



CAREER OPPORTUNITY DEVELOPMENT, INC.



2025

ANNUAL REPORT

7/1/2024 - 6/30/2025

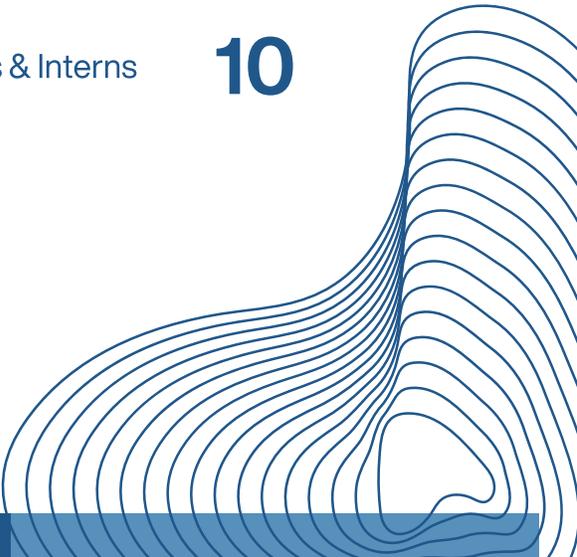
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President/CEO Message

Dear Friends and Supporters,

In FY 25, considerable time, energy, effort, and resources continued to be dedicated to advocating for the sustainability of the state's 14C employment program. Our advocacy centers on protecting work, dignity, and choice in disability employment. Individuals in Extended Employment under 14C thrive in structured, supportive environments that allow them to work at their own pace, build independence, and experience the dignity of earning a paycheck. Ongoing efforts reflect our steadfast commitment to safeguarding these meaningful opportunities.

Throughout residential services, we continue to provide safe, stable, and supportive housing for the individuals we serve. To further strengthen our residential services, members of our senior leadership team regularly attend house meetings and meet monthly with residential managers to ensure strong ongoing communication, continued organizational support, and operational excellence.

FY25 was also a year of leadership development and internal advancement. We proudly promoted Lori Jo Sarfert and Taran Winchester into corporate officer positions. We also launched our Emerging Leaders Initiative, investing in the next generation of CODI leadership and reinforcing our commitment to professional growth and succession planning.

Our employment services continued to expand in meaningful ways. Under the guidance of ACSESSNJ and the leadership of Cornel Jones, we secured new community employment sites, which expand opportunities for consumers to gain valuable work experience, earn competitive wages, and build independence.

In food services, volunteers from Central United Methodist Church contributed significant hours preparing meals for the group home, resulting in substantial operational cost savings.

We are proud that our clinical and support services have expanded. Under the guidance of Dr. Guillermo Infante, we now offer appointments at our main location. This expansion has increased engagement with both consumers and staff, strengthening the quality and impact of support services throughout the organization.

Initiatives such as the Winners Group and Game Night have created spaces for connection, confidence-building, and peer support, reminding us that belonging and joy are just as important as opportunity.

None of these accomplishments would be possible without the dedication and enthusiasm of our incredible Board of Directors, senior leadership team, dedicated staff, consumers, community partners, interns, and volunteers. Their commitment remains the driving force behind our success, and I am deeply grateful for their continued support of CODI and those we serve.

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 through work, housing, dignity, and choice.

With much appreciation and gratitude,
Linda L. Carney
President & CEO

Board of Directors



Board Chair (2014 - Present)

Mary Pat Braudis

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



Vice-Chair (2012 - Present)

Dan Kelly

Dan, retired 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.



President & CEO

Linda Carney

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.



Past Chair (2008 - Present)

Joe Cella

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.



Board Member (2018 - Present)

Father Paul Wise

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.



Board Member (2019 - Present)

Pastor David Yun

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.



Board Member (2016 - Present)

Theresa Zippel

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.

Risk Management

- Invested in the Upkeep app to track repair time, associated costs, and staff productivity
- Increased the minimum hourly rate of all direct care staff to \$19 to retain the workforce and reduce overtime
- Identified and enrolled staff members in CPR/First Aid Instructor Certification to ensure adequate training coverage
- Converted remaining hardwired CODI-owned properties (711 & 322) to 24/7 monitoring by a security service that automatically notifies fire and police if a fire alarm is triggered
- Purchased and installed one whole-house generator (233)

Performance Measures Satisfaction

100%

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

100%

of consumers surveyed in each program reported that staff are welcoming and inclusive, and satisfaction with access to services.

CODI experienced **11%** staff turnover,

compared to the industry standard of **19%**

Mission Statement

CODI is committed to enriching the lives of differently abled individuals through employment, housing, community engagement, 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."

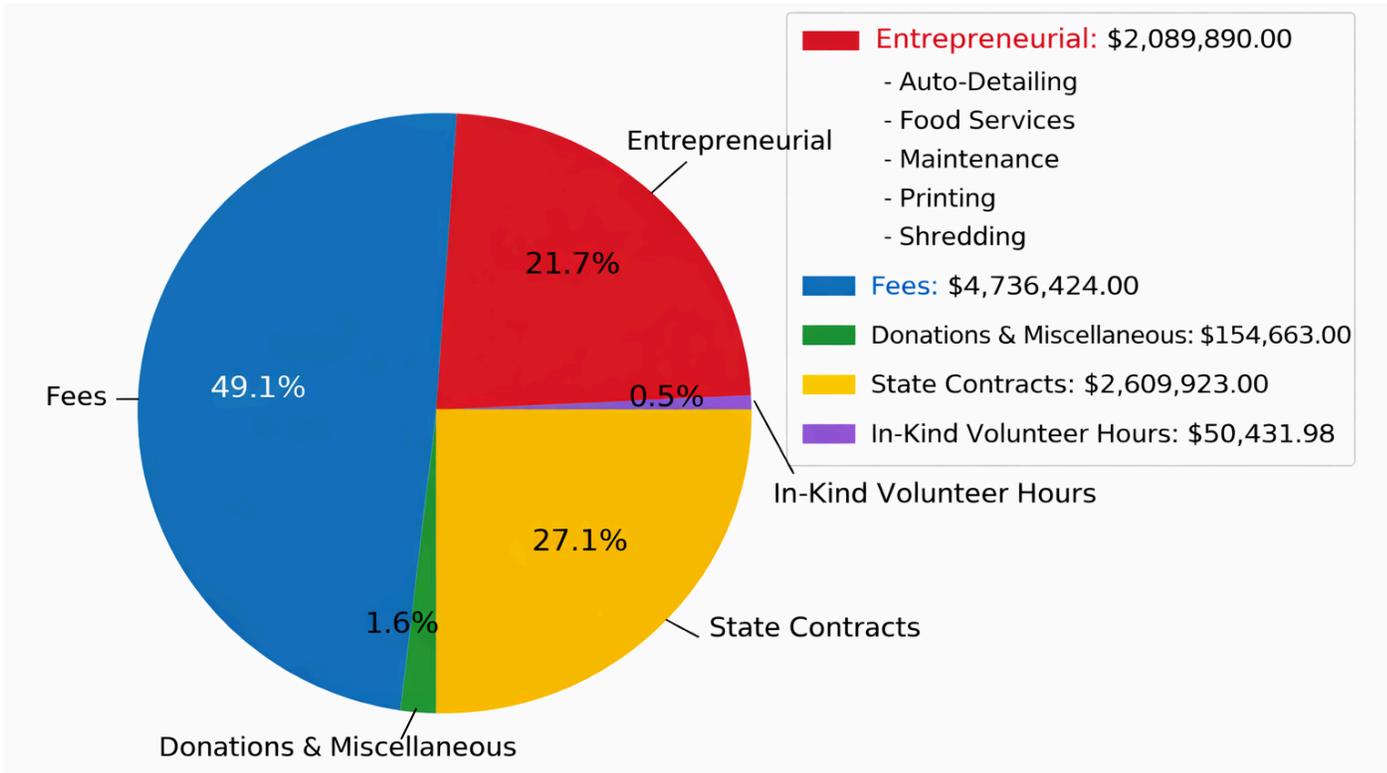
CAREER OPPORTUNITY DEVELOPMENT, INC.

Leadership Team

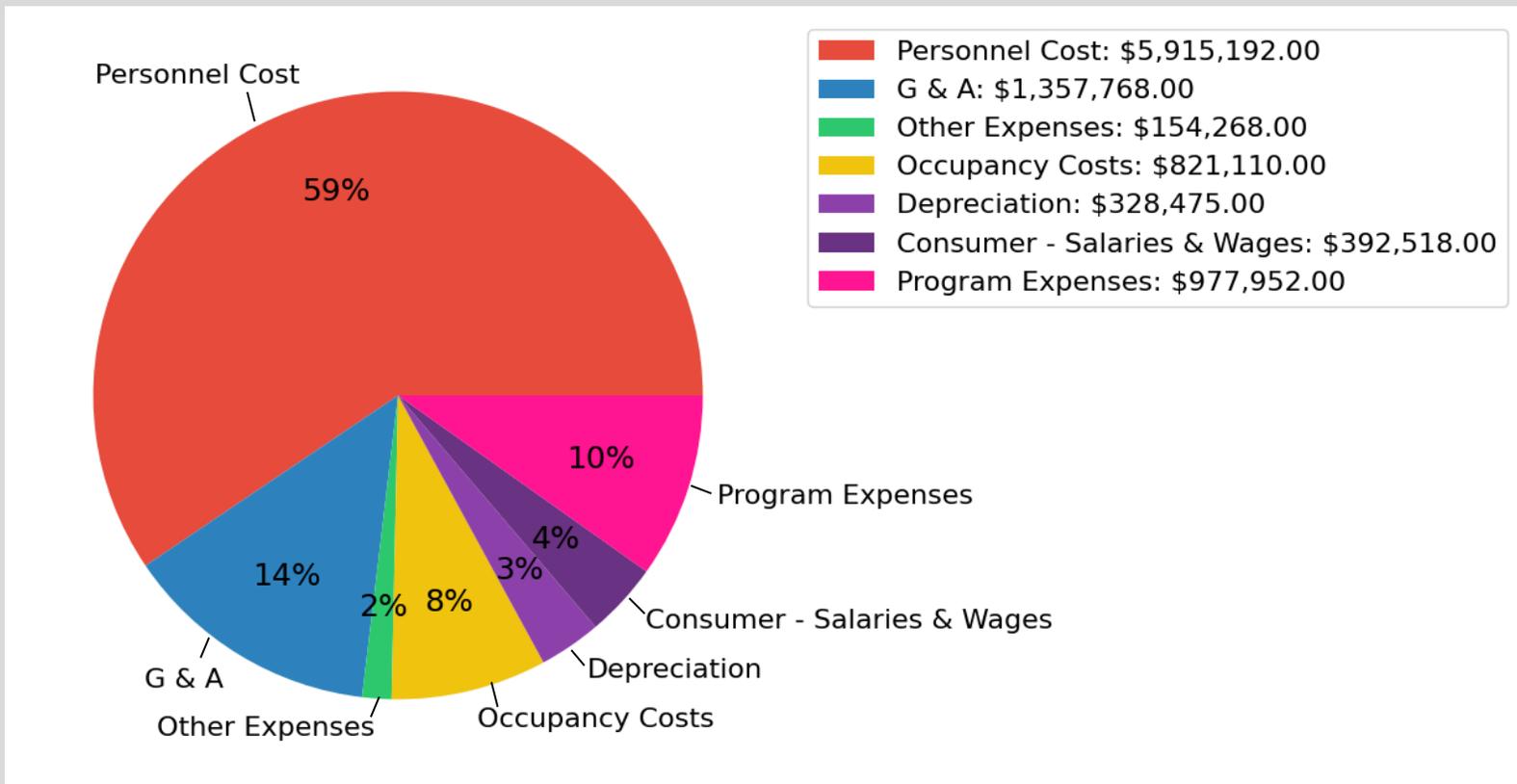


FY 2025 Financial Report

Revenue



Expenditures



Consumer & Stakeholder Feedback

Consumer Comments

"The program helps us meet new people, make friends, and supports individuals with disabilities in the community." – Adult Training Services Consumer

"Staff are always available when I need them and have been supportive throughout my job search. Their encouragement kept me motivated and enthusiastic, and I gladly refer my friends for help."
– Community Employment Services Consumer

"Our staff are attentive to our needs, and CODI consistently does everything with excellence. The team responds quickly and effectively to special situations." – Residential Services Consumer

"Staff are helpful, easy to talk to, and reliable with appointments, giving my family a strong sense of safety." – Opioid Use Disorder Consumer

"The program has helped my family and me thrive and improved our quality of life. Staff are positive, attentive, and supportive with our goals and recovery, and I am truly thankful and 100% satisfied."
– Division of Addiction Services Consumer

"CODI helps me reach my work goals by providing jobs I enjoy in a fun, accessible workshop where I can earn a paycheck and build skills. Staff are friendly, respectful, and understanding, offering guidance, flexibility, and support whenever I need it, and overall, it's a great place to work." – Organizational Employment Services Consumer

External Stakeholder Comments

"Winners Group gives my son something to look forward to. He would like more positive events and gatherings like this."
– Community Support Services Stakeholder

"Staff take care of consumers' needs. I would refer to this program to others!" –
Community Support Services Stakeholder

"CODI is a wonderful, well-run program, and I am very pleased with all the staff—keep up the great work!" – 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 are always satisfied with CODI Consumer Workshop Services. Thank you!" – Organizational Employment Services Customer

"The CODI Crew follows through with our instructions, and the work is always completed." –
Maintenance Services Customer

"You have a fantastic Team! They work so hard for us every day!" – Maintenance Services Customer

"Communication and collaboration with CODI staff is always effective: Outstanding!" –
Printing Customer

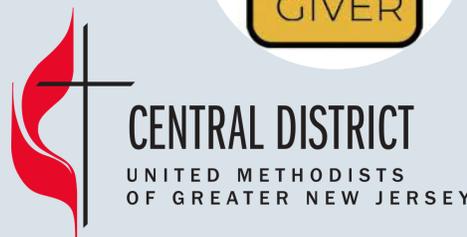
"CODI provides excellent service for our printing, and we have shared this with others." –
Printing Customer

The Power of Community Partnerships

Beyond operations and growth, we remain committed to building community partnerships that support our mission and strengthen our community. We are especially thankful for our partnership with the Red Cross. As a direct result of this partnership, CODI received a much-needed van to make deliveries and secure supplies. We also continue to provide staffing three days per week to operate the Friends of Jean Webster Food Pantry in Atlantic City.

Thanks to our amazing partners, we're able to bring real support, dignity, and hope to the people we serve. Working alongside Stockton University, Community Food Bank of New Jersey, Friends of Jean Webster, A Cheerful Giver, Curexa, Ocean Casino & Resort, and American Red Cross, the dedicated volunteers and donors from Central United Methodist Church have allowed us to reach more people and make an even bigger impact. Their commitment strengthens our services and expands our reach.

Every partner and volunteer brings hope and dignity to the people we serve, and we're deeply thankful for all who continue to stand with CODI. Together, we're making a real difference in our community.

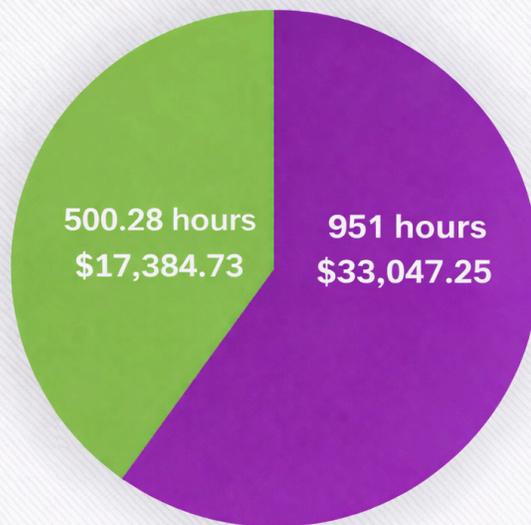


Volunteers and Interns



At Career Opportunity Development, Inc. (CODI), we deeply appreciate the dedication and commitment of our volunteers and interns. Their efforts are essential to the success of our programs and the quality of services we deliver. We are proud to collaborate with such passionate individuals and value the meaningful impact they make in advancing our mission and empowering those we serve.

Volunteer and Intern In-kind Contributions



Total Hours
1,451.28

Total In-kind Contributions
\$50,431.98

■ Volunteers ■ Interns