FY2026
ANNUAL REPORT

HudsonMilestones

Serving People with Intellectual/Developmental Disabilities
Throughout Their Lifetimes



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EXECUTIVE STAFF

Teresa Maietti, Chief Executive Officer
Akenten Oti, Chief Advisor of Auditing & Reporting
Jose Rosario, Director of Finance & Operations
Donna Dolan, Director of Compliance
Kathleen Ruiz, Director of Day Support Services
Tracey Belvedere, Executive Secretary

ADMINISTRATIVE OFFICE

365-381 Clendenny Avenue
Jersey City, New Jersey 07304
(201) 434-7783
FAX (201) 377-3877
www.hudsonmilestones.org

Licensed by New Jersey Department of Human Services Division of Developmental Disabilities



FY2026
ANNUAL MESSAGE FROM THE CEO

This past year was a defining one for Hudson Milestones, marked by meaningful growth, measurable excellence, and lasting impact on the individuals, families, and communities we serve. Together, we expanded opportunities, strengthened our programs, welcomed new individuals, and continued improving the quality of our care and support.

Our successful external audits and outstanding OPIA results across all four quarters reflect our team's dedication, accountability, and commitment to the highest standards of compliance, quality, and integrity. Musical Milestones continued to bring joy, creativity, and connection to our community, highlighting the power of inclusion and self-expression.

Our annual dinner dance celebrated the people, partnerships, and generosity that make our mission possible. We are grateful for the leadership of our Board of Directors and the continued support of our caring community.

None of this would be possible without our dedicated staff, whose compassion and hard work make a difference every day. As we look ahead, we remain focused on building on our successes, embracing new opportunities, strengthening our programs, and keeping the individuals we serve at the heart of every decision.

Thank you to our Board, staff, families, donors, volunteers, community partners, and supporters. Together, we are building opportunities, fostering belonging, and making milestones possible.

With gratitude and pride,

Teresa Maietti

Teresa Maietti
Chief Executive Officer
Hudson Milestones

WHAT WE DID IN FY2026

ADULT RESIDENTIAL PROGRAM

Provided up to 24-hour support to ensure the health and safety, and staffing, for approximately 50 residents in ten residential programs.

DAY HABILITATION PROGRAMS

Has a history of over 100 clients daily for 2,800 hours of services. Right now we are functioning at 83% capacity. We are continuously enriching our programs with exciting new activities, including professional dance classes and themed program rooms, to foster technology, creativity, sensory experiences, and essential life skills.

EARLY INTERVENTION SERVICES

Over 30 children and families received developmental early intervention services; 1,122 hours of services annually. We continue to expand our roster of certified Special Educators, Physical Therapists, Occupational Therapists, and Speech-Language Pathologists to teach children and families how to reach their developmental goals.

IN HOME RESPITE

Seven families received approximately 1,540 hours of respite services annually. We continue to strive to expand this program and match skilled DSPs with families in need of support. The Overnight Respite program offers community clients a chance to be able to enjoy supervised time in the community with our Residential clients while their families enjoy an evening to themselves.

IN-HOME SUPPORT PROGRAM

Clients living independently in the community received much needed hours of staff support throughout the year.

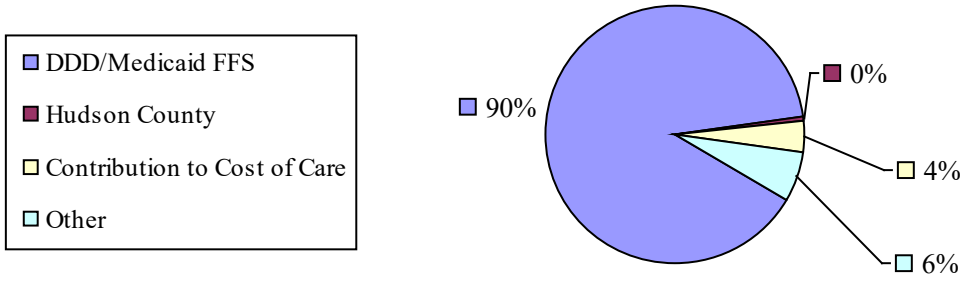
WEEKEND RESPITE PROGRAM

We are proudly serving 20 incredible clients, with the capacity to welcome up to 35 adult participants who are not enrolled in the Residential program. Each year, we provide an impressive 120 hours of engaging recreational services throughout the community. When needed, the HM Arena transforms into a lively alternative location, offering fun and flexibility for our clients. Participants have already enjoyed energizing karate classes and inspiring music lessons, with more exciting opportunities on the horizon. At Hudson Milestones, we are passionate about delivering memorable experiences and adventures across New Jersey, creating joy, growth, and connection every step of the way!

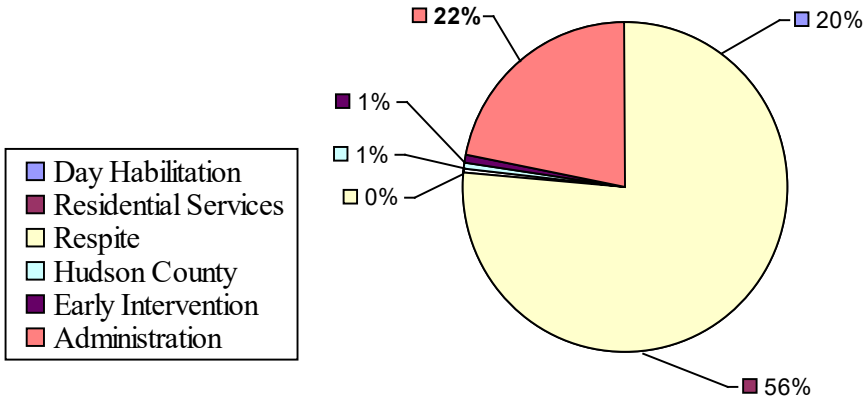
INFORMATION & REFERRAL

More than 500 contacts made per year providing information with regard to our intellectual/developmental disability services. We welcomed new admissions to all our programs.

FY2026 Revenue Sources
$12,997,235



FY2026 Expenditure Distribution by Program Cluster
$10,731,931



FY2026 DONORS

Without funds and gifts, Hudson Milestones' success would not be possible. We thank the following who have contributed to this success:

AAA Fire Protection
Abdul-Baasit, Mushaheeda
Aguirre, Digna
Amadeo, Peter & Bernice
Atienza, Carlito & Narina
Baldi, Mario
Belvedere, Tracey
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Bosch, Barbara
Branagan, Jayne
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Vicedo, Delia
Villamaria, Aida
Vinas, Jeanna
Werner, Harriet & Deb
White , Joseph
Zienkiewicz, Kim

Great care has been taken to assure the accuracy of our donor list. Please accept our apologies for any discrepancies and let us know if you are incorrectly listed.

FY2026 DONORS (CONTINUED)



Akenten Oti, Chief Advisor of Auditing & Reporting



Jose Rosario, Director of Finance & Operations



Jennifer Connolly, Deputy Director of Operations/HR Mgr.



John Caboara, Division Dir. Property/Transportation



Joseph White, Ops. Mgr./Safety Specialist



Uloma Omeire, Client Funds Specialist



Danielle Kozel, Finance Coordinator



Tracey Belvedere,
Executive Secretary



Jack Smith,
Accountant



Nancy Valencia Trujillo,
Workplace Technology
Operations Specialist



Susan Poon,
Medicaid Billing Manager
(Revenue Recovery Specialist)



Kristen Flores,
Medicaid Biller
(Document Specialist)



Fabio Garcia,
Maintenance



Sylvia Hernandez,
Operations Clerk


WHEN IT GETS TOUGH
REMEMBER WHY YOU STARTED!
Merry Christmas







PKF O'CONNOR DAVIES
ACCOUNTANTS AND ADVISORS

Independent Auditors' Report

Board of Directors
Hudson Milestones, Inc.

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Hudson Milestones, Inc. (the Organization), which comprise the statement of financial position as of June 30, 2026, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the financial statements present fairly, in all material respects, the financial position of the Organization as of June 30, 2026, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditors Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Organization and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

PKF O'CONNOR DAVIES LLP
300 Tice Boulevard, Suite 315, Woodcliff Lake, NJ 07677 I Tel: 201.712.9800 I Fax: 201.712.0988 I www.pkfod.com

PKF O'Connor Davies LLP is a member firm of the PKF International Limited network of legally independent firms and does not accept any responsibility or liability for the actions or inactions on the part of any other individual member firm or firms.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Organization's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Report on Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying schedules of revenue and expenditures and the schedule of expenditures of state financial assistance, as required by New Jersey OMB Circular Letter 25-12, *Single Audit Policy for Recipients of Federal Grants, State Grants and State Aid*, are presented for purposes of additional analysis and are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedules of revenue and expenditures and the schedule of state financial assistance are fairly stated, in all material respects, in relation to the financial statements as a whole.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated September 24, 2026, on our consideration of the Organization's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Organization's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Organization's internal control over financial reporting and compliance.

Report on Summarized Comparative Information

We have previously audited the Organization's June 30, 2025 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated September 24, 2025. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2025 is consistent, in all material respects, with the audited financial statements from which it has been derived.

PKF O'Connor Davies, LLP

Woodcliff Lake, NJ
September 24, 2025



Kathleen Ruiz, Director of Day Support Services

The purpose of Hudson Milestones' **Day Habilitation Programs** is to provide individuals with intellectual/developmental disabilities with meaningful and productive activities throughout the day.

Hudson Milestones operates two Day Habilitation centers; one in Bayonne and one in Jersey City. Personal skills and activities of daily living skills are taught. These centers are places of individual expression, learning, and creation. Each person can find ways to build relationships with peers while also increasing skills and interests which our innovative staff incorporate into the daily schedule. Programming is developed based on each person's interests, goals, and needs. Our Day Habilitation curriculum emphasizes teaching social skills, personal safety, working appropriately and cooperatively with others, as well as professionally instructed dance, music and exercise classes.

We offer a job-readiness training curriculum for people who have clearly stated a desire to work in the community. The curriculum provides a job-like environment and introduces participants to the world of work through job sampling, interview techniques, and completing job applications. We also offer work activities such as collating, mailings, packaging, small assembly, and shredding.

We also offer volunteer opportunities to increase work skills, to learn to give back to our community. It is hoped that these experiences become a springboard for individual placement with other community employers.

The general guidelines followed by the Day Habilitation Programs include ensuring all activities are age-appropriate, offer variety and choice, emphasize community experiences, and focus on small groups and individual interactions/experiences.

In our **Musical Milestones** program, in collaboration with local performance artists, our program members incorporate dance, movement, singing and acting into creative productions. More importantly, they learn creativity builds confidence, encourages self-expression, and reinforces that each of us is worthy of esteem, both from self and others.

The **After Hour Program** offers participants opportunities to explore new interests, strengthen skills, and enjoy enriching recreational experiences. Volunteers from the community teach us music and movement that provides self-expression and physical wellness. The After Hour provides an evening of entertainment with space to explore one's creativity.

Our **Early Intervention Services (EIS)** program provides therapeutic services for children and families throughout Hudson County. The EIS program strives to educate and empower families and caregivers of any child from birth to three years old with developmental delays or diagnosed developmental disabilities. Staff provide families with information and support while modeling intervention strategies.

Early Intervention families are trained by a team of professionals consisting of special educators, physical therapists, occupational therapists, speech and language pathologists, and social workers in the child's natural environment (home, childcare center or other community-based location). Services are provided in-person as well as virtually through Tele-Health.

Children from birth to three years old who meet the New Jersey State Department of Health eligibility criteria of having developmental delays or disabilities and reside in Hudson County qualify for this program. Based on family income, a cost share may be incurred.

Youth and Adult Respite Services provide family caregivers with valuable respite and temporary relief from their caregiving responsibilities.

Typically, families of adult individuals (21 years or older) are approved by the New Jersey Division of Developmental Disabilities (DDD) based on their individual budget. Being registered with DDD and being Medicaid eligible are requirements for adult enrollment.

Youth individuals (five to 20 years of age) are approved for services by the New Jersey Department of Children & Families Children's System of Care.

Providers specially trained in CPR and First Aid visit client homes to provide care for the family member with the disability. The care provided varies based on the individual and family's needs, and can consist of tutoring, skill training, recreational activities, and/or attention to personal needs both in the home and out in the community.

Referrals to the program are made by the Support Coordination Agencies or the New Jersey Department of Children & Families Children's System of Care, depending on the age of the individual.

The **In-Home Program** provides support services to adults with intellectual/developmental disabilities who live in their own apartment or house. Weekly, staff offer assistance in various skill development areas, such as activities of daily living, socialization, and recreation, based on the client's individual budget.

The **Weekend Respite Program (WRP)** serves its adult clients on selected weekends for up to 6 hours. The WRP operates out of our Jersey City Day Habilitation Center. It is open to people who do not live in a group home, sponsor home, or a residential placement funded by NJ Division of Developmental Disabilities.

Through a range of community and center-based activities, participants have opportunities to build friendships and social connections. With an increase in community involvement and inclusion, they will explore new interests and recreational experiences.

The **Respite Hour** is available for community clients to extend an hour of enrichment.

Overnight Respite is available on a short-term basis, in the absence of, or need for relief of caretakers, for participants unable to care for themselves. Overnight services are provided in our licensed (10:44A) Residential group homes. In order to be considered for overnight services, the individual must be a current participant of Hudson Milestones' Respite Program. Overnight services are provided for a maximum of 16 hours at a time. Daytime hours will be provided by an approved provider of another service that is provided during the day for the remaining 8 hours of the day, this includes but is not limited to Day Habilitation and/or Community Inclusion services.

****NEW FOR FALL OF 2026** Crisis Unit Supporting Families When They Need It Most**
We are proud to introduce our Crisis Unit providing dedicated support to respite families during times of unexpected crisis – including the wee hours of the night when support is needed the most. Our goal is to ensure that families never feel alone or without guidance during a difficult moment.

The **Department of Residential Services** of Hudson Milestones encompasses ten programs which serve the needs of over 50 adults with intellectual/developmental disabilities. All operations are overseen by the Director of Residential Operations, Assistant Directors of each group home cluster and the Management Team.

The group home and supervised apartment programs operated by Hudson Milestones provide a community integration living option for those who can no longer reside with their families or on their own. They can decide how, and with whom, they live. These programs provide 24 hour transportation and environmental modification to the group home, when applicable.

The programs provide around the clock staff supervision for the clients. Group home staff are trained throughout the year on the most efficient ways to provide the best care possible to our clients while promoting the client's independence. This includes assistance, as needed, with community experiences, behavior supports, medical care coordination, medication administration, recreational activities, and fiscal management. Our clients get the experience to live independently with supports as an adult away from home.

These programs are geared toward teaching the clients how to become self-sufficient in a number of areas. Most common areas include social skills, household skills, and daily hygiene. Each client has personalized goals which are tailored to their abilities. Along with the activities of daily living, community integration and recreation play a major part in the total service of the program. Clients visit their friends, host gatherings, and enjoy an enhanced quality of life.

Hudson Milestones currently operates **Group Homes** in Bayonne, Jersey City, Kearny, North Bergen and Secaucus. Hudson Milestones Group Homes strongly focus on "person centered" approaches and community based support, assisting the individuals in becoming integral participants in the community.

Supervised Apartments refers to a community residential service option which allows more independence than group home living. A building with two client apartments and a separate two person supervised “home” are operated by Hudson Milestones in Bayonne. Each apartment houses four clients who live alone but receive twenty-four-hour assistance from staff in all areas of independent living.





Pictured left to right: Shonda Reeves, Operations Manager/ Residential Coordinator and Jennifer Garcia, Administrative Manager/ Residential Coordinator.



Donna Dolan, Director of Compliance

The **Quality Assurance Department (QAD)** was established January 1, 2016. The mission of the department is to improve the management performance level, accountability, data reporting, employee training, risk management, management effectiveness and efficiency of all departments that make up the agency.

In May 2026, the QAD acquired the Talent Acquisition Unit (TAU), whose mission is to attract, recruit and retain qualified, compassionate and dedicated employees who are committed to supporting people with intellectual and developmental disabilities.

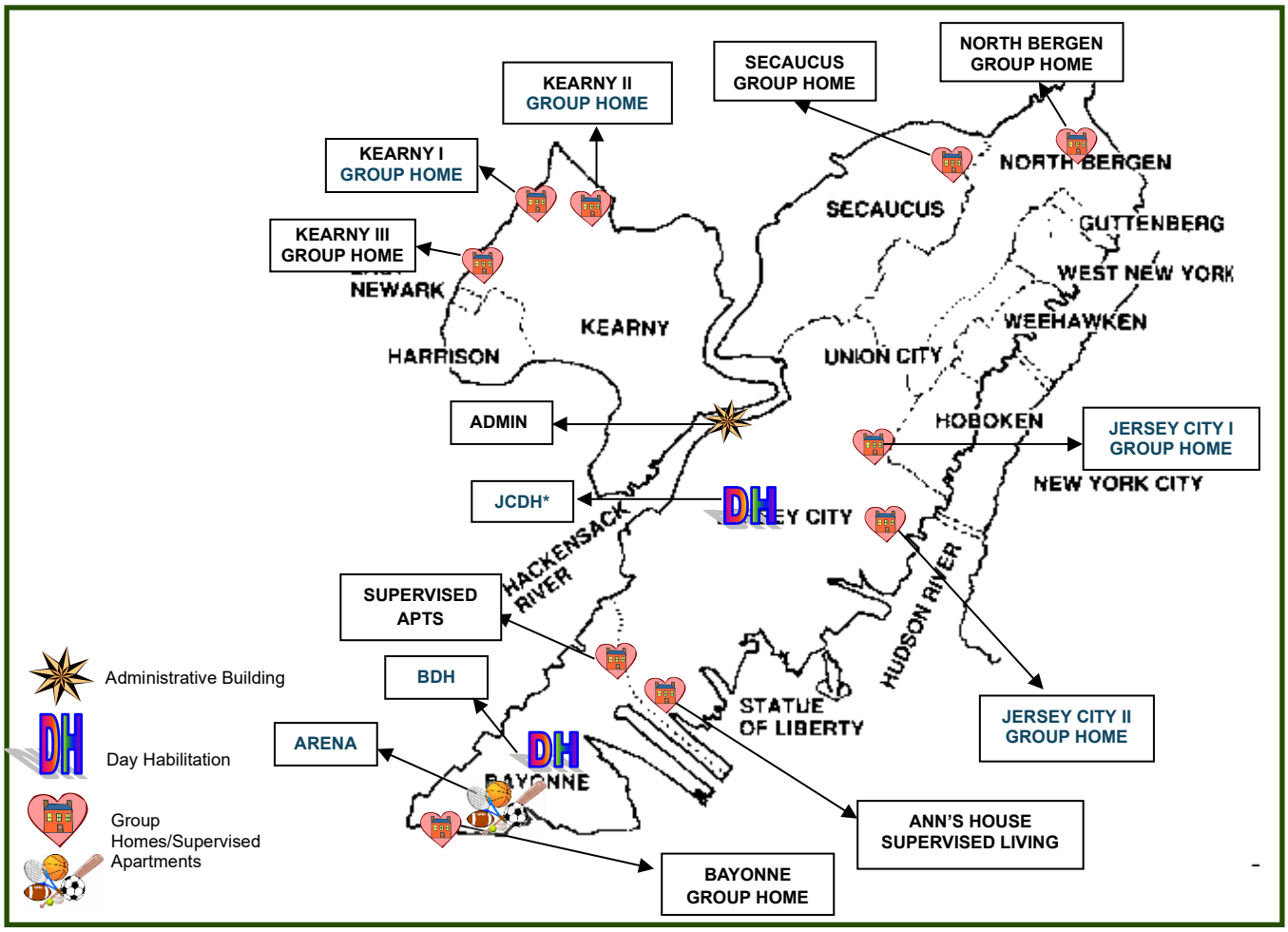
The QAD completes an analytical review of operations to identify programmatic errors, ensure appropriate policies and procedures, and data integrity issues. While the TAU ensures that Hudson Milestones hires individuals who align with its mission, values, and commitment to providing high-quality, person-centered services.

The QAD/TAU consists of a Department Director, Department Assistant Director, Quality Control Specialist, Agency Performance Monitoring Specialist, a Registered Nurse, a Community Care Supports Program Coordinator, and a Medical Compliance Officer. The QAD implements quality assurance to all departments in order to monitor program quality and contract compliance as well as suggest quality enhancements. The TAU recruits highly qualified candidates for positions across all departments.

There are various aspects to the QAD and TAU. Some key elements are:

- Reading, knowing, and complying with all appropriate governing documents in the administration of all agency departments. This includes contracts, agency policies and procedures, State and Federal standards, specific departments operations manuals and circulars both internal and external and the like.
- Identifying deficiencies in departmental systems and policies, addressing them accordingly, ensuring they have been corrected, and that a corrective action plan is put in place, as needed.
- Providing direction, assistance, and intervention as needed to ensure efficient and effective departmental operation.
- Assisting with the development and implementation of individual and program wide strategies, plans, and trainings for all agency's programs.
- Providing First Aid/CPR, and Handle with Care trainings for all new staff and recertification, directly or indirectly.
- Conduct interviews through screening and review of candidates to ensure they meet organizational and position-specific requirements.
- Ensure candidates complete all required pre-employment screenings, including physicals, drug testing, CARI, Central Registry and fingerprinting, when applicable.

In short, the QAD/TAU is a support service to all departments which ensures Hudson Milestones as an agency is an effective and efficient organization for all of those we serve.



DAY HABILITATION CENTERS

Bayonne Day Hab
333 Broadway
Bayonne, NJ 07002
201-823-4809
201-377-3899 FAX

Jersey City Day Hab
365-381 Clendenny Ave.
Jersey City, NJ 07304
201-434-7783
201-377-3877 FAX

EARLY INTERVENTION SERVICES (EIS),
IN-HOME RESPITE SERVICES, AND
WEEKEND RESPITE PROGRAM

365-381 Clendenny Avenue
Jersey City, NJ 07304
201-434-7783
201-377-3877 FAX

RESIDENTIAL SERVICES 201-434-7783

Hudson Milestones operates group homes in Bayonne, Jersey City, Kearny, North Bergen and Secaucus.

TRANSPORTATION AND PHYSICAL PLANT 201-434-7783

HUMAN RESOURCES 888-818-6896

All programs not listed separately are located at the Administrative Office on Clendenny Avenue

HUDSON MILESTONES
365-381 CLENDENNY AVE. JERSEY CITY, NJ 07304

QUESTIONS OR CONCERNS?

CONTACT US.
WE ARE HERE FOR YOU.

As we navigate through these unprecedented times of uncertainty, we understand that there may be concerns. We want you to know there is an agency committee available to handle any questions you may have. We feel it is important to keep lines of communication open.

HOW TO REACH US?

Feel free to reach out to our committee via email:
Hudson.Milestones@hudsonmilestones.org

via Phone:
201-434-7783

via Facebook Messenger:
Facebook.com/hudsonmilestones

WWW.HUDSONMILESTONES.ORG

HUDSON MILESTONES
MISSION STATEMENT

Hudson Milestones seeks to build and maintain a Hudson County based organization dedicated to the care, support, and advancement of people with intellectual/ developmental disabilities and their families towards achieving to the maximum extent possible the individual's life goals and establishing self-sufficiency in the community.

HUDSON MILESTONES
365-381 CLENDENNY AVENUE
JERSEY CITY, NEW JERSEY 07304