



ANNUAL REPORT 2019-2020



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VICE PRESIDENT DAVID CRAIG
TREASURER DAVID KULL
SECRETARY MARY MARGARET LYNN

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TOM ROTONDI
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CHIEF FINANCIAL OFFICER BARBARA MARCHIANO
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DIRECTOR OF QUALITY ASSURANCE AND COMPLIANCE SANDRA DONLEY
DIRECTOR OF CLINICAL SERVICES DOUGLAS TROUT
DIRECTOR OF DEVELOPMENT AND COMMUNICATIONS ALEX COLL



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Note from Leslie Long, CEO

I hope that all of you and your families are staying safe and healthy. This is one of the most difficult times we have all been through.

During this health crisis, I have seen our individuals and staff members confront every challenge, and quickly and efficiently develop effective responses and solutions. From obtaining technology for individuals with I/DD to connect with loved ones, to hosting zoom dances and movie nights at the group homes, our staff have found creative ways to keep the individuals we serve and staff engaged. They have been our heroes throughout the pandemic, and I have never been prouder than I am at this time of the truly amazing work of my staff.

The 2019-2020 Annual Report describes the activities and updates from each department and how our agency has shifted our operations to ensure The Arc is there for the individuals we serve and their families. The agency is embarking on a three year strategic plan that is guiding The Arc to provide programs that evolve with the individual to continuously meet their needs throughout their lifetimes. Each department has highlighted some initiatives that are going to be implemented as part of meeting our strategic goals.

I also want to extend my gratitude to our donors and community partners. Your longstanding commitment, especially during this crisis, has helped to enhance our services while ensuring the health and safety of the individuals we serve and our staff. Thank you for the many ways that you have gone above and beyond to support our agency.

With our staff's efforts and the longstanding support of our community, I know we will all come out of this stronger, more resilient, and better connected. The Arc of Cape May County will continue to provide the highest quality of supports for anyone that needs us.



Leslie Long, CEO

A handwritten signature of Leslie Long in black ink.



Note from Majken Mechling, Board President

We hope this Annual Report finds you all staying safe and healthy. Never could we have imagined that wearing masks and social distancing would become our “new normal.” The past 6 months have been a time of great uncertainty and constant change for our organization and the people we serve.

In the 60-year history of The Arc of Cape May County there has never been a more noteworthy time then now to applaud and recognize the incredibly dedicated staff who every day risk their own health and wellbeing to care for the residents of Cape May County. The Board of Directors are both appreciative and proud of the collective team of caregivers who continue to honor their choice of serving the people in our care.

We are humbled by this team and the outstanding care that they have selflessly provided every single day of this ongoing pandemic. Their tireless efforts and unwavering dedication are the reason The Arc of Cape May County has not seen 1 single case of COVID to date. From our CEO to our front-line residential team and everyone in between we say, Thank You for being our EVERYDAY UNSUNG HEROEES. You truly make us all proud to serve as members of the Board of Directors.

As we go into our 60th Anniversary year we do so full of pride and a renewed sense of service. Here at The Arc we are committed to bringing the highest standard of care to the residents of Cape May County. Our compassionate, talented, and dedicated employees are poised to honor our 60 years of service through the upcoming year. We look forward to you celebrating this milestone with us.

On behalf of the Board of Directors of The Arc of Cape May County, we say, thank you to the individuals, families and communities that surround our work with their support, generosity, and dedication to our mission and the people we serve.



Majken Mechling,
Board President

A stylized, handwritten signature in black ink, consisting of several loops and a long horizontal stroke.

Note from Donna Spatola, President of the Self-Advocacy Group Letter

I am proud of The Arc of Cape May County's Self Advocacy accomplishments this year. Although this has been a stressful time for everyone, we have still found ways to stay connected and continue our efforts to share our voices to the community regarding disability rights. We continue to advocate for our dedicated program staff to ensure they are receiving a fair salary that can allow them to support their families while they support our needs every day. In collaboration with the New Jersey Statewide Self-Advocacy network, the group continues to meet with Access Link officials to address challenges that individuals with disabilities face when using public transportation.

Being part of The Arc of Cape May County family has meant access to resources that has helped me and so many others contribute to our community and brighten our futures. As we celebrate The Arc's 60th birthday, the Self-Advocacy group will continue to work hard to fight for the rights of people with disabilities, our staff, and families across Cape May County. When we are given a chance to contribute to society, we always show the great talents and skills we bring to businesses and the community.

Being part of The Arc family has meant that people with disabilities are getting the chance at employment opportunities and training to continue to contribute to their community. As a member of the New Jersey Self-Advocacy Project (NJSAP) Council 5, we have talked to the Governor and Congressman about the wage increases for DSPs. We have shared with them how DSPs can't adequately provide for their families with their current salaries. We also continue to be the voice for our residents who rely heavily on DSPs so that they can live in a group home setting.

There are several misconceptions by people in Cape May County about individuals with disabilities. They often meet us with uncertainty about our abilities and through The Arc of Cape May County, we work to help break the stigma of people with disabilities having bad effects on the community. We can bring great things to everyone if we are given a chance to participate.

Stay positive and hopefully this will be over soon. Keep staying safe so that we can keep each other safe.



A photograph of a man and a woman high-fiving in a kitchen. The man, on the left, is wearing a plaid shirt and has his arms raised. The woman, on the right, is wearing a red shirt and is also high-fiving him. The background shows a kitchen with a window, curtains, and a sign that says "Good Food".

MISSION

The Arc of Cape May County provides comprehensive services and supports to individuals with intellectual and developmental disabilities, ensuring a lifetime of achievement with dignity and full partnership in the community.

VISION

The Arc strives to change public attitudes while fostering respect, access, and inclusion for everyone in Cape May County.

ADULT RESIDENTIAL AND DAY SERVICES

Residential opportunities are available for individuals with intellectual and developmental disabilities through a variety of housing options. Located throughout Cape May County, our homes emphasize the importance of maintaining family relationships, establishing friendships, pursuing personal interests, and becoming involved in the community. The Arc of Cape May County's highly trained staff provide ongoing activities, behavioral and medical support, as well as preparation in independent living skills.

The Arc of Cape May County provided residential services to 100 individuals

- 70 residents in one of 12 community residences/group homes
- 10 residents in one of 2 supervised apartment arrangements
- 20 individuals served through our Day Program

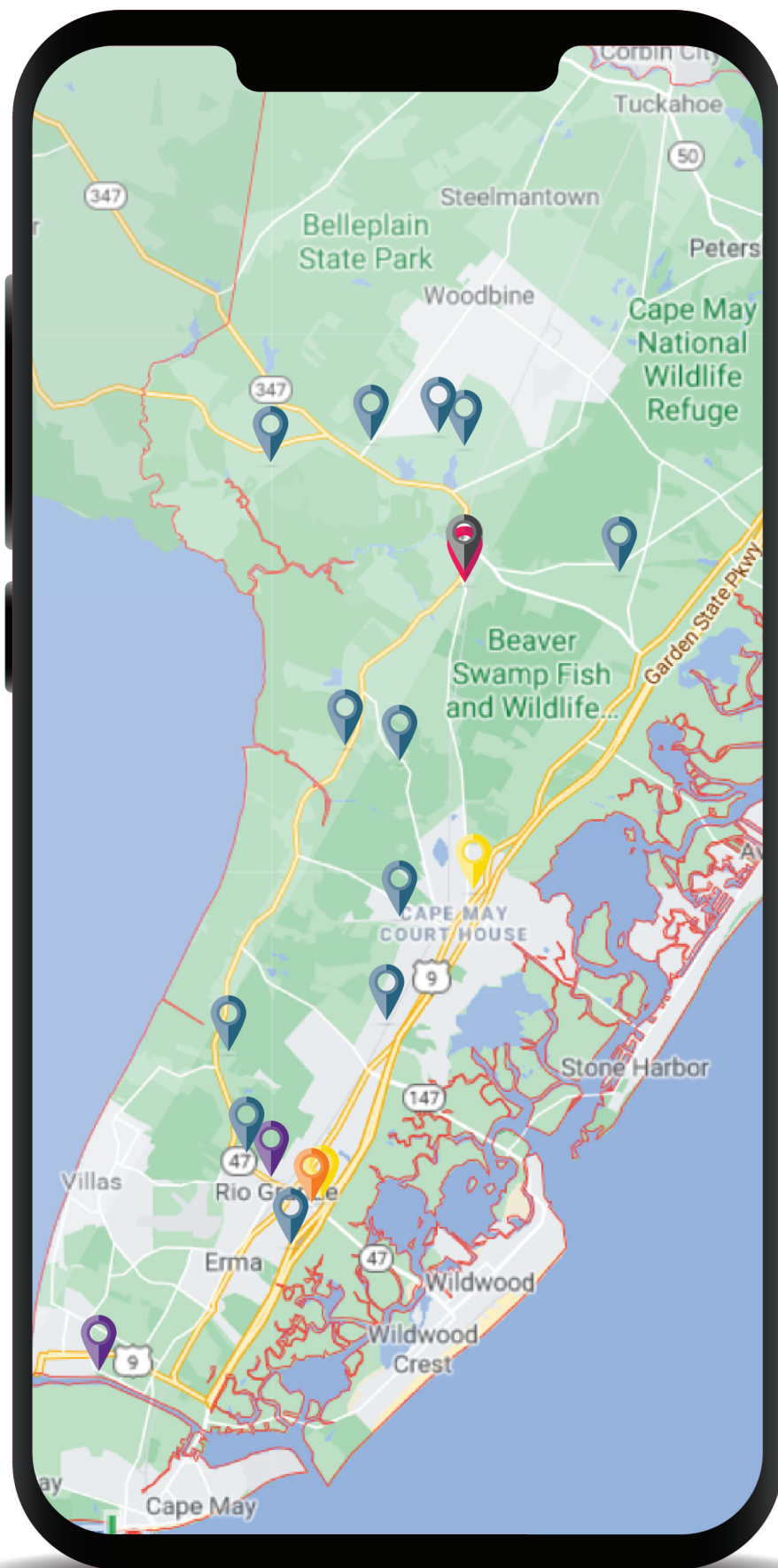
IN 2020

- The Residential Department restructured staff leadership to streamline efforts to ensure readiness for overseeing quality and general betterment of programs.
- Residential staff rapidly changed operations to ensure the health of the staff and residents in our program.
- The agency began the phases of building a state of the art sensory room to provide a low-stress, fun environment, for people to work through their emotions and reactions to certain stimuli.





PLACES WE SERVE



DAY PROGRAM



THE ARC
THRIFT STORE



CLINICAL SERVICES/
TRAINING CENTER



GROUP HOME



APARTMENTS

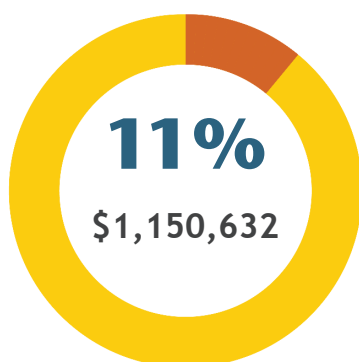


MAIN OFFICE

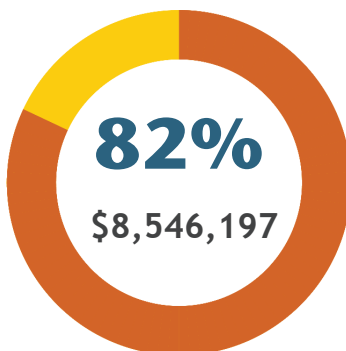
2019-2020 FACTS AND FIGURES

Total Operating Revenue for Fiscal Year 2019: \$ 10,500,621

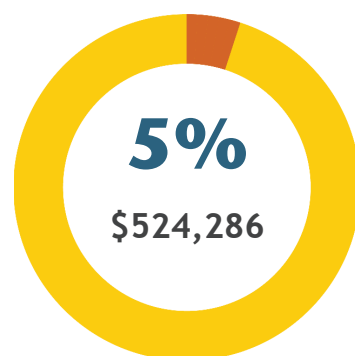
GRANTS



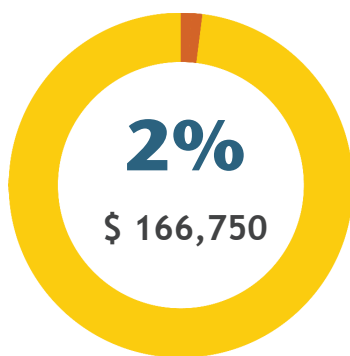
PROGRAM FEES



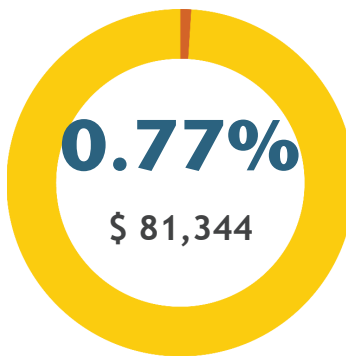
THRIFT STORE



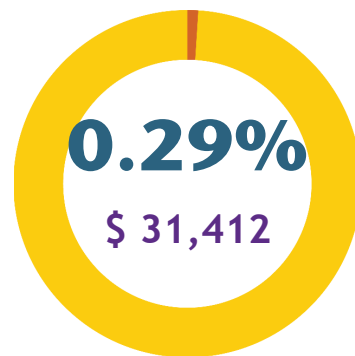
CONTRIBUTIONS &
FUNDRAISING



OTHER PROGRAM
INCOME

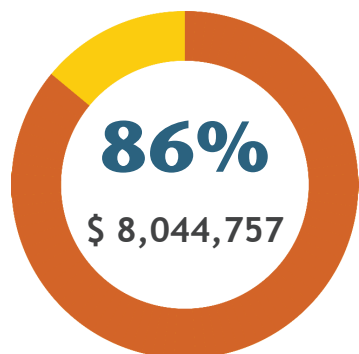


INVESTMENT INCOME

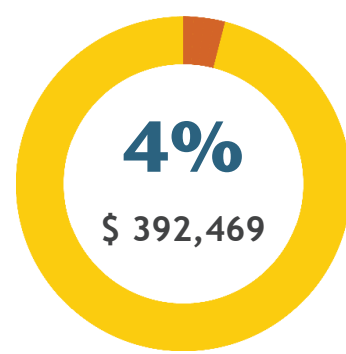


Total Operating Expense For Fiscal Year 2019: \$ 9,356,041

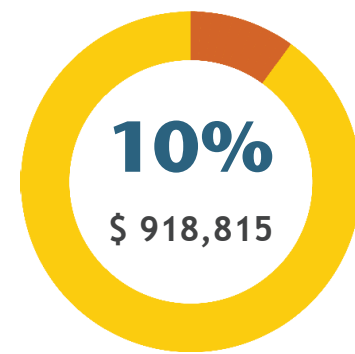
DIRECT SERVICES



THRIFT STORE



GENERAL
& ADMINISTRATIVE



* 2020 REPORTING WAS NOT AVAILABLE AT THE TIME OF THIS REPORTS CREATION.

CLINICAL SERVICES

In 2020, The Arc of Cape May County established The Clinical Services Team to enhance the efforts of program services by providing a set of specialized supports designed to facilitate resources to address identified needs of individuals and their caregivers, and by providing program services with consultation and training from three specialty areas:

BEHAVIORAL SUPPORT

Behavioral supports provide assessments and strategies for intervention to enhance independence through skill development and reducing challenging behaviors.

HEALTH CARE

Our Health Care program provides skilled professional oversight to the provision of community-based health care services, the promotion of health and wellness practices within program environments, and the assessment and mitigation of health risks.

STAFF DEVELOPMENT

Staff Development provides training and skill-development opportunities to professionals in the field of I/DD, to not only achieve compliance with regulatory requirements but also to provide staff with the skill sets they need to excel in their role.

SUPPORTED EMPLOYMENT



In September, The Arc of Cape May County was awarded a \$35,000 grant from the Kessler Foundation that was submitted in April of 2019 to enhance our Supported Employment Services. Over the last few months, the agency has been working with James Emmett, a consultant in Disability Inclusion in the workforce, to partner with local businesses to work with them on meeting their hiring needs by hiring and retaining individuals with disabilities. We have developed a business cohort that consists of businesses in hospitality, retail, healthcare, and transportation, and have worked closely with them on building their disability inclusion workforce programs. In addition, The Arc has collaborated with other providers in our geographic area to build a pipeline of potential candidates for the business cohort to consider hiring. Given the COVID-19 health crisis, The Arc is working with essential businesses in the county to help meet their immediate hiring needs and work with individuals with disabilities.

LOOKING AHEAD...

In the Fall of 2020, The Arc is working with the Department of Vocational Rehabilitation Services (DVRS) to implement Pre-Employment Training Services (Pre-ETS). This program will allow the agency to partner with local school districts and work directly with students ages 14-21 to provide job exploration counseling and job sampling services. The goal is to work with students and their families create a road map to navigate adult services through the transition process.



COMMUNITY PARTNERS

The Arc of Cape May County would like to acknowledge our community partners, who have continued to go above and beyond to help us enhance our services that enrich the lives of all the individuals we serve.

- Disability Opportunity Fund
- Kessler Foundation
- Knights of Columbus
- New Jersey Council on Developmental Disabilities
- The Ross Stores Foundation
- Sherwin Williams
- Sturdy Savings Bank
- Ocean First Bank Foundation
- Wells Fargo Foundation



THANK YOU FROM THE ARC THRIFT STORE

Thank you to our loyal customers of The Arc Thrift store! The store continues to be a great place to introduce the community to our work, as well as a source of jobs and revenue. This year, we finished the outside painting with a generous donation from Sherwin Williams. The signs were replaced and the inside was renovated. We are looking forward to further enhancements for Thrift that help to drive the revenue and community support!



FOUNDATION SPOTLIGHT: DISABILITY OPPORTUNITY FUND



In July of 2020, The Arc of Cape May County was the recipient of a \$15,000 grant award from the Disability Opportunity Fund (DOF). To celebrate the 30th Anniversary of the American with Disability Act (ADA), the DOF awarded over \$500,000 in grants to organizations who are working to improve the lives of people with disabilities. The award from DOF will support The Arc of Cape May County's efforts to implement a Technology Enhancement Program for Telemedicine Healthcare and Social Inclusion/Adult Education.



The Arc[®]
of Cape May County

1961 - 2021

60TH
ANNIVERSARY

