FALL 2026

SPECTRUM VOICE

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Serving People With Developmental Disabilities
Spectrum for Living



Leadership Update

At Spectrum for Living, our mission remains at the heart of everything we do. We are committed to empowering individuals with disabilities to live meaningful lives filled with dignity, purpose, independence, and opportunity. Through the dedication of our staff, the partnership of our families, and the support of our community, we continue to build an environment where every individual is valued, respected, and supported in reaching their fullest potential.

As we look ahead, we remain focused on strengthening our programs and services, enhancing our residential environments, improving accessibility, and expanding opportunities for meaningful community engagement.

Together, we will build on our mission through compassion, collaboration, and a commitment to creating a more inclusive future.

Thank you for being an essential part of the Spectrum for Living community.



Salvador Moran

HEARTS OF SPECTRUM

Siblings | Guardians | Caregivers | Supporters

United in Support.
Connected by Care.

Connect and create a welcoming community where caregivers belong.

Advocate for opportunities that promote inclusion, dignity, and quality of life for Spectrum for Living clients.

Support and share experiences that help families navigate their journey.

Educate and offer resources to empower families with the knowledge needed to support their loved ones.

Fundraise for initiatives that enrich the lives of Spectrum for Living clients.

Volunteer and encourage community involvement to make a meaningful difference.



Together, we aim to create a welcoming network where families feel informed, supported, and empowered while celebrating the unique journey of every individual served at Spectrum for Living.

201-358-8000

www.spectrumforliving.org

Hearts of Spectrum is a network of dedicated caregivers working together to support, celebrate, and enhance the lives of Spectrum for Living clients.

STAFF SPOTLIGHT



Melissa Henry

"What makes my work so rewarding is knowing that even the smallest moments of support and encouragement can help someone discover their abilities, gain confidence, and experience greater independence."

Melissa's 26 years of dedication are a powerful reminder that compassion, advocacy, and a commitment to empowering others can make a lasting difference in the lives of others.

We are proud to recognize **Melissa Henry,** recipient of the 2026 NJPAC Heroes Award, for her extraordinary dedication to the individuals she serves at Spectrum for Living. For 26 years, **Melissa** has been making a meaningful difference in the lives of others. Beginning her journey as a Direct Support Professional, **Melissa** has built a career rooted in compassion, advocacy, and a deep commitment to helping others live with dignity, independence, and purpose.

Now serving as an Activity Therapist, **Melissa** continues to provide individualized support that recognizes each person's unique strengths, needs, and abilities. She encourages participation in daily activities, promotes skill development, and creates opportunities for individuals to become more engaged in their communities. Her dedication has helped countless individuals reach meaningful milestones and enjoy an enhanced quality of life.

What truly sets **Melissa** apart is that she does what she does not for recognition, but because she believes every individual deserves to feel valued, respected, and supported. Her compassion, creativity, and unwavering dedication exemplify the heart of Spectrum for Living's mission.

A LOOK INSIDE OUR





Stefanie Rinaldi
Chief Program Officer



Antonio Salters
Chief Operating Officer



Alla Aslanyan
Vice President of Compliance, Quality Assurance & Special Projects



Anita Novoa-Baggett
Senior Director of Residential Services



Steve Vahalla
Senior Vice President of Community- Based Services & Program Engagement



Sabrina Giedekier-Voss
Director of Residential Services



Rajinder Kaur
Director of Residential Services

LEADERSHIP TEAM

Salvador Moran
President and Chief Executive Officer



Joan Garcia
Chief Human Resources Officer



Naira Aslanyan
Chief of Staff &
Strategic Development



Sue Mancuso
Chief Clinical Officer



Serin Mathew
Vice President
of Human Resources &
Professional Development



Elizabeth Boyajian
Vice President of
Development, Marketing,
and Public Relations



Donna Dolphin
Vice President of
Nursing &
Support Services



Susan Kerrigan
Senior Director of Training
& Professional Development



Melissa Packowski
Director of
Behavioral Services

SPECTRUM UPDATES



Funnel Cakes & Friends

The carnival came to Spectrum for Living, bringing an afternoon filled with fun, laughter, and unforgettable memories!

Our clients enjoyed a festive celebration packed with exciting carnival games, opportunities to win prizes, delicious treats, and time to connect with friends. The event was a wonderful opportunity for our clients to come together, try new activities, share laughs, and celebrate the joy of community.

Thank you to our staff, donors, and volunteers for their creativity, teamwork, and dedication in bringing this event to life. Their enthusiasm helped create a welcoming and inclusive atmosphere where everyone could participate and make lasting memories.

Smiles, Saddles, & Stables

Our Day Program participants enjoyed a memorable visit to **Winslow Therapeutic Center**, where they experienced the joy of horseback riding and learned about horse care and grooming.

The hands-on activities offered a wonderful opportunity to explore new interests and engage in an enriching experience. From meeting the horses to learning how to care for them, our clients created lasting memories while enjoying a day of discovery.





Finding Our Rhythm

Our clients enjoyed exploring the joy of music through Rhythms Around the World, a program in collaboration with the **Arts Institute of Middlesex County**.

Led by instructor and drummer Justin Vedovelli, the interactive classes introduced musical traditions from around the world, encouraging our clients to express their creativity, build connections, and make music together.

Harvesting Kindness

The spirit of Thanksgiving was alive throughout Spectrum for Living as our centers came together for a special Thanksgiving Food Drive. With a shared goal of hosting a memorable Thanksgiving dinner for our clients, each center organized its own food drive, inviting staff and the community to contribute and help make the holiday extra special.

Adding a personal and festive touch to the initiative, each center decorated its own collection bin with unique, creative designs that reflected the warmth and excitement of the season. From colorful fall decorations to Thanksgiving-inspired themes, the custom bins became a wonderful way to encourage participation and bring a little holiday cheer to the collection effort.



A Celebration of Impact & Inclusion

On October 15th, Spectrum for Living hosted our 2026 Gala, *A Celebration of Inclusion and Impact*, at Macaluso's, bringing together supporters, families, and community leaders for an evening dedicated to celebrating inclusion and recognizing those who make our mission possible. We proudly honored Joseph Behot as our Impact Leader, the Gutterson-Nyman Family as our Family Advocate, M&T Bank as our Community Champion, Susan Mancuso as our Legacy Leader, Vincent O'Brien as our Leadership Steward, and Jennifer Walsifer as our Inspirational Advocate. Each honoree has made a meaningful contribution to our community through their dedication to advocacy, leadership, and creating opportunities for individuals with disabilities. The evening celebrated their lasting impact and reaffirmed our shared commitment to building a more inclusive future.





22nd Annual Golf Classic

On August 31st, Spectrum for Living welcomed 95 golfers to Edgewood Country Club for our 22nd Annual Golf Classic.

From time on the course to connecting with fellow supporters, the day was a wonderful celebration of community and commitment to the individuals we serve. One especially heartwarming highlight came when the winner of the 50/50 raffle generously donated their winnings back to Spectrum for Living, demonstrating the incredible spirit of giving that makes our community so special. We extend our sincere thanks to all the golfers, sponsors, volunteers, and supporters who helped make this year's Golf Classic a success.



VOLUNTEER SPOTLIGHT
Tata Consumer Products

Thank you to **Tata Consumer Products** volunteers for creating birthday bundles for our clients. Each bundle included cake mix, frosting, balloons, candles, and a personalized birthday card. This thoughtful initiative helps ensure our clients feel valued and celebrated on their special day.

We appreciate Tata Consumer Products' generosity and commitment to community engagement. Their time and effort demonstrate the positive impact corporate volunteerism can have on the lives of others

Community partnerships like this play an essential role in the success of our programs and events. To get involved with Spectrum for Living, contact Elizabeth Boyajian, Director of Development at 201-358-8081.

Saint Peter's Mar Thoma Church

Thank you to **Saint Peter's Mar Thoma Church** for donating hygiene kits to our clients. We appreciate your commitment to our clients' well-being and personal care.



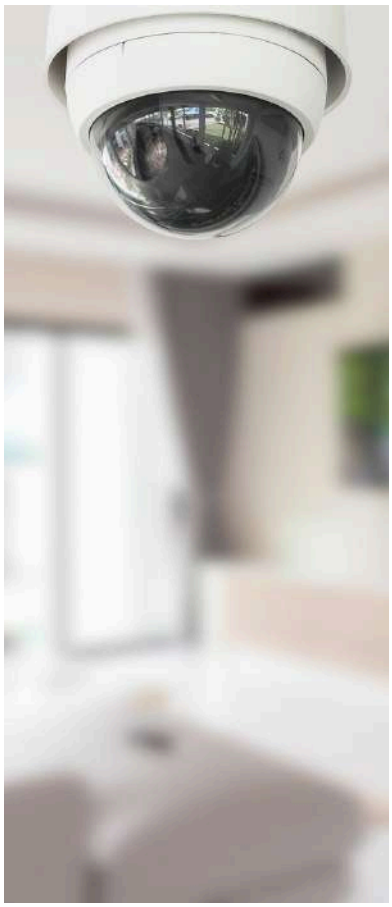


Veolia

Thank you to **Veolia** for volunteering with our Holiday Appeal mailing and generously covering the cost of postage. Your continued generosity and partnership help advance our mission, and we are grateful for your support.

ADVOCATES CORNER

Enhancing Safety, Security & Protecting Privacy



Spectrum for Living's Board of Trustees has approved moving forward with the installation of security cameras in designated public areas across our programs to further support a safe, secure, and welcoming environment for the individuals we support, our staff, and visitors.

This decision reflects our ongoing commitment to the well-being of our community and our responsibility to continually evaluate ways to enhance safety throughout our facilities. The introduction of security cameras is intended to serve as an additional safety measure while maintaining the dignity, rights, and privacy of every individual we support. As we move forward with this initiative, we remain focused on ensuring that Spectrum for Living continues to be a place where individuals feel comfortable, respected, and at home.

We recognize that the use of security cameras may raise questions among individuals, families, staff, and other members of our community. Open communication and transparency are important to us, and we are committed to providing clear information about the purpose of the cameras, where they will be installed, and the policies and safeguards that will guide their use. The privacy and confidentiality of the individuals we support remain central considerations in this process.

To help address questions and provide additional information, Spectrum for Living will share a Frequently Asked Questions (Q&A) resource outlining key details about the initiative. Our security camera policy will also be posted on the Spectrum for Living website so that individuals, families, staff, and other stakeholders can easily access and review the guidelines.

As we implement this initiative, Spectrum for Living remains committed to balancing appropriate safety measures with the respect, privacy, and person-centered care that are fundamental to our mission. We appreciate the continued partnership of our individuals, families, staff, and supporters as we work together to maintain a safe, supportive, and welcoming community for all.

Billing, Entitlements, & Family Support Unit

Spectrum for Living understands that navigating Medicare, Medicaid, and Social Security can sometimes be challenging, particularly when entitlement or eligibility issues arise. We are aware that some of our clients and their families are currently experiencing difficulties with these programs.

We are here to help.

Our team can assist families in understanding and navigating the process, including helping identify the appropriate steps and resources to address these issues.

If you require assistance or have questions regarding Medicare, Medicaid, or Social Security, please contact our Billing, Entitlements, & Family Support Unit:

Maria Contreras, Director of Billing
Email:mcontreras@sflnj.org
Phone: 201-358-8000 x3001

Policy Watch

H.R. 1 & Medicaid Impact
As H.R. 1, the One Big Beautiful Bill, moves forward, New Jersey is preparing for changes that include federal Medicaid funding reductions, community engagement requirements for certain adults, and more frequent eligibility renewals. Spectrum for Living is monitoring implementation guidance, exemptions, and efforts to help eligible individuals maintain coverage. Families are encouraged to contact their elected representatives to share concerns and learn how these changes may affect access to Medicaid and essential services.

Difficulty-of-Care Tax Relief:
New Jersey has excluded qualifying Medicaid Difficulty-of-Care payments from state income tax since 2014. Recent state guidance invites taxpayers who previously paid tax on these payments to submit amended returns for consideration, including returns beyond the normal three-year refund period. Refunds are not guaranteed. Caregivers and families can review the NJ Division of Taxation's guidance for details.



Meet Maria Contreras

"I feel grateful to be in a role where I can make a meaningful difference in the lives of our clients and their families. It is a privilege to help ease their concerns by offering guidance, support, and clarity as they navigate the complexities of Medicare, Medicaid, and Social Security. Knowing that I can provide reassurance, peace of mind, and a sense of confidence to families during these important decisions makes my work incredibly rewarding."

MEET OUR FAMILIES

Intermediate Care & Compassion

Compassion is at the heart of Spectrum for Living's mission, creating meaningful connections that make individuals and families feel supported, valued, and at home.

For Donna Cannillo, whose brother Vinnie lives at Spectrum for Living's Closter Intermediate Care Facility (ICF), the program means so much more than a place to live. It means comfort, peace of mind, and knowing her brother is surrounded by people who love and care for him like family.

Donna describes Closter ICF as an extension of her own family, where dedicated staff go above and beyond to make Vinnie feel valued and supported. Knowing he is receiving exceptional care allows her to sleep peacefully at night, confident that he is safe and in good hands. In reflecting on the program's impact, she shared, *"I don't know where I would be without the ICF."*

Over the years, Vinnie has enjoyed countless meaningful experiences, from trips to the shore house and boardwalk to special outings that celebrate his interests.

One particularly cherished memory was a trip to see his favorite musician, legendary drummer Buddy Rich, who gave Vinnie his tour towel—a treasured keepsake he still has today.



For Donna, these moments capture what makes Closter ICF so special. The staff do more than provide care; they build relationships, create lasting memories, and make Vinnie feel like one of their own.

Donna's story is a powerful reminder that compassion goes beyond care. Through kindness, meaningful relationships, and a commitment to each individual's well-being, Closter ICF creates a true sense of family, belonging, and home.

Intermediate Care & Connections



Spectrum for Living holds a special place in the heart of Janis Raskin and her family. Her sister, Alison, has lived at Spectrum for Living's Closter Intermediate Care Facility for the past 28 years, where she continues to receive care and support.

Janis's daughter, Jillian, serves as Head of Product Placement at United Talent Agency (UTA), a leading global talent and literary agency headquartered in Beverly Hills, California. Each year, UTA selects five employees from hundreds of applicants for its Live Inspired sabbatical program, giving them the opportunity to volunteer with an organization of their choice. Jillian was selected and will spend a week volunteering with L'Arche in Washington, D.C., an organization dedicated to building inclusive communities alongside people with intellectual and developmental disabilities.

In her application, Jillian shared how her aunt Alison's experience at Spectrum for Living shaped her desire to support other communities serving individuals with intellectual and developmental disabilities. She hopes to spend time with residents, participate in activities, share meals, and build meaningful connections.



"I would like to volunteer with an organization that supports adults with intellectual and developmental disabilities and helps them live meaningful and fulfilling lives within a caring community. This opportunity is personal to me because my aunt was born with an intellectual and developmental disability. My grandparents cared for her throughout her early life before they were fortunate to find a home operated by Spectrum for Living. The organization provides medical care, support services, and a community where adults with developmental disabilities can live safely, build relationships, and receive the support they need. My goal would be to bring energy, companionship, and a willingness to help wherever I can."



Intermediate Care & Community

Lorraine Lipowitz has long been a cherished member of the Spectrum for Living family, a dedicated supporter, and a generous donor to our Closter Intermediate Care Facility (ICF). Deeply connected to the clients, staff, and broader community, Lorraine embodies the spirit of family, compassion, and connection that makes the ICF more than a place to live — it makes it a home and a meaningful part of the surrounding community.

In loving memory of Gregg Lipowitz and in honor of Robyn Lipowitz, her twin children and clients of the ICF, Lorraine generously donated an accessible swing set that will bring joy, laughter, and countless special moments to our individuals. This thoughtful gift creates new opportunities for clients to enjoy the outdoors, spend time together, and build lasting memories while strengthening their connections with one another and their community.

Lorraine's continued generosity reflects her deep belief in the importance of creating a warm, welcoming home where every individual feels loved, valued, and connected. Her support extends beyond a single gift, demonstrating the meaningful impact that family, community, and a shared commitment to inclusion can have on the lives of the individuals we support. We are grateful for Lorraine's ongoing dedication to helping make the Closter ICF a place where individuals can thrive, build relationships, and experience the joy of being part of a caring community.

DISCOVER PROGRAMS



Day Habilitation Without Walls

is a community based program that offers clients the opportunity to learn, grow, and explore through small-group activities. Participants build valuable life skills while enjoying experiences throughout the community, including visits to museums, libraries, parks, and skill-building destinations.



Ringwood Adult Training Center Open House

December 1, 2026

5:00 PM- 7:00 PM

30 Morris Road, Ringwood, NJ

Bring a friend and you will be entered into our Holiday Raffle!

Meet Our Team

Tour Our Facilities

Explore Programs

Build Connections

Discover Opportunities

Ask Questions

Contact our Intake Team:
intake@sflnj.org



Carver Adult Training Center:
Power-Washed Exterior

Closter Intermediate Care Facility:
Installed Wheelchair Swing
Improved Landscaping
Installed Flooring and Countertops
Painted Bedrooms and Bathrooms

Charisse Chinery Apartments:
Installed Sensory Garden
Replaced Roof

Edison Adult Training Center:
Replaced Roof

Glen Rock Group Home
Replaced Roof and Gutters

Elmwood Park Group Home
Installed Walk-In Shower

Ringwood Apartments:
Renovated Kitchen
Installation of Flooring

Westwood Group Home:
Installed HVAC System

Enhancing Accessibility

We are continually investing in our spaces to ensure they remain safe, comfortable, accessible, and welcoming for the individuals we support.

Through ongoing renovations, upgrades, and facility improvements, we are committed to enhancing quality of life, promoting independence, and creating environments that truly feel like home. These projects reflect our dedication to maintaining spaces that support the needs, dignity, and well-being of our community.

Join us at Spectrum!

Explore Current Residential Vacancies

Edison
Haworth
Highwood
Hillsdale
Maywood
River Vale
Rockleigh
Wayne

JOIN TEAM SPECTRUM



EMPLOYEE BENFEITS

- **Health Insurance**
- **Dental Insurance**
- **Vision Insurance**
- **Paid Time Off**
- **Full-Time, Part-Time, and Per-Diem Schedules**
- **Employee Discounts**
- **Tuition Reimbursement**
- **403(b) Match**

Join our Team!

Spectrum for Living is actively recruiting **Direct Support Professionals** to join our team. Make a meaningful difference by supporting individuals with intellectual and developmental disabilities.

Whether you're just starting your career or have years of experience, we provide the training and support you need to succeed.

Apply today and start a career that changes lives—including your own!

View All Employment Opportunities
www.spectrumforliving.org/careers

Volunteer with Spectrum!

Spectrum for Living offers a variety of volunteer service projects for individuals, groups, and corporate partners throughout Bergen, Passaic, and Middlesex counties. Projects are customized to fit your team's skills, availability, and group size, creating meaningful opportunities to give back and make a lasting impact.

We partner with corporations to coordinate service projects that align with their interests and goals. From developing recruitment materials and volunteer guides to coordinating meals and sharing post-event highlights through social media and press releases, we help make your day of service seamless and rewarding.

View All Volunteer Opportunities

www.spectrumforliving.org/volunteer



Farm Chicks brought their baby chicks to visit our Ringwood Adult Training Center to facilitate an educational and recreational hands-on-learning expereince.

Adopt a Garden
Plant flower and vegetable gardens for our clients.

Teach a Class
Share your skills and help individuals learn something new, from baking and knitting to other creative activities.

Host an Ice Cream Social
Host an ice cream party at one of our group homes or recreation facilities.

Facilitate an Art Project
Lead an arts and crafts activity and help create meaningful keepsakes.

Wash Vans
Clean the interior and exterior of our vans to keep them ready for daily use.

Beautify Our Facilities
Refresh shared spaces and individual rooms with painting and other improvement projects.

Serving People With Developmental Disabilities

Spectrum for Living

Spectrum for Living extends our warmest wishes to you and your family for a joyful holiday season.

Your generosity has enabled us to continue providing compassionate, person-centered support across our intermediate care facility, group homes, apartments, and day programs.

As we look to a year of transformation, empowerment, and renewal, we invite you to join us in building an even brighter future for Spectrum for Living—one that enriches lives, strengthens possibilities, and sets a standard of excellence for those we are privileged to serve.

Together, we can create more opportunities towards inclusion, foster meaningful connections in the community, and build brighter futures for the individuals we proudly serve.



Thanks to your support, Spectrum for Living has positively impacted the lives of more than 600 adults in our care.

Scan Here!