

JESPYHOUSE

ADVANCING INDEPENDENCE FOR ADULTS WITH DISABILITIES



2016 - 2017 ANNUAL REPORT

A Message from Elaine Katz and Audrey Winkler



“You cannot get through a single day without having an impact on the world around you. What you do makes a difference, and you have to decide what kind of a difference you want to make.”

- Jane Goodall, Humanitarian and Conservationist

Dear Friends,

We are pleased to report to you on JESPY’s activities and successes over the past year. And what a year it has been! This year marked my last year as board president (Elaine Katz), having served on the JESPY board for the past 12 years, and my first year as executive director (Audrey Winkler), having previously served for four years as a JESPY board member.

Our wonderful working relationship has been steeped in trust, respect, and a passion for JESPY’s mission. We have worked closely with our board of trustees, our staff, our clients, and our families – all of whom have been true partners during this year of transition. Together we have made significant strides in improving our quality of service and care to our clients and taken important steps to making JESPY sustainable into the future.

Now on the cusp of our 40th anniversary, JESPY House is more vital than ever. We have built a community that supports our clients through every stage of adulthood and connects them with the larger community of South Orange, and beyond. Not only are we expanding our breadth of services to help our older clients age in place in a community they know and love, we are strengthening our programs and services for young adults coming out of high school. We provide them with the skills to achieve independence; create an environment for socialization; and provide training and coaching to further employment opportunities.

Our goal for all our clients is to advance independence and exercise their right of choice.

In the following pages you will read about many of our year’s highlights and accomplishments such as restructuring our job skills program (now Work Readiness and Employment Engagement Services or WREE) to maximize opportunities for clients and increase their skills; enhancing our multi-faceted Recreation and Cultural Arts Programs to include more trips and exciting new activities for client growth and engagement; and incorporating new concepts and best practices in the delivery of clinical and behavioral health services.

You will also find information about JESPY’s tremendous efforts to restructure and reinvigorate our agency with a greater emphasis on raising funds in numerous ways and implementing some innovative cost-saving measures. If we are to withstand the challenges of reduced government funding and remain the valuable asset that we are to our clients and their families, we must commit to continuing these important efforts, while also supporting the professional development of our staff.

Our work is fueled by JESPY House clients. They are our passion, our challenge and our joy. We hope that you, too, feel this way and that you share our pride in all that we have accomplished this year.

We look forward to our continued work together on behalf of our clients!

With gratitude,



Elaine Katz, President, JESPY House Board of Trustees



Audrey Winkler, Executive Director, JESPY House

GETTING THE WORD OUT

Great strides were made this year in publicizing JESPY House and improving internal and external communications.

MARKETING AND OUTREACH

- A newly formed marketing committee including board members, staff and community volunteers is focusing on a strategic marketing plan that increases JESPY's visibility and ability to attract new clients and philanthropic support.
- The JESPY website received a major overhaul including a fresh, modern appearance and improved functionality.
 - A photo gallery of JESPY's special events.
 - Access to our latest newsletter and sign-up for future issues.
 - Links to our new Facebook page, YouTube channel and Twitter.
 - Donations and event ticket purchase can be made online; clients' artwork is showcased and available for purchase at our online JESPY Shop.
 - Monthly Community Inclusion Calendar

COMMUNICATIONS

- Communications among clients and their families, board members, and staff are now distributed uniformly so that the entire JESPY family is kept well-informed.
- The new, online JESPY House newsletter began distribution to more than 1,000 JESPY clients and families, staff and board members, donors and community partners.

GOALS FOR 2017/2018

- Produce updated brochures and other materials that reflect new programming.
- Develop an increased presence on social media including Twitter, Instagram and LinkedIn.



JESPY IN THE COMMUNITY

JESPY's properties and programming are geographically centered around South Orange Avenue, the Main Street of our town.

With our clients enjoying living, working and socializing here, community inclusion is JESPY's hallmark.

- JESPY clients' economic impact on the Village of South Orange is estimated to total \$3,000,000 annually through rents, shopping, entertainment, local dining and more.
- As part of the voting community, JESPY House clients have been involved in several advocacy efforts to express their concerns for the rights of people with disabilities and the funding to support those rights.
- In July 2016, a *Rev-Up to Vote* event empowered our clients to exercise their right to vote. As a result, monthly social action meetings were initiated and an active advocacy committee was born.
- Client groups met with and hosted more than two dozen federal and state legislators and their representatives, and participated at Village of South Orange municipal meetings.

**EYES & EARS
IN SOUTH ORANGE**
Neighborhood bus drivers,
postal workers and shop keepers
call JESPY with concern if they
have not seen a client for
a few days.

LEARNING ABOUT YOU

A newly restructured intake process allows for a more thorough screening of applicants within a shortened timeframe.

- The application now describes the intake process more clearly.
- The potential client's ability to succeed in JESPY's residential, recreational, vocational, and/or day programs is evaluated more accurately through additional required documentation.
- A specific time frame for each phase of the intake process allows potential clients to progress quickly onto their path to independence.



BEGINNINGS AND BASICS

DAY HABILITATION provides a structured daily program of educational, pre-vocational, socialization and health-oriented activities.

During 2016/2017, the Day Program vastly enriched and expanded its programming.

- Group offerings increased over 25%. Clients exercised their independence as they chose from several group activities scheduled each hour. An emphasis was placed on community inclusion through exposure to local and surrounding communities.
- Staff support within the department now includes four counselors with master's or bachelor's degrees in social work/counseling/mental health.
- Collaborations with local universities were expanded to include multiple occupational therapy and social work interns.

The Day Program added two new JESPY programs this year.

TRANSITION SERVICES

High school students facing the uncertainty of life after graduation are now introduced to JESPY through the Day Program where clients develop basic life skills, as well as friendships, allowing them a smoother transition into JESPY's full course of programs after graduation. Outreach included participation in information fairs; visits to local and out-of-state schools; and family meetings for prospective clients.

LIFE SKILLS PROGRAM

Many adult clients living at home with their families (community clients) come to JESPY for hands-on skill building activities to help prepare for independent living. Clients benefit from skills training three full-days/week including:

Money & Budgeting | Health & Nutrition | Socialization |
Laundry & Cleaning | Vocational Guidance | Travel Training
| Community Safety Instruction

GOALS FOR 2017/2018

- Broaden the outreach area for Transition Services; build the afterschool and weekend programs; and evaluate program outcomes as clients progress towards their individual goals.
- Expand collaborations with service providers, aiming beyond NJ and surrounding area, to share ideas and opportunities.



SUPPORTED DAILY LIVING TO FIT CLIENTS' NEEDS

JESPY House offers progressive housing options and individualized supports to match the different abilities of each client.

RESIDENTIAL SERVICES

- **The Residence** - a semi-structured, supervised apartment setting with 24/7 support.
- **Shared Housing** - four to six clients live in a home-like setting, with overnight and weekend support.
- **Independent Living Arrangements** - clients living in apartments or condominiums in the South Orange community (not JESPY-owned or managed) while receiving JESPY **Community-Based Supports (CBS)**.

Detailed exploration into the structure of each housing option resulted in several modifications.

- **Aging in Place Initiative** - addresses the changing health and wellness needs as well as cognitive development of our clients, with 40% of clients aged from 45 to 70, and 2/3 of whom have been at JESPY for 15+ years.
- **Change in Departmental Structure** - A review of staffing for *The Residence* and *CBS* departments indicated that a merger would improve service delivery and increase staffing efficiency.

SUCCESS SNAPSHOT

Danny* could not be out in the community without staff present when he first arrived in the Day Program. Within four years, he was independently engaged in the community. He goes to the movies, the library, the gym, dines out, and socializes with friends. Danny is now living in his own apartment and participating in a JESPY volunteer training site.

* Client name changed to protect confidentiality.

We are grateful to The Healthcare Foundation of New Jersey for a \$193,388 grant to support our Aging in Place initiative.

This funding will help strengthen, expand, and integrate services and supports for older JESPY clients.

- Allow them to age in place in the community they love.
- Provide training for professional staff to expand their knowledge of working with older clients.
- Boost our clients' overall physical and behavioral health and quality of life outcomes.



CLINICAL AND BEHAVIORAL HEALTH SUPPORT

New concepts in the delivery of clinical and behavioral health services were initiated this year.

- Identified staff clinical training needs and utilized professional development opportunities at a variety of universities.
- Formalized annual case evaluations (ACE) for clients, a multi-disciplinary, in-person team approach with the client, family members and JESPY service providers. ACE provides an opportunity to identify the client's achievements over the past year and to set target goals for the coming year.
- Held client group workshops addressing behavioral and social challenges such as *Girls Night Out* and *Guys Night Out*, anti-bullying, anger management and conflict resolution, diversity (understanding others), and improving self-esteem, all of which were well attended.



GOALS FOR 2017/2018

- Outreach to potential community clients who would benefit from JESPY services as they age and/or when caregivers can no longer provide support.
- Crosstrain *The Residence* and *CBS* case management staff in order to provide seamless, more efficient service delivery.
- Provide leadership across the agency with a full-time clinical manager.
- Expand the internship program for bachelor's and master's level social work students and licensed associate counselor (LAC) trainees.
- Conduct group workshops addressing improving executive functioning skills (time management, planning, organizing etc.); building and maintaining friendships; and improving communication skills.

**NEW JOB SKILLS –
NEW OPPORTUNITIES**

Work Readiness and Employment Engagement Services (WREE)

was restructured to reflect current best practices.

JESPY House was the first new TSITE!
During a renovation to improve the accessibility and appearance of our public spaces, clients received construction skills training (e.g. demolition, carpentry, painting). After training, clients found paid employment in the community.

- Greater emphasis on skill development training following a comprehensive work readiness assessment.
- Further development of an individual performance plan for every client that includes achievable goals reflective of the client's levels of ability and interests.
- An increase in partnerships with community businesses and nonprofit organizations to provide clients with a full range of volunteer, internship, and paid employment experiences.
- By fiscal year-end, most clients receiving WREE services were engaged in paid, competitive employment or at a volunteer training site (TSITE) where they will develop new, marketable skills.

New opportunities were established this year.

TJ Maxx | CVS Pharmacy | Red Mango | Bed, Bath and Beyond | Richards Manufacturing | SOPAC | Amasi Plumbing | Genova Burns Law Firm | Turtle Back Zoo | Deluxe Foods International | Crestmont Country Club | Qdoba Restaurant | Chopt

In addition, WREE coordinators cultivated relationships with 64 businesses in the surrounding community that may have future vocational offerings.

GOALS FOR 2017/2018

- Develop paid employment opportunities for more than 50% of current volunteers by year-end.
- Work with Day Program staff to identify clients who may be ready to begin WREE training and job development activities.
- Host a job fair/networking event and develop other activities that introduce JESPY clients to vocational opportunities in various settings.



RECREATION/COMMUNITY INCLUSION

Recreational Services provides multifaceted, inclusive programs that engage clients of all abilities in expanding their horizons while building basic life skills and fostering social and personal development.

- Judi House Café, a client hub, has been redesigned as a more accessible space and engaging atmosphere that encourages socialization and promotes independence.
- Onsite scheduled programs have more than doubled from 35-40 each month to over 100.
- Through at least four weekly trips, almost 100 clients/month experienced an array of social, cultural and educational settings.
- The Annual Ocean Grove Vacation House was again a success with 45 clients enjoying a week of rest and relaxation at the NJ shore over the summer months.

CULTURAL ARTS

This popular program is designed to encourage and support adults with developmental disabilities to engage in the field of the arts. Clients learn new skills and explore creative techniques.

Nutritional Cooking | Poetry | Theater | Dance | Knitting
Yoga | Music Composition | Zumba | Photography

Motivated clients led to the creation of new groups this year.

- Gardening Program - The JESPY Planters have shown their green thumbs, creative talents and entrepreneurship by growing plants and herbs that they have transformed into floral wreaths, bouquets, and sachets, all for sale.
- J Street Band - A small group of clients with a casual interest in music has grown to a 10-member band that has performed at local venues. Previously undiscovered musical talent has emerged and collaboration among clients is continually fostered.

GOALS FOR 2017/2018

- Develop a travel program that offers inexpensive, overnight trips throughout the year.
- Engage harder-to-reach clients through programming targeted to their interests.
- Expand our JESPY Exercise/Fitness Program to better motivate the clients to address their health needs through a holistic approach.
- Network with other agencies to develop joint, inclusive programs.

EXPANDING HORIZONS

JESPY House clients benefit from well-rounded choices of fun, engaging activities with an emphasis on community inclusion.

ATHLETICS/FITNESS

- The 2016/2017 Athletics Program included approximately 80 clients participating on 18 teams. Volleyball and golf were popular new additions.
- JESPY's Exercise/Fitness Program was enhanced to specifically address the needs of our aging population while challenging our younger, active clients.

Once again, JESPY House maintained its title as the largest athletic program from Essex County participating in New Jersey Special Olympics.

- All four basketball teams qualified and participated in the NJ State Tournament.
- JESPY clients were chosen to carry the torch and lead the athletes in reciting the Special Olympics Oath in the Essex County opening ceremony.
- Track & Field Relay Team, competing for the first time, won a Gold Medal in the 4x100 relay.



THE ROAD TO JESPY'S FUTURE

FINANCIAL SUSTAINABILITY

With uncertainty in future funding from the NJ Division of Developmental Disabilities and possible reductions in Medicaid reimbursements, JESPY has made significant efforts this year to both increase revenue and control costs.

INCREASING REVENUE

- Creation of a development director position, filled in late-February, focused on short- and long-term resource development. Pursuit of grants has resulted in more than \$288,000 of additional funds for 2017/2018 programming.
- Proceeds from the annual end-of-calendar year appeal tripled in 2016.
- Former donors and foundation grantors were re-engaged, resulting in their renewed interest in JESPY.
- A parent-initiated and parent-implemented *Dine and Donate* event in April raised funds for the Scholarship Program, providing financial aid to clients for their essential needs.

COST REDUCTION

Departmental restructuring improved efficiency, increased productivity and lowered costs.

- Vendor contracts for facilities and equipment maintenance have been reviewed and renegotiated, resulting in reduced operating costs.
- Facility maintenance expenses were greatly reduced by replacing equipment and materials with more energy efficient options, and utilizing in-house staff rather than outside contractors.

These endeavors resulted in a cost savings of more than \$500,000, approximately 10% of JESPY's annual budget.

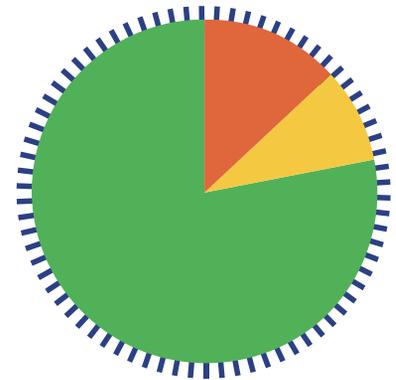
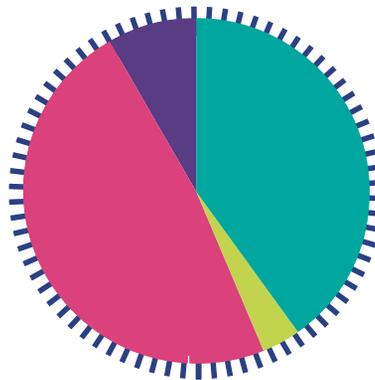
2017 FINANCIAL REPORT (JULY 1, 2016 - JUNE 30, 2017)

INCOME

● Government Funding	\$2,151,247
● Foundation Funding	\$195,130
● Earned Income	\$2,583,122
● Contributions	\$442,791
Total	\$5,372,290

EXPENSES

● Administrative and Finance	\$728,651
● Building and Facility	\$481,996
● Program	\$4,246,544
Total	\$5,457,191



ORGANIZATIONAL SUSTAINABILITY

Sustainability planning will ensure that JESPY's projects and programs can provide vital services to those most in need far into the future. Under the leadership of our new executive director an organizational culture shift was initiated during Summer 2016.

- An emphasis on staff development advanced their professional goals; increased program effectiveness; and fostered employee retention, resulting in best practices for long-term cost reduction.
- Open lines of communication encouraged increased input from staff.
- Outcome-based performance measurements generated stronger accountability standards.

- Updated personnel manual included a more modern approach to human resource practices.
- The board of trustees and management staff joined together to formulate a three-year strategic plan that will foster our long-term sustainability.

GOALS FOR 2017/2018

- Finalize the overall three-year strategic plan setting clear goals and objectives for each year.
- Motivate and encourage all administrative and programmatic staff to keep up with shifting industry-wide standards and trends.
- Strengthen financial accountability by training managers to oversee departmental budgets.

JESPY HOUSE BOARD OF TRUSTEES 2016/2017

BOARD OFFICERS

Elaine Katz, *President*
Judy Peskin, *Vice President*
Denise Dimson Rekem, *Vice President*
Bruce Greene, *Vice President*
Robert Blau, *Treasurer*
Ronald Brandt, *President-Elect*
Audrey Winkler, *Executive Director*

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Lois Lautenberg
Suki Marsh-Shikar
Helene Myers
Jonathan Myers
Michael Och
Patsy Perl
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Fran Prezant
Susan Weinstock

JESPY HOUSE STAFF

ADMINISTRATIVE

Audrey Winkler, *Executive Director*
Mitchell Rottenstreich, *Director of Operations*
Amy Engel, *Director of Development*
Aisha Muslim, *Director of Organizational Management*
Diane Tobing, *Senior Consultant for Communications*
Sandy Szydowski, *Administrative Manager*
Sharon Nicholson, *Senior Bookkeeper*

PROGRAM

Muriel Bowness, *Health Education/Registered Nurse*
Wayne Branch, *Athletics Coordinator*
Frank Bresnick, *Intake Coordinator*
Rosalie Cespedes, *Clinical & Behavioral Supports Supervisor*
Andy Cratz, *Maintenance Supervisor*
Ilene Feinstein, *Group Facilitator/Outreach Liaison*
Lisa Jasinski, *Shared Housing Supervisor*
Michelle Rampersant-Faulk, *Employment Engagement Supervisor*
Shay Remillard, *Community Inclusion Coordinator*
Xiara Reyes, *Cultural Arts Supervisor*
Tara Roberts, *Marketing & Community Relations Supervisor*
Erika Rusnak-Hensz, *Day Habilitation Program/Transition Supervisor*
Pat Ruggiero, *Residential & Community Based Supports Supervisor*
Allison Sanchez, *Director of Quality Assurance/Medicaid Oversight*
Sherry Scucci-Hamilton, *Clinical & Behavioral Supports Assistant Supervisor*
Robert Slater, *Employment Engagement Supervisor*
Robert Tobing, *Senior Consultant for Clinical Services*

SUPPORTING STAFF

Claire Anderson
Karina Aponte
Oyinda Bakare
Bharat Balkaran
Jodi Bergen
Justin Branch
Gabrielle Brevard
Sharon Brunner
Yadira Brunner
James Bryant
Jolisa Cofield
Patricia Colon
Murlaine Corvoisier
Catherine Culbert
Angela DelVescovo
Michael Depoy
Franceline Dorcent
Harvey Dudowsky
Karen Dunbar
Francis Endl
David Erdos
Dorothy Errazuriz
Sebastian Errazuriz
Veronica Errazuriz
Sheena Exavier
Amee Garcia
Dawn Gayle
Elizabeth Harvey
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Douglas Nicholas
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Michael Preston
Nicole Rambone
Wendy Rhinehart
Norma Rivera
Dorothy Rodela
Sue Sanders
Marcus Scruggs
Marguerite Simmons
Collette Stephen
Stacey Stephens
Tanya Tavarez
Wallace Tillman
Nichole Watson
Sasha Wynter

A NEW LEASE ON LIFE

Since he was in high school, Peter's* Mom had been worried about his future. Despite his endless curiosity, Peter was a tough sell to employers, who had reservations about his overflow of energy and what seemed like a lack of focus during his interviews.

Mr. Davis, the owner of a local carpentry shop, agreed to give Peter, now age 29, the opportunity to work in his facility as a general carpenter. After just two months, Mr. Davis suggested that Peter no longer needed a job coach since he was such a remarkable worker, amazingly helpful and attentive.

Mom has expressed her sincere gratitude to JESPY staff for finding what she calls the "perfect job" for her son - one in which he is a valued part of the team. He is excited about work every morning and is anxious to share all of his stories with the family when he returns home. Peter has truly found his place and Mom and Dad now feel like they, too, have a new lease on life.

MY BROTHER'S STORY

After a five-year struggle, my brother Charles* was able to become a full time JESPY House client. It was a dream come true! I felt that if anything ever happened to me, or I predeceased my brother, he would be taken care of in the most incredible environment. Charles finally found home. He could be who he is and be loved and accepted. He found a place where his strengths were enhanced and his weaknesses turned into strengths through the guidance of an amazing staff.

JESPY House has given my brother a life! It's the purest, most simple way I can describe what he has gained from this community. I recently watched as Charles got ready for a weekend at Special Olympics. I dropped him off at JESPY and the excitement from our clients was deafening. They proudly wore their team shirts and hats. Years later, they are all finally included and accepted for themselves. They are a part of something and together they are now whole.

*Client name changed to protect confidentiality.



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