



2008 Annual Report

*JESPY House is a non-profit organization
enabling adults with learning and developmental disabilities
to reach their full potential so they can lead independent lives.*

We're partners with



Accredited by
Commission of Accreditation of Rehabilitation Facilities for
Community Employment Services and Personal and Social Services

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Who We Are

JESPY House is a non-profit organization that strives to enable adults with learning and developmental disabilities to achieve their full potential and lead independent lives in the community. JESPY was founded in 1978 and opened the residence at 65 Academy Street with four clients. Today we have 37 people living in our residential facilities and more than 100 out-clients living in their own apartments in South Orange. Our current population ranges in age from 19 to 59. JESPY's services and programming address the needs of young adults as well as the needs of our aging long-term clients. Our programs include the teaching of life skills, vocational assessment and psychological counseling, job placement and coaching, and social and recreational opportunities. We provide a network of support operating 24 hours a day, 365 days a year. A team of dedicated professionals staffs JESPY and works together to provide a life-long program of individualized support services to all the individuals we serve.

Although individuals of all faiths are accepted at JESPY House, Judaic principles are maintained throughout the program. We foster an environment that ensures that Jewish values and experiences are an integral part of this program. Kosher food is served at the supervised apartment program and at all functions sponsored by the agency. Shabbat Dinners held at the Mitchell Connor Building attracts approximately 40 clients. All Jewish holidays are celebrated including a "Break the Fast Dinner" on Yom Kippur, Chanukah, and a Model Seder on Passover. Temples in South Orange offer residents tickets for the High Holy Days and welcome them to their Friday night services and other events.

JESPY also serves as a member of the United Jewish Communities (UJC) of MetroWest's Professional Advisory Committee on People with Developmental Disabilities (PAC). Composed of all MetroWest agencies that provide services to people with special needs, the PAC meets every month to share information and develop programs to address the unmet needs of this population. The UJC of MetroWest allocates funds to JESPY each year.

Our Mission

JESPY House is a non-profit organization that enables adults with learning and developmental disabilities to reach their full potential so they can lead independent lives in the community. We offer a full range of services including life skills training, vocational and health services, recreational activities, and a residential program. While JESPY House is non-sectarian, our programs foster Jewish values and traditions.

Our Philosophy

JESPY House supports and promotes the philosophy of choice, self-direction, and independent community living for the clients we serve. JESPY provides an environment where people with disabilities live and work together. Along with our clients, we strive to break down barriers (attitudinal, communication, and architectural) to ensure that our clients have opportunities for full community participation. We provide support services, increase public awareness about disability issues, and advocate for the rights of people with disabilities. We provide our clients with information and support so that they might make informed choices about issues affecting their lives. We help the community better understand the needs of people with disabilities.

A Message from the President and Executive Director

Dear Friends of JESPY:

We are pleased to present the JESPY House 2008 Annual Report.

In December 2008, JESPY celebrated our 30th year of service to clients with developmental and learning disabilities. We have grown from 4 to over 150 clients, one to seven buildings, and more than 70 staff members. We now offer a broad range of services designed to help clients gain employment and live fulfilling, healthy, independent lives.

We have raised over 1.85 million dollars toward the establishment of the Judi Ruback Schechner Recreational and Vocational Center. This is quite an accomplishment for an organization of our size. We thank the many private donors as well as the several foundations who have contributed so generously. We are particularly indebted to Arthur Schechner and his family for spearheading this campaign as well as providing the lead gift. We also extend our gratitude to the many volunteers and staff members who have worked so hard on this project. The plans for the building are well underway, and we hope to exceed 2 million dollars before we close the campaign. We will keep you posted on our progress.

We are proud to announce that we have once again received a three year accreditation from the prestigious national Commission for the Accreditation of Rehabilitation Facilities (CARF) recognizing JESPY as providing the highest quality services possible.

Like most social service organizations, the economic climate presents significant challenges for JESPY in a number of ways. We have increased our Day Program and in-house work site (SPUR) to accommodate more unemployed clients. We fear continued vacancies in our Residential Program which severely impact our finances. We expect requests for higher levels of financial aid which means we need more money from our annual fundraiser.

Here is how you can help:

- Find jobs for our clients. Food service, mail services, and retail are some areas where we have had ongoing client success.
- Identify jobs for our SPUR worksite, such as packaging and assembly jobs.
- Give as generously as you can to support our services
- Consider a contribution to our capital campaign (hopefully this is our last request!)

We are thrilled to be honoring Jonathan Myers, Gil and Risa Greenstein, and Carol Dranove at our annual fundraiser this summer. Look for details in the mail soon! We hope to welcome you at that event and to personally extend our thanks for your support.

Sincerely yours,



Susan Weinstock
President



Lynn Kucher
Executive Director

JESPY HOUSE
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2008-2009

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JESPY House Staff

Lynn Kucher, M.A. – Executive Director
Frank Bresnick, M.A. – Assistant Director
Lois Rose, M.S.W. – Director of Operations

Supervisory Staff

Ellen Asselmeyer-Nix, MA Vocational & Educational Evaluator
Wayne Branch - Recreation Supervisor
Lynn Carlone, B.A. - Vocational Supervisor
Shelley Connell - Day Program
Stephen Corcoran, B.S. - Vocational Supervisor
Carol Endl, B.S.W. - Out-client Supervisor
Ilene Feinstein, M.A., C.S.W. - Clinical Coordinator
Suzanne Goldwert, Psy. D., LPC - Clinical Consultant
Lisa Jasinski - Shared Housing Coordinator
Barbara Madsen – Business Manager
Timothy Raymond – Administrative Supervisor/IT Administrator
Tara Roberts, M.S.W. - Out-client Supervisor
Patricia Ruggiero, M.S.W. - Residential Supervisor
Patrick Votto – Maintenance Supervisor

Jasmine Adeshina	Frank Endl	Carmen Mora
Ruby Anderson	Dr. Lon Geiser	Frances Moravick
Ellen Asselmeyer-Nix, M.A.	Tiffany Gelpi	Jeanine Moravick
Aaron Astor	Renee Harvey	Douglas Nicholas
Bharat Balkaran	Paula Harvey	Roseann Orme
Jonathan Barba	Loette Hawk	Vincent Phinn
Steve Becker, L.C.S.W.	Fred Hirsch	Nicole Rambone
Dr. Phyllis Bolling	Dr. Yuang Hu	Xiara Reyes
Shantel Bowie	Debbie Hurwitz	Wendy Rhinehart
Muriel Bowness, R.N.	Vera Johnson	Christian Rives
James Bryant	David Kamil	Mitch Rottenstreich
William Connell	Scott Libman	Joseph Ruane
Dr. W. Takshan DeAlwis	Luis Lopez	Allison Sanchez
Angela Del Vescovo	Kareem Mack	Clyde Scandiffio
Michael Depoy	Mark Marra	Robert Slater
Franceline Dorcent.	Welma McFadden	Angel Soto
Martine Dorcent	Alneil McLeod	Collette Stephen
Harvey Dudowsky	Kathy McMillan	Crystal Talley
Lisa DuMont	Joe Milano	Tanya Taverez
Christine Endl	Vallerie Miller	Amanda Tejada
	Bob Miralgia	

Residential Department

Overview

JESPY operates a supervised apartment program at 65 Academy Street in South Orange. Clients have 24-hour supervision from seven weekday staff members, two house parents and part-time weekend staff. Residential staff members also often assist out-clients when needed. Staff members provide life skills training which includes development or improvement of laundry skills, cooking, cleaning, weekly meal planning and shopping, budgeting and clothing maintenance. Staff members work with clients individually and in groups to promote appropriate work habits, problem solving and social skills. Residents are encouraged to participate in social activities and events provided by the recreational staff.

Clients are assigned a case manager and life skills counselor who provide hands-on assistance, verbal direction and reminders to help them acquire the skills needed to live independently in the community. Staff members assist clients with annual medical and dental exams, Mantoux (TB) testing and emergency medical assistance. They also provide or arrange for transportation to appointments. JESPY offers support counseling sessions and clients may see therapists from the Clinical Department when needed. Regular communication between family and staff is encouraged.

Clients are responsible for food shopping and dinner preparation. Residents are encouraged to eat together to further social interactions and improve social skills. Clients might also go out to dinner on occasion and are encouraged to attend the bi-weekly Friday night dinner. Residents prepare a menu and shopping list during the week and shop the following Monday.

Clients are expected to maintain their apartments daily and on Wednesday nights, there is a supervised major cleanup. The residence also uses the services of a cleaning person to clean the communal areas and all apartments each week. Floors, rugs, and furniture are cleaned professionally, as needed.

Accomplishments

- Three residents completed the Residential Program in 2008
- Two residents moved into apartments in the community
- One resident moved into the shared housing program
- Four residents became self-medicating
- Six residents were hired for new jobs
- Three more residents began attending the monthly residential recreational outing

Significant Changes

- Five new clients moved into the supervised apartments program
- One client was discharged due to inability to meet her needs
- One client received DDD funding
- State of the art shades replaced the blinds in the building
- The laundry room was remodeled and includes two washers and dryers
- The heating/cooling systems in the apartments were repaired
- Ten clients have switched from drinking soda daily to drinking water while twelve clients are eating fruit daily in an effort to lead a more healthy lifestyle

Goals for 2009

- Increase the number of residents who self-medicate
- Increase the number of residents working in competitive employment
- Increase the number of residents who exercise portion control
- Increase the number of clients who exercise
- Increase the number of residents who attend the monthly residential outing
- Implement grant received to address necessary building repairs

Summary

The main goal of the residential program is to help clients become as skilled as possible so that they may live independently in the community. With three residents completing the program, 2008 was a successful year.

Out-Client Department

Overview

The JESPY Out-client Program provides services to clients who have successfully completed the JESPY Residential Program and clients who come directly from other agencies or living arrangements. Each new client is assigned a case manager and a life skills counselor who provide support and supervision in some or all of the following areas: cooking, menu planning, shopping (food, clothing, furniture, etc.), budgeting, safety issues, hygiene, social skills, living in the community, traveling, and establishing social relationships.

The Out-client Department is available for crisis intervention weekdays from 11 a.m. to 8 p.m. Agency house parents are available to clients after the out-client staff is off duty. The department also provides transportation to medical appointments, work sites, airports and train stations whenever possible and in emergency situations. The JESPY Out-client Department has also provided clients with a private driver who is available for transportation.

Our clients reside in 21 apartment buildings in the Village of South Orange. There is a 5.5% limitation on rent increases for existing tenants; however, landlords can ask the “going rate” in town when someone moves. The current average rate for a one-bedroom apartment is \$1,350.00 per month and \$1,600.00 for a two-bedroom apartment.

Our staff has excellent working relationships with building owners, superintendents, neighbors and town officials. The staff tries to coordinate moves with the cooperation and assistance of parents. Whenever necessary, the staff assists with setting up moves, apartment searches, shopping, packing and unpacking. JESPY recommends and continues to utilize an outside cleaning service to help clients maintain their apartments. They regularly service approximately 60 apartments.

Significant Changes

- Four clients entered the Out-client Program in 2008. Two came from the JESPY Residential Program and two from outside referrals. Three clients left the program. Two returned home and one returned to the Residential Program.

Accomplishments

- Held the 9th Annual Community Appreciation Night Dinner at Cryan’s Restaurant in May. Lee Millard, the superintendent at the Concord Apartments, was honored for his tireless dedication to our clients. Currently, our clients rent 32 apartments in this building
- Maintained personal Exercise Training Program with 25 participants
- Maintained weekly Weight Watcher’s sessions with current enrollment of 15 clients
- Continued to provide outside events for clients such as a Halloween Party, a Hawaiian Luau and a Holiday Party at the local Elks Club
- Implemented a weekly “hands on” cooking group that provides instruction and participation for clients
- Received an outside private grant, along with the agency, sponsored an alternate weekly photography and poetry group

Goals for 2009

- Increase the number of in-house groups for the enhancement of clients

- Instill and provide an awareness for clients of the cultural opportunities available in their surrounding area
- Employ a dietitian/nutritionist who can work with clients in a group and on an individual basis
- Form a music group in addition to the photography and poetry groups
- Form a Creative Arts Program as a long-term goal

Summary

The JESPY Out-client Department continues to focus on meeting the individual needs of each client as he/she works towards independence. At the same time, we address the demands of routine everyday issues as well as crisis interventions that arise on a daily basis.

Shared Housing

Shared Housing Overview

Last spring JESPY marked its ten year milestone of the Shared Housing Program. This program was started with the hopes of offering clients a more family oriented living arrangement. This concept has proven to be a great success.

At present, JESPY is proud to oversee four shared houses: The Laurie House, The Friendship House, The Fischer House and The Reich House. Eighteen clients currently reside in these homes.

Laurie House

The Laurie House, located at 102 Connett Place in South Orange, is JESPY's initial shared housing program. It was established to provide permanent housing for out-clients who require overnight supervision. A full-time house manager and an overnight counselor help clients maintain their daily living arrangement. Currently four men and two women reside in the house. All six residents are employed at work sites such as South Orange Animal Shelter, Rapid Print, Eyes for the Needy, and Harel Assisted Living.

Goals for 2009

- Continue to encourage residents to actively participate in activities, both at JESPY and within the community
- Continue to encourage clients to maintain a healthy lifestyle
- Increase clients' intervention awareness and response through monthly mock emergency situations

Friendship House

Located at 343 Academy Street in South Orange, Friendship House is JESPY's second shared housing program. A full-time manager and overnight counselor staff the residence. Currently two females and two males reside there. They are employed at the following worksites: Whole Foods, South Orange Animal Shelter, A.J. Fischer and Sons, and the Veterans Administration Hospital. One of the residents graduated from Gibbs College and received her degree. When not working or attending class, the clients are invited to attend the Day Program.

Goals for 2009

- Continue to encourage residents to become involved in JESPY weekend activities. (Staff will assist clients in choosing suitable activities)
- Impress the importance of eating a healthy diet and incorporating daily exercise
- Continue to work in conjunction with psychiatrists to evaluate as well as adjust clients' medications

- Encourage clients to keep their rooms neat and clean
- Promote the completion of daily chores voluntarily

The Fischer House

Located at 105 Second Street in South Orange, it is JESPY's third shared housing program and the first parent owned facility. A full-time house manager and overnight counselor staff the residence. Currently, there are four female residents. All four women came from the JESPY House residence program. In keeping with the shared housing model, the women cook and eat together several times a week, and are responsible for daily and weekly chores. All four residents are employed outside the home. Their worksites include Daughters of Israel, Peanut Shell, B'Nai Jerusalem, Stepping Stones and SPUR services.

Accomplishments

- Exterior of home was painted
- Roofing replacement
- Through the generosity of The Fischer Family, we were able to hire an individual to teach the girls the art of scrapbooking, see a holiday show at the SOPAC and dine at a local restaurant

Goals for 2009

- Continue to host annual family BBQ, which encourages relationships between parents and clients
- Continue encouraging clients to socialize and participate in weekday and weekend activities within the community
- Set up monthly meetings with clients to discuss goals and achievements
- Continue educational courses already in progress such as First Aid, CPR, The Reading Club and computer literacy lessons
- Continue the Book Club groups
- Continue to participate at dinner gatherings at JSDD

The Reich House

Located at 252 Prospect Street in South Orange, this house opened its doors in the spring of 2004. It is JESPY's fourth shared housing project and the second parent owned house operated by the agency. A full-time house manager as well as an overnight house parent staff the house. In addition to the manager and house parent, there is a DLS counselor who works with the residents four days a week on developing their cooking skills, accompanying the residents to the supermarket and assisting them with house chores.

Currently, there are four male residents at the house who previously resided at the JESPY supervised apartment program located at 65 Academy Street. They are employed at worksites such as the Newark Museum, Arden Court Nursing Home, Village Court Assisted Living, Eyes for the Needy, Stop and Shop, Daughters of Israel and SPUR. When not working, some of the clients attend the JESPY Day Program. They also participate in various groups and activities on the weekends.

Goals for 2009

- Build on responsibilities of DLS counselor to further develop cooking skills and assist the residents with household chores
- Continue to improve residents' crisis intervention awareness and response through monthly mock emergency situations
- Plan monthly outings for the residents to build interpersonal relationships and increase socialization. Outings will include dinner, movies, bowling, museums and other seasonal events
- Renovate the basement of the house to create an area for get-togethers and socialization.

Shared Housing Summary

JESPY is looking forward to opening a fifth home, the Freedom House, in the spring of 2009. We look forward to the continued growth of the Shared Housing Program and its success.

Vocational Department

Overview

The main focus of the JESPY Vocational Department is to enable clients to achieve their full potential and lead independent lives through employment opportunities. The needs and interests of each client are assessed and given full attention as a crucial component of the vocational process. The process begins during the orientation phase with an evaluation of the prospective client by the Vocational Supervisors. Upon acceptance to the program, the client is assisted in developing and implementing individual goals. His/her vocational areas of interest, level of functioning, strengths and limitations are assessed through testing, records and observations by the staff. This information is forwarded to the job development staff to assist in the development of volunteer, enclave or competitive employment for the individual.

Once the client secures a position, the job coach provides on-site training, retraining, and advocacy on behalf of the individual at the worksite consistent with ADA regulations. With the employer's permission, necessary accommodations are made to enhance the client's job performance. An essential component of the support services is to educate the community in which our clients are employed. Employers, supervisors, and co-workers receive information that will enhance their ability to work with and understand people with learning and developmental disabilities. Crisis intervention is provided as needed.

In 2008, the JESPY House vocational staff, which includes sixteen employees, provided a variety of employment services to one hundred forty-seven persons with disabilities. These services include assessment and evaluation, pre-placement counseling and training, job development and placement, transportation, job coaching, follow along, as well as individual and group counseling. In addition to JESPY clients, Division of Vocational Rehabilitation (DVR) consumers receive vocational services from this department.

The Orange Tree

After a very successful three years for both the business and the job training of our clients, The Orange Tree closed its doors on October 31, 2008. The reason for the closing was due to failed negotiations to renew our lease and the economic climate. Early in the year we hired a new job coach and along with one of our present coaches we were able to cover the client hours at the store, which resolved the staffing issues from the previous year. Together both coaches worked well with the clients and store staff, thereby producing a very harmonious environment.

Guidelines that were previously established continued to be implemented. Client jobs descriptions were unchanged and consisted of: receiving and checking deliveries, inventory, stocking shelves and supplies, filing, data entry, updating mailing lists, and maintenance. Clients' hours ranged between one and four hours per day with clients' working one to three days a week. The coaches were in attendance during these set hours, which provided continuous supervision and training.

This year we provided training for five JESPY clients, with a total of sixteen clients since The Orange Tree opened its doors. Two clients were placed in independent employment: one in private industry and the other in a public school system. Once again this year we had the opportunity to utilize the skills of a previous Orange Tree client, who provided computer training and support. This proved very successful and rewarding for both individuals. In addition, two new clients left the training program due to a lack of interest, although their performance was positive.

Accomplishments

- Of the JESPY clients receiving vocational services, 95% are employed in either a competitive or volunteer job
- Maintained a successful training program at The Orange Tree for ten months
- Continued to assist the Director of Operations with additional funding from the Kessler Grant
- Hired a part time job coach for The Orange Tree
- Increased the number of clients receiving Access Link services from twenty-four to thirty-five
- Initiated the enrollment of clients in NJTIP program, which trains clients for independent travel
- Developed internal quality control, such as updating files and maintaining consistent documentation
- Pursued PSE&G and Weinberg Foundation grants for vocational program expansion
- Expanded job skills testing and training as well as pre and post placement counseling
- Implemented a vocational support group
- Provided volunteer coaching at The Orange Tree, thereby utilizing people in our community who have experience and compassion for our programs at JESPY House
- Implementation of a marketing and outreach plan for vocational services through presentations at Kean University and the JCC

Goals for 2009

- Continue to promote the ‘Spur To Action’ program to small area businesses as well as the corporate sector, to provide more diverse training opportunities for clients who are not currently employed or seeking new career direction and skills.
- Initiate family intervention, support groups, and parent education workshops
- Continue to pursue grants for vocational program expansion
- Create job skills workshops with individual training sessions to follow

Summary

One of the most important components of independence is employment. The Vocational Department is committed to ensuring that each client is given the opportunity to work in the setting that meets his/her needs and interests in order to enhance the individual’s sense of self-esteem and productivity. **(See Appendix A for additional information)**

Day Program

Overview

The JESPY Day Program continued to provide a structured daily schedule of educational, psychosocial and health-oriented activities for any JESPY client who was not working full time in competitive employment. This included clients who were temporarily or chronically unemployed, those who worked part time or who volunteered and those individuals who were new to the program and who hadn’t yet secured employment. It currently runs 9AM to 3PM, Monday through Thursday. Over 65 clients participated in the Day Program at some point during the year. Each participant established their own schedule based on his/her employment situation. This allowed for flexibility due to clients’ differing needs; however, clients were not allowed to just “drop in” whenever they felt like it.

Accomplishments

Five new “community” clients were added to the program. Two of these are individuals in need of day programming who are not JESPY clients and who receive funding provided by Division of Developmental Disabilities’ DDD’s Real Life Choices program. This represents a new funding source and has enabled the program to more than double its income over the previous year. The other three clients are individuals who have

participated in other JESPY programs over the years, are currently living at home, and who pay privately to attend the Day Program.

The program continued to offer exercise, nutrition and healthy cooking groups three times a week. Staff began offering more than one activity at a time, several periods per week, in order to offer clients an opportunity to choose an activity in which they wished to participate. It also allowed staff to better serve the individual needs of each client. For example, while one staff led a current events group, two or three individuals worked on their laundry and ironing skills with another staff. New groups this year included an Asperger's Group, socialization, and anger management. Other weekly activities included Arts Unbound, health and safety, functional math skills, computer lessons, self-esteem, music therapy and daily walking groups. In addition, one day a month is reserved for outside trips such as hiking in Verona Park, apple picking in Chester, the Newark Museum, bowling and others.

Goals for 2009

- Continue to locate a larger and more professional site in South Orange
- Add two additional Real Life Choice clients
- Continue developing and adding new programming

Recreation Department

Overview of Department

The Recreation Department continued to build on its level of excellence in 2008. This was accomplished primarily through our ability to monitor and review areas exhibiting strengths as well as addressing areas of concern within the department. Our ability to listen, record, and respond to suggestions or data collected from the JESPY clients, parents, and staff members has proven to be the core of our success. The entire staff of the Recreation Department is aware of the impact our activities have on the lives of the clients we serve. We remain committed to providing a recreation program that offers engaging, structured, diversified, and cost-efficient activities. At the same time, we seek activities that will challenge and stimulate our constituents physically, mentally, and spiritually.

Accomplishments

- Maintained average cost of an activity below \$11.00 (Residents: \$7.59, Out Clients: \$10.31)
- Developed a Singles Group to assist/encourage clients' interaction with others
- Developed a Traveling Club to ascertain our clients' interest regarding traveling
- More than doubled major vacation trips outside of NJ. Our travels included trips to: The Poconos, Lancaster, PA / Philadelphia, PA / Dewey Beach, DE
- Introduced the Art Club to replace the discontinued evening Arts Unbound classes
- Introduced Staff/Client of the Month Award to recognize outstanding performances
- Increased the number of basketball, soccer and softball teams to meet the growing interest and participation level
- Continued to provide refreshments at activities for clients who are kosher or diabetic
- Continued the JESPY Shuttle to ensure clients' safe transport to/from activities during the winter evenings when the weather is harsh and day-time is reduced
- Continued to supply weekday/weekend transportation for clients to various venues (doctor, dentist, airport, employment, etc.)
- Continued to monitor clients' involvement via the Recreation Client Participation Chart.
- Continued to update clients, staff, and parents via the Recreation Hotline

Significant Change

The most significant change in the Recreation Department was the growth and involvement in our Athletic Program. That being said, our most significant challenge is, was, and remains, making a conscious effort to introduce clubs/events designed for those clients not interested in the Athletic Program. We look forward to the challenge of changing the perception that the recreation program is primarily geared for those interested in sports. Providing a program that is diversified and accurately reflects the recreational desires of the clients remains one of our many goals.

Goals for 2008

- Provide vans with GPS system to ensure direct and convenient travel
- Produce an updated Recreation Brochure for interested candidates
- Update website to more accurately reflect information and opportunities
- Use major events to recognize non-athletic achievements
- Coordinate with the Special Needs Division at the Jewish Community Center of West Orange in order to introduce a swimming program and possibly compete in Special Olympics

Summary

The quality of our clients' social and recreational life continues to be a priority of the JESPY House Recreation Department. The skills clients learn from interacting with each other, establishing relationships and practicing good sportsmanship as a result of participating in the athletic and social programs are critical to leading a happy and productive life. The willingness of the department's staff to be flexible and respond to the varied needs of our population is a testimony to their commitment. **(See Appendix B for additional details)**

Clinical Services Department

Overview

Most of our clients require various therapeutic services to help them live healthy and productive lives. In response to those needs, the Clinical Services Department was established in 1996 with significant funding from the HealthCare Foundation. Services include psychiatric and psychological evaluations, medication monitoring, (in conjunction with case managers and nurses), crisis intervention, and individual and group therapy. Currently, the department includes 9 staff members and consulting mental health care providers who offer a broad range of expertise to help serve our clients' diverse needs.

Clients are referred to the Clinical Services Department by their case manager with input from other staff members who work closely with them. They are then referred to the appropriate mental health/clinical professional who may be on the staff of JESPY or in the community, such as a psychiatrist, psychologist, neurologist, social worker, educational consultant, physical, occupational, or speech therapist.

Accomplishments

- Identified increased number of clients requiring clinical services
- Increased clinical interventions: consulting psychiatrists saw over 50 clients for evaluation, crisis intervention and medication monitoring. Over 100 clients were seen for individual and group therapy and counseling and 30 clients have received Anger Management and Conflict Resolution counseling (group and one-to-one).
- Offered clients a wide variety of groups and workshops including Anger Management/Conflict Resolution and Relationship Group, Drug and Alcohol Awareness, Social Skills Training, Sex Education and Rape Prevention, Couples Counseling, Music and Art Therapy, Stress Management, Human Rights Advocacy

Group, Dealing with Loss and Bereavement, Vocational Support Group, Coping Skills Group and Asperger's Support Group/Social Skills Training.

- Provided in-service workshops for staff on topics such as Preventing Staff Burn Out and Watching your Clients Deteriorate (Appropriate Interventions to Use).

Goals for 2009

- Continue internship program with local colleges
- Explore additional clinical groups and workshops
- Continue to look into the possibility of family therapy/education groups

Summary

The Clinical Services Department at JESPY House focuses on the strength, interests and talents of the clients while providing the appropriate interventions needed in their growth towards greater independence, as well as their desire to be happy, healthy and productive members of society. We try to include family members in this process when appropriate.

Health Department

Overview

The Health office at JESPY continues to serve the agency, our clients and staff. Currently, we have only one part-time nurse. Our (state mandated) Mantoux and flu night continues to reach more clients and staff each year.

Accomplishments

- Continued to provide health and safety in-service training for JESPY staff, i.e., Red Cross CPR and First Aid classes, and established an agency-wide emergency situations drills schedule.
- In addition to almost daily opportunities to offer guidance or support for staff or client health concerns, established a new pharmacy service program. (See Goals)
- Continued to circulate monthly newsletter throughout the agency for staff and client information. The Day Program Health & Safety groups mirror the topics in the newsletter. Also available online.
- Increased the hours spent accompanying clients when they visit their physicians. This direct contact with the physician has allowed us to establish better communications, resulting in tighter management of some problems, especially blood pressure and blood sugar control. Additionally, whenever possible, hospitalized clients are visited, providing the opportunity to advocate for the client/patient during their contact with the healthcare system.
- Presented multi-disciplinary, three-part project that presented information about Sexual Health and Relationships. The content was client driven and the format was casual in response to expressed client need.

Goals for 2009

- Safe, effective medication management, delivered by appropriate professionals, has long been a goal that is now available at JESPY. The services provided by Rapp's Pharmacy will be offered to all JESPY clients and staff during 2009. Approximately one-half of the client population have already begun to receive the individualized, professional services of a full pharmacy, but located at JESPY. In addition to expanding the hands on services of a personal pharmacist to all JESPY clients, this year we will have a full schedule of training opportunities for staff and clients provided by Rapp's staff and supplemented by the Health Department.

Administration Department

Overview

The Administration Department plays an ongoing role interacting and communicating with clients, staff, parents, and board members who seek assistance, information and direction. The department is responsible for the following:

- Direct all calls, inquiries and visitors; ensure all correspondence, reports and mailings are sent in a timely and cost-effective manner
- Development and maintenance of the fund-raising, staff, board, client, parent and recreation databases and JESPY House network
- Oversee and direct the purchase and repair of office equipment, technology and supplies
- Integrate the new employee application process through monitoring compliance with agency regulations
- Supervise the maintenance of staff and client files
- Coordinate the client application and orientation process
- Oversee administrative section of CARF standards including all changes and compliances
- Cooperate with the licensee or DDD staff in any inspection or investigation
- Assist the Director of Operations with grant research

Accomplishments

- Reorganization of client files allowing better management and record keeping
- Data transfer from files to electronic data keeping
- Received three-year re-accreditation from CARF
- Website update and management including monthly recreation calendars and health newsletters online
- New server and off-site back-up system installed allowing for a safer and more efficient network

Goals for 2009

- Replace analog phone system to digital IP Phone systems allowing better and more reliable communication
- Replace current IT services to allow quicker broadband capabilities
- Utilize online credit card applications allowing online donations
- Update JESPY communication log to include better security features and more detailed information to support case management caseloads

Summary

During the upcoming year, the Administration Department will continue to play a key role in an efficient, well-supplied and organized office to support the JESPY program.

Maintenance Department

Overview

The Maintenance Department is currently staffed by the Supervisor and part-time assistant. The department is responsible for:

- Maintenance and grounds upkeep at the Laurie Administration and Clinical Services Building, The Mitchell Connor Building, and 65 Academy Street
- Maintenance of JESPY vans
- CARF accreditation

- Quarterly inspections of three main properties
- Yearly inspections by the Village Officials, Fire Departments, Alarm and Sprinkler Companies and Fire Extinguisher Company
- Disposal of garbage, recyclables, and other debris

Accomplishments

- Maintained JESPY vans and increased number of vans from five to six with the donation of a seven passenger van
- Continued to implement CARF standards
- Received grant from the Essex County Division of Housing and Development to paint the interior and retile the floors at 65 Academy Street
- Replaced all window shades at 65 Academy Street
- Replaced over 90% of all light bulbs with energy efficient fluorescent bulbs

Goals for 2009

- Meet with Facilities Committee to identify potential repairs and develop plan/timetable to address them
- Implement potential grant for repairs to 65 Academy Street from Essex County Division of Housing and Development
- Continue to implement CARF standards

Entitlements

Overview

Government entitlements are a significant source of funding for people with disabilities. JESPY works extremely hard to access the entitlements that will benefit our clients. There are two Social Security programs that impact our clients: Supplemental Security Income (SSI) which pays benefits ranging from \$95-\$850/month to individuals based on financial need, and Social Security Disability Insurance (SSD) which pays benefits ranging from \$895 to \$1950/month to individuals who have worked long enough and have paid social security taxes.

The Entitlement Coordinator assists the clients to become eligible and maintain their social security benefits and medical insurance from year to year. As the client's advocate, the Coordinator handles the annual reviews mandated by the Social Security office to maintain their eligibility, supplies information, completes paperwork and does the myriad steps that are essential to this process. During the course of the year, there have been more than 120 psychiatric and psychological evaluations, 20 trips for food stamps, and 110 medical and vocational reviews. There have been several appeals and three negotiations about overpayments that impact eligibility.

Accomplishments

- Accessed Social Security for 115 clients who received a total of \$230,000/year in SSI benefits or \$842,000/year in SSD benefits. The combined total of Social Security incomes is \$1,072,000 for 2008. The number of clients who received Social Security benefits this year has increased by six individuals.
- Accessed following benefits for clients: 20 received food stamps, one received Section 8 (Subsidized Housing), and 40 have prescription plan (PAAD) through a special Benefits Program for the Aged and Disabled under the N.J. Department of Health

Goals for 2009

- Secure and maintain Medicare D for all clients receiving Medicare
- Increase the number of entitlements secured for clients and maintain their eligibility
- Secure eligibility for four more clients
- Enhance each entitlement to the highest benefit level

- Move qualified clients from SSI to more secure benefit of SSD
- Maintain all clients receiving SSI and SSD in light of the pending Social Security changes
- Secure Medicaid for clients who are eligible
- Schedule the Food Stamp mobile van for JESPY visits to service those clients eligible for Food Stamps

Summary

The Coordinator will continue to work on behalf of the clients to access the maximum amount of entitlements during the coming year.

Business Department

Overview

The Business Department is responsible for managing JESPY’s annual operating budget of \$3.8 million, overseeing collections, fundraising, and bill collections. The staff works closely with funding sources and keeps records in accordance with sound established business practices. A certified public accountant audits the agency’s financial record each year and reviews our accounts quarterly. The Business Department prepares a monthly financial statement that is reviewed by the Board of Trustees Treasurer. Records are locked in the Business Office and back up computer discs are kept in a fireproof vault. Financial information/files are saved for seven years.

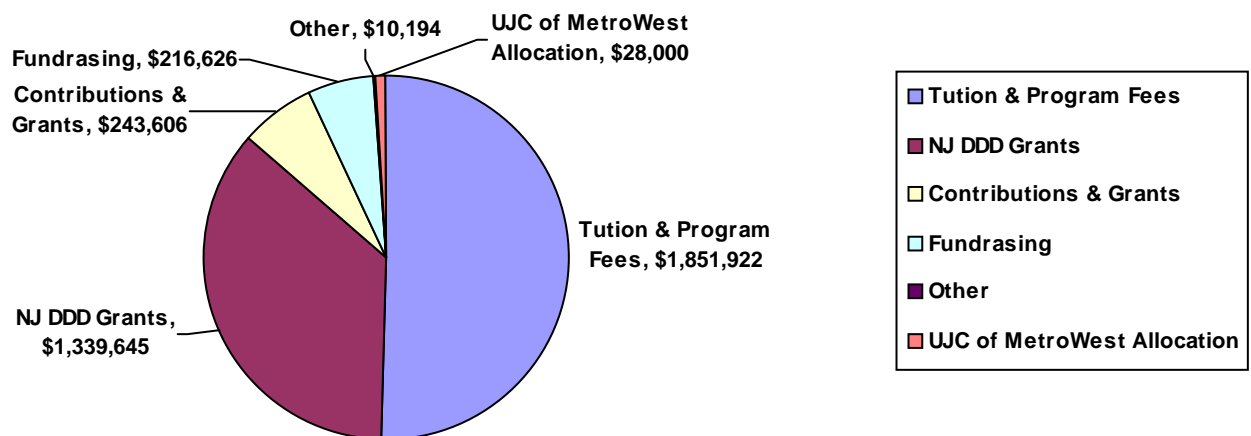
Accomplishments

- Continued financial reporting for The Orange Tree

Overall Budget for Fiscal Year Ending June 2007

Total Expenses: \$3,872,250.00 which represents personnel and program expenses

Total Revenue: \$3,680,823.00 which represents program fees and tuition in the amount of \$1,875,825.00; New Jersey Division of Developmental Disabilities grants in the amount of \$1,481,190.00; Contributions and grants in the amount of \$233,633; Fund raising in the amount of \$164,067.00 and interest in the amount of \$7,416.00 and restrictions satisfied by payments of \$34,740.



Summary

As the central source of financial information, the Business Department has earned an outstanding reputation for its efficiency, organization, and record keeping of financial data. Despite the fact that over the past 18 years the JESPY budget has tripled in size, the professionals in the Business Department continue to deal with an ever increasing amount of details and report of data in an exemplary manner.

Overview of 2008 Sources of Revenue*

Major Grants

Essex County Division of Housing and Development - \$58,250 to renovate 65 Academy Street Residence.

Kessler Foundation - \$46,506 to implement and supervise enclaves for clients with physical disabilities at two senior citizen housing projects operated by the Jewish Community Housing Corporation of MetroWest New Jersey and at the Orange Tree and New Eyes for the Needy. The goal of the project is to train clients with the requisite skills to be competitively employed.

Other Grants

Hancouski Foundation

Gross Foundation

Van Pelt Foundation

Joseph and Yetta Weisberger Fund for the Aged, Poor & Needy

Other External Sources of Revenue

Bloomingtondale's Shopping Event

Helene Myers Endowment Fund

The Helene Myers/JESPY Endowment Fund, managed by the Jewish Community Foundation of MetroWest, was created as the result of the recognition that JESPY's continuing success will require a source of steady, dependable, and increasing income.

Our goal, similar to that of many successful universities, is to generate capital through gifts which when invested can raise income. We would like to see the fund grow by reinvesting all of the income for ten years or until the capital is one million dollars at which point JESPY could possibly have annually \$50,000 to \$60,000 in unrestricted income to be used at the discretion of the JESPY Board of Trustees.

*The above list reflects contributions/grants of \$1,000 or more

Appendix A Vocational Department

Employment Data

On December 31, 2008, 74% of JESPY vocational clients were working in competitive employment. Another 21% were working in volunteer positions. The remaining 5%, which is equivalent to seven clients, were unemployed. Out of these seven clients, one had recently lost her job during the last quarter of 2008 and two were clients who recently entered the JESPY program. In addition, there are five JESPY clients who are enrolled in the New Jersey Division of Vocational Rehabilitation Services (NJ DVRS) sponsored training programs. For next year, we anticipate our employment rate to decrease due to the recession.

Since 1996, the Division of Vocational Rehabilitation (DVR) has designated JESPY House as a vendor of supported employment services. To date, seventy-four clients from four different counties (Essex, Morris, Union and Bergen) have been referred to our program for vocational services. JESPY House continues to maintain an excellent working relationship with the Division of Vocational Rehabilitation. This state agency enables persons with disabilities to work in competitive employment.

As of December 31, 2008, the DVR clients that the Vocational Department serves had an employment rate of 68%. A total of seven DVR clients were unemployed. Out of these seven clients, one had recently lost his job during the last quarter of 2008 and one was a client whose case has been recently opened at JESPY. The department has an excellent reputation with DVR for securing competitive employment for their clients. For next year we expect our employment rate to remain unchanged or decrease slightly.

The economic climate in New Jersey has declined to its lowest point since World War II and continues to negatively affect our employment rate. During the last quarter of 2008, the New Jersey unemployment rate rose to 7% with the possibility of reaching double digit figures in 2009. The increased number of unemployed persons in our community impacts our clients' ability to secure jobs. Layoffs in businesses and corporations continue to increase. Many of our clients are in entry-level positions and are the first to be terminated.

Of the clients receiving vocational services, 41% were employed full-time or at least thirty hours per week with 59% working part-time or less than thirty hours per week. The full-time figures remain approximately the same from last year. We anticipate that these figures may show a slight decline in the coming year.

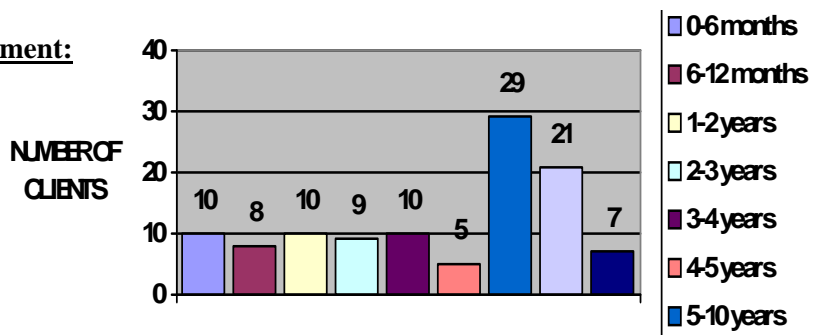
Benefit Packages

Employers are reluctant to offer benefits to their employees. They are expensive and seen as a perk. Currently, there are thirty-nine JESPY clients receiving a benefits package or 39% of our permanent workers. There are also five DVR clients receiving a benefits package or 33% of our permanent workers. All full-time employees received benefits pending the completion of their probationary period.

Length of Employment

For all of us, longevity on a job is a significant achievement. It confirms our productivity, commitment, and loyalty to an employer. This year our clients' length of employment is impressive. Twenty-one clients have been employed with the same employer for more than ten years, and seven clients have been with the same employer for over twenty years! A breakdown of JESPY clients' longevity is described below. The graph reflects statistics related to competitive employment only, though many of our clients also have long term volunteer jobs.

Length of Employment:



Job Categories for JESPY Clients

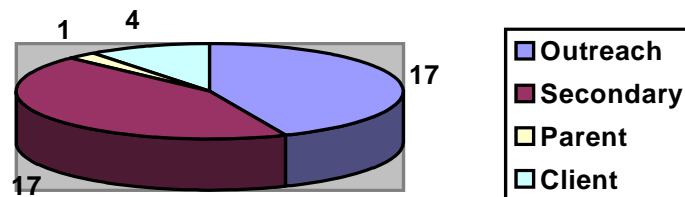
On December 31, 2008, JESPY House clients were employed in many different job categories representing their individual strengths and abilities. They are divided in the following manner:

<u>Job Category</u>	<u>Number of Clients</u>	<u>Job Category</u>	<u>Number of Clients</u>
Assembler	1	Maintenance	6
Bagger	8	Messenger	1
Baker	1	Museum aide	1
Bank teller	1	Receptionist	1
Cart attendant	1	Recreation aide	1
Cashier	3	Sales person	4
Child care	2	Stock worker	9
Clerical	24	Teacher's assistant	5
Clothing processor	1	Tennis instructor	1
Delivery person	1	Torah reader	1
Dental assistant	1	Utensil wrapper	1
Dining room attendant	4	Utility clerk	3
Food service	7	Veterinary assistant	2
Grounds keeper	1	Warehouse assistant	5
Mail clerk	12		

Work settings continue to be diversified ranging from corporate headquarters to schools and universities, government offices, hospitals, veterinary offices, banks, insurance companies, retail businesses, warehouses, manufacturers, theaters, etc. JESPY clients are placed in Essex, Morris, Somerset, Union, Hudson and Passaic Counties. A total of eighty-six different work sites are represented.

From January 1, 2008 to December 31, 2008, there were thirty-nine new placements in competitive employment. These do not include enclave settings or volunteer work. There were a total of thirty-one new clients working at the following enclaves: Daughter's of Israel Geriatric Center, Arden Courts, New Eyes for the Needy, Village Apartments of Jewish Federation, Jewish Federation Tower, The Orange Tree, and Atlantic Health Care & Hospice.

Source of Referral



Volunteer Opportunities

In 2008, there were many clients who worked in volunteer settings. There were individual placements, as well as group volunteer projects. The JESPY Board of Trustees continues to support clients who work as volunteers. For the past fourteen years, clients who work as volunteers and do not otherwise earn money are awarded a \$7.15 per day stipend. It is a small, but significant way of conveying to clients the value of work. Daughters of Israel, St Barnabas Hospital, SOPAC, NJPAC, JCC, and Jersey Animal Coalition and Shelter are among the volunteer work sites. A total of forty-nine clients benefited from this volunteer/training program. Special volunteer projects included mailings for Rubin Realty Associates, JESPY House, United Jewish Communities of Metro West NJ (UJC) and Splurge Bakery. Board members have also been a tremendous support in providing work for our clients.

Competitive Employment

In competitive employment, there were forty-four full time and seventy-three part-time positions. Seven of these part-time positions are second jobs for clients who are working part time. A goal of the agency is to increase the

number of full-time hires. However, in 2008 the number of full-time positions held by our clients decreased by three. The number of clients who retained employment for over five years increased. Clients held onto jobs longer. Clients understood jobs are scarce and the chance of obtaining employment after termination is unlikely at this time. The current job market does not allow for mobility from one job to another.

Traditionally, JESPY clients are hired as part-timers. Employers continue to be interested in keeping their costs down. By increasing the number of part-time employees, they are reducing the cost of benefits. Employers are also requiring their staff to perform multiple job tasks. Unfortunately, many of our clients fall short of this requirement and the necessary flexibility. They are unable to be cross-trained. Entry-level jobs in retail, stock, food service, nursing home care and childcare are typical part-time positions. Consequently, we project that the number of full-time positions will remain approximately the same for the upcoming year.

Termination of Jobs

Our philosophy at JESPY House is to see the world at large as an opportunity for work. We encourage our clients to work in competitive employment to develop and hone their behaviors and skills. In essence, “real life experiences” are used as training tools. A consequence of this philosophy is job losses.

In 2008, there were a total of forty-three job losses. Reasons for termination include the following:

Reason for Termination	Number
Performance	14
New Job	2
Lay Off/Business Closed	8
Resignation	14
Seasonal/Temporary	1
Left JESPY House	4

Terminations due to performance were the result of issues such as poor work habits, work discipline, and/or productivity.

Enclaves

JESPY currently has six enclaves, each in a different work setting. All of them provide stipends or volunteer rates to our clients. Through the Kessler grant a \$13.00 per day stipend is awarded to clients that work at the following enclaves: Atlantic Home Care and Hospice, Village Apartments, and Federation Towers. This is an increase of \$1.00 from last year. Clients that work at the other enclaves receive a \$7.15 per day stipend. Enclave settings provide training for competitive employment and work opportunities for the unemployed. At each work site there is a full-time job coach providing supervision and instruction. A goal for the trainee at these sites is to develop the work skills and behaviors needed to work independently in the community. Transportation is provided to all enclaves through JESPY House.

At Daughters of Israel Geriatric Center in West Orange, NJ, five individuals are provided with volunteer/training opportunities. The nursing home and the JESPY House vocational staff provide transporter training. The JESPY trainees are part of Daughter’s Recreational Shabbat program on Friday mornings.

Another enclave is located at Arden Courts, a nursing home in West Orange, NJ. There are four clients that receive training as recreational aides for their residents.

New Eyes for the Needy, in Short Hills is also an enclave. We have six clients who are trained to sort eyeglasses which are distributed to needy people around the world.

The enclave at Federation Towers in Irvington and The Village Apartments in South Orange provide assistance to senior citizens while developing work skills for five and seven clients respectively. Responsibilities include the operation of the mini store, companionship, greeting at the front desk, assisting with recreational activities, clerical duties, and maintenance.

The Atlantic Home Care and Hospice enclave in Millburn provides clerical training for six clients. Responsibilities include mailings, compiling educational/family packets, alphabetizing patient records, and filing forms.

Government Entitlements

Involvement in our program often includes helping clients maintain their government benefits. The vocational staff works closely with the JESPY House Entitlement Coordinator who assists clients, their families and case managers to contend with the bureaucracy of government entitlement programs, specifically SSI, SSD, and NJ Department of Labor Unemployment Insurance. In 2008, JESPY staff continued to have a solid working relationship with the East Orange Unemployment Office. Our involvement maximizes their benefits and minimizes the demands made on claimants by the Department of Labor. In 2008, eighteen clients qualified for unemployment insurance.

Computer Program

One-to-one computer tutoring is available to JESPY House clients. Instruction is available on several software programs including Microsoft Word, Excel and Windows XP. They also are taught how to navigate the Internet.

Transportation

Transportation continues to be a major challenge in our work. Safe and reliable transportation is a priority. Work locations are restricted to available transportation options. Barriers include routes and schedules. Fortunately, South Orange is on several bus routes operated by NJ Transit and Coach USA Bus Company. Within walking distance from JESPY, there is also a train station on the NJ Transit Morris and Essex line. Since 1998, this line regularly runs a direct train to Penn Station in NYC.

Most of our clients are dependent upon the public transportation system. Clients travel to work by bus and train and use a combination of transportation systems (train/bus/van) to commute to work. Seventeen clients drive their own cars to work. JESPY House clients who work locally can walk to work.

JESPY currently operates two morning and two afternoon van runs and one midday run. We also provide roundtrip van transportation to our enclave sites. Riders are billed for a portion of their transportation costs, approximating the cost of public transportation, but JESPY does subsidize this service substantially. In 2008, sixty-six JESPY clients used this van service to commute to their work place. Van service is available on a regular basis, and also used for clients who are reluctant to drive in inclement weather or when their car is being serviced.

For several years, N.J. Transit has run a transportation program funded by the federal government called Access Link, which mirrors the local bus services for people with disabilities who are unable to use the regular bus service. Thirty five clients have been approved for Access Link services. Eighteen of these consumers use Access Link services for commuting to work.

During 2008 JESPY House began working with a new program for our clients which is available through Access Link called NJTIP, Inc. (Travel Instruction for People with Disabilities). This program provides individualized travel training for people with disabilities to commute by bus, train and light rail.

Since 1986, a grant from the Essex County Department of Aging has provided us with a van that makes one morning run each day. There are currently three clients using this service.

Whenever possible, JESPY staff picks up sick/needy clients from work. JESPY staff fills the gap if rides are missed or transportation is not available. When necessary, we also pick up clients from work who need to be at

another appointment and transportation is not otherwise available. This type of transportation demand places unusual pressure on staff since most of these situations are unpredictable.

Job Seeking Skills Group

The Job Seeking Skills Group meets weekly to explore issues regarding employment opportunities. Clients gain experience in reading newspaper advertisements. Appropriate jobs are located by integrating skills, interests, and abilities. The ability to break down ads into meaningful information is a skill that facilitates independence and success in obtaining employment. It is essential that clients participate in their job search. In 2008, twenty-six different clients attended this group and twelve clients were competitively employed after participation. Two clients were connected with consistent volunteer positions. As part of our CARF requirements we have included a 'Topic of the Day' segment. Each week a job skill question is presented for discussion.

Appendix B Recreational Department

The success of the Recreation Department begins with healthy communication between three primary groups: the Clients, Parents and Staff. We place a great deal of emphasis on the data that each survey provides. This year in our attempt to gauge our success, we have compared last year's results with the current year. In comparing the two years we have also listed the positive conclusions that can be derived from the yearly comparisons, as well as the concerns and possible resolutions.

Client Survey

The Recreation Department's foundation for ideas begins with the clients we serve. Their feedback and suggestions are measured on an ongoing basis. Whether the information is gathered daily, (daily client logs, sign-up sheets), monthly, (activity survey sheets, Grievance Committee minutes, planning session minutes, Social Action Group, Steering Committee), or annually, (client survey), our clients are encouraged to influence and shape this program to best represent what their interests are.

The annual client survey is a tool to obtain feedback from the individuals we serve. It provides information about their likes and dislikes, which activities should remain, and which should be adjusted or reconsidered. We have compared the results of the previous two years and the results are listed below:

Favorite activities 2007

1. Sports
2. Atlantic City
3. Dances/Parties
4. Beach & Boardwalk trips
5. On-site/ In-House Events

Least favorite activities 2007

1. Museums
2. Arts & Crafts
3. None (Enjoys all activities).
4. JCC Dances/Proms

Favorite activities 2008

1. Sports
2. Atlantic City & Dances/Parties (tie)
3. Plays & Shows
4. N.Y.C Trip & In House Events (tie)
5. Beach & Boardwalk (tie w/item 4)

Least favorite activities 2008

1. None (Enjoy all activities)
2. Arts & Crafts
3. Sports/Museums (tie)
4. JCC Dances and Proms

The Recreation Department honors, respects and supports the broad range of interests expressed by our clients by offering a diversified calendar. The annual client survey illustrates many things. The most glaring finding this year is the client's selection for their **least favorite** activity. The Recreation Department celebrates and rejoices in the fact that for the first time ever our clients chose "none" as their least favorite activity. This choice serves as evidence that this department is getting a better feel for the activities that bring the clients satisfaction and are providing those events in a manner that they are attractive to those who may be casually interested. The client's favorite activities haven't changed much over the previous year. However, the inclusion of N.Y.C trips, Plays and Shows, is an indication that the clients level of interest is broadening.

As in previous years, our sports program continues to lead the way in getting positive responses and participation. The development of more teams to include the different skill levels of the clients is a primary reason for the Athletic Programs continued growth and success. By the same token, our On-site/In house Activities would suggest that clients have begun to appreciate those activities that carry a more reserved/educated forum. It may also suggest that as our clients average age continues to increase the client's desire for more extreme or demanding activities may be dwindling.

The client survey has provided suggestions on ways to improve the department. The three areas in which the clients suggested improvement were:

Ways to Improve Department 2007

1. Have trips leave on time and schedule alternates for cancelled trips
2. Reduce the cost of activities
3. Increase staff involvement
4. Increase staff presence/hiring

Ways to Improve Department 2008

1. Reduce the cost of activities
2. Increase staff involvement
3. Increase staff presence/hiring
4. Have trips leave on time and schedule alternates for cancelled trips

Addressing concern # 1 (for 2008)

This is the first time in three years that our clients selected the cost of activities as their number one concern and considering the disastrous state of the economy, it is no surprise. In order to ease this concern, the Recreation Department offers free activities on a daily basis. Whether it's going to the café or taking part in discussion groups like the Steering Committee, Social Action Group, or the Travel Group, our clients are offered different choices of being involved at a nominal cost to them.

The Recreation Department continues to obtain group rates, special adjusted rates, donations, and supplements the expenses incurred to maintain costs close to the levels of the previous year (2007). The Recreation Department is pleased that we can maintain prices and the amount of activities offered especially in light of the recession. We're proud that in spite of all the financial challenges in 2008, the Recreation Department's activities actually increased from 234 in 2007 to 251 in 2008.

The average monthly cost for a resident to participate in an activity was \$7.30 per activity in 2008 as compared to \$6.59 in 2007. The average monthly cost for an out-client was \$10.48 in 2008 and \$10.22 in 2007. The overall combined average cost for the out-clients and residents for 2007 was \$7.35. The overall combined average cost for the out-clients and residents in 2008 was \$8.41. This represents an overall average yearly increase of \$1.06. This slight increase still allows the Recreation Department to maintain its goal of offering activities to our Residential Clients at a cost below \$10 and Out-clients below \$15.00.

Addressing concern # 2 (for 2008)

Staff involvement with the clients to enrich their lives is imperative. All staff members are reminded daily of our mission statement which reads: The clients' best interest is our number one priority. Adherence and compliance with the Recreation Departments mission statement isn't negotiable.

Every client is encouraged to express his/her opinion on ways to improve this department. The annual client survey also includes a section in which the clients are able to assess each staff member employed in the Recreation Department. This format serves as another opportunity for the clients to express their concerns and praise. More importantly, it serves as a measure of accountability for each staff member employed in the Recreation Department. Although many clients request their space and independence during outings, our staff members realize that they must be there for those who desire/require assistance. It's our hope that this continued annual survey by the clients will serve to ensure better communication and strengthen the relationship of all those involved in this department.

Addressing concern # 3 (for 2008)

All JESPY House recreation employees are given a monthly selection of activities they would like to chaperone or oversee. This allows them to select those events in which they have an interest. It also increases the likelihood of their being successful at explaining or interacting with the clients during the event. The recreation employees also are reminded of the department's guidelines/policy when chaperoning an activity. This policy must be adhered to in order to insure future assignments. The Recreation Department continues to hire staff members who must meet very demanding hiring guidelines. These guidelines involve at least two interviews and an assortment of mandated training requirements.

Addressing concern # 4 (for 2008)

In order to address the issue of having the trips leave on time, the Recreation Department has scheduled employees to arrive one-half hour before the trips are scheduled to depart. The clients are also encouraged to call the recreation hotline to verify departure times. This hotline is updated daily and enables the department to make last minute adjustments to the schedule without inconveniencing the clients. Posting the upcoming weekend activities has also proven successful in helping to have trips leave on time. If clients realize the times trips are scheduled to depart they are more likely to be on time themselves which reduces delays based on waiting for late arrivals.

Conclusion resulting from client surveys:

POSITIVE: The Recreation Department continues to excel by effectively listening, monitoring, collecting and responding to the request, concerns and changes presented by the clients of JESPY House.

CONCERNS: The Recreation Department remains concerned that for **the second straight year** the clients of JESPY have voiced the **exact** concerns as in the previous year regarding ways to improve the Recreation Department although in a different order of importance. We realize that some of these concerns may stem from the clients responding on 'auto pilot mode' rather than giving a true representation of their feelings.

POSSIBLE SOLUTION: The Recreation Department will consider adopting an updated Client Recreation Survey regarding ways to improve the Recreation Department. The Recreation Department will make every effort to explain to the clients where the Department has improved in their areas of concern. The Recreation Department will then attempt to ascertain whether the clients are voicing concerns based on facts, feelings, past experiences or some other approach that may be invalid.

Parent Survey

The Recreation Department continues to be influenced by the ideas and concerns of the parents as well as the clients. In 2008 we submitted our third official Parent Survey. The parents' response to this form will help to initiate many ideas in this department. Whether their responses result in serving healthier meals, addressing safety issues, increasing staff training, increasing the participation by their sons/daughters, or altering our overall approach, the Recreation Department remains grateful to all those parents for their suggestions and contributions.

Below are some of the findings for the past two years and the conclusions the department has made regarding this data and the impact it has on our constituents. We conclude by pointing out the areas that are positive, have concerns and possible solutions for the future.

Satisfaction with program offered 2007

Very Happy-23%
Happy-41%
Neutral-15%
Unhappy-20%
No Response-1%
Very Unhappy-0%

Rate your child's involvement 2007

Fairly involved-49%
Occasionally involved-35%
Extremely Involved-15%
No Involvement-1%
No Response-0%

Information provided to CLIENTS-2007

Very Satisfied -36%
Satisfied-43%
Not Sure-19%
Unsatisfied-0%
Very Unsatisfied-0%
No Response-2%

Information provided to PARENTS-2007

Very Satisfied-17%
Satisfied-41%
Not Sure-25%
Unsatisfied-15%
Very Unsatisfied-0%
No Response-2%

Best Way To Improve Recreation-2007

Activity Diversity-18%
Improve Staff/Client Interaction-18%
Less Expensive Trips-18%
Other-16%
Don't Know-30%

Most Successful Recreation Activity-2007

Sport Activities-53%
Weekend On-Site Activities-16%
Weekend Away Trips -12%
Client Input Groups-9%
Transportation Opportunities-5%
ALL Areas-4%
No Response-1%
Other-0%

Satisfaction with program offered 2008

Very Happy-40%
Happy-43%
Neutral-14%
Unhappy-0%
No Response-0%
Very Unhappy-3%

Rate your child's involvement 2008

Fairly involved-53%
Occasionally involved-29%
Extremely Involved-18%
No Involvement-0%
No Response-0%

Information provided to CLIENTS-2008

Very Satisfied -39%
Satisfied-37%
Not Sure-16%
Unsatisfied-8%
Very Unsatisfied-0%

Information provided to PARENTS-2008

Very Satisfied -33%
Satisfied-41%
Not Sure-18%
Unsatisfied-8%
Very Unsatisfied-0%
No Response-0%

Best Way To Improve Recreation-2008

Activity Diversity-27%
Improve Staff/Client Interaction-19%
Less Expensive Trips-19%
Other-2%
Don't Know/ No Response-19%
More parent involvement-7%
Improved Safety Practices-7%

Most Successful Aspects of Recreation-2008

Sport Activities-45%
Weekend On-Site Activities-12%
Weekend Away Trips-19%
Client Input Groups-10%
Transportation Opportunities-14%

Conclusion of Parent Surveys:

POSITIVE: The overall satisfaction rating of the Department by the parents rose significantly this past year with 83% expressing that they were either Very Happy or Happy with the Program offered in 2008 as opposed to 64% expressing similar feelings in 2006. The Parents Survey also rated the clients involvement in some capacity (occasionally, fairly or extremely) as increasing from an incredible 99% in 2007 to a perfect 100% in 2008. This is probably due in a large part to the increased efforts by the Recreation Department to inform the clients via posters, the recreation hotline and the JESPY web site of the scheduled upcoming events. Surprisingly, this increased involvement occurred in spite of a reduction in the parents' overall satisfaction with the information provided to their sons/daughters. That number fell slightly from a 79% satisfaction rating in 2007 to a respectable 76% in 2008.

For the second straight year the sports program offered by the Recreation Department was viewed as the most successful aspect of the department as it was chosen by 45% of the parents.

CONCERNS: The Parent Survey has for the second straight year suggested that the best way to improve the program is to provide activity diversity 27%, improve client staff relations (19%) and introduce less expensive trips (19%). Although the sports team remains an overwhelming favorite its selection by 45% is a decrease from the 53% that selected sports in 2007. This Department remains very concerned about the growing perception that the Recreation Program is geared more towards those who are athletic and offers little opportunities for the less athletically inclined. We believe that the response requesting more diversity in the Recreation Department was based on this perception and also led to the decrease in acknowledging the success of the sports activities. Parents suggested that the Recreation Department increased the amount of out of state or away trips as a means of increasing activity diversity. Other suggestions by parents to improve the diversity in the Recreation Department included adding: low fat cooking groups, swimming, yoga, tai-chi, meditation, creative building classes, grooming classes, N.Y.C shows, S.O.P.A.C discount performances, and using the local JCC facility.

The Recreation Department appreciates these suggestions and will use many of them to eliminate the perception that our program has become less diversified and caters mostly to the athletic population.

POSSIBLE SOLUTION: It is the contention of the Recreation Department that the most effective way to show our diversity is to recognize those clients who best take advantage of that component of our program. This year the Recreation Department will honor others at our Recreation Awards Night and not only athletes. The upcoming year will see individuals being honored for outstanding accomplishments on the Steering Committee, outstanding creativity from the planning sessions, and compassionate achievements from the Social Action Group just to name a few. It's our contention that by improving the recognition of the other contributors of excellence we will bring to light the other areas of interest in recreation. We value the parents input and are grateful for the kind words that are often mentioned. One parent stated, "I think the Recreation Department is one of JESPY'S most beneficial programs. My daughter is not very social and the Recreation Department keeps her integrated into the JESPY community.

Our goal continues to be that every parent and client realizes the vast opportunities that are available to him/her in the recreation program.

Staff Survey

The Recreation Department provides its staff members with a Staff Survey in order to measure the degree of satisfaction of the recreation staff members and their concerns.

The Athletic Program

For the second straight year, the Athletic Program experienced a significant increase in the number of individual/team participation. As a result, we had a whopping three more teams added in the year of 2008 and saw client participation increase by an amazing thirty-three individuals. The additional teams included: softball, soccer, and basketball.

The Athletic Program continues to be one of the greatest attractions of the Recreation Department and JESPY House as a whole. Many clients are introduced to a life at JESPY House by first participating on one of the athletic teams. After developing a sense of belonging, confidence, and support, the client often begins to expand his/her JESPY House experience.

The JESPY House teams have been proud members of Special Olympics for the past nineteen years. The Recreation Department offers twelve Special Olympic events. We have yet to compete in swimming or bocce, but they remain sports that we offer as intramural activities until they become competitive team sports.

As in previous years, everyone is encouraged to participate in the sport of his/her interest regardless of skill. No one is ever cut from a team and if the amount of players registered exceeds the maximum amount allowed by Special Olympics, then a player is assigned to the practice squad or another team is created. Those assigned to the practice squad will travel with the team during the season and are usually added to the team permanently when another person quits, loses interest, or is injured. Those not interested in competition are invited to work out with the teams just for fun. It remains the goal of the Athletic Program to develop athletes who will be winners both on and off the field of play. It's through this value system that winning on the scoreboard becomes secondary as we maintain the clients overall development as our focal point.

This year JESPY House had a total of 191 athletes compete in Special Olympics. The biggest factor in this increase stems from a rise in athletes participating in: softball, soccer, basketball, bowling, and the cheerleading team.

The growth and success of our JESPY Cheerleading Team, complete with a mascot, continues to be one of the biggest attractions to many looking to get involved in recreation. The hard work of the players and coaches to raise over \$1,500.00 will allow the Cheerleading Team to once again travel to Wildwood to "cheer on" the JESPY House basketball team(s).

Some of the highlights of this past year in athletics included the JESPY Cyclones and JESPY Jets soccer teams winning gold medals during the NJ State Special Olympics Festival. The JESPY House Dizzy Devils floor hockey team also won the gold medal at the NJ State Winter Games.

Listed below are the teams offered by JESPY House Recreation and their respective coaches:

<u>Team</u>	<u>Head Coach</u>	<u>Assistant</u>
Cycling	David Kamil	Wayne Branch
Soccer (Cyclones)	Wayne Branch	Alneil McLeod
Soccer (Bull Dogs)	Mike Depoy	Alneil McLeod
Soccer (Jets)	Aron Astor	Clyde Scandiffio
Floor Hockey	Wayne Branch	Aaron Astor
Basketball (Purple)	Alneil McLeod	Fran Endl
Basketball (Gold)	Wayne Branch	Alneil McLeod
Basketball (White)	Aron Astor	Fran Endl
Basketball (Yellow)	Marcus Scruggs	Clyde Scandiffio
Bowling	Jimmy Bryant	David Kamil
Softball (Gold)	Wayne Branch	Mike Depoy
Softball (Purple)	Mike Depoy	Fran Moravick
Softball (White)	Clyde Scandiffio	Alneil McLeod
Weightlifting	David Kamil	Jimmy Bryant
Bocce	Wayne Branch	Vacant
Swimming	David Kamil	Vacant
Tennis	Aaron Astor	Jimmy Bryant
Track & Field	Nicole Rambone	Rebekah Maxwell
Cheerleading	Nicole Rambone	Vallerie Miller

Sport	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Tennis	1	2	2	2	2	1	1	1	5	4	6
Weight Lifting	0	0	1	0	1	1	1	1	1	1	1
Basketball	20	19	23	23	22	20	29	30	30	39	36
Bowling	10	10	11	13	11	11	11	8	6	9	14
Softball	29	27	30	30	30	30	27	29	29	30	42
Track & Field	5	6	6	7	3	4	7	13	13	15	16
Soccer	0	17	16	17	14	18	20	20	16	20	29
Cheerleaders	5	5	6	7	9	12	13	12	11	13	16
Swimming	N/A	N/A	N/A	N/A	*11	**4	**4	**4	**4	**4	7
Bocce	N/A	N/A	N/A	N/A	*12	**7	**7	**7	**7	**7	**7
Hockey	N/A	N/A	N/A	N/A	15	15	15	13	11	14	15
Cycling	N/A	N/A	N/A	N/A	2	2	2	1	0	2	2
Total	70	86	95	99	132	125	137	139	133	158	191

Individual Client Participation in Sports

- **KEY** *Estimated Totals from Sign-up Sheets **Intramural Sport Participation.

Annual Report Activities for 2008

January	February	March
Special Olympics Hockey Hot Chocolate Social Movies & Lunch @ Essex Green VanGogue Coffeehouse NFL Day Billiards and Lunch JESPY Video Contest Hot Sandwich Day Museum of TV Radio Iron Men vs. Cougars Cheerleader Fundraiser JCC Dance Expressions of Peace 70's & 80's Birthday Club Disney on Ice Morris Dino Museum WWE Night # of Activities:17 Average Cost for Clients: Residents: \$4.65 Outclients: \$7.88	JESPY Newly Wed Game Space Odyssey USA Romance Stories @ Café Palisades mall Superbowl Party Jersey Gardens JESPY Dating Game Recreation Awards Charlie Browns JESPY Jubilee OC Trip to Livingston Mall Harlem Globetrotters Steering Committee Dinner Jessica B/Ari L Birthday Party JCC Dance WWE Night Bday Club Maplebrook vs JESPY Candlelight Social The Miracle Worker Nets vs. Pacers Healthy Salad Day # of Activities:22 Average Cost for Clients: Residents: \$7.59 Outclients: \$10.31	IHOP Social Scavenger Hunt Vegetable Lasagna Night Movies & Lunch in Maplewood Special Olympics Bowling Tournament Izzy's Record Show Charades w/ Nicole Jersey Gardens St. Patricks Dinner Special Olympics Basketball Andrew Plotnicks Bday Brunch Woodburry Commons Championship Dinner JCC Dance Purim Celebration Medieval Times OC Trip to Blue Star Mall Sports Nite Out Meadowlands Fleamarket March Madness Movie Night @ Café WWE Night Beatlefest # of Activities:23 Average Cost for Clients: Residents: \$5.26 Outclients: \$8.52

April	May	June
<p>OC Trip to Target Ripleys Believe it or Not Grilled Cheese & Hobby Day Palisades Mall & Imax Theatre Baked Ziti Night Poconos Special Olympics Dance Ringling Bro Circus JESPY Garage Sale JCC Dance Mitvah Day @ JESPY Rutgers Game & Fanfest Passover Brunch Bushkill Falls Tye-Dye Day WWE Night Marshalls Creek Fleamarket</p> <p># of Activities: 17 Average Cost for Clients: Residents: \$6.05 Outclients: \$9.76</p>	<p>Willowbrook Mall Healthy Breakfast Day SAG Spaghetti Dinner Bingo Night @ JESPY Israeli Day Anniversary Moms Movie Day Tour of Yankee Stadium Mothers Day Dinner Menlo Park Mall Essex County Fair Baseball Day Museum of Natural History Cassie Steinberg Bday Party JCC Dance WWE Night Live Music w/ Alan Graham Picnic @ Liberty State Park Israeli Music Celebration Stefan Lichtenberger Bday Party Ice Cream Social Keansburg Amusement Park Memorial Day BBQ OC Trip to Short Hills 80s Music Night BBQ Hike @ South Mountain</p> <p># of Activities:25 Average Cost for Clients: Residents: \$2.48 Outclients: \$5.72</p>	<p>Café Socialization Atlantic City DVD Day @ JESPY R&B Concert Special Olympics Trenton Baseball Day Andreas Bday @ Red Lobster OC Trip to Target Hot Dog Day Doo Wop Concert BBQ Chicken Festival Moving Out JESPY Talent Show Willowbrook Mall JCC Dance Manhattan Lunch Cruise Baseball Battle IWF Wrestling JESPY Buffet/WWE Little Shop of Horrors Singles Group Dance @ JCC</p> <p># of Activities: 21 Average Cost for Clients: Residents: \$9.24 Outclients: \$13.19</p>

July	August	September
<p>Tracy's Bday @ Applebees 4th of July BBQ NJ State Fair Fish & Macaroni Day Flag Day @ JESPY Point Pleasant Beach OC Trip to Fridays Philadelphia Trip Picnic @ Watchung Melon Social Movie Karaoke Day Great Adventure OC Trip to Beauty & the Beast Billy's Citizen Party Bushkill Falls WWE Night Dorney Park Garage Sale Keansburg Park Willowbrook Mall Pizza & Board Games</p>	<p>Baseball Doubleheader Alternate to Palisades Mall Salad Bar Day Staten Island vs Brooklyn Susan Cranes Bday @ Charlie Brown Poconos Fleamarket Midsummer BBQ Family Picnic PPV Movie Bday Club Lasagna Social Bus Tour of NYC WWE Summer Slam Musueum of Bethel Woods Jets vs Giants @ JESPY Meadowlands Fleamarket Tye-Dye Day Point Pleasant Beach OC Trip to Jersey Gardens Renaissance Fair in NY Shopping w/ NJ Stoke Center Connect Four Tournament Turtle Back Zoo Delaware Trip</p>	<p>Labor Day BBQ Alternate to Movies Autumn Bday Club JCC Dance Apple Picking in Chester WWE Unforgiven Meadowlands Tour JESPY Artfest NFL Day Mets vs Braves Susan B's Bday @ Charlie Brown Jeff Dunham Comedy Willowbrook Mall End of Summer BBQ Breakfast & Bowling Tuna Day OC Trip to Target Landcaster Trip Red Bulls Soccer Disco Night Atlantic City</p>
<p># of Activities: 21 Average Cost for Clients: Residents: \$11.71 Outclients: \$15.14</p>	<p># of Activities: 23 Average Cost for Clients: Residents: \$6.08 Outclients: \$9.48</p>	<p># of Activities: 21 Average Cost for Clients: Residents: \$10.81 Outclients: \$13.62</p>

October	November	December
<p>WWE Night JCC Dance Pancakes & South Orange Parade Leukemia Walk Spooky Stories @ Café Dinosaurs @ Izod Center Maplewood Green Day Octoberfest Frightfest @ Great Adventure Pumpkin Design Day Liberty Science Center Oklahoma @ Papermill Playhouse NFL Day OC Trip to Walmart Fright Light @ Raritan College Halloween Movie Night Special Olympics Festival Halloween Costume Party</p>	<p>JESPY Inspirational Night Ripley's Believe it or Not JCC Dance Bingo & Sandwich Day OC Trip to Blue Star Center Cheerleader Fundraiser Museum of Natural History Kosher Chinese Food Palisades Mall Glass Art @ JESPY S Committee Dinner @ Charlie Browns NFL Day Devils v Islanders Nets vs Clippers Thanksgiving Dinner Hebrew Academy vs JESPY Lakers WWE Night NFL Thanksgiving Meal Candy Apple Making Mystery Restaurant NFL Day Highschool Musical</p>	<p>Holiday Express Holiday Coffeehouse Disney on Ice Super Sunday Charity JCC Dance Holiday Night @ Café Holiday Bday Club PNC Light Show Iron Men Soccer WWE Night Winter Ball Dance Birchwood Center Dance Chanukkah Party Shopping @ Jersey Gardens Christmas Brunch Social Fireplace Social Tenafly JCC Holiday Dance NYC Tour & Shopping Shopping & Turtle Back Zoo South Mountain Hike NYE Dinner & Dancing</p>
<p># of Activities: 18 Average Cost for Clients: Residents: \$8.94 Outclients: \$11.89</p>	<p># of Activities: 22 Average Cost for Clients: Residents: \$8.95 Outclients: \$11.55</p>	<p># of Activities: 21 Average Cost for Clients: Residents: \$6.52 Outclients: \$9.43</p>

Year Totals:
of Activities: 251
Average Cost for Residents: \$7.30
Average Cost for Outclients: \$10.48