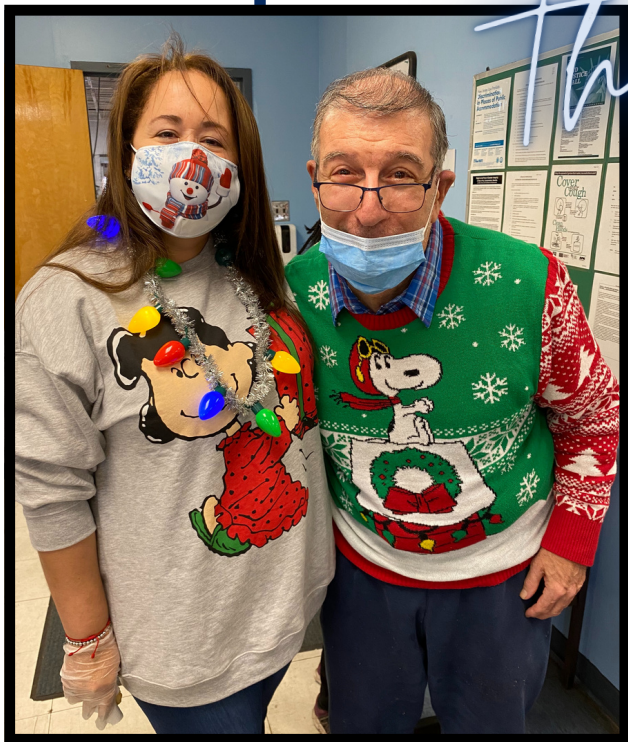




ANNUAL REPORT 2021



The Road-Back



INROADS TO OPPORTUNITIES
Empowering people with disabilities in their pursuit of employment, independence and life skills.

ON THE COVER

The Road Back. In 2021, Inroads to Opportunities made progress in the return of our in-person services.

Top Left Inroads Cafeteria Staff and Participants have done an exceptional job maintaining a safe environment, serving over 150 meals per day **(Left to Right)** Natalie S., Christian R., Assistant Cafeteria Manager- Denise Hall and 2021 Kology Award Winner, Lisa T.

Top Right Inroads Contract Packaging Division welcomed the return of 159 program participants since our soft opening in October 2020, **(Left to Right)** Ruslan B. and Jordan P.W. working hard on the assembly line.

Bottom Left Director of Mental Health- Letty Esquivel with program participant Frank "Buddy" B. during our 37th annual holiday luncheon featuring Holiday Express.

Bottom Right Inroads showcased our local business partners who have hired and helped us maintain employment for our population. Cintas in Roselle, NJ has gone above and beyond in support of our mission. Inroads Employment Specialist Augusta Vega (pictured second left) with Cintas HR Manager Carla Jacome (left) General Manager Bill Getta (back center) Production Manager Doug Radar (back right) and employees Mr. Akuma and Julian receiving the Inroads Certificate of Appreciation.



MESSAGE FROM BOARD CHAIR JILL SCHAFHAUSER

Dear Inroads Families, Friends and Supporters,

I am so honored to be associated with Inroads and serve as Chairperson of the Board of Directors. This past year brought a second year of challenges to Inroads because of the Covid-19 Pandemic. I am sure Inroads' clients and their families experienced first-hand the many challenges. However, in spite of the challenges, many clients were back working by the fourth quarter of 2021. President Ford and her management team were very careful to return clients to the Center in a safe manner. They even managed to hold a graduation ceremony for the Transition Program graduates, of course with safe distancing and other safety protocols in place. I attended the graduation, which is always a rewarding and fun experience.

As I write this, the Covid Omicron variant is on the decline. Let us all be hopeful that 2022 will bring everyone a happy and healthy year ahead.

Above: Jill Schafhauser (pictured left) with Transition graduate Maria A.

Staff & Contributors

Michele Ford
President & CEO

Angela Calzone
Vice President & COO

Bryan Hansen
Director of Marketing; Editor

Board of Directors 2021

Board Chair Jill Schafhauser
Board Vice Chair Janis E. Arrindell
Treasurer Ken Rowinsky
Assistant Treasurer Gerry Iacovano
Charles Walter
Jo Ann Kovalcik
John Kovalcik
Arnold Rintzler
TR Rathjen
Tara McDonald

2021-22 Corporate Sponsors

Despite the obstacles and stress of the pandemic, Inroads continues to make strides towards our pre-pandemic progress. The following organizations have stepped up and made the commitment to help us sustain our mission. This year, sponsorship supports Inroads in the construction of 'Opportunities Café & Market', an onsite food service and retail establishment where Inroads' participants can train for employment in food service, retail and customer service. Additionally, sponsorship supports the installation of a LULA lift elevator in our Mental Health & Day Habilitation building and the reconstruction of two staircases in need of repair so participants can safely access our "upper rooms" for a host of activities and programs.



Q Vandenburg & Sons

Louis J. & Fannie Roncoli Foundation, Inc.



2021 Grants

Showcasing our local heroes who believe in Inroads' mission.



Inroads was the recipient of a \$10,000 grant in 2021 from Columbia Bank Foundation towards the installation of a Lula Elevator and new staircases in our wellness building. We thank them for their support of our mission.



The Bauer Foundation gifted Inroads a \$15,000 grant in 2021. We are grateful for the generosity of the Bauer Foundation and for their annual support.



Our friends at United Way of Greater Union County gifted Inroads with a grant for \$4,949 to help us pay the salary of a rehabilitation counselor. Inroads is grateful for the annual support of United Way.



2021 HEART (History, Education, Arts Reaching Thousands) Grant from the Union County Board of Chosen Freeholders gifted Inroads with \$2,500 to help us pay for an art teacher in our wellness program.



The City of Linden granted Inroads \$7,000 in support of our mission. We are fortunate for their annual support and belief in our efforts in Union County.



Inroads 4th Annual Play it Forward Fundraiser was held June 14th through the 19th, featuring Tri-State Area musicians Kim Boyko, Bryan Hansen Band, Tommy Strazza, The Wag, Regina Goldy and Tauree with John Van Ness (pictured top left).

Musicians live streamed their performances on Inroads' Facebook Page, raising over \$1,100 during the Fundraising week. Prior to our Play it Forward Event, Inroads unveiled our new website www.inroadsto.org featuring our improved fundraising software Donorbox.

"In every role I've taken, from volunteer to employee, and now as a musician contributing to the Play it Forward fundraisers, I am always honored to be considered a member of the Inroads community. The services and advocacy they provide for adults and teens with disabilities are invaluable to our society, and I hope that we can continue to raise awareness and funds for all of their incredible programs and services." -**Kim Boyko** (pictured above) | New Jersey Songwriter and Advocate



Inroads kicked off our 2021 Fundraising year with a Valentine's 50/50 raffle. In the absence of Casino Night, we continued to think outside of the box and held our raffle live on Facebook, which helped us raise \$3,100. Our winner Kim S., generously donated half of her winnings back to Inroads.

With the help of Donorbox, we were able to raise over \$4,500 through our website in 2021.

Facebook Birthday Fundraisers continue to make a huge impact. Inroads Director of Advocacy and Quality Assurance Cyndy Walsh Rintzler raised \$1,520 thanks to her friends and followers on Facebook. In 2021, Inroads raised \$2,190 thanks to this platform.



(Pictured left to right)
Inroads staff Gayl Schaad, Letty Esquivel, Donna Incanella and Dale Drisker at Hot Rods + Harleys 2021.

Saturday September 18th, Inroads attended the 19th annual Hot Rods and Harleys in Rahway, New Jersey.

With the help of a 50/50 raffle, our dedicated staff members sold tickets in the summer sun and raised \$1,033. This wouldn't be possible without the help of Garden State Gear Shifters and our staff who volunteered their time for this event.



Giving Tuesday 2021 was a milestone fundraising day for our charity. Thanks to the generosity of our followers, Inroads received \$1,850 in donations, which was our most successful Giving Tuesday to date.



Inroads to Opportunities Charity Wine

Thursday October 21st, 2021, Inroads hosted a Virtual Fundraiser with the help of Old York Cellars Winery. General Manager and Sommelier, Laurin Dorman helped guide our attendees through a chocolate and wine pairing with custom Inroads to Opportunities wine labels. Inroads raised \$3,226 with the help of ticket holders and our Sponsor Meeker Sharkey + Hurley, Richard Skorupski.

Inroads Charity wine is available year round on the Old York Cellars Website. Old York Cellars donates a portion of each sale back to our charity.

Orders Can Be Placed at The Following Link:
<http://www.tinyurl.com/InroadsWine>

Arts Make an Impact



Inroads' President and CEO Michele Ford (pictured left) with Bette Jane Kowalski, Union County Commissioner, Greater Westfield Chamber of Commerce President, Gene Jannoti, Inroads' Sales and Customer Relations Specialist Sara Avanzi with Inroads Day Habilitation participants.



Mark R. shows off his incredible Frankenstein Mummy design during our Pumpkin Painting Event.



Bette Jane Kowalski, Union County Commissioner joined transition students Marquis G. and Chase O.

During Disability Employment Month in October 2021, Inroads to Day Habilitation and students from the Inroads Transition program invited our friends from Union County to join us for pumpkin painting. Representatives from Union County Paratransit, Roger Dammer, Daniel Silva and Gino Joseph, Greater Westfield Chamber of Commerce President, Gene Jannoti and Bette Jane Kowalski, Union County Commissioner met with our participants and toured our campus in Roselle. The meet and greet lifted our spirits as this was our first in-person event since the beginning of the pandemic.

Inroads to Opportunities music therapy program kicked off in late April 2021 and has been adding a fresh energy to our Wellness and Transition programs.

In 2020, Elizabethtown Healthcare Foundation gifted Inroads a grant for \$15,000 for our Music Therapy Program. Their mission is to provide financial support to non-profit organizations to strengthen existing and/or seed innovative initiatives that address healthcare and related needs in Elizabeth, New Jersey and surrounding communities.

New Jersey Singer Songwriter, Tommy Strazza led our sessions throughout 2021. "Some weeks we do a group of songs from the Motown Era, Woman of Rock, 60s & 70s and of course the music of The Beatles," says Tommy Strazza. "Our participants are always looking forward to this group and we love the enthusiasm and joy it brings."

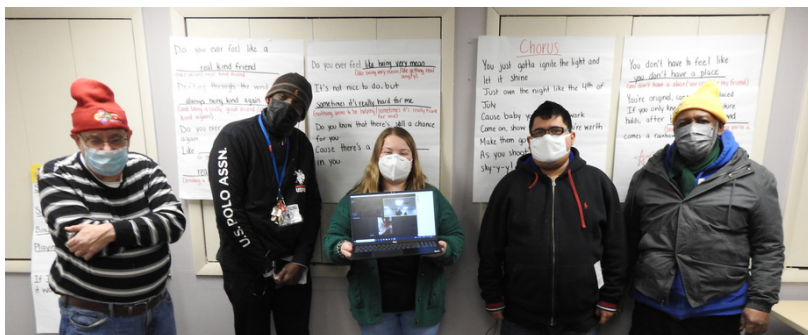
In November 2021, Inroads welcomed the addition of Certified Music Therapist Megan McDonald. Joining us from Children's Specialized Hospital at Saint Peter's University in New Brunswick, Megan has enhanced the therapeutic value of the program.



Donna B shows off her beautiful charcoal drawing during Inroads Art group.



Tommy Strazza and Inroads' Director of Marketing Bryan Hansen lead the group in a song circle.



Music Therapist Megan McDonald (center) poses with Inroads' music group participants. Our hybrid group works with individuals both on zoom and in-person.

Program participants start our music group with a "Hello" song, which sets the intention and focus of the session. Recently, our hybrid class wrote a song about friendship, using the chords and melody from Katy Perry "Firework." Participants sing along, shake percussion instruments and follow movement prompts from Therapist Megan McDonald. Inroads Music Therapy helps individuals with disabilities with communication, social skills, coping mechanisms and mental health. In less than a year, our group has made a difference for the participants who attend every month.



Michele Ford, President and CEO of Inroads to Opportunities, was honored on October 13th, at the New Jersey Association of Mental Health and Addiction Agencies' (NJAMHAA) Fall Conference, No Going Back: Moving Forward in a New Paradigm for the Inventive Leader in Adult Services, Courage and Compassion Award.



President & CEO Michele Ford

For over 35 years, Michele has dedicated her life to serving the needs of individuals with mental health challenges. A life-long advocate, Michele has been a champion for this most vulnerable population by serving on Union County Non-Profit Consortium, Union County Crisis Consortium and most recently addressing members of the US Commission on Civil Rights in Washington, D.C. to raise awareness of choice in defense of employment options for individuals.

Similarly in May 2021, the Union County Board of County Commissioners named Michele Ford one of the sHeroes of Union County, for her efforts during the height of the COVID 19 pandemic. When facilities throughout the State were required to shut down, Michele and the Executive team developed a plan so that program participants could receive uninterrupted services and supports such as counseling, medication management, individual and group therapy, vocational training and more. Inroads' 24/7 emergency wellness hotline was expanded and Michele deployed a plan to ensure participant health including weekly activity links for our participants at home.

Michele stated, "The last year and a half has challenged us like no other. As providers, we have had to use all of our tools and resources to provide much needed behavioral health services. Inroads is fortunate to have an exceptional behavioral health team in Dr. Lim, Letty Esquivel our Director of Mental Health Services and our Nurse Gayl Schaad who led this effort over the past year."



Keeping Inroads safe one day at a time.

Inroads would additionally like to recognize the efforts of (Left to Right) Dan Bagnato, Director of Vocational Services, Cyndy Walsh Rintzler, Director of Advocacy and Letty Esquivel, Director of Mental Health, whom have gone above and beyond during the pandemic to ensure the safety and well being of our program participants. Despite the odds, we began 2021 with less than 40 program participants attending in-person services to over 159 as the year progressed. This wouldn't be possible without this incredible team.

Inroads to Opportunities Director of Advocacy and Quality Assurance, Cyndy Walsh Rintzler, LPC, has been appointed to chair the Union County Workforce Development Board - Disabilities Committee.

With over 20 years of experience in the field of Vocational Rehabilitation, Cyndy Walsh Rintzler works extensively with adults and teens with developmental, psychological, emotional and physical disabilities in attaining meaningful and sustainable employment.

The Union County Workforce Development Board is comprised of local partnerships of private and public sector participants that provide coordinated planning, policy guidance and oversight for all workforce readiness programs in the community. Cyndy will be a voice for Union County citizens with disabilities as the UCWD Board works toward a more inclusive community. Inroads is a proud member of A-Team New Jersey, a state chapter of the national advocacy movement to unite individuals with disabilities and their families in their choice of employment options and services.

Cyndy Rintzler has led the Inroads to Opportunities advocacy movement for adults with disabilities at the state and federal levels. Cyndy was successful in engaging Senator Cory Booker's staff in an educational session about employment options and meeting with members of the U.S. Congress during New Jersey's 'Day on the Hill.' Cyndy helped organize attendance at a rally at the State Capitol, which helped to successfully increase the pay for Direct Service Providers.

For these efforts, Cyndy received the ACCSES NJ 2019 Star Award and is currently a nominee for appointment to the State Rehabilitation Commission.

STAFF LONGEVITY AWARDS 2021

Here are the faces of our staff who help Inroads make a difference in the community.



Patti Johns- 5 years
Diane Roberts- 5 years
Claudia Urrea- 5 years



Susan Washington- 5 years
Dolores Tumipamba- 10 years
Xiomara Hernandez- 20 years



Meet Inroads Newest Talent



Georgette Castro

Meet Inroads
Employment Specialist.

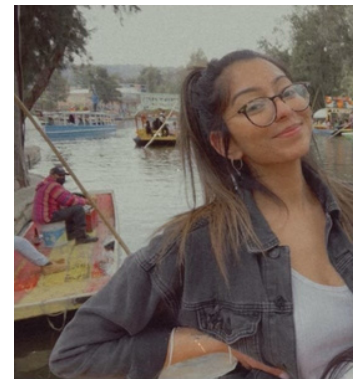
Georgette joins us from New York, where she worked at Brooklyn Community Services, in the after school program.



Elna Velez

Meet Inroads Assistant Supervisor
in our Contract Packaging Division.

Elna worked at All State Legal for 25 years in office services and has been working with our extended employment participants since November 2021.



Cynthia Patel

Meet Inroads
Vocational Counselor.

Cindy recently graduated from Rutgers University and previously worked at Covid vaccine sites and helped administer Moderna vaccines. Cindy loves traveling, meeting new people, and trying different foods.

ANNUAL REPORT 2021

Operating Revenue

Service Income	\$4,895,051.00
Rehabilitation Training Fees	\$1,083,729.00
Total Operating Revenue	\$5,978,780.00

Expenditures

Direct Services to Individuals with Disabilities:	\$2,621,659.00
Overhead and General Expenses:	\$2,048,253.00
Administration	\$994,951.00

Total Operating Expenditures \$ 5,664,863.00

Net Operating Gain: \$ 313,917.00

Community Supports & Fundraising Revenue

Grants/ Contributions:	\$23,873.00
Fundraising:	\$44,494.00
Total:	\$68,367.00
Total Gain 2021:	\$382,284.00



Vocational Rehabilitation Services 2021

Number of Evaluations in 2021:	14
Clients Receiving Mental Health Services:	67
Clients Returning to E.E. Services:	159
Number of Students in Transition:	9



INROADS TO EMPLOYMENT

Clients Receiving Employment Services:	73
Number of New Placements:	39
Average Hourly Wage:	\$14.14

Includes Social Security Program: Ticket to Work

The financial information included in this presentation is preliminary and subject to revision upon completion of the organization's closing and audit process.

Donate Your Keys to Help Us on the Road to Employment Success



Inroads to Opportunities is in need of a vehicle to transport our vocational participants to employment/training sites. Unfortunately, we lost one of our cars to flood damage caused by Hurricane Ida, back in September 2021.

If you or someone you know would like to donate a vehicle to our program, please contact Lynn Boyko at Lboyko@inroadsto.com. We would love to spotlight your generosity on social media and as always, all donations are tax deductible.

Follow us!



LinkedIn

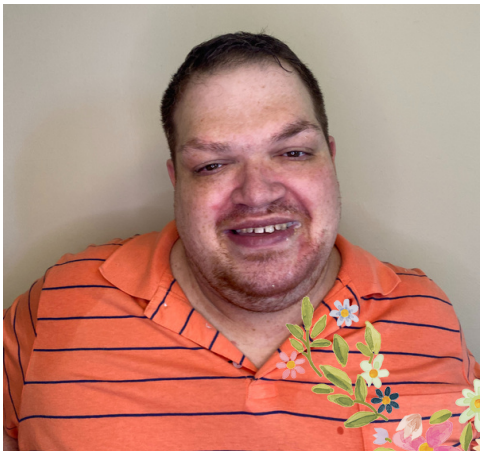
In Memoriam

Pat Frazier

Inroads to Opportunities is devastated by the loss of our co-worker and friend Patricia Frazier. We had the pleasure of working with Pat for 13 years, where she made a huge impact on the lives of our program participants and staff members. Pat worked as a Vocational Program Aide and was the first person our participants met when coming to the center. She made sure everything was in place so everyone had the best chance of success. Pat supported staff by always having a candy treat at her desk when the day was challenging. She had a huge heart and a smile that could light up the room.

"There are people that touch your life so profoundly it's hard to put into words. Pat was one of those people for me. She was never one to mince words or shy from facing a tough situation. Pat had a huge heart, sensitive soul, absolutely the most beautiful dimples and was often my walking filing cabinet of info, details, and reminders."

-Director of Advocacy, Cyndy Walsh Rintzler.



Stephen Zweibel

With heavy hearts, we announce the loss of Inroads program participant Steven, who passed away on July 23, 2021.

The Zweibel family have generously donated to Inroads' Art Group, which Steven looked forward to every week. Our staff and participants will miss him dearly!



Floyd Nesse

The staff and participants at Inroads to Opportunities send their heartfelt condolences to the Nesse family. Floyd was a terrific person and his advocacy efforts on behalf of individuals with disabilities will be sorely missed in the field. Inroads staff worked with Floyd for many years beginning with his time as an Executive of Monmouth County Center for Rehabilitation and Vice President Government Affairs at ACCSES New Jersey. He was someone who was always willing to collaborate and share information for the good of the individuals we all serve. Inroads honored Floyd for his advocacy in 2019. We will miss his friendship and knowledge.

-Michele Ford | Inroads to Opportunities President + CEO

PROGRAM DEVELOPMENT

Inroads is proud to announce our newest endeavors for 2022.

PRACTICE MAKES POSSIBILITIES



Inroads to Opportunities is seeking “practice” job sites that will allow us to visit your location to expose some of the adults we serve to a variety of job tasks and work environments.

Contact Dan Bagnato, Director of Vocational Services

908-241-7200 X 3032 | dbagnato@inroadsto.com

Inroads to Opportunities | 301 Cox Street Roselle, NJ 07203 |

**Learn more about our process
and Employer Frequently Asked
Questions on our website:
www.inroadsto.org/getstarted**



BENEFITS COUNSELING SIMPLIFIED

Inroads to Opportunities is an approved vendor of the Division of Vocational Rehabilitation to provide benefits counseling to transition students, first time employees and adults with or without employment histories, embarking on competitive integrated employment.



INROADS
TO
OPPORTUNITIES

Inroads Services

- General Benefits Counseling
- Pre-employment Benefits Counseling
- Job Placement and Employment Maintenance
- Benefits Check-ins
- Address special circumstances

Serving counties throughout northern and central New Jersey.

GET STARTED TODAY
CONTACT BENEFITS SPECIALIST:
DIANE ROBERTS

Office: 908-241-7200, Ext. 3066
Droberts@inroadsto.com

As an SSA Employment Network, our goal is to deliver comprehensive benefits planning and counseling services to individuals with disabilities as a stepping stone toward meaningful, sustainable employment. Inroads accomplishes this by helping individuals distill and translate complex benefits information unique to their circumstances, affording them the opportunity to gauge the impact employment options will have on their benefits structure.

By supporting individuals with benefits planning and counseling from the onset of the employment conversation through the pre-employment job search stage into the employment retention phase, we provide ongoing resources and communication in order for individuals to make informed decisions on embracing the benefits of seeking and sustaining employment.

For cases ranging from complex employment histories to school-to-work first time job seekers, ours is a comprehensive, person-centered approach toward self-determination regarding employment.

The Road Back



(Left to Right) Inroads Employment Specialists Lisa Jamison and Augusta Vega serve meals at our 37th annual Thanksgiving luncheon. Program Participants celebrated Pink Day in October 2021, Breast Cancer Awareness Month. Evonte D. never ceases to amaze with his creative home-made Lobster costume during Halloween.



(Left to Right) Inroads Transition program created a Star Wars video for May 4th, 2021, celebrating National Star Wars Day. Inroads Assistant Director of Vocational Services Harry Jones presented Railside Café General Manager Paul O Loughlin with a certificate of appreciation for his dedication to creating an inclusive environment for our population to succeed. Summer Transition Program students Marquis, Jayden and Joe helped out weekly at Groundwork Elizabeth.



INROADS
TO
OPPORTUNITIES

301 Cox Street Roselle, New Jersey
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Empowering people with disabilities in their pursuit of employment, independence and life skills.