



2010 Annual Report

*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.*

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 35 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 18 to over 60. 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 including a day program that runs Monday through Friday. 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 Judith Ruback Schechner Recreation & Wellness Center attract approximately 40 clients. (All Jewish holidays are celebrated including a "Break the Fast Dinner" on Yom Kippur, Chanukah, and 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 agency also serves on MetroWest Able. The UJC of MetroWest allocates funds to JESPY each year. JESPY is accredited through CARF International, licensed by the State of New Jersey and a qualified provider of the NJ Division of Developmental Disabilities Real Life Choices.

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, health services, recreational activities, a day program and 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

JESPY has been offering quality services to our clients with learning and developmental disabilities since 1978. Beginning with four clients living at 65 Academy Street, we now have nine properties and more than 160 clients.

Dreams do come true! In September 2010, we opened the doors to our newest building, The Judith Ruback Schechner Recreation and Wellness Center. Located at 110 Irvington Avenue, “Judi House” houses a state of the art kitchen, a professional exercise and training area with top of the line equipment, and the new JESPY Café. This enormous project was supported by our Board of Trustees, the clients and their parents, the staff, and a very generous community. We are indebted to Arthur Schechner and his family for spearheading this campaign as well as providing a leadership gift which made Judi House become a reality.

In 2011, we have many exciting things taking place at JESPY. A trip to Israel with 20 clients and four staff members and the Mitchell Connor Building being renovated to house our new Cultural Arts Program are just a couple that come to mind.

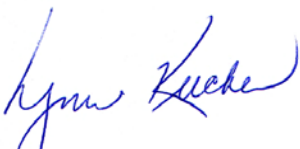
JESPY continues to be recognized by the prestigious national Commission for the Accreditation of Rehabilitation Facilities (CARF) for providing high quality Employment and Community services.

Please take the time to read about the programs and services JESPY offers. You will see how much we have achieved, yet there is always more to accomplish. We continue to address the needs of our clients as they age; and toward that end, we are working to expand our health services. Judi House provides now provides a personal trainer, a nutritionist, and hosts healthy cooking classes for our clients. We have also added a second registered nurse to our staff to assist our clients.

Thank you to our wonderful staff for their commitment and for all they do throughout the year to help our clients lead productive lives in the community.

We are extremely grateful for the ongoing support of our community foundations and look forward to expanding out relationships in the future.

Most of our clients and their families cannot imagine life without JESPY. We take this challenge very seriously and pledge to continue improving our programs and services.



Lynn Kucher
Executive Director

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2010-2011**

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JESPY House Staff

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Lois Rose, M.S.W. – Director of Operations

Supervisory Staff

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Wayne Branch - Recreation Supervisor
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Stephen Corcoran, B.S. - Vocational Coordinator
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Mitch Rottenstreich – Entitlements Coordinator
Patricia Ruggiero, M.S.W. - Residential Supervisor
Allison Sanchez - Day Program
Patrick Votto – Maintenance Supervisor

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Dr. Lon Geiser
Renee Harvey
Paula Harvey
Loette Hawk
Sharonda Hawk
Fred Hirsch
Dr. Yuang Hu
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Joseph Ruane
Jheanel Samuda
Marcus Scruggs
Marguerite Simmons
Robert Slater
Collette Stephen
Crystal Talley
Tanya Taverez
David Yokelson
Aevon Watts

Interns: Stephanie Cohen, Alicia Williams

Residential Department

Overview

JESPY operates a supervised apartment program at 65 Academy Street in South Orange. Clients have 24-hour supervision from six 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 with supports. 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. On a weekly basis there is a supervised cleanup of the entire residential facility. 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

- Seven residents completed the Residential Program in 2010
- Five residents moved into apartments in the community
- One resident moved to another program out of state
- One resident moved back home with her parents
- Seven residents were hired for new jobs
- Monthly residential outings saw a 70% participation increase
- Two clients became self-medicating

Significant Changes

- Eight new clients moved into the supervised apartments program
- Two clients were discharged due to inability to meet their needs
- New furniture was purchased for one apartment
- New client-created collages erected in building
- Healthy eating habits improved with four clients eliminating soda from their diet and eight clients eating fruit daily

Goals for 2011

- 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 clients who attend the monthly outing

Summary

The main goal of the residential program is to help clients become as skilled as possible so that they may live independently with supports in the community. With seven residents completing the program, 2010 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 also available for transportation.

Our clients reside in 17 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 \$1350.00 per month and \$1700.00 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 75 apartments.

Significant Changes

- Five clients entered the Out-Client Program in 2010. Two came from the JESPY Residential Program and three from outside referrals. One client left the program and two are deceased.

Accomplishments

- Held the 11th Annual Community Appreciation Night Dinner at the Above Restaurant in May. Lee Millard, the superintendent at the Concord Apartments, Frank Immersi, Superintendent of Academy Arms and the South Orange Rescue Squad were honored.
- Implemented a new exercise
- Enrolled 15 clients in Weight Watchers
- Held series of nutritional workshops led by Ruth Schildiner, a certified nutritionist, who also works privately with several clients
- Continued to provide outside events for clients. i.e., Halloween Party and a St. Patrick’s Day Party at the local Elks Club
- Held holiday party at Judi House
- Implemented weekly “hands on” cooking group that provides instruction and participation for clients
- Sponsored an alternate weekly photography and poetry group
- Held the 5th Annual Poetry & Photography Exhibit at Judi House
- Continued successful Travel Group including trips to Geraldine Dodge Poetry Festival, a series of ethnic dining, Broadway plays and musicals, as well as weekend trips to Washington, DC and Long Island.

- Encouraged and established Cultural Arts Department which includes an Afro Cuban Drumming Group, a Zumba Dance Group and a Massage Therapist

Goals for 2011

- To establish nutritional cooking groups in conjunction with Ruth Schildiner, the nutritionist

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. The JESPY House Out-Client Department is gratified that all of our goals for 2010 have been met. We anticipate working with the same fervor to accomplish the goals for 2011.

Shared Housing

Shared Housing Overview

Last spring JESPY marked its twelfth successful year 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 five shared houses: The Laurie House, The Friendship House, The Fischer House, The Reich House and The Freedom House. Nineteen clients currently reside in these homes.

Laurie House

The Laurie House, located 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, Eyes for the Needy, Hospice, Daughters Of Israel, Haramarc Inc. and Harel Assisted Living. We also have a client who attends Jewish Vocational Services.

Goals for 2011

- 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
- Continue the progressive dinners
- Encourage fundraisers within the JESPY community
- Start a travel group

Friendship House

Located 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 2011

- Continue to encourage residents to become involved in JESPY weekend activities. (Staff will assist clients in choosing suitable activities)
- Impress the importance of eating healthy inside and outside the house. Also incorporate daily exercise into their lifestyles.

- Continue to work in conjunction with psychiatrists to evaluate as well as adjust clients' medications.
- Encourage clients to keep their rooms neat and clean on a daily basis.
- Promote the completion of daily chores voluntarily

Fischer House

Located 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. In keeping with the shared housing model, the ladies 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 Day Care, B'Nai Jerusalem, Stepping Stones, One Call Medical, and Temple Sharey Tefilo-Israel.

Goals for 2011

- Continue to host annual family BBQ, which encourages relationships between parents and clients
- Set up weekly meetings with clients to discuss goals and achievements
- Encourage clients to socialize and participate in weekday/weekend activities within the community
- Meet with JESPY nurses to discuss First Aid and CPR training for the clients
- Continue group and individuals discussions
- Continue alternating and hosting dinners with Fischer House and Jewish Service for the Developmentally Disabled (JSDD)

Reich House

Located in South Orange, this house opened its doors in the spring of 2004. It is one of JESPY's five shared housing facilities and one of three parent owned houses 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 Daily Living Skills (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 various chores around the house.

Currently, there are four male residents at the house who previously resided in the JESPY supervised apartment program located at 65 Academy Street. They are employed at worksites such as Seton Hall, Ardens 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 throughout the week and on weekends.

Goals for 2011

- Expand responsibilities of DLS counselor to further develop cooking skills and assist the residents with household chores
- Continue to improve crisis intervention awareness and response through monthly mock emergency situations
- Plan monthly outings with other residents in shared housing to build inter- personal relationships and increase socialization. Outings will include dinner, movies, bowling, museums and other seasonal events.
- Build a patio for outdoor eating and activities in warmer weather

Freedom House

Located in South Orange, Freedom House opened in September 2009. This house became JESPY's 5th shared house. Currently one client resides in the home. We are seeking one more female resident. A house manger, DLS and overnight counselors staff the residence.

Goals for 2011

-

- Encourage the client to socialize and participate in weekday and weekend activities within the community
- Set up weekly meetings with the client to discuss goals and achievements
- Continue weekly online grocery shopping

Shared Housing Summary

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 work site consistent with the American Disability Act. 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 2010, the JESPY House vocational staff, which includes sixteen employees, provided a variety of employment services to one hundred forty-eight 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.

Accomplishments

- Of the JESPY clients receiving vocational services, 93% are employed in either a competitive or volunteer job
- Continued to assist the Director of Operations with funding from the Kessler Foundation
- Attended various vocational workshops and information sessions at the Kessler Foundation, and DVR
- Applied for and received the 2011 Long Term Follow Along grant from the Division of Vocational Rehabilitation Services
- Maintained our vocational network with the Health Wellness Professional Network and the Main Street South Orange networking group for community employers
- Continued the vocational support group to address personal work issues for clients
- "Spur to Action" started working with Daughters of Israel on several mailing and filing projects, and continued to work on mailing projects for Our Lady of Sorrows Church and the JCC
- Expanded our enclave at Care One in Livingston, NJ from one to two days per week
- Developed a maintenance enclave at Judi House
- Expanded our volunteer program at Daughters of Israel to include a transporter for on-site dentist, additional transporters for physical therapy, and assistants in workshop and administrative office

Goals for 2011

- Conduct a series of vocational workshops for clients which are designed to assist them with developing their vocational skills.
- Provide workshops for incoming clients to prepare them for the vocational process.
- Continue to assist the Director of Operations in pursuing grants for vocational program expansion.
- Develop new enclaves as vocational training sites for our clients.
- Renew our three year accreditation from CARF.
- Obtain the 2012 Long Term Follow Along grant from the Division of Vocational Rehabilitation Services.

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 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, recreational and health-oriented activities for any JESPY client who was not working full time in competitive employment. This included individuals 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. The Day Program continues to run 9AM to 3PM, Monday through Friday. The program is run by two full-time and one part-time staff as well as eight group facilitators. Over 60 clients participated in the Day Program at some point during the year. Each participant established his/her own schedule based on their employment situation. This allowed for flexibility due to clients' differing needs and schedules. Clients were not allowed to just "drop in" whenever they felt like it.

Accomplishments

The Day Program met all three of its goals from the previous year:

- Moved Day Program to Judi Ruback Schechner Recreation and Wellness Center, providing additional space, a state-of-the-art kitchen and advanced technology
- Increased the number of "community" clients from six to eight, three of whom are clients of DVR and funded through Real Life Choices
- Added a number of new programs including weekly nutrition group, science experiment group, sports debate group, and a new sensory group
- Implemented weekly health group led by one of our nurses, an art program called Glassroots, and volunteer opportunities at a local community food pantry where the clients help stock and bag groceries for those in need
- Increased lunches from two to three times a week; therefore, increasing cooking groups to three times a week
- Hired an additional part-time staff person as well as three new group facilitators and continue to work with local college interns at both bachelor and graduate level degrees.

Summary

The Day Program has seen many positive changes this past year which are reflected in our accomplishments. The additional staff has been critical to our expanding numbers; going from an average of 12-15 clients per day to an outstanding 18-24. The Day Program continues to offer exercise, Theatrical Expression, computer lessons, music, and creative writing as well as our weekly and monthly recreation activities.

Goals for 2011

- Increase the number of professionally trained exercise groups offered by one
- Add 3 paying community clients
- Incorporate a vocational department presence into the programming
- Continue to increase community involvement with the Day Program

Recreation Department

Overview of Department

The Recreation Department remained committed to meeting and exceeding their guidelines for excellence in 2010. This was accomplished primarily through our ability to monitor and review areas exhibiting strengths as well as addressing areas of concern within the department. As in previous years, 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

- Reduced the average cost of an activity from the previous year (Residents: **\$8.00- 2009/ \$7.03 -2010 & Out Clients: \$10.62- 2009/ \$9.83-2010**)
- Introduced new exercise class with professional trainer and state of the art equipment
- Introduced new computer class for JESPY clients to improve their skills and awareness
- Introduced a healthy snack Café centered on providing snacks for the weight/health conscious population
- Continued Employee/Client of the Month and Client Participation award w/E-mail recognition.
- Continued to update clients, staff, and parents via the Recreation Hotline
- 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 daytime hours are reduced
- Continued to supply weekday/weekend transportation for clients to various venues (doctor, dentist, airport, employment, etc.)
- Provided private birthday parties at our new facility for the JESPY clients

Significant Change

The most significant change and development in the Recreation Department occurred with the opening of the new recreation building called Judi House. The addition of this facility with its wonderful amenities has contributed to a significant increase in recreation participation. Judi House offers improved spacing, additional area for new programs and a new location for the JESPY Café. These improvements have taken the Recreation Department to an entirely different level. To summarize, the recreation product offered at JESPY House has now been refined, sharpened and polished to the point where clients, staff, parents & prospects are recognizing it as an elite service.

Goals for 2011

- Addition of game table in the Great Room located at Judi House
- Addition of a trophy case to display many past/present athletic achievements
- Introduction of Recreation Scholarship Fund for underprivileged/hardship cases
- Coordination with the Special Needs Division at the Jewish Community Center of West Orange 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 evaluations, and medication monitoring.
 - over 100 clients were seen for individual and group therapy and counseling
 - 30 clients have received Anger Management/Conflict Resolution and Relationship counseling (group and individual)
 - 6 clients consistently attend the Asperger's Social Skills Group
- Offered clients a variety of counseling, groups and workshops including:
 - Anger Management/Conflict Resolutions and Relationship Group
 - Drug and Alcohol Abuse Prevention
 - Asperger's Social Skills Group
 - Human Rights Advocacy Group
 - Cultural Diversity
 - Dealing with Loss and Bereavement
 - Women's Issues including sex education, rape prevention and domestic abuse
- Provided in-service workshops for staff such as The Effects of Psychotropic Medications on Our Clients

Goals for 2011

- Continue internship program with local colleges
- Explore additional clinical groups, including a sexual diversity group and in-service staff workshops
- Continue to look into the possibility of family therapy/education groups
- Continue Women's Issues Series and explore a similar group for men

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 where appropriate.

Health Department

Overview

One part time nurse staffs the JESPY Health office. A recently hired second part time nurse brings weekly programming to the Day Program and the Residential Program. She also utilizes the Judith Ruback Schechner Recreation and Wellness Center spaces for the small group workshops that are most effective in reaching our clients. The diverse health and wellness needs of the agency are met in a variety of ways.

Accomplishments

- Continued to provide mandated refresher courses for JESPY staff i.e. Red Cross CPR and First Aid classes.
- In addition to the required mantoux tests, Drs. Orenberg and Wallen offered flu vaccine to staff and clients in Judi House during the first weeks after its opening
- Offered guidance and support for case managers overseeing clients' health care and directly with individual clients about health concerns
- Continued to expand relationships with external pharmacists to reach more clients and eliminate staff handling client medications. Pre-packaged medication is the standard in the health field and it improves the safe and correct delivery of medications to clients at home, in work, and on vacations or trips.
- Published the monthly JESPY Health Newsletter which is mailed to clients and posted on the JESPY web site
- Led the Day Program monthly Health & Safety Group and attended planning meetings. Topics for the H&S group usually mirror those covered in the newsletter and offer an opportunity to present information in a variety of ways.
- Hosted a table at the South Orange Board of Health Community Fair to inform attendees about JESPY services
- Continued a strong relationship with Bierman Home. Three clients resided there during 2010; it provides "living with assistance" in a home-like atmosphere when JESPY housing options no longer meet client needs
- Continued to accompany some clients when they visit physicians. Made numerous hospital, long term care, hospice, wound care clinic, and assisted living visits; participated in medical conferences and care planning meetings in those locations, and maintained communications about medical situations with physicians, hospital staff, case managers and family members.
- Participated on the LOG, Quality Assurance, and Health & Safety Committees in addition to the Medication Review Committee that is designing a new medication training manual
- Participated in the development of a new fund raising opportunity presented to JESPY by Gil and Risa Greenstein in conjunction with Neiman Marcus, Short Hills

Goals for 2011

- Ensure that safe, effective medication management is a constant goal. The new training materials for staff and client use will be completed in 2011 and begin a trial period this year.
- Build on the success of the "Beauty and Breakfast Event" at Neiman Marcus by promoting the "Friends of JESPY" committee to recreate it as an annual affair.

Summary

The medical needs of clients continue to grow. During the past year, we have secured services of visiting nurses, physical therapists and home health aides, designed care plans tailored to our clients' home care needs, and identified hospice care options. The medical situations that impact home care and living arrangements will continue; these medical problems make case management a very complex situation. The nursing position is supportive to all parties, including the physicians, hospital, and community based service staff that provides care for our clients.

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
- All mailings, including fundraising and all correspondence
- Develop and maintain the fund-raising, staff, board, client, parent and recreation databases and JESPY House network
- 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
- Support all departments in typing reports
- Support all departments in State requirements – both personnel files and case management documentation
- Oversee CARF standards including all changes and compliances
- Coordinate Health & Safety meetings
- Cooperate with the licensee or DDD staff in any inspection or investigation
- Assist the Director of Operations with grant research
- Marketing of agency
- Development and training of all staff with American Red Cross
- Quality assurance liaison with DDD (Department of Developmental Disabilities)
- Both State and CARF inspection liaison

Accomplishments

- Health & Safety meetings provided solutions to incidents
- Raised over \$340,000 in annual fundraiser

Goals for 2011

- Update all training manuals and handbooks
- Offer more in-house orientations and training

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.

Information Technology (IT) Infrastructure

Overview

JESPY House currently has a wide range of computer technology. This technology includes 29 computers, 27 printers, 10 scanners, three copy machines and multiple LCD televisions. The responsibility of the IT Coordinator is to ensure that all technology is current, in working order and efficient. Many items at JESPY House have been generously donated. The IT Coordinator is responsible for the following:

- Purchasing new cost effective technology, including hardware and software
- Computer support for all systems at JESPY House properties

- Consistent development of all technology used at JESPY House, including design of new in-house client data informational systems, a daily client log which allows staff to keep track of all time spent with individual clients and a staff database that houses all pertinent information concerning personnel
- Support all departments in technology (i.e., email, hardware failure, Microsoft Office instruction)
- Website upkeep and development

Accomplishments

- Development of Facebook JESPY House increasing global outreach
- Replaced over 20 older computer systems (monitors included) with newer systems
- Removed old printers and replaced with new efficient printers
- Updated Microsoft Office 2003 to 2007
- Developed computer lab in Judi House for both clients and staff of JESPY
- Purchased three new flat screen televisions at Judi House. This includes three blu-ray DVD players with wireless capability.
- Installed wireless network at all JESPY House locations
- Directed the purchase and repair of office equipment, technology and supplies
- Installed new network and communication system at Judi House

Goals for 2011

- Develop new JESPY Log System Committee, to ensure an adequate and more efficient online log allowing better access and reporting methods.

Summary

During the upcoming year, the IT Coordinator will continue to play a key role in providing efficient and smooth running technology to assist all staff and clients of JESPY House.

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, 65 Academy Street, and 110 Irvington Avenue and all adjacent parking lots
- Maintenance of six JESPY vans
- CARF accreditation
- Quarterly inspections of four 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

- Implemented the 2009 Grant for Repairs to Mitchell House at 11 Milligan
- Rented large dumpster for removal of outdated office furniture and assembled and installed new furnishings
- Relocated and installed offices at 110 Irvington Avenue (Judi House)
- Supported contractors who renovated Valley National Bank into Judi House

Goals for 2011

- Add a part-time employee in the Maintenance Department
- Implement Essex County Division of housing and Community Development Grant for repairs to 111 Milligan Place
- Manage new property at 110 Irvington Avenue
- Rebuild Maintenance shop
- Continue to implement CARF standards

Entitlements

Overview

Government entitlements are a significant source of funding for people with disabilities. To that end, JESPY works diligently to access the entitlements that will benefit our clients. There are two Social Security programs that impact them: Supplemental Security Income (SSI) and Social Security Disability (SSD). SSI pays benefits ranging from \$12 to \$825/month to individuals contingent on their disability and financial need. SSI beneficiaries are also entitled to NJ Medicaid. SSD pays benefits ranging from \$167 to \$1950/month to individuals who have earned enough credits of work history and paid social security taxes. SSD beneficiaries are also entitled to Medicare insurance two years after they start collecting their benefit. Individuals who are awarded SSD usually receive benefits from their own social security record. In some instances, individuals may be able to collect under one of their parent's records as well, depending on when their disability was established with the Social Security Administration.

The Entitlement Director assists the clients with applying for various entitlements and works diligently to maintain those benefits throughout the year. As the client's advocate, the Director handles annual disability reviews mandated by the Social Security Administration, as well as recertification for food stamps, PAAD/Lifeline and Medicaid benefits. The director also assists clients with coordinating medical and prescription drug coverage.

Accomplishments

- Maintained Social Security benefits for 65 clients with a combined amount of \$71,482 in monthly benefits.
- Applied for Social Security benefits for 8 more clients on their own record and 3 more clients on their parent's record.
- Applied and maintained SSI benefits for 4 new clients with benefits ranging from \$599-\$824 per month.
- Secured retroactive benefits for 4 clients totaling \$255,000.
- Applied for NJ Medicaid for 15 clients. NJ Medicaid pays Medicare Part B premiums of \$110.40 per month, which gives back to each client \$1324 per year. In addition, maintained ongoing Medicaid eligibility for 65 clients.
- Coordinated medical coverage for 5 clients receiving both Medicare and Medicaid, saving them each about \$3000 per year
- Secured food stamps for 16 clients with monthly benefits ranging from \$25-\$230 per month.
- Recertified 17 clients for PAAD and/or Lifeline benefits, a program for the Aged and Disabled under the N.J. Department of Health that offers assistance with prescription drug costs and utility assistance

Goals for 2011

- Secure and maintain Medicare Part D for all clients receiving Medicare
- Continue to coordinate medical coverage for clients who unnecessarily pay for supplemental insurance
- Enhance each client's entitlements to the highest benefit level for which they are eligible
- Move qualified clients from SSI to more secure benefit of SSD
- Apply for survivor SSD benefits for qualified individuals
- Continue to schedule case workers to meet with clients and assess their eligibility 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 budget of \$3.825 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 the system is securely backed up online. Financial information/files are saved for seven years.

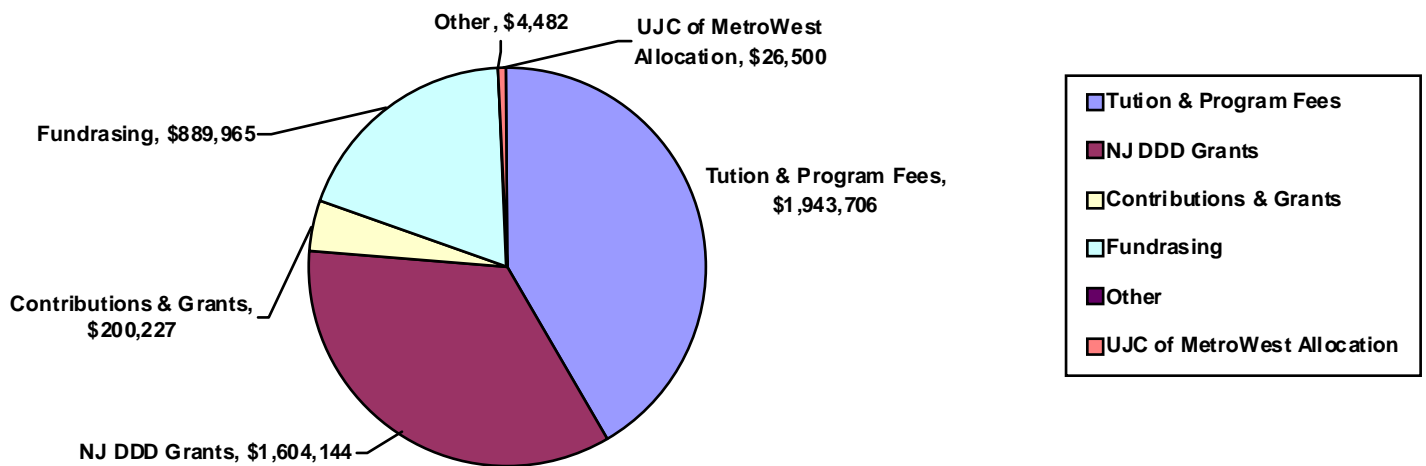
Accomplishments

- Banking with Allegiance Community Bank and Valley National Bank improving community relationships
- Liaison between staff, parents, Board, clients and DDD helping and providing financial information appropriately

Overall Budget for Fiscal Year Ending June 2010

Total Expenses: \$3,825, 134.00 which represents personnel and program expenses

Total Revenue: \$4,709,267.00 which represents program fees and tuition in the amount of \$1,943,706.00; New Jersey Division of Developmental Disabilities grants in the amount of \$1,604,144.00; Contributions and grants in the amount of \$226,727.00; Fundraising in the amount of \$889,965.00 and interest in the amount of \$14,482.00.



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. The professionals in the Business Department continue to deal with an ever increasing amount of details and data in an exemplary manner.

Overview of 2010 Sources of Revenue

Other Grants

Essex County Division of Housing and Community Development
The Community Foodbank of NJ
The Gross Foundation
Kessler Foundation
The Russell Berrie Foundation
Johnson & Johnson
Railroad Construction Co. Inc
UJC of MetroWest
Women's Foundation of MetroWest

Other External Sources of Revenue

Bloomington's Shopping Event
Neiman Marcus

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.

Appendix A Vocational Department

Employment Data

On December 31, 2010, 71% of JESPY vocational clients were working in competitive employment. Another 22% were working in volunteer positions. The remaining 7%, which is equivalent to nine clients, were unemployed. Out of these nine clients, three had recently lost their jobs during the last quarter of 2010. In addition there were five JESPY clients who were enrolled in DVRS sponsored training programs. For next year, we anticipate our employment rate to remain the same.

Since 1996, the Division of Vocational Rehabilitation (DVR) has designated JESPY House as a vendor of supported employment services. To date, eighty-one clients from five different counties (Essex, Morris, Union, Passaic 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, 2010, the DVR clients that the Vocational Department serves had an employment rate of 87%. A total of three DVR clients were unemployed. Out of these three clients 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 poor economic climate in New Jersey continues to negatively affect our employment rate. During the last quarter of 2010, the New Jersey unemployment rate declined slightly to 9.6%. 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, 38% were employed full-time or at least thirty hours per week with 62% 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.

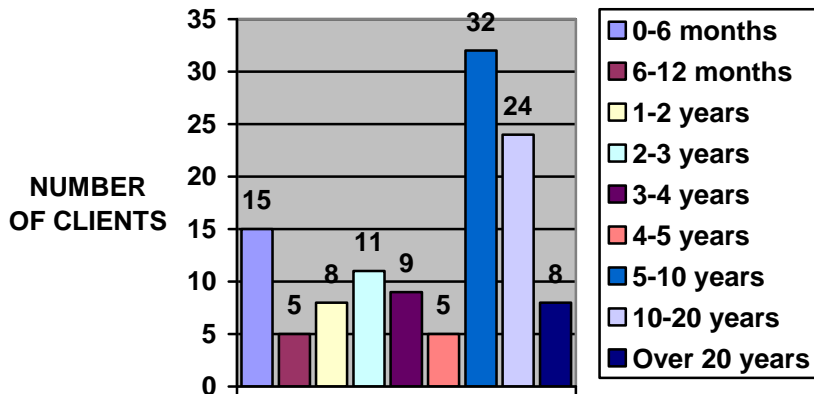
Benefit Packages

Employers remain reluctant to offer benefits to their employees. They are expensive and seen as a perk. Currently, there are thirty-four JESPY clients receiving a benefits package or 36% of our paid workers. There are also eight DVR clients receiving a benefits package or 40% of our paid 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-four clients have been employed with the same employer for more than ten years, and eight 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. We would like to recognize the following clients with over twenty years of employment at the same work site: Marc Chaiken, Dan Kanner, Jack Lynn, Peter Rudnick, David Schnitzler, Jonathan Schulman, Hershel Sobel, and Michael Stone.

Length of Employment:



Job Categories for JESPY Clients

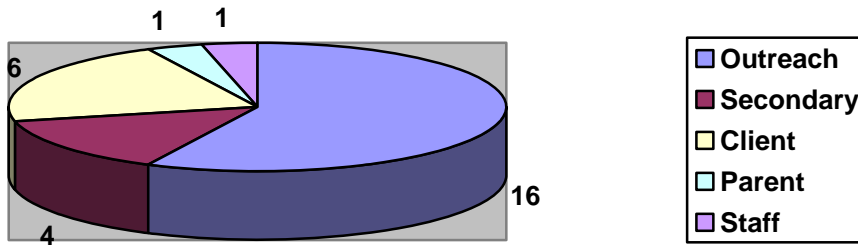
On December 31, 2010, JESPY House clients were employed in many different job categories representing their individual strengths and abilities. They are divided in the following manner:

JOB	CATEGORY	# OF CLIENTS	JOB	CATEGORY	# OF CLIENTS
Assembler		2	Hebrew Tutor		1
Bagger		13	Mail clerk		15
Bank teller		1	Maintenance		6
Cart attendant		1	Messenger		2
Cashier		2	Receptionist		2
Child care		4	Recreation aide		1
Clerical		19	Sales person		6
Clothing processor		1	Stock worker		8
Computer programmer		1	Teacher's assistant		4
Dental assistant		1	Tennis instructor		1
Dining room attendant		7	Torah reader		1
Food service		7	Utility clerk		5
Greeter		1	Veterinary assistant		1
Grounds keeper		1	Warehouse assistant		3

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 and Passaic Counties, and New York City. A total of eighty different work sites are represented.

From January 1, 2010 to December 31, 2010, there were twenty-eight new placements in competitive employment. These do not include enclave settings or volunteer work. There were a total of twenty-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, Care One of Livingston, JESPY maintenance crew, and Atlantic Health Care & Hospice.

SOURCE OF REFERRAL

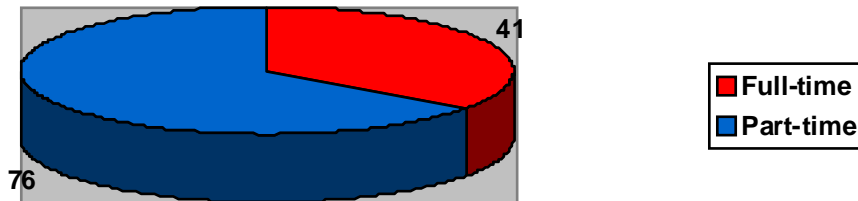


Volunteer Opportunities

In 2010, 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 sixteen years, clients who work as volunteers and do not otherwise earn money are awarded a \$7.25 per day stipend. It is a small but significant way of conveying to clients the value of work. Daughters of Israel, St. Barnabas Hospital, Seton Hall University, NJPAC, JCC, and Jersey Animal Coalition and Shelter are among the volunteer work sites. A total of seventy-one clients benefited from this volunteer/training program. Special volunteer projects included mailings for Our Lady of Sorrows Church, JESPY House, United Jewish Communities of Metro West NJ (UJC) as well as labeling projects for Splurge Bakery. Board members have also been a tremendous support in providing work for our clients.

Competitive Employment

JOB STATUS



*Ten of these part-time positions are second jobs for clients who are working part-time.

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. Entry-level jobs in retail, stock, food service, nursing home care and child care 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 2010, there were a total of twenty-two job losses. Reasons for termination include the following:

REASON FOR TERMINATION	NUMBER
Performance	7
New Job	3
Lay Off/Business Closed	6
Resignation	3
Seasonal/Temporary	1
Left JESPY House	0
Illness	2

Enclaves

In 2010 JESPY House had seven enclaves, each in a different work setting. All of them provide stipends or volunteer rates to our clients. Through the Kessler grant a \$13 per day stipend was awarded to clients that worked at the following enclaves: Atlantic Home Care and Hospice, and Village Apartments. Clients who volunteered at New Eyes for the Needy, Arden Courts, Care One of Livingston, JESPY maintenance crew, and Daughters of Israel Geriatric Center received a \$7.25 daily 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.

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 2010, 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 2010, twenty-one 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 7. 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. Eighteen 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 2010, fifty-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-nine clients have been approved for Access Link services. Twenty of these consumers use Access Link services for commuting to work.

JESPY House continues to work with NJTIP, Inc. (Travel Instruction for People with disabilities), which is a part of Access Link. 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 is currently one client 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 2010, twenty-eight different clients attended this group and six clients were competitively employed after participation. Three clients were connected with consistent volunteer positions. Each week a job skill question is presented for discussion.

Vocational Support Group

In 2010 the Vocational Department started a weekly support group where clients have the opportunity to address work related issues. The program provides a setting for clients to seek solutions to problems that may cause stress or frustration at the work site.

Appendix B Recreation 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 (2009) with the current year (2010). 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 on-going 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:

As in previous years our sports program was cited as the **favorite activity** by the clients. The addition of the Bocce team has helped to keep our aging population involved in sports. Those who no longer desire the physical rigors of track & field, softball or tennis can still enjoy the camaraderie associated with competition by joining the Bocce team. This year the Bocce team saw its participation level double as we continued to offer this alternative to our aging population. Overall, the client's favorite activities haven't changed much over the previous year. As in previous years the clients continued to list private parties, Atlantic City trips, on-site activities, weekend away events and beach trips as the events they most enjoy.

The Recreation Department honors, respects and supports the broad range of interests expressed by our clients. We feel this is one reason why the monthly recreation calendar is so diversified. The **least favorite activity** cited by the clients in 2010 was the JCC Dance as compared to Arts & Crafts in 2009. This new selection could be attributed to the clients dissatisfaction over the JCC dances no longer occurring on a monthly basis, the slight monetary increase charged to attend the dances or it could be a result of a bad experience encountered at a dance where there was no food served that particular evening. The Recreation Department has shared these concerns with the facilitators of the JCC dances and believe that all the concerns of our clients will be addressed with positive results.

Addressing Concern: Ways to Improve Department (for 2011)

This year the clients noted "less expensive trips" AND "Planning alternate trips/leaving on time" as the best ways to improve the department. We attribute the clients request to "improve leaving on time" to the fact that we introduced a new departing location. There was a transition period as everyone had to become familiar with the new departing location (Judi House). The desire for better alternate trips will be addressed by reviewing and updating the current Alternate Trips Document with our clients.

The concern over the cost of activities being too expensive came without much merit and may have been a habitual response. Actually, the average cost for a client to interact in an activity dropped for both the Resident and Out-client in 2010. Whether it's going to the café or taking part in discussion groups like the Steering Committee, Social Action Group, or monthly planning session, our clients are offered a means of being involved at a nominal cost to them.

The Recreation Department continues to obtain group rates, special adjusted rates and donations, and supplements the expenses incurred to maintain costs close to the levels of the previous year (2009). The Recreation Department is pleased

that we can maintain prices and the number of activities offered especially in light of the continuing recession. We're proud that in spite of all the financial challenges in 2010, the Recreation Department's activities didn't decrease from the previous year (213 activities in 2010 compared to 213 activities in 2009).

The average monthly cost for a resident to participate in an activity was \$7.03 per activity in 2010 as compared to \$8.00 in 2009. The average monthly cost for an out-client was \$9.83 in 2010 and \$10.62 in 2009. The overall combined average cost for the out-clients and residents in 2009 was \$9.31. The overall combined average cost for the out-clients and residents in 2010 were \$8.43. This represents an overall average yearly decrease in cost of \$.88. This is the largest decrease ever associated with the Recreation Departments annual expenses. This department remains thrilled that we can continue to meet our goal of offering activities to our Residential Clients at a cost of below \$10 and Out-clients below \$15.00.

Staff involvement with the clients to enrich his/her life is imperative. All staff members are reminded daily that of our mission statement which reads: "The clients' best interest is our number one priority". Adherence and compliance with the Recreation Department's mission statement isn't negotiable. It is reassuring to see the 2010 client survey indicates that 'staff involvement' isn't the number two concerns as it was in 2009. In 2010 there was a more concentrated effort by the Recreation Department to generate more effective staff involvement. One approach we took to accomplish this was to encourage employees to select activities they would like to chaperone or oversee, rather than assigning them blindly. This allowed the staff to select those events that they have an interest in. It also increased 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 ensure future assignments.

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 rate 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.

In order to address the issue of having the trips leave on time, the Recreation Department has scheduled its employees to arrive one-half hour before the trips are scheduled to depart. The clients are also encouraged to call the recreation hot-line 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 ensuring that trips leave on time. If clients can confirm the times trips are scheduled to depart they are more likely to be on time which reduces delays based on waiting for late arrivals.

Conclusion 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. Recognizing the clients for outstanding attributes, participation and athletic success has helped to generate interest and increase the client's self-worth.

Concerns - The Recreation Department remains troubled that our clients continue to select the same concerns as in the previous year's regarding ways to improve the Recreation Department -less expensive activities, trips leaving on time & more staff involvement – although, not necessarily in that order. 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 make every effort to explain to the clients where the Department has improved in their areas of concern. This could occur during an open forum with the Recreation Department Supervisor and/or a Steering Committee meeting. 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. If necessary, the Recreation Department will consider adopting an updated Client Recreation Survey in hopes of retrieving data that more accurately reflects the client's thoughts regarding ways to improve the Recreation Department.

Parent Survey

The Recreation Department continues to be influenced by the ideas and concerns of the parents as well as the clients. The parents' response to the 2009 Parent Survey helped to initiate many ideas in this department. Whether their responses results 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 conclusion the department has made regarding this data. We also have provided comments about the impact this data had 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 2009

Very Happy-31%
Happy-48%
Neutral-14%
Unhappy-7%
No Response-0%
Very Unhappy-0%

Happy with child's participation 2009

Very Happy-34%
Happy-34%
Neutral-11%
Unhappy-21%
Very Unhappy-0%

Rate your child's involvement 2009

Fairly involved-34%
Occasionally involved-38%
Extremely Involved-28%
No Involvement-0%
No Response-0%

Child's (Non)-involvement influenced by 2009: Child's (Non)-involvement influenced by 2010:

Recreation Department-35%
Case Manager-7%
Child/Peer Influence-14%
Job Coach-7%
Not influenced by above-27%

Influenced by multiple of the above-10%

Information provided to CLIENTS-2009

Very Satisfied -25%
Satisfied-50%
Not Sure-17%
Unsatisfied-4%
Very Unsatisfied-4%

Information provided to PARENTS-2009

Very Satisfied-22%
Satisfied-33%
Not Sure-22%
Unsatisfied-19%
Very Unsatisfied-4%
No Response-0%

Satisfaction with program offered 2010

Very Happy-43%
Happy-36%
Neutral-14%
Unhappy-7%
No Response-0%
Very Unhappy-0%

Happy with child's participation offered 2010

Very Happy-29%
Happy-43%
Neutral-7%
Unhappy-21%
Very Unhappy-0%

Rate your child's involvement 2010

Fairly involved-43%
Occasionally Involved-36%
Extremely Involved-21%
No Involvement-0%
No Response-0%

Recreation Department-45%
Case Manager-35%
Child/Peer Influence-15%
Job Coach-0%
Not influenced by above:-5%

Influenced by multiple of the above-0%

Information provided to CLIENTS-2010

Very Satisfied -21%
Satisfied-58%
Not Sure-21%
Unsatisfied-0%
Very Unsatisfied-0%

Information provided to PARENTS-2010

Very Satisfied -64%
Satisfied-36%
Not Sure-0%
Unsatisfied-0%
Very Unsatisfied-0%
No Response-0%

Best Way To Improve Recreation-2009

Activity Diversity-29%
 Improve Staff/Client Interaction-14%
 Less Expensive Trips-14%
 Other Ways-32%
 Multiple Picks Selected-11%
 Improved Safety Practices-0%

Best Way To Improve Recreation-2010

Activity Diversity-20%
 Improve Staff/Client Interaction-0%
 Less Expensive Trips-53%
 Other Ways-7%
 More Involvement with Dept. Decisions-13%
 Improved Safety Practices-7%

Most Successful Recreation Activity-2009

Sport Activities-52%
 Weekend On-Site Activities-3%
 Weekend Away Trips-3%
 Client Input Groups-3%
 Transportation Opportunities-7%
 Multiple Picks Selected-11%
 Other (events not listed above)-21%

Most Successful Recreation Activity-2010

Sport Activities-50%
 Weekend On-Site Activities-18%
 Weekend Away Trips-0%
 Client Input Groups-13%
 Transportation Opportunities-6%
 Multiple Picks Selected-0%
 Other (events not listed above)-13%

Conclusions from Parent Surveys

Positive - The parents surveys showed that those “very happy” with the program improved by 12% in 2010. The overall parent satisfaction rating of 79% helped us maintain the same rating from the previous year. Considering all the changes facing the Recreation Department in 2010, we believe that being able to maintain our previous level of satisfaction is a modest accomplishment.

All the parents surveyed indicated that each client participated in some capacity in the recreation program. That’s an astounding 100% participation rate although the ‘Extreme Involvement’ decreasing by 7% (28% in 2009 compared to 21% in 2010). Our ultimate goal is to get all the JESPY clients involved in some capacity as opposed to sitting isolated in their apartments. According to the Parent Survey we are achieving this goal. Parents who were “very happy” as compared to “happy” with their child’s participation rose from 68% in 2009 to 72% in 2010. The Parent Survey also pointed out that more parents were satisfied with the information their children received from the Recreation Department (79% either “very satisfied” or “satisfied” in 2010 as compared to 75% “very satisfied” or “satisfied” in 2009).

The greatest area of improvement was unquestionably the parent’s response to their being able to receive information regarding recreation events. In 2009 only 55% stated they were either very satisfied or satisfied with his information. This figure was dwarfed in 2010 as a remarkable 100% stated they were either “very satisfied” or “satisfied” with their ability to obtain information regarding upcoming events.

Finally, the sports program offered by the Recreation Department was viewed as the most successful aspect of the department with 50% of the parents casting their favorable vote for this category. Also worth noting was the fact that the parents expressed an increased satisfaction with the on-site activities with a 15% improvement in 2010. Obviously the move into the new building and the opportunity for private parties served to enhance this perception.

Concerns - Although 79% of the parents surveyed stated they were either Very Happy or Happy with the Recreation Program, this department remains focused on the 14% who reported that they were Neutral in this area. Our contention remains that if we can swing those 14% over to the side of satisfaction, then we could raise our overall satisfaction number to over 90%

The other area of concern acknowledged by parents was their perception that the Recreation Department has the biggest influence on the Clients Involvement/Non-Involvement in recreation activities. This year 45% of parents noted that their son/daughter is most influenced by the Recreation Department as compared to 35% in 2009. Similarly, the Parents survey expressed the belief that case managers also play a major role in their children’s Involvement/Non-involvement. This is made evident as a whopping 35% felt that case managers could influence the clients to participate more as compared to 7% in 2009.

Concerns - The concerns generated from this survey were very minor. The greatest challenge resulted from the staff initially being unfamiliar with new procedures associated with the daily operations of Judi House. The ensuing product of excellence that emerged was the ultimate result.

Possible Solution - In an effort to improve all areas rated less than excellent each employee will be required to submit at least three suggestions on ways to approach the desired level of excellence in the six areas being reviewed annually. We will also continue to hold staff meetings and review the previous month's activities, offer suggestions for improvement, examine concerns, and seek clarification.

Each staff member is evaluated annually, their personal strengths are acknowledged, and suggestions are given about areas requiring improvement. In 2010, the monthly staff meetings served as a time to recognize the Recreation Employee of the Month as selected by the Recreation Department Supervisor. This in turn created greater morale and a feeling of being appreciated.

The JESPY Café

Previously located at 72 Academy Street, the JESPY Cafe continues to be the meeting place for clients to socialize, play games, listen to music or watch television at night. This year the Café was moved to Judi House with amazing results. Due to the wonderful amenities (52 in. flat screen television, central overhead sound, modernized kitchen and internet connection capabilities), the JESPY Café has seen its attendance more than double since its grand opening in the early Fall of 2010. The Café serves as a great place for the new clients, staff, parents and other interested parties to become familiar with the JESPY House population as well as the approach that JESPY House maintains on various levels.

Due to the overwhelming request by the clients at JESPY House to increase hours of socialization, the JESPY Café increased its hours of operation in 2010 from the former 6pm-9pm to its current time of 4pm-9pm (Monday thru Friday).

The Café continues to serve as source of moderate financial gains. In 2010 the Recreation Department began instituting a new policy on serving only healthy conscious items. In order to maintain low cost to the clients who purchase these snacks, the Department began buying in bulk items such as: flavored water, rice cakes, pretzels, crackers, fruit snacks etc. As a result of purchasing these items in Bulk at BJ's, the Recreation Department continued to see an increase in sales, maintain a healthy approach and generate modest financial gains. These funds were used to pay a client who prepares homemade snacks twice a month. The funds also were used to purchase gift cards for the Employee of the Month, The Client of the Month and honor the client winning the Highest Client Participation Award.

It's the hope of the Recreation Department that 2011 will be the year that allows us to begin a scholarship fund from the money generated from the Café proceeds in order to subsidize the cost of those clients who seek to participate in athletics or recreation but cannot because of financial hardship.

The Café is also the place where the monthly planning sessions are held by the clients to formulate ideas for the upcoming Recreation Calendar. Having the clients create the calendar gives them a sense of ownership within the program. In 2010, the café was also the place where the monthly awards for the Employee of the Month, Client of the Month and Highest Client Participation Award were distributed.

The Athletic Program

For only fourth time in the past twelve years, the Athletic Program experienced a minor decline in participation. In 2010 the amount of participants decreased from 179 to 164. This reduction can be best explained by the fact there are so many other avenues available for the JESPY client to stay in shape. Many clients have opted to involve themselves with programs that don't involve organized competitive competition.

For instance, JESPY House now offers an exercise program, walking groups, and Zumba dance classes. Although these areas aren't listed on the Client Sports Participation Chart (below), there is no question that by offering these groups we have seen an increase in the actual amount of clients participating on a physically active level.

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 self-assurance, the client often begins to expand his/her JESPY House experience to include other services (vocational, clinical, residential, out-client etc.).

The JESPY House teams have been proud members of Special Olympics for the past twenty one years. The Recreation Department offers ten Special Olympic sports our clients can choose. We also offer two sports on a non-competitive basis (swimming & cheerleading). Currently, Special Olympics don't offer cheerleading as a sport and our swimming team needs a facility to practice. We will continue these two sports on an intramural basis until these two barriers are eliminated.

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 begun. 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.

Some of the highlights of this past year in athletics included the JESPY Cyclone Soccer team winning the gold medal during the NJ State Special Olympics Festival & The JESPY House Lakers winning the Gold Medal during the NJ State Spring Games in basketball for the first time in sixteen years and currently in pursuit of winning back to back titles in a tournament scheduled for 04/2011.

All members of the JESPY House Athletic Program are recognized at the Annual Recreation Award Dinner as well as those athletes who distinguished themselves individually. Championship team members are also presented with individual and team trophies.

Another highlight is the crowning of the Athlete of the Year. This award takes into account all aspect of the client's success both on and off the field. Input from the supervisors and staff members in other departments is obtained before we crown the winner. It was a great honor to recognize Jessica Barbiero as the JESPY House Athlete of the year for 2010.

Listed below are the teams offered by JESPY House Recreation and their 2010 coaches:

<u>Team</u>	<u>Head Coach</u>	<u>Assistant</u>
Cycling	Jimmy Bryant	Wayne Branch
Soccer (Cyclones) **	Wayne Branch	Marcus Scruggs
Soccer (Bull dogs)	Rashan Maddrey	Marcus Scruggs
Soccer (Jets) **	Vallerie Miller	Alneil McLeod
Floor Hockey	Wayne Branch	Rashan Maddrey
Basketball (Purple)	Marcus Scruggs	Rashan Maddrey
Basketball (Gold)	Wayne Branch	Rashan Maddrey
Basketball (White)	Rashan Maddrey	Alneil McLeod
Bowling	Marcus Scruggs	Jimmy Bryant
Softball (Gold)	Wayne Branch	Alneil McLeod
Softball (Purple)	Rashan Maddrey	
Weightlifting	Alneil McLeod	Jimmy Bryant
Bocce	Joe Milano	Jheanel Samuda
Swimming	Aron Astor	David Kamil
Tennis	Aron Astor	Jimmy Bryant
Track & Field	Nicole Rambone	Marcus Scruggs
Cheerleading	Nicole Rambone	Vallerie Miller

KEY** Denotes 2010-2011 State Champs in this Sport

Individual Client Participation in Sports

Sport	98	99	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Tennis	1	2	2	2	2	1	1	1	5	4	6	10	10
Weight Lifting	0	0	1	0	1	1	1	1	1	1	1	0	0
Basketball #	20	19	23	23	22	20	29	30	30	39	36	35	31
Bowling	10	10	11	13	11	11	11	8	6	9	14	13	16
Softball	29	27	30	30	30	30	27	29	29	30	42	33	25
Track & Field	5	6	6	7	3	4	7	13	13	15	16	11	9
Soccer #	0	17	16	17	14	18	20	20	16	20	29	33	31
Cheerleaders	5	5	6	7	9	12	13	12	11	13	16	14	13
Swimming	N/A	N/A	N/A	N/A	*11	**4	**4	**4	**4	**4	**7	**7	**7
Bocce	N/A	N/A	N/A	N/A	*12	**7	**7	**7	**7	**7	**7	4	8
Hockey #	N/A	N/A	N/A	N/A	15	15	15	13	11	14	15	15	14
Cycling	N/A	N/A	N/A	N/A	2	2	2	1	0	2	2	3	0
Total	70	86	95	99	132	125	137	139	133	158	191 164	179	

- **KEY *Estimated Totals from Sign-up Sheets**
- **KEY**Intramural Sport Participation.**
- **KEY# Denotes 2009-2010 State Champs In This Sport**

Annual Report Activities for 2010

January	February	March
<p>JESPY Fireplace Social JCC Holiday Family Party Client Shopping/Cooking Group JESPY Dizzy Devils Hockey Breakfast Buffet and Bowling NFL Playoffs Party SONJ Polar Bear Plunge Expressions of Peace Disneyland 100 years on Ice Birthday Club JESPY Cheerleaders Fundraiser Fundraising Dance-a-Thon Museum of TV and Radio Bingo & Pizza Night Recreation Awards Night Video Game Day Tour of Madison Square Garden WWE Royal Rumble OC Trip to Target & Bestbuy</p> <p># of Activities: 19 Average Cost for Clients: Residents: \$8.05 Out-clients: \$9.73</p>	<p>Medieval Times Hawaiian Luau Fundraiser Annual Newlywed Game Cheerleaders Dinner Dance Harlem Globetrotters Palisades Mall Singles Social Pizza Party Client Mystery Lunch/Shopping Rutgers Basketball Birthday Club Party Fireplace Social Laser Show New York State Aquarium OC Trip to Wal-Mart Healthy Salad Bar Day</p> <p># of Activities:15 Average Cost Residents: \$7.13 Out-clients: \$10.20</p>	<p>Ringling Bros Pep Rally Day Medieval Times Tye-Dye Day Museum of Natural History NHL Fire Place Social SONJ Basketball Music Tribute to Motown Billiards & Lunch 6th Annual Scavenger Hunt B-day Club Party Tour of Yankee Stadium St. Patty Day Dinner March Madness Buffet & Shopping Menu Shopping & Cooking Wrestlemania OC Trip to BestBuy</p> <p># of Activities:18 Average Cost Residents: \$5.89 Out-clients:\$9.28</p>
April	May	June
<p>Arts Unbound JESPY Auction Day Buffet & Mall Movie Day Lunch & Hobby Day Papermill Playhouse NJ Devils Game Open Mic Night Baseball Day at JESPY Palisades Mall Cherry Blossom Festival JESPY Idol Bday Club B-DAY CLUB Rutgers Football Game Music Tribute to Barry Manilow Menu Shopping/Cooking Group JCC Dance SONJ Fundraiser Dinner OC Trip to Wal-Mart</p> <p># of Activities:19 Average Cost Residents: \$4.95 Out-clients: \$8.10</p>	<p>Roller Skating & White Castle Tye-Dye Day Community Field Day JCC Luau Beach Dance Jersey Garden Mall Mom Photo/Flower Day Picnic @ Liberty State Park Mother's Day Dinner @ JESPY Philadelphia Zoo B-day Club Breakfast & Bowling Sports Day @ JESPY Meadowlands Flea Market Sports Championship Dinner Israel Parade In N.Y Menu Shopping & Cooking BBQ@ Round Valley Park Music & Dance Night Great Adventures Pancake Day @ JESPY Memorial Day BBQ</p> <p># of Activities:21 Average Cost Residents: \$6.09 Out-clients:\$9.76</p>	<p>Garage Sale Concert @ Cedar Brook NY Mets Game Menu Shopping & Cooking Celebrate South Orange Day SONJ Festival Daddy Stories @ JESPY Peter Pan @ The Paper Mill Celebration for Olympics Menlo Park Mall B-Day Club Mets Vs. Yankees @Cafe Seaside Heights JESPY Buffet Atlantic City Trip Trip to Livingston Mall OC Trip to Wal-Mart & BestBuy</p> <p># of Activities:17 Average Cost Residents: \$6.94 Out-clients:\$10.06</p>

July	August	September
<p>Independence Day BBQ NJ State Fair Sandwich Day Piscataway Fireworks Ferry to the Statue of Liberty Party Night Trip to Harold's Deli Birthday Club BBQ & Round Valley Lake Park JESPY Music Tribute Point Pleasant Beach Day Spaghetti Dinner Night Classic Board Game Day Minor League Game The Quick Check Festival Hot Dog Day Picnic at Watchung JESPY Cooking Group Mountain Creek Water Park Ice Cream Social OC Trip to Wal-Mart</p> <p># of Activities:21 Average Cost Residents: \$7.05 Out-clients:\$10.05</p>	<p>Baseball Game at JESPY Monster Miniature Golf Sussex County Fair Birthday Club Meadowlands Flea Market Tribute to Michael Jackson Seaside Beach Word Search Competition Clear Water Festival Salad Bar Day Breakfast & Mall Stroll & Diner Night Red Bulls VS. San Jose JESPY Got Talent Lunch & Bus Tour of N.Y.C Pizza & Uno Contest</p> <p># of Activities: 16 Average Cost Residents: \$ \$7.93 Out-clients: \$9.75</p>	<p>Tuna Day Brunch Alstede Farm Pancake Day Juke Box Heroes Labor Day BBQ Family Picnic@ Bears Stadium Cooking Group Disco Night Museum of Jewish Heritage Special Olympics Game/BBQ Old Country Buffet & Mall OC Trip @ Charlie Browns Rutgers Football Game Autumn Bday Club Atlantic City Trip</p> <p># of Activities: 15 Average Cost Residents: \$8.20 Out-clients: \$11.40</p>
October	November	December
<p>Univ Weekend@ Seton Hall Leukemia Walk @ Verona Socialization Night - the Cafe JESPY Cooking Group The Palisades Mall Green Day Festival Rock the Building Party Hairspray JCC Beach Party MLB Playoffs @ JESPY Beatles Brunch @ B.B. King NFL Day @ JESPY Monster Mini Golf Pumpkin Pie Making Day Haunted Attraction-Depiero's Ripley's Believe It Or Not Soup & Salad Day I-Hop Breakfast & Shopping Birthday Club SONJ Sports Festival Halloween Costume Party</p> <p># of Activities: 21 Average Cost Residents: \$7.76 Out-clients: \$9.66</p>	<p>JESPY Give Away Day Movies & Lunch Shopping @ Jersey Gardens Beauty Makeover Day Summit Reunion Fall Harvest Dance Movie & Tour-NY Aquarium NFL Day @ JESPY Sight Seeing In N.Y.C Birthday Club Celebration Candy Apple Making Day Dinner @ Larison's Farm The Museum Of TV & Radio Menu Shopping & Cooking JESPY Thanksgiving Dinner</p> <p># of Activities: 15 Average Cost Residents: \$8.13 Out-clients: \$11.20</p>	<p>Flea Market Holiday Cooking Group Mike Stone Bday Shopping @ Palisades Mall JESPY Chanukah Party Turtle Back Zoo Birthday Club Party Holiday Express Paperclips film at Judi House Super Sunday Charity Les Mis@ the Paper Mill JCC Holiday Party Bingo Day @ The Café JCC Dance Xmas Day Fireplace Social NFL Day @ JESPY</p> <p># of Activities: 16 Average Cost Residents: \$6.18 Out-clients: \$8.87</p>

Year Totals: # of Activities: 213 Average Cost for Residents: \$7.03 Average Cost for Out-clients: \$9.83 Overall Average Cost: \$8.43