



J o y D e w

Impact Report 2023

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NOTE FROM OUR CEO

JoyDew's 2023 Impact Report is one way we communicate to our community the outcomes and impacts in the pursuit of our mission, and we are very proud to share with you what we have achieved, the challenges we are working to overcome, as well as our strategy for how we facilitate positive change in the lives of our Members, their families, and in the autism ecosystem.

As a social enterprise, we are committed to measuring the impact that JoyDew makes in the lives of adults with autism and their families, while also focusing on the larger social outcomes and impacts we are having in the system by promoting our innovative model, **Autism 3.0**, which presumes competence, accepts identities, builds strengths through employment, and invests in a community of their own.

There are several reasons why we measure and report our social impact:

- Share how our projects and programs are helping us achieve our mission
- Identify ways we are learning and improving from our impact management, and strategically implementing changes
- Build trust with our Members and families, partners, funders, and supporters aligned with our values and vision

Founded, in 2018, JoyDew is still a young organization, and we are growing fast to meet the needs of adults on the spectrum. To meet their needs, we need to scale our impact. As you review the progress of our organization's goals and mission, I encourage you to have these important questions in mind, which are the very questions that drive our work everyday:

- Why are less than 4% of adults on the autism spectrum employed?
- Why is access to the tools for self-expression not a guaranteed right for every person on the autism spectrum?
- What are the costs and results of inaction to individuals, families, and the society?
- Why isn't every adult with autism given the choice to live and work in a community of their own, where their identity is accepted?
- How do service providers ensure the impact they are having is defined by the adults with autism, and not by parents, donors, doctors?
- Given the statistical forecast of an on-going exponential increase (1 in 34) in autism in the U.S., what are the most effective and stakeholder-driven ways to scale solutions?

As a parent of two sons with a neurological medical condition that has no known cause or cure, living with autism is a brutal reality. Our approach has proven success but it is only one way to address the many challenges ahead. My hope is that through the combination of quantitative evidence and qualitative storytelling you will find in this report, you will have a better understanding of what makes our mission and model uniquely innovative and effective, and join us in the urgent work of advancing Autism 3.0.

Thank you for walking alongside us.



Moish Tov
Founder and CEO

OUR STORY SO FAR

OUR MISSION

JoyDew's mission is to create a whole life solution for people with autism, based on their unique strengths, where they learn and grow in a community of their own, have access to high-level employment, education, housing, and organized social life, and achieve their dreams.

OUR VISION

Our vision is to redefine autism, replacing the brutal reality experienced by all people with autism and their families, with a stakeholder-driven, innovative, whole life solution rooted in human rights.

We transform lives by presuming competence, accepting identities, and building strengths through community with lifelong friends, access to high-level employment, a full social life, safe and friendly housing, and easy and efficient navigation of the complex autism industry.

Unfortunately, there is a common misperception, which is a misdiagnosis of individuals with autism, of not desiring social interactions or being able to maintain friendships; this misconception turns into stigma that denies them, especially non-speaking or partially speaking individuals, with access to that most human need, friends, or supportive environments where they can in a community of their own, where they are accepted exactly as they are.

JoyDew's vision began in 2013 by pilot testing with the Israeli Defense Forces the innovative idea that when given a place to work that supports their needs and tapping into their unique strengths and multiple intelligences, adults on the autism spectrum could use their skills in pattern recognition and satellite imagining in valuable ways. The program grew to 362 trained and employed and serves as a model for other intelligence units around the world, including the U.S.

JoyDew eliminates the barriers to communication which are often overlooked as a critical factor in quality of life assessments due to stigma in scientific research related to communication capabilities and emotional intelligence of individuals with autism. There are an estimated 74% of adults on the autism spectrum who are non-speaking or partial speaking and yet lack access to expressive communication tools, despite scientific evidence (2023) of extremely high intelligence and high levels of self-expression, and despite the UN Declaration that affirms communication as a basic human right.

90%
OF OUR MEMBERS
HAVE MORE SELF-CONFIDENCE
PREPARED FOR HIGH-VALUE JOBS
ARE LEVERAGING
THEIR STRENGTHS



OUR 2023 HIGHLIGHTS

62

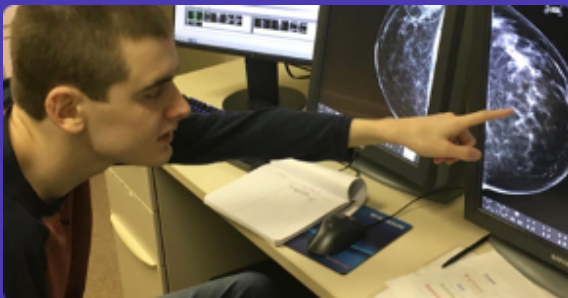
Members lives transformed

Every individual who joins JoyDew, regardless of their support needs, is welcomed for life into a community where they are presumed competent and accepted as they are. They engage in a robust daily program of academic enrichment, career development, and employment skills training, and work on a wide range of high-skilled projects. As a result of being accepted and respected, given the tools to communicate, and supported by staff and friends, their lives are transformed from isolation to belonging.

12

Employment contracts

As a direct employer of our Members, we create project teams for our customer contracts so that our Members can leverage their strengths and find support in the community when they need it. Our customer contracts range in size and scope. Our contract with the University of Florida means that they receive pre-cancer radiology screenings that improve their own screenings speed and accuracy by 10%.



217

Family Members

80% of parents communicate with their child for the first time at JoyDew. They see evidence of presume competence when the strengths and intelligence of their child soars. According to our quality of life survey, all parents have high levels of worry and anxiety about what the future holds. However, once their child joins JoyDew, their anxiety decreases and their hope increases. Families indicate they chose JoyDew because there are opportunities to enhance skills for work and life, avail employment opportunities, and increase communication skills with the assistance of supportive staff.

5

Year Government contract

As a hybrid for-profit, not-for-profit social enterprise with two revenue streams, one from government and the other from employment contracts, our transparency and efficacy working with the federal and state government has earned us a reputation as a trusted Medicaid service provider. As a result, we received a five-year contract to work with Medicaid that is projected to bring in between \$10-\$12Million in revenue to the Foundation.

100%

Expressively communicating

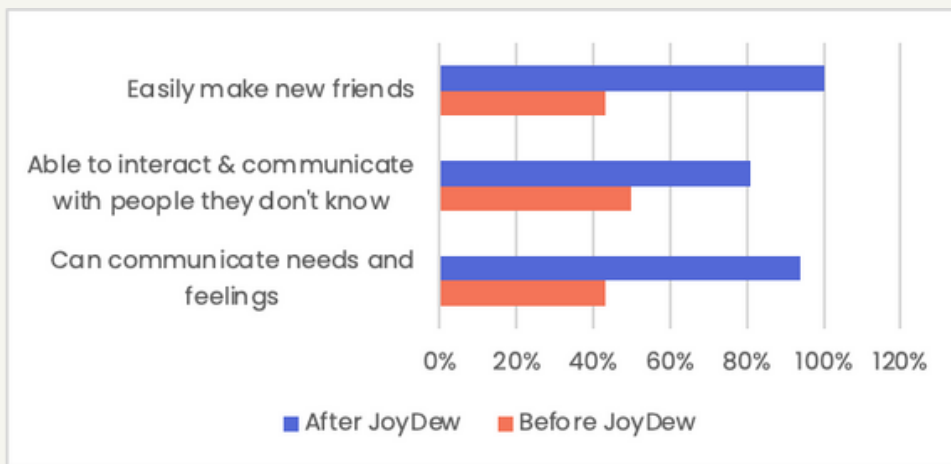
At JoyDew, over 80% of our Members are either non-speaking or partially speaking, which is representative of the total population of individuals on the spectrum. One of the key components to Autism 3.0 is gaining access to tools for effective communication. We are proud to say that every Member who joins JoyDew achieves expressive communication, many for the first time in their entire lives, within 3 weeks of joining the organization.

JoyDew measures social impact, which it defines as **measurable positive changes in the life of people with autism and their families**, using program data routinely collected by staff, and by the World Health Organization's Autism Specific Quality of Life measures, which aligns with our company's mission: to redefine autism whereby all people on the spectrum can work, play and live in a community of their own, have equal access to high-value employment, housing, and social life, and achieve their dreams.

OUR IMPACT

IMPROVED QUALITY OF LIFE

Our QoL data is based on the most recent Autism-specific WHO-BREF categories and were further refined by of our Members



80
Percent improved skills in high-level employment

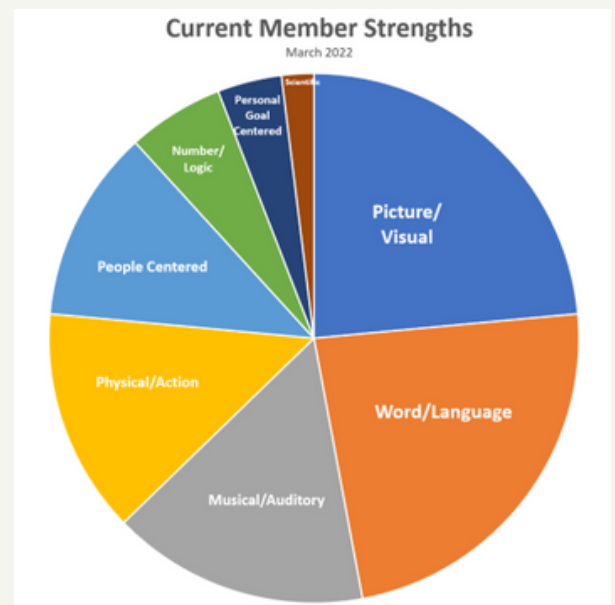
90
Percent increase in faith and hope in themselves and in their future.

100
Percent feel they can easily make friends and accepted exactly as they are.

Quality of our Program

In addition to improved quality of life, we measure the quality of our programming to ensure we are meeting the needs of our Members by providing continuous up-skilling for high-level strengths-based employment, academic enrichment and appropriate staff support, along with active engagement of parents and guardians.

- 95% of Members demonstrate preparedness for employment in at least 4 out of the 8 domains of skills training offered
- 88% of Parents demonstrate increased interest and engagement in the activities and goals of their adult children, including the child's self-defined path to independence
- 100% of Staff demonstrate improvement in creative and supportive engagement with Members and other staff
- 100% of Staff report a positive work culture with a clear path to professional development



OUR 2024 STRATEGY

There are several key areas we are investing in for sustained, strategic growth and impact in 2024:

- Launching a Center of Excellence to meet demand, with new technology and programming
- Securing a NJ housing license
- Integrating and streamlining our impact management and measurement system
- Growing partnerships with hospitals and police departments for autism engagement training
- Cultivating our unique position on the Neurodiverse@Work Employer Roundtable
- Celebrating the achievements of our Members and staff through social media and advocacy



PROJECTS	DETAILS	OUTCOME
Open Center of Excellence in Livingston, NJ	A larger Center with new technology and tools for skills training and employment	<ul style="list-style-type: none"> • 40+ new Members • New employment contracts
Expand employment in radiology, AI, and health access	Members continue to be trained and employed in key job areas, and continue to train hospital staff and first-responder	<ul style="list-style-type: none"> • More hospital residents trained • 10K+ families in NY and NJ have better access and treatment to healthcare
Secure housing license for NJ	Secure a site to establish a housing campus for integrated work, life and play	<ul style="list-style-type: none"> • Adults and families have more freedom and safety • Autistic adults will have a social life

ACKNOWLEDGEMENTS

We would like to thank our **Members and their families** who together make JoyDew a vibrant community-based employment program where strengths and multiple intelligences, learning, play, work, and friendships are what set us apart. Your commitment and engagement brings us **hope and inspiration** every day.

We would like to thank **our staff and our Board** who work tirelessly to ensure the quality of our program is constantly improving and innovating, and our strategy is boldly ambitious, and sustainable.

Finally, we would like to thank all of **our community of partners** who support our mission and vision with their time, ideas, financial resources, and most importantly, their belief capital which sustains us.



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WE THANK YOU FOR YOUR CONTINUED SUPPORT IN OUR PROGRAM