

Alfiero & Lucia Palestroni Foundation, Inc.

A Tax Exempt Private Foundation

333 Sylvan Avenue, Suite # 100

Englewood Cliffs, NJ 07632

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2025 ALFIERO & LUCIA PALESTRONI FOUNDATION GRANT APPLICATION

Use this format only to apply for a grant

1. Name of Organization: REED Foundation for Autism

2. Address of Headquarters Office: 25 Potash Road, Oakland, NJ 07436

3.

Telephone: 201-644-0760

Fax: N/A

E-mail: grants@reedfoundationforautism.org

Website: <https://reedautismservices.org>

4. Date Organized: April 28, 2016

5. Date and Place of Incorporation: April 28, 2016. Registered office in Hackensack.

6. Federal Tax Exempt Status: 501 c 3

Please include IRS Code Determination and a [Copy of IRS letter as Exhibit 1](#)

7. Staff Head

Name: Amy Ferrante-Martin

Title: Chief Development Officer

Volunteer or Compensated: Compensated

Amount of Compensation/Benefits (if any): \$175,000

Kindly list Officer/Members or the Board of Directors with Compensation/Benefits (if any) if they serve as Management as Exhibit 2. [REED 2025 Board of Directors List](#)

8. Chief Purpose of the Organization:

REED Autism Services provides individuals with autism the opportunity to learn, live, work, and thrive at every stage of life. REED confronts the urgent crisis facing individuals with autism by closing critical gaps in care and creating lasting opportunities for independence, inclusion, and growth at every age and ability. We are laser-focused on building a high-quality life for children and adults with autism, as well as their families, in the state of New Jersey. Our standards serve as a blueprint within the industry, combining clinical excellence with business discipline to deliver a sustainable and scalable impact across the autism community. And with this, REED is fully committed to changing the conversation around autism.

REED Autism Services is an organization that encompasses multiple, diverse entities and 501(c)(3) non-profits, thoughtfully curated to serve the complex needs of individuals with autism at every stage of life.

- **REED Academy** offers education and support for children with autism and their families, ages 3-21.
- **REED Next** features a continuum of services for autistic adults, including day habilitation programming, work preparedness training, and supervised residences.
- **Greens Do Good** provides job training and paid employment to teens and adults with autism in a unique, indoor, urban hydroponic farm located in Hackensack.
- **REED Intensive Behavior Services (RIBS)** serves a unique and largely unmet need in New Jersey through the assessment and treatment of severe, challenging behavior.
- **The PATH** program provides transition services to students with autism, aged 18–21, focusing on independence, career exploration, and community integration.
- **The REED Foundation for Autism** serves as an active incubator for new ideas and a charitable engine for all other REED programs.

9. Brief History of the Organization:

The REED Foundation for Autism supports a range of programming under the umbrella of REED Autism Services, a regional leader in delivering evidence-based, lifespan-oriented interventions for individuals with autism. Serving participants from nine New Jersey counties, REED empowers individuals with autism to become independent, productive, and contributing members of their families and communities.

Founded in 2003 as REED Academy by a group of determined families seeking high-quality, ABA-based services, REED, short for Resources for Effective Educational Development, opened its first school in northern New Jersey. In 2011, REED launched a 25,000-square-foot facility in Oakland, which served more than 40 students aged 3 to 21 (now considered the upper school serving ages 11-21) in a welcoming, structured environment. In response to growing demand, REED opened a second school campus in Franklin Lakes in 2023, serving students aged 3 to 12. This site also houses the REED Intensive Behavior Services (RIBS) program, a specialized initiative addressing severe and challenging behaviors, one of the few of its kind in the state.

Recognizing the urgent need for support beyond childhood, REED established REED Next, which provides adults with autism access to day habilitation, work preparedness, and residential support. Today, REED operates four supervised adult residences in Bergen County that foster dignity, safety, and community inclusion.

To promote employment and real-world skills, REED launched Greens Do Good in 2019. This nonprofit urban hydroponic farm in Hackensack offers hands-on job training and job sampling for transition-age young adults with autism while donating fresh produce to local food pantries.

In September 2025, REED will launch its newest initiative, the PATH Transition Program, for young adults with autism aged 18 to 21. PATH will offer individualized support for career exploration, independent living skills, and community integration, further closing critical service gaps for this population.

Through these and other innovative programs, REED continues to build sustainable, scalable solutions that help individuals with autism thrive at every age and ability. It's a personal, data-informed, and lifelong approach that exemplifies a broader commitment to changing the conversation around autism and ensuring that no one is left behind.

10. Brief Description of the Organization's Programs in the Most Recent Year:

Please include descriptive materials, publications, etc. as Exhibit 3.

Annual Report (required attachment).

*Exhibit 3. PATH Transition Program flyer
GDG Impact Report*

Across its family of programs, REED has proven its staying power and rapidly emerged as a leader in autism services through its relentless commitment to the highest standards of care and the most cutting-edge, clinically based therapies. Each year, REED serves nearly 200 students, clients, and their families, offering innovative, individualized services across the spectrum of autism.

Our work is grounded in the principles of Applied Behavior Analysis (ABA), using a data-driven approach to behavior assessment and treatment. For the 2024-2025 school year, 70 students were enrolled at REED Academy, receiving 1:1 support from staff. Four students attend the RIBS program, which maintains a 2:1 staff-to-student ratio to support children and teens with intense behavioral needs. Fourteen adults reside in REED's four group homes, where they receive 24-hour supervision and support for safety, life skill development, and community integration. A total of 18 clients participate in our adult day program, which emphasizes vocational training, life skills

development, peer engagement, and inclusion in the broader community.

Greens Do Good, REED's indoor, hydroponic farm, operates a robust workforce development program that trains nearly 100 autistic teens annually in all aspects of farming, including seeding, harvesting, delivery, and maintenance. Demand for this training continues to increase each year, with many public and private school districts currently on our waitlist. In the upcoming year, Greens Do Good will expand space to accommodate additional interns and provide an anticipated 3,000 training hours annually. In addition to training the autism community for the workforce, GDG also contributes and supports the underserved community, supplying roughly 500 heads of lettuce weekly to Head Start programs in Northern New Jersey.

In Fall 2025, REED will launch its newest program for young adults with autism: Postsecondary Achievement Through Hands-On Learning (PATH). This two-year, college-based certificate program, offered in partnership with Felician University, is approved by the New Jersey Department of Education and is designed to provide essential career readiness and life skills for young adults with autism.

11. Names of Six Major Contributors:

Please include amount of support given by each last year.

1. <u>Oritani Bank</u>	Amount \$95,000
2. <u>Subaru of America</u>	Amount \$76,000
3. <u>Dorothy Hersh Foundation</u>	Amount \$70,000
4. <u>Ramsey Auto Group</u>	Amount \$70,000
5. <u>MazdaUSA</u>	Amount \$65,000
6. <u>Someone Else's Child</u>	Amount \$35,000

12. Three Most Important Needs for Funding by the Palestroni Foundation and the amount you seek for each. *Please list in order of priority.*

1. Building a Model of Excellence in Adult Autism Services

Across New Jersey and the nation, group homes are under strain. A recent *NorthJersey.com* investigation exposed serious deficiencies, residents left in pain, denied basic care, and medication mismanagement. These failures reflect a system that is overstretched, underfunded, and inconsistent. Families are fearful and often feel voiceless.

At REED, we are setting a new standard for adult autism care. REED Next offers both residential and day programming for adults with autism. We currently serve 18 individuals: 14 living in our four supervised homes in Bergen County and 4 in our community-based day program. Many participants face additional behavioral or medical challenges; some require seizure or psychotropic medications, and one has a G-tube. Our clinical team addresses these complex needs with

compassion, precision, and dignity.

But we want to do more and are determined to lead by example. This grant will help strengthen the foundation of what makes REED Next exceptional: highly trained staff, integrated clinical care, and data-informed decision-making. Specifically, we will:

- Hire a full-time nurse to coordinate complex care
- Expand wellness initiatives with a certified recreational therapist and registered dietitian
- Purchase specialized beds to track and analyze sleep patterns
- Implement a software platform for tracking client metrics and optimizing care
- Enhance resident wellness with gym equipment, Apple Watches, noise-canceling earbuds, and a personal trainer
- Launch *The True Professional*, a mentorship-based staff training program focused on professionalism, communication, and compassionate care
- Provide CPR certification for at least two staff members

Our vision is bold but achievable: Homes where adults with autism are seen, safe, and supported, and where staff feel equipped and empowered. With your investment, we can create a replicable model of excellence for others to follow.

Request: \$75,000 (FY25 Budget: \$269,625)

2. Greens Do Good

Greens Do Good is REED's innovative hydroponic farm located in Hackensack, NJ. It tackles two urgent challenges: the extraordinarily high unemployment rate among adults with autism (over 80%) and limited access to fresh produce in underserved communities.

Every year, we train more than 100 teens and adults with autism in planting, harvesting, packaging, and customer service. Students come from nine counties and often participate through school transition programs. Several graduates have secured paid employment, including four adults who work at the farm on a year-round basis.

We also grow and donate thousands of heads of fresh lettuce each month to food pantries and Head Start programs across northern New Jersey. This dual mission, inclusion through employment and health through fresh food, embodies REED's vision of sustainable, community-driven solutions.

Due to budget cuts, many of our nonprofit partners lost funding, which has left them unable to pay for produce. Without new support, our ability to offer training and continue our donations of fresh produce is at risk.

This grant will help cover essential operating costs, staff salaries, farm supplies, utilities, and program coordination, so that Greens Do Good can remain a vital bridge between the autism and

food insecurity communities.

Request: \$100,000 (FY25 Budget: \$340,000)

3. PATH (Postsecondary Achievement Through Hands-On Learning)

Aging out of school-based services is one of the most critical and vulnerable turning points for young adults with autism. Too often, individuals capable of high levels of independence fall through the cracks. Our third funding priority, the PATH Transition Program, fills this gap.

Launching in September 2025, PATH is a two-year certificate program based on Felician University's Rutherford campus. It serves students ages 18–21 who are not yet ready for college or full-time employment. Participants can access campus amenities, including dining, gyms, and study spaces, while learning in four focus areas: community engagement, employment, personal and household management, and independent decision-making.

Students receive individualized instruction, participate in hands-on vocational training, and gain experience working with community partners, such as NEWHD Media, in fields like podcasting and communications. PATH is designed to foster confidence, capability, and self-determination, equipping students not just to live, but to lead meaningful lives.

This grant will support the operational costs of PATH's inaugural year: hiring and training specialized staff, finalizing curriculum and tools, cultivating employer partnerships, and funding transportation, supplies, and access to university resources.

REED is committed to closing critical service gaps for young adults with autism. With your support, PATH will set a new benchmark for inclusive, postsecondary transition programming.

Request: \$75,000 (FY25 Budget: \$270,000)

13. Are Funds Donated to or Raised by the Organization Passed on to Other Charities? No

If yes, please list the charities and the amounts given to each in the last two years.

14. Gross Income in FY24: \$16,361,601.00*

Program Expense in 2024: \$11,519,761.00

Management and General Costs in 2024: \$1,823,977.00

Fund Raising Costs in 2023: \$290,337.00

15. Copy of the Most Recent Financial Audit or Year End Financial Report.

Please enclose as Exhibit 4. 6.30.2024 REED Foundation For Autism Audit

16. Copy of the Most Recent IRS 990 and Schedule A.

Please enclose as Exhibit 5.

REED Autism Services produces separate financials, 990s, and audit reports for each 501c3 nonprofit organization within their family of programs. For ease of interpretation, a consolidation of multiple 990s is offered for your review.

[REED FY22-23 990](#)

[CONSOLIDATED FY24](#)

17. Copy of Current Budget.

Please enclose as Exhibit 6. RFA FY24-25 Budget

18. Copy of the Current Annual Report if available.

Please enclose as Exhibit 7. Impact Report for 2025.

PLEASE ENCLOSE ANY OTHER DOCUMENTATION WHICH YOU FEEL WOULD BE OF INTEREST AND/OR ASSISTANCE TO THE TRUSTEES AS EXHIBIT 8.

WE REQUIRE ONE FULL SET OF GRANT APPLICATION AND ATTACHMENTS IN ORDER TO PROCESS APPLICATION. WE ALSO ASK THAT YOU SEND THE APPLICATION ELECTRONICALLY TO INFO@PALESTRONI.COM

PLEASE SEND THE ONE COPY OF THE GRANT APPLICATION ALONG WITH ALL REQUESTED MATERIALS TO:

Alfiero & Lucia Palestroni Foundation, Inc.

Attn: Kristine Sayrafe, Foundation Manager

333 Sylvan Avenue, Suite 100

Englewood Cliffs, NJ 07632

AS TRUSTEES MEET THROUGHOUT THE YEAR TO CONSIDER GRANT APPLICATIONS, WE ENCOURAGE YOU TO SEND THE COMPLETED FORMS AND EXHIBITS AT YOUR EARLIEST CONVENIENCE.

If you are required to deposit for employment taxes (Forms 941, 943, 940, 944, 945, CT-1, or 1042), excise taxes (Form 720), or income taxes (Form 1120), you will receive a Welcome Package shortly which includes instructions for making your deposits electronically through the Electronic Federal Tax Payment System (EFTPS). A Personal Identification Number (PIN) for EFTPS will also be sent to you under separate cover. Please activate the PIN once you receive it, even if you have requested the services of a tax professional or representative. For more information about EFTPS, refer to Publication 966, Electronic Choices to Pay All Your Federal Taxes. If you need to make a deposit immediately, you will need to make arrangements with your Financial Institution to complete a wire transfer.

The IRS is committed to helping all taxpayers comply with their tax filing obligations. If you need help completing your returns or meeting your tax obligations, Authorized e-file Providers, such as Reporting Agents (payroll service providers) are available to assist you. Visit the IRS Web site at www.irs.gov for a list of companies that offer IRS e-file for business products and services. The list provides addresses, telephone numbers, and links to their Web sites.

IMPORTANT REMINDERS:

- * Keep a copy of this notice in your permanent records. This notice is issued only one time and IRS will not be able to generate a duplicate copy for you. You may give a copy of this document to anyone asking for proof of your EIN.
- * Use this EIN and your name exactly as they appear at the top of this notice on all your federal tax forms.
- * Refer to this EIN on your tax-related correspondence and documents.
- * Provide future officers of your organization with a copy of this notice.

Your name control associated with this EIN is REED. You will need to provide this information, along with your EIN, if you file your returns electronically.

If you have questions about your EIN, you can contact us at the phone number or address listed at the top of this notice. If you write, please tear off the stub at the bottom of this notice and include it with your letter. Thank you for your cooperation.



REED Autism Services Board of Directors 2025

Please note that our Board Members do not receive any type of compensation.

Joseph M. Forgione	Founder and Principal, JMF Properties
John Key	Founder and Principal, Key Strategy Advisors, LLC
Rick Klinenberg	Senior Director, Physician Innovation, Evernorth
Scott Marshall	Co-Founder, SimpleBet; Consultant, Development and Finance, Revolt TV.
Jill Nadison	Former CEO, Reed Foundation for Autism
Ken Nicholas	Owner, Senior Helpers Bergen County
Rachel Ghiraldi	Director, Regulatory Affairs, Syndax
Mark Shanock	Former Chief Operating Officer, NJ & LI Risk Strategies Company (Retired)
Beth Picciano	Owner, Ramsey Auto Group



GREENS DO GOOD

New Jersey's First Vertical Farm That's GROWING FOR A GREATER GOOD

GREENS DO GOOD IS PART OF THE REED AUTISM SERVICES FAMILY OF PROGRAMS AND IS FUNDED IN PART BY A GRANT FROM THE SPECIAL CHILD HEALTH AND AUTISM REGISTRY, NEW JERSEY DEPARTMENT OF HEALTH.

Rewriting the Narrative for Inclusive Workspaces



The national unemployment rate for adults with autism exceeds 85%, a rate higher than any other disability category. At Greens Do Good, a hydroponic farm in Hackensack, NJ, we're working to fill that gap by providing meaningful job training and employment for teens and adults with autism.

Students in our Workforce Development Program gain hands-on experience in sustainable agriculture, while developing essential workplace readiness skills including social interaction, self-advocacy, and communication. For our adult employees, we offer valuable work experience and meaningful community integration.

Our produce is sold to local restaurants, markets, and country clubs, and through our Farm Club. We also partner with food banks and community programs to provide nutritious greens to families in need.

”

"Greens Do Good offers a unique opportunity for students to take on a variety of responsibilities and grow in different areas. It's especially impactful for students who are new to authentic work settings, have an interest in horticulture or related fields, or enjoy hands-on work and being part of a team."

-Job Coach

Promoting neurodiversity in the workplace by providing meaningful job training and employment for teens and adults with autism.

50% 
**OF OUR WORKFORCE
IS ON THE AUTISM SPECTRUM**


80+ STUDENTS
FROM 15 NJ HIGH SCHOOLS
AND PROGRAMS PARTICIPATE
IN OUR VOCATIONAL TRAINING
PROGRAM ANNUALLY



10,000+
HOURS OF JOB
TRAINING PROVIDED
TO STUDENTS
SINCE 2021

160+
**SKILLS TAUGHT
USING CUSTOM
CURRICULUM**



365 
**DAYS A YEAR GROWING
SUSTAINABLE PRODUCE**



**3,300 sq. FOOT INDOOR
HYDROPONIC, VERTICAL FARM**
IN HACKENSACK, NEW JERSEY



Greens Do Good is an approved provider of Work Based Learning Experiences, part of Pre-Employment Transition Services of the New Jersey Division of Vocational Rehabilitation Services

Fostering partnerships and initiatives that are shaping a more inclusive and sustainable future.



Continued our program with the **PSEG Green Team** to help participants learn about small-scale urban farming and create a virtual reality training module for workers with autism.



Kicked off an initiative with leading universities to increase job opportunities for neurodivergent individuals in the produce industry thanks to a grant from the **USDA's National Institute of Food and Agriculture**.



Launched a partnership with **Hackensack Meridian School of Medicine's Human Dimension program**, helping future physicians understand the personal, economic, and environmental factors impacting health while connecting with communities across New Jersey.



Announced our partnership with **Bergen Community College** on the NJ "NextGen Farm to Table Education, Employment & Career Pathway" project, which aims to advance opportunities for diverse student populations in food, agriculture, natural resources, and human sciences.



Farm Manager Michael Lynch received **Kennedy Krieger Institute's Excellence in Neurodiversity - Individual Award** for his commitment to advancing neurodiversity and fostering an inclusive workplace.



At Greens Do Good, addressing food insecurity and food literacy have always been core to our mission. Through partnerships with the Bergen Food Security Task Force, the Community Food Bank of New Jersey, and other local organizations, we ensure that fresh, nutritious produce gets into the hands of those who need it most.

But we don't stop there. We believe in empowering people with autism, giving them the opportunity to be part of the solution. Whether it's through growing produce, packing boxes, or helping deliver to local pantries, they are an integral part of our effort to address food insecurity.

We've also collaborated with Greater Bergen Community Action Head Start to teach young children and their families about the value of fresh food and nutrition.

30,000+

HEADS OF LETTUCE
PROVIDED TO FAMILIES IN
NEED SINCE 2021 THROUGH
PARTNERSHIPS WITH
COMMUNITY FOOD BANKS



REED AUTISM SERVICES PATH TRANSITION PROGRAM

IN PARTNERSHIP WITH FELICIAN UNIVERSITY



A TWO-YEAR, POST-SECONDARY CERTIFICATE PROGRAM FOR YOUNG ADULTS WITH AUTISM

PATH combines classroom instruction with real-world application, focusing on community engagement, employment, self-determination, and personal management.

Vocational training and work-based learning prepare students for meaningful employment and independent living.

Located on Felician University's Rutherford campus, PATH students have access to University amenities and may take or audit Felician courses.

To learn more visit reedautismservices.org/pathprogram.



REED FOUNDATION FOR AUTISM, INC.

Independent Auditors' Report and
Financial Statements for the
Year Ended June 30, 2024
(With Comparative Totals for the Year Ended June 30, 2023)
and Schedule of Expenditures of State Financial Assistance
for the year ended June 30, 2024

Independent Auditors' Report on Internal Control over Financial
Reporting and on Compliance and Other Matters Based on an
Audit of Financial Statements Performed in Accordance with
Government Auditing Standards
for the year ended June 30, 2024

REED FOUNDATION FOR AUTISM, INC.

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INDEPENDENT AUDITORS' REPORT

To the Board of Trustees of
REED Foundation for Autism, Inc.

Opinion

We have audited the accompanying financial statements of Reed Foundation for Autism, Inc. (a nonprofit organization), which comprise the statement of financial position as of June 30, 2024, 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 Reed Foundation for Autism, Inc. as of June 30, 2024, 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 Reed Foundation for Autism, Inc. 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 opinions.

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 Reed Foundation for Autism, Inc.'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 Auditors' 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.

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.

Auditors' Responsibilities for the Audit of the Financial Statements (cont.)

- 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 Reed Foundation for Autism, Inc.'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 Reed Foundation for Autism, Inc.'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 Summarized Comparative Information

We have previously audited REED Foundation for Autism, Inc.'s 2023 financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated March 8, 2024. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2023, is consistent, in all material respects, with the audited financial statements from which it has been derived.

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying schedule of expenditures of state financial assistance, as required by New Jersey 15-08-OMB *Single Audit Policy for Recipients of Federal Grants, State Grant, and State Aid*, respectively, is presented for purposes of additional analysis and is 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 schedule of expenditures of state financial assistance is 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 March 31, 2025 on our consideration of Reed Foundation for Autism, Inc.'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 Reed Foundation for Autism, Inc.'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 Reed Foundation for Autism, Inc.'s internal control over financial reporting and compliance.



Fairfield, New Jersey
March 31, 2025

REED FOUNDATION FOR AUTISM, INC.

STATEMENTS OF FINANCIAL POSITION

JUNE 30, 2024 AND 2023

	2024	2023
ASSETS		
CURRENT ASSETS:		
Cash and cash equivalents	\$ 314,247	\$ 246,611
Accounts receivable	62,290	68,095
Government grant receivable from related party	123,054	123,765
Unconditional promises to give	207,560	-
Prepaid expenses	30,891	181,577
Due from related parties, net	327,223	417,919
Current portion of long term loans due from related parties	4,735	4,572
Total current assets	<u>1,070,000</u>	<u>1,042,539</u>
NON-CURRENT ASSETS:		
Loans due from related parties	141,912	146,647
Property and equipment, net	1,569	2,197
Unconditional promises to give, net	348,369	-
Total non-current assets	<u>491,850</u>	<u>148,844</u>
TOTAL	<u><u>\$ 1,561,850</u></u>	<u><u>\$ 1,191,383</u></u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES:		
Accounts payable	\$ 155,543	\$ 80,066
Accrued expenses	22,950	27,634
Deferred revenue	-	277,817
Total current liabilities	<u>178,493</u>	<u>385,517</u>
Total liabilities	<u>178,493</u>	<u>385,517</u>
NET ASSETS:		
Without donor restrictions	1,182,089	774,894
With donor restrictions	201,268	30,972
Total net assets	<u>1,383,357</u>	<u>805,866</u>
TOTAL	<u><u>\$ 1,561,850</u></u>	<u><u>\$ 1,191,383</u></u>

REED FOUNDATION FOR AUTISM, INC.

STATEMENT OF ACTIVITIES **FOR THE YEAR ENDED JUNE 30, 2024** **(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED 2023)**

	Without Donor Restrictions	With Donor Restrictions	Total	
			2024	2023
PUBLIC SUPPORT AND REVENUES:				
<i>New Jersey State Department of Health:</i>				
Government grant	\$ 511,696	\$ -	\$ 511,696	\$ 644,707
<i>Other support:</i>				
Special events	972,641	2,612	975,253	453,903
Contributions	307,202	500,000	807,202	253,373
Non-cash contributions	25,520	-	25,520	26,400
Program service fees	4,792	-	4,792	-
Net assets released from restrictions:				
Satisfaction of purpose restrictions	332,316	(332,316)	-	-
Total public support and revenues	2,154,167	170,296	2,324,463	1,378,383
EXPENSES AND LOSSES:				
Program services:				
Autism awareness	676,039		676,039	624,726
Total program services	676,039	-	676,039	624,726
Support services:				
Management and general	513,406	-	513,406	642,387
Fundraising	290,337	-	290,337	179,571
Cost of direct benefit to donor	265,513	-	265,513	147,110
Total expenses	1,745,295	-	1,745,295	1,593,794
Change in net assets before non-operating income	408,872	170,296	579,168	(215,411)
NON-OPERATING ACTIVITIES:				
Bad debt	(1,800)	-	(1,800)	-
Interest income	6,993	-	6,993	6,304
Loss on sale of non-cash contributions	(6,870)	-	(6,870)	(11,425)
Total non-operating activities	(1,677)	-	(1,677)	(5,121)
CHANGE IN NET ASSETS	407,195	170,296	577,491	(220,532)
NET ASSETS, BEGINNING OF YEAR	774,894	30,972	805,866	1,026,398
NET ASSETS, END OF YEAR	\$ 1,182,089	\$ 201,268	\$ 1,383,357	\$ 805,866

REED FOUNDATION FOR AUTISM, INC.

STATEMENT OF FUNCTIONAL EXPENSES

FOR THE YEAR ENDED JUNE 30, 2024

(WITH COMPARATIVE TOTALS FOR THE YEAR ENDED JUNE 30, 2023)

	Program Services	Support Services			Total	
		Management & General	Fundraising	Cost of Direct Benefit to	2024	2023
Personnel costs:						
Salaries and wages	\$ 111,288	\$ 256,516	\$ 202,361	\$ -	\$ 570,165	\$ 645,595
Fringe benefits	12,968	32,042	20,356	-	65,366	71,178
Payroll taxes	5,765	11,765	12,767	-	30,297	31,961
Total personnel costs	130,021	300,323	235,484	-	665,828	748,734
Grants to related entities	345,672	-	-	-	345,672	223,757
Occupancy	9,419	9,419	9,704	190,439	218,981	183,031
Professional fees and consultants	86,468	103,782	17,301	2,550	210,101	267,018
Information technology	43,099	69,086	-	5,469	117,654	105,325
Meetings, travel and entertainment	41,971	-	25,297	10,764	78,032	44,655
Supplies	-	8,053	-	49,881	57,934	2,519
Advertising	-	9,840	2,551	-	12,391	12,247
Printing and postage	-	-	-	6,410	6,410	300
Insurance	-	951	-	-	951	-
Other	18,761	11,952	-	-	30,713	5,581
Total expenses before depreciation	675,411	513,406	290,337	265,513	1,744,667	1,593,167
Depreciation	628	-	-	-	628	627
Total expenses	<u>\$ 676,039</u>	<u>\$ 513,406</u>	<u>\$ 290,337</u>	<u>\$ 265,513</u>	<u>\$ 1,745,295</u>	<u>\$ 1,593,794</u>

REED FOUNDATION FOR AUTISM, INC.

STATEMENTS OF CASH FLOWS **YEARS ENDED JUNE 30, 2024 AND 2023**

	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES:		
Change in net assets	\$ 577,491	\$ (220,532)
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:		
Depreciation expense	628	627
(Increase) decrease in operating assets:		
Accounts receivable	5,805	(16,314)
Government grant receivable from related party	711	(24,979)
Unconditional promises to give	(555,929)	90,546
Prepaid expenses	150,686	(118,739)
Due from related parties, net	90,696	(93,334)
Security deposits	-	8,838
Increase (decrease) in operating liabilities:		
Accounts payable	75,477	(31,477)
Accrued expenses	(4,684)	(14,280)
Deferred revenue	(277,817)	263,838
Net cash provided by (used in) operating activities	<u>63,064</u>	<u>(155,806)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Loans due from related parties	<u>4,572</u>	<u>4,416</u>
Net cash provided by investing activities	<u>4,572</u>	<u>4,416</u>
NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS	67,636	(151,390)
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR	<u>246,611</u>	<u>398,001</u>
CASH AND CASH EQUIVALENTS AT END OF YEAR	<u><u>\$ 314,247</u></u>	<u><u>\$ 246,611</u></u>

REED FOUNDATION FOR AUTISM, INC.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEARS ENDED JUNE 30, 2024 AND 2023

1. NATURE OF ACTIVITIES

REED Foundation for Autism, Inc. (the "Organization") is a nonprofit corporation that was incorporated in 2016 as a charitable organization. The Organization exists for the following purpose:

Autism awareness --- to improve the education, research, treatment and care of people with autism.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting --- The financial statements are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Basis of Presentation --- The Organization presents its financial statements in accordance with guidance issued by the American Institute of Certified Public Accountants' Audit & Accounting Guide for *Not-for-Profit Entities* and the Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC).

ASC paragraphs 958-205-45-2(a) through (d) establish standards for external financial reporting by not-for-profit organizations and require that resources be classified for accounting and reporting purposes into two net asset categories according to the existence or absence of donor-imposed restrictions: net assets with donor restrictions and net assets without donor restrictions.

ASC paragraphs 958-605-45-3 through 7, *Contributions Received*, require that unconditional promises to give be recorded as receivables and revenue and require the Organization to distinguish between contributions received for each net asset category in accordance with donor imposed restrictions.

Accordingly, net assets of the Organization and changes therein are classified and reported as follows:

Net assets without donor restrictions - Net assets that are not subject to donor-imposed stipulations.

Net assets with donor restrictions - Net assets subject to donor-imposed stipulations that may or will be met, either by actions of the Organization and/or the passage of time. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions.

Cash and cash equivalents --- The Organization considers all cash without donor imposed restrictions, short-term securities and other highly liquid investments with initial maturities of three months or less to be cash equivalents.

Restricted cash --- Restricted cash is the portion of cash that will be used to cover expenditures that have been restricted by the donor.

REED FOUNDATION FOR AUTISM, INC.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEARS ENDED JUNE 30, 2024 AND 2023 (CONTINUED)

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT.)

Accounts receivable --- Accounts receivable are stated at the amounts management expects to collect from outstanding balances. Management provides for probable uncollectible amounts through a charge to bad debt expense and a credit to the allowance for doubtful accounts based on their assessment of the current status of individual accounts. Balances that are still outstanding after management has used reasonable collection efforts are written off through a charge to the allowance for doubtful accounts and a credit to accounts receivable.

Property and equipment --- Property and equipment are recorded at cost and are depreciated using the straight-line method over the estimated useful lives of the assets. Depreciation is provided using the half-year convention. Under this method, an asset is treated as though it were placed in service or disposed of the first day of the seventh month of the fiscal year. One half of a full year's depreciation is allowed for the asset in its first year placed in service, regardless of when it was actually placed in service during that year. The Organization's policy is to capitalize property and equipment with a purchase price of \$2,000 or more and a useful life of one year or more. Expenditures for maintenance, repairs and renewals of minor items are charged to earnings as incurred. The cost of assets retired or otherwise disposed of and the related accumulated depreciation are eliminated from the accounts and any resulting gain or loss is reflected in the statement of activities. Major renewal and improvements are capitalized.

The Organization uses the following estimated useful lives:

Asset Class	Years
Leasehold improvements	15
Furniture and fixtures	10
Equipment	5
Vehicles	3-5

Impairment of long-lived assets --- The Organization continually evaluates whether current events or circumstances warrant adjustments to the carrying value or estimated useful lives of property and equipment in accordance with the provisions of ASC 360-10-05, *Impairment or Disposals of Long-Lived Assets*.

Leases ---

Recognition: Pursuant to ASU 842, the Organization recognizes a right-of-use asset and lease liability for only long-term leases based on the present value of future lease payments. In order to identify if a lease exists, lease agreements are evaluated by the Organization on an annual basis to ensure that the contract conveys the right to control the use of specific identified property, plant or equipment. When an individual identified asset is not identified or may otherwise be replaced by the owner (such as a postage machine), lease reporting is not required. For the years ended June 30, 2024 and 2023, there were no long term leases to report.

REED FOUNDATION FOR AUTISM, INC.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEARS ENDED JUNE 30, 2024 AND 2023 (CONTINUED)

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT.)

Leases (cont.) ---

Finance leases are segregated from operating leases and further segregated by class of assets. The following characteristics denote financing leases:

1. If the asset transfers over at the end of the lease
2. If the purchase option is reasonably certain of being exercised
3. If the lease term is a major part of the remaining economic life (generally greater than 75%) or
4. If the present value of the lease payments plus the guaranteed residual value is equal to or if it exceeds substantially all of the fair market value of the underlying asset (generally greater than 90%)

Present value calculation (interest rate): When there is no implied interest rate contained within the contract and the Organization's incremental borrowing rate cannot be readily determined for that specific asset class, the Organization utilizes the IRS Applicable Federal Rates ("AFR") for long-term liabilities.

Revenue and support recognition ---

Government grant --- The Organization receives a sub-award from a state appropriation of the annual budget (a "government grant"), which allows the Organization to receive up to the specified ceiling contained within the contract through cost-reimbursements. Under this model the Organization recognizes revenue when services are performed and charges the grant for expenditures after costs have been incurred or obligated within the specified time period of the grant. Contract administration allows for costs obligated by year-end and expensed within 30 days of year-end to be included as part of the annual agreement. The terms of the grant specify that the Organization must incur certain qualifying expenses (or costs) in compliance with rules and regulations established by the State government, through the Office of Management and Budget and their cognizant agency, the Department of Health.

Special events --- The Organization accounts for revenues from special events as an exchange transaction as each party to the transaction receives and sacrifices commensurate value.

Contributions --- Contributions, including unconditional promises to give, are recorded when received. All contributions are available for unrestricted use unless specifically restricted by the donor. Conditional promises to give are recognized when the conditions on which they depend are substantially met. Unconditional promises to give are recorded at their net realizable value, using interest rates consistent with unsecured individual credit rates applicable to the years in which the promises to give are to be received.

Non-cash contributions --- The Organization discloses all contributed goods and services regardless of whether the goods and/ or services received are recognized as revenue in the financial statements.

REED FOUNDATION FOR AUTISM, INC.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEARS ENDED JUNE 30, 2024 AND 2023 (CONTINUED)

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT.)

Revenue and support recognition (cont.) ---

Non-cash contributions (cont.) --- Items sold to the public or used in fundraising are reported as revenue at the cash value received in the exchange at the time of sale, with the resulting non-operating gain or loss being the difference between the fair value received from the donor and the cash received at the time of the sale. Alternatively, if a nonfinancial asset is used internally and otherwise not sold, the revenue is offset by the asset or related expense.

Program service fees --- The Organization accounts for program service arrangements as exchange transactions and recognizes revenues after the Organization has performed the services agreed with the other party.

Advertising --- The Organization expenses costs of advertising the first time the advertising takes place. Total advertising for the year ended June 30, 2024 and 2023 amounted to \$12,391 and \$12,247, respectively.

Income taxes --- The Organization is a not-for-profit organization described under Section 501(c)(3) of the Internal Revenue Code ("I.R.C.") and is therefore exempt from federal income taxes under Section 501(a) of the I.R.C. The Organization is also exempt under Title 15 of the State of New Jersey *Corporations and Associations Not for Profit Act*. Accordingly, no provision for Federal or State income taxes has been presented in the accompanying financial statements. Furthermore, the Organization is exempt from filing with the New Jersey division of Consumer Affairs a charitable registration in the State of New Jersey.

The Organization adheres to FASB ASC Topic 740, *Income Taxes*, which provides guidance and clarification on accounting for uncertainty in income taxes recognized in the Organization's financial statements. The guidance prescribes a recognition threshold and measurement attribute for the financial statement recognition and measurement of a tax position taken or expected to be taken in a tax return, and also provides guidance on de-recognition, classification, interest and penalties, disclosure and transition. For the years ended June 30, 2024 and 2023, the Organization has no material uncertain tax positions to be accounted for in the financial statements.

Annually, the Organization files an informational return with the United States Internal Revenue Service. The Organization is subject to tax examinations generally for three years since its latest filing.

Use of estimates --- The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

REED FOUNDATION FOR AUTISM, INC.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEARS ENDED JUNE 30, 2024 AND 2023 (CONTINUED)

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONT.)

Functional allocation of expenses --- The costs of program and supporting services activities have been summarized on a functional basis in the statement of activities. The statement of functional expenses presents the natural classification detail of expenses by function. Accordingly, certain costs have been allocated among program and supporting services benefited. The financial statements may report certain categories of expense that are attributed to more than one program or supporting function. Therefore, expenses require allocation on a reasonable basis that is consistently applied.

Allocated indirect expenditures include salaries and related payroll expenses, which are allocated on the basis of estimates of time and effort. The indirect labor hours cost pool serves as the basis for allocating all other indirect costs.

Prior year summarized comparative information --- The financial statements include certain prior year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with U.S. generally accepted accounting principles. Accordingly, such information should be read in conjunction with the Organization's financial statements for the year ended June 30, 2023, from which the summarized information was derived.

3. CONCENTRATIONS OF CREDIT RISK

Arising from cash deposits in excess of insured limits --- The Organization maintains its cash accounts in two financial institutions. During the year, cash balances may exceed federally insured limits of \$250,000.

Funding dependence --- The Organization is dependent upon monies from federal and state social services programs and accordingly, there is no guarantee that such funding will continue. The current level of the Organization's operations and program services may be impacted if the funding is not renewed annually.

Grant contract vulnerability --- The activities of the Organization are subject to the administrative directives, rules and regulations of federal, state and local regulatory agencies including the New Jersey State Department of Health. Such administrative directives, rules and regulations are subject to an administrative change mandated by either federal or state Organizations. Such changes may occur with little notice or inadequate funding to pay for the related cost, including the additional administrative burden, to comply with a change.

REED FOUNDATION FOR AUTISM, INC.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEARS ENDED JUNE 30, 2024 AND 2023 (CONTINUED)

4. PROMISES TO GIVE

Unconditional promises --- Total unconditional promises to give consist of the following at June 30, 2024. There were no unconditional promises to give at June 30, 2023:

	2024
Promises without donor restriction	\$ 239,060
Promises with donor restriction:	
Greens Do Good REED	20,000
Reed Academy, Franklin Lakes	5,500
Reed Academy, Franklin Lakes, Playground	120,000
Reed Academy, Oakland	10,000
Reed Next	123,500
Parents fund	82,478
Gross unconditional promises to give	600,538
Less: Discount for long-term pledges	(44,609)
Net unconditional promises to give	<u>\$ 555,929</u>
Amounts Due in:	
Less than one year	\$ 207,560
One to five years	348,369
Total	<u>\$ 555,929</u>

Conditional promises --- On August 8, 2023, the Organization received a conditional promise to give of \$150,000 paid in equal installments over a three-year period for the workforce development program. As of June 30, 2024, the Organization recognized in revenues without donor restrictions \$50,000 from the donor for meeting the conditions set forth under the grant agreement.

5. RELATED PARTY TRANSACTIONS

Reed Autism Services, Inc. ("RAS"), Reed Academy, Inc. (the "School"), Reed Next, Inc. and Subsidiary ("Next"), Reed Real Estate ("RRE"), Inc., and Greens Do Good REED, Inc. ("Greens"), collectively (the "Entities") ---

The Entities are related parties of the Organization though common control at the board level. Each of the Entities are supported organizations of RAS and while there is common control, the Entities do not have financial interest in one another and are therefore not consolidated. Although each of the Entities have separate missions and programs, they exist in tandem to provide a full range of individualized services, at all stages of life, to individuals with autism.

REED FOUNDATION FOR AUTISM, INC.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEARS ENDED JUNE 30, 2024 AND 2023 (CONTINUED)

5. RELATED PARTY TRANSACTIONS (CONT.)

Reed Autism Services, Inc. (“RAS”), Reed Academy, Inc. (the “School”), Reed Next, Inc. and Subsidiary (“Next”), Reed Real Estate (“RRE”), Inc., and Greens Do Good REED, Inc. (“Greens”), collectively (the “Entities”) (cont.) ---

REED Academy, Inc. (the “School”) is a New Jersey State approved private school for students with disabilities, which specializes in the individual education programs of students with Autism. REED Next, Inc. (“Next”) was formed to provide services for adults with autism. REED Real Estate, Inc. (“RRE”) was formed on December 27, 2023, to support, own and manage the real property of the entities. Greens do Good REED, Inc. (“Greens”) was formed to provide individuals with autism the opportunity to work alongside farmers to plant, nurture, grow and harvest produce.

The Organization is the fundraising arm of all related Entities. When donations are received by the Organization on behalf of the Entities, depending on their nature, they are treated as a contribution or agency transaction. All agency transactions are transferred to the beneficiary Entity. From time-to-time contributions may be paid or otherwise allocated to the Entities as contributions or cash flow loans. Total grants to related entities for the years ended June 30, 2024 and 2023 were \$345,672 and \$223,757, respectively.

The entities share in the costs of expenses and as such, receivables in the net amount of \$327,223 and \$417,919 existed as of June 30, 2024 and 2023 respectively. Indirect costs amongst related entities are allocated at the entity level by various reasonable methods, such as, salaries and related payroll expenses, which are allocated on the basis of estimates of time and effort; supplies and other general office expenses, which are allocated based on number of heads or by applying the indirect payroll allocation percentage and; rent, utilities and other facility costs are allocated based upon dedicated office space in relation to the function, operation or program.

School, Next and Greens ---

Line of credit --- The Entities (with the exception of RRE) are joint and severally liable on a \$1,200,000 line of credit signed on October 7, 2019. The latest extension on the line was communicated on March 26, 2025, which extended the line through May 1, 2025. The line bears interest at the Wall Street Prime rate with a floor rate of 6.50%. The line was taken for cash flow purposes and is collateralized by the Organization’s real property under mortgage located at 25 Potash Road, Oakland, New Jersey as well as first priority lien on all receivables and business assets of the Organization and related parties (namely the School, Next and Greens). There were no amounts outstanding on the line of credit from the Organization as of June 30, 2024 and 2023. Total amounts outstanding on the line of credit as of June 30, 2024 and 2023 from named related parties were \$0 and \$150,000, respectively.

REED FOUNDATION FOR AUTISM, INC.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEARS ENDED JUNE 30, 2024 AND 2023 (CONTINUED)

5. RELATED PARTY TRANSACTIONS (CONT.)

Next ---

Loans to related parties --- On September 14, 2020, the Organization loaned Next \$163,000, to purchase the Jerome avenue residential home, that serves as a 4-unit group home for adults with autism. Effective July 1, 2021, the Organization signed a formal agreement with the related party and began charging interest on the loan since inception of 3.5% that matures on September 14, 2045. Total interest income related to the loan was \$5,220 and \$5,377 for the years ended June 30, 2024 and 2023, respectively. These amounts are reflected on the statement of activities in non-operating activities. Other amounts included in the balance as presented are interest from cash accounts.

Future minimum payments receivable as of June 30, 2024 are as follows:

2025	\$ 4,735
2026	4,903
2027	5,078
2028	5,446
Thereafter	<u>126,485</u>
Total	<u>\$ 146,647</u>

New Jersey State Department of Health, Government Grant --- In accordance with the government grant contract, Next made sub-awards to the Organization in the amounts of \$511,696 and \$644,707, respectively for the years ended June 30, 2024 and 2023. Total government grant receivables on this award as of June 30, 2024 and 2023 was \$123,054 and \$123,765, respectively.

Shared costs --- During the year ended June 30, 2024 and 2023, the Organization sublet space to Next under a short-term arrangement, where Next reimburses the Organization for rent and utilities costs.

6. LINE OF CREDIT

See Note 5.

REED FOUNDATION FOR AUTISM, INC.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEARS ENDED JUNE 30, 2024 AND 2023 (CONTINUED)

7. NET ASSETS WITH DONOR RESTRICTIONS

Net assets with donor restrictions are available for the following purposes at June 30, 2024 and 2023:

	<u>2024</u>	<u>2023</u>
Undeclared restricted funds	\$ 130,422	-
Academy:		
Program	10,000	-
Playground	37,529	-
Life skills room	10,000	10,000
Music program	-	5,000
General operations	5,000	-
Greens:		
Workforce development	500	500
General operations	-	1,250
Next:		
Equipment	2,817	9,222
General operations	5,000	5,000
Total net assets with donor restrictions	<u>\$ 201,268</u>	<u>\$ 30,972</u>

Net assets were released from donor restrictions by incurring expenses satisfying purpose restrictions specified by donors during the years ended June 30, 2024 and 2023 as follows:

	<u>2024</u>	<u>2023</u>
Foundation:		
RIBS	\$ 5,000	\$ -
Academy:		
Playground	134,971	-
Franklin lakes campus	-	30,000
Technology	-	5,000
Equipment	-	15,000
Golf event	-	4,371
Greens:		
General operations	8,072	-
Workforce development	168,500	90,000
Next:		
Capital improvements	-	12,000
Equipment	6,405	2,778
General operations	9,368	2,500
Net assets released from restriction	<u>\$ 332,316</u>	<u>\$ 161,649</u>

REED FOUNDATION FOR AUTISM, INC.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEARS ENDED JUNE 30, 2024 AND 2023 (CONTINUED)

8. NON-CASH DONATIONS

Non-cash donations contributed during the years ended June 30, 2024 and 2023, consisted of auction items, which were sold at fundraising events. The fair market value of those items were \$25,520 and \$26,400, respectively. Cash collected when sold was \$18,650 and \$14,975, respectively in 2024 and 2023, which yielded losses on the sale of non-cash contributions of \$(6,870) and \$(11,425), respectively in 2024 and 2023. The resulting losses are reported as non-operating activities on the statement of activities.

9. FRINGE BENEFITS

The Organization's fringe benefit package is offered to all full-time employees who are regularly scheduled to work at least thirty (30) hours per week. These benefits include medical insurance, temporary disability insurance, family leave insurance and tuition reimbursement. Expenses for these benefits were \$59,826 and \$61,054 for the years ended June 30, 2024 and 2023, respectively.

The Organization also offers a defined contribution retirement plan for eligible employees. For tax purposes, the plan is considered a qualified plan. An employee becomes eligible on the first day of the month following their first anniversary with the Organization.

The Organization will match 100% of a participant's salary reduction contributions up to 3% of their compensation and match 50% of a participant's salary reduction contributions that exceed 3% but not exceed 5% of their compensation. Employer matching expenses on the retirement plan were \$5,540 and \$10,124 for the years ended June 30, 2024 and 2023, respectively.

10. LIQUIDITY AND AVAILABILITY OF FINANCIAL ASSETS

As part of the Organization's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. The Organization has a goal to maintain financial assets on hand to meet 30 days of normal operating expenses.

Management anticipates meeting general expenditures within one year of the date of the statement of financial position with existing financial assets, funding provided by government grants and donations from the general public.

The following represents the Organization's financial assets as of June 30, 2024 and 2023 reduced by amounts not available for general use:

	2024	2023
Financial assets at year-end	\$ 1,070,000	\$ 1,042,539
Less amounts not available for general expenditures within one year due to:		
Prepaid expenses and other assets	30,891	181,577
Donor-restricted funding	201,268	30,972
Financial assets available to meet general expenditures over the next twelve months	<u>\$ 837,841</u>	<u>\$ 829,990</u>

REED FOUNDATION FOR AUTISM, INC.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEARS ENDED JUNE 30, 2024 AND 2023 (CONTINUED)

11. SUBSEQUENT EVENTS

Management has evaluated subsequent events through March 31, 2025, the date on which the financial statements were available to be issued and have determined that except as noted below, there are no subsequent events that require disclosure.

Line of credit --- As further detailed in Note 5, the latest extension on the line of credit was provided on March 26, 2025 which extended the line through May 1, 2025.

**INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING
AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL
STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS***

To the Board of Trustees of
REED Foundation for Autism, Inc.

We have audited, in accordance with the 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, the financial statements of Reed Foundation for Autism, Inc. (a nonprofit organization), which comprise the statement of financial position as of June 30, 2024, and the related statements of activities, and cash flows for the year then ended, and the related notes to the financial statements, and have issued our report thereon dated March 31, 2025.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered Reed Foundation for Autism, Inc.'s internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Reed Foundation for Autism, Inc.'s internal control. Accordingly, we do not express an opinion on the effectiveness of the Reed Foundation for Autism, Inc.'s internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements, on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether Reed Foundation for Autism, Inc.'s financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the organization's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the organization's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

A handwritten signature in black ink that reads "Cullari Caruso LLC". The script is cursive and fluid, with the letters "C", "C", and "L" being particularly prominent and stylized.

Fairfield, New Jersey
March 31, 2025

REED FOUNDATION FOR AUTISM, INC.

SCHEDULE OF FINDINGS AND QUESTIONED COSTS FOR THE YEAR ENDED JUNE 30, 2024

SUMMARY OF AUDITORS' RESULTS

A. *Financial Statements*

Type of auditors' opinion(s) issued: **Unmodified**

Internal control over financial reporting:

- Material weakness(es) identified? _____ yes X no
- Significant deficiency(ies) identified that are not
considered to be material weaknesses? _____ yes X none
reported

Noncompliance material to financial statements noted? _____ yes X no

FINDINGS – FINANCIAL STATEMENT AUDIT

The audit did not disclose any findings or questioned costs required to be reported under generally accepted auditing standards for the years ended June 30, 2024.

FINDINGS – GOVERNMENT AUDITING STANDARDS

The audit did not disclose any findings required to be reported under *Generally Accepted Government Auditing Standards* for the years ended June 30, 2024.

FINDINGS AND QUESTIONED COSTS – NEW JERSEY 15-08-OMB

The audit did not disclose any findings required to be reported under New Jersey 15-08-OMB for the years ended June 30, 2024.

REED FOUNDATION FOR AUTISM, INC.

SUMMARY SCHEDULE OF PRIOR AUDIT FINDINGS FOR THE YEAR ENDED JUNE 30, 2024

STATUS OF PRIOR YEAR FINDINGS

There were no prior year recommendations.

REED FOUNDATION FOR AUTISM, INC.

**SCHEDULE OF EXPENDITURES OF STATE FINANCIAL ASSISTANCE
FOR THE YEAR ENDED JUNE 30, 2024**

Grantor/Program title/Pass-through grantor/Program Title	State Account Number	Grant Period	Program Amount	Fiscal Year Disbursements	Current Year Expenditures
New Jersey Department of Health: <i>Passed through REED Next, Inc.</i>					
Early Identification and Monitoring	100 046 4220 XXX	07/1/2023-6/30/2024	<u>\$ 511,696</u>	<u>\$ 511,696</u>	<u>\$ 511,696</u>

REED FOUNDATION FOR AUTISM, INC.

NOTES TO THE SCHEDULE OF EXPENDITURES OF STATE FINANCIAL ASSISTANCE FOR THE YEAR ENDED JUNE 30, 2024

1. BASIS OF PRESENTATION

The accompanying schedule of expenditures of state awards presents the activity of all financial assistance programs of the Organization. The information in this schedule is presented in accordance with the requirements of the New Jersey State Circular 15-08-OMB, *Single Audit Policy for Recipients of Federal Grants, State Grants and State Aid*. Therefore, some amounts presented in this schedule may differ from amounts presented in or used in the preparation of the basic consolidated financial statements. All state awards received directly from state agencies, as well as state awards passed through other government agencies are included in the schedule of expenditures of state awards. Because the schedule presents only a selected portion of the operations of the Organization, they are not intended to and do not present the consolidated financial position, changes in net assets, or cash flows of the Organization.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The accompanying schedule of expenditures of state financial assistance is presented using the accrual basis of accounting. Such expenditures are recognized following the cost principles contained in the New Jersey State Circular 15-08-OMB, *Single Audit Policy for Recipients of Federal Grants, State Grants and State Aid*, wherein certain types of expenditures are not allowable or are limited as to reimbursement.

The complete State identifying number could not be obtained for the grant. When this occurs, "XXX" is listed for the missing component of the number.

The Organization has not elected to use the 10-percent de minimus indirect cost rate allowed under the Uniform Guidance.

3. NEW JERSEY STATE SINGLE AUDIT POLICY

The State of New Jersey requires all organizations that disburse federal grant, state grant or state aid funds to recipients that expend \$750,000 or more in federal or state financial assistance within their fiscal year to have annual single audits or program-specific audits performed in accordance with the Uniform Guidance and New Jersey 15-08-OMB.

All organizations that disburse federal grant, state grant or state aid funds to recipients that expend less than \$750,000 in federal or state financial assistance within their fiscal year, but expend \$100,000 or more in state and/or federal financial assistance within their fiscal year must have either a financial statement audit performed in accordance with Government Auditing Standards (Yellow Book) or a program-specific audit performed in accordance the Uniform Guidance and New Jersey 15-08-OMB.

4. SUB-RECIPIENTS

No state awards were provided to sub-recipients.

FY24 Consolidated 990's				
Statement of Financial Position	Total Assets	Total Liabilities	Net Assets	Total Liabilities/Net Assets
Program				
Greens Do Good	\$1,132,509	\$449,898	\$682,611	\$1,132,509
REED Academy	10,519,840	5,729,591	4,790,249	10,519,840
Reed Foundation for Autism	1,561,850	178,493	1,383,357	1,561,850
REED Next	2,950,282	1,912,365	1,037,917	2,950,282
Total	\$16,164,481	\$8,270,347	\$7,894,134	\$16,164,481
Statement of Activities	Total Revenue	Total Expenses	Operating P&L	Net Assets, End of Year
Program				
Greens Do Good	\$885,304	\$1,021,030	-\$135,726	\$682,611
REED Academy	\$7,378,961	\$7,153,755	\$225,206	\$4,790,249
Reed Foundation for Autism	\$2,059,073	\$1,479,782	\$579,291	\$1,383,357
REED Next	\$5,772,873	\$5,520,110	\$252,763	\$1,037,917
Total	\$16,096,211	\$15,174,677	\$921,534	\$7,894,134
FY24 Functional Expenses	Program	M&G	Fundraising	Total
Program				
Greens Do Good	\$819,732	\$201,298	\$0	\$1,021,030
REED Academy	5,613,153	1,540,602	\$ -	7,153,755
Reed Foundation for Autism	676,039	513,406	290,337	1,479,782
REED Next	4,410,837	1,109,273	\$ -	5,520,110.00
Total	\$11,519,761	\$3,364,579	\$290,337	\$15,174,677
Functional Percentage	75.9%	22.2%	1.9%	

REED FOUNDATION FY 2024-2025

REED FOUNDATION	Budget 2025
<u>REVENUE</u>	
Donations/Grants	\$ 450,500
Grants to Other Reed Entities	(200,500)
Events	685,000
Total Revenue	935,000
<u>EXPENSES</u>	
Salaries & Related Costs	606,430
Consultants and Outside Services	174,844
Book Expenses	8,735
Facility Costs	59,255
T & E / Vehicle	24,667
Other	35,002
Events	184,895
Total Expenses	\$ 1,093,828
EBITDA	\$ (158,828)
GRANT	122,800
ADJ. EBITDA	\$ (36,028)

AUTISM IS FOR LIFE.

SO IS REED.

A HISTORY OF REED



Source: Centers for Disease Control and Prevention (CDC)

When REED's founding families embarked on their journey to create a program for their children with autism, they envisioned an outstanding educational experience—one that was innovative and forward-thinking. That passion, commitment, and desire to redefine what was possible laid the foundation for REED Autism Services.



Autism spectrum disorder (ASD) is one of the fastest-growing developmental disorders in the United States



New Jersey has the third highest rate of autism in the country

Over the past two decades, this spirit has propelled us forward, resulting in growth that remains laser-focused on providing the very best in education and services for individuals with autism throughout their lifespan.

The stories we encounter and the lives we touch every day underscore the profound impact of our collective efforts. As this report will show, we have made significant strides, but we cannot ignore the reality that the autism community continues to grapple with complex challenges.

Despite these challenges, we are steadfast in our commitment. I know that together, we can continue to innovate, push boundaries, and make a meaningful difference in the lives of the children, adults, and families we are privileged to serve.

Regards,

A handwritten signature in dark ink that reads "Chantelle Walker".

Chantelle Walker
CEO

A NOTE FROM THE BOARD CHAIRMAN

REED AUTISM SERVICES BOARD OF DIRECTORS

Joe Forgione
Founder & Principal
JMF Properties

John Key
Founder & Principal
Key Strategy Advisors

Rick Klinenberg, Treasurer
Senior Director
Physician Innovation, Evernorth

Scott Marshall, Chairman
Co-Founder
SimpleBet, Inc.

Jill Nadison
Former CEO & Executive Director
REED Autism Services

Ken Nicholas, Vice President
Owner
Senior Helpers Bergen County

Beth Picciano
Principal
Ramsey Auto Group

Mark Shanock, Secretary
Former COO
Risk Strategies

**Emeritus
Susie Arons**
President, Strategic Communications
42West

Pat Capra
President
Legend Agency

Tim Perneti
President
IMG Academy

Every day at REED, we're focused on creating real opportunities for the children, adults, and families we serve. This year, we took two big steps forward. We opened our fourth group home, a place where residents can build independence in a safe, supportive environment while giving their families the peace of mind they deserve.



We also launched the PATH Transition program in partnership with Felician University to help teens and young adults develop the skills they need to navigate adulthood with confidence. Whether it's learning how to manage daily tasks, explore career opportunities, or build meaningful connections, PATH is opening doors and creating possibilities.



None of this would be possible without the generosity and dedication of our community. Your support fuels our work and makes life-changing programs like these a reality.

Thank you for believing in what's possible. Together, we are building a future where individuals with autism have every opportunity to learn, live, work, and thrive at every stage of life.

Sincerely,

A handwritten signature in black ink, appearing to read "SM" or "Scott Marshall".

SCOTT MARSHALL



Private nonprofit ABA schools for individuals with autism 3-21.



Day and Residential programs for adults with autism ages 21 and older.



A hydroponic, vertical farm providing meaningful job training and employment to teens and adults with autism.



Provides resources and support for individuals with autism throughout their lifetime.



Assessment and treatment of severe challenging behavior.



Comprehensive hands-on learning for students ages 18-21.



MISSION

Rooted in excellence, our programs provide individuals with autism the opportunity to learn, live, work, and thrive at every stage of life.

OUR COMMUNITY

170+
staff members

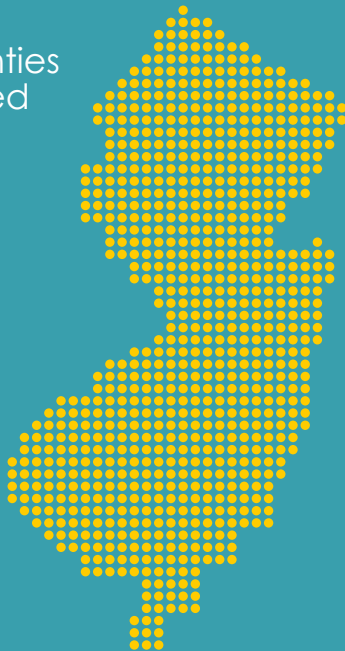


180+
students, clients & families

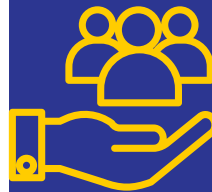


9 counties
served

Bergen
Passaic
Somerset
Union
Warren
Middlesex
Essex
Hudson
Morris



10
programs & services



10 acres of
property



A COMMITMENT TO EXCELLENCE



In 2023, David Wilson, Ph.D., BCBA-D, was named Chief Clinical Officer. This strategic appointment brings Dr. Wilson's more than 25 years of experience serving children, adolescents, and adults with autism and other developmental disabilities to REED.



The complex needs of a growing autism community require highly trained staff who implement individualized programming based on the principles of applied behavior analysis (ABA), widely considered to be the gold standard for autism treatment.

At REED, we are committed to providing quality and compassionate care to those we serve while also training the next generation of clinicians.

Through rigorous supervision and professional development for Board Certified Behavior Analysts (BCBAs), REED is building a workforce equipped to provide scientifically validated services to individuals across the autism spectrum, at REED and beyond.

Partner Agencies & Accreditations



REED ADVISORY COUNCIL

Frank Cicero, Ph.D., BCBA
Seton Hall University

Peter Gerhardt, Ed.D.
EPIC School

Danielle Gureghian, Ph.D., BCBA-D
Garden Academy

Robert H. LaRue, Ph.D., BCBA-D
Rutgers University

James Maraventano, Ed.D., BCBA-D
Rutgers Center for Adult Autism Services

Judith L. Palazzo, M.S., BCBA
Connecticut Center for Child Development

Mary Jane Weiss, Ph.D., BCBA-D
Endicott College

OUR SERVICES: REED ACADEMY

Autism requires specialized education. We create opportunities for each student to reach their full potential.



1 in 35
children in New
Jersey are identified
with autism
spectrum disorder

Source: Centers for Disease Control and Prevention (CDC)



Our services are rooted in the
principles of applied behavior
analysis (ABA)



REED's highly trained staff work one-to-one with
students ages 3-21, focusing on both academic and
essential life skills



Our environments are made for learning with
campuses in Oakland and Franklin Lakes, NJ

REED NEXT ADULT SERVICES

Children with autism grow into adults with autism. REED Next grows with them.



1 million

teens with autism will
age out of school-
based services over
the next decade

Source: A.J. Drexel Autism Institute



With REED Next, adults ages
21+ get the support they
need to learn, live, work,
and thrive within the
community

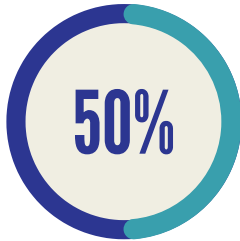


Our Day Program focuses
on job training,
employment
opportunities, community
integration, and support
with daily life skills

Four community-based
group residences in
Bergen County, NJ,
provide 24/7 support

GREENS DO GOOD

Rewriting the narrative for inclusive workspaces.



Nearly half of 25-year-olds with autism have never held a paying job

Nearly half of 25-year-olds with autism have never held a paying job



New Jersey's first hydroponic vertical farm providing training and employment to teens and adults with autism



50%

of the farm workforce is on the autism spectrum

80

autistic students receiving workforce training

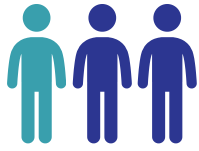
100+

skills taught using custom curriculum

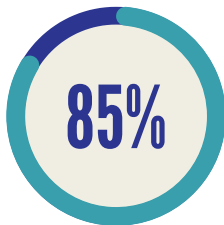
Greens Do Good is an approved vendor of the Division of Vocational Rehabilitation Services through the Department of Labor

REED INTENSIVE BEHAVIOR SERVICES

Complex needs require intensive interventions.



1 in 3 children
with autism
exhibit self-
injurious
behavior



**continue
self-injurious
behavior**
during their
adult lives

Source: Autism NJ



Our clinic-based day program addresses self-injurious behavior (SIB), aggression, disruptive behavior, property destruction, elopement, stereotypy, and more



We are one of only a few programs nationally and in New Jersey that specialize in the assessment and treatment of severe challenging behaviors

REED SERVICES: PATH TRANSITION PROGRAM

Addressing the needs of a growing autism community.



The PATH Transition Program, in partnership with Felician University, is a post-secondary college-based experience for students ages 18-21, emphasizing essential career readiness and life skills



Located on the Rutherford campus of Felician University, PATH students have the opportunity to experience life as part of a college community



PATH works with community partners to create various work-based learning opportunities that match each student's unique interests and strengths

PROMOTING ACCEPTANCE & UNDERSTANDING

We are frequently called upon to share our expertise and create important conversations within the community.



Collaborating with REED to facilitate conversations with police recruits has been a valuable experience. Hearing from parents about their concerns, challenges, and hopes for their autistic adult children encouraged us all to think about how we might approach interactions differently."

- Bergen County Prosecutor's Office



We provide insights and perspectives, raising awareness through conferences, special events, media appearances, our Changemakers in Autism Podcast, and "One Big Canvas" children's book series



REED FOUNDATION FOR AUTISM

The REED Foundation for Autism is the charitable engine that supports innovation and excellence in our services. We do this by seeking philanthropic investments from individuals, corporations, and foundations, as well as through a variety of annual fundraising events.

13,393 GIFTS RECEIVED
\$7,432,250 RAISED
7,230 DONORS
\$556 AVERAGE CONTRIBUTION

2016 - 2024



IMPACT OF PHILANTHROPY

Since its founding in 2016, the Foundation has supported the launch of numerous programs and initiatives.





New Jersey has one of the highest rates of autism in the country, with **1 in 35 children** identified with autism spectrum disorder

1 million teens with autism will age out of school-based services over the next decade



Approximately **85% of autistic adults** in the U.S. are unemployed or underemployed.

An estimated **38,000 individuals** with disabilities in New Jersey live with caregivers over the age of 60, raising concerns about future housing and support needs as caregivers age.



Nearly **4,400 individuals** with developmental disabilities are on New Jersey's waiting list for housing. The waiting period for these services can extend up to a decade.

Every day, REED strives to lead the way in providing exceptional services to individuals with autism at every stage of life. But we cannot do it alone. With your generosity, REED can continue this vital and meaningful work.

We would be honored to have your support in sustaining and expanding key areas of REED, including programming, staff training, workforce development, housing, and more.



To explore the ways you can make a difference, please contact:

Amy Ferrante-Martin
Chief Development Officer
201-644-0760, ext. 717
amartin@reedfoundationforautism.org



25 Potash Road, Oakland, NJ 07436
reedautismservices.org

   @REEDAutismServices

The REED Autism Services family of programs are registered 501(c)(3) organizations.