

# ANNUAL REPORT 2024

**7/1/23 - 6/30/24**

---

## Inside this issue:

- President/CEO Message - 2
- Board of Directors- 3
- Leadership & Performance - 4
- Risk Management - 5
- Financial - 6
- Feedback - 7
- Partnerships - 8
- Volunteers & Interns- 9



# Letter from the President/CEO

Dear Friends and Supporters,

As we reflect on Fiscal Year 2024, I am proud to share our remarkable achievements and progress at CODI. This past year has been one of strategic growth, resilience, and unwavering commitment to the individuals we serve.

Much of FY24 was dedicated to leading ACCSES NJ's Statewide Strategic Planning Program. Chairing this initiative and developing a strategic plan was a critical step in helping to ensure the sustainability of employment programs should 14-C be abolished. While we continue to advocate for opportunities that support individual choice and independence, we also recognize the need to prepare for potential changes. Individuals in Extended Employment under 14-C thrive in a structured, supportive environment that allows them to work at their own pace, build independence, and experience the dignity of earning a paycheck. Our planning efforts reflect our ongoing commitment to safeguarding these opportunities.

We are proud to report that CODI completed its CARF survey and received a prestigious three-year accreditation in Community Housing, Comprehensive Vocational Evaluation Services, Organizational Employment Services, and Governance Standards. This achievement underscores our dedication to maintaining the highest standards in service delivery.

Another significant milestone in FY24 was CODI receiving a license from the Department of Mental Health and Addiction Services (DMHAS) for a new Supported Housing residence. This latest addition enhances our ability to provide safe, stable, and supportive housing for those we serve.

None of these accomplishments would be possible without the dedication and enthusiasm of our incredible board of directors, senior leadership team, staff, consumers, interns, and volunteers. Your commitment remains the driving force behind our success, and I am deeply grateful for your continued support.

As we look ahead, we remain steadfast in our mission to expand opportunities that empower differently abled individuals and create a future where everyone has the chance to thrive.

With much appreciation and gratitude,

Linda L. Carney  
President & CEO



# Board of Directors



**Mary Pat Braudis, Board Chair (2014 - Present)**

Mary Pat, an Assistant Professor at Wilmington University, holds an MBA and is working toward a Doctorate in Business Administration. With expertise in addiction counseling and senior care, she advocates for programs that provide career opportunities in social services.



**Dan Kelly, Vice-Chair (2012 - Present)**

Dan, President of Community Quest, Inc., has a background in Psychology and extensive experience working with individuals with disabilities and at-risk populations. His leadership enhances CODI's mission and services.



**Linda Carney, President & CEO**

Linda has degrees in Education and Organizational Management and extensive leadership experience in community organizations. She is dedicated to social services and is an adjunct instructor at Wilmington University.



**Joe Cella, Past Chair (2008 - Present)**

Joe is a casino industry professional with over 40 years of experience. He is dedicated to supporting CODI's mission and enjoys life in Margate, NJ, and his successful career at Caesars Entertainment.



**Father Paul Wise, Board Member (2018 - Present)**

Father Paul, a retired priest, brings a wealth of experience as a former CODI employee and board member. He advocates for marginalized communities and supports CODI's mission to provide housing and employment services.



**Pastor David Yun, Board Member (2019 - Present)**

Pastor David, Senior Pastor at Central United Methodist Church, has served in cross-cultural ministry since 2001. He is committed to community outreach and strategic planning to strengthen local partnerships, supporting CODI's mission.



**Theresa Zippel, Board Member (2016 - Present)**

Theresa co-founded CODI's food pantry in memory of her son, Michael Zippel Jr. A longtime volunteer, she continues to advocate for individuals with disabilities and limited incomes, ensuring they have access to essential resources.



## Mission

CODI is committed to enriching the lives of differently abled individuals through employment, housing, and economic independence.

## Vision

People of diverse backgrounds and experiences work together to foster inclusive communities where differently abled individuals can work or volunteer, live in a safe and comfortable home, recognize their value and worth, and feel empowered to make a positive impact.

## Leadership Team



## Performance Measures

### Satisfaction

100% of external stakeholders reported that consumer needs were effectively met, reflecting confidence in CODI's service delivery.

100% of consumers surveyed stated that staff were welcoming and inclusive.

95% of staff said they are proud to work for CODI. CODI experienced a 6% staff turnover versus the 19% industry standard. 20% of CODI staff identify as being differently-abled.



# Risk Management

Completed CARF survey and received a three-year accreditation in Community Housing, Comprehensive Vocational Evaluation Services, Organizational Employment Services, and Governance Standards

Worked to ensure optimal outcomes for CODI and Community Rehabilitation Program (Outsource Center) through President/CEO chairing state-wide Strategic Planning for ACCSESNJ and Member Organizations

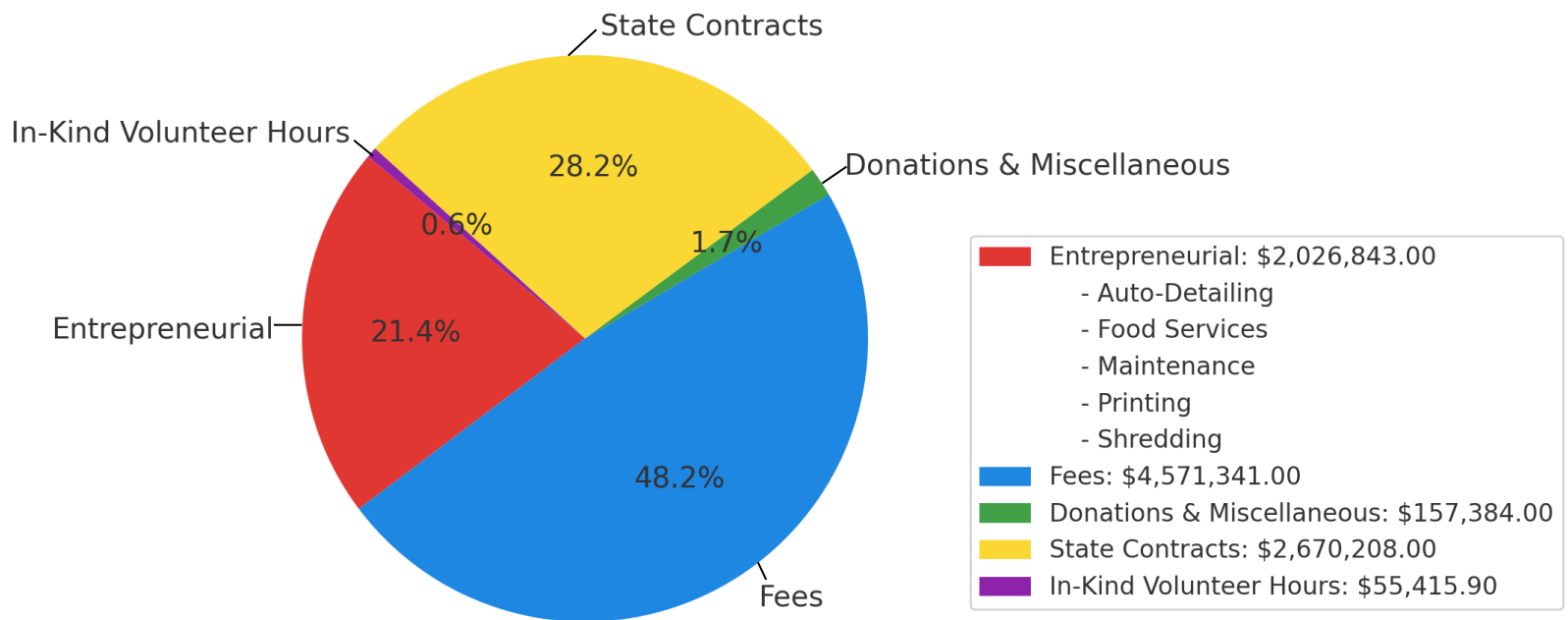
Completed \$298,276 of Capital Improvements

Maintained \$40,000 monthly in Capital Improvement Reserve Fund totaling \$1,198,517.43.

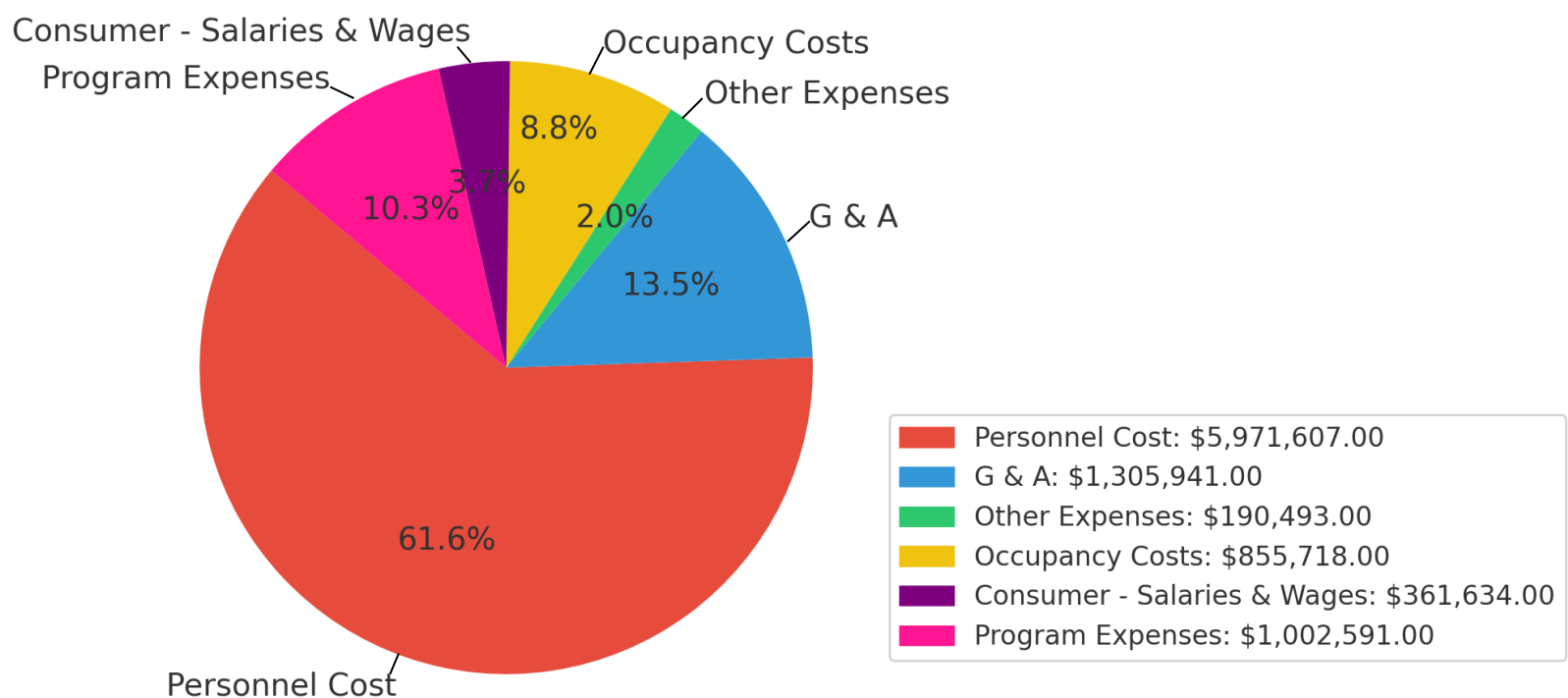


# FY 2024 Financial Report

## Revenue



## Expenditures



# Consumer & Stakeholder Feedback

## Consumer Comments

"Helps us develop more skills." — Adult Training Services Consumer

"CODI staff cares about the consumers." — Adult Training Services Consumer

"My job coach always shows up for me." — Community Employment Services Consumer

"CODI staff are caring and cooperative." — Community Employment Services Consumer

"Staff promptly reports for appointments." — Residential Services Consumer

"Helps us meet our goals." — Residential Services Consumer

"This is an amazing program. There should be more programs like this." —

Residential Services Consumer

"This program has saved my life, and I am very pleased with my caseworker PJ White." —

Residential Services Consumer

"Helps us identify and develop goals." — Residential Services Consumer

"CODI provides work skills." — Organizational Employment Services Consumer

"CODI helps me to be the best I can be." — Organizational Employment Services Consumer

## External Stakeholder Comments

"Staff is very professional and helpful when family has concerns." — Community Support

Services Stakeholder

"I would recommend CODI programs if anyone should have the need." — Community Support

Services Stakeholder

"CODI is a wonderful program and keep up the good work!" — Organizational Employment

Services Stakeholder

"The Workshop Program is very well run." — Organizational Employment Services

Stakeholder

"Both the staff and the CODI organization do amazing work." — Residential Stakeholder

"Staff ensure that medical appointments are timely and as needed." — Residential Stakeholder

## Entrepreneurial Customers Comments

"We have been working with CODI for years and we are completely satisfied with the services they provide. We are looking forward to

continuing our partnership." — Organizational Employment Services Customer

"Bruce and his staff are the best! We always receive excellent communication and service. We have been working together for over twenty years!" — Organizational Employment Services

Customer

"Always satisfied." — Printing Customer

"Lori Jo has been fantastic to work with and I tell all my staff that they should always work with Lori Jo for their printing needs." —

Printing Customer



# The Power of Community Partnerships

Through the strength of our partnerships, we continue to bring hope, dignity, and essential support to those we serve. Our collaborations with Stockton University, Community Food Bank New Jersey, Friends of Jean Webster, and the dedicated volunteers and donors from Central United Methodist Church have been instrumental in expanding our reach and deepening our impact.



**CENTRAL DISTRICT**

UNITED METHODISTS  
OF GREATER NEW JERSEY

Our partnership with Central United Methodist Church has been particularly vital in sustaining our mission. With generous financial contributions, donations of essential goods, and an unwavering commitment to service, Central's members exemplify the true spirit of giving. Their dedication, whether through hands-on volunteering, fundraising efforts, or continuous advocacy, demonstrates the profound impact that collective action can achieve.

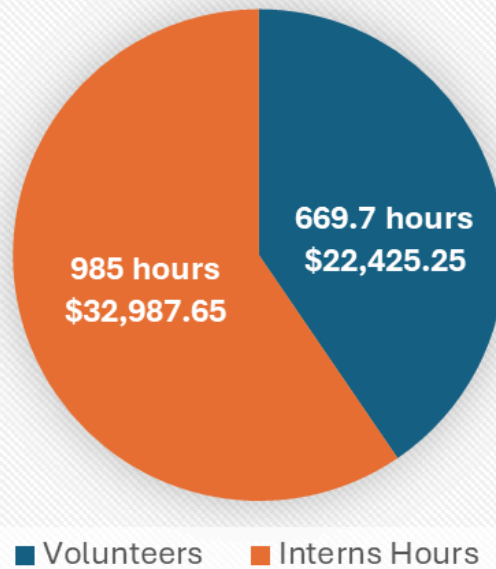
These partnerships do more than provide resources; they restore hope and reaffirm dignity. As we reflect on the past year, we are deeply grateful for the organizations and individuals who continue to stand with us. Their generosity fuels our mission, enabling CODI to extend its reach and uplift those in need.

Together, we are stronger. Together, we create change. And together, we will continue to make a difference—one act of kindness, one partnership, and one life at a time.

# Volunteers and Interns

At Career Opportunity Development, Inc. (CODI), we are grateful for the dedication and hard work of our interns and volunteers. Their contributions play a vital role in supporting our programs and enhancing the services we provide. We are proud to partner with such committed individuals and look forward to continuing our work together to recognize and empower those we serve.

## Volunteer and Intern In-kind Contributions



**Total Hours**  
1,654.70

**Total In-kind Contributions**  
\$55,412.90

