

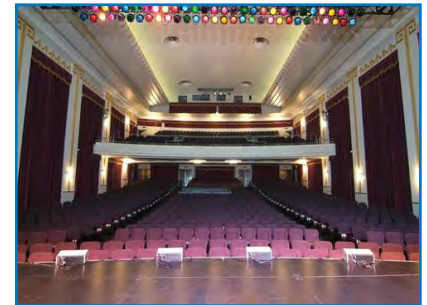
## Walter Proves A Hit At MPAC

Walter had worked with Employment Horizons in the past and was able to find a position out in the community. However, a few years later, his employer reduced Walter's hours, and he knew he needed to pursue something new. So, he called upon Employment Horizons to help him find a more fulfilling position. Eager to help, Lisa Montalbano, our Business Development Director, reached out to Lee Kaloidis of the Mayo Performing Arts Center in Morristown, New Jersey to help Walter find something that aligned with his skills and experience. Lee had a selection of positions available, and was more than happy to meet with Walter. Harold Quintana, his counselor, arranged for a job sample. The meeting was successful, and Lee offered him a position.

Now, Walter has become an integral part of the MPAC community. He is in charge of maintenance, and assists in the sweeping of the main theater, dusting, wiping the tables, cleaning and maintaining supplies in the restroom, organization of the closets, and taking out the trash and recycling. MPAC has complimented his high standards for cleanliness and attention to detail. Lee Kaloidis has said, "Walter fits our organization quite well. He is a proactive member of our team, and truly an asset. I feel he treats our facility like a piece of artwork, and he is the curator. We have him attend our parties and events, and he is a part of our family at MPAC. Thank you for sending him my way!"

The position is full time, and Walter works Monday through Friday from 7:30 in the morning until 3:30 or 4 in the afternoon. Walter commented, "I'm glad I got the opportunity to work at the Mayo Performing Arts Center. The people who work here are very friendly and willing to help you. I get the opportunity to learn more about the different events at the MPAC and about the setup involved. I've truly enjoyed this experience."

Congratulations, Walter! Keep up the good work!



**Join us October 19 at our Annual Recognition Dinner Celebrating 60 Years of Service!**

### IN THIS ISSUE...

Executive Director's Message	2
Summer Helpers	2
Customer Corner	3
CARF Accreditation	3
Glass Workshops Yield Beautiful Auction Items	3
Golfers Tee Off for People With Disabilities	4
Human Needs & Services Day	4
Culinary Arts Welcomes Elizabeth	5
Years of Service Awards at Annual Picnic	5
Discover Your Community	5
Annual Recognition Dinner Honorees	6
Annual Porsche Club "Basket Auction" for a Cause	6
Family Advocacy	7
WRAP	7
WPHS Interact	7
Employment Horizons' Future	7

### Reserve Your Ticket Today!

#### Education Initiatives Department

Employment Horizons is pleased to announce the development of the Education Initiatives Department. This department will house our new Certified Home Health Aide Training Program and our Culinary Arts Training Program. The goal of Education Initiatives is to create new and exciting training opportunities for people with disabilities and other barriers to employment, and provides access to different community job placements. The Certified Home Health Aide Training Program (in partnership with Assisting Hands and made possible by a grant from The Provident Bank Foundation) seeks to train participants for careers in the high demand healthcare field. Our program will be unique in that we will go beyond the state-mandated 76 hour training to also provide First Aid/CPR certifications, basic culinary knowledge and our highly regarded job skills counseling. Classes in this program will begin soon, with more information on our website ([www.emhorizons.org](http://www.emhorizons.org)). Our goal is to create new training programs in the future, providing more avenues for career success for individuals seeking employment.

Leading the department will be Samantha Oras. Sam has previously worked in the Community Relations department at Employment Horizons, helping to launch our popular Taste of Spring event and kickstart our social media programs. Sam has a bachelor's degree in political science and women's studies from William Paterson University and a master's degree in sociology and social justice from Kean University. No stranger to working with students, she also serves as an adjunct faculty member at William Paterson University.



I hope everyone had a wonderful summer and managed to enjoy a bit of time off!

While summer is often discussed as being relatively quiet in the business world, the past few months have been anything but quiet here at Employment Horizons. The summer got off to a fantastic start in June with our annual golf outing. While the weather was uncooperative over much

of the area that day, a sort of bubble kept us dry for most of the event held at Spring Brook Country Club. Not only did we get some unexpected cooperation from the weather, but the event was our highest grossing outing ever!

In addition to the outing, the staff has been hard at work on our new Education Initiatives. The cover page of this newsletter discusses our Education Initiatives Department, which will encompass our new home health aide training program.

As mentioned in previous newsletters, Employment Horizons has also been managing the effects of recent legislative changes. In addressing our concerns, we have taken a political advocacy approach and have discussed our concerns with a number of state and federal legislators. I am pleased to relay that at each meeting we were warmly received, with many of the legislators already familiar with our agency and the great work accomplished here. All of the state legislators we spoke with also made phone calls or submitted letters on our behalf. Additionally, we have been working

with SourceAmerica to assist with advocacy on the federal level and have submitted public comments to the Department of Education regarding the harmful effects of the Workforce Innovation and Opportunity Act (WIOA).

While we've been kept very busy working to start up our new home health aide training program and advocating on behalf of our program participants, we haven't let up in any of our other areas of the business. As a result of these efforts, the workshop is the busiest it has been in recent memory, with a number of new companies and jobs in the mix. We also recently learned that our grant writing efforts have resulted in funding to purchase an MV-1, a vehicle specifically designed for transporting individuals that are wheelchair users or have other mobility challenges. This vehicle will ensure that we can transport all program participants, regardless of disability, on various Employment Horizons' programs including Discover Your Community trips, job interviews, and job samples. We look forward to sharing more about the vehicle, and photos, on our social media and in the next newsletter.

As always, the staff welcomes your ideas and feedback. We look forward to seeing you at the Annual Dinner and Bowl-a-Thon!

## Employment Horizons' Summer Helpers

Our Fulfillment center was lucky to have three extra helping hands this summer; volunteer Jessica Reichman and Irish interns Orlaith Bradley and Clodagh Cooke.

Jessica attends the University of Hartford in Connecticut where she will be a junior psychology major in the fall. She developed an interest in Special Education in high school and volunteered in the Life Skills class as a peer mentor for students with disabilities. Jessica volunteered in our production department while also taking classes at Montclair State. The highlight of her volunteer experience was bonding with many of the program participants.



Orlaith and Clodagh, old friends from Belfast, were also part of the summer production team, gaining a new understanding about working with adults with disabilities. Ford Shaw gave them "high honors" noting their "extreme professionalism" and "caring natures". Orlaith attends St. Mary's University College in Belfast and is entering her final year of study to become a teacher in Religion and History. At home, Orlaith works for "Kids Together Belfast," a charity that provides after school programs for children with disabilities. She hopes to one day teach in a special needs school. Clodagh attends University of Ulster, Jordanstown, and is also entering her final year of study in a Community Youth Work degree. Through the program Clodagh is working in the community as an informal educator. She engages with young adults that have a variety of special needs. In her spare time, Clodagh works in a local youth drop-in center in Belfast. One day, Clodagh hopes to work within local communities assisting with the youth that are homeless or at risk of homelessness.

The girls thoroughly enjoyed their stay and gained a new perspective about living in America. Upon their departure, the girls stated how they absolutely loved their time here and said, "We are going to miss Employment Horizons so much and are grateful for the opportunity we had in being part of this wonderful team." Carol Grant, Employment Horizons' secretary and host mother, referred to the girls as "two awesome Irish interns that I will truly miss."

## Employment Horizons, Inc. Earns Three-Year CARF Accreditation

Employment Horizons is pleased to announce that it has received CARF International's three-year agency-wide accreditation for its programs. The latest accreditation is the 8th consecutive Three-Year Accreditation that the international accrediting body, CARF, has given to Employment Horizons.

This accreditation decision represents the highest level of accreditation that can be given to an organization and shows the organization's substantial conformance to the CARF standards. An organization receiving a Three-Year accreditation has put itself through a rigorous peer review process. It has demonstrated to a team of surveyors during an on-site visit its commitment to offering programs and services that are measurable, accountable, and of the highest quality.

The CARF surveyors found employers are "extremely happy and satisfied with the services offered" by Employment Horizons, as well as with the training and communication provided by staff. Program participants are "very pleased with the support that is offered and appreciate the information that is provided to help them to create self-sufficiency in the community."

CARF is an independent nonprofit accrediting body whose mission is to promote the quality, value, and optimal outcomes of services through a consultative accreditation process and continuous improvement services that center on enhancing the lives of the persons served. Founded in 1966 as the Commission on Accreditation of Rehabilitation Facilities, and now known as CARF International, the accrediting body establishes consumer-focused standards to help organizations measure and improve the quality of their programs and services. For more information about the accreditation process, please visit the CARF website at [www.carf.org](http://www.carf.org).

## Customer Corner

### "The Creative Kitchen"

Director of Business Development, Lisa Montalbano, goes out into the community to find Employment Horizons businesses to work with. Recently, with the help of a contact at Palisades Logistics, Lisa was able to partner us with The Creative Kitchen.

The Creative Kitchen hosts a "Kids Food Festival" at the end of August, and needed some assistance preparing 2,000 goody bags for the event. Lisa read through the details of the assignment, and knew our workforce would do an outstanding job. She reached out to The Creative Kitchen and informed them that Employment Horizons would be able to fulfill their needs as well as give our clients a chance to develop skills and earn money. Lisa spoke with Cricket Azima, the founder of Creative Kitchen, and discussed the needs of the company. Cricket was thrilled to work with us because she knew her order would be fulfilled, and also the mission of Employment Horizons held a great value to her and her family.

The Creative Kitchen teaches children from the age of two how to have fun cooking. Cricket and her teammate Katie have their own mission about educating children about food and healthy choices at the festival. Each goody bag was filled with 20 different items, and then was sent to NYC in time for the festival, which took place on August 26th and 27th.



To learn more about The Creative Kitchen, visit their website at: <http://www.thecreativekitchen.com/>

## Glass Workshops Yield Beautiful Auction Items

You may not recognize her, but anyone who has attended our Annual Recognition dinner in the last two years will recognize her glass bowls. Joanne Miller is a dedicated mom, faithful volunteer, loyal donor and an all-around talented woman! She has generously shared her glass-making skills with us by creating beautiful bowls and other glass decorations for recognition dinner centerpieces and auction items.

For this year's auction, Joanne decided to invite Employment Horizons' staff to explore their own talent by paying to make a bowl for the dinner. Staff paid \$40 with the understanding that their bowl will be auctioned at the dinner to help raise money for the programs and services offered by Employment Horizons. If the bowl sells, they will have the opportunity to make another bowl. If it does not sell, they can have their own bowl back. Look for bowls made by Jacky Burns, Sharon Ferraiuolo, Marge Gould, Chase Matthijssen, Shenell Mitchell, Karen Rynearson, Nancy Toolen and Miranda Van Orden.

Under Joanne's guidance, bowls were made during their 3 hour sessions! Classes were held on Saturdays in Joanne's workshop. Many, many thanks to Joanne for sharing her time, talent and treasure with us! Also thanks go out to our wonderful staff members for your commitment to the agency and for seizing an opportunity to explore your hidden talents!



## Golfers Tee Off For People With Disabilities



Over 100 golfers came out to support the 12th Annual Employment Horizons Golf Classic at Spring Brook Country Club in Morristown. The Golf Classic was sponsored by My Limo of East Hanover along with Associate Sponsor Vision Real Estate Partners. Golfers enjoyed a beautiful day of golf, including contests, lunch, dinner, silent auction, and 50-50 raffle. Golfers also had a chance to win a luxury car provided by Audi Bridgewater & Audi Mendham at the Hole In-One Contest sponsored by Morristown Airport.



Contest winners included: 1st place team Bob Colucco, Kevin Gallagher, Nick Mullen and Sarah Angel-Herwitz, who earned bragging rights as winners of the lowest combined score.

Their names will be added to the Employment Horizons' trophy. Other contest winners included Steve Rothschild, Nadine Toronto, Ryan Fraser and Kevin Gallagher. Congratulations to Pot O'Gold Winner Steve Dougherty, and 50/50 winner Steve Rothschild.



This year's outing netted over \$75,000 to support our programs and services. Thank you to our volunteers, donors, sponsors and golfers for their participation and generous support!



## Human Needs and Services Day at Employment Horizons

Employment Horizons was again privileged to host a group of students from the Morris County Chamber of Commerce Leadership Morris Class of 2017! Founded in 1991, Leadership Morris is a highly regarded community education program where individuals have an opportunity to learn more about present day challenges facing Morris County.

This year's Employment Horizons' visitors included Arvind Patel (Solix, Inc.), Rose Mathisen (Garden Savins Federal Credit Union), Class Spokesperson Tom Sellaro (Fulton Bank), Brian Connell (Picatinny Arsenal), Robert Wanhouse (MCEDC), and alumna Laura Cummings (SMMUA).

The group toured the fulfillment center, interacted with consumers and staff, watched the agency video and learned about the programs and services of Employment Horizons as well as the challenges and obstacles that we face. "It is always a pleasure to welcome visitors from Leadership Morris," said Maria Florio, also a graduate of Leadership Morris. Graduates of the program are encouraged to learn more about the non-profit sector and become involved as board members and volunteers.



## Culinary Arts Welcomes Elizabeth

On July 10th, Employment Horizons welcomed Elizabeth Ahle as our new Culinary Arts Supervisor. Elizabeth worked closely with Karen Martin who left Employment Horizons at the end of July. We are most appreciative of all of the hard work, love and dedication that Karen put into the program, and we wish her many happy and healthy days ahead.

Elizabeth is a certified chef and has ServSafe certification from the National Restaurant Association. The certification program is accredited by ANSI and the Conference for Food Protection. Sanitation and this certification is required by most restaurants as a basic credential for their management staff. Elizabeth worked in the culinary field with teenagers with special needs at Burlington Community College in their cafeteria where she ran the food service and catering program for Williamson Hospitality. Elizabeth taught skills including dishwashing, simple food handling, preparation and production. In addition, Elizabeth owned her own catering business!

“I look forward to bringing new menu ideas to the cafeteria as well as keeping some old favorites,” said Ahle. “I hope to help our program participants learn new skills while having some fun and bringing some smiles to their faces.”

In addition to this change, beginning in July, the Culinary Arts program will become part of our new Education Initiatives Department which is managed by Samantha Oras and overseen by Jacky Burns.

## Years of Service Awards at Annual Picnic June 2



Employment Horizons' staff and program participants once again celebrated summer with our friends from JCP&L with our much anticipated annual summer picnic. This year's JCP&L volunteers included: Lois Bonaceto, Ron Morano, Mike Obremski, Chris Cohen, Charlene Armour-Barnes, Kim Foster, and Michelle Foster.

DJ Chuck Rock N' Roll Russo entertained the group with his wide variety of contemporary and party music. The highly competitive annual staff “hot potato” contest was won by Vocational Rehabilitation counsellor, Shenell Mitchell. There is already a lot of talk of a “rematch” at the holiday party. Five year service awards were given to four consumers including Ted Vitcusky, Andrew Bocchino, Sandra Caicedo, and Carol Fornoratto.



Janick Ferrier Hickman and six program participants presented a special American Sign Language performance of “When You Wish Upon a Star” from the animated motion picture, Pinocchio. Participants included Alison, Shannon, Jennifer, James, Shonda, and Lauren. Program participants competed for prizes in contests such as hot potato, dance contests, bingo and other fun “boardwalk style” games. Of course the highlight of the day was the barbequed hotdogs, hamburgers, summer salads, and of course, watermelon and dessert!

Special thanks to our friends at JCP&L and the First Energy Foundation for making this annual event possible.

## Discover Your Community

Many of our consumers were able to take advantage of the wonderful summer weather by taking trips to various employers. Discover Your Community is a program where a small group of Employment Horizons' consumers visit local establishments to learn more about their business as well as the jobs being performed.

This quarter included visits to Grow it Green of Morristown, the K-9 Unit, WDHA radio and the Mountain Lakes YMCA. VRS Counselor Shenell Mitchell and our nutrition group welcomed ShopRite dietician Monica Harris in August, who came to speak about healthy eating.



## Annual Recognition Dinner Honorees

At this year's Annual Dinner, awards will be given out to those who have had an exceptional impact on Employment Horizons and to two program participants who have attained significant achievement through the support of Employment Horizons and our partners.

This year's Honorary Chairman will be Jack Miller of Solix. Jack will host the annual fundraising event which also marks Employment Horizons' 60 years of service to people with special needs. Jack and Solix have been outstanding supporters of Employment Horizons both in word and deed. Solix employees have participated in management training initiatives which have included a half day program at Employment Horizons working side by side with our consumers. We are deeply indebted to Solix for their leadership example of promoting diversity in the workplace and for their commitment to our mission.

Lapp USA, Inc. will be honored with the Contractor of the Year award. The Lapp Group provides a wide variety of cables and accessories to companies all around the world. Employment Horizons is proud to partner with the Lapp Group and assist with the distribution of components.

The Hanover Marriott will be recognized as Employment Horizons' Employer of the Year. Employment Horizons and the Hanover Marriott have worked together for many years to place individuals in careers at the hotel. The award recognizes local businesses that make a commitment to providing employment opportunities for individuals with disabilities.

The President's Award is given to a program participant that has made a successful transition to a job placement in the community. Having trained in Cafe Horizons, Kim Pledger excelled at her duties in the kitchen. Kimberly began working in our culinary program in September, 2012 ultimately securing a position as a "crew member," at the Rockaway Mall where she works at Wendy's. This year's President's Award recipient is Kim Pledger.

Eugene Siciak will be given the William Huber Award. This award is named after William Huber, who was the President of the Board of Trustees at Employment Horizons from 1986-1990, and is given to an individual whose outstanding accomplishments serve as an inspiration for all who strive to find employment and acceptance in the local community. Eugene is a proud employee at Toyota of Morristown.

Please join us in celebrating the accomplishments of these individuals and corporations as well as our diamond jubilee! We look forward to many more years assisting individuals with disabilities in their pursuit for of independence through work opportunities.

## Annual Porsche Club "Basket Auction" For a Cause

This fall Employment Horizons joins our friends at the Northern New Jersey Region Porsche Club of America (NNJR) as we share 60th Anniversary celebrations. Both the club and Employment Horizons were founded in 1957! Employment Horizons has been privileged to partner with the Porsche Club since 2008 and is deeply appreciative of the over \$110,000 that the Club has helped raise since our relationship began. Over the years the club has held various events to help raise money for Employment Horizons. The Mid-Ohio Track Event in May, for example, provided attendees an opportunity to ride around the track in exchange for a donation to Employment Horizons. Thanks to the generosity of the 2017 Watkins Glen IDE drivers and guests, NNJR was also able to raise \$1,215 in cash for Employment Horizons during the 3-day event. The Porsche Club also hosts Concours and Rallies, such as the one held here at Employment Horizons this past June. The culmination of the year is always the much-anticipated Porsche Club Auction held in the fall. This year's event will be held on December 13th at a new location: The Mountain Lakes Club on Lake Drive in Mountain Lakes.

Charity Event Chairs, Nelly and Anthony Wartel, are soliciting items for the auction. Anyone donating an item will receive a voucher for tickets the night of the auction! Attendees are welcome to bring snacks or their dinner, and a cash bar will be available. Hundreds of prizes with ticket prices ranging from \$5 to more than \$50 are auctioned. Two years ago, club members conducted a live auction for a car trailer. The enthusiasm, excitement and anticipation reverberated through the room as the competitive spirit of those in attendance became evident with each bid! We would love to replicate that excitement again this year so if you have a larger item (time share, house on a lake, etc.) appropriate for a live auction we would love to hear from you!

There are a wide variety of prizes to win, so there are plenty of opportunities to find something for you or for a holiday gift for someone else. With the assistance and support of this fundraiser, Employment Horizons is able to enhance the quality of life of people with disabilities by empowering them and promoting a culture of dignity and respect through integration, inclusion and independence.



## Family Advocacy

Our newly created Family Advocacy committee helped host a seminar for family and friends on May 23rd. The topic, “Planning for Families With Special Needs Children,” was presented by Richard I. Miller, Esq. from the law firm of Mandelbaum Salsburg. Miller, whose practice focuses on Trust & Estates, Planning for Individuals with Special Needs and Elder Care, covered a variety of topics including Estate Planning and Guardianships.

The Family Advocacy Committee was created to discuss ever-changing policies and proposed legislation impacting individuals with disabilities with their family members in order to be able to respond to potential threats as well as to provide support opportunities to improve the welfare of those we serve.

EH staff will work with this committee to respond to fiscal and regulatory standards, get involved with the advocacy of state and national trade associations, and provide avenues for educating and encouraging advocacy from other families, local businesses, and community supporters. In addition, the committee will assist in determining topics of importance for future programming for all EH families. Seminars/programs are held at our offices.



## Implementation of a Wellness Recovery Action Plan (WRAP)

Employment Horizons’ Vocational Rehabilitation Counselor Amanda O’Neill will be teaching a new program to interested participants. The program called WRAP stands for “Wellness Recovery Action Plan.” The original curriculum, developed by Mary Ellen Copeland, is utilized for mental health recovery. It is a self-designed program, meaning the guidelines to follow are the same, however it is unique to each individual person. It focuses on action planning for various stages of health: how you are when you are well, triggers and early warning signs that indicate your mental health could be getting worse, and developing both a crisis and post crisis plan.

Amanda will implement the guidelines using a “traffic light” guide: green paper for when you are well, yellow for triggers/early warning signs, and red for crisis. The participants will be given the option to either select and cut pictures from magazines to showcase each stage of WRAP (e.g. selecting a picture of someone smiling for “me when I am well,”) or if they prefer, they can choose to write it out.

The goal of the group is to always find a way back to the “me when I am well” stage by developing self-awareness. The program is open to all Employment Horizons’ consumers.

## Help Us to Ensure Employment Horizons’ Future

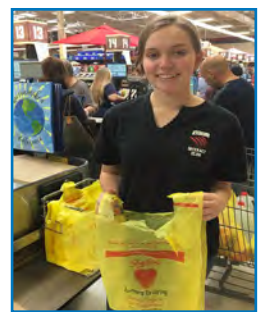
As a charitable entity, Employment Horizons relies on donations to continue our mission. Please help keep our efforts moving forward by making a charitable contribution. There are several ways you can help us:

1. Make a donation at [www.emhorizon.org](http://www.emhorizon.org)
2. If your company has a matching gift program, be sure to register your gift so you can double your contribution.
3. Help us all year by choosing to make a monthly donation. Simply note on your online donation that you would like it to be a monthly contributor.
4. Shop through Amazon Smile. Visit [smile.amazon.com](http://smile.amazon.com), select Employment Horizons from the list of charities, and always start your Amazon shopping at [smile.amazon.com](http://smile.amazon.com).
5. Attend one (or more) of our annual events.

## Interact

This spring, Whippany Park High School’s Interact Club participated in a grocery “bagging day” at the ShopRite of Greater Morristown. The fundraiser took place on April 30, and raised over \$540.00. All proceeds support the programs and services here at Employment Horizons. The Interact Club at Whippany Park is led by Eric Shore and is made up of Whippany Park High School students from ages 14 to 18.

Interact is a service club that is sponsored by the Hanover Rotary, and provides students with opportunities to participate in various service projects. Students involved in Interact learn leadership skills and give back to their community. Nationally, Interact encourages students from ages 12 to 18 to complete at least one service project per year. Employment Horizons is incredibly thankful for their help, and looks forward to working together again next year!





10 RIDGEDALE AVENUE  
CEDAR KNOLLS, NJ 07927

### Online giving

is the most convenient way  
to support Employment Horizons.

Visit [www.emhorizons.org](http://www.emhorizons.org) to make a  
tax-deductible donation.

All major credit cards are accepted.  
95 cents of every dollar donated goes  
directly to programs and services that  
provide job training and placement to  
people with disabilities and  
other special needs.

## View All Our Upcoming Events at [www.emhorizons.org](http://www.emhorizons.org)!

### Employment Horizons Annual Recognition Dinner Celebrates 60 Years!

October 19, 2017

Brooklake Country Club  
Florham Park, NJ  
6:30 PM - 9:30 PM

Cocktail Reception - Dinner  
Auction - Raffle

For details, please contact  
Maria Florio at 973.538.8822 x240 or  
[mariaflorio@ehorizons.org](mailto:mariaflorio@ehorizons.org) to help  
celebrate 60 years of service to the  
greater Morris Community

### Annual Halloween Bowl-A-Thon

October 29, 2017

Hanover Lanes  
Rt. 10, East Hanover  
12:00pm - 3:00pm

Bowling - Lunch  
Costume Contest  
Sponsorships Available!

Please submit bowling  
registration or sponsorship form  
by October 20

Forms and details available at  
[www.emhorizons.org](http://www.emhorizons.org) or contact  
Karen Rynearson at  
973.538.8822 x228

### Get Social With Us!



[www.facebook.com/  
emhorizons](http://www.facebook.com/emhorizons)



[@EmHorizonsInc](https://twitter.com/EmHorizonsInc)



[+EmploymentHorizon-  
sInc](https://plus.google.com/+EmploymentHorizonsInc)



[www.linkedin.com/  
company/  
employment-horizons](http://www.linkedin.com/company/employment-horizons)



[https://www.instagram.  
com/emhorizons](https://www.instagram.com/emhorizons)