



*ANNUAL
IMPACT
REPORT
2016/2017*

HUDSON COMMUNITY ENTERPRISES

MESSAGE FROM THE PRESIDENT



achieving staff.

The struggle to find meaningful employment opportunities for individuals with disabilities is not without significant challenges. The work environment is rapidly changing- technology influences every aspect of an individual's job. Automation and the electronic workplace often replaces jobs that previously could be held for individuals with significant disabilities. Concurrently the workplace has become extremely demanding- requiring a great number of skills sets, rather than just one or two.

Workforce development- our greatest strength- finds individual solutions to complex employment challenges, while allowing the people we serve to direct their own destiny and choose whatever jobs they want in whatever setting they want. All our Social Enterprise Businesses, our transition program and our training and placement efforts emphasize the development of a great number of transferable skills to maximize opportunity.

HCE, a nurturing community with the highest standards, emphasizes excellence for all- regardless of their ability. When individuals with disabilities can choose where they work, how they work and what they do- everyone wins.

Our time tested, innovative and effective methods will continue to ensure success for all individuals with disabilities, as they have for the last 60 years, and for many years to come!

Joseph F. Brown

President

While 60 years might seem like a short time, much has happened since HCE's founding in 1957.

Our success has resulted from our ability to be nimble, creative and efficient in expanding opportunities for the people we are committed to serve. Our ability to innovate, while remaining true to our core values, is sustained by a committed Board of Directors and a highly motivated, dedicated and high

GOVERNANCE

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Glenwood Office Environments

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Director, Commercial Division
Century 21/Plaza Realty Corp

Konstantin Yusipov
Vice President
Provident Bank

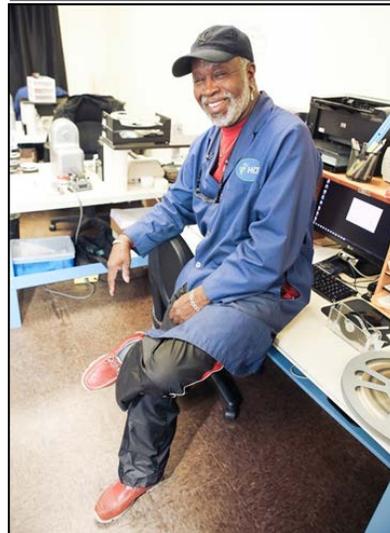
Mike Creedon
Jersey City Public Schools

Louis A. Tucci
Louis Tucci Financial LLC

Richard Garber
GRO Architects

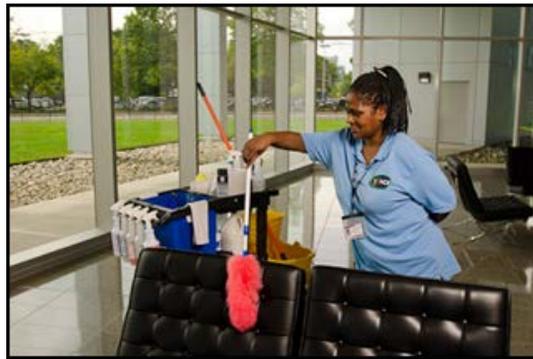
WHO WE ARE

Hudson Community Enterprises was established as a not for profit organization in 1957. Since its inception, its mission has remained consistent-to create jobs for individuals with disabilities and other barriers to employment. It has done that through the diverse jobs that it has created for individuals in the private sector in a broad range of industries. Most recently, this approach was expanded through the diverse social enterprise businesses that it has created. These businesses not only provide the organization with revenue to assist with job preparation efforts, but most recently these businesses have been utilized to provide work based learning sites where individuals can acquire skills needed jobs in the broader business community.



MISSION STATEMENT

***TO CREATE
EMPLOYMENT
OPPORTUNITIES
FOR
INDIVIDUALS
WITH
DISABILITIES
AND OTHER
BARRIERS TO
EMPLOYMENT***



OUR APPROACH

This past year HCE's social enterprise businesses provided the foundation for carrying out its workforce development programs. These businesses were the work based learning settings that were utilized to provide a broad range of workforce preparation services as well as contributing over \$1.5 million to provide the support to carry out these services. The results impacted the lives of many and served to enhance the communities in which they lived and worked

ELECTRONIC RECORDS MANAGEMENT SERVICES

Billed \$7,326,266, a 38 % increase in sales

Employed 199 individuals

Provided work opportunities for 23 individuals from our Rehabilitation Program

PACKAGING AND FULFILLMENT SERVICES

Billed \$444,659, an 8% increase in sales

Provided jobs for over 100 individuals with disabilities

BUILDING MANAGEMENT SERVICES

Billed \$5,678,337

Employed 175 individuals with disabilities

Provided off-site employment for an additional 14 individuals from our Rehabilitation Program

Expanded Unarmed Security to \$432,612 and provided jobs for over 40 individuals

DOCUMENT DESTRUCTION SERVICES

Billed \$226, 223 and generated \$59,891 in recycling income

Provided jobs for 10 individuals with disabilities

ACHIEVING SELF-SUFFICIENCY



Kim took some classes at Hudson County Community College many years ago and then left to have a family. In 2015, she was ready to pursue additional education and needed employment to assist with the cost. The N.J. Division of Vocational Rehabilitation Services thought that Hudson Community Enterprises with its work based learning approach to training was a perfect match. Kim could learn while earning as well as receive a broad range of counseling support services. Today, there's more happening in Kim's life than just employment. There's also college...specifically, New Jersey City University. It is there that Kim is majoring in journalism, with a minor in political science. Kim is employed at ECM as a Scanning Imaging Specialist. "I like the counseling I receive from its staff," Kim says its staff "helped me put together my resume, while encouraged me to pursue my goals while staying in a flexible work environment. We work hand-in-hand with each other." The cooperation and understanding Kim receives from the Hudson Community Enterprises staff is now paying off. Kim has recently completed her sophomore year of college, where she made the Dean's list!



Darnel Harris is 47 years old honors graduate from Barringer High in Newark. He is currently a Janitorial Team Leader at Essex Hospital Center. He began working at ECH approximately 15 years ago. His first position was as a porter. His responsibilities were to maintain the daily porter services at the facility that housed the pool. He would keep the area in a clean state and provide an orderly environment, stock and clean restrooms and public areas. Darnel did an excellent job; he was later moved to the main hospital facility to support a patient wing. This position required additional cleaning detail tasks. Floor care was added to Darnels training and daily tasks. Once again he stepped up to the challenge and performed accordingly. Over some years and training Darnel became knowledgeable in many aspects of custodial care. His willingness to be a team worker made him a valuable asset. When asked what he likes most about his job, he replied " it makes feel independent and can help my co-workers out when they make mistakes as well as learn from my own".

THROUGH CAREER PATHWAYS



Marc was twenty-five years old when he was first referred to Hudson Community Enterprises in 2001. Diagnosed with schizophrenia and a Learning Disability, Marc needed assistance to help him find a job. He was referred to a relatively new program at the time, Supported Employment. He was immediately paired with a Job Coach who helped him apply for many jobs. Marc always tried his best whenever they went out to apply for jobs and go on interviews. In September of 2001, Marc was hired by the Jersey City Board of Education. He completed the intensive job coaching phase, and advanced into the Long Term Follow-Along phase, where he still gets visited by his Job Coach at least twice a

month. Over the years, Marc continued to mature and progress. Fourteen years later, Marc is now forty years old. He still works for the JC Board of Ed. He is assigned to work at Snyder High School in the cafeteria, where he washes dishes, sweeps, mops and takes out the trash. Sometimes when they are short-staffed, Marc also helps serving the students their lunches. Marc likes his job, particularly his schedule because “it’s not too early or too late”. His supervisor, Henry, is happy to have Marc as part of his team. Great job, Marc! “Hard working” and “always willing to help others” is how Marc Leonard describes himself and the ways he helps make his work place better.

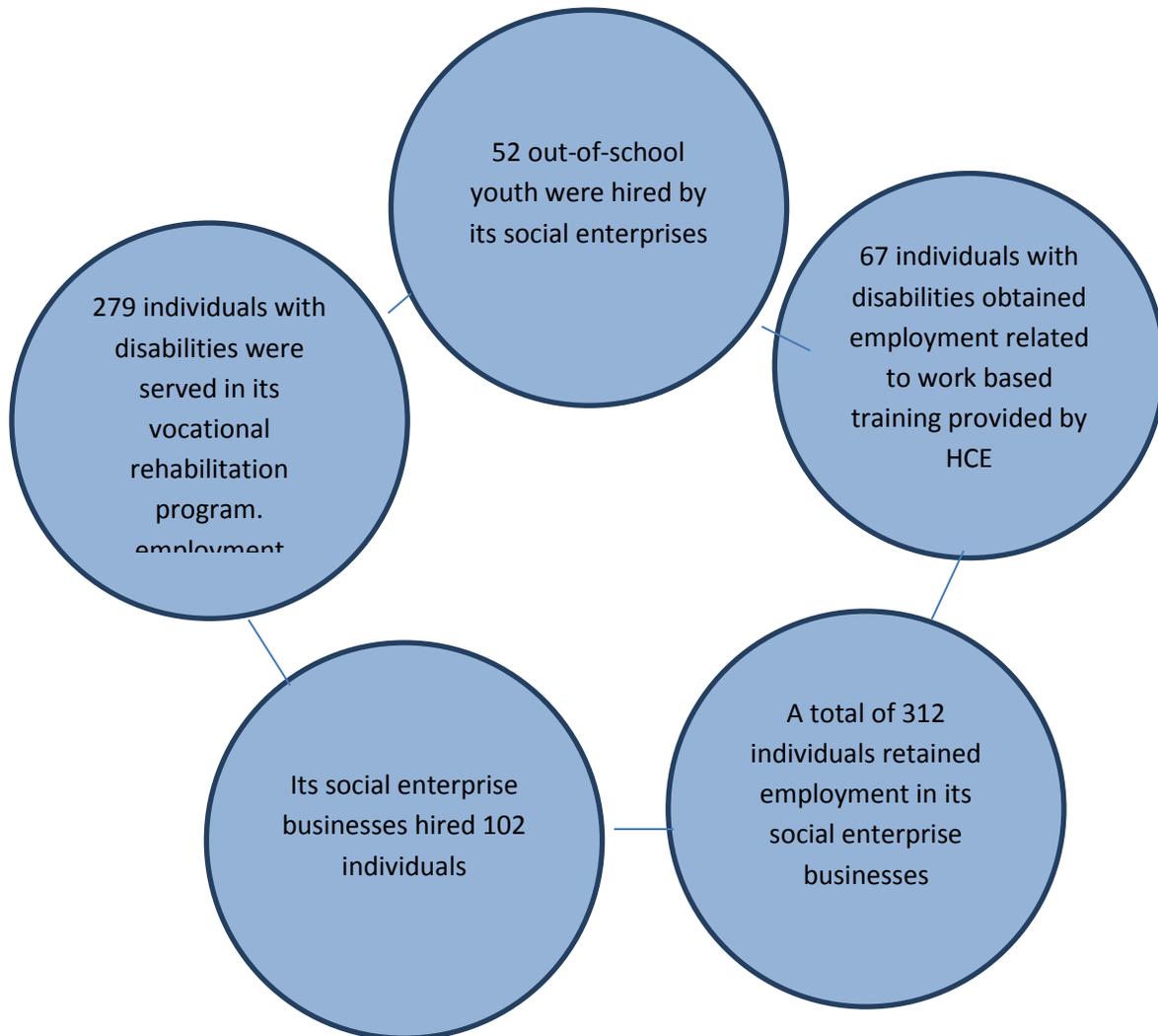


Austin, a 26 year old man with Asperger’s Syndrome from Jamaica, NY, was a graduate of Montclair University with a BA in English. He was referred to HCE by a New York based non-profit serving adults with disabilities. Through that agency, he completed three months of instruction and a three month of internship. Austin was referred for a work based learning program in HCE Electronic Records Management Division. With guidance and support from his supervisors and co-workers, Austin was able to learn more about focusing on the needs of each particular task not the speed. Austin realized the importance of producing quality work and then, in time, learned that an increased pace will follow. Once Austin applied this approach to his work, there

was no task that he could not master. Prior to his employment in Electronic Records Management Austin noted that although he has many talents, he had not had an opportunity, outside of internships, to apply those talents and, ultimately, develop those his skills until HCE gave him the opportunity. Today, Austin transferred the skills that he had acquired at HCE and is now a full time Customer Information Representative at the New York City Housing Authority. Austin believes he finally has the tools he needs to achieve any goal and is excited about the possibilities for the future.

WORKFORCE DEVELOPMENT SERVICES/ADULTS

This past year HCE created employment opportunities for a total of 834 individuals with disabilities and socioeconomic disadvantages ensuring that program participants progressed to reach their full potential.



YOUTH WORKFORCE DEVELOPMENT SERVICES

In School Youth Employment Services

This past year through its partnership with employers and local school districts HCE operated a work based learning program which provided 89 students the opportunity to explore the work world and prepare for the future. This half-day program enabled students to develop work maturity skills, write a resume, interview and problem solving skills, as well as counseling and support services. Students that participate in the program received individual assistance in developing job and social skills needed for successful transition from school to the workplace.



Out of School Youth Employment Services

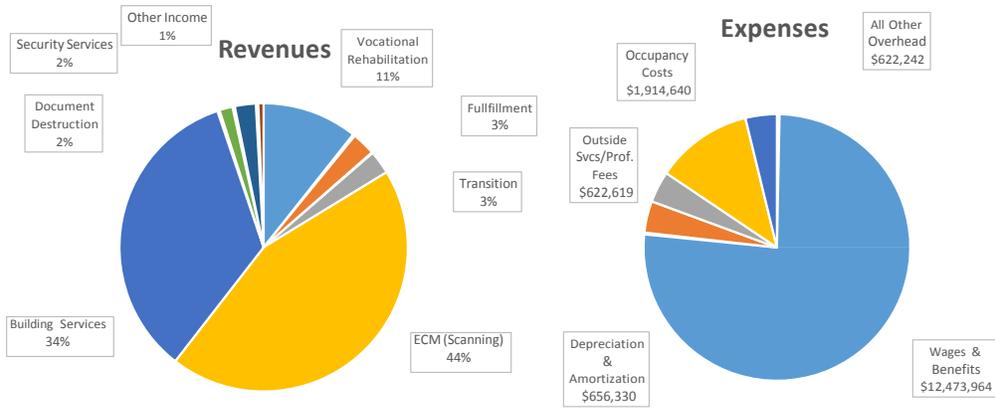
During the year 28 at risk youth, ages 16 to 24, benefited from a variety of services to prepare them for employment for in demand occupations. Through comprehensive, case-managed services, youth participate in career preparation services, work based learning, on-the-job training, occupational skills training, and adult mentoring. These services led to employment in a demand occupation or entry into post-secondary education programs.



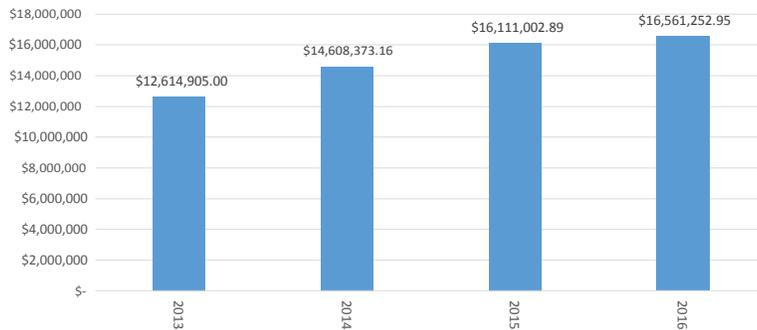
Hudson Community Enterprises FY2016 Operating Data

2016 Financial Results for Year Ending June 30, 2016

	2016	2015	2014
REVENUES			
Vocational Rehabilitation	\$ 1,764,185	\$ 1,792,155	\$ 1,696,932
Fullfillment	\$ 476,949	\$ 473,994	\$ 435,369
Transition	\$ 453,004	\$ 572,836	\$ 523,915
ECM (Scanning)	\$ 7,326,050	\$ 5,329,929	\$ 4,090,358
Building Services	\$ 5,678,338	\$ 7,045,997	\$ 6,795,545
Document Destruction	\$ 286,025	\$ 325,921	\$ 273,032
Security Services	\$ 432,612	\$ 413,580	\$ 390,564
Other Income	\$ 144,091	\$ 156,592	\$ 402,659
Total Revenues	\$ 16,561,254	\$ 16,111,004	\$ 14,608,374
EXPENSES			
Wages & Benefits	\$ 12,473,964	\$ 12,919,880	\$ 11,757,032
Depreciation & Amortization	\$ 656,330	\$ 695,880	\$ 641,773
Outside Svcs/Prof. Fees	\$ 622,619	\$ 368,515	\$ 358,539
Occupancy Costs	\$ 1,914,640	\$ 1,599,233	\$ 1,577,038
All Other Overhead	\$ 622,242	\$ 725,428	\$ 713,952
Total Expenses	\$ 16,289,795	\$ 16,308,936	\$ 15,048,334
Net Income	\$ 271,459.10	\$ (197,931.91)	\$ (439,960.11)



Total Income



OUR RETURN ON INVESTMENT

THIS PAST YEAR

WE MADE A

DIFFERENCE

BY

TRANSFORMING

LIVES AND

IMPACTING

COMMUNITIES



Hudson Community Enterprises is a substantial employer of persons with barriers to employment. This past year the individuals in HCE's social enterprise business earned over \$7.4M. Investment in Hudson Community Enterprises is generating more than \$4.9 million in net economic impact this year. Some of the highlights:

HCE employs over 400 people with special needs in its social enterprises at an \$11/hr. average wage, generating an annual economic impact of over \$1.74 million in taxes paid and entitlements reduced. This doesn't count the curtailed use of expensive rehab and/or correctional programs, or the economic impact of their wages and buying power; adding those would easily triple the economic impact, according to valid studies.

New Jersey gains \$4,745 in entitlements reduced and taxes paid for each person with a disability who is put to work in HCE various businesses. A statistically valid study was done by Mathew Greenwald & Associates based in Washington, DC, a nationally recognized econometric firm, in 2012.

An \$11,000 a year job in the community produces a \$6,750 annual economic benefit, including \$1,650 in combined income and sales taxes and \$5,100 in reduced assistance.

Every \$1 earned is estimated to stimulate the local economy by \$10.

Additionally, these programs reduce costs 3-4-fold from the non-employment programs most people would use if not working. Each community job means a \$425-per-month reduction in benefit payments (unemployment, welfare, etc. and non-cash benefits such as childcare, housing subsidies, food stamps, transportation assistance, etc).

HUDSON COMMUNITY ENTERPRISES

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