

# Meaningful lives for people with disabilities

## + MESSAGE FROM 21 PLUS FOUNDATION, INC.

The Foundation's mission is to generate financial support to enhance the programs and mission of 21 Plus, Inc. while balancing those needs with the long-term preservation of capital for the future.

In 2019, the Foundation was able to grant support to 21 Plus for flooring, living room furniture in several group homes, a new flat screen TV in one home and other home improvements. The Foundation was pleased to help 21 Plus show appreciation to their dedicated employees at a beautiful Fall Luncheon with plenty of awards, delicious food and prizes.

The Foundation's total annual revenue including investments increased from 2018 to 2019. The Foundation raised funds through letter appeals, bequests, events and grants. The highlight of the year was an amazing 40th anniversary celebration of 21 Plus, Inc., including a tribute to the Founders and the O'Grady family. Additional revenue was generated from service groups and other donations. Thanks to all of our faithful supporters, The Foundation met its goal of reaching a fair market value of \$2 million in investments for 2019!

In 2020 with our newly elected chairperson, Richard Frankman, the Foundation will be working closely with 21 Plus to increase the Foundation's support for critical technology and marketing needs (as noted in their strategic plan). You can help by donating whatever you can afford, volunteering to help at events or including the Foundation in your will.

Lastly, I will be retiring from my position and handing the reins over to a new Executive Director in a few months. I thank you all for the opportunity to serve the Foundation and 21 Plus over many years and look forward to their continued success.

*Sheila A. Melore*

**Sheila A. Melore**  
Executive Director

*Please note that all 2019 figures in this article are unaudited.*



Meaningful lives for people with disabilities

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2019  
ANNUAL  
REPORT



**+ VISION**

Meaningful lives for people with disabilities

**+ MISSION**

To enable individuals with disabilities to lead fulfilling lives working in partnership with families and communities

**+ PROGRAMS**

- RESIDENTIAL
  - Apartments
  - Group homes
- VOCATIONAL
  - Adult training centers
  - Supported employment

**+ MANAGEMENT TEAM**

- DIANE HUTTON-ROSE  
*Executive Director*
- NICOLE BAUER  
*Residential Services Director*
- JOANNE HANSON  
*Finance Director*
- LAUREL VNUCAK  
*Human Resources Director*
- JOCELYN ARMSTRONG  
*Quality Management Director*

**+ VOLUNTEER BOARD OF DIRECTORS, 21 PLUS, INC.**

- CAROL T. JONES  
*President*
- RICHARD FRANKMAN  
*President-Elect*
- FRANK ORAWIEC  
*Treasurer*
- WARREN HEISS  
*Secretary*
- BOARD MEMBERS  
*Russell Corby, Carol Frankman, Ed Frankman, Anne Kraljic, Christine Matus, Elizabeth Ritacco, Zev Rosen, Michael York*

**+ BOARD OF TRUSTEES, 21 PLUS FOUNDATION, INC.**

- RICHARD FRANKMAN  
*Chair*
- JOEL GEISLER  
*Vice-Chair*
- MARY NORMAN  
*Treasurer/Secretary*
- SHEILA A. MELORE  
*Executive Director*
- ZEV ROSEN  
*Trustee, Chair Emeritus*
- TRUSTEES  
*Richard Frankman, Ira Brower, Patricia A. Christopher, Barbara Faruggio, Richard Pallamary, Ethan Rosen*



**MESSAGE FROM THE EXECUTIVE DIRECTOR**

*Diane Hutton-Rose*

Diane Hutton-Rose

**“Start by doing what is necessary, then do what is possible, and suddenly you are doing the impossible.”**

*-Francis of Assisi*

In 2018, we did what was necessary. In 2019, we did what was possible. In 2020, suddenly, we will find ourselves doing the impossible.

2019 was a busy and eventful year (to say the least). Although there is much work to be done, 21 Plus, Inc. has accomplished so much. We made connections, welcomed new people to our services and set the stage for a visionary 2020 and beyond.

We are so proud of our Adult Training Centers for achieving our sixth consecutive 3-year Commission for the Accreditation of Rehabilitative Facilities (CARF) accreditation. Being CARF accredited is an indication that 21 Plus and its Adult Training Centers are in conformance with internationally recognized standards, promoting continuous quality improvement and person-centered programs.

As an organization, we recognize the importance of being engaged and collaborating with our community. 21 Plus joined the Greater Toms River Chamber of Commerce and became a member of the non-profit committee. We built strong relationships with local businesses, partnered with other non-profits and spread the word on who 21 Plus is, our mission and how they can contribute to it. We also recognize the need to be well-informed on trends, challenges and success in our field as well as the non-profit sector. We graciously accepted scholarships to the Center for Non-Profit Conference and joined the advocacy group, participated in the Jay and Linda Grunin Foundation Catapult Capacity program and took an active role as a member of the New Jersey Association of Community Providers.

21 Plus is a firm believer in the value of the work our direct support professionals do on daily basis – enabling individuals with developmental disabilities to lead fulfilling lives. Our employees ensure the people we serve have access to quality health care, receive behavioral supports and discover their passions. They are facilitators of dreams. Our employees make sure the individuals we serve are not marginalized and have access to the good things in life. This is not minimum wage work and 21 Plus has been an advocate for Coalition for a DSP Living Wage to increase funding in order to pay direct support professionals

a living wage. We have been speaking with legislators, going to the State House in Trenton for rallies and budget votes and engaging in letter writing and phone campaigns.

We acknowledge direct support professional credentialing is a way to best support the individuals served and advocate for increased funding. In 2019, 21 Plus joined the National Alliance of Direct Support Professionals (NADSP) and implemented their nationally recognized E-Badge Academy, which offers Direct Support Professionals (DSPs) the ability to earn electronic badges as a way to demonstrate their knowledge, skills and values on the job. These electronic badges recognize and celebrate the professional development that might otherwise go unacknowledged. Once an employee receives DSP Level 1 specialist credential, they will be compensated at a higher rate to recognize this high level of training and skills. 21 Plus is leading the way as the first provider in the state of New Jersey, and one of only a few dozen nationally, to adopt this program.

The results of our latest staff satisfaction survey show a 15% increase in overall job satisfaction! Other areas of great improvement included the increased rate of supervisor feedback, responsiveness and praise and recognition when our employees do great work. Our staff knows that they are needed and recognizes the importance of their jobs.

In 2019, 21 Plus was able to welcome 11 new people to residential services and 24 new individuals to our Adult Training Centers. This was a testament to the tenacity of our managers and their desire to tailor the programs and homes to the strengths and needs of the individuals seeking services.

Families, board members, individuals served and a cross section of staff came together in 2019, developed our strategic plan for the next three years and revised our mission statement.

To enable individuals with disabilities lead fulfilling lives in partnership with families and the communities.

**Stay tuned for all the incredible things coming in 2020.... The best is yet to come!**

**+ 2019 ANNUAL REPORT** Statement of Financial Position and Statement of Activities

**2018 Statement of Financial Position**

	2018	2017
<b>ASSETS</b>		
<b>Current Assets:</b>		
Cash	485,957	89,834
Grants Receivable	150,000	19,309
Accounts Receivable	561,357	45,443
Prepaid Expenses	101,977	139,784
<b>Total Current Assets</b>	<b>1,299,291</b>	<b>294,370</b>
Property and Equipment, Net	2,429,058	2,451,625
Restricted Cash	68,042	64,061
Other Assets	22,327	29,337
<b>Total Assets</b>	<b>3,818,718</b>	<b>2,839,393</b>

**LIABILITY AND NET ASSETS**

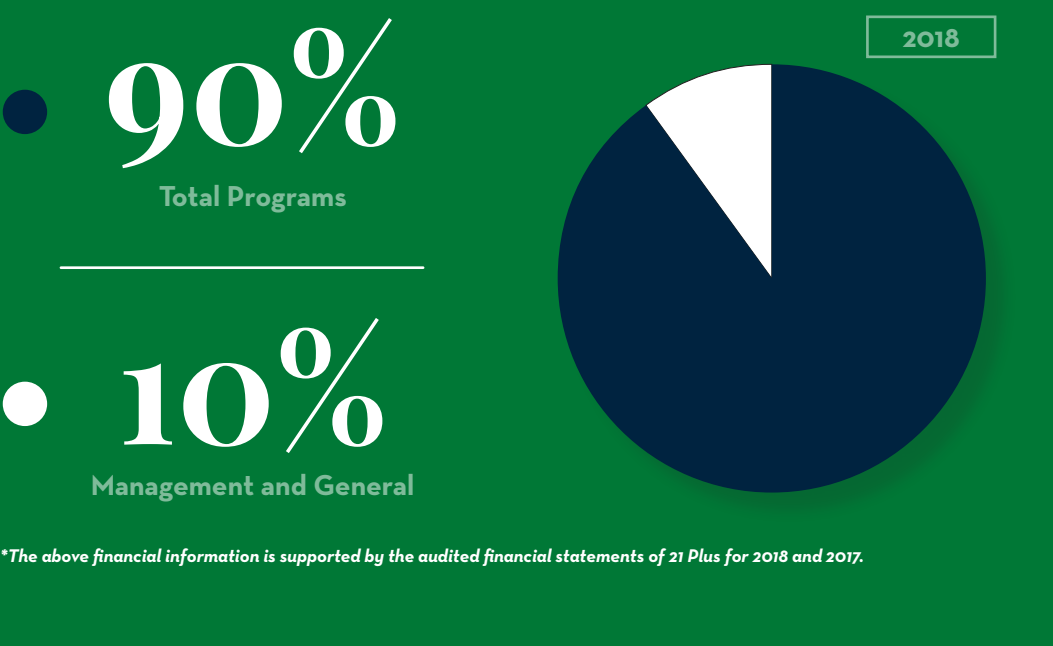
<b>Current Liabilities:</b>		
Accounts Payable	89,542	158,081
Accrued Expenses	295,608	219,191
Due to Clients	22,127	
Due to Grantor	179,173	58,029
Deferred Revenue	32,699	
Line of Credit		53,704
Current Portion of Long Term Debt	19,350	18,818
<b>Total Current Liabilities</b>	<b>638,499</b>	<b>507,823</b>
Long Term Debt, Excluding Current Portion	237,813	257,013
Net Assets, Unrestricted	2,942,406	2,074,562
<b>Total Liabilities and Net Assets</b>	<b>3,818,718</b>	<b>2,839,398</b>

**2018 Statement of Activities**

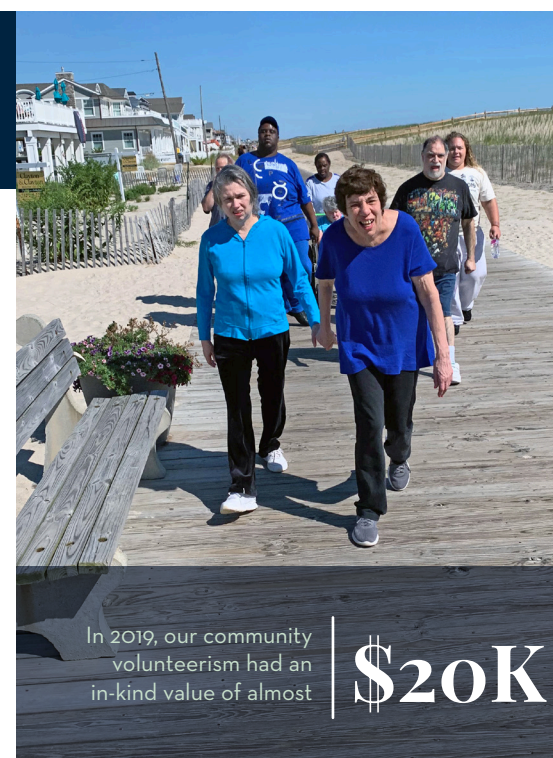
	2018	2017
<b>REVENUE AND SUPPORT</b>		
Grants	1,875,979	6,629,247
Contributions	291,084	478,576
Supported Employment/ Subcontract	24,760	31,020
Medicaid Revenue	4,534,523	29,788
Contribution to Care Income	377,079	
Rental Income	396,095	
Interest Revenue	130	54
Miscellaneous Revenue	11,365	24,137
Capital Grants	181,076	159,996
Dues	120	190
<b>Total Revenue and Support</b>	<b>7,692,211</b>	<b>7,353,008</b>

**EXPENSES**

<b>Program Services:</b>		
Residential Programs	5,043,372	5,146,114
Day Training Programs	1,035,804	1,109,794
Family Support and Other Programs	67,797	111,235
Management and General	677,394	683,373
<b>Total Expenses</b>	<b>6,824,367</b>	<b>7,050,516</b>
Increase in Unrestricted Net Assets	867,844	302,492
Net Assets, Beginning of Year	2,074,562	1,772,070
<b>Net Assets, End of Year</b>	<b>2,942,406</b>	<b>2,074,562</b>



\*The above financial information is supported by the audited financial statements of 21 Plus for 2018 and 2017.



In 2019, our community volunteerism had an in-kind value of almost **\$20K**

**+ WE RISE BY LIFTING OTHERS**

21 Plus, Inc. depends on volunteers in the community to tackle projects at our group homes. The funding we receive does not cover improvement and repair costs. Keeping up the appearance of our homes aligned with our neighbors helps eliminate the stigma that comes with opening a group home in a neighborhood.

In 2019, our community volunteerism had an in-kind value of almost \$20,000. We are also excited that all of our group homes have been adopted!

The Blue Thong Jersey Blue Belles adopted our Mizzen Avenue group home ten years ago. They were celebrated at our annual Employee Appreciation Lunch.

**Habitat For Humanity Brush With Kindness** sent volunteer groups to nine of our group homes to help out with yard clean ups, weeding and indoor painting.

When we reached out to United Way to see if they knew anyone who could paint a room for us, they sent a group of volunteers from JCP&L. One of the volunteers enjoyed his time with us so much that he told his church about us, prompting them to adopt our group home for their community reach and volunteerism!

We are proud to support the groups that volunteer their time at our programs. On a sunny September day, a group of 21 Plus employees and participants took part in the Habitat For Humanity Walk To Build.

**+ JUST KEEP GROWING**

When the participants at **Main Street Adult Training Center** found out that Toms River had created a Community Garden at Riverwood Park, they couldn't wait to apply for a plot! The garden is associated with the Toms River Green Team and consists of ten plots available for rent by community residents. MSATC applied just in time and secured the last plot!

From sweet peppers and tomatoes to eggplant and herbs, the planting began. Since so many were eager to contribute, the staff and participants took turns going to weed and water. It was a real group effort.

Along the way, the participants at MSATC became friendly with the other gardeners. They smiled, waved and inspected each other's progress. They struck up an arrangement where they would water each other's plots on days when the others couldn't be there.

The MSATC cooking group was able to put the vegetables to good use. They made delicious lunches and salads (eggplant parmesan and eggplant fries were a favorite!)

The garden was such a success that MSATC has already submitted their application for the 2020 gardening season.

**“From sweet peppers and tomatoes to eggplant and herbs, the planting began.”**



**+ A YEAR FULL OF MEMORIES**

Between the trips to Atlantic City and Broadway to see shows and the birthday celebrations, barbecues, river cruises and festivals, our 21 Plus group home residents had a busy 2019! Among the excursions, a few notable memories and big achievements were made.

**Crystal** received the New Jersey Association of Community Providers STAR award. She attended the award ceremony with family, housemates and staff to celebrate her accomplishments.

**Alice**, a strong self-advocate and member of the Toms River Mayor's Advisory Council on People with Disabilities, received a scholarship to attend the annual NJACP conference in Atlantic City, where she attended advocacy workshops and had the opportunity to spend time speaking with one of the conference's keynote speakers.

**Anthony** nervously moved into our Longboat group home in 2019. Thanks to the dedicated staff and Anthony's own determination, he overcame his fears and now attends a day program, runs errands and is a happy and comfortable housemate.

**Karl** moved into Dallas group home in August with mobility issues and had many falls due to his unsteady gait. With physical therapy and staff assistance and encouragement, Karl's mobility has improved so much that he no longer uses his wheelchair inside his home.

Dallas group home also welcomed **Vincent** in 2019. Vincent was struggling with obesity. The Dallas staff rose to the occasion and thanks to their assistance, Vincent was able to lose over 100 pounds. This weight loss has given Vincent the freedom to move around easily and enjoy getting out in the community.

