



DEAR SCARC FAMILY,

As the leaders of the most comprehensive non-profit organization serving people with disabilities in Sussex County, we are very pleased and privileged to present SCARC's 2019 Annual Report, in which we celebrate our successes, review our progress, and highlight exciting milestones. Since celebrating our 60th anniversary in 2017, SCARC, we have only continued to deepen our commitment to supporting children and adults with developmental disabilities and their families.

Most notable among our accomplishments is the planning, construction, and completion of our new Richard and Susan Lecher Community Center in Augusta. SCARC's board of trustees has named this new facility after our president and CEO of nearly fifty years, Dr. Richard Lecher, and his wife Susan. The board chose the honor to show its appreciation for Dr. Lecher's incredible dedication to SCARC and his tireless efforts on behalf of individuals with developmental disabilities.

The Community Center serves as a new location for our Patty Dolan Senior Center, previously located in Sparta, as well as our newly established James Dykstra Center. The Community Center can serve up to 60 adults each day, with additional space available for future program expansion as our organization continues to grow. The Center also houses some of our SCARC staff training resources as well as several offices for program staff.

In other news, SCARC is pleased to announce the completion of an intense multi-year period of transition into the Medicaid Fee-for-Service program, which provides funding for our residential, day-habilitation, and family-support programs and services. As a qualified Medicaid provider in New Jersey, SCARC was required to execute a rigorous restructuring of our financial and business-management infrastructure in order to comply with the new requirements and ensure our continued financial stability throughout the transition and beyond.

Despite the enormity of the changes that were required, we're happy to report that the transition to the Fee-for-Service model has largely been very positive for our organization and the families we serve. As always, we continue to provide intensive support to all families as they navigate the ins and outs of this new funding model.

In 2019, we also celebrate the 20-year anniversary of our Harvest Home Foods program, which today provides nourishment to nearly 400 households every year, a number that continues to rise year over year. The food pantry's two locations in Hamburg and Hampton Township provide both perishable and nonperishable foods to individuals, families, and seniors throughout Sussex County. Through this innovative program, individuals with developmental disabilities, who make up the staff at these two locations, are able to experience the joy of performing meaningful, fulfilling work that truly makes an impact on those around them.

In 2018, SCARC introduced a dynamic new program called Explorers, which offers daily programming for up to 30 individuals who enjoy activity and adventure. Participants engage in many pursuits while learning more about their own interests and connecting with their peers. They might, for example, explore local parks and recreational areas, volunteer at one of the county's community gardens, tour museums and nearby businesses, or stop by area nursing homes to visit with residents.

We're proud of what we do, and we're encouraged by the many partners with whom we have fostered strong relationships over the years—organizations that have been integral in helping us achieve our mission. Local businesses such as Lakeland Bank, RoNetco Supermarkets, Selective Insurance, and Thorlabs and many other businesses afford the individuals we serve with myriad opportunities for employment and provide SCARC with vital financial and in-kind support that enables us to continue in our mission.

In addition to area businesses, many organizational grantors and countless individual donors continue to show their trust and belief in our work through grants and donations, which have grown by at least 10% year over year for the last three years.

As you'll see through the testimonials featured throughout this report, the individuals and families we serve are very thankful for the programs and services SCARC provides. And each and every day, we're lucky enough to see, in various ways, the tangible difference SCARC makes in their lives. At the center of it all are our wonderful employees, who bring joy, light, and love to the individuals we serve on a daily basis. We are forever grateful to everyone who makes SCARC the amazing success it is, and we are thrilled to share some of the highlights of our accomplishments with you in our Annual Report. We hope you enjoy reading it and we thank you for your support!

Comments, inquiries, or questions? Please contact Dr. Richard Lecher at rlucher@scarc.org.



Richard C. Lecher, Ph.D.
President and Chief Executive Officer



Phil Motyka
Chairperson

OUR MISSION

Provide high quality services and supports to people with developmental disabilities and their families in Sussex County.



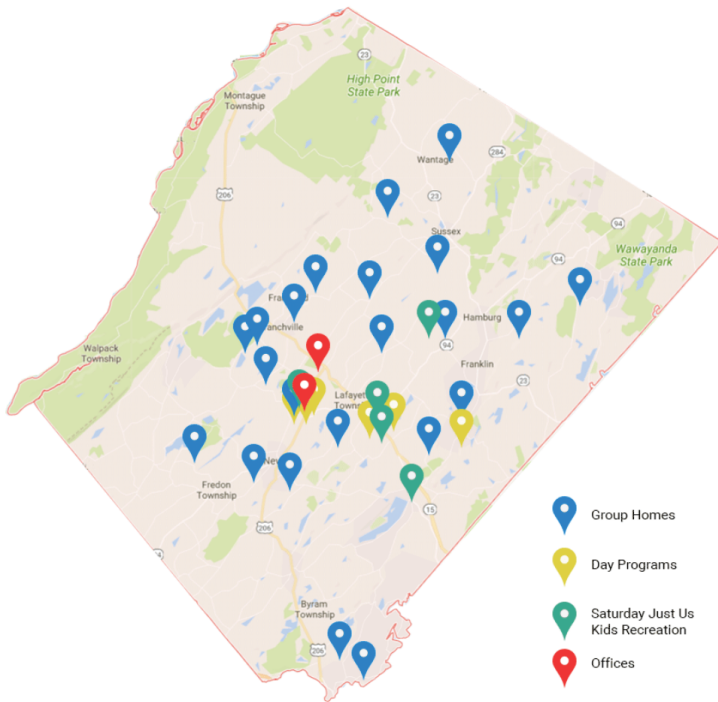
Mary Ann St. John's son, Mike, lives with cerebral palsy, autism-spectrum disorder, and a seizure disorder, which means that he requires constant care. After attending high school until the age of 21, Mike needed a program that would support him as he transitioned into adulthood and beyond. Mary Ann explored options at both our local Easter Seals as well as at SCARC. After learning about SCARC's services, Mary Ann thought Harvest Home Foods would be a great fit for Mike, so she went through the process of getting him involved. Fast forward seven years, and Mike has successfully transitioned from Harvest Home Foods to the Explorers program.

Individuals with developmental disabilities and their families living in Sussex County depend on SCARC to provide community-based service options. In a time of ever changing and evolving resources and practices, SCARC is committed to meeting needs with respect, flexibility and services that reflect excellence and quality.

LIFESPAN SUPPORTS

SCARC provides a wide range of services designed to meet the diverse support needs of children and adults with developmental disabilities and their families.





COUNTY-WIDE PRESENCE

From its administrative offices in Augusta, SCARC oversees:

- > 22 Group Homes
- > 5 Community Apartments
- > 8 day habilitation centers

SCARC also provides:

- > Supported Employment
- > Recreation Activities
- > Family Support Services

In many locations throughout the county.

“We feel so blessed to have the great people from SCARC in our lives. They have such good hearts.”

SCARC BY THE NUMBERS IN 2019

100 Individuals call a SCARC residence “home”

22 Group homes operated by SCARC

116 Individuals participate in our recreation programs

200 Individuals utilize our day-habilitation services

18 Number of Sussex County municipalities (out of 24) that house a SCARC program

594 Adults and children served by Harvest Home Foods

115K Pounds of food distributed by Harvest Home Foods

82 Families currently receive family-support services

15 Employers in the Supported Employment Program

339 People are employed by SCARC

62 Years of service to Sussex County individuals and families

22 Individuals are competitively employed with SCARC supports

#1 On the list of largest private employers in the county

\$15M Dollars funneled by SCARC into Sussex County's economy

130 Special Olympics athletes coached and sponsored by SCARC

\$18.6M Total revenue for the fiscal year

1M Miles traveled by SCARC's transportation vehicles

2,000 Volunteer hours given to SCARC by members of our community

2019 HIGHLIGHTS



Brand-New Facility Houses Day Programs



Transitioning to a Fee-for-Service Model



Harvest Home Foods: Serving Sussex County for 20 Years



Volunteerism at SCARC



New Explorers Program Introduced for Active Members



New Day Habilitation Programs Are Introduced

BOARD OF TRUSTEES



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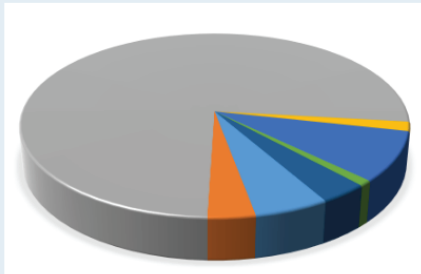
Douglas White
Emeritus Trustee

OUR VISION

A community of respect, equality, and dignity for people of all abilities.

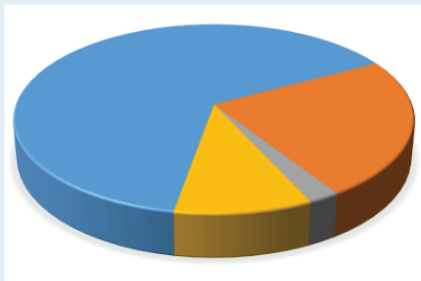


2019 FINANCIAL INFORMATION



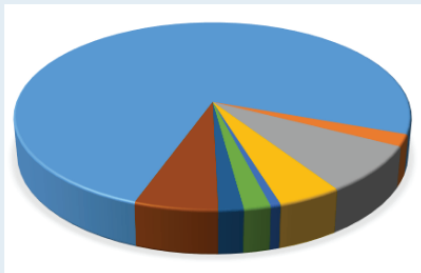
REVENUE SOURCES

- Fee-for-Service Revenue
\$13,652,779
- Rental Revenue
\$1,567,885
- Governmental Grants
\$969,986
- Contributions
\$631,987
- Foundations / Other Grants
\$613,381
- Program Fees
\$289,854
- Financial Income
\$171,649



EXPENSES BY PROGRAM

- Residential Services
\$10,101,640
- Day and Employment Services
\$3,742,491
- Management and General
\$1,520,062
- Family Support and Community Services
\$348,113



EXPENSES BY CATEGORY

- Personnel Services
\$11,769,104
- Facility Costs
\$1,285,208
- Depreciation
\$933,670
- Materials & Supplies
\$711,509
- Professional Fees
\$318,905
- Transportation
\$299,979
- Other Expenses
\$278,736
- Financial Assistance to People Served
\$115,195

For more detailed financial information, please contact our president and chief executive officer,

Richard C. Lecher, Ph.D., at 973-383-7442

AWARDS



Celebrating More Than Six Decades of SCARC

In June of 2019, SCARC held its annual Awards Dinner and Dance at Perona Farms in Andover, NJ. The evening served not only as a celebration of the organization's more than sixty years of service, but also as a means of recognizing key members of the community. This year, SCARC honored a number of individuals and groups for their service and commitment to individuals with developmental disabilities:



Teacher of the Year: Kathryn Nieves

Nominated by her employer, Ms. Nieves has taught special education at Sparta Middle School since 2015. In addition to serving as an exceptional teacher, Ms. Nieves, who speaks often on topics related to special education, is an advocate of differentiated instruction and believes in building classrooms that support all learners.

“I am proud to contribute my time and effort as part of this fine organization, working to support the individuals we serve throughout Sussex County.”

Volunteer of the Year: Tom Brennan

Mr. Brennan has served as SCARC's Special Olympics powerlifting coach for the last 20 years. He is an incredibly dedicated volunteer who has helped many of the individuals SCARC serves develop into strong, confident athletes.



Joseph Wehmeyer Distinguished Service Award: Department for Persons with Disabilities (DPD) Support Coordination

The DPD's Office of Support Coordination has been invaluable to both SCARC and to the individuals SCARC serves. With tireless commitment and compassion, the staff at the DPD's Support Coordination office works side-by-side with SCARC to help individuals with developmental disabilities access the services and supports they need to thrive.

Robert Lane Chairman's Award: Thomas Baffuto

Mr. Baffuto has served as the executive director at the Arc of New Jersey for more than 20 years, providing invaluable leadership to county-based Arc chapters throughout the state. An outspoken advocate for individuals with developmental disabilities, Mr. Baffuto has been instrumental in the fight for increased state funding for organizations like SCARC.



SCARC's Friend in the Community: The Pierce-Tompkins Family

This incredible family has volunteered extensively for SCARC's Just Us Kids and Teen Scene programs for more than five years. Perhaps most memorably, the family dresses as Santa, Mrs. Claus, and the elves each Christmas and makes a surprise visit to SCARC's children's programs to hand out gifts and spread holiday cheer.

“I feel incredibly blessed and grateful to be employed by SCARC!”

Employer of the Year: Optics Department at Thorlabs

Since 2011, the optics department at Thorlabs has been one of SCARC's largest and most successful partners in its Employment Connections program. Each day, the participants in SCARC's employment program provide manufacturing support for Thorlabs, where they are respected and valued as equal team members by everyone at the Newton, NJ-based manufacturing facility.

We look forward to many more years of celebrating SCARC and the special members of our community who make the world a better place for individuals of all abilities.



BEHIND THE SCENES AT SCARC'S GROUP HOMES



What does a typical day in a SCARC group home look like? Here is a glimpse into the daily lives of our residents!

4:30 am: In SCARC's group homes, the day generally begins whenever the residents decide it does! The staff doesn't insist they adhere to a morning schedule. Some individuals have time confusion, so they don't always follow a typical sleep schedule. So, though we may gently encourage a very early riser to go back to sleep, we never insist upon it. Instead, everyone is able to begin the day at his or her own pace.

7 to 8 am: The morning involves the usual routine of taking showers, eating breakfast, and taking medications. Needs among the residents vary quite widely, so that staff could be showering and dressing some residents completely or simply providing verbal prompts such as, "don't forget to brush your teeth" to others. It's all very personalized.

8:30 am: The majority of the people we serve go to a SCARC day program Monday through Friday. Using SCARC's specially equipped vehicles, staff transports our residents to their day programs every weekday morning.

2:30 pm: After about six hours of activities, which help the individuals we serve develop social, prevocational, and daily life skills, our staff picks up residents from their day programs.

3:00 pm to 6:00 pm: Our staff works hard to schedule the individuals we serve for all their doctors' appointments in the late afternoon and early evening hours to avoid disrupting residents' daytime routines. Thus, staff usually take those we serve to their appointments during these hours. This time is also reserved for one-on-one outings between residents and staff, which helps residents cultivate their own interests and build strong relationships.

6:00 pm: With the help of our staff nutritionist, our staff prepares heart-healthy meals that are also tailored to individual preferences as well as prescribed diets. While one meal is generally prepared for the whole group (except for those on special diets), residents can opt instead to prepare their own preferred meals (with staff assisting as needed).

8:00 pm: Evenings are generally the residents' own to do as they wish. Just like the mornings, there are no set rules. An individual can stay up as late as he or she wants. While staff can

encourage residents to turn in, we never force them. They're adults and they can make their own choices; staff simply tries to help them learn to make responsible decisions.

In the vast majority of SCARC's group homes, residents have their own bedrooms. We want our residents to have their privacy and space to be themselves, express their own personalities, and engage in the activities that interest them.

11 pm: Staff stay up all night while the residents sleep. During this time, our staff cleans the house, completes paperwork, prepares meals, and checks on residents (some need to be checked on every hour).

Weekend Life

“My sister's needs are always addressed in a caring manner.”

On weekends, residents spend time with family members, go home for visits, or participate in SCARC-run events and outings. Many residents attend a house of worship, so our staff works hard to ensure each individual can attend his or her preferred service. Residents and staff also go swimming, bowling, to the movies, to museums, and more. As much as possible, we encourage the residents to make suggestions regarding the activities they want to participate in.

Individualized, Yet Cooperative

Staff tries very hard to tailor each resident's experience to his or her needs, interests, and personalities. Each group home has house rules that are developed with plenty of input from the residents. And if residents have questions or issues about anything at all, they know they can bring them to the staff, who will do their best to resolve any concerns.

Overarchingly, the staff strives for as much normalcy as possible, ensuring our residents can lead autonomous lives to the greatest degree possible.

“My staff are my family and I love them very much!”

“I love that SCARC brings residents out into the community.”

SCARC THROUGH THE YEARS

2019

Construction on our Richard and Susan Lecher Community Center is completed with the help of USDA financing, and the facility opens its doors for the first time.

2016

We establish a fifth corporation, the Augusta Center for Persons with Disabilities.

2016

SCARC opens two homes in Frankford through its partnership with Knoll Housing.

2014

We expand our Sparta Center, adding one more condo unit to our original two in order to accommodate additional programs.

2013

SCARC's Valcourt group residence is built in Lafayette thanks to generous donation from a parent of an individual we serve.

2010

Our Hampton Community Center is built with USDA financing and several day programs are consolidated into this location.

2009

With our first-ever HUD grant, we build our Stillwater and Warbasse group homes. SCARC Housing, Inc., is formed the same year.

2008

Our Sparta Center is built to accommodate our senior program as well as a program for individuals with extensive medical needs.

2005

Through the generosity of a parent whose child is served by SCARC, another group home is established in Frankford.

2002

We open our Clearview group home in Hampton Township.

1999

Harvest Home Foods is established and begins initial operations at the Creamery Building in Augusta.

1993

The SCARC administration building moves from Newton to its current home in Augusta, NJ.

1993

With financial support provided by a generous parent, we establish our Sussex group home.

1990

Nine more homes are opened through out the county over the course of the next decade, with locations in Stanhope, Lafayette, Hardyston, Sussex, Wantage, Franklin, Vernon, and Hampton Township.

1989

SCARC Guardianship Services, Inc., is established to assist individuals with developmental disabilities and their families with guardianship planning.

1986

Our third and fourth Adult Activity Centers are established in Newton and Franklin.

1985

SCARC Foundation, Inc., is founded to provide financial support to SCARC, Inc.

1984

Our first 100% accessible group home is constructed in Branchville.

1982

Two more group homes open in Fredon and Beemerville.

1981

SCARC's preschool and early-elementary education programs end as public schools begin serving children with all types of disabilities.

1980

The very first SCARC group home opens in Newton, and a second one opens in Sparta soon after.

1979

We move our Stanhope Adult Activity Center to Hillside Park in Andover Township.

1978

Our board of trustees identifies a profound need for group homes and begins working to establish these residences.

1977

SCARC opens its second Adult Activity Center in Stanhope.

1973

We offer our first early-intervention program in Newton to serve infants and toddlers.

1972

SCARC begins offering preschool and early-elementary education classes in Newton, with programs in Hamburg and Lafayette to follow.

1972

SCARC's current president and CEO, Dr. Richard Lecher, is hired to lead our organization.

1972

SCARC's first administrative office is established at 39 Newton-Sparta Road in Newton.

1968

Our first Activity Center for adults with disabilities is established, operating in Grange Hall in Newton.

1962

Recreation and daycare programs begin for younger children. Teen recreation programs soon follow.

1959

The founders of SCARC establish an affiliation between our organization and the Arc of New Jersey, becoming an official local Arc chapter.

1957

A small group of parents gathers for the first time to begin the process of creating SCARC.