It takes a village…

come meet ours.
Dear Friend of Enable,
It has been said “One of the greatest gifts you can give is your time.”

I am delighted to present to you this year’s annual report, It Takes a Village … In these pages you will read about the many remarkable individuals and companies that have truly made a difference in the lives of the men and women we serve at Enable. For more than 30 years, Enable has provided support and services for people with intellectual and developmental disabilities. Over the course of time, hundreds of volunteers have spent thousands of hours at Enable making a difference. Some of the volunteer activities have included spending time with consumers working on craft projects or playing games, planting gardens, painting group homes, landscaping and clean up, musical entertainment, and the list goes on.
Enable served 393 men and women in FY2019

Central Focus
Since being appointed CEO of Enable in 2017, volunteerism has been a central focus of the organization. We are deeply appreciative of each and every one of our volunteers who take time out of their busy schedule to bring a smile to a consumer’s face or help improve one of our facilities. We love our volunteers, but we also love volunteering. Volunteering in the community is so important to our consumers on so many levels. Several times a week, consumers at our day programs, located in Princeton and Middlesex, NJ, spend time volunteering with Meals on Wheels, Dress for Success Central NJ, Wick It Candle Factory, Franklin Food Bank and local Shop Rite stores. Community inclusion is an integral part of our mission at Enable. Studies have shown that engaging with the community helps to decrease isolation and promotes the health and wellness of people with disabilities. In addition, community volunteer opportunities helps to build our consumers employment skills, which in turn, increases employment opportunities.

Mission
Enable makes it possible for individuals with disabilities to live full and independent lives by providing services, supports, programs and living arrangements that promote consumer choice and full inclusion into community life.

Our Commitment
We are committed to making sure every one of our consumers benefit from community inclusion, whether it’s the community coming to us or us going out to the community. While we do value our robust volunteer base, it is critical that we uphold the highest level of service to all the consumers across our programs. To that end, we kindly ask that you consider making a gift to Enable to help us fund initiatives that are no longer covered by state funding. This includes replacing and maintaining vehicles, maintenance of our homes, and technology upgrades. Your gift will help us sustain the superior level of quality programs and services that is provided to each and every individual in our program. Enclosed you will find an envelope, or if you prefer, you can donate online by visiting www.enablenj.org or call us at (609) 987-5003.

Over the course of time, hundreds of volunteers have spent thousands of hours at Enable making a difference.

From the bottom of my heart, I thank you in advance for your generosity.

Warmly,

Lisa Coscia, MA
Chief Executive Officer
It takes a Village …

As it has been said, “it takes a village to raise a child.” The expression is widely used to emphasize that the community as a whole plays an important role in the development of a child. Although, we do not serve children at Enable, we do serve the needs of a vulnerable adult population who rely on us for direction, guidance, nurturing and care.

We have nearly 300 dedicated staff whose goal is to better the lives of the individuals in our programs. However, we still can not do it alone. We need the support of our friends, neighbors and community partners to achieve our mission of making it possible for individuals with disabilities to live full and independent lives as productive members of the community. This annual report is dedicated to our wonderful community who have, over the past fiscal year, volunteered their time and resources to help make Enable a better place for our consumers and staff. We could not have achieved such levels of greatness without our Village.

According to the most recent US Census nearly 53 million people in the United States have a disability, with an estimated 1.7 million residents in NJ. Research indicates that isolation and lack of social interaction strongly affects a person with disabilities’ physical and emotional state. Please take some time to read about the wonderful companies, organizations and individuals who spent 780 hours volunteering their time with Enable over the past fiscal year.

“The Group Home Manager shows how much he cares for the men at the home.”
– Residential Family
Corporation Commitment ...

**Janssen Pharmaceuticals**

Through Janssen Cares Volunteer Days, a total of nine employees spent two days with us last fall. Included in the volunteer activities was an art activity and a fall cleanup. Janssen Volunteers spent time with consumers in Enable’s Princeton Day program to celebrate Pablo Picasso’s birthday. The group learned a little bit about the artist while creating their own works of art.

A second group from Janssen spent time at one of our Mercer County group homes working on a fall cleanup. They raked and bagged leaves, pulled weeds and planted mums.

**BlackRock**

Through BlackRock’s Ability Network (ABN) Committee, 28 employees have participated in, and organized, three volunteer projects for Enable – including two large mailings and the assembly of Behavior Tools packets which are used in Enable’s Day Habilitation programs.

Enable also participated in BlackRock’s ABN Disability fair which took place last fall.

**Group Home Residents:**

- 92% Like where they live.
- 91% Feel they are treated like an adult and with respect.
- 98% Like the staff that work in the home.
- 94% Like the way their room looks.
- 93% Feel safe living in their home.
- 93% Think they’re health needs are met.

**Group Home Families and Guardians:**

- 100% Staff help my family work on my loved one’s goals.
- 100% Are happy with the way their family member’s room looks.
- 96% Like the neighborhood their family member lives in.
- 96% Like the staff in their family members home.
- 95% Feel the staff provide their family member with choices and encourage him/her to express opinions.
Monmouth University
Each year, Monmouth University’s Student Government Association hosts The Big Event, which is the single largest one day community service program held at the school. Last year, 13 students came to one of our Monmouth County group homes for a fall cleanup.

Colgate Palmolive
Last Thanksgiving, volunteers from Colgate Palmolive’s Jump Start Network provided a delicious holiday dinner for the consumers in one of our Middlesex County group homes. They came with tons of delicious food and all the fixings.

West Windsor Plainsboro High School South National Honor Society
Students from West Windsor Plainsboro High School South’s National Honor Society spent two volunteer days at one of our Mercer County group homes. They did a beautiful job landscaping the home. They also spent a Saturday afternoon entertaining our consumers with a musical performance and playing board games. In addition, each year the students hold fundraisers for Enable. This past year, they raised $1,500 through bake sales, a fashion show called “South’s Next Top Model” and a “Cake Walk” where students donated cakes and then raffled them off in a musical chairs type game.

Immaculata High School
Each year, Immaculata High School holds a day of service for their students. Seniors from Immaculata High School spent time with consumers at our Middlesex Day program working on a craft project. They showed our consumers how to construct duct-tape wallets and had a great time socializing at our Fusion Day Program.

New Jersey Symphony Orchestra
We have been fortunate to have regular visits from the New Jersey Symphony Orchestra, thanks to Bloomberg Philanthropies, who initiated this partnership. Over the past year, NJSO has held three performances at our Princeton Day program as well as a performance at our Middlesex Day program. Each visit, the musicians perform a number of classical pieces and educate our consumers on their history.

NRG
This past summer, we began a volunteer partnership with NRG. Volunteers from NRG did a fantastic job painting the interior of one of our Somerset group homes. In August, Erinn Hansen, Director of Corporate Accounting and Payroll at NRG, joined Enable’s Board and has made plans to continue our volunteer partnership with an activity scheduled for the fall.

Shrimand Rajchandra Love & Care (SRLC)
SRLC, is an initiative of Shrimad Rajchandra Mission Dharampur to offer service and bring joy to the lives of the underserved sections of society. Inspired by Shrimad Rajchandraji and guided by Pujya Gurudevshri Rakeshbhai Jhaveri, SRLC’s multi-program development care is driven by volunteers genuine compassion, love and support. SRLC’s headquarters are located in Gujarat, India - with over 50 centers worldwide. Enable’s Billing Specialist Bhavna Ravani is a member of SRLC’s Princeton Center. Each month for the past year, Bhavna and several members of her group visit one of Enable’s Somerset or Mercer County based group homes and deliver non-perishable grocery items. “I wanted to add the personal touch to our deliveries and see the people we are helping first hand - that is why we make it a point each month to go visit the homes and see the Enable consumers,” says Bhavna.
Family members and guardians consistently rate day services favorably in all areas. Families reported 100% satisfaction in the following areas:

- My family member likes going to Enable’s Day Program.
- My family member is treated with respect by the staff.
- The environment is safe, clean and appropriate for a day program.
- My family member likes doing activities with the persons who assist as volunteers at the day program.
On February 7th, Enable held a ribbon cutting ceremony to celebrate the opening of our 20th community-based group home. This home was opened in Brick Township and was specifically designed to meet the needs of four medically fragile adults with developmental disabilities. The ribbon was cut by Brick Mayor, the Honorable John G. Ducey.

96% would like to continue attending Enable’s Day program.

96% like the staff at the day program.

98% feel they are treated with respect by the staff.

Bloomberg employees accepted Enable’s 2019 Corporate Volunteer of the Year Award at our annual gala. Pictured from left to right: Mario Rubbo, Rachel Barton, Cameron Stowell, Divina Tucci, Diana Meyer, David Griggs and Michael Ursitti.
**Hun School**

For the past nine years, the faculty and students of the Hun School of Princeton have put together an incredible themed party event for all of the consumers in Enable’s programs. From theme to décor to food, the students do it all. We just have to show up! This past year, the theme was An All-Star Gala, where each guest was invited to come dressed in their favorite sports team attire or favorite color. Nearly 80 consumers who reside in an Enable group home attended the party. Everyone had a fantastic time dancing, eating and enjoying each other’s company. The origin on how this wonderful event came to be is really touching. Here is the story as told by Lynn McNulty, Director of Service Learning at Hun:

"During various holidays, Hun students would visit Enable group homes. One of our students, Juliana Bello, Class of 2012, was chatting with Patty (an Enable Consumer). They were making ornaments for their house Christmas tree. Patty had some seriously snazzy nails, sparkles with a snowman on her ring finger, and Juliana commented on how pretty they were. Patty said to her, 'I wish I had a place I could get dressed up and go out dancing.' So in the car ride back to Hun, Juliana mentioned Patty’s comment to the group and we all said why don’t we throw a formal dance, and the Enable Annual Dance was born. We love the special relationship that Hun has with Enable and realize how lucky we are to have it."

For their longstanding commitment, Enable has selected the Hun School as its Community Advocate Honoree this year and will recognize the students and staff at our annual Enable Gala taking place on April 24, 2020.

**Bloomberg**

And last, but certainly not least Bloomberg. This past year alone, 109 volunteers from Bloomberg Philanthropies spent 344 hours volunteering with Enable. We have a standing commitment from the organization to visit our Princeton Day program once a month to work on projects with our consumers. In addition, for the past two years, employees volunteered to work our Direct Support Staff appreciation picnic where they grilled hamburgers and hot dogs and helped serve food to nearly 200 people. On top of all that, this past year, volunteers painted the interior of five of our group homes. Enable records indicate that employees from Bloomberg have been volunteering with us as far back as 2007. We are so grateful for the longevity of our relationship with Bloomberg and in recognition of their commitment, we honored them at last year’s gala as our Corporate Volunteer honoree recipient.

**Individuals**

Over the course of the year, we had a mother and son who regularly visited one of our group homes and a college student who spent several months volunteering at our Princeton Day Program. We have another couple of volunteers who take one of our consumers to church every Sunday.

“The manager couldn’t be better, nicer, more considerate, kind and caring.”

– Residential Family
Consumer Commitment …

As much as our Enable consumers love when volunteers come to their homes or programs, they are equally passionate about going out to the community and volunteering their own time.

Volunteering is an essential part of our consumers’ lives. Studies indicate that social inclusion is an important element for the health and wellness for people with intellectual and developmental disabilities. Social connectedness can provide access to material resources such as information, transportation, or emotional support. Aspects of social connectedness may promote healthy behaviors leading to better health outcomes. By having our consumers volunteer in the community, we are breaking the cycle of isolation that is often experienced by persons with disabilities as well as building employment skills and opportunities. Outcomes from volunteer experiences result in healthier, happier Enable consumers, along with a stronger connection to the community.

Meals on Wheels

Enable’s Roszel day program participants and staff have been volunteering for the Princeton based Mercer County Meals on Wheels for the past several years. Along with many other dedicated volunteers, our program participants deliver hot and cold meals to individuals in the local community throughout the year.

“Staff is very caring. They all show so much patience in addressing my brother’s needs.”

– Residential Family

Dress for Success Central NJ

For the past year, Enable consumers have been volunteering twice per month at DFSCNJ. They help sort and organize clothing. They even participated in an Employment Skills Training Workshop, where they learned about how to dress and conduct themselves appropriately in the workplace.

“Developing this volunteer program for the Enable consumers with Dress For Success Central New Jersey has been an impactful experience for all. The consumers are learning life skills and how to work as a team, while giving back to our under-served population.” – Melissa Tenzer, CEO, Dress for Success Central NJ.

Wick It Candle Factory

This past year, individuals from our Roszel day program have been able to volunteer at Wick It, a specialty candle retailer and manufacturer located in Windsor, NJ. Volunteers were able to see firsthand, how numerous types of candles were made, including scented and various colored candles. The volunteers were given the opportunity to both see and learn about the various aspects of the business, which includes retail, packaging, and international distribution.

Franklin Food Bank

Over the past couple of years, the Fusion day program has volunteered at the Franklin Food Bank in Somerset New Jersey. Both staff and our day program participants have helped to prepare and package meals for local area individuals and families.
April is Autism Awareness Month and to help promote awareness, Enable consumers volunteered their time bagging groceries in three local Shop Rite stores. We spent time at Shop Rite of Hamilton Square, Lawrenceville and Somerville. The consumers had a wonderful time interacting with the shoppers and store employees.

“Our community and staff very much appreciated your volunteers bagging for us during April’s Autism Awareness Month. Besides the help of bagging their groceries, the volunteers also brought smiles to our customer’s faces. It’s a very positive thing for those with special needs to interact in daily activities such as bagging in a grocery store. We enjoyed having you with us here in Somerville!” – Cat Tarantino, Human Resources Manager, Somerville Shop-Rite.

Enable Connect

For the past 15 years, Enable has been fortunate to be a recipient of a grant from Janssen Pharmaceuticals, Inc. to help fund our Enable Connect program. The Enable Connect program is run by Enable’s Volunteer Coordinator who works with corporate and individual volunteers to determine volunteer projects in the five counties where Enable runs programs. Funds are used to purchase materials necessary for volunteer projects, as well as transportation and costs associated with community outings for Enable consumers who are volunteering or participating in employment training skills opportunities in the community.

Enable consumers are overwhelmingly positive about their interaction. Our volunteer feedback has also been exceptionally positive, with multiple individuals stating that they feel an incredible sense of accomplishment and good will after working with our consumers.

If you are interested in learning more about volunteering with Enable, visit our website www.enablenj.org or email volunteer@enablenj.org.

Fusion provided 6,831 days of care to 33 people in Middlesex; and Loeser provided 5,448 days of care to 22 people in Somerville. Our BCBA provided individuals with challenging behaviors with behavior supports services. Victorian delivered 2,726 days of care to 15 people in Flemington.

A full-time on-site LPN furnished medical day services. Roszel served 36 people with 6,025 days of care in Princeton. 12 Supports Waiver Program participants received services under the new fee for service funding.
Summary of Accomplishments for 2019

Over the past year, we have successfully expanded our Roszel Day Services program in Princeton. Our new center was designed to accommodate the needs of individuals with significant behavioral challenges, including those with Autism Spectrum Disorder. The program includes a sensory room, several breakout rooms available for dedicated activities, including sensory awareness, functional curriculum, and art therapy.

We have on-site Behavioral services, Nursing services and facility based services, along with community integration activities.

We have also opened two new group homes in Brick, NJ. Drum Point opened in December and accommodates four medically fragile individuals. Herbertsville opened in September and serves four behaviorally challenged individuals. Both homes were built from the ground up and were designed to meet the specific needs of the individuals in each of the homes.

FY 2019 Revenue & Expenditures

Revenue
- Program Fees 78%
- DDD 14%
- Other Grants 6%
- Fundraising 2%
Total Revenue $15,381,104

Expenses
- Residential 66%
- Day Services 17%
- General Admin 13%
- In Home 3%
- Fundraising 1%
Total Expenses $14,283,899

83% of budget allocated to programming.

Derived from the annual audited financial statements, which are available upon request.
A special thanks to our donors

$10,000 and above
Mrs. Virginia Morogiello
Robert Wood Johnson Foundation

$5,000 - $9,999
Janssen Pharmaceuticals, Inc.

$1,000 - $4,999
American Express Charitable Fund
Anonymous
Atlantic Tomorrow’s Office
BlackRock
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USI Insurance Services
Wawa Foundation
West Windsor Plainsboro HS South-NHS
Withum, Smith+Brown

NJACP
This year, Devon received the Community STARS Award at the New Jersey Association of Community Providers’ (NJACP) annual awards dinner. The STARS Award honors individuals with intellectual and developmental disabilities who overcome obstacles to live an active, engaged life in the community.
$100 - $499
Advancing Opportunities, Inc.
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Anthony Camuso
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Jerry R. Cohen
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Delcrest Medical Supplies
Diamond Business Communications
Frank Disanzo
Dress for Success Central New Jersey
Mrs. Suzanne Federici
Mr. Michael F. Furman
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Joanne Palmer
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Robyn and Jeffrey Steinman
Mr. Rodney Szabo
TriBen Insurance Solutions

Please support Enable’s mission!
Kindly use the enclosed envelope or go to www.enablenj.org
We look forward to hearing from you!
DIRECT SUPPORT APPRECIATION PICNIC
Each year, Enable holds a Direct Support Appreciation Picnic to thank staff for all of their hard work. At the picnic we announce the DSP of the Year and, new this year, we added a Manager of the Year. Both receive certificates and a monetary gift. Pictured from left to right: Domenic Sanginiti, Jr. Esq., Enable Board President; Damaine Williams, Manager of the Year; Joseph Boateng, DSP of the Year; Lisa Steinwehr; Katherine Stiles; Lauren Tammaro; Ginger Tucker-Furuya; Julie Wald; Rodney Watson.

PAINTING FOR A PURPOSE
In October, Enable held its first annual Painting for a Purpose fundraiser. Guests had a great time channeling their creativity to create beautiful works of art. The event was led by Kathie Maguire Morolda of Cranbury Station Art Gallery.
Who We Serve
Adults with intellectual, developmental and physical disabilities including individuals with Autism Spectrum Disorder.

How We Serve
• Residential Assistance
• 24/7 Care in Group Homes
• Supervised Apartments
• Supported Employment

Day Services
Community-based skill enhancement, social, and recreation activities and pre-vocational skills.

In-Home Supports
• Personal care assistance with daily living tasks
• Respite support for caregivers

Why We Serve
About 1 in 5 people live with a disability. Over 1 in 10 lives with a severe disability.

(609) 987-5003
www.enablenj.org