



Achieve with us!

***We Encourage Personal
Empowerment and Choice***



ANNUAL REPORT 2024

Frank Adu, Chief Executive Officer



Heidi Bell

A Message from the Board President

Dear Friends, Partners and Supporters,

As Board President, I am pleased to share the 2024 Annual Report for The Arc Middlesex County which highlights the incredible work our agency consistently delivers in support of children and adults with disabilities. Our collective focus has been to provide person focused services, advocacy, and resources that empower the individuals we serve to lead fulfilling lives.

None of this would be possible without the unwavering support of our staff, volunteers, donors, and community partners. Your contributions—whether through time, funding, partnership and/or advocacy—enabled us to continue breaking down barriers toward building a more inclusive society.

The 2024 Annual Report is a reflection of the service provided over 2024 and its impact on the lives of those served. It gives an overview of the services provided by our dedicated staff, led by our committed Management and Executive Team. I'm very appreciative of the unwavering leadership provided by our Board of Directors whose passion guides us to make the best decisions for optimal results.

As we look ahead, we remain focused on innovation, growth, and strengthening our services to meet the evolving needs of those we serve in Middlesex County and beyond. Thank you for standing with us on this journey. Together, we can make a lasting difference.

With gratitude,

**Heidi Bell
Board President
The Arc Middlesex County**



A Message from the Chief Executive Officer

Frank Adu

Dear Friends, Partners, and Supporters,

As we reflect on 2024, I am both humbled and incredibly proud of the progress we have made in advancing our mission to serve individuals with intellectual and developmental disabilities across New Jersey. At the heart of our work is an unwavering commitment to person-centered support—ensuring that every individual we serve has the opportunity, choice, and empowerment to live a fulfilling life.

During 2024, we deepened our focus on innovation and quality across our services. We have laid strategic plans to strengthen self-advocacy, expand our reach into underserved communities, and maximize opportunities for growth. Our efforts remain steadfast in creating comfortable, independent, and dignified living environments for individuals in our Residential Programs. Meanwhile, our Vocational Programs continues to open doors for skill development, and our community integration programs foster meaningful relationships and engagement. Through Support Coordination, we guide individuals and families to access vital resources, ensuring they receive the care and services they need.

None of these achievements would be possible without our dedicated staff and leadership team, whose passion, resilience, and commitment drive our mission forward. Their hard work creates an environment where innovation and compassionate care go hand in hand.

Looking ahead, we remain focused on expanding our impact, fostering strong partnerships, and ensuring that every person we serve has the opportunity to grow and thrive.

Thank you for your trust, advocacy, and support. Your generosity makes all the difference.

Frank Adu
Chief Executive Officer
The Arc Middlesex County

VISION

The Arc Middlesex County will be the agency of choice providing comprehensive quality of life supports and services for a culturally diverse population of people with developmental and other disabilities as well as their families.



MISSION

The Arc Middlesex County provides people with developmental and other disabilities, and their families, with support and services which encourage personal growth and quality of life through empowerment and choice.



VALUES

People First

The Arc believes that individuals with developmental and other disabilities have strengths, abilities, and inherent value, are equal before the law, and must be treated with dignity and respect. The Arc represents, supports, and acts on behalf of individuals and their families regardless of the level of disability or membership in The Arc. The Arc believes in self-determination by empowering people with the support needed to make informed decisions and choices.

Visionary Leadership

The Arc leads by promoting the mission, core values, and position statements. We lead with integrity, and accountability, and by open, honest, and timely communication. We collaboratively work with individuals, organizations, and other coalitions of shared values and vision. A valued partnership exists with volunteers and staff leadership at all levels of the organization that provides mutual support for their respective roles.

Community Participation

The Arc works toward and believes in the community imperative: that all people have the fundamental moral, civil, and constitutional rights to live, learn, work, play and worship in safe and healthy communities of their choosing. The Arc has the responsibility to ensure the safety and well-being of these individuals.

Diversity

The Arc values and insists upon diversity in its leadership and membership. The Arc actively pursues and welcomes diverse groups including but not limited to race, ethnicity, religion, age, geographic location, sexual orientation, gender, and level of disability.

Integrity and Excellence

The Arc conducts its business with integrity, and accountability, and reflects quality and excellence in all its work.

75 Years of Service 1949-2024

For 75 years, The Arc has been at the forefront of progress for people with disabilities and their families.

Across our history, we have been instrumental in the establishment of laws protecting civil rights, community-based programs, vital supports for people with IDD and their families, and in shifting public attitudes on what is possible for a person with a disability.

The Arc Middlesex County passionately delivered

12,480 Hours of Program Service in 2024

COMMUNITY INCLUSION SERVICES:

The services are provided outside of the participant's home in the local community.

DAY REHABILITATION:

Include services that provide education and training to acquire the skills and experience needed to participate in the community.

VOCATIONAL TRAINING:

These services that provide learning and work experiences.

TRANSPORTATION:

This service is offered by the organization to enable participants to gain seamless access to services, activities, and resources, as specified by the service plan.



The Arc Middlesex County's Participant Volunteer Program

**Delivered 841 Hours of Service to
the Community**

Food Donation Pick Up Partners



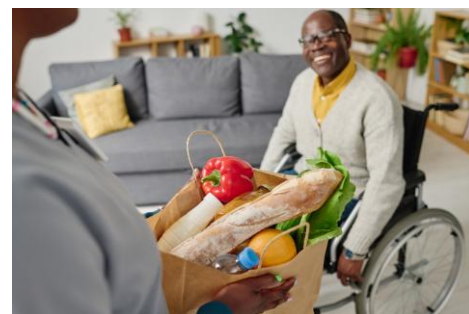
**Panera Bread
Longhorn Steak House
Wawa**



**With Assistance Our Participants Regularly
Deliver Food to Support Those in Need**



**Meals on Wheels of New Jersey
Middlesex County Salvation Army
Elijah's Soup Kitchen
The Damon House
Iglesia Pentecostal Fortifica
St. George Church - Helmetta**



**The Arc Middlesex County
passionately provided**

**119,808 hours of Residential Support
and 83,220 Healthy Meals**

**Group Home Residences with 24/7 In-home Supports,
Supportive Living Services and Independent Living Apartments.**



RESpite SERVICES:

**The services are provided to families of participants or for
participants who need short-term services while families are
away.**



The Arc Middlesex County passionately provides

SUPPORT COORDINATION:

Service to guide and support families and guardians with individuals with disabilities and their families to obtain resources and supports within the community within NJ.

88 Families served across NJ



What Do Our Support Coordinators Do?

Our Professionals Provide:

**Person-Centered Planning
Monitoring and Support
Advocacy and Resources
Communication and Collaboration
Individual Service Plans and Modifications
Assistance with Financial and Legal Issues
Support Finding Service Providers
Assistance with Determining Medicaid Eligibility**

2024 Accomplishments by Department

Human Resources

- Great success with recruiting new employees! Vacancy rate below goal of 10%.
- On-boarded 84 new Employees.
- Employee Engagement promoted through in person Agency Day. The event brought all Employees together for a day of connection, information sharing and fun! The Strategic Plan for the next 5 years presented. Planned and implemented by HR. It was a great success.

Finance

- Launched a new data base November 2024.
- Chosen as a Community Employer partner for Rutgers Student Summer Internship (RSSI) Program for Finance. Intern reviews were excellent.
- Diversified banking across institutions who provide highest interest.

Resource Management

- Purchased 2 new fuel efficient vehicles replacing old vehicles and 1 new van for program use.

IT

- Windows 11 Upgrade completed for 95% of agency's PCs.
- Deployed Data Protection and Cybersecurity Enhancements to safeguard critical agency communication and data.

Property Management

- Completed major renovations and remodeling to 4 homes which includes ADA compliant bathrooms, roof installation, new heating and air conditioning, basement remodeling, flooring installations and painting.
- Installed new appliances and sidewalk replacement.

Strategic Development

- Developed 5 year Strategic Plan for The Arc Middlesex's roadmap for future success.
- Chosen as a Community Employer partner for Rutgers Student Summer Internship (RSSI) Program for Diversity, Equity and Inclusion. Intern review was excellent.
- Leadership Institute classes have consistently rated very good to excellent.

The Arc Middlesex County Agency Day 2024 and Office Staff Meeting





75th Anniversary Gala Honorees

June 20th 2024



Tino Fontes
Friend of The Arc



Frank Petrulla
Friend of The Arc



Savina Santiago
Friend of The Arc



Joseph Griscti
Legacy of Service



Progressive Lodge #17
Friend of The Arc



Thomas Baffuto
Legacy of Advocacy



Shari White
Legacy of Service



Robert Mizerak
Legacy of Service

2024 Participant Holiday Party Awards





2024 NCE Executive Excellence Award Recipient

Frank Adu, Chief Executive Officer

It is a great honor to introduce Mr. Frank Adu, C E O of The Arc Middlesex County, the 2024 recipient of the NCE Executive Excellence Award!

Frank Adu exemplifies what it means to be an executive leader of excellence by the courageous leadership put forth to make positive difference lives of those he serves. Frank's extraordinary journey with The Arc Middlesex began over 28 years ago as an overnight staff member, where he began to develop a deep-rooted passion for serving individuals with developmental disabilities.

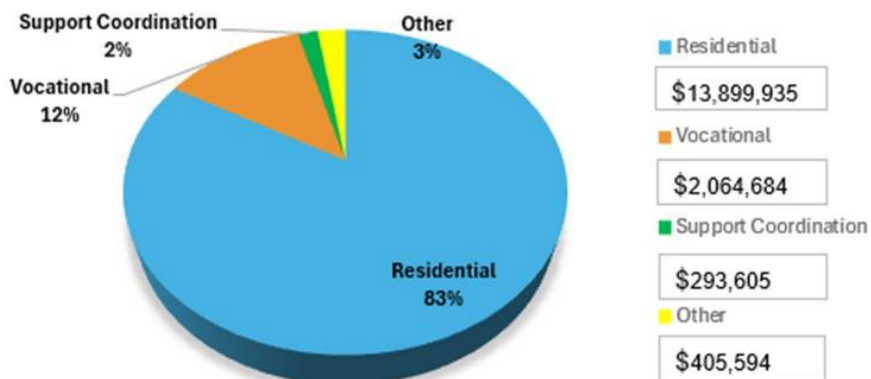
Frank is a businessman with heart whose passion and stellar work ethic made way for him to move into increasingly significant leadership positions such as Chief Operating Officer and in 2016, he became CEO. He is a forward-thinking life-learner with a passion for leadership development, welcoming innovation to create new possibilities.

Frank gave the vision for establishing community integrated day programs across the county, Saturday & After-School, and Supported Employment Programs. His dream of launching an in-house leadership development program led to the creation of The Leadership Institute which has enhanced leadership capabilities and advanced careers.

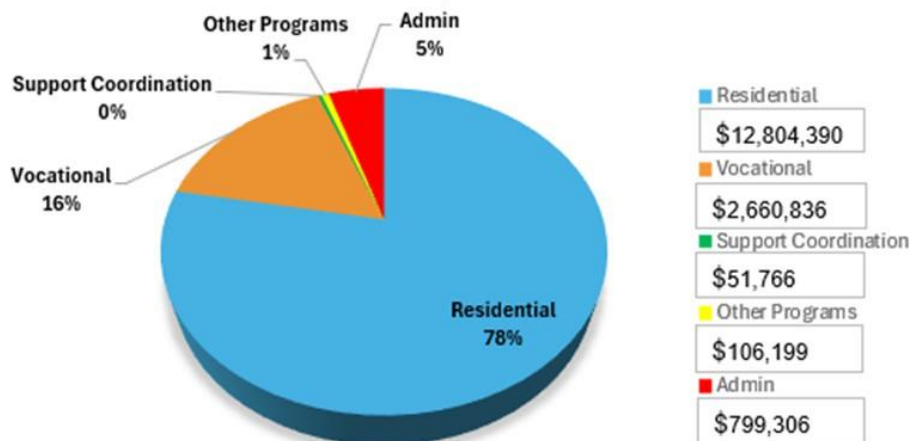
He serves across the state and country as a member of The Arc US Board of Directors and is a member of the Steering Committee of the National Council of Executives of The Arc where he is also the Regional Representative for Region Five and other organizations across NJ.

FINANCIALS

2024 Revenues



2024 Expenses



DONORS AND COMMUNITY PARTNERS



FDIC FDIC-Insured - Backed by the full faith and credit of the U.S. Government



Executive Management

Frank Adu

Chief Executive Officer
fadu@arc-middlesex.org ext. 122

Adrian Brown

Chief Program Officer
abrown@arc-middlesex.org ext. 125

Nirvelyne Jean-Simon

Chief Compliance Officer
njean-simon@arc-middlesex.org ext. 155

Dipan Patel

Chief Operating Officer
dpatel@arc-Middlesex.org ext. 166

The Arc Middlesex County Board

Frank Adu, CEO

Officers

Heidi Bell, President
Robert Mizerak, Vice President
Joseph Griscti, Treasurer
Shawn P. Gillon, Secretary

Board of Directors

Tino Fontes
Karen Koller
Asha Gandhi
Steve Sobel
Adesola Adegbesan