

Annual Report 2025

Celebrating Our Vision For Tomorrow



A New Chapter: Building a Stronger Future Together



Message from the President

The year 2025 has been one of growth, reflection, and renewed purpose for Alternatives. With new leadership and a shared vision, we took time to ask important questions about who we are today — and who we aspire to be in the years ahead. What emerged was a deep commitment to strengthen our foundation and continue changing lives with compassion and impact.

Together with our board and leadership team, we refined our strategic plan into a clear roadmap for the future — one that builds on our strengths, focuses our goals, and ensures we remain strong and sustainable. Along the way, we built trust, clarity, and optimism about where we're headed. Our work ahead centers on five pillars:

- **Funding & Growth:** Expanding support to sustain and grow our mission.
- **People & Talent:** Investing in the dedicated professionals who make our work possible.
- **Client Services & Empowering Lives:** Enhancing programs and launching new initiatives, including our first behavioral supports home.
- **Public Awareness & Voice:** Sharing the stories that bring our mission to life.
- **Organizational Efficiencies:** Strengthening systems so we can work smarter and serve better.

Each goal moves us closer to a future where every individual has the chance to live with dignity, purpose, and belonging.

As we move forward, I'm inspired by the passion and heart that define our team and community. Together, we are building a stronger, more inclusive future — one filled with hope, opportunity, and possibility for everyone we serve.

A handwritten signature in black ink, appearing to read 'Derek Hodkey'. The signature is fluid and cursive, with a large initial 'D'.

Derek Hodkey, President & CEO

Board of Trustees

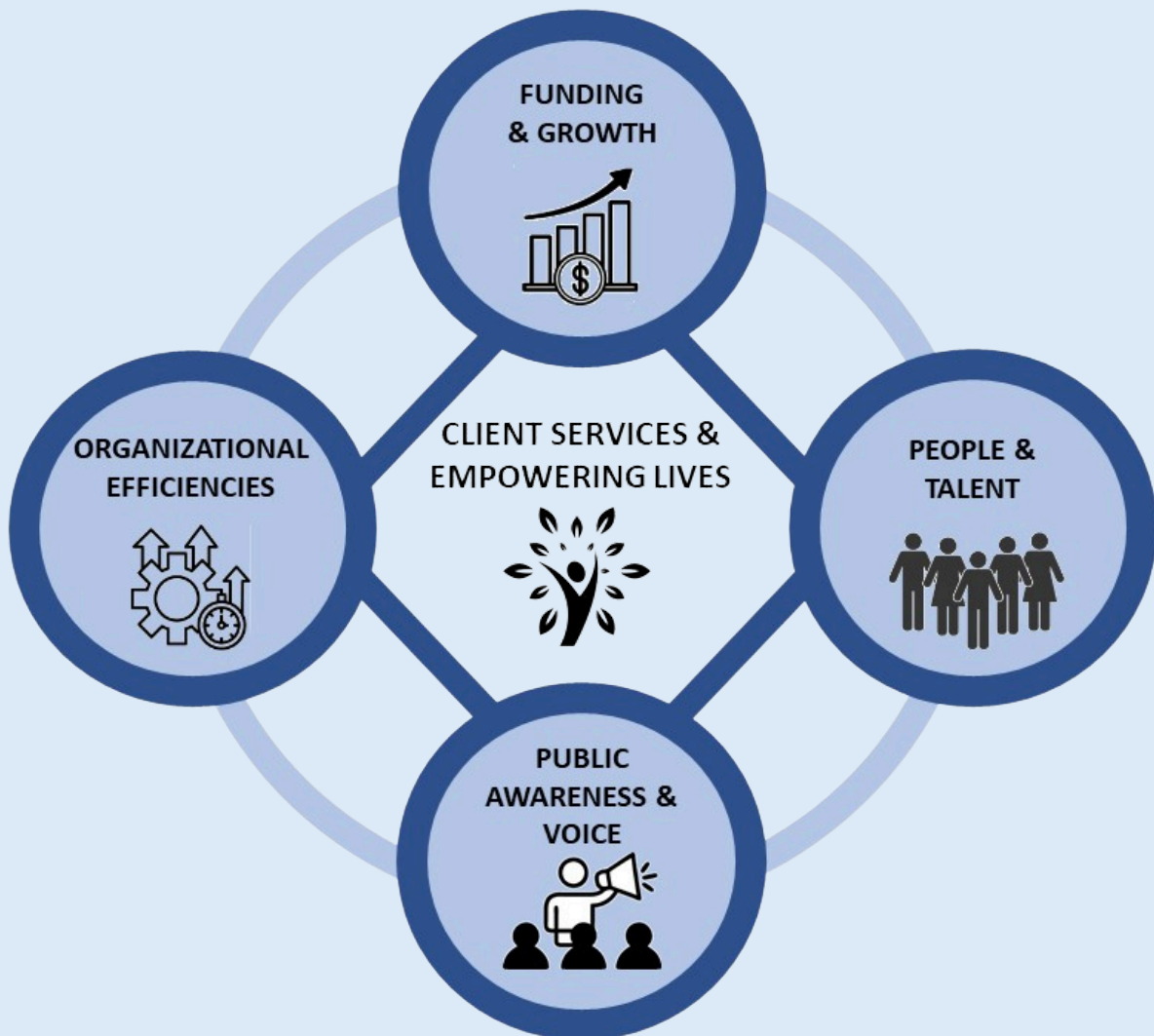
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Our 5 Strategic Pillars



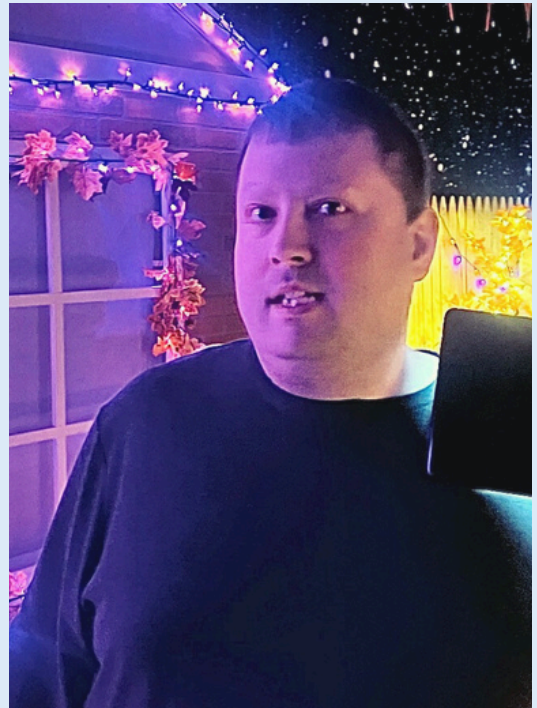
Our Promise

At Alternatives, we strive to empower adults with intellectual and developmental disabilities, those with mental health diagnoses, as well as individuals and families experiencing homelessness, by providing comprehensive services that foster greater autonomy and dignity. Our mission is to promote inclusion and to enhance the quality of life for each individual we serve, ensuring they have access to the resources and support necessary to thrive in their communities.

Pillar 1: Our Keystone

Client Services and Empowering Lives

At the heart of everything we do are the people we serve—individuals with disabilities, mental health challenges, and families facing homelessness—empowered through compassionate, person-centered services that build confidence, foster independence, and help each individual live with dignity and purpose.



A New Chapter of Happiness and Health

Joey's journey is one of transformation. Once easily upset by small changes - being told "no," waiting for an outing, or if family visits were cancelled - his days were filled with frustration. Even meals were a source of struggle; on a restricted diet for diabetes, many of his favorite activities centered around food.

With the support of his guardian and a comprehensive plan, Joey began learning new ways to manage disappointment and to make healthy choices. Consistency between his group home and his mother's home made all the difference. Together, they built a schedule that gave Joey control over his daily routine. This structure allows him to make decisions and feel empowered.

Mealtimes have become transformational! Joey's tastes have expanded dramatically and with that, so has his level of happiness. After a recent visit home, his mother was so delighted by his progress that she asked staff for recipes to try at home. Joey has lost 30 pounds, improving his diabetes and overall health.

Today, Joey is thriving. He attends Alternatives' Abilities in Motion (AIM) 2 Day Program, five days a week, and looks forward to it. He is much more content in his surroundings. Once dreading that she would get a phone call because of a crisis, Joey's mom is now pleased by his calm demeanor and his joyful attitude. Joey's success demonstrates the power of teamwork, structure, and the belief in personal growth.

Pillar 2: People and Talent

We celebrate the dedicated professionals who bring Alternatives' mission to life each day. We invest in our team—providing training, support, and opportunities for growth—so they can continue delivering exceptional care and empowering the individuals and families we serve. Our people are the heart of our organization, and their talent, compassion, and commitment drive everything we do.



Each year, the **New Jersey Association of Community Providers (NJACP)** hosts its annual Heroes Awards Event, to recognize everyday heroes in the community. Direct Support Professionals (DSPs) are honored for all of the important work they do to support individuals with intellectual and developmental disabilities. This year, Edgar Okumo, an employee of Alternatives' Supervised Apartment Living (SAL) 1 program, was recognized for his unwavering compassion, integrity, and dedication. Edgar creates a positive and empowering environment that uplifts everyone he encounters, and we are deeply proud of his achievement.



Pillar 3: Public Awareness and Voice



Alternatives is focused on our presence in the community and amplifying the voices of those we serve. By increasing public awareness, building strong community partnerships, and advocating at the local and state levels, we ensure that the needs and rights of individuals with disabilities, mental health challenges, and those facing homelessness are recognized, respected, and supported.

Your
VOICE
MATTERS



Standing Up for People with Disabilities

Alternatives' Vice President of Admissions and Development, Carolyn Suero, along with other members of the Alternatives Leadership Team, and staff and clients from the agency's programs, attended the recent New Jersey Budget Hearings, in an effort to show support for increased funding for people with disabilities. Carolyn also serves on the Board of the New Jersey Association of Community Providers (NJACP). The trade organization, which serves over eighty-five community provider agencies, offered testimony at the hearings, on behalf of individuals with intellectual and developmental disabilities across the state.

Alternatives' staff, clients, and family members joined hundreds of advocates at the New Jersey Statehouse, raising their voices against proposed Medicaid funding cuts. Medicaid is a lifeline for nearly two million New Jersey residents, including children, seniors, and people with disabilities—ensuring access to essential care and support.

We urge everyone to stand with us in advocating for people with disabilities. Reach out to your legislators and share how critical this funding is—and how it sustains the life-changing work being done by organizations like Alternatives.

Pillar 4: Organizational Efficiencies

We are centered on working smarter to maximize the impact of every dollar, volunteer hour, and resource entrusted to us. Through innovation, collaboration, and continuous quality improvement, Alternatives strengthens its operations to ensure that donations and funding are used effectively—allowing us to expand our reach, sustain our programs, and deliver the highest level of care to those we serve.



Consider lending your support by donating gifts or gift cards for individuals at the holidays.

Community Partners in Action!

Many thanks to our incredible volunteers from Legrand, Colgate, Matthijssen, NY Life and Morgan Stanley for rolling up their sleeves and helping support events and landscaping projects! Their generosity, through hands-on service and ongoing support, truly makes a difference in the lives of the people we serve. We are incredibly grateful for your partnership and commitment to building stronger, more inclusive communities.

Pillar 5: Funding and Growth



We are focused on building a strong foundation for the future, through diverse and sustainable funding. From signature events - like the Dignity Gala, Dignity Dash, and Dignity Golf Outing - to grants, corporate partnerships, individual giving, and planned gifts, our fundraising efforts ensure the continued growth of Alternatives' programs and services. Every contribution, large or small, fuels our ability to empower lives, expand opportunities, and create lasting impact across the communities we serve.



September 2026



March 14, 2026



May 11, 2026

The McConway Family: Open Hearts, Lasting Impact

For the McConway family, Alternatives is more than an organization, it's family. Their son, Kevin, has lived in one of Alternatives' twenty-one group homes for eight years, and his parents say he is truly thriving.

"Kevin is the happiest he's ever been."

Kevin's days are filled with activity — yoga, swimming, horseback riding and community outings. "The staff bring him everywhere," his parents say proudly. "They take him to appointments, to activities, and they make sure we stay connected. They really work together with us."

Determined to make a difference beyond their own family, the McConways volunteer on the Dignity Golf Committee, helping to secure some of the event's top sponsors for one of Alternatives' most successful fundraisers. With their enthusiasm and network of community partners, they have helped the outing grow into a highlight of the year, generating vital funds that directly support housing, day programs, and essential services for people like Kevin.

Their commitment doesn't stop there. The McConways host a community yoga fundraiser that receives matching contributions from corporations. It has become a local favorite and grows each year. The McConways' journey with Alternatives reminds us that when families and communities come together, extraordinary things happen.

To learn how your family can become more involved, contact Anita Feiner, Director of Development, at (908) 809-8654.

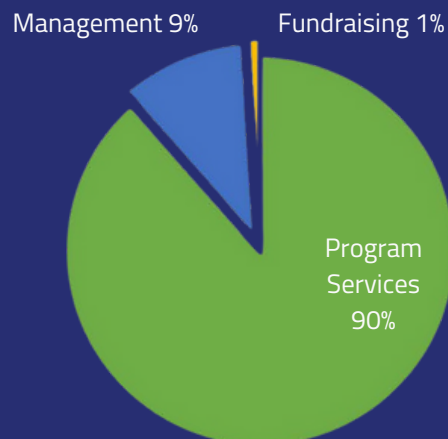


Our Impact Reflected

Alternatives earned the Candid Platinum Seal of Transparency, the highest level of recognition bestowed by Candid (formerly GuideStar). This places us among the nation's most accountable nonprofits and reflects our commitment to openness and data-driven impact.

For donors and partners, the Platinum Seal provides confidence that Alternatives uses resources responsibly and communicates its results clearly. It highlights the effectiveness of our programs, the strategies guiding our work, and our dedication to transparency. This achievement reaffirms our commitment to delivering meaningful, measurable impact in our communities.

FY25 EXPENSE ALLOCATION



OPERATING REVENUES

- Grants & Contracts
- Client Services & Rental Fees
- Contributions & Special Events

AMOUNT

\$874,987
\$22,272,047
\$397,534

Your Generosity Makes a Difference

Your support plays a vital role in ensuring our clients receive the care and stability they deserve. Every contribution, no matter the size, helps strengthen our programs, expand essential services, and create opportunities for people to thrive in their communities.

How to Give

Your tax-deductible contribution is deeply appreciated. There are many meaningful ways to support Alternatives:

- Contributions – Mail, Credit Card, Venmo
- Recurring Gifts – Monthly, Quarterly, or Annually
- Payroll Deduction – Even \$5 per week can create meaningful impact
- Honor & Memorial Gifts – A thoughtful way to remember or celebrate a loved one
- Special Events – Support our annual fundraising events
- Donor-Advised Funds – Recommend a gift directly from your DAF
- Matching Gifts – Many employers will match your contribution
- Planned Giving – Include Alternatives in your will, trust, or estate plans
- Gifts of Stock or Securities – A tax-advantaged way to maximize your impact
- Corporate Sponsorships – Partner with us through event or program support

Alternatives is grateful for the following who made generous contributions during fiscal year 2025

Isaac Abady
Irum Abidi
Affinity Federal Credit Union
Anita Agarwal
Rahul & Jyoti Agarwal
Joe Allard
Allied World Insurance
Susan Anczarki
Matt Anczarki
Ryan Anthony
Kevin Anthony
Eileen Ascough
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AXA XL
Sandy Bachar
Connor Bailo
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Kathy Ballas
Violet Barker
Christine Barker
Kira Beilis
Margie & David Berlin
Dolores Berlin
Nora Birk
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Kayla Botsch
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Debra Czerwinski
The Darlow Family
Kathleen & Robert Davies
Mattie Davis
Sally Davis
John & Christina DeMetro
Lisa DeRose
Marian Desimone
Daisy Desimone
Devin Desmond
Jorge & Ingrid Diaz
Chris DiCo
Alyssa Dillonair
Nicole DiPetrillo
Michael Dixon
Trang Doan
Jeffrey Domitrowski
Priya Doshi
Margaret Draghi
Lisa Dyer
Chris Edwards
Anthony Elia
Fran Engle

Mary Englert
Enterprise Holdings Foundation
Sharon Eosso
Essex County Building & Construction
David Falk
Sylvia Falk
FBS Security Systems
Shiyang Fei
Anita & Fred Feiner
Lucinda Ferreri
Maria Fidelibus
Claudia Figueroa
Veronica Finlay
Jack Fowler
Vanessa Fowler
Tamar Frame
James & Nancy Frankowski
Friends of Anthony Verrelli for Assembly
Full House Fitness LLC
Fulton Bank
Salvatore Gagliano
Sue Ann Gaster
Maureen Gedeon
Laura George
Gertrude L. Hirsch Foundation
Marie & Daniel Gibson
Jim & Jill Gibson
Valerie Gibson
Kevin Gilman
Chris & Joe Gola
Mark Goldberg
Nancy Good
Traci Grauer
Great Scott Financial Services
Greenwich Autism Alliance Foundation
Michael & Dorothy Grom
Helen & Richard Grunwald
Katherine Guarnizo
Kathleen Guinnesssey
Jeff Hainsworth
Eric Harris
Melissa Hart
Healthexcel Cardiology
Construction Laborers Local 472
Hannah Heck
Suzan Hemstock
Helibert Hernandez
Diana & Thomas Hickey
Meghan Hickey
Elmira Higoy
Hiland Construction Services
Helen Hoens & Robert Schwaneberg
John Hogan
Tim Holmes
Stephen & Carla Holusha
Horton Family
House of Blooms
Madeline & Robert Howard
Eleanor Howland
Bobby & Clara Howland
Andrew Huang
Michelle Huang
Andrew Huang
Hudson County Construction Trades
Hunterdon Health
IBEW Local Union 102
Frances Ingram
Operating Engineers 825
Meghan Jackson
Alex Jansson
Janice & William Jayne
Jerry Friedman
Ismael Jimenez
John & Margaret Post Foundation
Wilmer Johnson
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The Karkhanis Family
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Nalini Lad
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Bruce Langenkamp

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Josiah & Joseph Lopez
Shmuel Lotsvin
Joseph & Margaret Lutringer
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Rosemary Mahoney
Jack Maier
Rukayat Majolagbe
Jennifer Malavolta
Morris & Linda Malmstrom
Allison Malouf
Paige & Tom Mangan
Manville-Hillsborough Elks Lodge 2119
Derek Manwaring
Rudolph & Melonie Marano
Antoinette Marrero
Tatiana Martinez
Matthijssen Business Systems
Elizabeth Matusiak
Jennifer & Kathleen McClear
Lori & Tim McConway
Michael & Janet McCormick
Erica McCrystal
Michael & Rachel McGeehan
Brian McHugh
Marianne & John McKeary
James McKeon
Jeffrey & Robin McKeon
Patricia McMurtry
Sheila McMurtry
Timothy McSharry
Michael Marra, Inc.
Karen Midlaw
Marcia Miller
Tracey Miller
Debbie & Frank Minniti
Thomas Mitchell
Mobile Therapy Services
Mobility Special Care Housing Inc.
Raji Mohan
Thomas & Barbara Moreland
Brian Morgan
Morgan Stanley
Barry Moss
Janet & John Mucksavage
Anand Mukkidipalli
Letty Murphy
Megan Nagy
Mark Nastus
Joseph & Lisa Nesler
Jim Nicosia
Agatha Niemiec
James Niezgoda
NJM Insurance Group
Karena Noel
John Nordstrom
Ogey Nwinyi
Paul O'Brien
Kenji Okamoto
Emiko Okamoto
Lynn & Keith Omslaer
Parker Omslaer
Laural Osterhus
Christine Pallas
Mahesh & Ruchika Panjwani
Patricia-Ann Paolino
Lisa Park
David, Natanael & Nenna Pastor
Nilpa Patel
Hiral Patel
Jigna & Tushar Patel
Asha Patel
Tresha & Krisna Patel
Alvaro Pauca
Dianne Pecoraro
Jeanne & Gary Pellegrino
Perfect Remedy Packaging, Inc.
Regina Perry
Joshua & Kelly Peterson
Chris Pinto
Plumbers & Pipefitters Local Union #9
Wyatt Poor
Colleen Powers
Margaret Powers
Joanne Pressley

Kathleen Price
Bev Puntolillo
QuickChek Corp.
Dylan Quigley
Liam Quigley
Mohan Raman
Kumar Ramaswamy
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Dara & Chris Reagan
Red Lion Realty
Wanda & Frank Reda
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Risk Strategies
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Robert Wood Johnson University Hospital
Trina Robinson
Ellen Rocca
Hilton Rodriguez
Janet Rollero
Jason Rooney
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Peter Rosky
Richard & Gwyneth Sample
Maralee Sanders
Derek Santiago
Amanda Santos
Schenck, Price, Smith & King
Carmen Sclafani
Priyanka & Vivek Seth
Raj Shah
Ashish Shah
Gena Shapiro
Michael Shorter
Irene Sielski
Signs By the Sea LLC
Vanesh Singh
CJ Singh
SMART Sheet Metal Workers Local 22
Alexa Smith
Ritu & Rajiv Sohal
Somerset County
Somerset Patriots
Somerset Regal Bank
Jim Sonneborn
Spera Electric
Christine & David Spofford
St. Patrick's Day Parade Committee
Lauren Stanilius
Ellen Stark
Steamfitters Local 475
Elizabeth Steeves
Dorothy Stevens
Susan Stirrat
Carolyn & Felix Suero
Francis Sweeney
Raymond & Laura Szpond
The General Baptist Convention of NJ
The Golden Fund For Autism
John Thomaides
Patty & Paul Thomas
Patrick & Laurie Thomas
Anna Tkach
Anita Toczek
Dennis Toft
TriTec Office Equipment
Mohan & Malathi Tummalapalli
Zachary & Alyssa Turanick
UA Plumbers Local 24
Union Avenue Pharmacy
Journeymen & Apprentices of Pipe Fitting Industry
Kara Van Dooijeweert
Omar Vega Ochoa
Orlando Vilar
Peter & Patricia Vollmar
Mark Washburne
Stanley Wasilewski
Adam Wax
William & Debra Weber
Josh Weiner
Barbara & Joseph Westlein
Mike & Eileen Westlein
Jenn Westlein
Christine Whitman
John & Patricia Wilczynski
Matthew Williams
Jane Williams
Edward & Carol Zabel
Matt Zadroga
Hal & Natalie Zenner

Awards & Honors



Spotlight on Success: Demetrius' Journey

Alternatives was pleased to honor Demetrius for the **2025 NJACP Community STARS Award**. For more than 20 years, Demetrius has been an important member of the Alternatives family. Over the years, he has grown tremendously, by setting goals, working hard, and thriving at his day program, where he enjoys exercising, singing, and arts and crafts.

Demetrius is known for his kindness and generosity, always ready to share with friends and others, no matter how little he has. He greets everyone with a smile and treats others with the utmost respect. He loves being out and about in the community, attending local events, shopping with friends, and welcoming visitors to tour his apartment and day program.

Demetrius has even participated in visits from legislators, proudly sharing his story and advocating for others. Whether he's making music, showing off his dance moves, or simply brightening someone's day, Demetrius embodies enthusiasm and lives each day with joy, compassion, and pride.



Celebrating A Remarkable Career

In June, members of the Alternatives Board of Trustees, staff, and friends came together to celebrate Nancy Good, to wish her the very best in her retirement. After 37 years of dedicated service - including 35 years as the agency's President - Nancy has chosen to embrace a well-deserved, quieter chapter of life. We are deeply grateful for her unwavering leadership and compassion, which guided Alternatives through decades of growth and change. While we will miss her steady presence, we also celebrate the joy and time she will now share with her friends and family.



Contact Us

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Franklin House Coordinator, Keisha Graham, Shares a Story of Resilience *Finding Safety and a New Beginning at Franklin House*

Maria and her 3 children arrived at Franklin House, Alternatives’ transitional shelter for women and children, after enduring years of domestic abuse, substance use, and declining health. Despite holding a college degree and once living a stable, middle-class life, the trauma she experienced led to a cycle of instability and homelessness that lasted nearly a decade.



When Maria first came to Franklin House, she was hesitant to trust that things could truly get better. The idea of safety, something most people take for granted, felt unfamiliar to her. But with compassionate support from Franklin House staff, Maria began to rebuild her confidence. Through individualized case management, counseling, and life-skills training, Maria found the structure and encouragement she needed to heal and focus on her goals.

Over time, she began to see what was possible. She learned to manage her health, established a consistent daily routine, and worked toward securing employment. With her Case Manager’s help, Maria transitioned out of Franklin House and continues to live independently today.

Maria’s journey is one of courage and perseverance—and a testament to what can happen when women are given the safety, stability, and support they need to rebuild their lives.

Keisha received this year’s Recognition Award from NJPRA, the New Jersey Psychiatric Rehabilitation Association. She was recognized for her extraordinary leadership on behalf of our Franklin House and Permanent Housing clients!

SAVE THE DATE

For information about our events, as well as other methods of giving, including contributions, matching gifts, stock transfers, DAF and more, contact Anita Feiner, Director of Development, at (908) 809-8654.

Dignity Gala
March 14, 2026

Dignity Golf Outing
May 11, 2026

Dignity Dash
2026 Date TBD