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# Our Mission

Empowering people through innovative solutions, one person at a time.



### **About ADAPT**

ADAPT Community Network is the leading human service not-for-profit and a pioneer in providing cutting edge programs and services for children and adults with disabilities. Every day, we build a more inclusive world for thousands of New Yorkers through education, technology, health, residential and recreational programs in all five boroughs



# Letter from the Chief Executive Officer and the Chair of the Board



Dear Friends,

On behalf of our Board of Directors, our staff, and the thousands of children, adults, and families we proudly support, thank you for helping us thrive. As we look back on the last two years, we celebrate the achievements of our organization, our incredible staff, and most importantly the people we support.

This annual report reflects the mission, vision, and values that continue to guide and inspire our work. Our theme, Creating the Future, captures our unwavering commitment to building a more inclusive world for people with disabilities, and encapsulates the core of everything we do.

This year's report carries special significance. It is the first to be published without the signatures of two extraordinary ADAPT champions whose leadership helped shape our organization for decades. Gary Geresi, our former Board Chair, a devoted parent, and a Board member for over forty years, passed away in August 2024. In November 2024, we lost our beloved CEO of thirty-five years, Edward R. Matthews. Their vision, compassion, and steadfast dedication left a long-lasting mark on our community. These men were visionaries and left a legacy that we must pay forward. This report highlights and celebrates their accomplishments and the profound impact they made.

We are so proud of what we have achieved—and even more inspired by what lies ahead. Creating the Future is not just a theme, but a declaration of purpose. It means harnessing innovation, pushing boundaries, and expanding opportunities for the people we support. With your continued partnership, we will move forward boldly guided by our values, driven by our mission, and committed to building a future that includes everyone, every step of the way.

With deepest thanks,

Linda B. Laul

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Chief Executive Officer

Kelly Kaminski Chair of the Board

Belly & Kaminst

# Remembering Edward R. Matthews

Edward R. Matthews began his career at ADAPT Community Network in 1986, becoming the CEO in 1989. To the larger I/DD community Ed was a guiding light, with Forbes calling him a "powerhouse leader for people with disabilities." Ed's wisdom and influence on the field of intellectual disabilities spanned fifty years. From the closure of Willowbrook, to his work moving the system toward managed care, not to mention all the accomplishments of ADAPT, Ed leaves a footprint that very few, if any, could replicate.



See the full impact of Ed's influence:



66

Ed always recognized the importance of developing a solid team to get the work done and provided an environment for collaboration and brainstorming. I am so grateful to have known Ed over these many years. He was my best friend and will be sorely missed but never forgotten.

Linda B. Laul, Chief Executive
 Officer, ADAPT Community Network

### Our Impact





8,792

**Certified Programs** 



2,263

**Total Staff** 

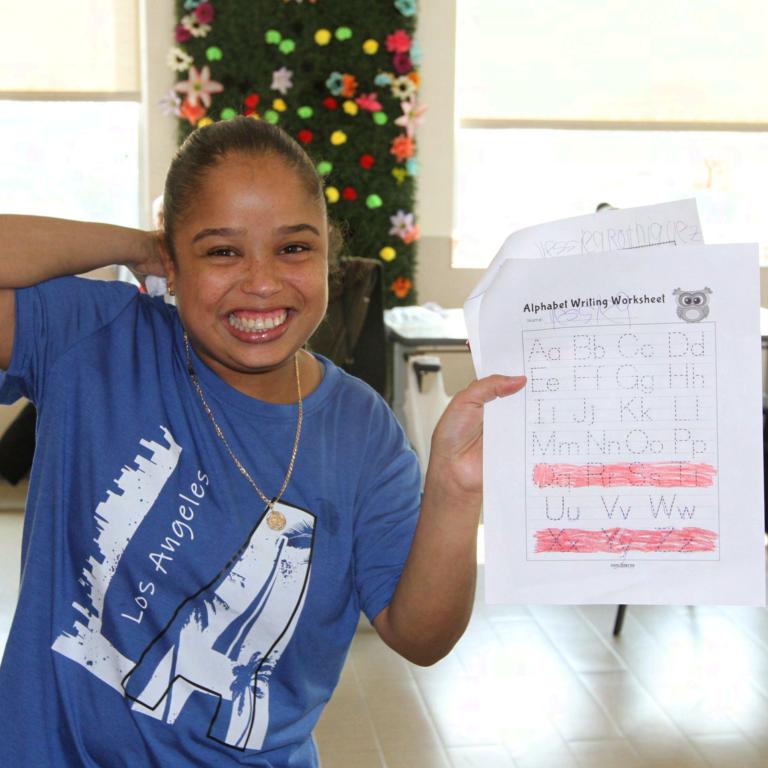


\$232 MM

Total Agency <u>Budget</u>

#### **Our Program Opportunities**

ADAPT's 100+ comprehensive programs include education, health, technology, residential and recreational services for over 20,000 individuals and families annually who are living with challenges such as autism, cerebral palsy, down syndrome, and neuromuscular disorders, among many others.



## **Top Stories**

ADAPT is continuously sharing the amazing work that happens across the organization. Here are some our favorites from 2023 and 2024.



### ADAPT Launches New Computer Labs and Assistive Technology Program

ADAPT's new computer labs are designed to enhance access, relationships, and education. This initiative focuses on peer-to-peer support, where our people supported identify needs and provide online support across the organization with the help of our IT department.





### ADAPT Theatre Program Launches Three Adaptive Plays

Over the past two years, our people supported coordinated and starred in multiple performances for three incredible plays: United Voices, Almost Maine, and Hamlet. Our theatre program helps our people supported and abled bodied community members come together and discover new talents and learn front and back of house skills





## ADAPT Jamboree Brings Together Families, Staff, and the Community

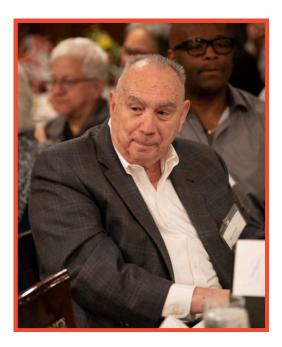
Our ADAPT Family Jamboree was an adaptable day of fun. Thanks to a special grant from the New York State Elks Association, the event provided families with meaningful opportunities to socialize, share, and learn more about supports and services available through ADAPT.





# Remembering Gary Geresi





Gary's relationship with ADAPT began over four decades ago, after he and his wife Anita adopted their son Michael and discovered he had special needs. Upon learning that there was very little help for children with disabilities, Gary and Anita sprang into action, fighting the system, a battle that would change not only their son's life but the lives of thousands of children and adults with disabilities throughout New York City. ADAPT benefited immensely from his leadership on and off the board with the development of several recreation programs and events for the people supported by ADAPT. Gary brought his financial expertise to ADAPT in his capacity as a longtime member of the Board of Directors, serving as its Treasurer and most recently as the President of the board. Gary once said that if helping his son also helped other families, that was the ultimate reward and provided him with the motivation to keep working on behalf of children and families with disabilities for years to come.

## **Special Thanks**

A special thanks to our community members who have helped us with grant recognition, attended our community events, and have been heavily involved in our programs and services.

- Council Member Diana Ayala
- Assembly Member Michael Benedetto
- Council Member Justin Brannan
- Council Member Tiffany Caban
- Deputy Brooklyn Borough President Kim Council
- Council Member Eric Dinowtiz
- Council Member Oswald Feliz
- State Senator Nathalia Fernandez
- Council Member James Gennaro
- Council Member Rita Joseph
- Council Member Shekar Krishnan



# **Grants Spotlight**

These grants have helped us provide vital equipment, activities, and outreach for our programs and services.

2024 Dollars Raised: \$163,750

2023 Dollars Raised: \$203,750

#### PROJECT PARKS

The City Council funding was used to expand ADAPT's Art in the Park and include a more comprehensive range of activities such as theater games/improv activities, fitness (including seated fitness), and educational sessions about the history of the park and surrounding neighborhood.

#### \* ACCESS TO HEALTH

This grant provided healthcare information to the public through community events, health screenings, and healthcare education workshops. We also expanded access to our HealthLink training, and expanded our curriculum to include additional self-advocacy trainings for our people supported.

#### \* AUTISM AWARENESS

Through this grant, we provided computer training for the individuals we support and expanded the reach of our virtual platform. We purchased computers, accessible software, and adaptive equipment. This training helped our people supported access continuing education courses, learn comprehensive computer skills, and access tools and resources.

## \* TECHNOLOGY FOR EQUITABLE ACCESS TO EDUCATION

This grant provided Promethean Boards at our Pre-K and Kindergarten schools across the five boroughs. These Boards were used in our classroom as an extension to instruction by offering interactive and creative ways to present content to our students.



### **ADAPT Leadership Awards Gala**



- This year, our theme was "Leading the Way." ADAPT has made leaders out of both our staff and the people we support by offering leadership and advancement opportunities, giving our preschoolers a head start into their futures, encouraging self-advocacy, and more.
- We reflected on the accomplishments of our Leadership Award Honorees Jon Ledecky, and Craig Melvin and Lindsay Czarniak, and the impact they have made on people with disabilities. We also honored Michael Dowling with the Hausman Humanitarian Award for improving the healthcare of all New Yorkers and beyond.

2024

**Dollars Raised:** 

\$650,000



- This year's gala film highlighted ADAPT's growth, including the growth of our organization, the personal growth of the people we support, and the growth of our programs. It also highlighted our technology fund, For many of the people we support, technology plays a huge role in improving the quality of their everyday lives.
- The night honored the recipients of the ADAPT Leadership Awards, Willie Geist and Jeanine and Louis Salvatore, and the Hausman Humanitarian Award recipient, John D. Kemp.

2023

**Dollars Raised:** 

\$750,000

### **ADAPT Leadership Golf**



This year we honored Patrick Yu, CPA at Partner, and New York Metro Market Leader at Baker Tilly US, LLP in a special presentation by Steve Lacy and Teresa Priolo.

Thanks to our generous sponsors, our presenters, and our attendees the event was a massive success. The tournament was sold out and attended by over 125 participants. The money raised from ticket, raffle, and auction sales help us deliver programs and services to over 20,000 children and adults with disabilities and their families throughout the New York area.

2024

**Dollars Raised:** 

\$150,000



- This year we honored Mark A. Spivak of the Weiss Group for his many contributions and his support of nonprofit groups in his community. The tournament was sold out and attended by over 100 participants, who were lucky to experience a day of gorgeous spring weather.
- Proceeds from the tournament helped support ADAPT Community Network and all funds from the event helped us deliver programs and services to children and adults with disabilities and their families.

2023

**Dollars Raised:** 

\$200,000

### **ADAPT Holiday Cheer Celebration**



Over 200 people attended the holiday fundraiser. The guests enjoyed a special night of festivities and games with proceeds supporting ADAPT Children's Programs. Kori Chambers, multi-Emmy-winning PIX11 News Anchor at 6:00 p.m., 6:30 p.m., and 10:00 p.m., returned as host of the special event.

\* ADAPT CEO Edward R. Matthews, who passed away recently, was given a special toast by ADAPT Chief Executive Officer Linda B. Laul, and Ed's children Elizabeth and Patrick Matthews. Among the guests were ADAPT Board Members Kelly Kaminski, James Hausman, and Gideon Asher.

2024

**Dollars Raised:** 

\$40,000



- \* Kicking off the first Holiday Cheer Celebration, (previously called the Santa Project Party) this event gave the opportunity to say thank you to all those who have been dedicated to making a difference in the lives of the people we support.
- PIX11 Anchor Kori Chambers hosted the Holiday Cheer Celebration this year. It took place at Slate NY in New York City and brought a night full of festivities, games and fun. Between gambling, games, food, cocktails, great music and an active dance floor, there was an abundance of smiles and laughter.

2023

**Dollars Raised:** 

\$50,000

### **ADAPT Indoor Golf Tournament**



In 2024 ADAPT Community Network created the annual Indoor Golf Tournament at Five Iron Golf in Herald Square. Attendees were excited to bring out their golf clubs and play several games on the golf simulator, including a "Longest Drive" contest. The event raised funds for our programs and services, supporting those with intellectual and developmental disabilities.

2024

**Dollars Raised:** 

\$18,750

## **ADAPT Virtual Family Connect Summit**

2023 & 2024

Navigating the world of intellectual and developmental disability (I/DD) services is never easy, but ADAPT Community Network aims to simplify it with our annual Virtual Family Connect Summit. The daylong virtual summit consists of five easy-to-understand informational sessions, each led by I/DD experts and tailored to assist families of people with disabilities.

Over a thousand registrants signed up for our 2023 Virtual Family Connect Summit, with a foccs on "The Future of Healthcare for People with Disabilities." The excitement continued in 2024 with a focus on "Creating the Future." The Summit brought together families of children and adults with intellectual and developmental disabilities to share resources, supports, and services, and contributed to an online resource hub for our supported families.



### Statement of Financial Activities

Consolidating Schedule of Activities and Changes in Net Assets Year Ended June 30, 2023

	Without	With donor	Total	
	donor restrictions	Time or purpose	Endowments	2023
SUPPORT AND REVENUE:				
Support from the public- Contributions	\$ 347,000	\$ 127,000	\$ -	\$ 474,000
Special events	958,000	-	-	958,000
Legacies and bequests	47,000			47,000
Total support from the public	1,352,000	127,000	_	1,479,000
Direct expenses of special events	(776,000)			(776,000)
Net support from the public	576,000	127,000		703,000
Contracts, grants and fees applicable to program				
and community services-				
Contracts and grants	28,952,000	-	-	28,952,000
Fees for services	277,269,000			277,269,000
Total contracts, grants and fees	306,221,000	-	_	306,221,000
OTHER REVENUE:				
Rental income	1,303,000	_	_	1,303,000
Other income	782,000			782,000
Investment income-	,			,
Interest and dividends	1,251,000	-	-	1,251,000
Realized and unrealized (losses) gains on investments, net	11,501,000			11,501,000
Total other revenue	14,837,000	-	-	14,837,000
Net assets released from donor restrictions	85,000	(85,000)	_	_
Net assets released from donor restrictions	65,000			
Total support and revenue	321,719,000	42,000		321,761,000
EXPENSES:				
Program services- Educational programs	68,440,000	_	_	68,440,000
Adult day programs	53,913,000	_	_	53,913,000
Residential programs	148,861,000	-	-	148,861,000
Family support services programs	2,171,000			2,171,000
Total program services	273,385,000	_	_	273,385,000
Supporting services-				
Management and general Public relations and fundraising	36,593,000 282,000	-	-	36,593,000 282,000
Public relations and fundraising	202,000			202,000
Total supporting services	36,875,000			36,875,000
Total program and supporting services	310,260,000	-	-	310,260,000
Payments to affiliated organizations- National program of research, education and service	25.000			25,000
State program of education and service	111,000		-	111,000
Total payments to affiliated organizations	136,000			136,000
Total expenses	310,396,000			310,396,000
Changes in net assets before other changes	11,323,000	42.000	_	11,365,000
-		,		
Other changes in net assets	123,000			123,000
Changes in net assets	11,446,000	42,000	-	11,488,000
Net Assets, Beginning of Year	160,027,000	775,000	100,000	160,902,000
Net Assets, beginning period balance of new affliates				
Net Assets, end of Year	\$ 171,473,000	\$ 817,000	\$ 100,000	\$ 172,390,000

### Statement of Financial Activities

Consolidating Schedule of Activities and Changes in Net Assets Year Ended June 30, 2024

	V	/ithout Donor	With Donor Restrictions					
<u> </u>		Restrictions		Time or purpose	1.4	Endowments	6.	Total
Support and Revenue Support from the public: Contributions Special events, net of direct expenses of \$622,000 Legacies and bequests	\$	245,000 115,000 9,000	s	82,000 62,000	\$	- 1	\$	327,000 115,000 71,000
Total Support from the Public		369,000		144,000		- 1		513,000
Contracts, Grants, and Fees Applicable to Program and Community Services Contracts and grants Fees for services		14,599,000 297,694,000						14,599,000 297,694,000
Total Contracts, Grants, and Fees Applicable to Program and Community Services		312,293,000						312,293,000
Other Revenue Rental income Other income Investment income Net assets released from restriction		1,306,000 291,000 21,395,000 96,000		(96,000)		7		1,306,000 291,000 21,395,000
Total Other Revenue		23,088,000		(96,000)				22,992,000
Total Support and Revenue		335,750,000		48,000		-		335,798,000
Expenses Program services: Educational programs Adult day programs Residential programs Family support services programs		76,962,000 56,051,000 149,207,000 2,722,000				i	<b>9</b>	76,962,000 56,051,000 149,207,000 2,722,000
Total Program Services		284,942,000						284,942,000
Supporting Services: Management and general Public relations and fundraising	\$	38,914,000 507,000	\$	-	\$	•	\$	38,914,000 507,000
Fotal Supporting Services		39,421,000						39,421,000
Total Program and Supporting Services		324,363,000						324,363,000
Payments to Affiliated Organizations National program of research, education and services State program of education and services		25,000 110,000		<b>A</b> -2				25,000 110,000
Total Payments to Affiliate Organizations		135,000	_					135,000
Total Expenses		324,498,000	_					324,498,000
Changes in Net Assets, before loss on impairment		11,252,000		48,000				11,300,000
oss on Impairment		(1,167,000)	_		_			(1,167,000)
Changes in Net Assets		10,085,000		48,000				10,133,000
Net Assets, beginning of year		171,473,000	-	817,000	-	100,000		172,390,000
Net Assets, end of year	\$	181,558,000	\$	865,000	\$	100,000	\$	182,523,000



**DONATE TODAY** 

# YOUR SUPPORT HELPS US GROW



### Donors

#### \$100,000 and OVER

Alliance Brokerage Corp. Pilot RB SA Properties

\$50,000-\$99,999

Colliers International Samuel Hyman Trust

\$25,000-\$49,999

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Bond, Schoeneck, & King PLLC
Eagle Rock Advisors LLC
James T. Hausman
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Louis and Jeannie Salvatore
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Ropes & Gray, LLP
Signature Construction
The Stephen Freeman Group LLC
Wasily Family Foundation

#### \$15,000-\$24,999

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Heisman Trophy Trust
Linda Laul
Mark Spivack
Meister Seelig & Fein LLP
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The New York Community Trust
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Weeks Lerman

#### \$10,000-\$14,999

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#### \$2,500-\$4,999

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#### \$1,000-\$2,499

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#### \$500-\$999

Deborah Roberts
Donald Schlenger
Elise Newman
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Girling Health Care of NY
HHJ Family Fund
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Paula Falkowski
Philip N. Dub
The David and Susan Strauss Foundation, Inc.
The Goergen Foundation, Inc.
Todd Forman

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Alvssa Reese

Amy Glynn

#### \$100-\$249

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# Leadership

A special thanks to the dedicated leaders who have worked tirelessly to advance ADAPT's mission.

#### **Executive Team**

as of July 2025

Linda B. Laul
Chief Executive Officer

Roberta Koenigsberg Chief Administrative Officer **Dahlian Porter** Chief Operating Officer

A'Isha Torrence
Chief Financial Officer

James Brown
Chief Information Officer

**Michael Matrone** Chief Compliance Officer

Mariette McBride
Chief Quality Improvement Officer

Matthew Parascando Chief Program Officer Rajesh Shah Special Advisor to the CEO

SVP, Education Program
Services

Peter Anzalone

SVP, Marketing & Fund
Development

Laura Hickman

Ronak Parikh

SVP, Community & Business

Development

**Louie Shapiro**SVP, Human Resources

VP, Clinic

**Kimberly Disario** VP, Budget & Finance

**Tracy Pickar**VP, Family Support Services

**Rose Wargo** VP, Nursing



### **Board of Directors**

as of July 2025

Kelly Kaminski

Chair

James Kase

Vice Chair

James Hausman

VP & Secretary

Gideo Asher

VP & Treasurer

Kenneth Auerbach

Director

Michael Berger

Director

Jason Carlough

Director

Dan Duggan

Director

Cynthia Emiry-Roy

Director

Houda Foster

Director

Brett Friedman

Director

Thomas Skrobe

Director

Deven Unadkat

Director



### Our Reach

#### **OUR MEMBERS**









**OUR ENTERPRISE** 



**OUR INITIATIVES** 



#### **OUR ACCREDITATIONS**













#### **OUR AFFILIATIONS**













CHAMBER OF COMMERCE







