

PARENTS WITH A PLAN

OCTOBER 2022

MARKET ANALYSIS FOR NEURO-INCLUSIVE APARTMENT BUILDING

RED BANK, NJ

PARENTS WITH A
PLAN



NEURO-INCLUSIVE
HOUSING SOLUTIONS



MARKET ANALYSIS FOR NEURO-INCLUSIVE APARTMENT BUILDING

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PARENTS WITH A PLAN HIRED NEURO-INCLUSIVE HOUSING SOLUTIONS TO CONDUCT A MARKET STUDY THAT CAPTURES THE NEED AND PREFERENCES FOR A NEW JERSEY PROPERTY LOCATED IN RED BANK, NJ. THIS MARKET STUDY AND ANALYSIS WAS CONDUCTED BETWEEN THE DATES OF FEBRUARY-AUGUST 2022. QUESTIONS ABOUT THE PROCESS AND/OR DATA SHOULD BE ADDRESSED TO DESIREE@NEUROINCLUSIVEHOUSINGSOLUTIONS.COM



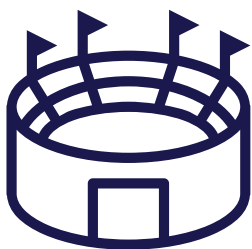
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INTRODUCTION

Self-advocates, neurodiverse families and professionals continue to raise expectations for the future of autistic adults and others with Intellectual/Developmental Disabilities (I/DD). New Jersey's investment in special education and support services targeting outcomes related to employment, community engagement and post-secondary education is building the infrastructure needed for person-centered futures.

Due to lack of safe, affordable and/or accessible housing options, the majority of adults with autism and other I/DD continue to "graduate into the couch" and be housed in their family home.¹ Just as expected in the neurotypical population, this forced dependence is detrimental to continued personal development. Furthermore, as their parent or sibling ages, this population continues to creep closer to crisis – the day when their family caregiver can no longer provide a home or support due to their own aging needs or resources.



200,000+

People in NJ have
an I/DD

*Over 2x capacity of
MetLife Stadium*



73%

Live with family, but
their family is aging

Without housing, they will be homeless or displaced.



38,000

Live with a caregiver
over the age of 60

Across the country, individuals and families face an unknown future. Unfortunately, due to the historical nature of past institutionalization of people with autism or other I/DD, this population is largely invisible as a housing need and in community development.

WHAT ARE YOUR FEARS FOR THE FUTURE?



Progress continues to be made to promote support services that are individualized in order for people to live the life that they envision for themselves. Today, people with autism or I/DD can live in their own home and choose their preferred service provider for their individualized long-term support services. Yet without accessible housing, in their preferred community, autistic adults and others with I/DD are at high risk of displacement, homelessness, or institutionalization.

In order to prevent the trauma and expense of reactive crisis placements, New Jersey must immediately develop a proactive plan and incentivize the development of housing solutions and rental assistance targeting adults with autism or other I/DD.

The founders of Parents with a Plan, along with other neuro-inclusive community development leaders across the country, are facing this challenge head-on and are embarking on creating innovative, supportive housing solutions. This market analysis seeks to identify the unique needs and preferences of this target population to inform development of a neuro-inclusive apartment building in Red Bank, New Jersey.

The proposed property in Red Bank NJ will demonstrate an innovative model of public-private partnership between Parents with a Plan and the Rutgers Center for Adult Autism Services that will create a new standard of excellence in supportive housing. Residents of this neuro-inclusive apartment building will benefit from the expertise of Rutgers senior clinical faculty and highly trained clinical staff while also providing opportunities for university students from a variety of academic disciplines to receive hands-on training and intensive supervision. Rutgers staff will oversee the ongoing evaluation of outcomes related to overall quality of life, and the quality of services rendered by individual community support providers to residents. Additionally, university staff/students will facilitate social and recreational events and serve as a specialized concierge to encourage residents to access a wide variety of resources, amenities, and activities within the larger Red Bank community.

DEMAND IN RED BANK, NJ

Without stable housing that is physically and cognitively accessible, adults with autism or other intellectual/developmental disabilities (I/DD) are at high risk of displacement into inappropriate provider-controlled settings or experiencing homelessness. The population of adults with autism or other I/DD is not segmented in census or local data, thus using the data collected by state agencies who provide long-term support services to this population can offer a conservative estimate of the population.

In Monmouth County, there are at least 1,798 adults with I/DD being served by the Division of Developmental Disabilities (DDD) as of December 2021.² This is a conservative estimate as not all adults with I/DD or autism have applied to receive services from DDD or may be ineligible for services. The *State of the States in Intellectual and Developmental Disabilities* report estimates that 73% of this population in New Jersey are living with a family caregiver.³ Thus, there are approximately 1,313 individuals known to DDD living with family caregivers in Monmouth County who will need access to housing that is accessible to the individual and that they can afford.

**AT LEAST 8,200 INDIVIDUALS KNOWN
TO DDD LIVE IN THE FIVE COUNTIES
SURROUNDING RED BANK, NJ ALONE.**

A more generous estimate would include CDC prevalence rate of 2.2% of the population being on the autism spectrum, thus over 11,000 adult residents of Monmouth County. **An estimated 420 Individuals with autism or I/DD live with family caregivers over 60 in Monmouth county and are at extreme risk of displacement into provider-controlled settings or homelessness.**

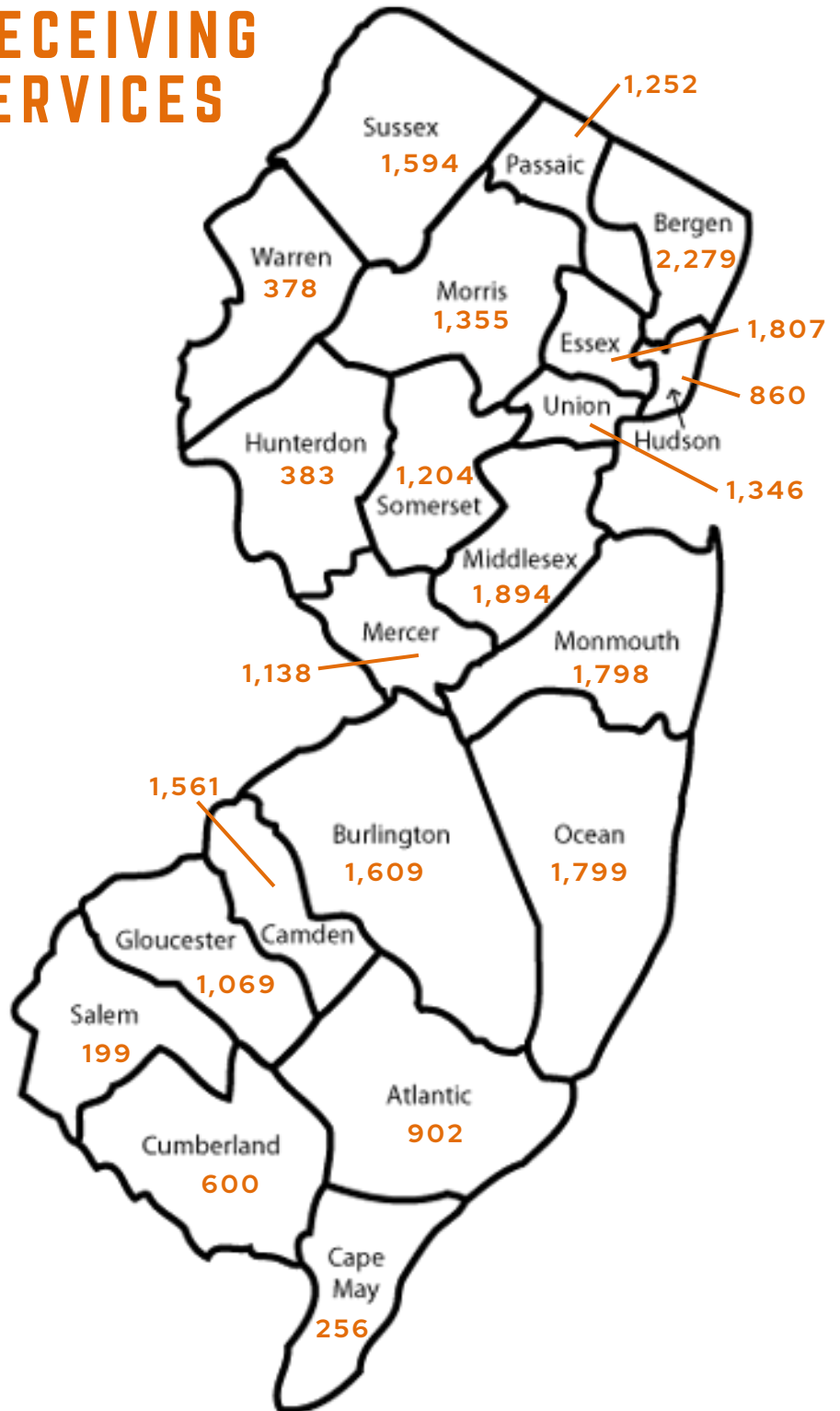
This population experiences multiple, unique challenges to access housing:¹

- Existing housing stock is scarce and largely geared towards vehicular traffic. 90% of surveyed adults with I/DD do not drive and may have difficulty crossing roads due to cognitive impairment, differing attention or depth perception. Safe crossings or direct routes are valuable.
- Due to difficulty identifying predatory relationships, the safety of the surrounding location must be considered and additional security measures put in place to thwart abuse, exploitation or mate-crime.
- For those with sensory differences, the housing stock may be cognitively inaccessible due to fluorescent light fixtures, permeability of sound in and out of units, lack of wayfinding and icon-based communication, use of fragrances in common spaces or cleaning supplies, etc.
- Unfortunately, discrimination due to disability continues to be the highest reported violation of the Fair Housing Act to the Department of Justice representing more than 50% of all complaints.⁴
- Without access to housing navigation services to help find and secure a home in their community, the over 38,000 individuals living with senior caregivers are at extreme risk of displacement or homelessness.

THERE ARE NO EXISTING NEURO-INCLUSIVE PROPERTIES IN MONMOUTH COUNTY.

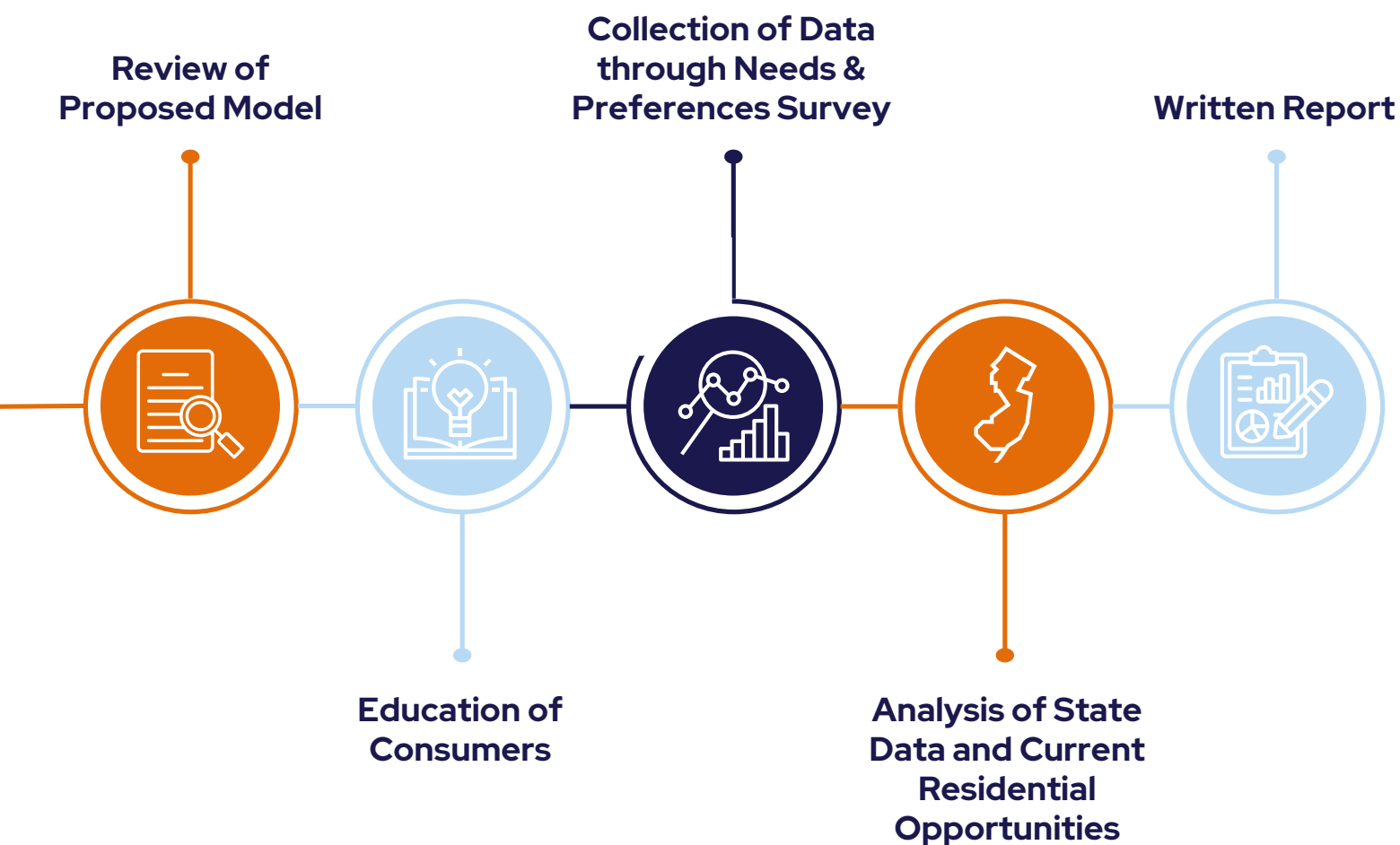
INDIVIDUALS RECEIVING DDD-FUNDED SERVICES BY COUNTY²

Bergen	2,279
Middlesex	1,894
Essex	1,807
Ocean	1,799
Monmouth	1,798
Burlington	1,609
Camden	1,561
Morris	1,355
Union	1,346
Passaic	1,252
Somerset	1,204
Mercer	1,138
Gloucester	1,069
Atlantic	902
Hudson	860
Cumberland	600
Sussex	594
Hunterdon	383
Warren	378
Cape May	256
Salem	199
NJ Total	24,283



50% OF SURVEY RESPONDENTS ARE NOT CURRENTLY RECEIVING DDD SERVICES, THUS ARE INVISIBLE AND UNCOUNTEO IN THESE NUMBERS.

METHOD




Due to the complex systems and limited access to information, it is essential that initial education is offered before surveying market study participants. An educational presentation was designed and marketed to collect data from potential residents and/or their caregivers who have an interest in living at the Parents with a Plan property. It included language from the nationally recognized report, *A Place in the World: Fueling Housing & Community Options for Adults with Autism and Other Neurodiversities*, videos of example models, and a Q&A session.

A plain-language version of the materials was also developed for cognitive accessibility needs. This included a pre-recorded plain-language presentation, visual schedule of the content for participants to keep track of their preferences, and a survey in plain-language.











The educational materials were available on the Parents with a Plan website after the live presentation for those who were unable to attend the virtual event through May 31st. There were 130 respondents total who completed the educational training and submitted a completed Needs & Preferences survey.

Plain-Language Visual Guide









*Please fill out Online Survey when complete: <https://qrco.de/bcsdEe>




How do you want to get help to do things in life, your services?

Your neighbor helps you  	Live with your staff  	Someone else finds and schedules your staff  	You find and schedule your staff  	Virtual Support  
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I want to live with:

Myself - no housemates  	Housemates  	A romantic partner  	My caregiver  
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Watch the presentation: www.parentswithaplan.org

What are some examples of Supportive Amenities?



SUPPORTIVE AMENITIES

-  with house cleaning
-  help with public benefits
- Cooked meals for take-out or eating with others
- Mental health support on-site



PROPERTY DETAILS

The proposed property located in **Red Bank, NJ** is a multi-family rental apartment building, designed to be purpose-built, cognitively accessible and target the needs of adults with autism or other Intellectual and Developmental Disabilities (I/DD). The image below depicts the current state of the property, as well as renderings of the proposed neuro-inclusive apartment building.



**Rendering may be subject to change*

NEURO-INCLUSIVE FRAMEWORK



Although **the housing is designed and purpose-built to be neuro-inclusive**, the property will not be licensed, provide case management, or provide Medicaid-funded individualized long-term support services directly. As a consumer-controlled property, **residents get to choose their preferred service delivery model and provider** from the over 85 community-based organizations qualified by DDD.⁵ The property will include supportive amenities that may benefit the residents with and without disabilities. These **supportive amenities serve to enhance quality of life and decrease social isolation**. Examples include planned social activities, life skill classes, community navigation, etc.

WHY WOULD YOU WANT TO LIVE IN A NEURO-INCLUSIVE APARTMENT BUILDING INSTEAD OF ANOTHER HOUSING OPTION?

Quotes from the survey:

COMMUNITY

- Sense of community
- Make friends and community
- Acceptance, accessibility, walk-ability, community
- To find like minded people with whom to build a community where I can live as independently as possible with necessary supports in place
- I can be with people like me and get the help I need with independence
- The group home model is too restrictive
- I like the inclusive environment
- I want to be living with and around people to build friendships and plan activities together. I need to be with people my age but I need support to make sure I'm safe
- I think this community would be great to live in because its inclusive with others and would offer a higher standard of living which would promote more self esteem and independence

SUPPORT

- Supportive amenities that are available
- Live in a supportive environment that helps my son grow and be happy
- Because others would understand when a meltdown occurs and not call the police because I tend to yell
- Seems to be the best way to have a supportive, social living while being independent
- Built-in acceptance

INDEPENDENCE

- To make friends and be independent
- I want to feel like I belong. Learn to be independent but have friends and support
- I like being active and around my friends
- It seems to be the kind of place I would want to live, and my family would have a peace of mind knowing I'm safe, assured that I can live on my own
- To be able to live with peers, and live a fulfilled life with active support from staff, family and friends
- This seems like a perfect opportunity for independence, but also having security
- To help me with reaching my potential

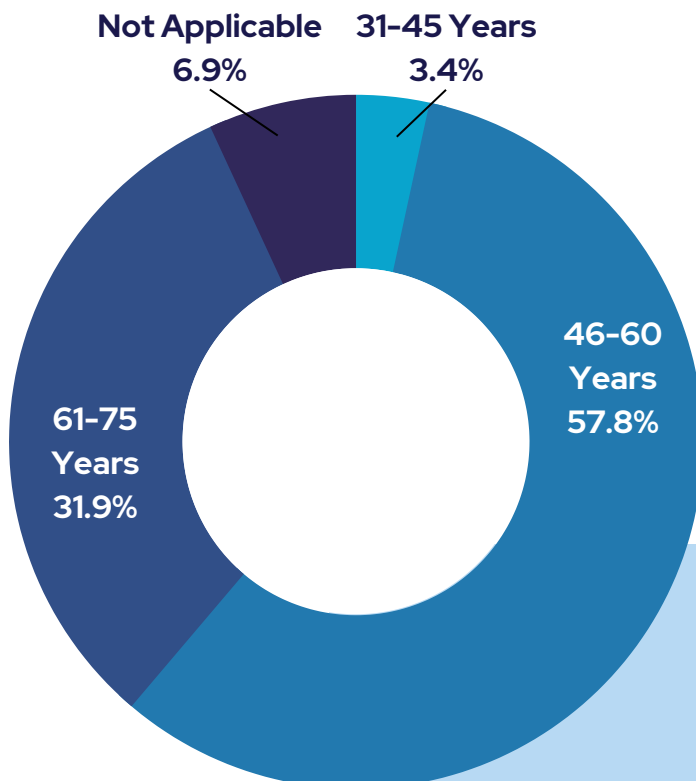
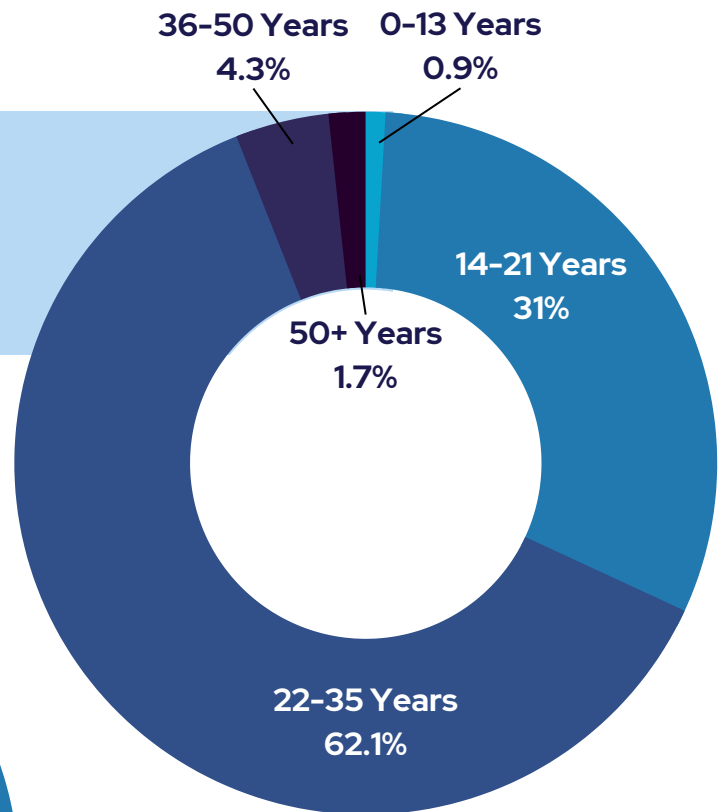
SAFETY

- Safety and secure
- Easier and safer
- Safety and happiness for my son
- Safety features, supports and planned social activities
- Be around other people for social and safety reasons

DEMOGRAPHICS

The following demographic data comes from the 130 respondents who have expressed interest in living in a neuro-inclusive apartment building in Red Bank, NJ and participated in the Parents with a Plan Market Study.

AGE RANGES OF POTENTIAL RESIDENTS



AGE RANGES OF FAMILY CAREGIVER (32% OVER 60 AT HIGH RISK)

GAPS IN STATE DATA PROJECTING NEED FOR NEURO-INCLUSIVE HOUSING & LONG-TERM SUPPORT SERVICES

WHAT IS DDD?



HAVE NOT APPLIED



NO, WILL PAY PRIVATELY



NO, NOT ELIGIBLE



OUT OF STATE OR NOT APPLICABLE



APPLYING TO DDD



WAITLIST FOR COMMUNITY CARE PROGRAM WAIVER



YES, ON THE SUPPORTS PROGRAM WAIVER LIST



YES, ON THE COMMUNITY CARE PROGRAM WAIVER



YES, I DO SELF-DIRECTION

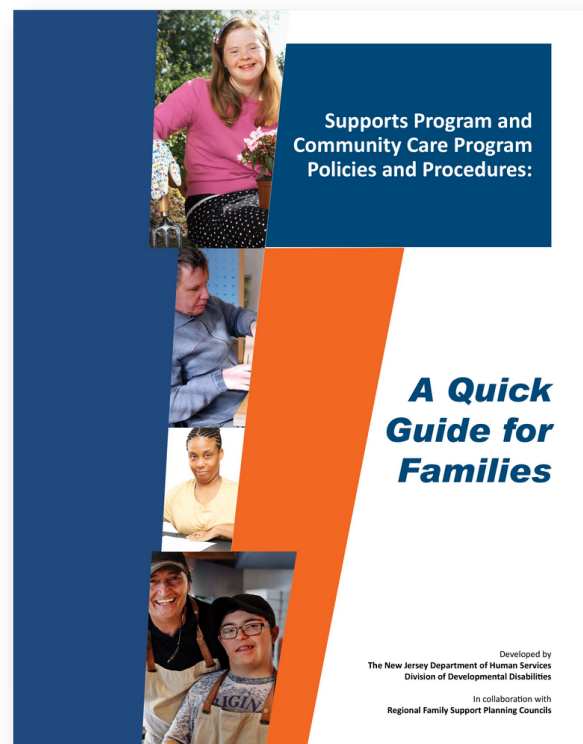


Most autistic adults and others with I/DD need long-term support services in order to live independently. Some people may need just an hour or two of assistance a week to stay stably housed, whereas others may need support 24-7 to live in their own home. New Jersey's Division of Developmental Disabilities (DDD) is the state authority that approves and allocates funding for these essential life supports. New Jersey DDD currently offers two waiver programs that specifically target the needs of people with I/DD. When surveyed, only 50% of respondents indicated that they currently receive services through any of these three waiver programs funded by DDD. Thus, the other **50% is essentially invisible in state data as an adult with autism or I/DD in need of supportive housing.**

Individuals deemed ineligible for waiver services not only remain invisible, but they are at the greatest risk of homelessness. Julia Orlando, Director of the Bergen County (NJ) Housing, Health and Human Services Center, recently spoke at the NIMH Inter-Agency Autism Coordinating Committee on the unprecedented number of autistic people who are experiencing homelessness. She pleaded for more solutions as the system of intake and temporary shelters are not appropriate nor accessible.⁶

If an individual is able to access DDD-funded services, without accessible housing in their community, individuals with autism or I/DD may be displaced into more restrictive and expensive provider-controlled group settings due to not being able to find or afford their own home in the community.

The Parents with a Plan property will help prevent these devastating outcomes. As a consumer-controlled property (unlicensed), residents who live at the future location will be able to choose their preferred service provider for their DDD-funded, individualized long-term support services. It is imperative that waiver recipients share their intent to live at the neuro-inclusive property with their case manager and current service providers to ensure their person-centered plan includes adequate funding to meet their support needs.⁷



This [Quick Guide for New Jersey Families](#) provides eligibility details and process for accessing long-term support services in New Jersey.

LEVEL OF SUPPORT NEEDS

The majority of respondents to the Needs & Preferences survey indicated low levels of support needs. As noted previously, not all adults who have a diagnosis of autism or other I/DD will be eligible or able to access DDD-funded services. Those who are not eligible are at the highest risk of homelessness. The supportive amenities included at the future Parents with a Plan property will provide the components for this at risk population who need support to stay housed and connected to their workplace and community.

The Parents with a Plan property would also potentially off-set costs for some populations eligible for DDD-funded long-term support services who do not need 24-7 services. Residents will choose their preferred provider to deliver individualized services only when needed in their own home instead of the potentially higher Medicaid rates of a supervised provider-controlled residential setting.

For those with significant support needs, it would be crucial that DDD allocates adequate funding in order to allow this population to live in their own home.

**Multiple responses accepted/does not total 100%*



TOP 5 BARRIERS OF ACCESS AND ENGAGEMENT IN THE GREATER COMMUNITY

- 1 **Lack of transportation**
- 2 **Cannot find direct support staff I need**
- 3 **Cannot find activities that meet my interests**
- 4 **Cannot find activities that I can participate in with only natural supports (unpaid support)**
- 5 **Feeling overwhelmed by crowds or unexpected overstimulation of the senses**

Understanding current barriers to community integration and life course outcomes provides a platform by which the property can include specific amenities to help decrease these barriers and foster community engagement. Not only will this make the property more appealing for its target market, but it will also include value-added enhancements to one’s physical and mental health.

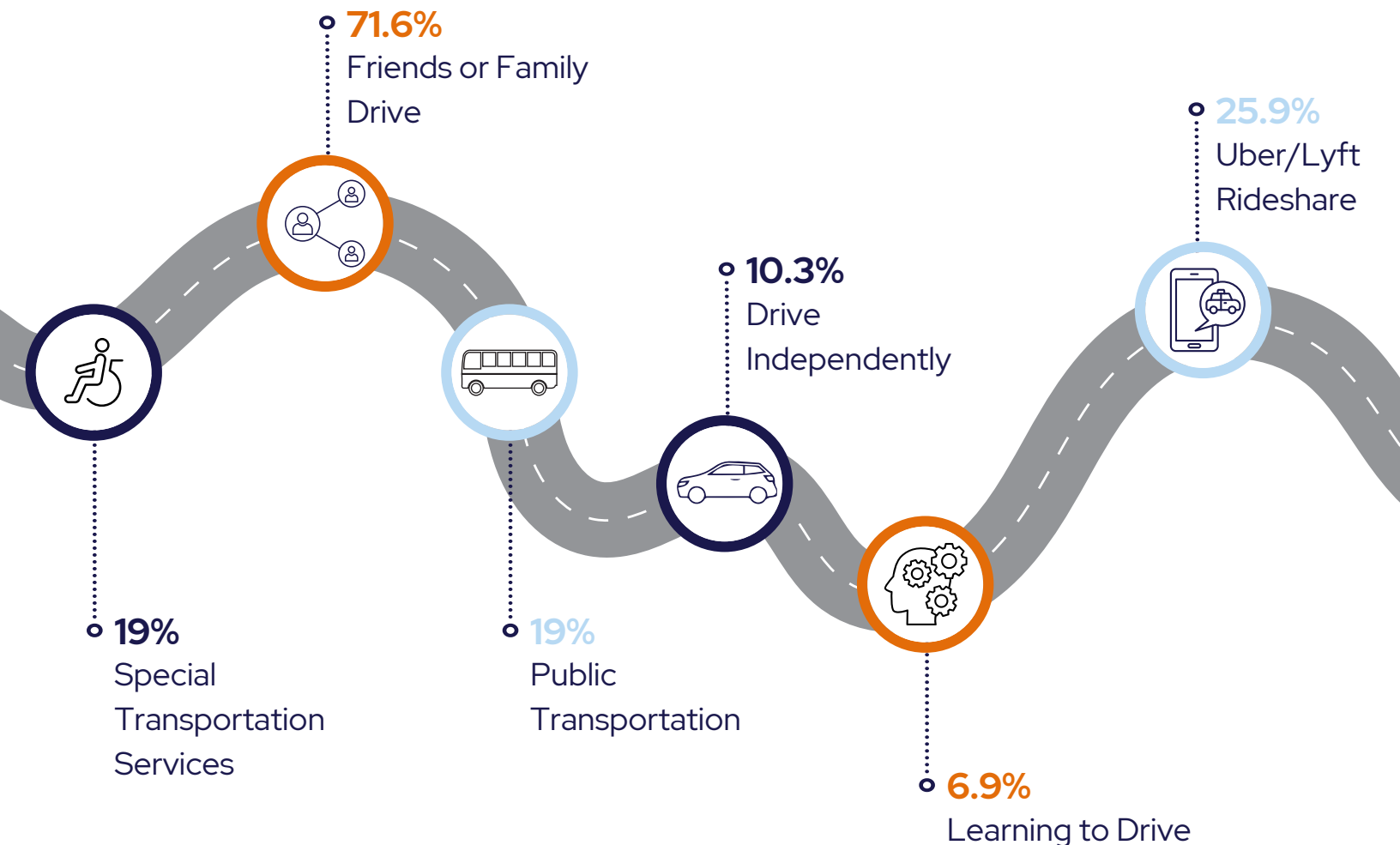
TOP 5 BARRIERS TO ACCESS FRIENDSHIP

CDC reports that loneliness was associated with higher rates of depression, anxiety, and suicide. It significantly increases a person’s risk of premature death from all causes, a risk that may rival those of smoking, obesity, and physical inactivity.⁸ Supportive amenities and proximity to neighbors who desire to live in a neuro-inclusive apartment building may address these life threatening challenges faced by 95% of respondents.

- 1 **Lack of social skills to maintain ongoing friendship**
- 2 **I don't know where to go to meet potential friends**
- 3 **People do not understand how to be a supportive friend to me**
- 4 **Difficulty scheduling to meet with friends**
- 5 **Too much anxiety to try to meet new people**

METHODS OF TRANSPORTATION

As the survey data indicates, 90% of residents with I/DD do not drive. The large majority of survey respondents indicated that they rely on friends, family, or ride-share services for transportation. Only 10.3% of respondents indicated they drive and thus would need access to parking at their future home.



Amenity	Within 1 Mile Radius
Retail	100+
Transit (Train .06 mi, Bus .02/.04 mi)	3
Grocery Stores	9
Restaurants	35+
Walking Path/Park	5
Gym	5
Movie Theater	1



DATA ON DESIGN PREFERENCES

The following design and accessibility preferences comes from the 130 respondents who have expressed interest in living in a neuro-inclusive apartment building and participated in the Parents with a Plan Market Study.

PLAIN LANGUAGE

EXPANDED SURVEY

EASY TO CLEAN	OVEN THAT TURNS OFF IF ACCIDENTALLY LEFT OR INDUCTION STOVETOP
HAVE THINGS THAT KEEP ME SAFE FROM STRANGERS	SECURITY CAMERAS IN INDOOR AND OUTDOOR COMMON SPACES
HAVE A PLACE TO HANG OUT WITH FRIENDS	IN-UNIT LAUNDRY
TO HAVE A PLACE WHERE I CAN EAT MEALS WITH OTHERS	EASY CLEAN FEATURES
TO HAVE LOTS OF GREEN PLANTS AND NATURE IN AND AROUND IT	LOTS OF NATURAL LIGHT AND LARGE WINDOWS
TO BE EASY ON MY SENSES	OPTIMIZED FOR AGING IN PLACE
TO HAVE TECHNOLOGY THAT HELPS ME	KEYLESS ENTRY INTO HOME
HAVE A QUIET SENSORY ROOM	ENERGY-EFFICIENT HOME AND APPLIANCES
USE MORE PICTURES THAN WORDS	SMART HOME EQUIPPED
WHEELCHAIR ACCESSIBLE	MOVEMENT SENSORS TO IDENTIFY HELP NEEDED
	SENSORY-FRIENDLY DESIGN FEATURES
	BIOPHILIC DESIGN
	UNIVERSAL DESIGN FOR WHEELCHAIR USERS
	VISUAL INDICATORS FOR THOSE WITH HEARING IMPAIRMENTS

The data indicates that the physical amenities and technology planned for the property meets the demands of the population.

It is no surprise that many of the top physical amenities indicated by the surveys are focused on safety. The 2021 report from the New Jersey Ombudsman for Individuals with I/DD underscores that abuse of this population continues to exist and is reported regularly.⁹ Additional security features that could also be considered include indoor and outdoor security cameras, a digital check-in and check-out, an emergency help button, or staff that are present in a lobby to intervene if a resident feels unsafe with someone who they may realize is not a friend or who has followed them home.

Also of note are the following top-rated physical features targeting residents with autism and/or I/DD that may also appeal to neurotypical residents: Easy to clean features, age-in-place design strategies, and incorporating more green and nature-based spaces in the indoor and outdoor spaces.

A unique common space amenity that is highly desirable by those who took the plain-language survey includes intentional spaces to hang out and eat meals together. Having access to prepared meals or space where meals can be prepared with others is a common valued amenity due to the significant executive functioning and high time commitment required for meal planning, scheduling transportation, budget and item selection, cooking, and finally cleaning. If incorporated, participation in meal preparation or potlucks must always be voluntary and the space carefully designed for auditory accessibility needs.

DATA ON SUPPORTIVE AMENITIES

The following supportive amenity preferences comes from the 130 respondents who have expressed interest in living in a neuro-inclusive apartment building and participated in the Parents with a Plan Market Study. Supportive amenities are property-specific and available to all residents. It is important to underscore that supportive amenities are not individualized long-term support services, but enhancements the property offers that aim to increase community engagement, social interactions and independent living skills. Residents who have additional support needs to live independently will control and coordinate their preferred DDD-funded services and providers.

PLAIN-LANGUAGE

- 
- | Number of Respondents | Supportive Amenity |
|-----------------------|--|
| 13 | SOMEONE TO HELP ME CONNECT WITH PEOPLE OR PLACES |
| 13 | SOMEONE TO HELP ME CLEAN |
| 12 | FUN THINGS TO DO - I CAN CHOOSE TO JOIN OR SKIP |
| 12 | AFFORDABLE ALREADY COOKED MEALS |
| 12 | SOMEONE TO HELP ME WITH MY MONEY |
| 11 | CLASSES THAT HELP ME BECOME MORE INDEPENDENT |
| 10 | A FRONT DESK WHERE I CAN ASK QUESTIONS OR GET HELP ANYTIME |
| 10 | CLASSES TO HELP ME STAY HEALTHY |
| 9 | SOMEONE TO HELP ME FIND A JOB |
| 9 | A THERAPIST TO TALK ABOUT HARD THINGS IN LIFE |
| 9 | EMERGENCY BUTTON IN MY HOME |
| 9 | HELP WITH GETTING TRANSPORTATION |

EXPANDED SURVEY





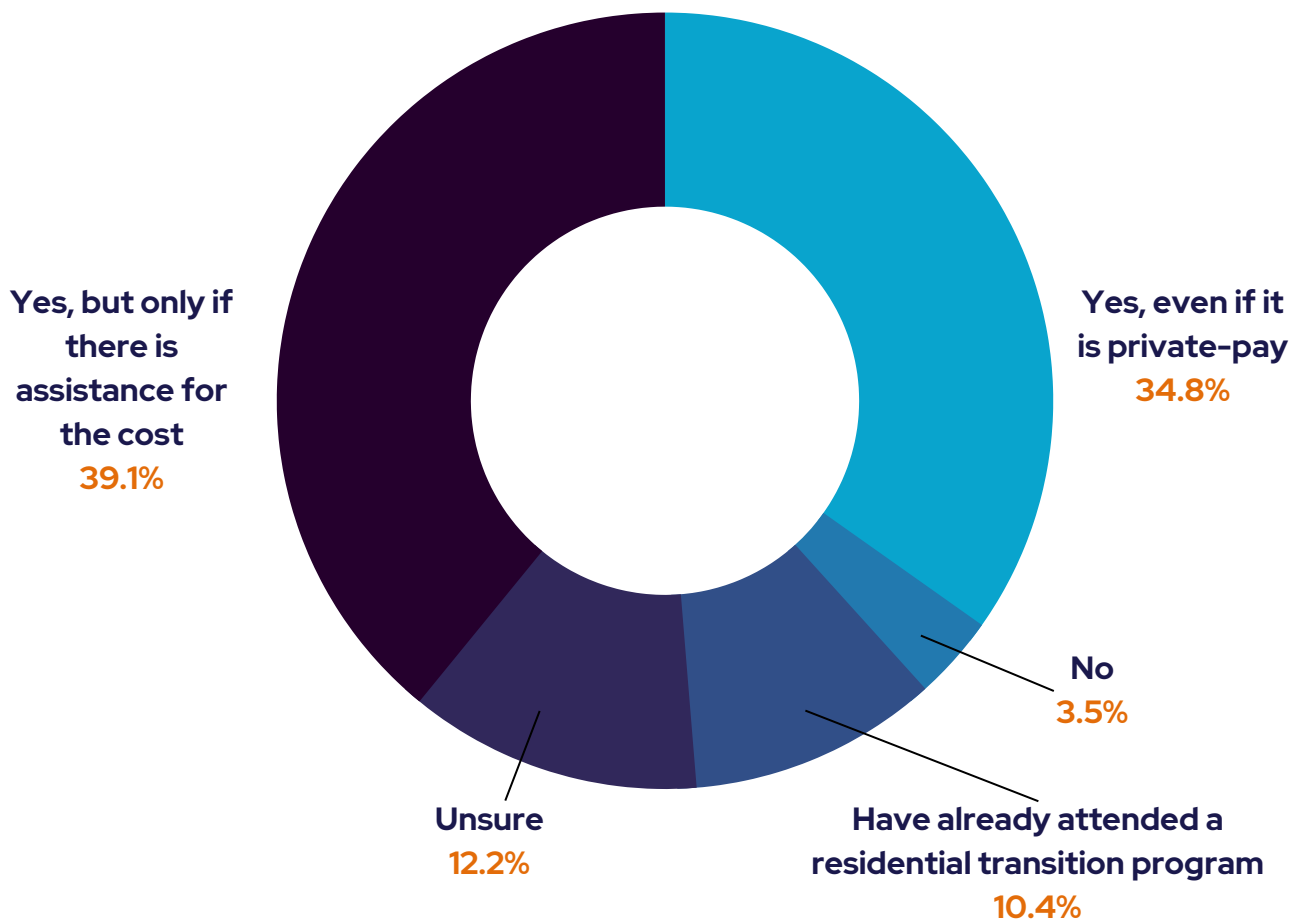
It is significant to underscore that 95% of respondents indicated that they experience loneliness with the top 3 reasons being:

1. Difficulty with social skills to maintain friendships
2. Not knowing where to go to meet friends
3. Others not understanding how to be a supportive friend

Designing the building to include opportunities for soft social interactions such as a 'hello', a wave or unscheduled chat can help foster a sense of belonging. Robust common spaces for facilitating activities and gatherings of residents, as well as additional supportive amenities that help connect residents to each other and their community should become an essential aspect of future planning.

The NJ Department of Community Affairs has several grants available targeting recreational spaces and programs to help people with disabilities integrate into the greater community that may help support the development of common spaces in the projected development: [DCA SAGE \(intelligrants.com\)](https://www.intelligrants.com)

TRANSITION PROGRAM INTEREST



The survey indicated that 73% of respondents desire a targeted transition or post-secondary program in order to increase life skills and independence for residents. This type of intensive life skills program offers a bridge between living in the family home and independent living.

CONCLUSION

This market analysis has made clear that stakeholders seek more than what is currently available in the existing housing stock. They seek not only a home, but a local community where they are intentionally welcomed, and are not forgotten; where they can make friends, yet not become targets of malicious intent; where they are accepted and can access the support they need to find their place in the world.

Reflecting the neuro-inclusive housing framework, Parents with a Plan has brought together the private, public, and nonprofit partners to develop a desperately needed solution to the housing crisis adults with autism and other neurodiversities face. This property is an essential option for individuals with or without DDD-funded services in order to help them stay stably housed, develop relationships in the community, foster life skills, and build essential natural support systems to keep them from falling into loneliness which may impact their employment and relational outcomes. Housing is an established social determinant of health, and the combination of cognitively accessible design practices in conjunction with supportive amenities makes this property a prime example of how housing has the opportunity to impact New Jersey's healthcare cost long-term while providing a safe and stable home for residents with and without disabilities.

By conducting this market analysis, Parents with a Plan has captured needed stakeholder feedback to continue to drive innovation forward. In partnership with the Rutgers Center for Adult Autism Services, data collected on the real impact of this unique property will offer evidence and insight into future initiatives. These systemic influences can increase the development of additional neuro-inclusive properties and create a supportive community where everyone has the opportunity to THRIVE.

Not only will this emerging neuro-inclusive property help meet an unprecedented demand, but it has the potential to ignite a new marketplace of residential options targeting the needs and preferences of residents with autism and I/DD in New Jersey.

APPENDIX

ENDNOTES

1. A Place in the World: Fueling Housing and Community Options for adults with autism and Other Neurodiversities (autismhousingnetwork.org)
2. New Jersey Human Services - Age Group by County (nj.gov)
3. State of the States in Developmental Disabilities: New Jersey State Profile (stateofthestates.org)
4. 2021 Fair Housing Trends Report (nationalfairhousing.org)
5. ICSS Olmstead Qualified Provider List (nj.gov)
6. IACC Full Committee Meeting - Wednesday, April 13-14, 2022 (hhs.gov)
7. NJ Resources: Home and Community Based Settings Rule (state.nj.us/humanservices)
8. Loneliness and Social Isolation Linked to Serious Health Conditions (cdc.gov)
9. New Jersey Ombudsman for Individuals with Intellectual or Developmental Disabilities and Their Families - 2021 Annual Report (nj.gov)

A PLACE IN THE WORLD GLOSSARY



A Place in the World: Fueling Housing and Community Options for Adults with Autism and Other Neurodiversities provides the foundational nomenclature for housing and service delivery models with the goal to further define market segments, establish best practices and guiding principles, and helps drive crucial partnerships that address pressing needs resulting from the current housing crisis.

The study serves as the definitive resource for the housing industry, scholars, direct service providers, policymakers, researchers and other stakeholders, driving the following actions:

- Establish the universal language indispensable for innovation and the expansion of and investment in supportive housing developments throughout the U.S. and beyond.
- Make it possible for housing developers and technology providers to better grasp the needs and nuances of this market and respond with innovative solutions and a range of price points that includes public and private funding sources.
- Enable the collection, tracking and sharing of baseline and outcome data.
- Facilitate major policy advances based on data—a key criteria—versus solely on ideology.

ABOUT NEURO-INCLUSIVE HOUSING SOLUTIONS

Founded by Desiree Kameka Galloway, a recognized disability housing expert, Neuro-Inclusive Housing Solutions, LLC seeks to advance neuro-inclusive community development by providing subject matter expertise to industry professionals. As the Director of the Autism Housing Network for the Madison House Autism Foundation, she spent over a decade researching the barriers and identifying unique opportunities to increase residential options for adults with intellectual/developmental disabilities, has led national advocacy efforts on issues of autism in adulthood and has positively influenced policy development at national and state levels. Having visited over 120 residential opportunities and social enterprises across the USA, and led a network of over 250 organizations, Desiree uses this experience and network to help individuals and local leaders understand supportive housing options, service delivery models and strategies for neuro-inclusive community development.

Desiree is also the proud co-author and co-editor of the groundbreaking report, *A Place in the World: Fueling Housing and Community Options for Adults with Autism and Other Neurodiversities*. Her work in housing is included among international academics and professionals.

She has been invited to speak on panels at the World Human Rights Cities Forum by UN-Habitat, the United Nations World Autism Awareness Day, Great Minds Coming Together on Autism International Conference, and at the National Institute of Mental Health (NIMH) to the Interagency Autism Coordinating Committee (IACC) on Autism After 21 and was an invited member of the IACC Housing Taskforce. She is also a certified cohousing consultant and a Cohousing Solutions 500 Communities Affiliate.

Desiree's vision is that every person with intellectual/developmental disability, autism or other neurodiversity can access a home in their community that actively fosters relationships and meaningful inclusion. This vision drives Neuro-Inclusive Housing Solutions, LLC to conduct local market analysis, support advocacy efforts and coalition building, connect professionals and provide consulting services to housing developers for data-driven housing solutions across the country.



PARENTS WITH A PLAN BOARD OF DIRECTORS



KAREN E. FLUHARTY
FOUNDER | FIGHTER | MOTHER

In 2017 Karen began to look toward the future for her then 12 year old son Ryan and quickly realized that special individuals fall off what is known as “the cliff” at 21. Armed with a mother’s will and years of business acumen, Parents With A Plan was founded in 2019 with the goal of creating a scalable model that brings the private and public sectors together for real social impact and change.

As a 30 year real estate executive & entrepreneur, Karen has contributed marketing leadership to over 15 million square feet of retail real estate globally. She has a track record of creating, managing and scaling multi-million dollar companies and has found corporate and self-made success throughout her career.

A noted industry leader with more than 30 years of real estate marketing experience and the founding partner of Strategy+Style Marketing Group, she is responsible for putting brands on the map, quite literally. Currently, Karen’s work has touched more than 100 projects globally.

Previously, as Vice President of International Marketing stationed in Hong Kong and New Jersey for Chelsea Property Group/Simon, Karen pioneered Premium Outlets’ early entry into Japan, Mexico and Korea launching nearly 10 ground-up projects. With oversight of marketing strategy development, branding, net operating income metrics, organization re-alignment, and expansion and repositioning of a national portfolio of shopping centers.



DEBBIE TABAKIN
FOUNDER | ADVOCATE | MOTHER

As the parent of four children, the youngest with disabilities, Debbie has focused her energies on vigorous research, program reviews and seeking the best in services, process and placement for our most at-risk population. She is committed to helping to steer the organization’s social impact in breaking down the barriers and developing solutions that enable adults with autism and other neuro-diversities to find good quality housing and lead self-determined, independent lives.

Furthering Parents With A Plan’s quest to “build better”, she is partnering with like-minded individuals, educators, and companies to develop long-term strategies for success.



JOHN KLEIN
PARTNER | DEVELOPER
ADVOCATE

With philanthropic ties deeply rooted in Monmouth County, N.J. that benefit the residents of Red Bank, Middletown and beyond, John Klein lends his leadership and expertise to Parents With a Plan as Partner where he is leading the development and financing.

Serving for six years as a Board member, along with three years as the President of Lunch Break, John was honored in 2021 with the Heart to Hand Award for his contribution to the organization's growth.

In his more than 30-year professional career as a noted real estate developer and executive, John is currently Principal of International Outlet Consultants. Previously John served as Chief Executive Officer of the Premium Outlets division of Simon Property Group, the world's largest portfolio of outlet center properties. During his tenure, he was responsible for the successful growth of the division leading all facets of the business including leasing, development, real estate, marketing, finance, and operations. In the U.S. he was responsible for a portfolio of 81 properties containing 33 million square feet.

Fondly known to Ryan as his dear uncle, John earned his Master of Business Administration degree from George Washington University and Bachelor of Arts degree from Columbia University.



ROBIN KLEIN
ACTIVIST | ARRANGER | AUNTIE

As a member of Parents with a Plan's Board of Directors, Robin Klein brings enormous operational and community engagement to the organization.

In addition to work with Parents with a Plan, Robin's activism and volunteerism speak to her passions supporting her local community and beyond; she is on the board of the Count Basie Center for the Arts and the Board of Trustees for Lunch Break, a non-profit community organization.

Robin is also a Trustee for Hackensack Meridian Riverview Medical Center Foundation and President of the Board for Open Heart Yoga, a non-profit organization.

In addition, Robin is actively involved in raising funds to support the Ubumwe Community Center and School in Rwanda. She is also on the frontline in China fighting with No Dogs Left Behind.

Currently, Robin is Founder and President of Fashion Retail Group, a boutique firm offering specialized real estate services. Robin's career spans more than four decades of experience in development, operations, site selection, and construction. A licensed real estate broker, Robin earned her Bachelor of Science degree from the University of Utah in Business Administration.

Robin is known to Ryan lovingly as Auntie Robi. She and her husband John reside in Middletown, NJ with their five rescue dogs.



DEAN R. MON
DEVELOPER | THE MON GROUP

As a past Chairman of National Association of Home Builders (NAHB) and developer of over 500 units of workforce housing in New Jersey, The Mon Group is uniquely positioned to be the developer advisor for our supportive housing programming. Dean also does his part in utilizing available resources via National Association of Home Builders, Housing & Urban Development and other entities that will collaborate to foster needed legislative change and lead the project to success



MARK TABAKIN
PARTNER | WEINER LAW GROUP

Mark is a veteran attorney and entrepreneur who has made a career in assisting clients in compliance and governance, human asset management, strategic planning and crisis management. By utilizing his unique combination of legal, financial and business acumen, Mark is able to place legal issues in a larger business context, embrace risk and make decisions, communicate with business partners in language they can relate to, and work seamlessly with executives and boards to make productive decisions about operations and strategy. Mark's ability to take a broad view of the external environment and analyze information enables him to assist clients in maintaining a "balanced score card", contribute to strategy and allows him to proactively address legal and regulatory issues that has helped organizations traverse their challenges and opportunities.

PARENTS WITH A PLAN ADVISORS



DENISE D. RESNIK

- FIRST PLACE FOUNDER, PRESIDENT/CEO & BOARD MEMBER
- SARCC CO-FOUNDER & EMERITUS BOARD MEMBER
- DRA COLLECTIVE FOUNDER & CEO
- MATT'S MOM

Denise is the founder and president/CEO of First Place AZ (established in 2012), co-founder of the Southwest Autism Research & Resource Center (SARRC, established in 1997), and founder and CEO of DRA Collective, a marketing/communications firm (established in 1986) that serves clients in a variety of fields, including real estate, economic development, healthcare, education and hospitality.

Denise serves as a member of Arizona State University's Watts College Dean's Council, the Creighton University Presidential Health Sciences Phoenix Advisory Board, The Precisionists, Inc. Advisory Board and the Autism Society Marketing Task Force. Former leadership positions include the Autism Speaks Housing Committee, Advancing Futures for Adults with Autism Leadership Council, National Association of Residential Providers for Adults with Autism and the National Autism Transition Research Network Advisory Panel. She has also served as a federally appointed member of the Interagency Autism Coordinating Committee of the National Institutes of Health.

Denise has received numerous local and national honors for her civic contributions and business accomplishments. She graduated cum laude from ASU, where she received a Bachelor of Science in Business Administration. Her adult son Matt, who has autism, and others with different abilities inspire her work.



DR. CHRISTOPHER J. MANENTE PHD, BCBA RUTGERS CENTER FOR ADULT AUTISM SERVICES

Christopher J. Manente, PhD, BCBA is the Founding Executive Director of the Rutgers Center for Adult Autism Services and a Clinical Associate Professor at the Rutgers Graduate School of Applied and Professional Psychology. Dr. Manente is an accomplished professor, practitioner, and advocate who has dedicated his career to helping adults on the autism spectrum succeed within their homes and communities throughout the lifespan and across the contexts of school, work, relationships, leisure, and transportation. Dr. Manente has taught over a dozen distinct university courses for students across the undergraduate and graduate levels, he has authored articles in peer-reviewed journals and written book chapters, and has presented at numerous national and international conferences on a variety of topics related to the advancement of community-based educational, vocational, and residential opportunities for adults with autism.

Dr. Manente's previous roles included serving as an Assistant Professor of Education at Caldwell University, as an educational/behavioral consultant supporting the success of neurodiverse students in schools throughout NJ, as the Senior Program Coordinator of Adult Services at the Douglass Developmental Disabilities Center (DDDC) at Rutgers University, and as a Sergeant on active duty within the U.S. Army's 101st Airborne Infantry Division. Additionally, Dr. Manente is a prior special education student who was often told by many of his teachers that he was "too smart for his own good" and that he "wouldn't amount to much".



STACY ENNIS
ADVOCATE | DIRECT SERVICE
PROFESSIONAL | MOTHER

Upon earning her BFA from the University of Michigan followed by an MBA from the NYU Stern School of Business, Stacy became a marketing professional for a fortune 500 company. As a mom of two boys, one having been diagnosed on the autistic spectrum at the age of five, she turned her attention to working to meet the educational, medical and emotional needs of her sons.

Intersecting her business management skills with her own family's journey and experiences, Stacy created a vast online resource, pathtoinclusion.com. This serves as a tool to help empower the neuro-diverse autistic community by offering a strong network of professionals and parents to assist others along their path to a more inclusive future. In that regard, she recently also became a Direct Service Professional where she works with differently abled people with the objective of assisting them to become integrated into their communities.

Actively volunteering for organizations which are close to her heart, such as serving as the Special Needs Chair for JCC MetroWest, volunteering at LifeTown and more, Stacy's ultimate hope is that all special needs parents enjoy a straightforward path leading to positive, productive and successful lives for their children.



**DESIREE KAMEKA
GALLOWAY**
NEURO-INCLUSIVE HOUSING
SOLUTIONS, LLC

Desiree is a recognized disability housing expert, Neuro-Inclusive Housing Solutions, LLC seeks to advance neuro-inclusive community development by providing subject matter expertise to industry professionals. As the Director of the Autism Housing Network for the Madison House Autism Foundation, she spent over a decade researching the barriers and identifying unique opportunities to increase residential options for adults with intellectual/developmental disabilities, has led national advocacy efforts on issues of autism in adulthood and has positively influenced policy development at national and state levels. Having visited over 120 residential opportunities and social enterprises across the USA, and led a network of over 250 organizations, Desiree uses this experience and network to help individuals and local leaders understand supportive housing options, service delivery models and strategies for neuro-inclusive community development.

Desiree's vision is that every person with autism or other neurodiversity can access a home in their community that actively fosters relationships and meaningful inclusion. This vision drives Neuro-Inclusive Housing Solutions, LLC to conduct local market analysis, support advocacy efforts and coalition building, connect professionals and provide consulting services to housing developers for data-driven housing solutions across the country.