



# Impact Report

## FY2023



## Letter from Mike

As I look back on the past year at Eden, I do so with gratitude.

I am grateful for our Board of Trustees who use their knowledge and commitment to guide Eden with the well-being of each individual we support top of mind.

I am thankful for my colleagues who bring our mission to life. Across our classrooms, day service locations, and residences we work toward the same goal—to support the individuals we serve to live fulfilled lives in their community.

Every day, I am inspired by the children and adults we serve as they work to master new skills. They are resilient and driven to accomplish their unique goals.

To those who supported us this year, I greatly appreciate your generosity. Without your commitment to Eden, these accomplishments - large and small - would not be possible.

Sincerely,

**Michael K. Decker**  
*President & CEO*

# Eden Autism Among First in Nation to Earn NCASES Accreditation for Adult Services

## The Eden School Achieves it's 5th Accreditation

Eden Autism is proud to announce that the organization has been accredited by the National Commission for the Accreditation of Special Education Services (NCASES). While this is the fifth time the Eden School has earned accreditation, this marks the first time for the Adult Services program.

Eden remains part of the elite group of fewer than 30 special education programs across the country that have earned NCASES accreditation and an even smaller group of providers whose adult services are now accredited.

“Eden Autism ranks as one of the highest performing organizations meeting the needs of those living on the autism spectrum,” said Shawn Kurrelmeier-Lee, lead site reviewer for NCASES. “Eden Autism’s leadership in the field paves the way for others to replicate their innovative and exemplary programs.”

NCASES is the country’s leading accreditation program for private special education services and was established in 1992 by the National Association of Private Special Education Centers (NAPSEC). The organization was established in response to a need for private special education providers to have an accreditation process that uniquely addresses the programs and the populations they serve.

“During the site review, the team noted that Eden is such a special program, doing amazing things,” said Dr. Rachel Tait, Eden Autism Chief Program Officer. “From teaching, speech and language services, nursing, job placements, behavior support, residential services, and everything in between, Eden really showcases what it means to have a top-quality program. I am always proud to be a part of Eden and the great things that we do to support individuals with autism, but I am especially proud when

other professionals are able to identify those great things in just a three-day visit and truly capture who we are and what we do.”

“My colleagues do exceptional work supporting individuals throughout their lifespan, and it is an honor to have other professionals recognize their efforts,” said Michael Decker, Eden Autism President & CEO.

Based on the criteria set forth by the NCASES commission, Eden was lauded for our efforts and teaching methods. The site team had nothing but positive things to say about everyone they spoke to and the programs they observed; in the school, Adult Day, and Residential programs. They spoke extensively to the dedication and commitment of the Eden staff to the students and adults we work with and how the “family” feeling at Eden was a notable presence. This new accreditation period will last for four years.



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# The Eden School

## Going Beyond the Classroom

During the 2022-2023 school year, the Eden School helped 77 students learn daily living skills in the classroom and in the community. There are countless skills that students work on in the classroom—from washing their face and setting the table to reading and communication skills. While it's important to master these tasks in the classroom, the ultimate goal is to bring these skills into the home and community to further their independence.

Through the school's Salad Express program, students put all of their kitchen skills together at once as the final step toward employment.

"We're generalizing a lot of the skills they already know," said Tara Upperco, Teaching Assistant. "It is awesome if they can peel and

dice an apple for themselves to eat, but at work, they have to be able to peel and dice a lot more apples in a certain amount of time. We are taking a task they already know and generalizing it so they can use it for employment. They will be ready when they graduate. They're only in school for so many years. They are going to spend more time in the adult center than they are here, so we are getting them ready to be successful."

It is through Salad Express and other initiatives in the Eden School's Transition to Employment program that students learn skills for jobs in restaurants, offices, hospitality settings, retail businesses, and numerous other paid employment opportunities.



Hugh Preece, Salt Creek Grille President & Operating Partner, said hiring Eden students is a win-win. “People with disabilities amaze you, and you learn from them on a daily basis as they learn from you,” he said.

The students take care of tasks in the front and back of Salt Creek Grille. They prepare the bar and drink areas, fold napkins, chop vegetables, and do other prep work to ensure things run smoothly for their colleagues and customers. These tasks may seem small, but they have a big impact on the overall operations of the restaurant.

As Eden’s students complete the prep work, other employees have more time to expand their own skills. They can learn to cook on the line, enabling them to grow within the company. “It takes a workload off another person to allow them to flourish and learn other skill sets,” said Preece.

Tyrone Burston, Lead Teacher of the Transition to Employment Program, said that creating a relationship with the business is a huge part of the program.

“We integrate what Salt Creek Grille does into our school kitchen as much as possible,” said Burston. This not only prepares students to work at Salt Creek Grille, but it enables them to secure jobs at restaurants all over New Jersey.

“We really want our kids to be prepared ultimately for jobs when they graduate, and the best place to get that experience is here, in a real kitchen,” said Burston. Many students who graduate from the Eden School enter Eden’s Adult Services program, where they continue to use the skills they learned to work at businesses across New Jersey.

Having individuals with disabilities in the workforce benefits the entire staff. “Many of the workers are immigrants, and in their countries, you don’t see people with challenges. They’re kind of invisible in the community,” said Preece. “So, this not only helps them have compassion for others, but it really opens up their mind to a different way of thinking.”

And that is an important part of what Eden is all about.

“Our mission is to have students integrate into the community and the workplace,” said Burston. “It allows our kids and his staff to be part of an inclusive, understanding community.”

## Celebrating the Class of 2023

Eight exceptional students were celebrated during the Class of 2023 Eden School Commencement. Teachers, parents, and staff came together in June to honor graduating seniors Austin, Brielle, Bryce, Jimmy, Marquis, Riley, Vasu, and Vijay.

“To get to the place where each of our eight graduates are today, they’ve had to go through their own struggles and overcome the obstacles in their way,” said Chief Program Officer Dr. Rachel Tait. “Going through this journey and coming out on the other side has helped take our students from the little boys and little girl they were when they first started with us and help them become the young adults that we witness before us today.”



## Adult Services

### Residential

This summer, Winsten House was renovated to improve accessibility. The entire house was addressed, including the bedrooms, bathrooms, kitchen, and dining areas. Now wheelchair accessible, the new indoor spaces and exterior ramps make the home functional for participants who use a wheelchair or would simply benefit from the assistance of grab bars.

“Ensuring the individuals we support are comfortable, happy, and safe has always been a priority,” said Eden Autism President & CEO Michael Decker. “As the number of men and women approaching their senior years grows, this priority is particularly important.”

Robbinsville Township generously contributed \$100,000 towards the renovation initiative. Gia Gore, the Director of Real Estate, conveyed her heartfelt appreciation, stating, “Robbinsville has consistently been a staunch supporter of our mission. With over 23 years of experience in developing housing for individuals with special needs, I can confidently affirm that

among all the municipalities I’ve engaged with throughout New Jersey, Robbinsville stands out as the most supportive and benevolent.”

Gia’s enthusiasm was evident as she witnessed the realization of the house’s transformation. “This is a residence I would personally choose to live in, a place that I would be proud to have my family members reside in as well,” she said. “That has always been my ultimate goal—creating a space that caters not only to the residents’ practical requirements but also fosters an aesthetically pleasing environment to gracefully age in place.”

Several other Eden residences also underwent renovations this year. At Bonnell House, the garage was converted to two ADA bathrooms and the kitchen, family room, and staff office were renovated. A full ADA bathroom was added to Armstrong House, Farrell House received a new roof and flooring throughout the home, and new bedroom flooring was added to Vahlsing House, among several other improvements.

## Day & Employment

95% of the participants in our day program are employed or volunteer in the community! While medical needs prevent some individuals from working, all participants work on vocational skills when they are at the day centers. Whether they are helping prepare lunches, cleaning up after meals, doing arts and crafts projects, or grooving during a dance party, there's always something for the men and women to enjoy at our day centers.



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*of the participants in our day program are employed or volunteer in the community.*

## Christine Wins 2023 STARS Award

Christine Simon was the recipient of the 2023 NJACP Stars Award! Christine's consistent dedication to her career and local community earned her the award.

Christine has been happily employed at Wawa since joining Eden's day program in 1988! During her shift at Wawa, Christine completes a variety of tasks—including restocking and cleaning—but her favorite part of the job is greeting staff, remembering birthdays, and bringing a smile to those she interacts with.

When Christine isn't at Wawa, she is an active participant at the day center, assisting with lunch prep and some light cleaning. When she is home—Christine resides at Eden's Farley House—she loves spending time with her four housemates. Whether they are shopping, getting their hair done, or enjoying a meal together, Christine loves engaging with her roommates, friends, and staff.

Christine continues to develop and reach her goals both personally and professionally. She is an inspiration to all of us at Eden Autism, and we are proud to call her our Star!



# Eden Spotlight:

## Kathy Moore gives back through Eden’s Monthly Giving Club

For 10 years, Kevin has lived in an Eden residence. He goes to work during the day and comes home to spend time with his housemate and friend. He is a happy young man who loves his life—a parent’s dream for his mom, Kathy Moore.

“It’s all we want for our children,” she said. “I’m at peace to know that Kevin is in a safe place where he’s happy and he can lead his life however he can to the best of his ability, and be engaged and happy and well taken care of. He can work and play—all the things you want for your child as they’re growing up.”

Kathy finds comfort in knowing that the staff are committed to making life as great as possible for each individual they support. “It’s not a one-size-fits-all model,” she said. “They work for the potential of each person to ensure they have a rich life.”

To give back to Eden, Kathy is a member of the Eden Monthly Giving Club. Members of the Monthly Giving Club provide a recurring gift to Eden.

“We, as a family, want to always support Eden to ensure this good life that he has now continues well in the future, but we’re of modest means,” said Kathy. “Every month we give a small amount that we have, and because it’s part of our budget it allows me to give to other initiatives. It’s easier to take whatever the amount you’d like to give and break it down into 12 monthly pieces.”

No matter the amount, every recurring donation has an important impact—monthly gifts provide Eden with predictable income, which allows the organization to better plan for the future.

“We are blessed,” she said. “Kevin is happy. Eden is a phenomenal organization. I absolutely couldn’t have wished for anything better, and I’d like to see that continue. I’m getting older, but Eden is still going to be here.”



We, as a family, want to **always support Eden** to ensure this good life that he has now continues well in the future...



# Eden welcomes three new members to its Board of Trustees

Eden Autism is pleased to announce three new members to its Board of Trustees, effective July 1, 2023. Mark Berkowsky, Robert Fava, and Simi Kedia join eighteen other board members to provide Eden with guidance, leadership, and strategic counsel.

“We are honored to welcome Mark, Robert, and Simi to our Board of Trustees. Each new member brings with them a unique expertise that will further our mission,” said Eden Autism President & CEO Michael Decker.



**Mark Berkowsky** has returned to the Board of Trustees after completing two three-year terms ending in 2022. Mark is the Principal and Owner of Berkowsky and Associates with 40+ years of experience in architecture and construction. He is a registered architect, licensed professional planner, and LEED-accredited professional. He serves as president of Cranbury Housing Associates, Inc. a nonprofit organization that develops and manages affordable housing. Mark has been a member of the Eden Dreams steering committee for more than a decade and has co-chaired the event several times. He also played an instrumental role in the planning and opening of Eden’s Schalks Crossing Day Center for aging adults with autism.



**Robert Fava** is the President of Subzero Wolf Cove, Inc. Prior to joining Subzero Wolf Cove, he spent 23 years with Miele, Inc., a \$5 billion family-owned organization, most recently as Vice President—Sales. His 32 years of executive leadership in the consumer goods industry include market strategy, sales management, cross-cultural competence, project management, and cross-functional collaborations. Earlier in his career, he managed construction projects for The New York Times and American Express World Financial Center. Robert’s daughter is a participant in Eden’s adult day program.



**Simi Kedia**, PhD, is the Albert R. Gamper Chair in Business at Rutgers Business School. She has also been a faculty at Harvard Business School. Professor Kedia’s research interests are in empirical corporate finance and span corporate governance, financial misconduct, credit ratings, proxy voting, and hedge fund activism. Simi is an Editor for the Journal of Corporate Finance. She has served as an Associate Editor for Management Science, Review of Financial Studies and Financial Management. She serves on American Finance Association Ethics Committee. She has served on the American Finance Association Nominating Committee and on the board of the Financial Management Association.

In addition to welcoming the new members, Eden would also like to thank John Amirante, Madeline Chadehumbe, and Stacie Sherman for their service on Eden’s board as their terms have ended.

# Eden Spotlight:

## Church & Dwight inspired by Eden's lifespan services

When Tara Cesaro, Shopper Marketing/Digital Associate Manager at Church & Dwight, first toured the Eden School, she was amazed by the quality of individualized support that is given to each student.

“Talking to some of the parents who were there at the time and learning how happy they were to have their child in such a great environment made me want to learn more,” said Tara. “And then to learn you’re still there to support these individuals when they become adults through group homes, that level of support for them and their families is amazing.”

In fact, it was Eden’s ability to support individuals throughout their lifespan that made Tara and her colleagues want to continue their support of Eden through the years. “When people hear autism, they think of children. They don’t realize it’s a lifelong diagnosis and there’s assistance needed throughout their lives,” said Tara.

Church & Dwight has been supporting Eden Autism since 2005 in a variety of ways. They sponsor our annual fundraising events, the Eden Autism 5K & Fun Run/Walk and the Eden

Dreams gala, and provide grants to support programs such as Schalks Crossing, group home improvements, and speech and language services.

Through their Employee Giving Fund, Church & Dwight can give back to the community where their employees live and work. “I personally love being part of the EGF,” said Tara. “We’re able to help not just Eden but hundreds of organizations throughout the nation with their great causes.”

“Tara and her colleagues have been terrific friends to Eden. Their support of our programs, through grants and event sponsorships, is immeasurable. Beyond the tangible, their philanthropy is about strengthening the community in which they live and work,” said Melinda McAleer, Eden’s Chief Development Officer. “We’re deeply grateful for their commitment to our mission.”

“Eden Services is an invaluable program and they are continually looking for new opportunities to help autistic children, adults, and their families,” said Tara. “I have been involved with Eden for many years and I am happy to be listed as the Church & Dwight Sponsor.”



## COMBINED STATEMENT OF ACTIVITIES

June 30, 2023

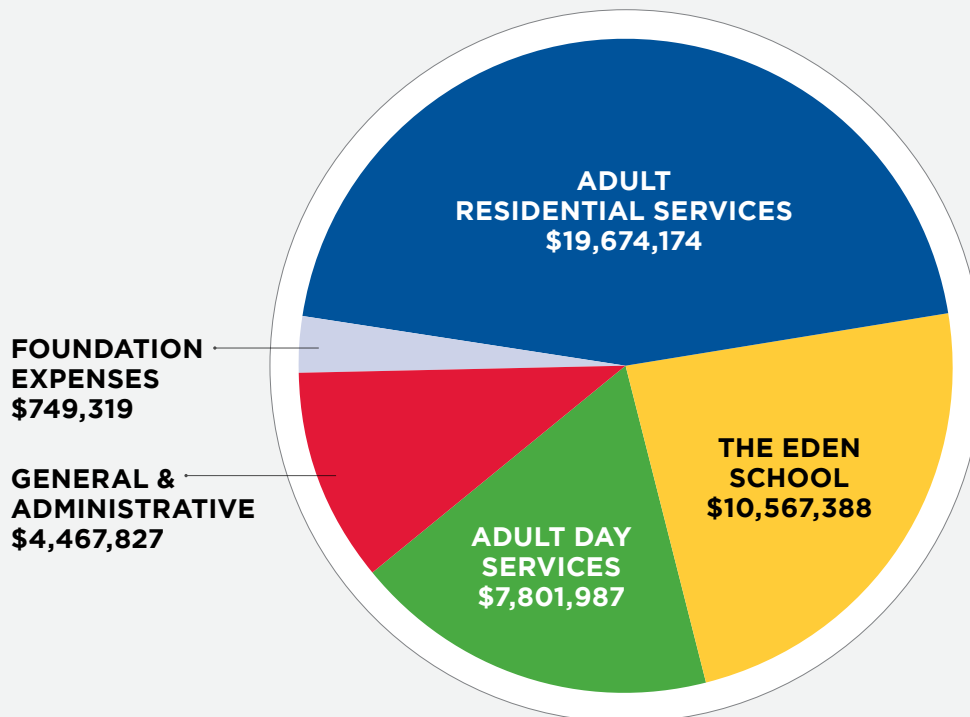
### SUPPORT & REVENUE

Adult Residential Services	\$23,758,804
Adult Day Services	\$7,380,010
The Eden School	\$11,842,558
Fundraising	\$1,077,801
<b>Total support and revenue</b>	<b>\$44,059,173</b>

### EXPENSES

Adult Residential Services	\$19,674,174
Adult Day Services	\$7,801,987
The Eden School	\$10,567,388
Foundation	\$749,319
General & Administrative	\$4,467,827
<b>Total expense</b>	<b>\$43,260,695</b>

## Use of Funds



# Gifts made in 2023

Individuals listed here contributed \$500 or more to Eden Autism Service's general operations during fiscal 2023 (July 1 2022–June 30, 2023).

Every effort is made to ensure the accuracy of this information. Please contact the development office should you have a question about the information presented here or wish to update our records. For a complete list of donors, please visit edenautism.org.

## Individual

### \$25,000–\$49,999

*Edward H. Schwallie Charitable Lead Annuity Trust  
Emily J. Zuckerman and Edward Bonfield*

### \$10,000–\$24,999

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### \$5,000–\$9,999

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Eden is deeply grateful to the families, trustees, staff, and community members whose foresight and generosity ensures that future generations of children and adults with autism will benefit from Eden's mission.

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 Mary & Richard Staffeldt  
 Neng Wang & Alan Staniforth  
 Adele & Hollister Sykes  
 Dr. Rachel Tait  
 Lauren & Paul Taylor  
 Sandra & Stephen Thomas  
 Terry & Harold Thompson  
 Robert Titus  
 June+ & Kock-Yen Tsang  
 Molly & Lewis+ Turlish  
 Catherine & Dr. Jeffrey Vamos  
 Kim & Ken Van Leeuwen  
 Pamela Van Leeuwen  
 Elizabeth & Paul Von Autenried  
 Ruth Walker+  
 Susan & Thomas Walker  
**Patricia Watson**  
**Kathy & John Watts**  
**Malcom Wernik**  
 Mary & Horace White  
 Christone & Abe+ Wilson  
 Linda & Chuck+ Wilson  
 Dr. Mary H. Windels  
 Deborah Zabilowicz  
 John Zahorsky

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Bold print indicates charter members  
 + Deceased members

This list is accurate to the best of our knowledge. Please contact Melinda McAleer if you believe there is an error.



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