

IMPACT REPORT


Since 1970

*Facilitating
career pathways,
community
employment, and
employment choice
for students and
adults with
disabilities.*



 908. 782. 1480

 www.cea-nj.org

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Flemington, NJ 08822

2025



Table of Contents

Company Overview

A summary of CEA's key accomplishments for the year, as well as a message from the CEO describing the company's future outlook.

3

The CEA School

Serving students 12-21 in an individualized and structured learning environment as a DOE approved private school.

5

Work Readiness

Dedicated to helping individuals develop the critical skills and abilities needed for successful transitions to community employment.

6

Supported Employment

Offering supports to help facilitate meaningful community employment, including job preparation, training, and coaching.

7

Youth Services

Paid internships and skill-building opportunities for youth ages 14-24 in exploring work and post-secondary education opportunities.

8

Commercial Packaging

Local NJ businesses provide a customer base, while the environment creates a unique side by side work experience for those with and without identified disabilities.

9

Development & Fundraising

Our team and community partners join together for two annual fundraisers as well as multiple outreach events to bring awareness of our mission to the broader community.

10

MESSAGE FROM CEO

It is a pleasure to take on the role of CEO and continue the legacy that has defined CEA over the last 55 years. I will continue to advance our mission in support of the people who count on us for services. Central to decision making will be feedback from stakeholders, best practices, our core beliefs, and sound ethical principles.

Reflecting on 2025, I am proud to report that our company achieved a year of strong performance. However, the true foundation of our success is our staff. I want to thank our employees for their dedication to our mission, vision, and values. It is their dedication that drives CEA forward.

Key 2025 Accomplishments

- **Financial Strength:** Revenues increased by 16%, and we paid off the mortgage on our property.
- **Community Impact:** The annual number of individuals served increased from 385 to 522.
- **Strategic Growth:** We continued to expand services offered to students and out-of-school youth by 112%.

Looking Ahead

For 2026, we remain confident in our strategy. We will continue to focus on diversifying revenue streams, expanding our service footprint, and increasing our menu of services to ensure we continue to provide top-tier results for our program participants. In support of our commitment to social responsibility, we plan on upgrading all lighting to LED fixtures and evaluating the feasibility of converting to solar energy for our electric needs.

Thank you for your trust and partnership. We are committed to innovating with purpose and shaping solutions that promote participant success, drive employee engagement, and create lasting value for our communities.

Chuck Weikel
President/CEO



Board Members

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Michael Collins, Chairperson
Craig Hall, Vice Chairperson
Philip Ferri, Treasurer
Vera Krycak, Secretary
Charles Weikel, CEO/President

Trustees

Ann Ahrens
Michael Donovan
Stephen Mamay
Jack O'Brien
John Reardon
Andrew Sontag



COMPANY OVERVIEW



CEA Hosted two Resource Fairs at the Community Hub in the Bridgewater Mall

Summary

4

NJ Counties Served

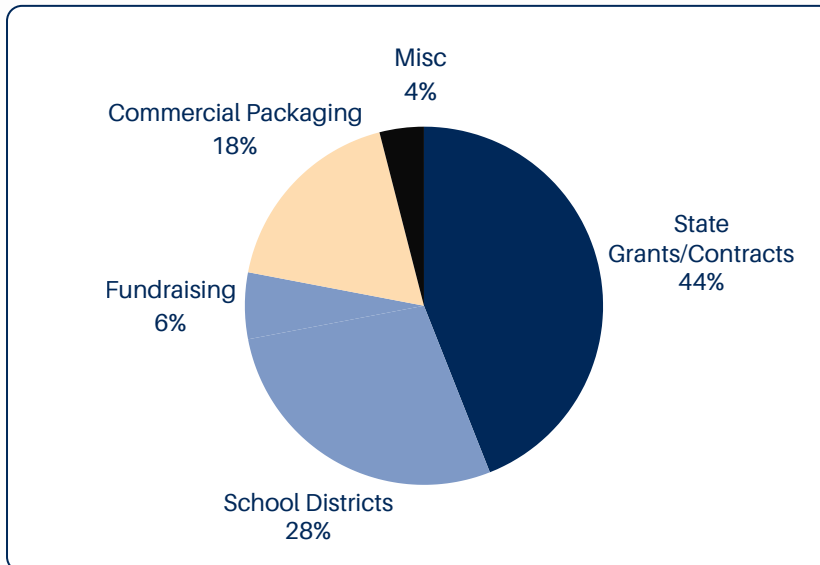
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Business Departments

120+

Community Business Partners

Funding Sources



Populations Served:

Youth (12-19 years)

169

Adults (Age 20+)

353

36%

Increase in people served (2024-2025)

From first workplace experiences to greatest levels of independence, CEA staff are committed to the people we serve and the values behind our mission.



All staff engage in a team building day

THE CEA SCHOOL



Overview:

The CEA School is a Department of Education approved private school working with students aged 12–21 to build academic and life skills that will prepare them for adulthood after graduating.

Resilience

Over the course of the school year, 11 students participated in many enriching activities including Born to Run Farm in Glen Gardener, NJ and Grow a Row in Pittstown, NJ. In addition to various enrichment activities, students also engage with local business partners to learn real world skills that will help them build their future following graduation.



Small Steps: Big Impact for Student

Riding an escalator may seem like an ordinary activity, but for one of our students, it marked a major milestone. JJ, an 18-year-old student at CEA School, had a lifelong fear of escalators and would avoid them whenever possible. With consistent support and encouragement of trusted staff, JJ faced that fear and learned to ride the escalator confidently—not once, but *every time* during class outings over the past year and a half.

This personal achievement represents more than an individual overcoming a single fear. It reflects that with a support system and a will to face challenges, one can build the confidence to do hard things.



“This is representative of so many obstacles our students encounter on a regular basis. We can substitute the name of any student as well as any goal and have so many similar stories to tell of bravery and resilience.”

***– Tara Vargas,
School Principal***



WORK READINESS



Overview:

Work Readiness is dedicated to helping individuals develop the critical skills and abilities needed for a successful transition to community employment. This program is specifically designed to support those who require additional time to build the foundational skills necessary for workplace success.

Achievements

- **New Partnerships:** Expansion of job sampling sites (Readington Farms, Walgreens, Twisted Ink, Moe's Bistro, etc), allowed participants to develop more relevant and marketable skills.
- **Communication & Visibility:** New branding and streamlined communication led increased visibility, while also strengthening connections with families, case managers, and community partners.
- **Community Events:** This year CEA happily invited local representatives, business partners, and first responders to our headquarters to engage with employees and learn more about CEA.
- **Community Based Work Evaluations:** Participants engage in trial work with various community business partners to evaluate their work skills.



**“By collaborating with
community business partners,
we enhance our employees'
preparation for community
employment.”**

**-Kyra Horn, Director of Work
Readiness**

SUPPORTED EMPLOYMENT



Overview:

Supported Employment provides assistance in preparing for and finding a job, job training, and coaching to ensure employment success.

“Embrace Change”

The department has undergone a variety of changes and while change often incurs strain, it proved a valuable season of growth in order to yield such positive results for the job coaching team and their participants.

“Change is hard when the demands of the job are high, but it has made things run more smoothly which only benefits those we serve.”

- Hayley McHendry, Director of Supported Employment

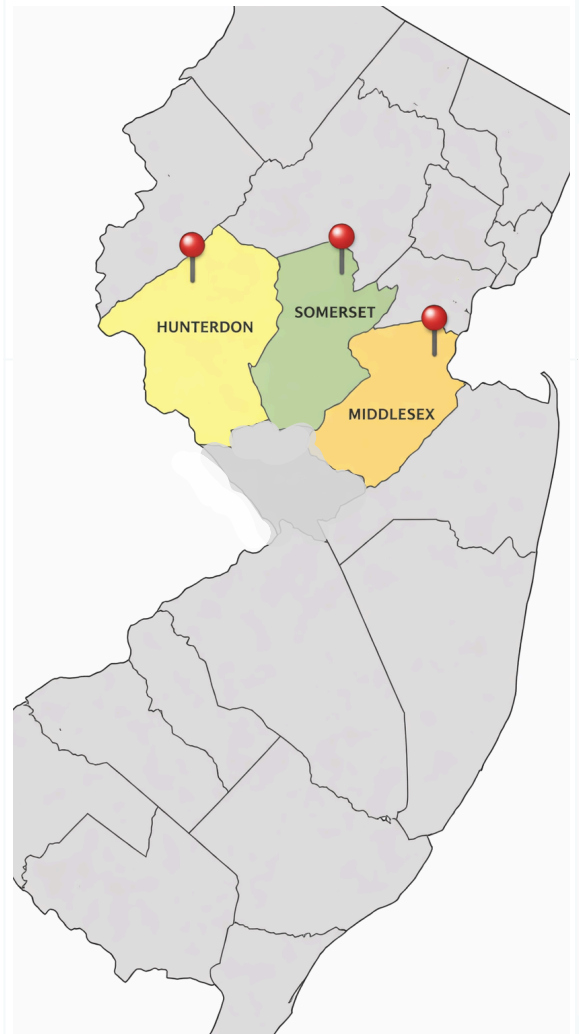
284
People Served

Impact: Participant Success
“One of our participants had been seeking a full time job in a specific area for over 2 years. She has ample experience, but it seemed no employer was willing to give her a chance. Challenge after challenge, we worked with her and stuck with her. As a result, she overcame these challenges and recently landed the job she was looking for. This success shows the importance of our services and commitment to our core values for each of the people we serve”.



Achievements: Establishing direct lines of communication between the staff and counselors at DVRS has helped to shape efficiency and clarity for the direct benefit to coaches and participants. As a result, our department is better equipped to serve our 284 participants across multiple counties.

62
Workplace & Evaluation Sites



YOUTH SERVICES



Effectiveness & Inclusion

Overview:

CEA's services to youth include group and individualized supports to assist students and out of school youth with exploring and preparing for employment and/or post-secondary education. All of our youth services' programs include job skill development, job search counseling, self advocacy skill training, and introduction to post-secondary opportunities.

24

School Districts Represented



Highlights

"Outreach this year was by and large the most ever. We attended numerous events with our collaborators and hosted two events. During these events, we strengthened relationships with state agencies and other service providers in the community to establish a stronger brand identity. By showing up in highly visible community spaces and actively promoting our services, we reached more people and helped our communities better understand the services we offer.

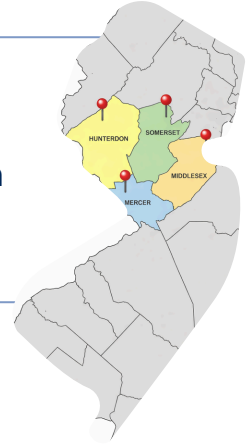
61

Internships Completed



30%

Increase in Youths Served



Impact

The addition of Out of School Youth Employment Services enabled an additional source of income for CEA and allowed us to expand our offerings to more individuals.

Expansion into Mercer County and the addition of new DVRS funded programs has enabled CEA to offer additional services to more youth in the community.

Through introductions to new and existing fundraising partners, Youth Services has further diversified worksites to offer more varied work experiences to students. Overall, our worksite partnerships have been able to grow and better serve current interests and anticipate the needs of future students.

**- Dr. Paul Semegran,
Director of Youth Services**

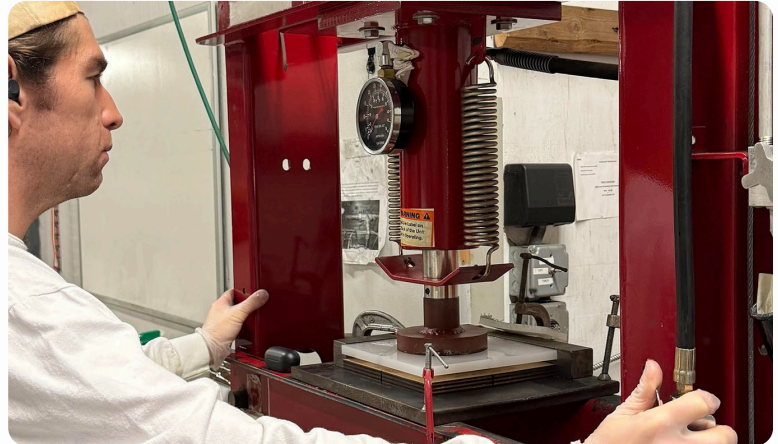
COMMERCIAL PACKAGING

Overview:

CEA Commercial Packaging is an FDA approved facility specializing in re-packaging and re-labeling jobs. Our goal is to provide quality driven, customized services and solutions at competitive prices. In addition to generating revenue to support CEA's mission, Commercial Packaging provides employment opportunities for workers with disabilities in a diverse setting.

Achievements:

Through a recent collaboration with a similar organization, CEA has been able to share work from a current customer. This allows their projects to be completed within their turnaround times, while also providing meaningful work for both of our teams. This partnership has resulted in an increased ability to take on additional projects.



Collaboration & Best Practices

"The greatest achievement this year was launching a co-op partnership. It's been a truly positive and mutually beneficial arrangement."

**- Nancy Vargas,
VP, Packaging Operations**



Revenue

50% Increase

"Your team blew our minds with turn around time and precision!"

- Commercial Packaging Customer



FUNDRAISING & DEVELOPMENT

Meeting & Exceeding Goals

Fundraising:

Over the course of 2025, both annual fundraising events not only met their financial goals – they exceeded them. This year’s annual golf classic was a record setting year with 108 registered attendees for the event. Additionally, turkey trot saw a considerable increase in registration as compared to 2024 reflecting a steady trend of yearly registration increases.

Development:

Over the course of 2025, Fundraising worked closely with other departments to develop outreach calendars, and plan events that resulted in one of CEA’s best year’s for community outreach.

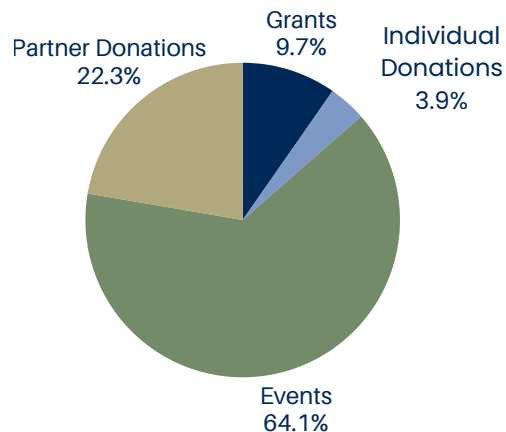
Use of Funding:

CEA is proud to share that a large percentage of the organization’s administrative costs are covered by revenues generated through rental property. This means that funds raised through events and donations go directly to expanding and strengthening our services!

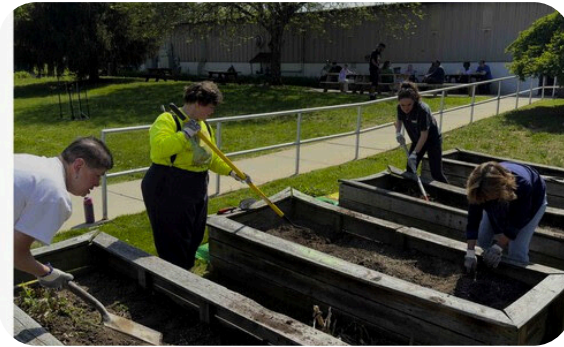
Sponsor Recognition



3,907	108
Turkey Trot Attendees	Golf Classic Attendees



Community. Employment. Advocacy.



Assembled by
Elizabeth Bracco & Kyle Doremus



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