

# New Horizons

Housing | nat Supports Independence



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## **Waivers Up, Competitive Employment Down** by Courtney Perkes | Reprinted from DisabilityScoop January 10, 2019

Wide geographical disparities exist when it comes to opportunities for people with intellectual and developmental disabilities to live and work in their communities, according to a new report that ranks states.

The Case for Inclusion 2019 report released this week by United Cerebral Palsy and the ANCOR Foundation examines how well state programs — particularly Medicaid — are meeting the needs of people with intellectual and developmental disabilities.

The report evaluated how states are promoting independence, including by avoiding placement in institutions. In the top ranked state, Arizona, 99 percent of people with intellectual and developmental disabilities live at home or in a small group setting. In the lowest ranked state, Mississippi, that figure is 51 percent.

Since the last report published in 2016, states have fallen behind in some areas. For instance, only seven states, down from 10 three years ago, reported at least a third of working-age people with intellectual and developmental disabilities are employed at market-driven wages. **Waiting lists for home and community-based services have grown by almost 75,000 to nearly 424,000 people nationwide.** “The reasons can vary,” said Armando Contreras, CEO of United Cerebral Palsy. “It can be funding. It can be the priorities of the state. We know that research and empirical data like what’s being provided is just the beginning of the conversation for change.”

Most data the analysis is based on is from 2016 and comes from information states reported to the federal government and from public surveys. The authors noted that state performance was not tied to politics, size or wealth. “While there are a lot of constant themes about Medicaid and workforce investment, a lot does come down to the states’ commitment, creativity and culture in how they administer services to people with IDD,” said Esmé Grewal, vice president of government relations for the American Network of Community Options and Resources, or ANCOR, and the ANCOR Foundation.

The report also notes high turnover among direct support professionals who work with people with disabilities. Low pay and demanding work are the two top reasons such workers leave their jobs. Without a stable workforce, the report says, states will struggle to reduce wait lists and support community integration. “People have more choices of higher paying jobs,” said Amy Brooks, CEO of RCM of Washington, a nonprofit that provides housing and employment services to people with intellectual and developmental disabilities. “It has been a real challenge.”

Among people with intellectual and developmental disabilities across the country, the report said that on average only 19 percent are competitively employed. That figure is down from 24 percent a decade ago. “States have to be building incentives for businesses to hire people with disabilities,” ANCOR’s Grewal said. “It means the local and state workforce boards have to really think about the employment of people with disabilities and be creative in those avenues.”

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# “My Two Cents”

By *Tim Doherty, Executive Director*



As we all know, today's news is filled with controversy. Seems like we can't have a different opinion today without making someone angry. It is said that our country is divided so much so that many feel we won't be able to get past these issues in the near future.

And of course one of the major topics for discussion or debate, continues to be the Abortion Issue. Of course, the baby in utero is not really considered a person so they don't seem to count if they are not even defined as a person. Although I am not a proponent of abortion, I respect that others feel differently and that in some circumstances abortion may be a viable alternative such as preserving the life of the mother.

However, today, legislation is being considered, and in some states being passed, that gives the mother the right to abort the child in the third trimester, even at the time of birth, and thereafter. Now I know that there are many reasons that women have for having an abortion. But one of those reasons continues to be that the child to be born would have a disability. The argument that somehow a life with a disability is something less than someone without a disability. I have heard arguments that advocate terminating such a life is really humane because who would want to have to be living in a wheelchair or be dependent upon someone else for the rest of their life? And what about the cost of this care? Caring for someone, such as this is a drain on society.

These are arguments often used by local Princeton University professor, Peter Singer. That because a fetus or a new born has no consciousness of themselves as distinct human beings, and consequently doesn't have any moral status, the mother can choose to terminate this life. Furthermore, the value of that disabled life is viewed as less than someone who is not disabled because of the limitations and challenges that person may face in the future.

This is utilitarianism: life only has value if it has utility. This concept is also applied to administering healthcare, especially when the patient is elderly. Often, medical treatments for a disease are not recommended for someone elderly because they are no longer viewed to have much time to live. Why waste this treatment on them? This is often how transplants are decided. This is also how a National Healthcare system works; since with scarce medical resources, there must be a priority of need.

So what was once considered obviously wrong (third trimester abortions including at the time of birth) is now being cheered in the New York Legislature, and signed by Governor Cuomo. Society is now free to judge the value of one's life, and if deemed unacceptable or inconvenient, terminate that life.

Given these circumstances, I wonder what kind of world we would have without our special people, such as Beethoven, FDR, Van Gogh, John Nash, Stephen Hawking, and the list goes on. And of course our own Norman Smith and my Jen Doherty.

## *From Norman's Desk*



Last month I wrote about the Disability Integration Act (DIA) and how it will enable such individuals to live in the community and lead an independent life. The DIA does this by prohibiting states that provide institutional placements for individuals with disabilities from denying them community-based services. It also prohibits insurance providers that fund such long-term services from denying community-based services.

Without this in place, people who are eligible for long term support services could be forced into nursing homes or other institutions by their insurance. This legislation ensures that disabled Americans have a right to live and receive services in their own homes. It will prevent people with disabilities from being forced into expensive institutional settings because of government regulation.

By mid-February, the House version (HR-555) had picked up 90 co-sponsors with three from New Jersey: They are: Rep. Donald Payne, Rep. Chris Smith, and Rep. Bonne Watson-Coleman. I'm proud to say that Smith and Watson-Coleman represent the most Project Freedom complexes, and they were very willing to support this legislation. On the Senate side, the Senate version (S-117) has Sen. Cory Booker as a co-sponsor.

Last month I indicated that Rep. Donald Norcross of NJ was also a co-sponsor, but as I write this, that information has turned out not to be true. I will be updating this monthly.

Switching topics slightly, I note that we are off to the 2020 presidential race already. I expect more inclusion of people with disabilities and our issues this time. The 2016 race was amazing with our inclusion including prominent speeches at each party's convention.

**As in the 2016 race, RespectAbility.org will provide non-partisan reporting on how the candidates address disability issues as they campaign. There is already a blog posted about candidates mentioning specific disabilities in answers to questions. This is a great resource for anyone interested in the intersection of politics and disability.**

Norman A. Smith, Associate Executive Director  
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# Daylight Savings Time 2019: The History of the Time Change

Reprinted from Communizine! February 13, 2019

Daylight savings time is such a regular part of our lives that most people don't ever stop to think what it means, why we have it, or why it is important. Daylight savings time 2019 begins on Sunday, March 10th, 2019, at 2:00 AM. Since daylight savings time is upon us, let's take a look at the history of the time change that we go through every year.



## The History of Daylight Savings Time

Day light savings time is very controversial. The idea of saving daylight in America comes to us directly from the great American inventor, philosopher, and political figure Benjamin Franklin. Benjamin Franklin went on many trips to Europe as a delegate of the new nation of America. During one of these trips, specifically while he was in Paris in 1784, he wrote an essay called *An Economical Project*.

In this essay, Franklin figured out and explained how much money Americans could save on things like candle wax, wicks for candles, lamps, and oil for those lamps if Americans would simply move an hour of daylight from the morning to the evening time. It was little more than a quick study in economics, an intellectual exercise. It is doubtful that Franklin thought his idea would catch on. Though Franklin's idea didn't catch on in his time, the idea of daylight savings time grew popular in other parts of the world in the decades after Franklin's essay.

## The First Daylight Savings Project

A London architect and inventor named William Willett wrote an essay called *Waste of Daylight* in 1907 that echoed Franklin's theories on how much money could be saved by shifting a little daylight around. Willett's idea was to move all the clocks of England ahead 20 minutes every Sunday in April and then compensating by taking twenty minutes back from the clocks every Sunday in September. Willett got this idea while riding through the English countryside. He noticed that people in houses in the country had their blinds closed, though it was already full daylight. Petts Wood, near Croydon, Willett was struck by the fact that the blinds of nearby houses were closed, even though the sun was fully risen. His essay became as popular among the English as Franklin's had among American inventors a few decades before. A quote from Willett's essay explains his theory in plain English: "Everyone appreciates the long, light evenings. Everyone laments their shortage as Autumn approaches; and everyone has given utterance to regret that the clear, bright light of an early morning during Spring and Summer months is so seldom seen or used."

## How Daylight Savings Came to America

Saving daylight was not the invention of one man or the idea of one government. In fact, it took a war to bring daylight savings to America. Here's how it happened: In 1918, towards the end of the first world war, an act of Congress was passed "to preserve daylight and provide standard time for the United States." This law made time zones in America a standard and also set the official dates and times of daylight savings. It was meant to save money for the war effort, and became unpopular once the war was over. In fact, the very next year, congress got rid of the law and made the official Daylight Savings Time change an option that each state could take up for itself. During the next great war, World War II, President Franklin Roosevelt once again mandated year-round Daylight Saving Time, which was called "War Time." This lasted until 1945. People just didn't like having to change their clocks, and outside of a war effort, it seemed pointless. In the 1970s, President Nixon and many members of Congress pushed again for nationally-mandated Emergency Daylight Saving Time as a way to conserve energy during the fuel and energy crises of the 70s. The laws again went back and forth, with nationwide daylight savings moving back and forth from national law to local custom. To this day, not every part of the United States recognizes daylight savings time, and are allowed to do so because there is no federal law requiring states to observe DST.

## Why Do We Have Daylight Savings Time?

The reason most parts of America use DST is because people enjoy having more light in the evening, more time to enjoy the outdoors or get things done. Though opinion is divided on whether or not Daylight Savings Time saves money on energy costs, in places where DST exists, it seems that people like it so they can enjoy longer summer nights.

## When Is Daylight Savings Time 2019?

Remember: daylight savings time in 2019 is on **Sunday, March 10, 2019, 2:00 AM, and ends Sunday, November 3, 2019, 2:00 AM. This coming March 10, remember to set your clocks forward 1 hour to Spring Forward.** Then on the coming November 3, be sure to set your clocks back 1 hour to recapture that precious lost time. You don't have to do it exactly at 2 in the morning, many people simply set their clocks ahead before they go to bed the previous Saturday night. But if you forget, and your part of the world does recognize DST, you'll be an hour behind everyone else. It's important to remember every year in the spring, on the established DST date, to set your clocks forward an hour. If you don't you'll be late for everything until you remember to adjust your clocks and watches.





## Hamilton Happenings

DATE	DAY	PROGRAM (in Community Room)	TIME
1-Mar	Fri	Hamilton St. Patrick Games	5:00 -8:00 PM
6-Mar	Wed	Hamilton/Lawrence Shopping	Bus Leaves PFR 9:30 AM
29-Mar	Fri	Hamilton Soup Making	4:00 -7:00 PM



## Lawrence Events



DATE	DAY	PROGRAM (in Community Room)	TIME
6-Mar	Wed	Hamilton/Lawrence Shopping	Bus Leaves PFR 9:30 AM
6-Mar	Wed	Massages	Must sign up
13-Mar	Wed	Nutrition	7:00 PM
15-Mar	Fri	Lawrence St Patrick Game & Shakes	4:00 -6:30 PM
20-Mar	Wed	Lawrence Wellness Class on Seizures	4:00 - 5:30 PM
28-Mar	Thur	Lawrence Hoagies	5:00 -7:00 PM



## Robbinsville Events

DATE	DAY	PROGRAM (in Community Room)	TIME
14-Mar	Thu	Robbinsville St Patrick Game & Shakes	6:30 -9:00 PM
21-Mar	Thur	Robbinsville Karaoke Night	6:30 -9:00 PM
25-Mar	Mon	Day Program - Robbinsville	2 PM-4 PM
27-Mar	Wed	Robbinsville Wellness Class	6:30 -8:30 PM



## Hopewell Events



DATE	DAY	PROGRAM (in Community Room)	TIME
6-Mar	Wed	Heart to Hearts Chair Massage	1:15pm to 3:15pm
8-Mar	Fri	Mercer Home Health Hosting Pokeno	3pm
14-Mar	Thur	Penn Medicine Hosting Heart Health and Stroke Presentation	3:00pm
20-Mar	Wed	Heart to Hearts Chair Massage	9:30am to 11:30am
21-Mar	Thur	St. Francis Life Center Hosting Diabetes Education	3:00pm

# High Turnover, Stagnant Wages Plague Direct Support Professionals

by Blair Emerson/ Reprinted from The Bismarck Tribune/TNS /January 29,2019

BISMARCK, N.D. — A typical day for Megan Arthaud starts at 6 a.m. Arthaud and the other direct support workers at a south Bismarck group home for people with intellectual disabilities start their day by helping residents with their basic care needs. This includes getting the residents out of bed, to the bathroom, helping them brush their teeth, comb their hair and preparing breakfast. Most of the residents have wheelchairs, so many of these tasks require a lift to get them in and out of the chair.

For direct support workers, the work is challenging, yet rewarding. At Arthaud's group home, which is owned by Enable Inc., the residents and employees have become a family.



But for organizations that provide services to people with intellectual disabilities, including Enable Inc., recruiting and retaining direct support workers has been an ongoing challenge. Scant wages have led to high turnover rates. In North Dakota, the turnover rate for direct support workers currently sits at about 44 percent. Yet thousands of people with disabilities rely on direct support so they can stay in their communities and outside of institutionalized settings.

In North Dakota, lawmakers are considering whether to give these employees a wage increase. Over the past four years, wages for direct support workers have remained stagnant due to state budget cuts. Providers say this may have caused an increase in employee turnover and forced some direct support workers to find second, sometimes, third jobs.

Historically, the state legislature has provided inflationary increases to providers. For fiscal year 2009, the turnover rate for direct support workers in North Dakota was 43 percent, but, over the 2009-11 biennium, the rate decreased to 33 percent when the legislature gave inflationary increases to providers. But, due to recent budget cuts, providers haven't seen an inflationary increase since July 1, 2015, according to Jon Larson, executive director of Enable, Inc. "We're seeing the (turnover) trend go upward again, and we're thinking that's a correlation to, basically, our stagnant wages," Larson said.

## 'They're family'

In addition to helping group home residents with basic care needs, Arthaud and other direct support workers assign residents a daily objective, or skill, to help the residents become more independent. Staff also ensure the residents get out into the community by taking them out to eat, to the movies, to get a haircut or volunteering. "A normal 28-year-old goes out into the community daily. You want them to be included in society just like you and I would be," Arthaud said.



The average starting hourly wage for a direct support worker in North Dakota is \$14.30, which is better compared to the national average of \$10.72 an hour. Still, many direct support workers in the state are living paycheck-to-paycheck.

Microsoft Edge.Ink

support worker in North Dakota is \$14.30, of \$10.72 an hour. Still, many direct support

Arthaud, who has worked at the group home for more than seven years, said seven of the eight direct support workers at her group home have second jobs. "It has not always been like this — probably within the last year and a half, especially because the cost of living has gone up," she said.

Arthaud attributes employee burnout and low wages to the main reasons why people leave the job. "A lot of people don't come into it for the money, but it's really hard when you don't have an increase in wages in almost four years — to continue to do the work and help people out when you're not able to get by," she said.

Continued pg 9



Arthaud and the other direct support workers help residents such as Alex Roller, 28, who has been at the group home for four years. Roller is in a wheelchair, so each morning he rings the bell to get employees' attention to help him get up for the day. Roller said, in addition to the employees helping him with daily tasks, they help him do activities he enjoys, including recently taking him to a Minnesota Vikings game (one of his favorite football teams). The employees also help residents such as Ben Kilzer, 29, communicate. Kilzer has been at the group home for seven years and is lovingly known as the jokester of the house.

For Arthaud and another direct support worker, Jassmyn Magnuson, it's the residents that keep them going. In addition to direct support work, Magnuson also picked up two other jobs at a downtown Bismarck boutique and coffee shop. Despite how much she gets paid, Magnuson said she has no plans to leave. "They're family," she said, as she prepared chili dinner for the residents one night last week.

## Helping families

Thousands of North Dakotans with disabilities rely on direct support workers, as well as their families. Family members are often able to maintain jobs and are given respite with the help of these employees.

Renee Kilzer, the mother of group home resident, Ben Kilzer, said group home employees provide support to her son in ways she cannot. Ben Kilzer suffered from an anoxic brain injury when he was 11 years old after his heart stopped. For years Renee Kilzer said she and her husband took care of their son, but when he turned 18 — just like his brothers and sisters — he wanted to leave. So, he lived at the Anne Carlsen Center in Jamestown until he was 21, Renee Kilzer said, and he's been at the group home in Bismarck ever since. "We're really thankful for the people that have taken care of him, because we're getting older ... and we're not as strong as we were," Renee Kilzer said. "At that (group) house, those workers take him places and do things with him," she said. "We weren't able to do the things that they're able to do here ... they're good to him."

High staff turnover can also impact residents, who have built close relationship with their caregivers. Judy Schaeffbauer is the guardian of her sister, Rosemary, 57, who has Down syndrome. Schaeffbauer said there was often a change in staff at her sister's group home in Aberdeen, S.D., which was difficult for her sister, who had certain employees who were her "favorite."

## 'A desperate need'

Larson, the executive director of Enable Inc., gave testimony before the North Dakota Senate Human Services Committee earlier this month about the "desperate need" for inflationary increases for community providers.

Each year, Enable Inc., hires about 60 new direct support workers in response to turnover. Turnover is also costly for community providers, in terms of training. Larson said providers rely on inflationary adjustments for wage increases, which are tied to state legislature's appropriations.

Providers receive a mix of state and federal funding, including through a Medicaid home- and community-based waiver. Tina Bay, director of the state's Department of Human Services' Developmental Disabilities Division, said the waiver has a capacity to serve 5,680 people and is currently near or at that amount. "I certainly understand the workforce concerns ... and in order to attract quality staff, I understand why there is that need for an increase," Bay said.

Kirsten Dvorak, executive director of The Arc of North Dakota, said there simply aren't enough direct support workers in the state. Historically, lawmakers have supported increasing wages for these employees, but Dvorak said she's not sure lawmakers understand how these workers impact the quality of life for people with disabilities. "I'm afraid we're going to start having really good (employees) start walking away," Dvorak said. "We think we have a problem now; without the increases, we'll lose even more and really have a problem on our hands."

# St. Patrick's Day Word Search



O	E	E	A	R	P	P	S	M	L	C
G	A	E	E	L	A	H	A	E	N	D
R	E	A	U	T	A	G	P	K	T	N
E	P	C	R	M	I	R	O	R	D	A
E	K	I	R	C	E	I	A	A	L	L
N	C	O	H	C	R	A	M	I	A	E
K	C	T	H	R	I	I	I	N	R	R
K	O	A	A	R	H	O	R	B	E	I
P	U	H	S	I	W	I	I	O	M	T
N	C	L	O	V	E	R	S	W	E	N
V	O	D	L	O	G	H	H	T	K	N

GOLD  
LEPRECHAUN  
PATRICK

GREEN  
POT  
CLOVER

SHAMROCK  
LUCK  
IRISH

MARCH  
EMERALD  
WISH

RAINBOW  
IRELAND  
MAGIC



## March General Recreation Club Freedom Events Highlighted

<b>2-Mar</b>	<b>Sat</b>	<b>Harlem Globe Trotters <span style="color: red;">CLOSED</span></b>	<b>Bus Leaves PFR 12:30 PM</b>
4-Mar	Mon	Day Program - Robbinsville	Prog. Time 2 PM-4 PM
6-Mar	Wed	Shuttle	9:30 AM
11-Mar	Mon	No Day Program	
<b>12-Mar</b>	<b>Tue</b>	<b>Parx Casino - Philadelphia - 4 Needed</b>	<b>Bus Leaves PFR 9:30 AM</b>
13-Mar	Wed	Grocery Shopping - Shop Rite	Bus Leaves PFR 9:30 AM
<b>14-Mar</b>	<b>Thu</b>	<b>Columbus Indoor Farmers Market</b>	<b>Bus Leaves PFR 9:30 AM</b>
16-Mar	Sat	Day Program Comedy Club Trip	Bus Leaves PFR 4:00 PM
18-Mar	Mon	Day Program - Robbinsville	Prog. Time 2 PM-4 PM
<b>21-Mar</b>	<b>Thu</b>	<b>Mall Trip Moorestown 5 People Needed</b>	<b>Bus Leaves PFR 9:30 AM</b>
<b>25-Mar</b>	<b>Mon</b>	<b>Day Program at Hamilton</b>	<b>2-4 PM</b>
27-Mar	Wed	Grocery Shopping - Shop Rite	Bus Leaves PFR 9:30 AM



The day program celebrated Sharon's birthday and made beautiful flower arrangements



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### March

Never mind March, we know  
You're not really mad,  
Or angry, or bad.  
You're only blowing the winter away  
To get the world ready  
For April and May.

Author unknown

