

Adversity does not build character, it reveals it.

+ MESSAGE FROM 21 PLUS FOUNDATION, INC.

The 21 Plus Foundation was formed in 2000, with its mission dedicated to generating financial support to enhance the programs and mission of 21 Plus, Inc., while balancing those needs with the long-term preservation of capital for the future.

In 2020, the Foundation was happy to support the new 21 Plus, Inc. marketing strategy, which included a new and improved website, as well as marketing materials that created a cohesive message.

In response to the global pandemic, the Foundation partnered with 21 Plus, Inc. to match a crisis stipend for Direct Support Professionals. The Foundation funded traditional employee appreciation events, including a virtual Employee Appreciation Day and the virtual Holiday Open House.

The Foundation funded new patio furniture for the group homes, creating an appealing outdoor space where individuals could safely visit with their families and friends.

Fundraising during a pandemic created opportunities to solicit support in new ways, using online appeals and a virtual event. We also solicited friends and supporters with traditional letter appeals. We are so grateful for the incredible support we received. The continued support from so many during a time of uncertainty is a testament to the many friends who continue to believe in the mission of 21 Plus.

The mission continues into 2021, and the Foundation will be working closely with 21 Plus to meet the needs of the individuals served. How can you help? Donate whatever you can afford, volunteer to help and include the Foundation in your will.

On behalf of all those who benefit, thank you to the Foundation Board of Trustees, the new and repeat donors, the programs, staff and Board of Directors at 21 Plus, Inc., and the local community of people who care about the people who live and work at 21 Plus.

- Richard Frankman, *Foundation Chair*



Please note that all 2020 figures in this article are unaudited.



Meaningful lives for people with disabilities

21Plus.org

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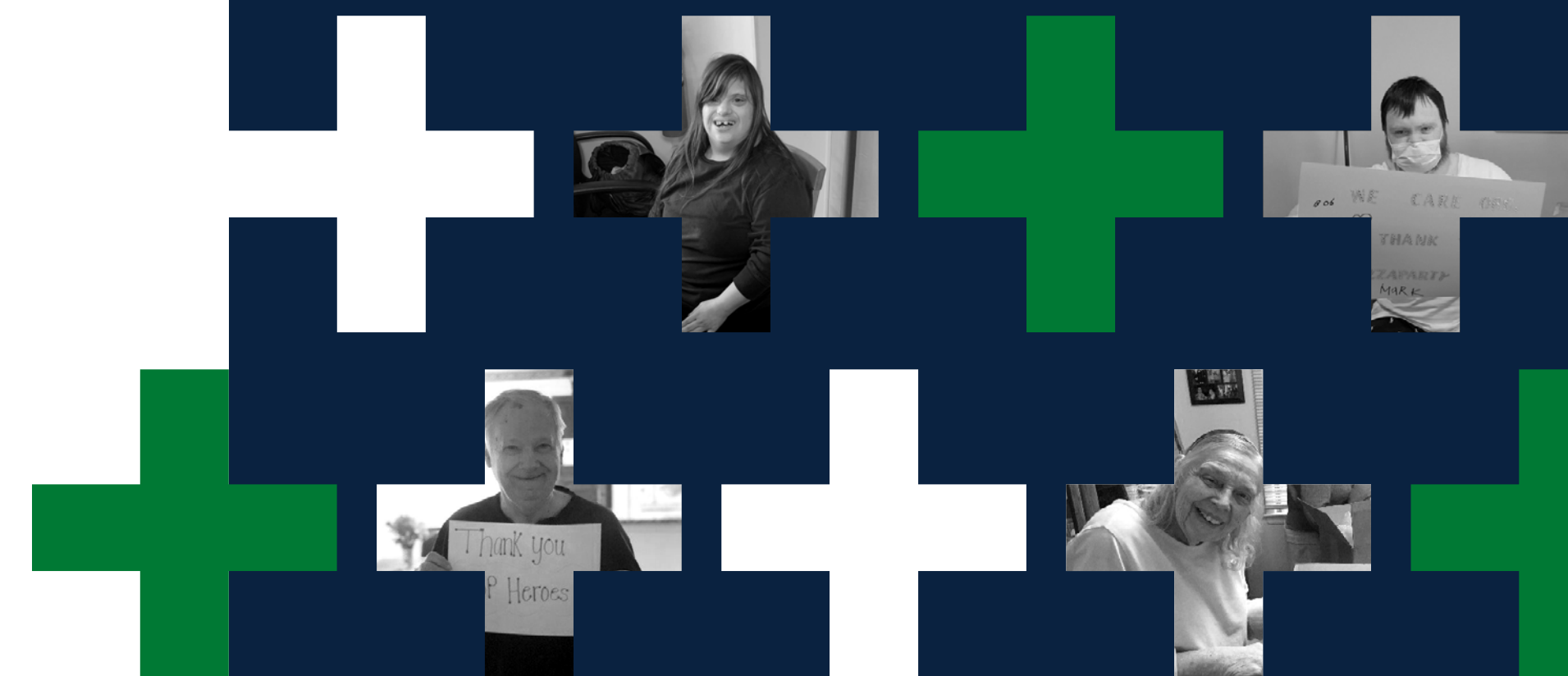
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2020 ANNUAL REPORT



+ VISION

Meaningful lives for people with disabilities

+ MISSION

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

+ PROGRAMS

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

+ MANAGEMENT TEAM

- DIANE HUTTON-ROSE
Executive Director
- NICOLE BAUER
Residential Services Director
- JOANNE HANSON
Finance Director
- JOCELYN ARMSTRONG
Human Resources Director
- PATRICIA RUSSO
Quality Management Director

+ VOLUNTEER BOARD OF DIRECTORS, 21 PLUS, INC.

- RICHARD ASKOFF
President
- RUSSELL CORBY
Vice President

- FRANK ORAWIEC
Treasurer
- WARREN HEISS
Secretary

- BOARD MEMBERS
Patricia A. Christopher, Carol Frankman, Carol Jones, Christine Matus, Lisa Peck, Elizabeth Ritacco, Michael York

+ BOARD OF TRUSTEES, 21 PLUS FOUNDATION, INC.

- RICHARD FRANKMAN
Chair
- JOEL GEISLER
Vice-Chair
- MARY NORMAN
Treasurer/Secretary
- ZEV ROSEN
Trustee, Chair Emeritus
- TRUSTEES
Richard Askoff, Ira Brower, Patricia A. Christopher, Barbara Faruggio, Ethan Rosen, Jennifer Shufan

+ GETTING CREATIVE

2020 began wonderfully with Adult Training Center participants out in the community, volunteering their time and earning a paycheck working at crew labor jobs. Then, COVID-19 hit. On March 17th, like many other organizations, 21 Plus's day programs were shut down. Day program participants and their families were beside themselves. What were they going to do? Many family members still had to work and didn't have a backup plan for their loved ones who attended an adult training center. Our Adult Training Center families struggled, juggling schedules and working from home. The individuals who attended our day programs missed their friends and routines.

In July 2020, 21 Plus launched a virtual day program. The Adult Training Center program administrators got creative. They created a calendar of events that was very similar to their in-person day program. Staff and participants alike were thrilled to see one another doing crafts, learning to cook, practicing yoga and attending weekly meetings. Science projects were particularly popular, and for our participants who live with their families, the cooking club gave the whole family something to look forward to.

September came along and 21 Plus Adult Training Centers were able to reopen with a reduced census. Only 25% of our participants were allowed in the building at a time. Even though things looked a little different than the last time they were at program, the few individuals who came back were very happy. From new transportation guidelines to encouraging physical distancing in the building, everything was changed in order to keep our participants safe. In the meantime, our virtual day program continued. The day before Thanksgiving, Adult Training Centers were shut down again. At this time, no one quite knows when they will open again.



+ KEEPING SPIRITS HIGH

In the 21 Plus residential program, we have felt the life altering effects from COVID-19. We have felt the fear, anger, pain of loss, isolation and futile quest for unattainable paper products and personal protective equipment. The entire state shut down, day programs closed and our individuals were isolated in their homes with a fear of exposure. The staff that they communicated with through words and facial expressions had been masked. Their loved ones who came to visit on weekends, hugged on holidays and gathered to celebrate birthdays were now restricted. Their hair that they liked to keep a certain way grew long and went uncolored. Their most meaningful and favorite activities were shut down to the public. But nothing has not stopped them from living fulfilling lives!

Our heroic direct support staff and the people we serve are the epitome of resiliency and spirit. Despite what this pandemic has cost them, they have adapted and thrived in the most desperate of circumstances. Our individuals have found joy in the adaptations to this new world. They had opportunities to see their relatives and loved ones on Zoom. They connected with friends, family and staff

for birthday parties (even from hundreds of miles apart). They attended car parades, where everyone gathered to drive by homes and see everyone safely. They had fun during quarantine by making fun videos to keep spirits high. Our sites showed off their green thumbs, making the best of their time at home and planting a vegetable garden. Crafting was also a wonderful way to pass time. Individuals loved sewing, creating rock mosaics, holiday picture designs and more. Everyone embraced the fresh air and sunshine, especially when taking trips to the Great Adventure Safari, PNC Light Show, Dinosaur Quest and Popcorn Park Zoo.

2020 demonstrated the most incredibly beautiful aspects of the human condition - resilience, innovation, adaptation, empathy, courage and unity. The accomplishments that our residential and day program services made as a united front were nothing short of miraculous. Our staff are heroes, working day in and day out with their entire heart and soul dedicated to serving others. Our individuals have adapted and continued to find the joy in life despite the ever-changing world around them.

MESSAGE FROM THE EXECUTIVE DIRECTOR

Diane Hutton-Rose



“On the other side of a storm is the strength that comes from having navigated through it. Raise your sail and begin.”

- Gregory S. Williams

In January 2020, the opening lines from my annual report message read, “Start by doing what is necessary, then do what is possible, and suddenly you are doing the impossible.” - Francis of Assisi

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

When I wrote my 2019 message, I had no idea what 2020 had in store for us. Simultaneously, it feels like yesterday and a lifetime ago that we completed our Strategic Planning process, looked to the future and revised our mission statement: “To enable individuals with intellectual and developmental disabilities to lead fulfilling lives working in partnership with families and communities.” We had big plans to expand, explore new initiatives, update our website and marketing program and offer opportunities for Direct Support Professionals (DSP) to obtain credentials. We were poised to collaborate with other organizations in our community.

We have met many of these goals despite the devastating effects of COVID-19. We embarked on the E-Badge program, making it possible for our DSPs to participate in the National Alliance of Direct Support Professionals credentialing program. This program enables DSPs to become credentialed DSP Level I Specialists, resulting in an increase to their hourly salary. We launched our new website with cohesive branding and messaging. We have successfully partnered with many community organizations and local businesses.

As the global pandemic descended upon us, we regrouped to focus on combatting the crisis at hand. COVID-19 has had a significant impact on the operation of our organization. It has affected our health and wellbeing due to illness and loss of life. Both our staff and individuals that we support had fallen ill with COVID-19, some of whom have yet to fully recover. We've had staff become so ill that they cannot return to the workplace. Sadly, we have also had individuals succumb to COVID-19 and pass away. The grief



and emotional toll that this has taken on all of us has been tremendous, as we are tasked with ensuring the health and wellbeing of those we serve and those that serve them.

Our staff has been nothing short of heroic, responding to the call of duty and showing up each day despite their increased risk of exposure. We have worked hard to procure personal protective equipment (PPE), leaving no stone unturned when PPE was nearly impossible to obtain. They have sheltered in place and moved into group homes to provide the vital medical and emotional care that our individuals needed while they battled COVID-19. We have compensated our employees with a crisis stipend, as well as additional compensation when working in a home with individuals who had tested positive for COVID-19.

Our membership in The Greater Toms River Chamber of Commerce and the bonds we have formed with other members has been fruitful. We received sanitizing supplies from Jersey Coast Appliance and our Zoom video platform was donated by the Jay and Linda Grunin Foundation.

Through all of this, we have become more than just an agency, we have become a family.

We also received a Kindness Award thanks to the Grunin Foundation and OceanFirst Foundation partnership. Congressman Andy Kim recognized our essential workers with a town hall specifically for our staff, individuals we serve and their families. They even organized a donation of 3,400 BBC masks. Our tried-and-true vendors came through for us with emergency repairs. Jim Maguire and his team showed extra compassion and kindness to the individuals we serve, resulting in Maguire Partners LLC receiving our 2020 Community Partner Award. Our Board of Directors and families stepped up immediately to adopt-a-house, sending treats and activities at the onset of the lockdown.

Through all of this, we have become more than just an agency, we have become a family. Like most families, we may not agree all the time, but that's okay. Healthy discussion leads to achieving our common goal - preserving the health, well-being and quality of life for the individuals we serve and the staff that supports them. It has been difficult, but we are thankful that we still had opportunities to virtually celebrate milestones, birthdays, anniversaries and employee appreciation events.

We have been tested and we have proven that our 21 Plus family is resilient. As we look to the future, we have renewed hope for a return to a new normalcy. We are confident that 21 Plus, Inc. will continue to provide opportunities for meaningful lives for people with developmental disabilities. **We continue to be One Agency, One Mission.**

+ 2020 ANNUAL REPORT Statement of Financial Position and Statement of Activities

2019 Statement of Financial Position

	2019	2018
ASSETS		
Current Assets:		
Cash	1,355,137	485,957
Investments	250,059	-
Grants Receivable	-	150,000
Accounts Receivable	426,781	561,357
Prepaid Expenses	122,741	101,977
Total Current Assets	2,154,718	1,299,291
Property and Equipment, Net	2,239,451	2,429,058
Restricted Cash	61,084	68,042
Other Assets	21,840	22,327
Total Assets	4,477,093	3,818,718

LIABILITY AND NET ASSETS

Current Liabilities:		
Accounts Payable	94,350	89,542
Accrued Expenses	155,755	295,608
Due to Clients	19,236	22,127
Due to Grantor	58,792	179,173
Deferred Revenue	22,714	32,699
Current Portion of Long Term Debt	19,534	19,350
Total Current Liabilities	370,381	638,499
Long Term Debt, Excluding Current Portion	218,525	237,813
Net Assets, Unrestricted	3,888,187	2,942,406
Total Liabilities and Net Assets	4,477,093	3,818,718

2019 Statement of Activities

	2019	2018
REVENUE AND SUPPORT		
Grants	123,537	1,875,979
Contributions	112,014	291,084
Supported Employment/ Subcontract	25,800	24,760
Medicaid Revenue	7,357,729	4,534,523
Contribution to Care Income	392,385	377,079
Rental Income	420,739	396,095
Interest Revenue	1,008	130
Unrealized Gain	21	-
Miscellaneous Revenue	13,794	11,485
Capital Grants	-	181,076
Total Revenue and Support	8,447,017	7,692,211

EXPENSES

Program Services:		
Residential Programs	5,574,602	5,043,372
Day Training Programs	1,065,890	1,035,804
Family Support and Other Programs	101,840	67,797
Management and General	758,904	677,394
Total Expenses	7,501,236	6,824,367
Increase in Unrestricted Net Assets	945,781	867,844
Net Assets, Beginning of Year	2,942,406	2,074,562
Net Assets, End of Year	3,888,187	2,942,406

