

# 2017 ANNUAL REPORT



## A MESSAGE FROM THE CHAIRPERSON OF THE BOARD



Dear Friends and Family,

This past year has been a period of transition for Spectrum for Living. After more than three decades of service, our esteemed former President & CEO, Mark Michelson, decided to retire from Spectrum for Living to spend some well-earned time enjoying family and some personal leisure. Throughout his distinguished career serving adults with developmental disabilities, Mark always put the needs of our consumers first. He steadfastly held the organization to the highest standard and led by example to ensure that those served by Spectrum for Living could trust that they would receive the highest quality of care, delivered with dignity and compassion.

After a rigorous and competitive search, we welcomed Christopher L. Perry to Spectrum for Living this year as our new President & CEO. Christopher comes to Spectrum for Living with extensive experience in not-for-profit management serving children and families, where he has demonstrated his sincere commitment to improving the lives of others. Christopher is a dynamic, highly motivated and effective leader with the knowledge and experience to lead Spectrum for Living into the future. We are confident that under Christopher's leadership, Spectrum for Living will be able to face all the challenges yet to come while ensuring that the vision of our founding parents will endure.

One of the important challenges that Spectrum for Living faces currently is the dramatic shift in its funding model from a traditional State-funded contract to a Medicaid fee-for-service system of reimbursement. The transition requires dramatic changes at every level of the organization, from our direct care workforce all the way to our executive leadership. At the same time, the overall budgetary impact on Spectrum for Living, as well as all other providers in New Jersey, remains unclear. The continued financial support of our friends, families and stakeholders is more important than ever during this transition, especially in this environment where we compete with other not-for-profits for every dollar donated by foundations and corporations.

The individual support we receive from our donors is invaluable in enabling us to continue our important mission. On behalf of Spectrum for Living, I thank each and every parent, sibling, family member, friend, neighbor, vendor, business partner, foundation, corporation and other benefactor who supported us over the past year. It is your dedication, passion and commitment that enables us to continue to change lives on a daily basis. Only with your continued support can Spectrum for Living move into the future and face the challenges ahead. We are embarking on an exciting time for Spectrum for Living, full of change, but with change comes opportunity. I am looking forward to taking this journey together with you as a team.

Respectfully,

**Christine LaRocca**

*Chairperson*

**Spectrum for Living Board of Trustees**

## A MESSAGE FROM THE PRESIDENT & CEO

Dear Spectrum for Living Friends,

We are pleased to share this Annual Report of Spectrum for Living's 2017 calendar year. I joined Spectrum as President & CEO in early 2018, and I must say that I have been deeply moved and inspired by the sheer humanity displayed at Spectrum on a daily basis. I have seen first-hand how Spectrum can rapidly transform the life experience of other human beings. We are thankful for our truly dedicated staff, who give selflessly and tirelessly towards the common goal of providing opportunities and a meaningful existence for our many clients. We are also thankful to our former President & CEO, Mark Michelson, for his years of leadership and service to Spectrum for Living and our many clients.



As originally envisioned by our Founders, Spectrum for Living is a partnership between families and Spectrum staff that enhances the well-being of our clients. Going forward, we intend to make greater efforts to deepen the relationship between Spectrum and our many client families. As we strive to ensure our continued viability under New Jersey's new Medicaid fee-for-service reimbursement system, we will also continually align our resources and talent to best meet the needs of our clients while also ensuring that the needs of our workforce are met. We believe that by taking better care of the people who are taking care of our clients, we will enhance the quality of our services delivered.

Looking forward, we have something to ask of you. Now more than ever, Spectrum needs your support. Many of the quality programs and services that we provide are not reimbursed by the State, and we must, therefore, pay for these programs out of our general operating budget. These programs and services define the enriching experience that our clients have come to enjoy being a part of the Spectrum family. To ensure that we are able to continue providing all of the high-quality programs and services that we are known for, we would ask that you join in supporting Spectrum through one or more of our fundraising events if you have not yet had the opportunity to do so.

We are thankful to each of you for being a part of the Spectrum for Living family and for believing in our Mission and what we do. We could not carry out our Mission without the valued contributions of many persons acting together as one out of a sincere desire to make a positive difference in the lives of others. With your continued support, we are assured that the Spectrum for Living legacy will be preserved.

Regards,

**Christopher L. Perry**

*President & Chief Executive Officer*

**Spectrum for Living**



# OUR MISSION

To enable individuals who have developmental and/or physical disabilities to have the opportunity to attain their highest level of skills, purpose and independence with dignity through an ongoing commitment to comprehensive quality services, advocacy and family partnership.

## PROGRAMS AND SERVICES

### Housing

Spectrum for Living provides multiple services for adults with developmental disabilities. Our first site, opened in 1983 was an Intermediate Care Facility, which is located in Closter, NJ. This residential facility provides 24-hour care for our most medically intensive residents. Our Group Homes are located in towns across Bergen, Passaic, Middlesex and Monmouth Counties and provide group living with private rooms and a shared common area. Supervised Apartments serve residents who are most able to live independently.

### Health Care

Our organization provides comprehensive medical, nursing services for our residents as well as community clients at our sites. Included in Spectrum's provision of quality care are physical, occupational, speech and dietary therapies, which are overseen by our dedicated medical staff.

### Adult Training Centers (ATCs)

The goal of our Adult Training Centers is to maximize the potential of our clients. Our services are offered at six sites in Bergen (3), Passaic (2) and Middlesex (1) counties. Each program provides a variety of stimulating programs, which teach and improve skills. Activities and events are available to the participants including but not limited to; socialization, practical arts, computers, recreation, crafts, music therapy, community integration, sensory integration, clinical and medical services, fine and gross motor skills, reading, and psychological services.

### Recreation

Spectrum's Central Recreation Program provides a variety of opportunities to Spectrum residents and community clients to participate in a broad variety of events and activities. Our Saturday Drop-In Program, monthly canteens, trips in the community, bowling and baseball leagues are just a few of the available options. In addition, a comprehensive "In House" recreation program is provided in each of Spectrum's residences and day programs.

### Respite for Families

Our Family Respite Program provides a safe, secure, and warm environment for individuals whose families need to take a break from care. Respite services can be provided in the person's home or in a community based site.

### Support Services

Spectrum offers a full menu of support services to persons in the community and to their families. Services include Case Management, the Alternate Family Assistance Program, and In-Home Training.

### Spectrum from the Heart

Spectrum from the Heart is a client operated store in the Westwood Adult Training Center. Products include jewelry, party centerpieces, customized tee-shirts, balloons, decorative items, personalized favors, and one-of-a-kind craft products. The store provides creative and productive work opportunities for residents and community clients.

# CENTRAL RECREATION

Each year, Central Recreation hosts various events for both community clients and Spectrum residents. These activities allow our clients and residents to have fun while developing problem-solving skills, increasing their self-esteem, and bonding with one another.

**Annual Volleyball Tournament:** The most competitive event of the year was hosted by Central Recreation at the North Haledon ATC. Clients from various ATC's came out to compete with one another in a friendly game of volleyball. Congratulations to the reigning champions, North Haledon ATC!

**Spectrum's Got Talent:** Residents, community clients, family members, and staff came out to the annual Spectrum's Got Talent show at the Teaneck ATC. The most anticipated recreational event of the year showcased Spectrum's many talented individuals. After months of hard work practicing with the Central Recreation crew and volunteers, participants put on a great show filled with singing, dancing, and instrumentals. Judges picked first, second, and third place winners for the Residential show as well as the ATC show. The event was a great success!

**Spectrum Field Day:** In July, Central Recreation hosted their annual Field Day at the North Haledon ATC. Spectrum clients spent the day playing kickball, bowling, flag decorating, and dancing.

**Sailboat Regatta:** In August, Central Recreation hosted a Sailboat Regatta at the Closter ICF. Clients and residents crafted their own boats to participate in the race. After the race, the winners received prizes and enjoyed a sunny day by the pool.

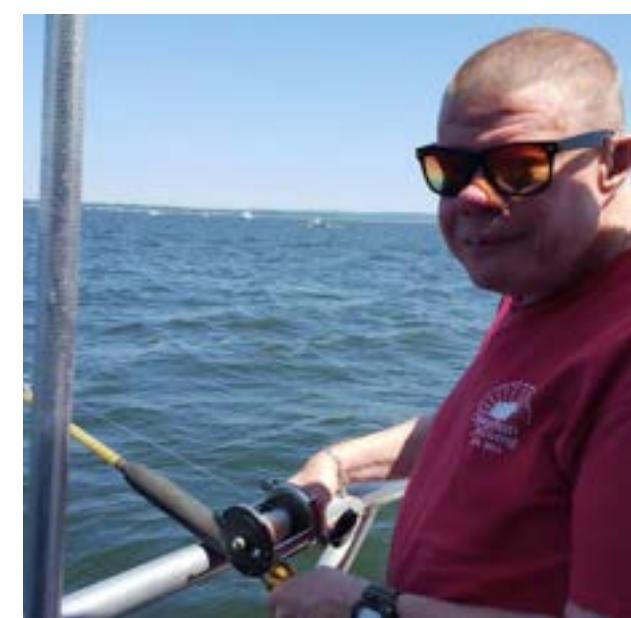
**Fishing Trip:** In August, clients had a fun-filled day on their fishing trip in Atlantic Highlands, New Jersey. Participants were so excited to go out on the water and catch fish!

**Spectrum Olympic Games:** In September, Central Recreation hosted the Spectrum Olympic Games for ATC participants. The event featured activities such as relay races, basketball shots, and a softball throw. All of these events were ambulatory and wheelchair client friendly so that everyone could participate.

**Thank you to our Direct Care and Central Recreation Staff for organizing engaging events and activities for our clients and residents to enjoy!**

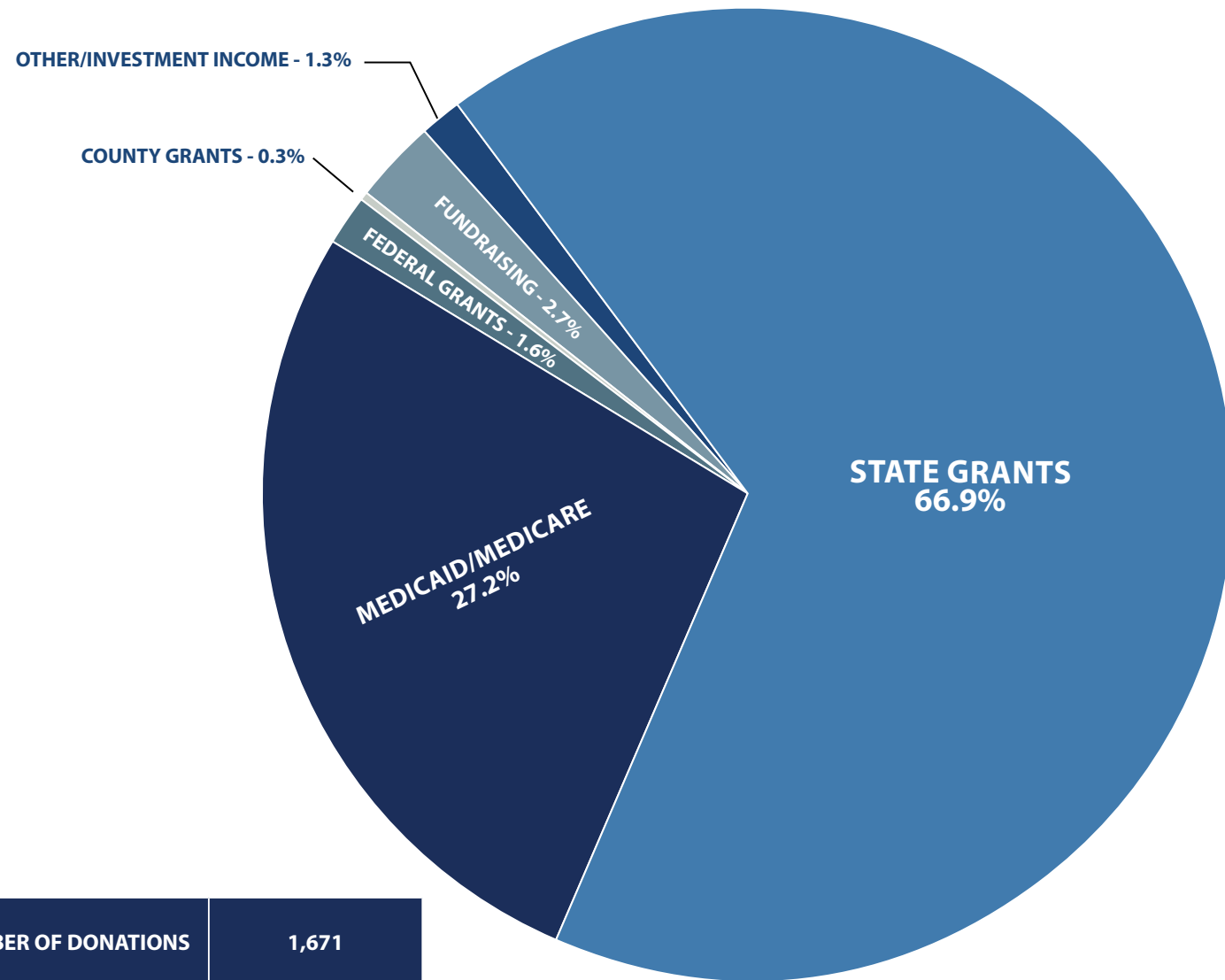
*Please visit our Facebook page for more photos and updates on activities hosted by Central Recreation:*

<https://www.facebook.com/spectrumforliving>



# FINANCIALS

Every year we receive State, Federal and County grants that are imperative to keeping our doors open and providing basic care. Most of the recreational programs and advocacy/supportive services that distinguish Spectrum are supplemental to funded operating costs. We depend on donations to provide the level of care our founding parents envisioned and sought to preserve. We are steadfast in carefully prioritizing our commitment and ensuring that our program expenses far outweigh our administrative expenses.



NUMBER OF DONATIONS	1,671
SMALLEST GIFT	\$5.00
LARGEST GIFT	\$100,000
DOLLARS DONATED	\$1,009,967

## FINANCIAL REPORT

CY2017 - INCOME		
State Grants	24,931,194	66.9%
Medicaid/Medicare	10,127,702	27.2%
Federal Grants	581,182	1.6%
County Grants	113,110	0.3%
Fundraising	1,009,967	2.7%
Other/Investment Income	481,289	1.3%
<b>TOTAL INCOME</b>	<b>37,244,444</b>	<b>100.0%</b>

CY2016 - INCOME		
	25,495,148	67.4%
	10,289,202	27.1%
	579,971	1.5%
	161,274	0.4%
	904,142	2.4%
	473,496	1.2%
<b>TOTAL INCOME</b>	<b>37,903,233</b>	<b>100.0%</b>

CY2017 - EXPENSES		
Residential Care	25,221,885	67.2%
Day Programs	7,813,187	20.8%
Management & General	3,610,533	9.6%
Respite & Recreation Services	255,486	0.7%
Case Management	194,916	0.5%
Fundraising	287,035	0.8%
Family Support	132,875	0.4%
<b>TOTAL EXPENSES</b>	<b>37,515,917</b>	<b>100.0%</b>

CY2016 - EXPENSES		
	26,019,126	68.0%
	7,756,844	20.3%
	3,524,563	9.2%
	343,885	0.9%
	195,037	0.5%
	276,127	0.7%
	168,231	0.4%
<b>TOTAL EXPENSES</b>	<b>38,283,813</b>	<b>100.0%</b>

## GRANTS IN ACTION

### **\$50,000 – Robert Wood Johnson Foundation President’s Grant Fund of the Princeton Area Community Foundation: To create a Healthy Living for Special Lives Program**

Spectrum for Living was awarded a \$50,000 grant in 2016 designated to help create a Healthy Living for Special Lives Program. In 2017, our staff designed a wonderful program to teach our clients and residents that making healthy choices will improve their nutrition and fitness. All of our clients and residents were able to participate in various activities such as cooking, gardening, taking trips to farms, exercising, and more.

The most fun and engaging part of the program was the Healthy Living Cook-Offs, featuring each facility competing with healthy breakfast, lunch, dinner, and snack/dessert dishes. Clients and residents were able to use the fresh vegetables and fruits from their gardens as ingredients in their recipes.

### **\$25,000 – OritaniBank: to support Spectrum’s Companionship Program**

Spectrum for Living recognizes that a family member is not always available to provide a supportive presence in times of special need. That is when we step in and provide a companion staff person to help ease the way – in the hospital, on a plane, or wherever clients need extra assistance. Spectrum Companions may provide service for a few hours or in shifts 24/7 for days at a time. This service is unique to Spectrum and fully funded through donations.

### **\$78,000 – Wal-Mart Foundation: to create an Employment Training Program for Spectrum’s Six Day Programs**

In 2016, Spectrum for Living was awarded a Walmart Foundation Grant in the amount of \$78,000 designated to create an Employment Training Program for Spectrum’s six day programs. The unemployment rate for individuals with intellectual and developmental disabilities is two times higher than that of people without disabilities. In 2017, The Walmart Foundation Grant provided our clients with the opportunity to overcome barriers to employment. Clients from various Adult Training Centers participated in numerous activities to help them identify and exercise career building skills, learn about the workplace, and build relationships with businesses within the community.

The activities focused on building trust, customer service skills, understanding group dynamics, patience, being understanding and accepting of feedback, and appropriate work conversations. Clients were excited to engage in activities, discussions, and utilize the technologies that have been purchased through the grant, that are being utilized to support skill development.

Spectrum ATC’s reached out to their local Walmart to tour their facility, and shadowed the staff that work there. Clients had the opportunity to meet Walmart’s workforce, as well as have exposure to the different jobs. Clients also toured the River Vale Corporate Office to meet members of Spectrum’s workforce and have the opportunity to see different aspects of Spectrum’s operations.

“We had a group of 10 clients visit the Walmart facility in Teterboro, where staff explained to our clients all the different positions in working in different departments and demonstrated performing the duties on those departments. Our clients had a memorable experience and has sparked many employment conversations. We are all very motivated to find new opportunities that will allow our programs to continue to grow.” - *Silvia Kerslake, Assistant Director of Residential Services.*



# "AN EVENING OF OPPORTUNITIES" GALA

*Spectrum for Living's "An Evening of Opportunities" Gala was a great success, raising over **\$175,000** in support of our mission. The event was held on May 6th at the Renaissance-Woodbridge Hotel in Iselin, New Jersey and honored State Senate President Steve Sweeney.*



## 2017 GALA SPONSORS

### **Dinner Sponsor - \$10,000**

Joe & Cheryl Marino Family Foundation and Century 21 Construction  
Edgewood Properties, Inc.  
Jingoli Construction  
Spectrum for Living Endowment, Inc.  
Lennar Corporation  
Conner Strong & Buckelew  
RWJBarnabas Health

### **Cocktail Sponsor- \$7,000**

Quasar Electric Group, Inc.

### **Entertainment Sponsor - \$5,000**

Rutgers, The State University of NJ  
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Hard Rock International

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Devco  
New Venture Title Agency  
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Wilentz, Goldman & Spitzer  
Cullen and Dykman LLP  
The Brunetti Foundation  
Langan Engineering

# 13TH ANNUAL GOLF CLASSIC

## **Dinner Sponsor \$5,000**

Cullen and Dykman LLP

## **Cocktail Sponsor \$5,000**

Spectrum for Living Endowment

## **Promotional Sponsor \$3,500**

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## **Lunch Sponsor \$3,000**

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Newmark Grubb Knight Frank  
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## **Refreshment Sponsor \$1,500**

Verizon  
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## **Par 3 Sponsor \$1,200**

Solid Benefit Guidance

## **Cart Sponsor \$1,000**

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Tom's Service Center  
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Solid Benefit Guidance  
ALB Construction  
The Fiore Family  
Fun Truck'n Mobility  
Guevarra Electric

## **Challenge Hole Sponsor \$550**

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Mountain Development Corp.

## **Hole Sign Sponsor \$300**

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Cullen and Dykman, LLP  
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Cooper Pest Solutions  
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AmeriHealth NJ  
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Advance Realty  
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Lakeland Bank  
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RSC Architects  
Jack Kakolewski  
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Jimenez Landscape & Design  
Rem Law Group  
Driscoll Foods  
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Bergen Brookside Auto Body  
GTL Construction  
SSP Architects  
Krutchkoff Mechanical Services Corp.  
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## **Putting Green Sponsor \$250**

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## **Tee Box Sponsor \$100**

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W.B. Mason  
The Torrico Family  
Harvey's Appliance  
GTL Construction  
Benjamin Brothers Inc.  
The Semar Family  
All American Appliance  
BCB Tree Services  
Hejari Painting

*Spectrum for Living hosted its 13th Annual Golf Classic on June 5th at Haworth Country Club. Thanks to our 2017 sponsors and participants, we raised over **\$43,000** in support of our mission.*



# SPECTRUM SPRINTS

**D'Feet Disabilities 5K**  
**October 14, 2017**  
**Overpeck Park**

**Spooky Sprint 5K**  
**October 28, 2017**  
**Johnson Park**

Spectrum for Living held 5K's in both Northern and Central New Jersey in October. Approximately 400 runners, walkers, and volunteers came together in support of Spectrum. The walks were held at Overpeck Park in Ridgefield Park and at Johnson Park in Piscataway.

In addition to many runners and walkers from the surrounding communities, our very own Self Advocate Group - The Voices walked the full 5K. It was wonderful to see our family members out supporting the runners and walkers. Spectrum residents who chose not to walk took part by decorating t-shirts & cheering on the runners as they crossed the finish line.

In Central Jersey, we had many costumed runners racing in the Spooky Sprint. Prizes for best costume were awarded in several categories. The Voices once again showed their support by completing a second 5K.

We're thrilled to announce that we raised over **\$56,000** from our 2017 Sprints/Walks! A huge thank you to all of our sponsors, race participants, staff, and volunteers who made this event a success.

**Event Sponsor - \$5,000**  
Knights of Columbus St. Thomas More Council  
Becton Dickinson  
Jingoli

**Ready, Set, GO! Sponsor - \$3,000**  
Architectural Window

**T-Shirt Sponsor - \$2,000**  
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Edgewood Properties

**Timing Sponsor \$1,000**  
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OritaniBank Charitable Foundation  
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**Registration Sponsor - \$500**  
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**Entertainment Sponsor - \$300**  
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**Mile Marker Sponsor - \$150**  
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**Trail Marker Sponsor \$100**  
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Sons of Italy Social Club of Piermont  
James P. Shannon, Esq.

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Spectrum for Living is a local community resource that makes a difference in the lives of our neighbors. Chances are you will pass one of our sites on your way to work, spot one of our vans as you cross the street, or see our dedicated staff providing services out in the community. Many persons from the community turn to Spectrum for guidance on how to access State services.

We touch many lives in the following communities every year:

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Dumont	Leonia	Perth Amboy	Wanaque
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East Brunswick	Little Ferry	Pompton Lakes	Wall Township
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