

## Kim O'Hallaran - A Beautiful Success

Kim had been working in our janitorial program at Picatinny Arsenal, but expressed a desire to try something different. Kim's job developer/job coach got right to work, locating a position at Walgreens.

Kim was hired as a Store Associate at Walgreens and was thriving when she learned of a new opportunity within the store. Walgreens was in the process of rebranding their Beauty Department, with the store focusing more on this department than on food and other items in an attempt to bring in additional customers. As such, they needed someone to run this department and Kim, a fan of makeup and beauty, was interested in the job. Kim went to her supervisor and asked what she needed to do to be considered for the position. She was interviewed by the head of the department at the corporate level and was given the opportunity to run the entire Beauty Department. Walgreens invested in Kim, sending her to various trainings including make-up classes, which she truly enjoyed.



Kim enjoys assisting customers with their beauty needs and has now been working at Walgreens for nearly four years as a full time employee and loves her job. This dynamic young woman has shown that hard work and initiative go a long way! Thank you Walgreens for making her dream a reality!

## Valdez an Inspiration to Others

Albert Valdez is a man with a mission: to inspire other people with disabilities. Employment Horizons is helping Albert to achieve his goal. Albert, who has cerebral palsy, has been employed at Employment Horizons for twelve years. "This is the perfect setting for me – I got to know the staff, my co-workers, and I get out of the house," says Valdez. Through Employment Horizons, Valdez discovered his true potential in helping others. He has always been an example and inspiration for his co-workers, with his great outlook and coach mentality. Albert has previously served as a baseball coach for both Rutgers University and Wood-Ridge High School, a career spanning over forty years in which he received numerous recognitions. He has even been inducted into the Bergen County Semi-Pro Baseball Hall of Fame.

However, his outlook changed as his disease progressed. After an injury due to a fall, Valdez became depressed. "I didn't want anything to do with anybody," he recalled. "Then, I decided to take every day as it comes. Now, I wake up every morning and thank God I'm alive and can come to a place like Employment Horizons. Not many people with disabilities have an opportunity to come to a place to work." Valdez discovered his true potential at that point – helping others with disabilities.



He approached Rachel Kehm, a counseling intern at Employment Horizons, about speaking at one of her graduate classes at Rutgers University. Rachel connected with a faculty member in the Department of Psychiatric Rehabilitation and Counseling Professions and set up a time for Albert to visit the class. On January 24, Valdez spoke to the Medical Aspects of Disability graduate class.

Valdez spoke to the class about his life – his baseball career, his family, and his disability. The coach in him was evident. "It's not easy, but you can't give up. You have to do what you can do. If you give up, forget it...you might as well pack it in. You have to be persistent to really get what you want." Valdez said his goal for the speech was to inspire just one student. He was successful. "You really inspired me today. I was down and you really helped me. You've inspired me to keep going and doing what I need to do," commented one student.

Valdez wants to continue speaking publicly about his life and disability. "If you want it bad enough you go out and you get it," he said. We have no doubt he will.



I can't believe that exactly a year ago I was writing my first EH newsletter column.

As I look back at what has been a very quick year, I am proud to announce that a number of projects and initiatives the staff, trustees, and I have been working on have met with success. Some of these include:

- A very successful CARF Survey! CARF is an international organization that accredits rehabilitation programs. Every

three years EH undergoes a re-accreditation process called a CARF Survey. The preparation for this survey is extensive and takes place over many, many months. As expected, we did extremely well and the remarks of the surveyors focused on the impressive and dedicated staff.

- We have established a Family Advocacy Steering Committee that is giving our management team feedback on the needs of EH families and helping to plan events that all EH families can benefit from. The first such event is May 23rd and will focus on legal and financial issues for families (guardianship, special needs trusts, etc.). More details can be found on our website.

- As an agency, we've been looking for ways to expand our services. On page 5 you'll find an article announcing our receipt of a grant toward starting a new home health aide training program. These are just some of the many things we've been working on to better serve our program participants and to ensure EH's success in the years to come. I hope that you've also received and had the opportunity to review our recently released 2016 Annual Report which details a number of other benchmarks on which we judge our performance as an agency.

While we can be proud of our many accomplishments, recent months have not been without their challenges. There have been significant legislative and policy changes, both federal and state, that are impacting EH operations. Some of these changes are things we must adapt to while others are areas where we are enlisting legislators in order to address concerns. The most significant changes have stemmed from the Workforce Innovation and Opportunity Act (WIOA). While the majority of the regulations from WIOA officially went into effect last summer, many of them are still being contested. Most noticeably, the law impacts EH in the following ways:

- Individuals less than 25 years old are no longer allowed to enter our workshop program without demonstrating an inability to benefit from community employment opportunities first. Very, very few individuals in the state (and none at EH) have successfully proven this. Current clients under 25 are not impacted, only prospective new clients.
  - All workshop clients must meet annually with a New Jersey Division of Vocational Rehabilitation (DVR) counselor to discuss their employment options.
  - Our Picatinny Arsenal contract is no longer considered to be competitive integrated employment and is therefore not eligible for DVR funded services (e.g. job coaching). We will continue these services but will no longer be reimbursed for them.
- While these changes are significant, as an agency, we are well-positioned to weather the changes, advocate for different regulations where we believe they're needed, and continue to press forward with new opportunities.

As always, we are grateful for your support of our mission!

## Employment Horizons Begins 60th Anniversary Year Welcoming New Board Members

Employment Horizons is excited to welcome Paul Dolce and Allen Lane as new members of the Board.

Allen Lane, CPA is the Senior Vice President and Chief Financial Officer at Solix Inc. in Parsippany, N.J. An accounting professional with over 20 years diversified experience in accounting, business management, audit and business valuation, Mr. Lane will serve on the Finance Committee. "I was highly impressed by Employment Horizons and the opportunities they provide for their workforce and would like to contribute towards the strategy for growth of the company – especially in new markets."



Paul Dolce, the General Manager of Dolce Hotels and Resorts, Basking Ridge looks forward to doing what he can to contribute to the great work of Employment Horizons. "As the parents of a 16 year old son, my wife and I have taken an active interest in the livelihoods and well-being of people with special needs and disabilities. Since being introduced to Employment Horizons, I have been extremely impressed and heartened by the fantastic work of the organization, as well as its incredible impact on the disabled community. It gives hope to parents like us and the many others who struggle with special needs, that there are opportunities for employment that will allow for a much improved quality of life and sense of pride that comes with having an occupation."



## Ferrier Hickman Speaks Their Language



Employment Horizons' Vocational Rehabilitation Counselor (VRC) Janick Ferrier Hickman has received a Full Pass score (highest score possible) for the New Jersey Division of Vocational Rehabilitation Services Sign Language Communication Exam (SLCE). Ferrier Hickman, a VRC here at Employment Horizons since 2016, had previously worked with Deaf and Hard of Hearing

adults and children at the Center for Hearing and Communication and at the Broward County School System in Fort Lauderdale, Florida. In 2014, she earned an Advanced rating on the Sign Language Proficiency Interview (SLPI), a nationally recognized exam. With her increased credentials, Janick can now participate as a direct service provider for NJDVRS (including as a job developer and job coach) with the Deaf and Hard of Hearing (DHoH) community using American Sign Language (ASL).

She has successfully demonstrated her ability to effectively communicate in various categories including vocabulary knowledge, clarity and production of signs and fingerspelling, grammatical features, receptive comprehension, and communication between employer and employee. The SLCE exam is an hour long interactive in-person exam with four evaluators and one observer. The evaluators (Deaf and hearing) and observer are well-respected, highly qualified and certified, and experienced persons in the industry, coming from NJDVRS and Department of Human Services: Division of the Deaf and Hard of Hearing.

Congratulations to Janick for her dedication and commitment to increasing her skills to better assist clients with various special needs. "The exam was a nerve-racking, exciting and tremendous learning experience," states Ferrier Hickman. Her next goal is to share her knowledge of American Sign Language with other interested Employment Horizons staff members.

## 2017 Advocates in Action Officers

This spring, the Advocates in Action partnered with New Jersey Manufacturing Extension Program in a food drive for the Community FoodBank of New Jersey! This year's Advocates in Action officers are Mark Kasiski, President, Andrew Bocchino, Vice President, Matt Nevins, Treasurer, and Jennifer McCroy, Sergeant at Arms.



## Customer Corner

### It Takes a Village

Employment Horizons learned about the Lapp Group, a German-based global manufacturer of electrical systems, with North American headquarters located in Florham Park, from Cathy Beck of Grey Sky Films, a fellow member of the Morris County Chamber of Commerce. Cathy had toured our fulfillment center and noted the reconditioning work being performed for the area's prominent cable provider.

After conducting some market research, Lisa Montalbano, Director of Business Development, began prospecting the company and determined that Employment Horizons could offer a solution for Lapp's packaging and assembly needs. She knew that our workforce could hit the ground running if they chose to outsource projects to us.

While attending a networking function, Lisa met an employee of the Lapp Group who provided her with contact information for the Purchasing Manager. A meeting was set and Lisa shared the Employment Horizons mission, our capabilities and personal service that sets us apart from others in the industry.

Though there was not an immediate need for fulfillment services, Lisa reconnected with Purchasing Manager, Mike Judge, when she joined APICS (American Production and Inventory Control Society), a supply chain professionals association. She advised him of our increased capabilities including product pickup and delivery. Mike expressed interest in meeting again as the Lapp Group was also expanding their services. As they say, timing is everything!

Shortly thereafter, our fulfillment center began to provide packaging services on the average of 1,000 kits per month. Our first order arrived in July of 2016 to package one of the electric cable gland kits. For several months we capably fulfilled similar orders developing a great working relationship. We were elated when we received a call to increase the number of packaging kits and even purchased additional heat sealing machines to keep up with the increased volume! As of February 2017, we have been producing 24,000 kits per month, now packaging a total of 10 kit varieties.

Expanding our capabilities to include pickup and delivery services removed the transportation impediment for the Lapp Group and most certainly has enhanced our reputation for providing exceptional services for our business partners!

Special thanks to Employment Horizons' Board Member, Howard Gogel, of My Limo, for assisting us with the purchase of our box truck!





## Spring Brings Culinary Delights



In the words of the late comedian, Robin Williams, "Spring is nature's way of saying, 'Let's party,'" and so we did! On Wednesday, April 5th we returned to the elegant Smoke Rise Village Inn to hold our 4th annual "Taste of Spring" event to benefit our Culinary Arts Training Program. Returning chefs included Chef Eric LeVine, Morris Tap & Grill & Paragon Tap & Table, Ava's Cupcakes, Birds Eye, Ninety Acres, and Smoke Rise Village Inn joined by chefs from Dolce Basking Ridge, Piattino, Pig & Prince, and South+Pine.



Guests sampled small plates which included shrimp ceviche salad with spicy avocado and burrata with roasted carrots, sunflower granola, and honey balsamic reduction. The evening also featured a cocktail hour, open bar, silent auction, and a 50/50 cash raffle.

Event partners included Libations Sponsor Solix, Inc. and Culinary Sponsors Birds Eye Foods, Crystal Plaza, First Energy Foundation, and Mandelbaum Salsburg P.C.. Special thanks to My Limo of East Hanover for providing bus transportation to the event; WMTR/WDHA Radio for providing music and entertainment; the Smoke Rise Village Inn for hosting the event; and to Good Night Productions, for capturing the evening in photos.

The event generated nearly \$14,000 to support Café Horizons and our Culinary Arts Training Program here at Employment Horizons.



## Support Our 16th Annual Golf Classic Sponsored by My Limo

Our 12th Annual Golf Classic will take place on June 19th at the well-known Spring Brook Country Club. It's not too late to golf on an outstanding course at an outing described as "the best" in the area. We are limited to only 108 golfers, so don't miss out on your chance to join us – visit

**[www.emhorizons.org](http://www.emhorizons.org) to register today!** For questions, please contact Maria Florio at 973.538.8822 x240 or [mariaflorio@ehorizons.org](mailto:mariaflorio@ehorizons.org).

Not a golfer? Not a problem! Consider joining us for dinner or making a donation to the silent auction or in support of the outing. Our auction features gift certificates for restaurants and retail stores as well as hotel stays, golf related items, sports memorabilia, tickets to events, and more. To donate to the auction, please contact Karen Rynearson at 973.538.8822 x228 or [krynearson@ehorizons.org](mailto:krynearson@ehorizons.org).



## CARF Survey Completed

With the advent of spring, Employment Horizons was pleased to host our 3 day CARF International survey which began on April 10th. We were happy to welcome our survey team which included Jean A. Goldsberry, M.S., M.B.A., our CARF Administrative Surveyor. Jean works for Minute Man Arc for Human Services, in Concord, MA and is their Chief Executive Officer. Our CARF Program Surveyor was Nichole J. Walla, the Director of Operations at Beacon Group in Phoenix, Arizona.

For prospective program participants and their families contemplating a community-based rehabilitation program, many find themselves confused as to how to evaluate a program and/or don't know whom to turn to for answers. Thus, these individuals can look to CARF International, the premier accrediting body for rehabilitation programs and facilities, for what is considered the gold standard. An organization like Employment Horizons must meet stringent international standards to obtain a 3 year (the highest) certification.

CARF has been in existence for 61 years and began in Chicago with primary offices now in Tucson, Arizona. They have 2,700 surveyors in the Employment Career Services division alone; and have 15,000 accredited organizations (including some in Canada, South America, and Ireland). Employment Horizons' accreditation survey encompassed our Community Employment Programs, Comprehensive Vocational Evaluations, Employment Development Program, and Organizational Services. Our final report is anticipated in late May/early June.

## The Provident Bank Foundation Awards \$50K Signature Grant to Employment Horizons

The Provident Bank Foundation (PBF) has announced Employment Horizons (EH) as the recipient of the Foundation's 2017 \$50,000 Signature Grant in the Community Enrichment funding priority area.

Employment Horizons was selected to receive this Signature Grant for its work in the Community and Economic Development-Employment focus area. Funding will assist in the start-up of a Certified Home Health Aide (CHHA) Training and Job Placement Program for individuals with barriers to employment. The program will include additional, related training to make trainees more competitive in the industry. Customized supports will enhance completion rates and employment success.

"This grant is dedicated to addressing the skills gap by providing training and comprehensive supportive services for individuals facing challenges in the labor force, which is why Employment Horizons was selected as this year's recipient," said Jane Kurek, Executive Director, The Provident Bank Foundation. "Through their new program, individuals will receive their HHA certification, and be positioned on a career path that exposes them to further training, education, and increased income opportunities. Employment Horizons is not only addressing the unemployment issue, but enhancing the quality of life of members in their community."

The program will be a unique public-private partnership involving Employment Horizons, referrals through the New Jersey Department of Labor and Workforce Development (LWD), and Assisting Hands, an award-winning home healthcare agency.

This unique "one-stop" format will co-locate all services at Employment Horizons, rather than at various agencies using different staffs at different locations across the community. Each program cycle will be five weeks front-loaded with the specific CHHA training, followed by other related training, job search skills, job placement and job retention supports.

"With investment from the Provident Bank Foundation, and in partnership with Assisting Hands Home Care, Employment Horizons is excited to begin providing CHHA training to individuals with barriers to employment," said Matthew Putts, Executive Director of Employment Horizons. "We look forward to not only improving employment opportunities and economic participation for those trained through the new program but also in meeting a growing need of local employers for CHHA credentialed staff. Furthermore, we are privileged to help address a community need for families looking to find qualified providers of home care for their loved ones."

The Provident Bank Foundation was established in 2003 by Provident Bank to enhance the quality of life in the region through support of not-for-profit groups, institutions, schools and other 501(c)(3) organizations that provide services in communities served by the Bank. Since inception, the Foundation has granted more than \$22 million to not-for-profit organizations and institutions working toward stronger communities. For more information about The Provident Bank Foundation, visit [www.the Provident Bank Foundation.org](http://www.the Provident Bank Foundation.org) or call (862) 260-3990.



(L to R): Mark Stephenson, Program Advisor, Employment Horizons; Nancy Wynant, VP, Relationship Manager, Provident Bank; Matthew Putts, Executive Director, Employment Horizons; Gregory Dittrich, SVP, Regional Manager, Provident Bank; Jane Kurek, Executive Director, The Provident Bank Foundation; Lucio Valerio, First VP, Market Manager, Provident Bank; Thomas Lyons, Chief Financial Officer, Provident Bank; Mitchell Weber, Co-Owner, Assisting Hands.

## Morris Music Men Perform Benefit Concert for Employment Horizons

The Morris Music Men barbershop harmony chorus presented a concert to benefit Employment Horizons on March 19th in the Parish Center at Notre Dame of Mt. Carmel Church, Cedar Knolls. The local a cappella group of men of all ages is led by Nate Barrett who is entering his fourth year as Music Director.

The group of 28 men ranging in age from 24 to 94 delighted the audience of 107 attendees with a repertoire which included crowd pleasers such as "The Lion Sleeps Tonight," "In the Still of the Night," and "Country Roads." Two local quartets, including the popular "Four Old Parts," also performed a few numbers. On a beautiful spring day, attendees enjoyed the camaraderie and warmth of the music which brought a smile to those in attendance.



We wish to extend our thanks and appreciation to Father Paddy O'Donovan and the staff at Notre Dame of Mount Carmel Church for hosting this charity event which yielded over \$1,300 to benefit the programs and services of Employment Horizons. A special thanks also goes to Dennis Dittrick and Terry Scullin of the Morris Music Men for helping to make arrangements for this truly enjoyable concert.

## Employment Horizons to Celebrate Its Diamond Jubilee

This year's Annual Recognition Dinner will take place on October 19th, and we will be celebrating a tremendous milestone in our history! Employment Horizons will be celebrating 60 years of service to people with special needs and other work challenges. The event will be held at Brooklake Country Club and will feature cocktail hour, dinner, a 50-50 raffle, and silent auction.

Preparations for this milestone anniversary are underway! Families, friends, businesses, colleagues....we need your help! **Please support us by taking a sponsorship, donating an item or a "themed" basket for the auction, providing assistance in selling 50-50 tickets and/or obtaining advertisements for our ad journal. Please contact Maria Florio at 973-538-8822 ext. 240 to help make this the most successful fundraiser in our 60 year history! Follow the festivities on social media using #EHCheersTo60Years!**

### Porsche Rally

On Sunday, April 23rd the Porsche Club of Northern New Jersey hosted their annual "Welcome to the Club" Concours and Rally at Employment Horizons. It was a beautiful day and our parking lot was a car lovers' dream as it was packed with classic Porsches, both new and vintage! After viewing and judging all of the cars for various prizes, club members ate lunch and then headed off for the rally where members team up on a drive through northern New Jersey, their route guided by trivia questions. The winner is the team with the lowest mileage at the end of the event.

Special thanks to John and Chris Erven who ran the event, Ford Shaw who set up and managed the facilities, and to all of our Porsche Club friends who have supported the Employment Horizons' mission for over a decade!



Please visit our website in the fall for details about the annual tricky tray the club runs to benefit our programs and services!

### Shred Day

On Saturday, April 29th, Employment Horizons and the Hanover Township Green Team teamed up for the annual Spring Shred Day, providing residents and municipal employees an opportunity to securely dispose of personal documents and papers, protecting them from identity theft.

Each attendee was able to bring 30 lbs. of paper for free shredding, however many individuals were moved to make an additional donation in support of our programs and services. Over 1,600 lbs. of paper were



shredded, providing a valuable service to the local community. Thank you to our staff members that volunteered for the event and to the members of the Green Team for their assistance in another successful Shred Day!



## Mom and Son Collaboration Benefits Employment Horizons

Danny Cipolla, a sophomore at Montclair Kimberly Academy in Montclair, brainstormed with his mom Jacques and decided to post a clothing drive collection request on Facebook to help ensure a successful spring clothing drive here at Employment Horizons. While they were at it, they also collected over 542 books and 112 CDs for our book drive!



The dynamic duo went above and beyond, travelling to homes and collecting over 50 bags of clothing, shoes, and household items that will be sent to help underprivileged individuals. We are truly appreciative for the generous commitment of time from this mother and son team, helping to raise money for the programs and services here at Employment Horizons. Philanthropy comes in various ways and we are truly grateful for the creativity of our friends and families.

Our April drive helped area residents “clean” out their closets, resulting in 4,233 lbs. of clothing and household goods. Look for our next drive to take place this fall!



## Celebrating National Volunteer Appreciation Week



April 24-28th marked the annual celebration of Volunteer Appreciation Week and Employment Horizons would like to take this opportunity to publicly thank all of our volunteers who contribute countless hours to support our programs and services each year! In 2016, volunteers donated over 1,860 hours to make our organization more effective.

Special thanks to Solix, Inc. for establishing an ongoing partnership between its senior management and our Vocational Rehabilitation department to have Solix management employees “team up” with program participants to interact and work with them for a community service day. Plans are being made to repeat this “event” again this year. We are most grateful to our corporate partners for their creativity in establishing ways to support and interact with our program participants!

Thank you to all of our volunteers for your dedication of time toward assisting our mission!

## 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.

## Executive Women's Breakfast Yields Donation

Known for their exceptional women's networking opportunities, Sally Glick and Sobel & Co. hosted its Executive Women's Breakfast on January 11th. These events always include a philanthropic initiative such as a food drive for a food pantry or clothing drive for a homeless shelter.



The January event featured a request for attendees to bring books, CDs, DVDs, and video games to donate to the Employment Horizons' book bin! The event collected several boxes of books and assorted items, all of which raise funds for our programs and services. Thank you to Sobel & Co. for choosing Employment Horizons as your charity networking partner!



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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)!

### Save the Date

#### 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 sponsorship and benefactor  
information as well as attendance at the  
dinner, please contact Maria Florio at  
[mariaflorio@ehorizons.org](mailto:mariaflorio@ehorizons.org) to help  
celebrate 60 years of service to the  
greater Morris Community

### Annual Dinner Auction Donations Needed

Our Annual Recognition Dinner will  
feature a tricky tray and silent auction.

Please consider donating gift cards  
from your favorite restaurant, store,  
salon, hotel stays, tickets to events, etc.

Or, donate a themed basket of items!

We are also seeking empty baskets.

To donate or for details, contact  
Karen Rynearson at  
[krynearson@ehorizons.org](mailto:krynearson@ehorizons.org) or  
973.538.8822 x228

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