L. Schnaper  
Damian Sian  
Daniel and Kati Smith  
Nadia Souma  
Thomas and Judith Stier  
Thomas J. Swartz III  
The Arc of New Jersey  
Sarah P. Viriden

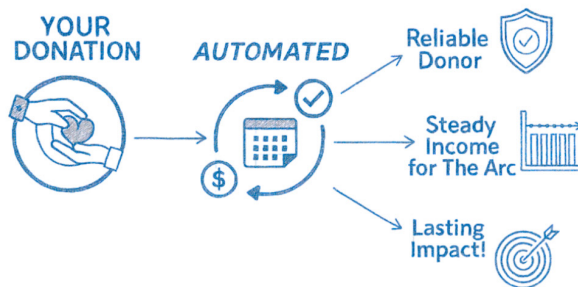
# ARC CHAMPIONS

When you set up a recurring donation to The Arc of Essex County, you help create lasting opportunities for children and adults with intellectual and developmental disabilities and their families. Our **Arc Champion Sustaining Donor Program** makes giving easy and impactful. Your automated contributions provide the financial stability we need to plan for our community's evolving needs.

Join us today at <https://bit.ly/ArcRecurring>.



You can choose your donation amount and frequency and modify or cancel at any time. Questions? Contact Heather Comstock, Senior Director of Development & Communications, at [hcomstock@arcessex.org](mailto:hcomstock@arcessex.org) or 973-535-1181 ext. 1224.



**BECOME AN  
ARC CHAMPION  
TODAY!**



## MANY THANKS TO OUR 2024-25 ARC CHAMPIONS!

*These donors have set up recurring contributions to The Arc of Essex County, as of June 30, 2025.*

Muhaimin Adams  
Janet-Ashley Adapoe  
Ramonía Addison  
Festus Olutope Adebambo  
Funmilayo Aderomola Adegbola  
Faridah Asabe Aliyu-Mustapha  
Gloria Vanessa Anthony  
Sharon R Barclay  
Jennifer Bradish-Russak  
Keturah Twane Beckles  
Megan L. Beebe  
Tahari Vanessa Bellamy  
Graig S Berkowitz  
Laurie Best  
Alan Glen Binstein  
Patricia Boylan  
April Bryson  
Carolyn Sidonne Cammock  
Marie Myriam Chapusette  
Frank A. Cinque, Jr.  
Ynit A Cody  
Elisa Wendy Cohen  
Quadria Nicole Coleman  
Heather Michelle Comstock  
Hillary Danielle Curry  
Alquan R Darden  
Minerva Delgado

John Fitzgerald Edwards  
Ganiyat Ibrónke Ephraim  
Kelly Ann Ermolowich  
Oyinlola Omolara Fawole  
Agostino and Aileen Feola  
Emily Christine Fernandez  
Lorenzo Fernandez  
Mauryne Frizzelle  
Sharon Garofalo  
Marisa Gasman  
Erica Gibson  
Eileen Hahn  
Natasha Hargrove  
Camillah N Harrington  
Kenya Harris  
Cynthia Anne Healy  
Diana Henry  
Sherleen Hillman  
Kathleen Hinnigan-Cohen  
Alicia R Hopkins  
Precious Howard  
Eulalee Howell  
Bishop Ambrose Igomu  
Kassandra Barbara Irabor  
Tessa James  
Pauline Wangui Kariuki  
Christine Kessler-Fillimon

Dacia B. King-Sarkodie  
Karen M. Knipper  
Abraham K. Korvah  
Al Lasso  
Caroline Laufer  
Elizabeth Aurora Ledgister  
Maehomey A Lewis  
Rebecca Lorusso  
Angela LoSapio  
Joan Love  
Linda Cancro Lucas  
Chris A Mawuli  
Jasmin Nicole May  
Shareem L. McElhaney  
Debra Ann McGauley-Eichhorn  
Breann Mcklin-Ndiaye  
Margaret McNany  
Emely Mercedes  
Courtney Marie Molinari  
Dametralius R. Moon  
Shakeisha Moore  
Daniesha Mosley  
Jessica K. Murphy  
Delia B. Naguit  
Kathleen Rebecca Napoleon  
Martin Noah  
Joseph Ogunmileto

Ajibike Olaiya-Hunte  
Kristina Olszewski  
Gloria Obianuju Oparauwakwe  
Dekira Anisha Overton  
Anjana Padmanabhan  
Quiana Peart  
Kassie Marie Pierinelli  
Robert Purcell  
Irene L Randolph  
Alonda E Robinson  
Erika Crystal Rokes  
Brianna Capri Rosario  
Carol Jeanne Rush  
Fatu Seisay  
Katherine Rashe'da Shannon  
Cherelle Shadae Smallwood  
Daniel Smith  
David M Sosanya  
Nadia Souma  
Nikkia Champagne Stevenson  
David Taveras  
Karen Lynn Tensfeldt  
Ilimani Sha'gee Terrones  
Gregory Truesdale  
Bright Ubani



# 2024-25

## EXECUTIVE & ADVISORY BOARDS

### OFFICERS

President	Stephen Falanga, Esq.
First Vice President	Robert Laurino, Esq.
Second Vice President	Benjamin J. Proce, CPA
Third Vice President	Dana A. Irvis
Secretary	John O'Brien
Treasurer	Gary Russikoff
Immediate Past President	Margaret V. McNany

### TRUSTEES

Robin Alampi	Jeffrey B. Bird	Lynn Manganaro	Meredith Whitaker
Juan Arroyo	Caitlin P. Cascino, Esq.	Dennis McNany	Regan White
Bruce Bird	David Cordova	Cassandra Orr	Candace D. Wildy
	Bradford Huntington	Maryanne Vindici	

### CHAIRPERSONS OF STANDING COMMITTEES

Audit	Gary Russikoff, CPA
Development	Regan White
Finance and Budget	Benjamin J. Proce, CPA
Investment	Lynn Manganaro
Nominating	Margaret V. McNany

### ADVISORY BOARD

Stuart P. Applebaum	Michael J. Franchino, CPA	Angela McCaffrey	Kenneth Sauter, Esq.
Patricia A. Boylan	Patricia M. Gamcsik	The Hon. John McKeon	William Sumas
Caryn Bushko	Thomas Garvey	David E. Meyer	Paul Wirth, CPA
Susan Comparato	Mark Gerson	Leon Morton	Lisa Wolfe
Lorraine Coppola	The Hon. Thomas Giblin	Raymond Peck	Richard Wright
Caitlin E. DiRuggiero	Eileen Hahn	Jo-Ann Raines	
	Brian Lowe	Patricia Sanders	

### EXECUTIVE MANAGEMENT

Linda C. Lucas	Chief Executive Officer
Kathleen Hinnigan-Cohen	Chief Operating Officer
Robert Purcell	Chief Financial Officer
Megan Beebe	Senior Director, Financial Operations/Controller
Laurie Best	Senior Director, Children & Adult Day Services
Frank Cinque	Senior Director, Asset Management
Heather Comstock	Senior Director, Development & Communication
Rebecca Lorusso	Senior Director, Residential Services
Courtney Molinari	Senior Director, Human Resources
Martin Noah	Senior Director, Creative Technology

Platinum Transparency 2025

Candid.

Charity Navigator



FOUR-STAR

THE ARC OF ESSEX COUNTY

123 NAYLON AVE  
LIVINGSTON, NJ 07039

973-535-1181  
ARCESSEX.ORG