

# Adults with Autism

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## The COSAC Guide to Services and Supports in New Jersey



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The New Jersey Center for Outreach & Services for the Autism Community

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**The COSAC  
Guide to  
Services and  
Supports  
for Adults with  
Autism in New  
Jersey**

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Foundation for  
Autism**

The New Jersey Center  
for Outreach and  
Services for the Autism  
Community

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**May 2005**

**Friends....**

In New Jersey, we are headed toward a crisis in services for adults with autism. Statistics indicate that twenty-three percent of individuals known to the Division of Developmental Disabilities between the ages of 16 and 22 are diagnosed with autism. While many of our member agencies provide quality programs and services for adults, they are all at capacity. While many agencies serving people with developmental disabilities can accommodate adults with autism, they are limited by inadequate reimbursement. We need to increase the capacity of the community to offer more options for adults with autism.

Recently, the COSAC Board of Trustees authorized the creation of an Adult Resources position to assist member agencies, families, potential employers, appropriate divisions of state government, and individuals. In addition, COSAC is developing an advocacy approach on the State and Federal levels that could potentially lead to an entitlement to adult services for people with autism.

Since its inception 40 years ago, COSAC has worked to ensure the availability of early intervention services, family supports, and public and private school programs. Today, COSAC is putting that same energy and drive into serving the growing number of adults with autism in need of services.

COSAC believes that individuals with autism and their families must understand available services, the best way to obtain them, and how to make informed choices about service options. We have created this guide to help make that possible.



Paul A. Potito  
*Executive Director, COSAC*

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## Introduction

Local school districts are responsible for providing services to students with disabilities through age 21; other state funding sources assume the responsibility for services after individuals graduate from school.

Services for people with disabilities over age 21 are referred to as 'adult services' and, just as the autism spectrum covers a wide range of functional abilities, so too do the services and supports for adults with disabilities.

### There are several sources of government-funded services for adults with autism in New Jersey:

#### DDD offers:

- Case Management
- Residential Services & Supports
- Adult Day Programs & Vocational Services
- Family Support
- Professional Support Services

#### Medicaid and Supplemental Security Income (SSI) offers:

- Long Term Care
- Health Insurance and Prescription Drugs
- Income Assistance

#### DVRS offers:

- Vocational Evaluation
- Vocational Counseling
- Job-Seeking Skills Training & Selective Job Placement
- Follow-Up Support Services
- Post-Employment Services
- Physical Restoration
- Job Coaching, Vocational, Professional, or On-the-Job Training
- Higher Education

## Part 1

### The Division of Developmental Disabilities

The primary source of services for adults with autism and related disabilities is the New Jersey Division of Developmental Disabilities (DDD).

#### Eligibility for DDD Services

Eligibility for DDD is governed by state statute. Essentially, a person must have a mental or physical impairment that occurred before age 22, and which substantially impairs at least 3 of 6 major areas of life activity (self-care, learning, mobility, receptive and expressive language, self-direction, capacity for independent living and economic self-sufficiency). Autism is specifically listed in the statute. Eligibility is to be determined without regard to I.Q.

#### Application Process

To apply for DDD services, families should contact DDD (see Resources on page 21) to request an application. Once an application has been submitted, DDD must send a response letter indicating its determination of eligibility. If specific services such as residential services are requested, families may receive a letter advising them of the status of the request.

#### Service Rights

The nature of a person's right to DDD services is more complicated than in the special education system. In special education, a student with a disability is entitled to receive services specified in the Individual Education Plan (IEP) immediately and regardless of cost.

#### To Do:

- Keep all documents received from DDD, as well as copies of your letters to DDD, on file for reference.
  
- While your child is still in school, ask your child study team case manager to gather adult service information and discuss it with you at an IEP meeting during your child's transition years (age 14 and up).

#### **You should know..**

If families disagree with DDD's findings on eligibility, they may appeal through a formal appeals process.

### To Do:

- When DDD offers a placement or service, examine it carefully to make sure it fully meets the needs of the individual. For example, a generic workshop program would not be appropriate for an individual who requires a structured ABA-based program or who has been successfully employed in the community.
- Invite DDD staff to participate in the transition planning process.
- Families should insist that the Individual Habilitation Plan (IHP) fully describes all of an individual's needs, and the goals and objectives needed to meet and address the individual's potential.

Unlike a local school, DDD is allowed to establish waiting lists for services. Therefore, even when an individual is eligible for services, DDD can require that a person waits for services. There are exceptions – for instance, DDD must provide immediate residential services when an emergency exists.

There also are entitlements to DDD services under certain conditions: Once DDD agrees to provide services (such as when an individual reaches the top of the waiting list), it must provide services that meet stringent legal standards. Under the New Jersey Developmental Disabilities Rights Act (N.J.S.A. 30:6D-1, et seq.), services must maximize developmental potential and be delivered in a manner and setting that are least restrictive of personal liberty. These standards apply to both day and residential services.

A 1994 decision by the New Jersey Supreme Court illustrates how the law works.

*B.F. was a 21 year old man with autism. School funding for his residential placement in New England was ending. DDD agreed to serve him, but for reasons of cost, proposed placement in a state institution. The record demonstrated that B.F. would regress in an institution, and that it did not meet the requirements of his transition IEP, which DDD helped develop. The Supreme Court concluded that cost could not be a factor if the client would regress without proper services and ordered DDD to fund the out-of-state placement.*

## Service Planning

**The Individual Habilitation Plan (IHP)** - State law requires that guardians, family members, DDD staff, service providers (e.g., day program or group home staff), and, to the extent possible, the person being served by DDD, work together to develop an annual IHP, regardless of whether the individual is currently receiving specialized services from DDD.

The purpose of the IHP is to establish goals and objectives that will enable the person with a disability to maximize his or her developmental potential in the least restrictive environment. Federal law recognizes that families are the “primary decision makers regarding services.”

The IHP can be used as a long-range planning tool to guide the individual to a specific program. The IHP also can be used to obtain other types of services such as respite care, family support cash stipends, summer camp stipends, and financial assistance for securing guardianship through a private attorney.

**The Essential Lifestyle Plan (ELP)** is the plan of care document that is used in place of the IHP when an individual chooses self-directed service options. This planning document was created to be more person-centered and strength-based than the traditional IHP document. Just as in the IHP process, there is training that is presented as an introduction to the philosophy of person-centered planning in order to assist in effectively participating in the writing and implementation of the ELP.

### ***You should know..***

Often, the IHP is viewed as a formality and many are written so as to contain nothing of importance. However, the IHP is a very important document for planning and legal purposes.

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Although the law governing DDD operates differently than the law governing special education, eligible adults with developmental disabilities **do** have service rights that impose mandatory responsibilities upon DDD.

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It is misleading to say there is no entitlement to services from DDD.

### To Do:

- Be sure your son or daughter is on the DDD waiting list for day services well in advance of graduation from school. DDD regulations permit a person to be placed on a waiting list for day services five years prior to graduation.
- Although case managers undergo training, the level of knowledge and experience varies widely. Ask your case manager about his or her experience with adults with autism. Refer him or her to COSAC for free training and information.
- Whenever possible, have a family member serve as guardian. Talk to family members about assuming this role.

### DDD Services

**Case Management** assists in the individualized planning of services to meet the person's needs and abilities. DDD assigns a case manager to each eligible person to help identify, access, and coordinate services.

**Family Support** is a coordinated system of services, resources, and other assistance for families caring for individuals with developmental disabilities who live at home. The Family Support Act of 1993 expanded the list of services to include any service defined by the family. Funding is typically modest and subject to waiting lists.

**Contracted Professional and Support Services** can help meet acute and regular health care needs including medical specialties and dentistry. Certain legal services, integrated therapies, and case management also may be available through the Division.

**Professional Supports** include a DDD staff of psychologists, nurses, behavior management specialists and other professionals who can assist in meeting the social, medical, vocational and training needs of individuals. This can include referrals, the development of behavior management plans, and additional training to providers, families and staff.

**Guardianship Services** are available, if needed, to protect the rights of an adult with a developmental disability and ensure that care and treatment are appropriate. DDD can refer to the Bureau of Guardianship Services for a state-appointed guardian, or provide a process for the appointment of a family member to serve as guardian.

## DDD Day and Vocational Services

Adult Day and Vocational Services are designed to provide an opportunity for individuals with autism and other developmental disabilities to earn wages or become part of their community through work, volunteerism, and social participation. Services include:

**Supported Employment Services** are designed to assist persons in obtaining and maintaining competitive employment in the community. The individual receives on-the-job training from a job coach until proficiency is achieved. Follow-up or support services are provided as long as necessary.

**Adult Training Services** train individuals in personal, vocational, social, and community-living skills.

**Crew Labor Programs** train individuals to work on supervised, mobile work crews that are available for hire, specializing in service areas such as maintenance and landscaping.

**Extended Employment (Sheltered Employment)** provides long-term employment within a private facility. Programs specialize in contract work such as packaging products, stuffing envelopes and collating literature, secured through local businesses, paying per piece or below minimum wage. DDD selectively provides funding for individuals in need of extended employment, and who do not meet DVRS' criteria for continued workshop employment.

### ***You should know...***

Adult training services are typically center-based.

- 

Some extended employment programs include some time in community settings.

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Sheltered workshops provide job-related evaluation, training and counseling.

**You should know...**

The law requires that DDD services be designed to *maximize developmental potential and be delivered in the least restrictive manner* (N.J.S.A. 30:6D-9).

- 

Usually, group homes are for individuals who are functioning at lower levels of independence and self-sufficiency.

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Usually, supervised apartments are for individuals able to live independently, with support from 24-hour staff living separately, but nearby.

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Most group homes and supervised apartments are operated by a community-based nonprofit organization under a contract from DDD.

## **DDD Residential Services and Supports**

DDD funds most residential programs for adults with autism in New Jersey. There are a variety of community-based residential programs and residential supports for those in emergent need of housing or incapable of living with family. Services include:

**Skill Development Homes** provide care and training for an individual who lives in the home of a trained provider, and who implements a formal training program developed with and supervised by the DDD case manager.

**Family Care Homes** are similar to skill development homes, but are available for individuals who are more independent than those who reside in skill development homes. The provider offers room, board and supervision.

**Group Homes** are households typically shared by six or fewer individuals. Supervision and training are provided by a house manager and trained staff. Supervision is generally provided around-the-clock.

**Supervised Apartments** are occupied by one or two individuals and monitored by a trained staff person who regularly visits and may live in the same complex. In some unique situations, a supervised apartment may have live-in staff.

**Supportive Living** refers to arrangements for individuals who receive support services such as training and tutoring, and need access to on-call assistance 24 hours a day.

**Independent Living Arrangements**, while not licensed and funded by the Division, can be planned to permit the least restrictive housing. Individuals can receive regular visits from their case manager, agency staff, or others, and receive emergency assistance.

**Private Homes** can be used. An individual can use his/her own resources to live alone or with family and/or pool funds with other residents to purchase or rent a house. Support services are funded by DDD.

**Developmental Centers** are large, state-operated institutions. Hundreds of people live together in a self-contained, campus-like facility.

### **Self-Directed Services**

Self-Directed Services is an umbrella term that describes services that are guided by the individual with a disability and his or her family.

**Real Life Choices (RLC)** is one such self-directed service in New Jersey. Individuals become eligible for RLC when they reach the top of DDD's priority waiting list for residential services. At that time, the individual is assessed and assigned to one of four levels of monetary support (ranging from \$14,000 to \$63,000 annually) based upon need. The individual and family may then use these funds to purchase their own services based on their individual budget and Essential Lifestyle Plan. DDD uses support coordinators as the case manager in self-directed services. Support coordinators are trained in Essential Lifestyle Planning in order to assist families in planning and implementing services.

### **You should know...**

Many individuals in private homes use self-directed services to pay for the supports they need.

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Nationwide, use of developmental centers is being phased out.

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DDD uses other Self-Directed Services for special education students aging out of the school system to offer them day and vocational services.

### To Do:

- Waiting lists exist for most DDD services; therefore, it is important to make sure that your child, *regardless of age*, is in the appropriate waiting list category.
- Your request to be placed on the waiting list should be made in writing, through a dated letter sent with delivery confirmation (return receipt requested).

## DDD's Waiting Lists

### Residential Services

DDD's regulations stipulate that DDD can assign people to waiting lists when services are not immediately available. Currently, several thousand people are on the various waiting lists for residential services.

There are three categories.

*"Priority"* is the top category and is for people who meet any ONE of the following criteria:

- both parents are 55 years or older;
- the person is living with someone other than the parent who is not willing to provide care any longer;
- there is a risk of abuse, neglect, or exploitation;
- one parent has a chronic condition, which significantly limits the ability to care for the person; or
- the person's health or safety is at risk because of behavior or physical needs.

The *"Priority"* category is the only waiting list that actually places people.

*"Priority-deferred"* is for people who want residential services but do not meet criteria for *"Priority."*

*"General"* is essentially a *"registry"* for people who do not want residential services in the near future.

### Day Programs and Vocational Services

DDD also uses a waiting list for adult day services. DDD regulations permit a person to be placed on a waiting list for day services five years prior to graduation. Therefore, for families of school-age children who have planned well, a waiting list should not be a problem. However, for individuals who are still on a waiting list upon graduation at age 21, it may be illegal for DDD to refuse immediate services despite its waiting list, particularly if serious regression is likely.

### Financial Contributions

DDD currently requires individuals who receive DDD residential services or supports to contribute approximately 75% of their Social Security benefits and other unearned income, as well as 30% of their wages.

DDD allows individuals to retain more than 25% of unearned income to pay for guardianship and “extraordinary needs” such as excess shelter costs, “unavoidable” medical costs, replacement costs of personal items, an irrevocable funeral trust, and costs of moving into an independent living arrangement.

DDD also will seek reimbursement for residential services from an individual’s assets. Parental income by law is not subject to collection unless the individual is under age 18 and in a residential program funded by DDD, and the parents are under age 55.

### **You should know...**

DDD will place people in an emergency situation. These are people who are seriously at risk or are homeless. They must be served immediately.

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Anyone who applies for DDD eligibility also must apply for all other benefits for which they may be eligible, primarily Medicaid and SSI.

- 

Parents under age 55 can have their child placed in the “Priority” category when circumstances warrant such as when the physical or emotional needs of the child are too great, there are health and safety risks to the child, the ability of the parents to care for the child is compromised, or there is only one parent to care for the child.

## Part 2

### The Division of Vocational Rehabilitation Services (DVRS)

#### To Do:

- DVRS involvement should begin while a student is still receiving special education services. Therefore, parents should request that the Child Study Team case manager contacts DVRS during the student's transition years.
- Funding for long-term follow-up support services should be explored at the time of the initial IPE. If an individual is eligible for services through the Division of Developmental Disabilities (DDD), he or she can receive follow-up support services through a DDD-funded provider agency.

#### Eligibility for DVRS Services

To be eligible, an individual must have a physical or mental impairment that is a substantial impediment to employment. DVRS' services are limited to employment and employment-related training and are geared toward successful employment. DVRS services are not of lifelong duration.

#### Application Process

Individuals interested in vocational rehabilitation services must complete an application available through one of 18 DVRS local offices throughout the state. (See Resources on page 21.)

A DVRS counselor will arrange an intake appointment no later than 14 days after the application is submitted. Eligibility for DVRS is determined within 60 days of the intake interview.

#### Service Planning

DVRS offers vocational evaluation services to determine strengths, interests, and support needs of the individual. The assessment considers the assistive technology needs of the individual to be successfully employed, and must be completed prior to the development of a service plan.

DVRS uses an *Individualized Plan for Employment (IPE)*, which outlines the necessary services and supports for the individual.

## DVRS Services

**Vocational Rehabilitation Counselors** can assist an individual and his or her family members to understand available services and develop and implement the Individualized Plan for Employment (IPE) that should outline the necessary services and supports for the individual.

**Individual Counseling & Guidance** can help the individual and his or her family to understand the local job market and competencies required for successful employment.

**Job-seeking Skills Training & Selective Job Placement** can be done with the DVRS counselor or through a DVRS-approved Community Rehabilitation Program (CRP).

**Follow-up Support Services** are provided once an individual is successfully placed in a competitive job in the community to maintain employment.

**Physical Restoration Services** can include corrective surgery or therapeutic treatments, prosthetic and orthotic devices, diagnosis and treatment for mental and emotional disorders, eye glasses and visual services, interpreter services, transportation (after all options have been explored), telecommunications, sensory and other technological aids and devices, and other areas that, if not corrected, could be an impediment to employment.

**Job Coaching, Vocational, and On-the-job training** is provided by a DVRS-approved community rehabilitation provider to support the individual in developing a competitive job based on his or her preferences, strengths, and support needs.

### **You should know...**

DVRS is required to consider *all* individuals seeking employment regardless of the severity of their disability.

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An effective, comprehensive assessment increases the chance of identifying the right kind of job for the individual.

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DVRS and DDD have collaborated on interagency agreements to ensure communication and resources are used between Divisions in the most effective manner.

- 

People with autism have been and continue to be successfully employed in the community through supported employment services using DDD and DVRS funding.

**You should know...**

Post-employment services can be provided if an individual's case is successfully closed and some support need arises. DVRS can provide that support need on a short-term basis without reopening the case.

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Long-term follow-along services provide communication among employers, the community, the person with a disability and a job coach, to help ensure that appropriate supports are in place.

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Both DDD and DVRS contract with provider organizations.

**Funding for higher education** (post-secondary education and training) can be considered after extensive efforts were made to secure grant assistance or other funding.

**DVRS' Waiting Lists**

In the event of the need for a waiting list, DVRS must invoke an order of selection that prioritizes individuals with the most severe disabilities to be served first.

**Financial Contribution for Services**

Individuals are required to fill out a Financial Need Assessment form prior to the IPE conference to determine the financial contributions, if any, for which the individual is responsible. The Division may waive the financial participation if the individual has extraordinary medical and disability-related expenses or other unusual circumstances, which significantly affect the quality of family life and would preclude his or her participation in the cost of services.

Services not based on economic need include:

- Assessments
- Counseling
- Placement
- On-the-job training
- Supported employment
- Work-adjustment training
- Job coaching.

### Part 3

## Medicaid & Supplemental Security Income

### Medicaid & Medicaid Services

Medicaid is a federal funding system which is administered in New Jersey by the Division of Medical Assistance & Health Services (DMAHS). Medicaid pays for a wide array of services for people with disabilities and their families and provides government-funded health insurance, including prescription coverage and personal care services, for children and adults with disabilities who have limited financial resources.

Medicaid also provides government funding for long-term services and supports, including institutional care, and, increasingly, community-based services such as group homes and self-directed services. These community-based services are funded through a “waiver” known as the Community Care Waiver (CCW).

In New Jersey, the CCW is the primary funding source for adult services through DDD. The CCW allows the state to use federal and state funding for flexible services that are more person-centered. The CCW is for individuals with developmental disabilities who would otherwise require an institutional level of care, but who can be served at home.

The CCW funds case management, respite care, habilitation (including pre-vocational, educational, and supported employment services), home and vehicle accessibility adaptations, personal emergency response systems, therapies, and other individual supports.

#### To Do:

- COSAC recommends that families establish a special needs trust in order to protect assets and ensure continued eligibility for important Medicaid benefits.
- Talk to family members and loved ones who may be planning to leave money to your child with autism. Advise them on the need to put any gifts for your child into a special needs trust.

### To Do:

- Parents and other family members should not place assets in excess of \$2,000 in the name of the person with autism.
- If the person with autism has assets in his or her name in excess of \$2,000, and the value is modest, spend them or reimburse the family for expenses already incurred.
- Inheritance and lifetime gifts should be made to a special needs trust and not the individual with autism.

Even if a person has private health insurance, Medicaid may pay for services that most private insurance plans do not cover such as private duty nursing, medical supplies, or even residential placement.

In order to maximize federal funding, DDD requires all participants to maintain Medicaid eligibility.

### Eligibility

Eligibility for Medicaid is based on assessment of both disability and financial resources. Most adults who are DDD-eligible will meet the Medicaid definition of disability.

Medicaid has stringent asset and earnings guidelines. Generally, Medicaid eligibility depends upon a person's satisfying the requirements for the federal Supplemental Security Income (SSI) program (*see page 19*). Medicaid "waivers" permitting higher monthly earnings may apply in some circumstances. With the exception of these waiver programs, the income and resources of parents of children under age 18 are considered.

### Service Rights

Once eligible for Medicaid, a person must receive services and cannot be placed on a waiting list. Under Medicaid regulations, a state cannot limit access to covered medical services simply because the cost of service exceeds the state budget. In New Jersey, certain "waiver" programs limit the number of participants.

## Waiting Lists

Once eligible for Medicaid services, no waiting lists for services are allowed.

## Financial Contributions for Services

If an individual acquires assets or resources, such as in the case of inheritance or earnings, they may become ineligible and be required to reimburse Medicaid.

## Supplemental Security Income

Supplemental Security Income (SSI) is a program of monthly cash benefits that is available to many people with significant disabilities who have limited income. The SSI benefit usually ranges between \$400 and \$600 per month. A person who qualifies for SSI also will qualify for Medicaid.

### Eligibility

In most cases, to qualify for SSI a person with a disability can have no more than approximately \$700 to \$800 in monthly income and no more than \$2,000 in countable resources. Countable resources are the person's property (other than certain exempt resources, such as the house one lives in and one car). The person also must have a disability that prevents gainful employment.

When the person is under age 18 and living at home, family income and resources will be counted. However, once the applicant turns 18, family resources will not be counted even if the applicant continues living at home. What then matters is only

### **You should know...**

Many parents and well-intentioned relatives will open a bank account or purchase savings bonds in the name of a minor with a disability, only to realize at age 18 that their child is not eligible because savings are in excess of \$2,000. As harsh as this may sound, a child with a significant disability should not have assets put in his or her name. A special needs trust should be considered.

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A bank account or other assets held in the name of the person with autism, which causes SSI disqualification, also will cause Medicaid disqualification.

**You should know...**

There are waivers and work incentive programs that allow an individual to remain on SSI and Medicaid and still have earnings in excess of the minimum monthly allowable requirements.

Families should inquire directly with SSI and Medicaid about these programs.

For information on Social Security Work Incentive Programs, contact NJWINS (see resources on page 21).

the income and resources of the person. For this reason, most people with disabilities qualify for the first time at age 18.

There are several additional ways to qualify for Medicaid, even if the applicant cannot meet the SSI income and resource tests. For example, an applicant who loses SSI simply because he or she is collecting regular Social Security (SSA) as a dependent of a parent who dies or retires will continue to receive Medicaid benefits. Also, applicants whose income places them slightly over the Medicaid limit may still be eligible under alternative eligibility criteria.

## Part 4 New Jersey State Resources

**Your first call  
should be to COSAC.**

**We can help you  
get started...**

(800) 4AUTISM (NJ only)  
(609) 883-8100  
www.njcosac.org

### **GOVERNMENT OFFICES AND RESOURCES**

**New Jersey Division of  
Developmental Disabilities**  
(800) 832-9173

www.state.nj.us/humanservices/  
ddd/index.html

**New Jersey Division of  
Vocational Rehabilitation  
Services**

(609) 292-5987  
www.wnjp.in.org

**New Jersey Center for  
Medicaid Office**

(800) 356-1561  
www.njmmls.com

**Division of Disability Services**

(888) 285-3036  
www.state.nj.us/humanservices/dds

**Social Security Administration**

(800) 772-1213  
www.socialsecurity.gov

**Center for Medicaid & Medicare  
Services**

(877) 267-2323  
www.cms.hhs.gov

**New Jersey Work Incentive  
Network Support (NJWINS)**

Provides current information about  
how work can impact your Social  
Security benefits.  
(866) WINS4NJ  
www.njwins.org

**New Jersey Council on  
Developmental Disabilities**

(800) 216-1199  
www.njddc.org

**The Boggs Center on  
Developmental Disabilities**

(732) 235-2688  
www.rwjms.umdj.edu/boggscenter

**New Jersey Protection & Advocacy**

(800) 922-7233  
www.njpanda.org

### **STATEWIDE SUPPORT AND INFORMATION RESOURCES**

**New Jersey Ease for Caregivers**

Provides information about supports  
for a caregiver of an adult with a  
disability.  
(877) 222-3737  
www.caregiver.nj.gov

**Family Support Center of  
New Jersey**

One-stop clearinghouse for disability  
resources in New Jersey.  
(800) FSC-NJ10  
www.fscnj.org

**COSAC's  
Adult  
Resources  
Initiative  
provides:**

family information,  
referral and advocacy;

•  
training and technical  
assistance;

•  
community collabora-  
tion and outreach to  
businesses to foster  
the employment of  
adults with autism;

•  
and, guidance and  
monitoring of state  
and federal policy  
issues as they affect  
services for adults with  
autism.



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**Leslie Long,  
Director**

*COSAC's adult services  
efforts are funded in part  
through Autism Speaks.*

**About the authors...**

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(609) 896-4200  
[www.hinkle1.com](http://www.hinkle1.com)

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**The New Jersey Center for Outreach & Services for the Autism Community**

COSAC is a nonprofit agency providing information and advocacy, support services, family and professional education, and consultation to New Jersey's autism community.

**(800) 4-AUTISM**  
**(609) 883-8100**  
**[www.njcosac.org](http://www.njcosac.org)**