



The Arc of Somerset County
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The Arc of Somerset County
Strategic Plan
2014 – 2017

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Executive Summary

The strategic direction and goals included in this plan are The Arc of Somerset County's response to its understanding of what its stakeholder's value most about the organization, and current opportunities and challenges for offering a high quality system of support in the community for people with disabilities.

The three-year period of this strategic plan will be a time of assessing and deepening The Arc of Somerset County's approaches to its advocacy, service provision, and collaborations. Concurrently, The Arc of Somerset County will take more of a leadership role in working with a broader array of community resources partners and volunteers. With a fresh perspective on its mission, understanding what it does well, and the environment in which it operates, The Arc of Somerset County will pursue the following strategic priorities:

Advocacy and Service Development

The Arc of Somerset County will develop new services, advocacy efforts and applicable resources ahead of regulatory mandate to meet present and future needs of persons served and their families, support systems and communities in which they live and work.

Employee Development and Retention

The Arc of Somerset County will put initiatives in place to increase employee retention as well as mitigate the impact of turnover.

Governance

The Arc of Somerset County's Board of Directors will increase their involvement in public relations endeavors, fundraising and assistance with strategic plan execution.

Inclusion / Integration

The Arc of Somerset County will emphasize increasing the amount of time in which persons served are in the community.

Partnerships / Shared Services

In order to preserve and expand service offerings The Arc of Somerset County will assess and identify potential partnerships and alliances area hospitals, schools and county offices.

Foundation / Resource Development

In order to ensure the long-term fiscal health of the agency, The Arc of Somerset County will strengthen and cultivate donor relationships whereby such donors will increase their monetary and in-kind contributions.

Maintenance, Safety and Security

The Arc of Somerset County will continue to minimize risk and promote safety by creating and sustaining facilities that will meet the changing needs of our persons served.

Financial Services

The Arc of Somerset County's Financial Services will be responsible and pro active, conducting fiscal management in a manner that supports the agency's Mission designed to meet established outcomes for Persons Served. We will diversify our funding services in preparation for fee for service and other funding structures

Systems Technology

Increase the use of relevant technology that will both augment the development capabilities of the persons served as well as increase service quality and cost-efficiency.

Camp Jotoni

In order to provide increased opportunities for the persons served and the community at large, The Arc of Somerset County will expand Camp Jotoni to a year-round facility

Lauren Panarella, Executive Director

History and Long Term Accomplishments

The Arc movement began in New Jersey in 1946 when the mother of a child with an intellectual and developmental disability reached out to her community by writing letters to her local newspaper. She wished to keep her child home, rather than in an institution as was the common practice of the day. She asked if other families would be willing to meet to discuss the issues and plan some support alternatives. Eventually local, state, and national groups of concerned families organized into a grassroots movement to address and gain supports for their family members with intellectual and developmental disabilities. To this day, our organization maintains its grassroots beginning with parents and family members being a driving force in our day-to-day operations.

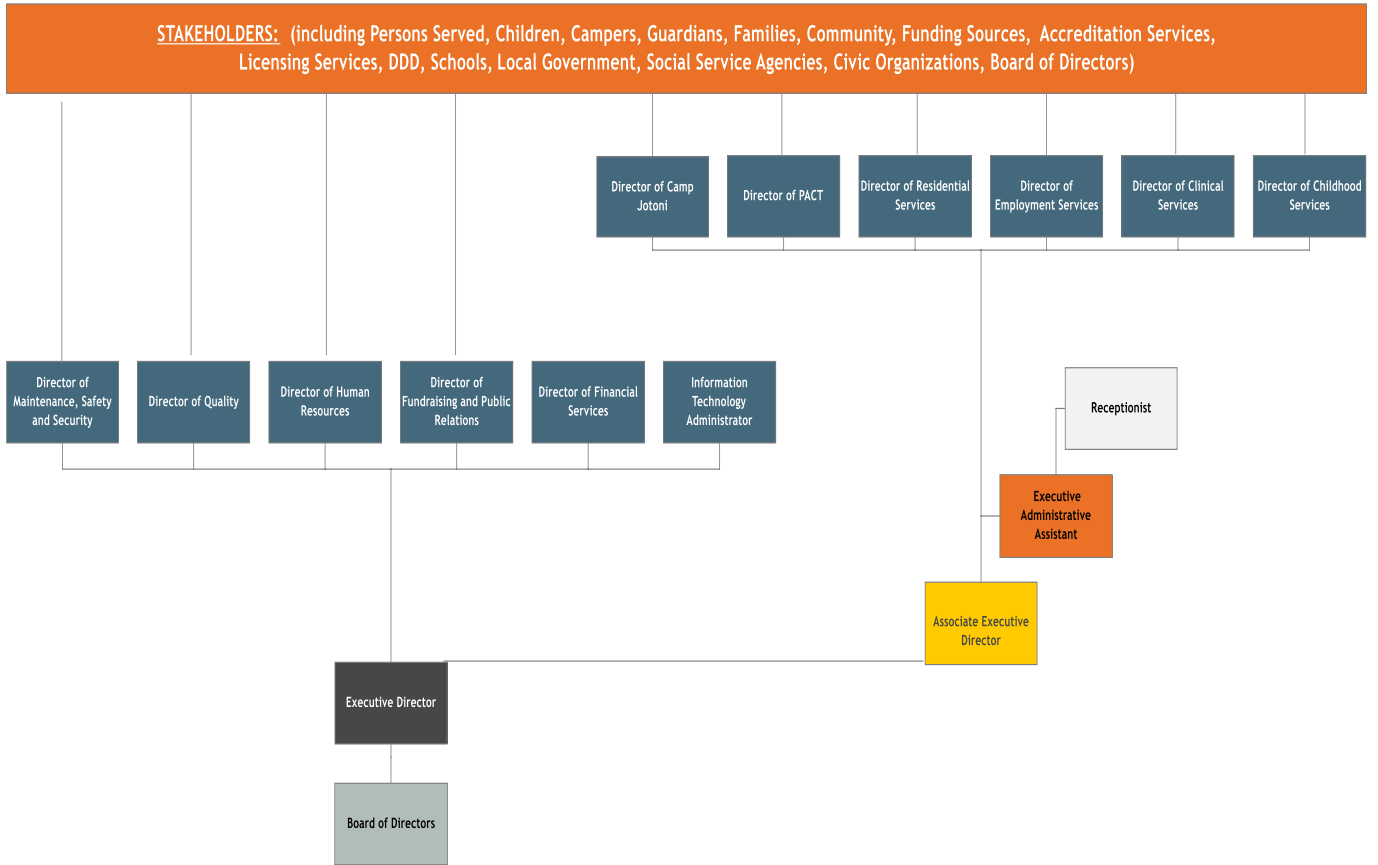
From its humble beginning in 1972 with just sixteen individuals and two employees, The Arc of Somerset County has grown to serving over 1000 persons and families with intellectual and developmental disabilities with over 300 employees. Services for adults include twenty-five residential service programs and four employment service programs located throughout the county. Services for children at the Jerry Davis Center for Children and Families include an early intervention program, daycare program, an after-school program, a Saturday recreational program and our Parents and Children Together program (PACT). PACT is an innovative program that serves parents with intellectual and developmental disabilities and their children. Camp Jotoni, which operates during the summer, serves children and adults. Family Support Services assists individuals and families in their homes throughout the county.

Our agency, driven by its founding parents, was and continues to be a strong advocate regarding issues of importance to individuals with intellectual and developmental disabilities. Through their combined efforts, in conjunction with state and national organizations, our agencies have educated state elected officials and campaigned for change in legislation regarding rights, prevention and awareness. A recent example of this advocacy was on August 17, 2010, after campaigning against the use of the "R" word, NJ Governor Chris Christie signed into law making it illegal for the state to use the word "mentally retarded" when identifying anyone with an intellectual and or developmental disability.

The Arc of Somerset County serves as a powerful model of individuals working together to effect changes at the local, state, and national levels of government in support of people with disabilities. Several of the chapter's founding parents continue to be vocal advocates for all people with intellectual and developmental disabilities and The Arc of Somerset County's programs. They and other parents serve as board and committee members who remain committed to perpetuating The Arc of Somerset County's goals of supporting, advising, and advocating for all people with intellectual and developmental disabilities. This active family involvement is unique to The Arc movement and is critical to maintaining The Arc of Somerset County's unique value in providing supports. The Arc recognizes the importance of self-advocacy as a right and a significant part of an individual's growth toward independence. As advocates, The Arc of Somerset County encourages decision-making, free choice and individuality with all the individuals served by the agency regardless of their perceived abilities and challenges. Individuals receiving services by The Arc of Somerset County have opportunities to participate in self-advocacy forums in various forms and have renamed their group "Advocates for Change". Self-advocacy meetings provide an opportunity for the individuals served to learn and speak about their rights, choice and personal growth. Participation at meetings is voluntary. As a group, self-advocates have elections for officers to represent the entire group at internal and external trainings, committees and meetings. The group also interacts with the agency to inform quality initiatives such as surveys, use of language, and mission. The advisors of the self-advocacy group work closely with the New Jersey Self-Advocacy Project and the New Jersey Statewide Self Advocacy Network for guidance and updates on statewide advocacy functions.

The Arc of Somerset County has a strong and growing legacy of staff and volunteers helping individuals and families in all aspects of their lives. The Arc of Somerset County is proud of its outstanding staff, history of advocacy, and for continuous delivering quality, professional services, and supports.

Table of Organization



The Arc of Somerset County serves individuals with intellectual and developmental disabilities and their families from birth through the senior years of life through our many programs and services in Somerset County. Today, we serve over one thousand children, adults, and their families in thirty-four locations including twenty-eight residential homes and apartments, four employment centers, the Jerry Davis Center for Children and Families, and Camp Jotoni.

Camp Jotoni

Camp Jotoni is a day and residential camp accredited by The American Camp Association for children and adults with intellectual and developmental disabilities ages five to adult. Our program consists of a six-week day camp program, a six-week residential program and three weeks of extended summer day camp. In 2012, a new service was introduced that included weekend respite opportunities for campers and families. Set on 15 acres in rural Warren Township, located in Somerset County, the camp features a junior size Olympic swimming pool, cabins, dining hall, playgrounds, open air pavilions, unspoiled woods, and a nature trail. The camp offers daily activities, special events and community based experiences.

Camp Jotoni's administration consists of knowledgeable special education teachers. Each member of the administrative team has a minimum of six years' experience at Camp Jotoni. Camp Jotoni makes every effort to ensure that the camp counselor positions are staffed with high quality, enthusiastic, and caring individuals. Most staff in these positions are college age students or teachers. Recruitment has expanded both nationally and internationally due to our website and Internet-based links to our information. Additionally on staff are an art specialist, drama specialist, kitchen staff, lifeguards, music specialist, nature specialist and a physical education specialist. An RN or an LPN who follow established treatment procedures, and are authorized by a physician, staffs our infirmary. Only a trained professional administers medication.

Camp Jotoni is licensed to accommodate 100 participants daily. A maximum ratio of four campers to one staff is not exceeded during any camp sessions. During "day camp only" sessions, the ratio often intensifies to two campers with one staff personnel.

Our facilities include five residential cabins, one of which can accommodate campers with special physical needs. Two bathhouses provide accessible bathing facilities for the campers. All our meals are served in our spacious dining hall and are prepared in our own modern kitchen. Licensed nutritionists create menus with attention to special dietary restrictions.

Clinical Services Department

The Clinical Services Department is staffed by professionals trained in social work, counseling, nursing, ministry, and residential and vocational support. This team includes Support Specialists, one of whom acts as chaplain for the agency, RNs, LPNs, and a social worker, who is the Director of the department.

Support Specialists are available to address the needs of all individuals of residential and employment services. Support Specialists provide the following assistance to individual participants:

- Assistance in transitioning to a new home or job
- Behavioral support to enable individuals to fully participate in their homes, jobs and communities
- Advocacy
- Assistance in finding and accessing community resources, such as physical and mental health care providers, social groups and recreation
- Assistance in making choices regarding their individual habilitation plans
- Emotional support in the form of individual home visits and group meetings

Support Specialists also provide training and assistance to staff. Training offerings include Gentle Teaching, Critical Crossroads, Non-violent Crisis Intervention, and specific instruction in the implementation of individuals' support plans.

Further, the Clinical Support Services Department supplies nursing support to each of The Arc of Somerset County's residential and vocational programs. The nursing team supplies:

- Physical assessments
- Medical treatments
- Monitoring of health conditions
- Medication administration monitoring
- Training of individuals and staff
- Medical advisement twenty-four hours day via telephone.

Our chaplain is available to assist individuals in connecting to faith communities of their choice. Other services offered include assistance with issues of grief and loss and Bible studies for those who are interested. Our chaplain also presents Celebrations of Life when a consumer passes away so that all may be provided an opportunity to honor the individual and grieve their passing.

Employment Services Department

The Arc of Somerset County offers a variety of options for adults and families seeking services and programs that foster development and growth beyond the school years. We provide center-based and community-based services as well as support for the transition from school to vocational life.

Center-Based Adult Services:

The Arc of Somerset County provides center-based adult programs at four facilities in Somerset County to over 200 individuals. Activities are intended to fit the cognitive and physical skill levels as well as the interests of the individuals enrolled in the various programs. The goal is to foster positive work attitudes and behaviors while increasing social skill development for individuals who have little or no exposure to a work environment.

Fulfillment and production tasks are offered as a means of developing work skills and earning money. The Arc of Somerset provides business solutions to customers from a variety of industries such as manufacturing, pharmaceuticals, cosmetics, professional services, and county organizations. Individuals receive payment for their work in accordance with Department of Labor, Wage and Hour standards.

Participation in community activities and job sampling are encouraged as possible. For some, community-based employment may become a goal. Somerset County Division of Transportation provides transportation. The Arc of Somerset County works closely with the N.J. Division of Developmental Disabilities and the Division of Vocational Rehabilitation.

The programs provide a variety of services to meet the needs of the business community in New Jersey. These services include the following: Assembly/Packaging, Mailing/Labeling/Collating, Heat sealing/Shrink wrapping, Shredding Services. Our production environment includes: Short-term warehouse space, two box trucks, three loading docks, L- sealers/Heat sealers/ Shrink tunnels, forklift/pallet jacks and commercial shredding machine.

Community-Based Employment:

Supported Employment services are provided to individuals whose vocational aspirations lead them to employment in the community. In schools, warehouses, hospitals, supermarkets and retail stores, this program currently supports approximately fifty men and women who are making community connections through work, and learning to navigate the vocational landscape in our area.

Supported Employment offers career counseling, assessment, job development, on-the-job training and assistance with job accommodations. Job Coaches are assigned to each individual to provide the prospective employee with personalized strategies to improve their general employability as well as specific job-related trainings. Supported Employment is an excellent choice for someone looking to pursue the most independent employment option possible through staffing opportunities with local organizations.

Many employers recognize that hiring persons with disabilities can have a positive impact on their bottom line. People with disabilities perform a wide variety of jobs successfully and profitably while earning a fair wage. Our Supported Employment program recommends strategies tailored to accommodate the needs of both the employer and the employee. The job coach ensures compatibility and productivity for the tasks at hand. The Arc has placed, trained, and supported individuals in many industries in the Somerset County area including supermarkets, hospitals, restaurants/fast food outlets, manufacturing, pharmaceuticals, retail stores, and libraries.

Transition Services:

Transition Services can provide a bridge between school life and working life for individuals with intellectual and developmental disabilities. These services include attendance at Individual Educational Plan (IEP) meetings, support for the family and the Child Study team in efforts to implement transition plans and visits to center-based programs and community work sites. Services are available throughout the transition year and provide exposure to community work and culture. Skills can be developed to support an individual's efforts to express personal interest. Once complete, supported employment services assist with resume creation, interview practice, and general employability. After hire, job-coaching services help with training and acclimation to the work environment.

Jerry Davis Center for Children and Families

The Jerry Davis Center for Children and Families, established in 1976, has been providing quality services to children and their families for over thirty years. Our New Jersey licensed childcare facility is located in Manville and easily accessible from most major Somerset County roadways.

The mission of the Jerry Davis Center for Children and Families (JDCCF) is to ensure every individual's optimal growth and development. JDCCF's comprehensive, interdisciplinary programs are designed to meet the physical, cognitive, social, and emotional needs of individuals who have a diverse range of abilities. These programs are staffed by dedicated professionals including teachers who may be licensed and certified in both early childhood and special education. We challenge, nurture, respect, support, and inspire all participants and staff to excel and achieve their personal best.

The center offers three instrumental programs: Early Intervention, Developmental Daycare, and Family Support

Early Intervention Program:

The Early Intervention Program (EIP) is a system of supports and services provided to children birth to three years of age who have developmental delays and/or some specific medically diagnosed physical or mental condition that has a high probability of resulting in a developmental delay. The goal of Early Intervention is to help a family meet the developmental and health-related needs of their child. A child's Early Intervention services are based on the individual needs of the child, the primary concerns expressed by the family, and the family's resources. Services and supports are provided in settings that are natural and convenient for the family, such as home, local library, or Childcare including Jerry Davis Center for Children and Families.

If a child is eligible for EIP services, an individual Family Service Plan (IFSP) is then written. The IFSP includes developmental goals and service recommendations. If you choose to receive the recommended services through EIP, your child will then be referred to a comprehensive service provider. Jerry Davis Center for Children and Families is an EIP comprehensive service provider in Somerset County. EIP Services available (Co-pay for services may be required): Developmental Intervention, Speech Therapy, Occupational Therapy, Physical Therapy and Family Therapy. Methods that may be utilized by therapists and teachers: The Listening Program, PROMPT, and Applied Behavior Analysis (ABA). Other Specialty Services that may be utilized by therapists and teachers: Feeding, Augmentative Communication, Orthotics, Sensory Integration, Adaptive Equipment, Seating, Ambulation, Fabrication of hand & foot splints

Developmental Daycare Program:

The Jerry Davis Center for Children and Families has been providing outstanding services for over thirty years. Our facility is clean and cheerful with a fenced-in outdoor playground and an indoor play area that are available for daily structure and free play. Teachers and Teacher Assistants are CPR and First Aid certified. We meet NJ Division of Children and Families required teacher/child ratios and all staff have DYFS background checks. A keypad at the entrance provides added security. Our tuition includes daily art materials, morning, lunch, and afternoon snacks.

Our curriculum-based program, which serves children ages 18 months through 3 years old, helps children grow socially, emotionally and physically in an environment that is professional, positive, and nurturing. We focus on the individual needs of the child and believe each child has individual strengths and challenges that provide opportunities for growth. Our classroom management techniques promote positive behaviors appropriate to the developmental abilities of each child. The classroom environment is designed to meet the individual needs of the children to ensure a smooth transition from one activity to another. High interest activities are provided to motivate and challenge each child to learn new skills.

Childcare services are available to children with developmental delays and typically developing children. Early intervention therapists are welcome! The center offers inclusion opportunities for our children with developmental disabilities with their typically developing peers and community integration activities in our local neighborhoods.

Given that a child's life revolves around the home, we believe it is essential that the parents and teachers communicate on a regular basis. Daily notes are given to parents and a monthly newsletter is distributed. Families are invited to participate in classroom

activities. The center offers “Before and After Care” services, which is daycare that is available from 7:30 am to 6:00 pm. Flexible schedules are available to accommodate parent’s busy schedules.

Family Support Program:

The Arc of Somerset County’s Family Support Program assists individuals with intellectual and developmental disabilities and their families in their efforts to remain together in their homes and communities. The home is typically the best environment for the individual so Family Support is often defined as “whatever it takes” to help an individual stay in his/her natural home. Family involvement and empowerment are key in determining the needs of the individual or family. The Family Support staff works with the family to determine needs and assist with obtaining quality supports necessary to enhance the quality of life for the families and the individual with a disability.

Raising a child with an intellectual and developmental disability can challenge a family’s ability to cope, and parents, siblings, caregivers, and friends often feel overwhelmed. Individuals with disabilities have the best opportunity to grow and develop within a loving family environment. The Family Support Program is designed to keep families together. We serve children and adults with intellectual and developmental disabilities and their families with and without disabilities. The following programs are available:

- **Information and Referral Services:** Assist individuals and their families in obtaining additional services in or beyond the local community. Service includes specific information and direction for the individual and family to follow and encouragement. Family Support can help with information and referral for medical needs, early intervention services, transition services, recreation, guidance, advocacy, and assistance with DDD applications.
- **Kids’ Night Out Program:** Offers fun and entertainment to children with intellectual and developmental disabilities and their siblings. Children participate in recreation and craft activities while their parents enjoy an evening out. This is a Fee for Service activity and offered on the third Friday of the month on a first come first serve basis with registration starting thirty days prior to the scheduled event.
- **My Time Program:** This event is free for all brothers and sisters, ages 8 – 12, of siblings with special needs. This event is for siblings and parents to meet make new friends and build a network of support. This group meets at the Hillsborough YMCA. My Time events are held in January, April, July, and October on the 3rd Sunday of the month from 3 pm – 6 pm. The agenda includes free swimming from 3 pm – 4 pm, self-esteem activities (Get To Know Me games) from 4 pm -5 pm, and crafts and refreshments from 5 pm – 6 pm.
- **Ask The Advocate Day:** Offered annually to families to discuss their child’s Individualized Educational Program with The Arc of NJ’s Educational Advocate. This event is offered free to parents of children in the special education system. Parents are encouraged to attend and learn about their rights under the special education laws and how to become an effective educational advocate for their child.
- **Caregivers Day:** An annual event to acknowledge and honor all family members, neighbors, friends and paid caregivers; through their compassion and love, they make such a positive difference in the quality of life for others. This even is a free fun filled day of pampering, guest speakers, respite, and lunch. Dates are announced in our quarterly newsletter, The Herald.
- **The In-Home Respite Voucher Program:** This is a DDD (Department of Developmental Disabilities) funded reimbursement program supporting forty-four families in Somerset County. The family member with a disability must be 6 years or older, registered with the Department of Developmental Disabilities and referred to us by their Case Manager. In-Home Respite offers parents and care givers an opportunity to take time off from caring for their family member with a disability providing about twenty hours a month of support. The families have the flexibility to hire a provider of their choice. Families are then reimbursed for the provider’s services.
- **After School/Work Program:** Designed to assist families with care needs after school or after an individual’s day program. After school/work program provides individuals with a safe, fun place to go after school, while allowing parents to continue to work full time hours. Programs are available Monday through Friday from 3 pm until 6 pm. The After School Program is held at the Jerry Davis Center for Children and Families in Manville and supports children ages 5 to 21 years old. The After Work Program is available at our employment centers for adults 21 years or older.
- **Saturday Respite Program:** Offers five hours of social and recreational activities for children ages 5 – 21 years. Families with children can often use a break on Saturdays. We offer an out of home respite service from 10 am – 3 pm where children with special needs have the opportunity to participate in activities that are structured and designed to improve social skills.

Parents and Children Together Program

PACT (Parents And Children Together) is a community-based parenting-education program for Somerset County area families headed by individuals with intellectual and developmental disabilities.

PACT's preventative family support approach helps families access community services so they are able to live, work, and parent independently in order to keep their children emotionally healthy and educationally on track.

Staff includes professionals with advanced degrees and certifications in Special Education, Social Work, and Counseling.

PACT Family Interventionists ensure:

- Family attendance and participation at child evaluations
- Children's school enrollment and attendance
- Family communication with teachers to enrich student learning and address issues that might interfere with progress in school
- Family participation in the child's transition from school to post-secondary education, paid employment or a training program for employment.
- Family access and utilization of primary and preventative health care.

Quality Department

At The Arc of Somerset County, we recognize that quality is the responsibility of all employees. With that knowledge, the continual need to update delivery of service based on the changing needs of the persons served, it is critical that the Quality Department engages in promoting best practices, streamlining process and launching new initiatives that best supports our individuals with intellectual and developmental disabilities.

- IHP Coordinator present at IHP Meetings to ensure all plans are **Person Centered**
- Review and submit all Residential and Employment Service IHPs to DDD Review, submit, and track all Unusual Incident Reports (UIR), Follow-Up UIRs and Agency Investigations to DDD Reporting Offices (SRU, CIMU, OOL, or DDD) in accordance with the DHS Office of Integrity & Accountability Risk Management Systems Data Dash Board *See how we are doing <http://www.state.nj.us/humanservices/staff/opia/risk/reports.html>
- Review, track, and trend all GER's documented in Therapy and provide Service Departments with monthly analysis and quality trend report of UIR's
- Conduct Agency Internal Investigations concerning Abuse, Neglect and Exploitation
- Development, deployment and analysis of various program and stakeholder satisfaction surveys and Training Evaluations
- Provide Departments with Licensing and Accreditation preparation
- Resolve OOL Licensing Deficiencies
- Develop and implement all Emergency Evacuation Plans and Risk Factors Agency Wide
- Review monthly Fire Alarm Reports to ensure compliance with standards
- Provide a curriculum & calendar of more than 20 unique trainings each month.
- CPR Trainer on staff, certified in both Adult and Child CPR (Camp & Children Services). Our passing rate is 100%
- Update policies and procedures for Agency and Service Department Operations Manuals
- Conduct Fiscal Audits of Residential & Employment Services
- Create a monthly Quality Newsletter with the emphasis on Person Centered Thinking and Therapy Tips
- Oversee Therap Services Modules as Administrator/Moderator; train all staff in modules
- Introduce Therap Modules, develop agency launch which includes staff training, development, policy and comprehension
- Ensure compliance with the input of Pre-Service training data into the College of Direct Support

Residential Services Department

The goal of the Residential Services Department is to provide a safe and healthy place to live, to provide a resident-lead learning environment, to support community inclusion, to offer varied recreational opportunities, and to provide the supports required for individuals to achieve their goals and create a permanent home.

The Arc of Somerset County's Residential Services Department provides services to 118 men and women with intellectual and developmental disabilities in twenty-eight different locations throughout Somerset County. Over 200 staff provide support in one of four types of programs based on the level of support and supervision required. These include Group Homes, Supervised Apartments, Supported Living Programs, and Respite Care Services.

- Group Homes: The department operates fourteen group homes ranging in size from three to ten individuals receiving 24 hours support
- Supervised Apartments: Two large and two small-supervised apartment settings. Individuals live in one or a two-bedroom apartments with 24 hour staff support.
- Supported Living Programs: The department oversees seven Supported Living settings where individuals live independently in the community and receive a limited amount of support from five to twenty-five hours each week, based on the level of service desired.
- Respite Care Services: The department operates one Respite group home capable of serving seven residents. Respite stays are intended to be short-term due to changing living situations or emergency needs.

The Direct Support Professionals, Program Management, and Administration for the Residential Department provide a great number of services and supports that include:

- Medical Oversight- as directed by a person's personal doctor.
- Accessibility - A continual reassessment process to ensure that all programs are accessible to maximize independence, create permanent residency into advanced age while ensuring safety.
- Recreation- as desired by one, many or all.

The Residential Services Department continues work on the 2011 Person Centered Systems pilot project to evolve services toward an increasingly consumer directed model. Inclusion, team leadership, and system changes in response to consumer input are the goals and guiding rationales for many of the objectives in the 2013-2015 plan.

In May 2013, The Arc of Somerset County received a training grant from the NJ Department of Labor. Under this grant, a training plan was customized to review the agency's then current five-year Strategic Plan. At the time, we were in year three and we realized that the plan needed to be updated to reflect changes and development in the agency as well as its environment. Critical to sustainability is finding alternative sources of revenues and that draws from the agency's ability to harness the power from the Board of Directors, the community and its internal recourses. Focus will be on the following topics:

- Fund-Raising - for strategic priority of "Resource Development"
- Board Development – for strategic priority of "Partnerships/Shared Services"
- Corporate Compliance - for strategic priority of "Governance"

Time during these critical meetings have been spent as a working meeting on assessing current board membership, learning best practices in board member selection, on-boarding, defining roles and responsibilities, and board meeting facilitation. We can combine this with Fund-Raising which delves into different corporate development strategies, as well as the specifics of how to create a more effective fundraising action plan, how to talk to grant makers, among other topics. Finally, Corporate Compliance topics may cover procedural assessment practices and tools, team-governance and internal survey model, enhancing corporate compliance planning, and maintaining consistent organization-wide compliance momentum. The six 4-hour sessions began in May and will continue through July 2013. Participants have been required to bring data, input and homework to the sessions. Deliverable services to be accomplished will be an updated Strategic Plan specific for The Arc of Somerset County, focus on any or all of above specific topics or as with Fund-raising, and simply learning some fresh concepts to actually having a written plan and running an event where our trainer provides on-going consulting advice.

Since its conception and launch, quarterly updates on progress are sent to the Director of Quality who oversees the progress of the strategies and objectives. The progress is updated and saved to both the company and Branchburg servers. The Board of Directors are provided with quarterly and an annual update. The plan is reviewed annually by the Executives, Department Directors and Board of Directors. A copy of the current plan is available on our agency's website.

Mission Statement

The Arc of Somerset County provides quality services and advocacy for individuals with intellectual and developmental disabilities and their families to support development and achievement at every stage of life.

Approved by The Board of Directors on March 22, 2010

Value Statement

The Arc of Somerset County believes that each person will have the opportunity to live and participate in the community regardless of the level of her/his abilities. We further believe that:

- Each person is inherently valuable
- Each person can dream, grow and learn
- Each person deserves the right to make meaningful choices about how and where they live, learn, work and play
- A dedicated, highly qualified staff is essential to The Arc's ability to best support people with developmental and intellectual disabilities
- Each person deserves the opportunity for meaningful relationships
- Family/Community involvement; at all levels, is essential to our mission

Vision Statement

To be recognized throughout the State of New Jersey, as the role model for Person Centered programs and supports for individuals with intellectual/developmental disabilities.

Advocacy and Service Development

The Arc of Somerset County will develop new services, advocacy efforts and applicable resources ahead of regulatory mandate to meet present and future needs of persons served and their families, support systems and communities in which they live and work.

1. **Objective:** Develop a standard operating procedure around attending meetings and conferences to ensure attendance is deemed relevant based on agreed upon relevancy criteria; such as relationship building, clinical information, best practices regarding person served information, public relations, securing market, regulatory and industry intelligence, professional development, work services and employment opportunities, etc.; and to report back and present to the group as appropriate and share at monthly meetings.
 - **Due Date:** 09/30/2014 and on-going
 - **Person Responsible:** Director of PACT; Director of JDCCF; other Directors as appropriate
 - **Metric:** Execution of Standard Operating Procedure, SOP, and ultimately the degree of usefulness, defined by the results received, of attendance per event (ROI) relevance of criteria
 - **Measure:** Ultimately post-event feedback and evaluation forms; which will be used to rate, the results received, of attending said event (To be completed by staff that attended the event and the staff it was presented plus staff involved in post-event de-briefings/trainings), Director Meetings review and approval
 - **Achieved:**

2. **Objective:** Identify five business expansion opportunities and conduct five, industry standard, feasibility studies.
 - **Due Date:** 07/01/2015
 - **Person Responsible:** Director of PACT; Director of JDCCF; Associate Executive Director, other Directors as appropriate
 - **Metric:** Five business expansion feasibility studies; subsequent well-informed decisions and possible new services initiation
 - **Measure:** Strategic Plan Progress Meetings Quarterly, minutes of that progress meeting
 - **Achieved:**

3. **Objective:** To secure market leadership for the agency, present/consult at four community events that are of a non-profit related competency and/or practice, for instance 'Person Centered Thinking'
 - **Due Date:** 07/01/2015 and on-going
 - **Person Responsible:** All Service Departments & Quality
 - **Metric:** Four relevant community presentations by 07/01/2015
 - **Measure:** Quarterly Strategic Plan Progress meetings
 - **Achieved:**

4. **Objective:** Educate and collaborate with community institutions, including surrounding hospitals, to increase our persons-served accessibility to physical and mental health providers.
 - **Due Date:** 07/01/2017
 - **Person Responsible:** Director of Clinical Services
 - **Metric:** Two new general health practitioners, two new mental health providers and one geriatrician.
 - **Measure:** Strategic plan progress meetings
 - **Achieved:**

5. **Objective:** Will make one modification in each residential program each year to increase accessibility in program locations (These modifications will include physical plant and/or medical and cognition related modifications)
 - **Due Date:** 12/30/2014 one modification each year until 07/01/2017
 - **Person Responsible:** Director of Residential Services and Director of Maintenance, Safety and Security
 - **Metric:** One modification per year has been successfully implemented and utilized
 - **Measure:** Strategic Plan Progress Meetings and Facilities Plan document and progress reports
 - **Achieved:**

6. **Objective:** Executive staff and Department Directors will define "Person Centered Thinking", PCT, Effectiveness" and subsequently develop a relevant "persons served, PCT, training and newsletter.

- **Due Date:** Define Person Centered Thinking Effectiveness by 12/31/2014; develop and deliver “Basic” PCT staff training to all management staff by 07/01/2015, all other staff by 12/31/2015 and communicated to all persons served by 07/01/2016.
 - **Person Responsible:** Executive Staff and Department Directors
 - **Metric:** Person Centered Thinking Effectiveness defined; basic PCT staff training established and delivery of success to stakeholders and persons served.
 - **Measure:** Training attendance records, post training evaluations to measure training effectiveness and consumer surveys
 - **Achieved:**
- 7. Objective:** Successful implementation of, at minimum, one Person Centered Thinking practice for instance, “One Page Profiles”
- **Due Date:** 01/31/2014
 - **Person Responsible:** Service Department Directors and Quality Department; Associate Executive Director
 - **Metric:** Seventy-five percent of all individual developmental plans will include, at minimum, one Person Centered Thinking practice for instance One Page Profiles by 01/31/2014. Additionally persons served have indicated that they are “very satisfied” with the new practice.
 - **Measure:** Individual Habilitation Plans and persons served “PCT Satisfaction” survey results
 - **Achieved:**
- 8. Objective:** Continue to increase the number and independence of individuals employed in the community consistent with Employment First principles and fee-for-service (FFS) funding.
- **Due Date:** 06/30/2015 and on-going
 - **Person Responsible:** Director of Employment Services
 - **Metric:** Place 20 individuals in community-based jobs.
 - **Measure:** ES Outcome Measurement Reports
 - **Achieved:**
- 9. Objective:** Assess the demand for non-employment, community-based day services (e.g. volunteering, recreation) and develop/implement offerings consistent with fee-for-service and the Supports Waiver as the details and pricing become available.
- **Due Date:** Feasibility study by 12/30/2014. Service implementation by 07/01/2015
 - **Person Responsible:** Director of Employment Services
 - **Metric:** Completed feasibility study; two non-employment offerings
 - **Measure:** Service billings in FFS environment
 - **Achieved:**
- 10. Objective:** Expand programming for individuals with cognitive decline leveraging current program resources and external (e.g. grant funding) resources if available with prior consultant with the Director of Clinical Service
- **Due Date:** 06/30/2015
 - **Person Responsible:** Director of Employment Services and team
 - **Metric:** Increase capacity to serve individuals with cognitive decline from the current 6 to 12
 - **Measure:** Program attendance reports. Billable revenue in FFS environment if applicable
 - **Achieved:**
- 11. Objective:** Assess potential demand and margin for transition (school-to-work) services in the new FFS environment. Develop/implement billable offerings to meet this demand if applicable.
- **Due Date:** Feasibility study by 01/01/2015. New offering (if applicable) by 07/01/2015
 - **Person Responsible:** Director of Employment Services; Associate Executive Director
 - **Metric:** Projected revenue/cost/volume of transition services. Documented transition offerings
 - **Measure:** Feasibility study. Billed revenue (if applicable)
 - **Achieved:**

Employee Development and Retention

The Arc of Somerset County will put initiatives in place to increase employee retention as well as mitigate the impact of turnover.

1. **Objective:** Design and implement a new employee recruitment PR campaign to positively communicate to the labor market the value of working for The Arc of Somerset County. Expand interview process to include behavioral and motivational fit questions that help discern a candidate's potential for long-term success and tenure.
 - **Due Date:** 12/31/2014 and on going
 - **Persons Responsible:** Director of Human Resources, HR Compensation Committee; Executive Director
 - **Metric:** New employees are not voluntarily resigning after 12 months of employment and are staying with the agency, at minimum, 36 months after hire.
 - **Measure:** Retention statistics
 - **Achieved:**

2. **Objective:** Identify root causes for high staff turnover rate, currently 24%, by conducting a root cause analysis, with department directors and direct care staff, to include feedback from all levels of the organization. Additionally, with same individuals and others, and using feedback received from all levels of the organization, identify three means, for instance an employee recognition program, to eliminate top three root causes for current the current turnover rate.
 - **Due Date:** Resultant of the previous root cause analysis, identify and implement three means to reduce the current, turnover rate of 24% to 20% by 07/01/2015
 - **Person Responsible:** Director of Human Resources and Human Resources and Compensation Committee
 - **Metric:** Achieve an average staff retention rate, exit interviews
 - **Measure:** Staff turnover reports
 - **Achieved:**

3. **Objective:** Develop a Cultural Competency and Professional Boundary statement and then a training that expands staff's understanding of cultural diversity, professionalism, becoming better communicators and listeners and increasing teamwork.
 - **Due Date:** 07/01/2015
 - **Person Responsible:** Director of Human Resources and Director of Quality
 - **Metric:** All employees have received training by 07/01/2014 and there is a recognizable and positive difference in relevant staff interactions as indicated in the post-implementation survey which will be administered to all staff three months after all staff have received relevant training.
 - **Measure:** "Post-Training implementation" survey
 - **Achieved:**

4. **Objective:** In order to remain a competitive employer the Arc of Somerset will conduct a relevant industry-wide Compensation and Benefit benchmarking analysis to align Affordable Care Act Standards and subsequently compare their current Compensation and Benefit plan up against relevant, commensurate, benchmark statistics and, if necessary, make corresponding adjustments. We will repeat this process bi-annually to ensure that our Compensation and Benefits plan are both current and competitive.
 - **Due Date:** 12/01/2014 and on going
 - **Person Responsible:** Director of Human Resources and Human Resources Compensation Committee
 - **Metric:** A quantifiable decrease in staff attrition due to "competitors are offering higher salaries and better benefits," Additionally, six-months post implementation of any necessary, if necessary, salary and benefit adjustments; in total, 80% of all staff have indicated, in combination, that they are either "Satisfied" or "Very Satisfied" with our Compensation and Benefits.
 - **Measure:** Exit interviews, Compensation Book, Engagement Survey, and bi-annual "staff engagement" surveys;
 - **Achieved:**

5. **Objective:** Continue and expand the Employee Wellness Program to expand knowledge and resources to improve employee wellbeing. The program will address such areas as nutrition, exercise, personal budgeting and financial planning, stress management, time management, preventing burnout, increasing empathy and teamwork.
 - **Due Date:** 07/01/2014 and on going
 - **Person Responsible:** Director of Human Resources and Wellness Committee
 - **Metric:** Six months after launch, 80% of all employees have utilized the program in some manner and out of all "Wellness program Post-implementation" surveys received 80% of employees indicated, in combination, that they were either "Satisfied" or "Very satisfied" with the Wellness Program services provided to them.
 - **Measure:** "Wellness program Post-implementation" employee Engagement survey, Flu Shot Clinics
 - **Achieved:**

6. **Objective:** One-hundred percent of all employees will receive all mandatory trainings within three (3) months of being hired.
 - **Due Date:** 09/01/2014 and on-going
 - **Person Responsible:** Director of Quality

- **Metric:** Starting 09/01/2014 100% of all employees will receive all mandatory trainings within three (3) months of being hired.
 - **Measure:** Hire dates and training attendance records
 - **Achieved:**
7. **Objective:** To strengthen executive visibility and employee engagement, the Executive Director will send out “A Message from the Executive Director” to all employees twice a year to reinforce the agency’s vision, strategic priorities, accomplishments and appreciation for all employees via email and the Herald newsletter.
- **Due Date:** Twice a year and on going
 - **Person Responsible:** Executive Director and Fundraising and Public Relations Department
 - **Metric:** Starting October 2013 and twice a year thereafter the Executive Director will send out a “A Message from the Executive Director” to all employees and stakeholders via email and the Herald newsletter.
 - **Measure:** Constant Contact email / Herald newsletter archives
 - **Achieved:**
8. **Objective:** To forge a clearer and more personal connection between all staff, executive and director biographies will be updated annually on the agency website.
- **Due Date:** 07/01/2014 and on going
 - **Person Responsible:** Fundraising and Public Relations Department and Department Directors
 - **Metric:** Updated annual biographies on the agency website
 - **Measure:** Agency website
 - **Achieved:** On-Going
9. **Objective:** Employee overall job satisfaction will increase annually as reflected in annual Employee Satisfaction Survey.
- **Due Date:** 12/01/2013 and on going
 - **Person Responsible:** Director of Quality
 - **Metric:** Out of all employee surveys received, 90% of employees provided positive ratings relating to “Overall Job Satisfaction” “Satisfied” or “Very satisfied” by 12/31/2014.
 - **Measure:** Employee Survey
 - **Achieved:**

Governance

The Arc of Somerset County’s Board of Directors will increase their involvement in public relations endeavors, fundraising and assistance with strategic plan execution.

1. **Objective:** Each board member will attend 75% of all Board Meetings annually (regularly scheduled committee meetings inclusive) per year. Conference calling and SKYPE will be made available to facilitate participation.
- **Due Date:** 06/01/2014 and annually thereafter
 - **Person Responsible:** Board of Directors
 - **Metric:** Board members will attend 75% of meetings annually.
 - **Measure:** Board Attendance Report
 - **Achieved:**
2. **Objective:** Each board member will actively and/or passively (donations, solicitations) participate in at least one Agency Fundraiser per year.
- **Due Date:** 06/01/2014 and annually thereafter
 - **Person Responsible:** Board of Directors
 - **Metric:** Board members will participate (actively or passively) in at least one agency fundraiser per year.
 - **Measure:** Event reports from Fundraising and Public Relations Department
 - **Achieved:**
3. **Objective:** At least five members of the Board of Directors will attend pre-planned development events (non-fundraisers).
- **Due Date:** 06/01/2014 and annually thereafter
 - **Person Responsible:** Board President and Board of Directors
 - **Metric:** At least five members of the Board of Directors will attend one pre-planned development event per year
 - **Measure:** Event reports from Fundraising and Public Relations Department
 - **Achieved:**
4. **Objective:** The Board President will send a message, on behalf of the Board of Directors to agency stakeholders twice a year regarding general agency updates, objectives and progress for the agency on the company website.

- **Due Date:** Twice a year and on going
 - **Person Responsible:** Board President; Executive Director
 - **Metric:** The Board President will send a message on behalf of the Board of Directors to agency stakeholders twice a year.
 - **Measure:** Herald newsletter (or other outreach medium) archives, constant contact; website
 - **Achieved:**
5. **Objective:** To assist with strategic plan execution, once a year the Board of Directors will review and evaluate the performance of the Executive Director.
- **Due Date:** 01/01/2014 and annually thereafter
 - **Person Responsible:** Board President and Board of Directors
 - **Metric:** The Board of Directors will review and evaluate the performance of the Executive Director.
 - **Measure:** Executive Director's Performance Appraisal
 - **Achieved:**
6. **Objective:** To strengthen board accountability and individual engagement each Board Member will conduct a self-assessment of their performance.
- **Due Date:** 06/01/2015 and annually thereafter
 - **Person Responsible:** Board of Directors; Executive Director; Director of Quality
 - **Metric:** Once a year each Board Member will conduct a self-assessment of their performance.
 - **Measure:** Board of Directors self-assessment tool
 - **Achieved:**

Inclusion / Integration

The Arc of Somerset County will emphasize increasing the amount of time in which persons served are in the community.

1. **Objective:** To identify inclusion needs, both in civic and religious interests, conduct research using a feasibility study that will meet with all persons served for soliciting needs/wants and feedback to collect data for analysis by 06/30/2015.
- **Due Date:** 06/30/2015 and annually thereafter
 - **Person Responsible:** Director of Residential Services and Director of Clinical Services
 - **Metric:** Person Served survey/questionnaire designed to identify civic and religious interests
 - **Measure:** Person Served collection data of responses of needs and identifiable issues.
 - **Achieved:**
2. **Objective:** At the conclusion of the feasibility study, analyze and solve any identifiable conflicts/issues that are preventing true inclusion needs/wants in the areas of civic and religious interests. Develop an assistive plan of action that addresses how inclusion needs will be met to increase service delivery and customer satisfaction.
- **Due Date:** 06/01/2015 and on-going
 - **Person Responsible:** Director of Residential Services and Director of Clinical Services
 - **Metric:** Increased person served presence in community.
 - **Measurement:** Strategic plan progress meetings, IHP documentation and Person-Served satisfaction survey
 - **Achieved:**

Partnerships/Shared Services

In order to preserve and expand service offerings, The Arc of Somerset County will assess and identify potential partnerships and alliances with area hospitals, schools and county offices.

1. **Objective:** Will develop and sustain at least two partnerships with private and/or government entities to explore a continuum of services such as childcare, parenting skill classes, etc.
- **Due Date:** 07/01/2016
 - **Person Responsible:** Director of PACT, Director of Children and Family Services
 - **Metric:** Established contract or partnership
 - **Measure:** Quarterly review
 - **Achieved:**
2. **Objective:** Will enter into at least one service contract with private and/or government entities for the expansion of services and diversify funding.
- **Due Date:** 06/30/2016

- **Person Responsible:** Director of PACT, Director of Children and Family Services
 - **Metric:** Established contract or partnership
 - **Measure:** Quarterly review
 - **Achieved:**
3. **Objective:** Development of consistent family communication with monthly email blasts.
- **Due Date:** 12/01/2014
 - **Person Responsible:** Associate Executive Director and Director of Residential Services
 - **Metric:** Email
 - **Measure:** On-going feedback and constant contact with/from families
 - **Achieved:**
4. **Objective:** To uphold CARF standards, a regular annual review of the agency's Mission, Value and Visions statements to assess and reinforce the vision of personnel and board members regarding the outcomes for persons served and focuses efforts towards achieving agreed upon outcomes.
- **Due Date:** 06/30/2014 and annually
 - **Person Responsible:** Quality Management Committee
 - **Metric:** Accreditations; Licensing
 - **Measure:** Strategic Plan Quarterly Review
 - **Achieved:**

Foundation/Resource Development

In order to ensure the long-term fiscal health of the agency, The Arc of Somerset County will strengthen and cultivate donor relationships whereby such donors will increase their monetary and in-kind contributions.

1. **Objective:** Will refocus agency public relations materials to feature success stories about persons served.
- **Due Date:** 06/01/2014 and annually
 - **Person Responsible:** Fundraising and Public Relations Department
 - **Metric:** All agency public relations materials will feature at least one success story about persons served in the Herald, Annual Campaign Letter, Annual Report and Annual Meeting
 - **Measure:** Agency public relations materials (Herald newsletter, website, Annual Report, brochures, Annual Meeting, etc.)
 - **Achieved:**
2. **Objective:** Will conduct outreach to potential donors about planned giving by way of a mailing or events at least twice annually to generate inquiry or response to planned giving program.
- **Due Date:** 12/01/2014 and twice annually
 - **Person Responsible:** Fundraising and Public Relations Director and Executive Director
 - **Metric:** Outreach will generate at least two inquiries per year about planned giving.
 - **Measure:** Planned giving report from donor database.
 - **Achieved:**
3. **Objective:** On an annual basis will redesign/update planned giving web page to generate at least 5% increase in visits over the prior quarter.
- **Due Date:** 12/01/2014 and updated annually
 - **Person Responsible:** Fundraising and Public Relations Department
 - **Metric:** Planned giving page will receive at least a 5% increase in visitors annually
 - **Measure:** Analytical web host report
 - **Achieved:** 12/01/2014 and annually
4. **Objective:** To increase cultivation meetings and events by holding 12 new corporate (individual meetings); (2) new events (i.e. Planned Giving Seminars); (1) new company wide matching gift company opportunity by the end of FY2015).
- **Due Date:** 06/30/2015 and on-going
 - **Person Responsible:** Fundraising and Public Relations Department, Executive Staff, Consultant; Board of Directors; Board of Trustees
 - **Metric:** Venues for events; increased donations for venues
 - **Measure:** Increase in corporate contacts; increase in volunteer events, grants and donations
 - **Achieved:**
5. **Objective:** Increased to Planned Giving Program to establish 3 planned gifts of \$10,000 or more in FY14; \$30,000 for FY15 & \$50,000 for FY16.

- **Due Date:** 06/30/2015 and on-going
 - **Person Responsible:** Board of Trustees; Board of Directors; Fundraising and Public Relations Department; Executive Staff, Consultant
 - **Metric:** Education Meetings; donated venues
 - **Measure:** 06/30/2015 and on-going
 - **Achieved:**
6. **Objective:** Continue to grow the Legacy Society and increase the number of members in the Legacy Society by 50% by the end of FY15.
- **Due Date:** 06/30/2015
 - **Person Responsible:** Executive Staff; Board of Directors; Board of Trustees
 - **Metric:** Build upon the donor data base through cultivation meetings and annual appeals
 - **Measure:** Increased members of the society
 - **Achieved:**
7. **Objective:** To grow the Foundation Account for Capital Projects to include \$20,000 during FY14; \$20,000 for FY15; \$30,000 for FY16.
- **Due Date:** 12/30/2014 and on-going
 - **Person Responsible:** Board of Trustees; Board of Directors; Executive Staff; Fundraising and Public Relations Department
 - **Metric:** Host cultivation events; write grants; establish a Memorial/Honorarium funds
 - **Measure:** Increased growth in Foundation Account
 - **Achieved:**
8. **Objective:** Increase unrestricted donations \$20,000 during FY14; \$60,000 for FY15; \$60K for FY16
- **Due Date:** 12/01/2014 and on-going
 - **Person Responsible:** Board of Trustees; Board of Directors; Executive Staff; Fundraising and Public Relations Department
 - **Metric:** Host cultivation meetings with larger corporations
 - **Measure:** Increase in unrestricted donations annually
 - **Achieved:**
9. **Objective:** Complete the soft launch of the Camp Jotoni Campaign in preparation of full launch.
- **Due Date:** 12/01/2014
 - **Person Responsible:** Fundraising and Public Relations Department; Executive Staff; Outside Consultants
 - **Metric:** Press Releases; outreach and education of the community
 - **Measure:** Increase donations for Camp Jotoni
 - **Achieved:**

Maintenance, Security and Safety

In order to meet the changing needs of our persons served, The Arc of Somerset will continue to minimize risk, cost, expand accessibility and increase safety by proactively maintaining and sustaining facilities, equipment and vehicles

1. **Objective:** Implement a predictive and proactive maintenance schedule to include preventative maintenance of facilities, vehicles and equipment.
- **Due Date:** 06/31/2014 and on-going
 - **Person Responsible:** Director of Maintenance, Safety & Security
 - **Metric:** An annual decrease maintenance costs from year to year; licensing and fire safety deficiencies; and decrease in equipment and appliance breakdown due to facility, vehicle and equipment breakdown from an average of comparison of year-to-year expenditures.
 - **Measure:** Maintenance and Repair logs, Licensing Report citations and vendor invoices
 - **Achieved:**
2. **Objective:** To strengthen the utilization of vehicle and driving safety and best practices by agency employees a driver observation program based on insurance carrier standards will be implemented.
- **Due Date:** 06/30/2014 and annually thereafter
 - **Person Responsible:** Safety Committee and Associate Executive Director
 - **Metric:** A decrease in agency-wide annual accidents/incidents from year to year comparison.
 - **Measure:** All new employees as of 06/30/2014 will have received certifications in Safe/Best Practices
 - **Achieved:**

3. **Objective:** Update agency-wide risk management plan to include an updated risk analysis and response tool plus a revised business disaster, continuity plan and training program.
 - **Due Date:** Complete revised risk mitigation / disaster and continuity plan by 09/30/2014 and subsequent agency-wide training by 01/01/2015 and annual thereafter.
 - **Person Responsible:** Safety Committee and Associate Executive Director
 - **Metric:** Complete revised risk mitigation, disaster, and continuity plan, training at minimum all management and supervisory staff with the goal of training all staff on new procedures
 - **Measure:** Training attendance and exercise documentation
 - **Achieved:**

Financial Services

The Arc of Somerset County's Financial Services will be responsible and pro active, conducting fiscal management in a manner that supports the agency's Mission designed to meet established outcomes for Persons Served. We will diversify our funding services in preparation for fee for service and other funding structures

1. **Objective:** Financial Services will develop, review and revised (based on General Accepted Accounting Principles and other regulations) the Department Policy and Procedure Manual that will include accepted practices, ensuring internal controls and other fiscally prudent measures are in place.
 - **Due Date:** 07/01/2014 and review annually
 - **Person Responsible:** Director of Financial Services and Finance Committee
 - **Metric:** Audits, change in regulations, Fee-For Service
 - **Measure:** Policy and Procedure Manual
 - **Achieved:**
2. **Objective:** The Finance Department will monitor and accommodate new and changing paradigms that will include Fee For Service / Medicaid Billing.
 - **Due Date:** 07/01/2015
 - **Person Responsible:** Director of Financial Services; Finance Committee; Executive Director
 - **Metric:** Guidelines established by State for Fee For Service
 - **Measure:** Therap Services, Financial Ledgers and program, Computer systems
 - **Achieved:**
3. **Objective:** To have a business model in place that is able to accommodate Fee For Service, Medicaid billing and one that is flexible enough whereas we can readily adjust and sustain our programming in response to most, if not all, new or modified and relevant funding models.
 - **Due Date:** 12/31/2014 an on-going
 - **Person Responsible:** Director of Financial Services; Executive Director; Information Technology Administrator; Director of Quality
 - **Metric:** Guidelines established by State for Fee For Service
 - **Measure:** Therap Services, Financial Ledgers and program, Computer systems
 - **Achieved:**

Systems Technology

Increase the use of relevant technology that will both augment the development capabilities of the persons served as well as increase service quality and cost-efficiency.

1. **Objective:** Conduct research/benchmarking, to develop an agency-wide IT plan that outlines IT needs, budget and timeline.
 - **Due Date:** 12/31/2014 and on going
 - **Person Responsible:** Information Technology Administrator
 - **Metric:** Establish an agency-wide IT plan that outlines IT needs, budget and timeline by 12/31/2014
 - **Measure:** Agency staff report an increase in productivity, record keeping compliance and decrease in downtime due to inadequate IT systems
 - **Achieved:**
2. **Objective:** Develop a basic list of simple technological devises, applications available and educate staff/persons served in accordance with CARF standards to allow for increased productivity, service delivery and business functionality.
 - **Due Date:** 07/01/2014 and annually
 - **Person Responsible:** Information Technology Administrator & All Service Departments
 - **Metric:** Web; technology devises
 - **Measurement:** Strategic plan progress meetings, Meetings

- **Achieved:**
3. **Objective:** Launch one new Therap module annually.
 - **Due Date:** 07/01/2014 and annually
 - **Person Responsible:** Director of Quality
 - **Metric:** Once a new module is developed by Therap, the module will be launched, relevant staff have been trained on the new modules and 100% of relevant staff are utilizing the modules successfully by 07/01/2014 and subsequently.
 - **Measurement:** Increased productivity through the use of Therap modules as a result a decrease in general event reports; decrease in on-call notifications
 - **Achieved:**
 4. **Objective:** Identification of top technological needs agency wide and affiliated costs to increase best practices for a more productive work force.
 - **Due Date:** 02/01/2014 and annually
 - **Person Responsible:** Information Technology Administrator
 - **Metric:** List of available technology
 - **Measurement:** Number of new technologies presented on an annual basis
 - **Achieved:**

Camp Jotoni

In order to provide increased opportunities for the persons served and the community at large, The Arc of Somerset County will expand Camp Jotoni to a year-round facility

1. **Objective:** Camp Jotoni will provide Extended School Year in a camp based setting.
 - **Due Date:** 07/01/2017
 - **Person Responsible:** Director of Camp Jotoni
 - **Metric:** Contract to provide services, private enrollment;
 - **Measurement:** Launch of services, enrollment
 - **Achieved:**
2. **Objective:** Camp Jotoni will initiate an outreach program to increase volunteerism.
 - **Due Date:** 07/01/2014 and on-going
 - **Person Responsible:** Director of Camp Jotoni
 - **Metric:** Launch of outreach materials in conjunction with development
 - **Measurement:** Number of volunteers
 - **Achieved:**
3. **Objective:** Private Revenue Growth will increase by 5% each year for the next 5 years
 - **Due Date:** 09/01/2014 and on going
 - **Person Responsible:** Director of Camp Jotoni; Executive Staff
 - **Metric:** Revenue statements
 - **Measurement:** 5% increase from private enrollment and or unrestricted funders
 - **Achieved:**

1950's

- 1950** Pockets of parents meet throughout the region, state, and nation. A movement begins. The Arc is founded in Minnesota.
- 1959** Research in intellectual and developmental disabilities is presented by Elizabeth Boggs, Ph.D., a brochure produced by the Research Fund, is distributed to all chapters of The Arc. The Arc intensifies its advocacy for research and asks Congress for full support for an International Research Plan.

1960's

- 1960** The Arc opens a Governmental Affairs Office in Washington, DC.
- 1962** The Arc helps expose the link between lead poisoning and brain damage in infants and children. The first article about the dangers of lead poisoning upon child development is published in Children Limited.
- 1966** The Arc's advocacy with other national organizations results in the enactment of Medicare and Medicaid.

1970's

- 1972** The Arc of Somerset County incorporates and receives its own nonprofit recognition. It began with 16 individuals, and is recognized as the foremost provider of services to people with intellectual and developmental disabilities in Somerset County. There were two programs offered, a preschool program, and an adult center.
- 1976** In January, The Arc of Somerset County purchases a seventeen-acre tract in Warren Township, Somerset County that was a former YMCA Day Camp. By spring, Camp Jotoni opens for people with intellectual and developmental disabilities.
- The Jerry Davis Early Childhood Center in Bound Brook is named in remembrance of a child diagnosed with Down Syndrome who dies at 18 months of age.
- 1977** FIFTH ANNIVERSARY: The Arc of Somerset County has grown to include two adult activity centers, one adult workshop, an early childhood center, a summer camp, a citizen advocacy program, a job placement program, a police training program, a "Come and Dance" program and an adult canteen program.
- 1979** Opening of the first community residence for The Arc of Somerset County with the help of One to One Foundation and the Paterniti Family. It is located in Branchburg. More group homes will open soon.

1980's

- 1982** TENTH ANNIVERSARY: There are 829 individuals making use of a five group homes, five adult centers, a summer camp, a pre-school, an infant program and year-round recreation. Staff grows to 100 employees. The Far Hills Country Day School matches fifth graders with children at the Jerry Davis Center to learn about children with developmental delays.
- 1984** The Arc of Somerset County receives its first HUD grant of \$536,200 to construct ten housing units in Somerset County. Construction is set to begin in January 1985.
- The Arc of Somerset County opened its first sheltered workshop in Bridgewater and will employ fifty people in food service, subcontract work, and light manufacturing. The Respite Care facility opens in Branchburg.

1985 The Occupational Training Center (OTC) in Branchburg opens in February to begin with forty-five adults, previously receiving services out-of-county. The facility is barrier free. The OTC launches the Somerset County Recycling Program.

1986 Claremont Group Home opens in Franklin Township. The Arc begins a national partnership with Johnson & Johnson, promoting public awareness and fundraising. The Arc of Somerset announces its goal of \$500,000 in its second capital campaign, themed: Helping Children Grow. Opening of the agency's eighth group home for The Arc of Somerset County located in Griggstown.

1987 The Arc of Somerset County moves to Manville and combines The Jerry Davis Early Childhood Center with the administrative offices at 141 South Main Street. Ground is broken for the Old Stirling Group Home. Twenty towns are involved in the recycling program. The Arc of Somerset County appears on CBS National news for its award winning recycling program.

Old Stirling Group Home opens and brings the total to nine residential programs.

The Arc of Somerset County receives the 1987 Presidential Award from the Somerville Rotary.

Joan Sapienza retires as Executive Director, a position she held for fifteen years, since the inception of The Arc of Somerset County.

Parents and Children Together (PACT) Program begins. It is an innovative parenting program for families headed by individuals with intellectual and developmental disabilities.

1988 Louis M Baldino is the new Executive Director.

Dedication ceremonies of the Manville building, designating classrooms, therapy rooms, indoor gym and adaptive playground in honor of donors, was held in January. National Starch and Chemical Company, Johnson & Johnson Somerset County Family of Companies, Mr. John Nooney, the Barker Bus Company and Mr. & Mrs. Fred Patterson donated generously towards the goal of \$500,000.

In December, the "Safe Kids Prevention Program" involves over 1000 elementary students begins in Somerset Hills.

Residential Camping is first offered at Camp Jotoni. Four weeks were designated for this new initiative.

Employment Services OTC receives a one-year CARF accreditation. (CARF – Commission on Accreditation of Rehabilitation Facilities) and begins working for the three year certification.

The Alternative Supportive Employment (ASE) program, formerly the Work Activities Trainings Center (WATC) program begins its conversion to an enclave program based in businesses in the community.

Construction begins on the first supervised apartments program located in Bridgewater.

1989 The Somerset County Freeholders give PACT a \$10,000 grant. Bridgewater Township offers land adjacent to the Bridgewater Commons Mall to build a second supervised apartment.

Thanks to the volunteer effort by the NJ Building Contractors and NJ Subcontractors Associations, Camp Jotoni builds a new bathhouse at no cost to The Arc.

1990's

1991 President Bush signs the Americans with Disabilities Act, and our own Fred Patterson who fought so long and hard for it, was there. Fred also wins the coveted NJ Governor's Award, "Pride of New Jersey," the highest award the state can bestow on one of its citizens, for his advocacy in the field of developmental disabilities.

- 1992** TWENTIETH ANNIVERSARY: The Arc of Somerset County receives a \$40,000 prevention grant from the Office for Prevention, NJ Department of Human Services for bike helmet distribution and Fetal Alcohol Syndrome Awareness Campaign.
- The statewide waiting list for residential placement grows to over 3000 people. Families are urged to explore a variety of private housing opportunities.
- Employment Services receives their first three year accreditation from CARF
- 1993** Family Support Program initiated.
- The Arc of Somerset County purchases three industrial condominiums in Branchburg. The Somerville Adult Training Centers and Occupational Training Center move to the new location.
- The Jerry Davis Center opens a class for children of typical development to interact with children with developmental delays and disabilities for an inclusive education program.
- 1994** The operating budget exceeds \$10 million and fixed assets are worth \$4.5 million. A Future Search Conference is conducted to map a strategy to prepare The Arc for 2010. Key concepts are: To Promote housing and employment, Support choice of inclusion, Increase community awareness, Improve communications with like agencies, and expand funding resources.
- 1995** The “Key of Our Own” Campaign promotes residential issues for people with developmental disabilities. Over 100 people living in residences, across seven townships and twenty-two locations.
- Email comes to The Arc of Somerset County employees for interoffice communication.
- A video is filmed with The Arc of Somerset County individuals who are paid royalties for every one sold “Addressing Mental Health Problems in People with Developmental Disabilities”
- Information Technology Department is created.
- 1999** Tea with Honey fund raising event is held for the first time. This annual event, benefiting the Jerry Davis Early Childhood Center, is 100% volunteer driven.

2000's

- 2001** Record NJ State budget deficits and tragedy of 9-11 significantly affect The Arc of Somerset County and all nonprofits. Volunteerism increases as people partner with the individuals with intellectual and developmental disabilities to increase their quality of life. The legislature adds one dollar per hour increase for direct care staff.
- Nearly 1000 people with intellectual and developmental disabilities receive services and/or supports through The Arc of Somerset County. There are twenty-two residential locations, and six employment services program throughout Somerset County. Childhood Services includes the Early Intervention Program, Day Care, Preschool Disabled, Private Preschool, After School, Saturday Recreational, Camp Jotoni and PACT. Family Support Services continue to help people in their homes.
- 2002** Respite Group Home relocates to an accessible facility in Hillsborough. The prior Respite program now becomes the Branchburg Group Home.
- The township of Rocky Hill donates land to The Arc of Somerset County and ground is broken to build a new residential facility.
- The Arc of Somerset County restated their bylaws, affirming the commitment to remain a membership-based, family-directed organization. The State of New Jersey issues “New Directions.”
- Adult Training Center at Kirby Avenue moves into a new facility located in Hillsborough and renamed Valley Park Adult Training Center.

- 2003** The first annual “Step Up For The Arc” walk-a-thon for Somerset County is held in conjunction with Arcs throughout the state and with the help from the Free and Accepted Masons.
- The Arc of Somerset County Foundation is launched to ensure long-term financial visibility.
- Rocky Hill Group Home opens with two first floor barrier free apartments.
- The Representative Payeeship Program is created with fifteen individuals.
- The agency creates a Quality Department.
- 2004** The Arc of Somerset County develops their first Strategic Plan that the agency will follow for the next five years.
- The Arc of Somerset’s newsletter, The Challenge, is renamed The Herald.
- Website launched for the agency.
- 2005** After more than twenty-eight years of service to the agency, Executive Director Louis Baldino takes an early retirement to spend more time with his family. The Lou Baldino Legacy Recreation Fund is established to enhance the health and well-being of individuals with disabilities through recreational and fitness-related activities.
- Newly appointed Executive Director Judy Miao makes a concerted effort in the development of a Vision Statement for the agency.
- Therap Services comes to The Arc of Somerset County. Therap is a state of the art secure internet application that provides integrated on-line reporting, documentation and communication technology for organizations working with people with intellectual and developmental disabilities
- A new program, called Education Advocacy is launched to help parents and guardians of children with special needs develop and maintain an Individualized Education Plan.
- Governor Codey reappoints Fred Patterson as Chair of the Governor’s Council on the Prevention and Developmental Disabilities.
- The first Service Learning Day begins at Branchburg OTC. High School students from Bernard’s High School are provided with an opportunity to enhance their awareness, sensitivity, and on-going support of individuals with intellectual and developmental disabilities.
- 2006** Ask The Advocate workshop is initiated for the first time. This workshop is to address quality of life issues for parents and guardians who have questions about their rights within the special education system.
- A recreation club is formed, named the Excursion Club and becomes an instant sensation.
- Increase in volunteerism with participants in Community Day events.
- Three therapy rooms are added to the Jerry Davis Early Childhood Center, which include the gym, sensory and quiet rooms.
- Principals of the Vision Statement are completed.
- 2007** THIRTYFIFTH ANNIVERSARY as The Arc of Somerset County provides services and supports to more than 1000 children, adults, and families in Somerset County.
- Volunteerism and Community support has soared to an all time high. United Way provided seventeen Days of Caring, twenty-one Corporations, four Civic Organizations and 635 volunteers provided more than \$200,000.00 in time and materials in improvements in the agencies programs.
- Tenth anniversary of individuals delivering newspapers to patients in Somerset Medical Center
- Judy Miao separates from the agency.

Action Adventure Week at Camp Jotoni takes off for the first time. This successful program takes campers on a new trip for five consecutive days.

The Somerset County Commission on the Status of Women honors Fran Maher, a parent advocate for twenty-five years, The Arc of Somerset County Board Member from 1981 – 1990 including two terms as Board President, for her decades of volunteerism.

Ethicon awards the agency a \$20,000 grant to purchase an industrial sized shredder to begin a shredding business for Supportive Employment.

The Family Support Department holds its first Kid's Night Out program. This monthly program provides parents with a safe and caring place to bring their children so they can go out on their own for an evening.

The Arc of Somerset County separates from the workforce one stop, Tanif (Cap) from Somerset County Board of Social Services.

Ministry Consultant from Rutgers Bogg Center provides assistance in connecting to faith communities and provides grief consulting.

2008

With more than eighteen years of service to The Arc of Somerset County, Lauren Panarella is appointed as Executive Director.

The Arc of Somerset County joins a statewide initiative to build a career path for direct support professionals (DSP's). The initiative is a pilot project of the NJ Direct Support Professionals Workforce Development Coalition to increase the skills, capabilities, and rewards of being a DSP in NJ.

First annual Business Partnership Award Ceremony takes place at Branchburg Adult Training Center to recognize our appreciation to the companies that contract with the adult training centers. Executives from 36 business partners attended the event.

The Family Support Department held its first Caring for Mothers and Others Day.

S.E.E.D.S. program debuts for the first time.

The trend in the education system was/is to keep children with disabilities included in their own districts educational programs and therefore, out of district placements were decreasing across the state. The trend-impacted enrollment in preschool programs and due to low enrollment the Preschool Disabled Program at the Jerry Davis Early Childhood Center closed.

Adults with intellectual and developmental disabilities from The Arc of Somerset County form a Self-Advocate Group. Their mission is to encourage more people with disabilities to lead independent and productive lives.

After more than a year of planning, the Greenbrook ATC moves to a new bright accessible facility in Hillsborough and the name changes to Jill Court Adult Training Center.

The Supportive Employment shredding business, named The Arc of Somerset County Shredding, opens for customers.

NJDVR approved The Arc of Somerset County to be an authorized vendor of Supported Employment Services.

An additional staff, specifically designed for Prevention is added to the Maintenance, Safety, and Security Department. As a result, Preventative Maintenance plan and activities are initiated.

2009

The Self Advocate Group changes its name to Advocates for Change.

Initiation of quarterly Walk-In Days for potential applicants begins.

Master Gardeners Program formed at Camp Jotoni for enhancing new outdoor curriculum.

Beloved and founding Executive Director Joan Sapienza passes away. A memorial service takes place at Camp Jotoni where a red oak planted in her honor. A memorial fund in Joan's name is established.

The Family Support Department holds its first 'My Time' Sibling Support Group at the Hillsborough YMCA. This event is for siblings and parents to meet make new friends and build a network of support.

All time highs in productivity in record numbers are reached in the adult training centers.

The Arc of Somerset County embraces social media outlets You-Tube, Twitter and Facebook as a vehicle for communication, fundraising, and development.

The trend in the education system was/is to keep children with disabilities included in their own districts educational programs and therefore, out of district placements were decreasing across the state. The trend-impacted enrollment in preschool programs and due to low enrollment the Private Preschool Program at the Jerry Davis Early Childhood Center closes due to low enrollment.

The Jerry Davis Early Childhood Center changes its name to the Jerry Davis Center for Children and Families. (JDCCF) The Arc of Somerset County's Family Support Department is now part of JDCCF.

The Elizabeth M. Bogg Center on Developmental Disabilities, of The Robert Wood Johnson Medical School, provides more than 50 employees from The Arc of Somerset County with two-day training on "Person Centered Thinking."

The Arc of Somerset County received the 2008 Communications Award from The Arc of New Jersey for generating enthusiasm and achievement in outreach efforts that set a standard of quality for the entire Arc community.

Cablevision produced five public service announcements promoting The Arc of Somerset County's pivotal programs and events.

The Buddy Program, a program that matches up volunteers age 17 and older with an individual by location, skill, and mutual interests is created. The result is to create friendships that are thriving.

The NJ Direct Support Professional Workforce Development Coalition awarded eight DSP's with Certificates of Achievement for completing special DSP training programs in the College of Direct Support Pilot program.

The Arc of Somerset County is invited to participate in a yearlong project with The Elizabeth M. Bogg Center and The Division of Developmental Disabilities titled Building a Person – Centered System that will take the concepts from the Person Centered Thinking training and begin to apply them to our organization as a whole and the entire system of service delivery for individuals with a disability.

Completion of the Disaster Recovery Plan for Management and Disaster Recovery Administrative Computer Application Restore Plan.

2010

The Arc of Somerset County conducts a series of Focus Groups for Parents, Families and Guardians designed to improve the quality of services for The Arc of Somerset County. Participation spanned all service departments.

Mission Statement is updated and revised.

With an annual budget of \$15.6 million and a net worth of \$1.58 million, the agency provides services and supports to over 1000 people countywide. Over 115 individuals reside in our fourteen residential group homes; two HUD supervised apartment buildings; seven supportive living programs and two supervised apartment programs. Employment Services provides center-based adult programs at four facilities in Somerset County to over 260 individuals. In 2010, the JDCCF grew to include family Support Services and open the center providing a long needed home program for educational and advocacy efforts. The economic recession has an overwhelming affect on the agency. The Arc of Somerset County looks within itself to rely on increased volunteerism and expand partnerships with other providing agencies and vendors to consolidate resources.

Funding cuts from major funders including DHS, DVR, United Way, and County DHS occur due to country's economic decline. The cuts are unprecedented in the agency's history.

Enrollment in Early Intervention Program reaches a record high of 160 children with intellectual and developmental disabilities.

The Human Resource Department hosts their first annual Health & Wellness Fair for all employees to participate in free health screenings and exposure to health and wellness vendors.

The Arc of Somerset County's Family Support Center officially opened its doors. The center provides families with resources, information, and advocacy to assist in their commitment to provide supports and services for their loved ones.

A new five-year strategic plan is developed in a direct response to our agency's understanding of what its stakeholders value most concerning the organization while at the same time taking on the challenges for continuing to provide high quality services for individuals with intellectual and developmental disabilities.

S.E.E.D.S (Student Education and Experience for Disability Sensitivity Program) is presented at the National Arc Conference in Florida by creator and former Arc of Somerset staff person Amy Burns.

Dr. Lucille M. Esralew, PhD, Program Director for the Statewide Clinical Consultation and Training at Trinitas Regional Medical Center partnered with the Clinical Services Department to provide Dementia Assessments and employee workshops.

Clinical Services developed a partnership with The Mental Health Association of NJ providing employee workshops..

As part of the Person Centered Systems Initiative, the Quality Department launches a monthly newsletter, The Quality News, with emphasis on Person Centered Thinking and Therap tips.

Executive Director, Lauren Panarella, holds the agency's first Afternoon with The Executive Director event. Created to provide family members with information on national public policy, NJ State budget updates and local initiatives that affect individuals with a disability.

Governor Chris Christie issues a Proclamation designating September 12 – 18 as Direct Support Professionals Week. This proclamation demonstrates the Governor's understanding of the value of our DSP's and the vital services they provide to individuals with a disability.

Employment Services is awarded a three-year accreditation by CARF, the highest recognition provided by the organization. For the first time ever, this honor includes Gannett ATC, Jill Court ATC and Valley Park ATC in addition to the Branchburg ATC/OTC and Supported Employment programs.

In October, nearly 100 volunteers from local companies spent a day at various agency programs completing beautification projects.

The annual Arc Angel Gala honored two former Board Members in December. Tom S. Brooks of AT&T, was presented with the coveted Arc Angel Award for his longtime support of the agency through volunteerism, board service and philanthropy. Fred R. Patterson was presented with a Lifetime Achievement Award for his dedication and lifelong commitment to advocating for people with developmental disabilities.

The Arc of Somerset County received a number of grants and donations that enhanced services including: A \$15,000 grant from sanofi-aventis to help support the Developmental Day Care program as well as the "Play and Learn" therapeutic groups for children. E.J. Grassman Trust awarded a \$10,000 grant to purchase a generator for the Old Stirling Group Home. \$77,000 was awarded by the Community Development Block Grant, which were applied to our Developmental Day Care program and to fund accessibility initiatives in our community group homes. Thrivent/Good Shepard Lutheran Church presented the agency with a donation of \$1,800 to help support Camp Jotoni "campership" program which allows children and adults with disabilities to attend a week of summer camp under a scholarship. The Knights of Columbus, Manville Chapter awarded \$1,855 donation to the agency to be used for general program support.

In 2010, individuals working at our Branchburg center prepared more than five million cosmetic bottles for glass manufacturer, Stoelzle-Oberglas, in support of its customer, L'Oreal, production line.

NJ Governor Chris Christie made it illegal for state laws or rules to identify anyone with an intellectual or developmental disability as "mentally retarded" by signing legislation sought by people who have felt belittled by the offensive and outdated term.

2011

The Arc of the United States launched an agency-wide rebranding process, which included an updated look, and logo in an effort to ensure The Arc has a standardized look, which will result in a greater recognition on a local and national level. The new logo will represent The Arc as a strong and untied organization that is embracing by providing services, supports and advocacy; experienced as The Arc is the oldest and largest national organization serving individuals with intellectually and developmental disabilities and their families and determined as we are a human and civil rights organization. In addition, we will remain The Arc – not ARC. Arc will never again be used as an acronym and will eliminate the use of the “R” word in our name.

Dr. Lucille Esralew, Program Director of Trinitas Hospital to addresses the needs of those individuals who are experiencing cognitive decline, dementia or who are at high risk for developing this neurological disorder. Dr. Esralew conducted presentations for our staff and families, but also offered monthly “mini-clinics” providing psychological assessment for those individuals who seem to be experiencing cognitive decline as they age. Dr. Esralew then consulted with the program staff to determine the service needs of these individuals to ensure that their home and work environments continue to allow a safe, healthy and productive lifestyle as they age.

The Family Support Center offers workshops and seminars including Special Needs Planning, Ask the Advocate, dementia assessments, and special needs trusts. The center partners with the Statewide Parent Advocacy Network and the Regional Family Support Council to provide meeting space and parent group sessions.

The Agency hosts its first Spanish-speaking support group with an interpreter in partnership with Somerset Children’s Treatment Center.

Ethicon awards The Arc of Somerset County with a \$20,000 grant to help support accessibility projects in our Residential programs.

Johnson and Johnson awards The Arc of Somerset County with matching funds in the amount of \$10,000 from a previous donation to be utilized to support the mission and activities of the agency.

The agency enters our second year of the Person Centered Initiative. All new employees are introduced to PCT on their second day of employment in Orientation; PCT has become infused and is a structured dynamic in our training curriculums and a natural part of our language; and PCT Tools are introduced at monthly manager and department meetings.

The Arc of Somerset County’s annual Arc Angel Gala honors The Elizabeth M. Boggs Center on Developmental Disabilities.

Paul Petitti, a person served with The Arc of Somerset County is honored as the Supported Employee of the Year by NJ APSE (Association for Persons in Supported Employment).

Hurricane Irene makes landfall in August. The Branchburg Group Home takes on a foot of water and the residence is declared uninhabitable. The three Person Served are displaced in different residential programs within the agency. The search is on to find a new home.

More than 400 participants participate in The Arc of Somerset County’s annual “Step Up For The Arc Walk & 5K Run” at Duke Island Park. The event raised net revenue of more than \$31,000.00 that will be used to support vital programs and services.

SJP Properties awards The Arc of Somerset County with \$16,702.50 donation to help support the agency’s mission and activities. This is the 12th consecutive year that SJP Properties has provided The Arc of Somerset County with a generous donation through a unique philanthropic initiative in collaboration with Johnson & Johnson.

Qualcomm awards the agency with a \$10,000 grant to support The Arc of Somerset County’s Shredding business. The funds were used to purchase and install close circuit monitoring system that will provide security required to pursue an industry accreditation.

Dorothy B. Hersh Foundation awards \$20,000 grant to help fund the renovation and construction of a new health and nursing office at Camp Jotoni.

Ethicon, a Johnson & Johnson Company awards a \$15,800 grand to fund a new senior day program called “Morella’s Place” that will enable the agency to address the unique needs of individuals with intellectual and developmental disabilities as they age.

E.J. Grassmann Trust awards a \$10,000 grant to help fund a new fire alarm sprinkler system at the Mobus Group Home.

Advocates for Change speak at a graduate class at Montclair University graduate class about their life experiences and how being an advocate has positively changed their lives.

Advocate and Board Member, Brian O'Malley, on behalf of the Advocates for Change, delivers flowers to the Governor, Lieutenant Governor, State Majority Office and Assembly by Majority Office at the State House in Trenton for the support the state government demonstrated in closing Vineland Developmental Center.

2012

The Arc of Somerset County celebrates our 40th year of service!

Employment Services receives its first state contract through Access NJ that will allow the agency to place document bins at the Department of Labor in Phillipsburg, NJ

Two groups from The Arc of Somerset County were recipients at The Arc of NJ's Annual Awards Dinner and Celebration to recognize and applaud the exceptional efforts of individuals and organizations in the state's disability. Ortho Clinical Diagnostics and Making A Difference Everywhere (MADE). Ortho received The Arc of NJ's Employer of the Year Award for its longstanding commitment to the employment of individuals with intellectual and developmental disabilities. MADE, a group of civic-minded Bridgewater-Raritan High School students received the Distinguished Community Service Award for their commitment to volunteering with the disability population.

The Arc of Somerset County honors local business leaders who provide employment opportunities for individuals with intellectual and developmental disabilities at its "Celebration of Partnership for Employability" event.

Volunteers from the local community businesses including Janssen, Johnson & Johnson and Tibotec participate in brightening up a number of our programs with painting and closing Camp Jotoni for the winter.

Camp Jotoni announces a new program called The Trail Blazers Club, which is to offer participants the opportunity to reconnect with their friends from summer camp while enjoying a full schedule of activities and community outings.

Named in honor of a former service recipient, Morella Nooney, "Morella's Place" is launched! This new program will address the unique needs of persons served as they age, designed to encourage and foster skill maintenance of participants.

The Jerry Davis Center for Children and Families offer a new curriculum, "rethink autism" which is a web-based comprehensive program that allows teachers and therapists to read and watch the program samples that provide systematic, research based teaching strategies for professionals who work with children who experience global delays and/or autism. The JDCCF started the program with 12 children.

The Arnold A Schwartz Foundation awarded the agency with a \$2500 grant to support accessibility projects at Camp Jotoni.

Novo Nordisk provided the agency with a \$5000 grant to provide diabetes education and prevention program.

The Knights of Columbus (Raritan Council #13264) awarded \$2,600.95, funds that the Knights raised during their annual drive.

Toys "R" Us presented the agency with a \$15,000 grant through its Children's Fund to support subsidize therapeutic programs and childcare for children with intellectual and development disabilities

The Arc of Somerset County announces the creation of Donor Legacy Society to recognize and thank our members, families and friends who have made a commitment to our agency, our mission and our future. Through the generosity, members of the Realizing Dreams Legacy Society will allow the agency to continue to address the lifelong needs of families in the Somerset County area who have a child, sibling or loved one with a disability. This society is recognized as having outstanding philanthropic leaders.

2012

The Arc of Somerset County is the recipient of a generous donation of eight iPads from Healing the Children New Jersey. The iPads will be used to enhance the therapeutic benefits provided by our therapists to children under three years of age in our Early Intervention program.

Branchburg Adult Training Center was awarded a work contract with AT&T to assemble gift bags for both the Democratic and Republican National Conventions.

Over 400 people participated in our annual "Step Up For The Arc Walk & 5K Run" at Duke Island Park. Over \$29,000 was raised to support services.

The Herald launches "Success Stories" which will be an ongoing feature, presenting articles and pictures illustrating a look into the lives and families of many of the individuals we serve.

Calcutta Affair donated \$1103 to the agency to support Camp Jotoni.

The Knights of Columbus (Councils #11409 and #1432) raised \$537 and \$2000 respectively for the agency through their annual drives.

Magyar Bank awarded the agency with a \$1000 grant to support Kid's Night Out.

Tricore Interactive awarded the agency with \$1000 grant to cover supply costs for the group's volunteer effort at Camp Jotoni.

2013

Super Storm Sandy makes landfall in October leaving the agency to face challenges and situations like never before. Jill Court ATC becomes a shelter for many of the displaced Person's Served who are without power and water in their homes. Many staff members demonstrate extraordinary commitment and dedication.

Persons Served from Branchburg Group Home, who were displaced by Hurricane Irene, move into their new home in Hillsborough, renamed Pioneer Group Home.

The Zuckerman Fresh Air Fund is established through generous contributions from Dr. Diana Zuckerman, Dr. Barry Zuckerman and Mr. & Mrs. Fred & Roe Patterson. The purpose is to support healthy living and recreational opportunities for the intellectual and developmental disabled. Named in honor of the late Leo and Anne Zuckerman, Leo a longtime Johnson & Johnson employee was responsible for the groundbreaking discovery of the Rh factor, which paved the way for the prevention of many disabilities. One of Leo and Anne's children is a Person Served in one of the agency's Residential Department.

Camp Jotoni built rain barrels during "Build a Rain Barrel" workshop sponsored by the Rutgers New Jersey Agricultural Experiment Station.

The Bishop James United Methodist Church of Basking Ridge donated \$1000 to the agency/

The Franklin Township Development Block Program has awarded the agency with a grant of \$21,150 to fund accessibility renovations for a bathroom at Griggstown.

The Green Knolls Ladies Goof League donated \$775 to Camp Jotoni.

Janssen Pharmaceuticals awarded \$2500 grant to support Camp Jotoni.

The Knights of Columbus Councils #6573 (St. Jude), #11409 (Warren) and #13264 (Raritan) raised \$871, \$2000 and \$2610 respectively for the agency through their annual fund drives.

The Kreitchman Family Foundation donated \$1500 to support programming at Camp Jotoni. This is the agency's first grant from the Foundation.

The Temple Har Shalom Teen Philanthropy Board chose the JDCCF Developmental Daycare as the recipient of their annual grant of \$2200.

The Union Foundation awarded \$5000 grant to support accessibility projects at Camp Jotoni.

An Advocate for Change, testifies in front of the State Assembly and Senate regarding concerns over the increasing funding for cost of living.

In celebration of "Disability Awareness Month", Advocates for Change visit the State House in Trenton. The Advocates share their life experiences with NJ State member of the Assembly and Congress.