O.C.E.A.N., Inc.
Helping People. Changing Lives.

ANNUAL REPORT
2025

Service. Partnership. Impact.



Helping People. Changing Lives.

O.C.E.A.N., Inc. | 40 Main Street, Toms River, NJ 08753

oceaninc.org

Inside the report

A concise look at O.C.E.A.N.,Inc.'s mission, resources, outcomes, partnerships, and people in 2025.

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2025 AT A GLANCE

$13.57M
total funding

273
children & families

4,934
energy households

5,000+
food distribution households

“Behind every statistic is a story of resilience, opportunity, and progress.”

WHO WE ARE

Mission & Vision

MISSION

O.C.E.A.N., Inc. empowers individuals and families to achieve self-sufficiency and improve quality of life through equitable access to housing, education, employment, and essential community resources.

We are a community catalyst for economic opportunities, social change, bridging gaps, building partnerships, and transforming lives.

Through a network of integrated services including energy assistance, weatherization, early learning, affordable housing, financial empowerment, and workforce development, O.C.E.A.N., Inc. strengthens communities from the ground up.

Rooted in compassion and accountability, we believe in the potential of every person we serve and work to ensure that ALL residents have the opportunity to thrive.

VISION

O.C.E.A.N., Inc. envisions thriving, resilient communities where every individual and family has the resources, support, and opportunity to reach their fullest potential.

We aspire to be a leading force for equity and empowerment by strengthening neighborhoods, advancing economic mobility, and creating pathways to long-term stability.

Our vision is a future where:

- Basic needs are met with dignity and compassion.
- Individuals and families are empowered by removing barriers to opportunities and education.
- Community partnerships unite to drive meaningful, lasting change.

INTEGRATED SERVICES

- Energy Assistance
- Weatherization
- Early Learning
- Affordable Housing
- Financial Empowerment
- Workforce Development

LEADERSHIP

Message from the President & CEO



Tamica Mickle

President & CEO

"Our focus remains clear: strengthen our programs, deepen our partnerships, use data to drive results."

As we reflect on 2025, I am proud of the continued commitment O.C.E.A.N., Inc. demonstrated to the individuals, families, and communities we serve. 2025 challenged us to remain responsive, innovative, and focused on what matters most: helping people overcome barriers, access critical resources, and create greater stability for themselves and their families.

Our work in 2025 reached across housing, early childhood education, home energy assistance, weatherization, family support, community engagement, partnerships and other essential services. Behind every program and every outcome is a person whose life was impacted by the dedication of our staff, the leadership of our Board of Directors, and the strength of our community partnerships.

This year also reminded us that the needs of our communities continue to evolve. Rising costs, housing instability, food insecurity, transportation challenges, and other economic pressures require us to think strategically about how we deliver services and how we position the agency for the future. At O.C.E.A.N., Inc., we remain committed not only to meeting immediate needs, but also to creating opportunities that support long-term self-sufficiency and stronger communities.

I am especially grateful to our employees, our funders and partners, and the residents who place their trust in O.C.E.A.N., Inc. every day. Together, we will continue helping people, strengthening families, and changing lives.

BOARD OF DIRECTORS

As of 12/31/2025

Anita Woolery	Chair
Glynis Jean Wray	Vice Chair
Judy Peto	Treasurer
Mary Guarin	Secretary
Tracey Triniwell	Member
Shamaila Sheikh	Member
Jennifer Barnes	Member
Carmen Mora	Member
Dr. Henry Jackson	Member
Steve Smith	Board Attorney

ADMINISTRATIVE STAFF

Tamica Mickle	President & CEO
Beth Hudson	Finance
Sherrie Huff	Human Resources
Sharonda Sheppard	Direct Services
Meg Saunders	Head Start
Angie Graeta	Early Head Start
Brittany Solorzano	Home Energy

We Are More Than Numbers

Data helps us understand our reach, measure progress, and demonstrate accountability—but every number represents a person, a family, and a unique experience.

At O.C.E.A.N., Inc., we believe meaningful evaluation requires looking beyond outputs alone. We consider the circumstances that bring individuals and families to our programs, the barriers they face, the services and resources provided, and the outcomes achieved.

Our commitment to excellence means using data not simply to count services, but to understand impact. By combining quantitative results with customer experiences and community feedback, we gain a clearer picture of what is working, where needs remain, and how we can continuously strengthen our programs.







"Beyond every number is a person, a family, and a story that reflects the true impact of our work."

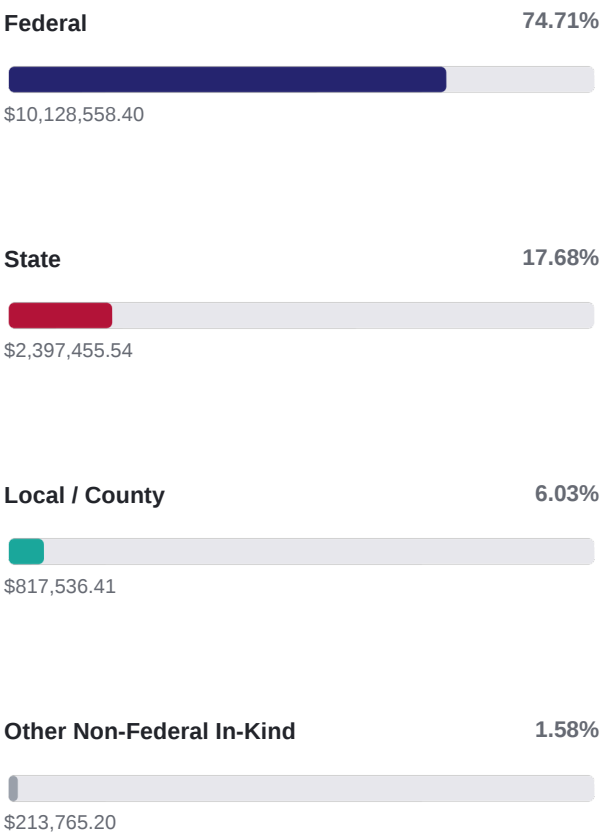
Those stories remain at the center of our work.

2025 Funding Sources & Major Programs

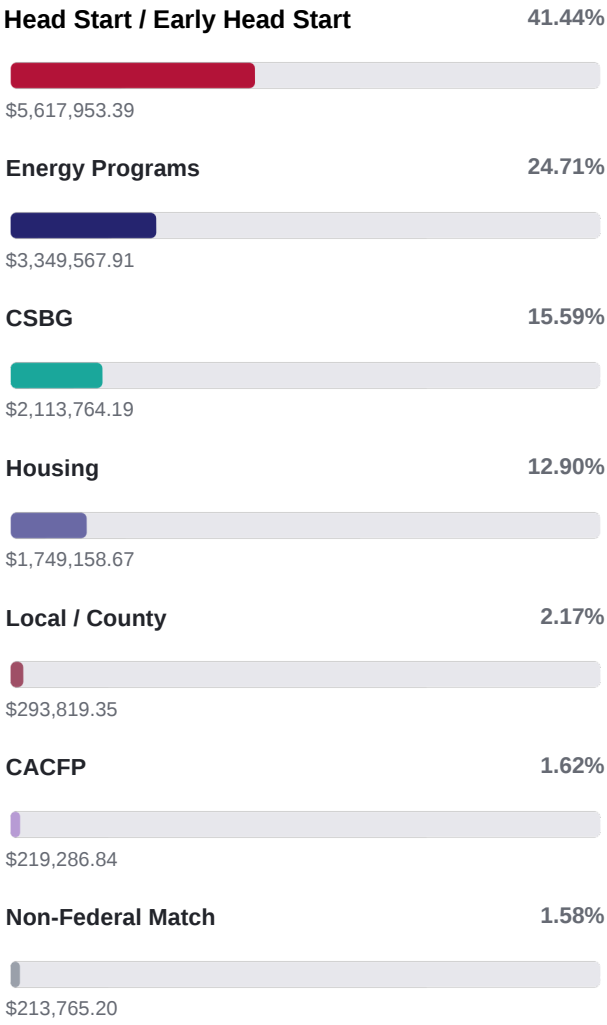
$13,557,315.55

TOTAL 2025 FUNDING

Funding by source



Major program investment



Funding reflects the resources entrusted to O.C.E.A.N., Inc. to deliver programs and services across the communities we serve.

OUTCOMES

Turning Resources into Measurable Community Impact

HOUSING

Housing stability and pathways to homeownership

152 affordable rental opportunities

11 First-Time Homebuyer closings

71 individuals received First-Time Homebuyer counseling

30 households received foreclosure prevention counseling

101 households received case management services

Individualized guidance, education, and supportive services help residents make informed decisions that promote long-term housing stability.

273

HeadStart & Early Head Start

children and their families served. 100% of enrolled children received required dental and medical examinations.

4,934

Home Energy Assistance

households received critical support with household energy costs.

75

Weatherization

households assisted to improve efficiency, safety, and long-term affordability.

5,000+

Food Distribution

households supported through food distribution activities, helping families experiencing food insecurity access essential resources.

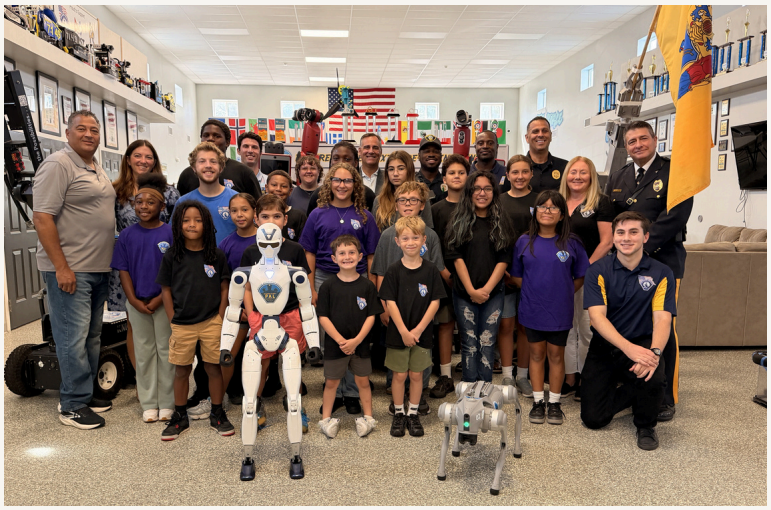
Behind every result is a person, a family, and a pathway toward greater stability.

PARTNERSHIPS

Partnerships at Work

21 community programs

supported across Ocean, Atlantic, and Cape May Counties



NEARLY

$950K

invested through CSBG partnerships

In 2025, O.C.E.A.N., Inc. expanded the impact of the Community Services Block Grant (CSBG) by supporting locally driven programs and services. Through these investments, community-based organizations addressed needs including food access, housing stability, youth and educational services, workforce development, health and wellness, family support, and other services designed to strengthen communities and reduce barriers to self-sufficiency.

By partnering with organizations that have strong relationships within the communities they serve, O.C.E.A.N., Inc. extended the reach of CSBG resources beyond its direct-service programs. These partnerships expanded access to critical services, strengthened local capacity, and supported solutions tailored to community needs.

COMMUNITY NEEDS ADDRESSED

- Food Access
- Housing Stability
- Youth & Education
- Workforce Development
- Health & Wellness
- Family Support

CUSTOMER EXPERIENCE

Listening to the Communities We Serve

Customer feedback is an essential part of O.C.E.A.N., Inc.'s commitment to continuous improvement and service excellence.

YOUR VOICE MATTERS

“Shore to Please”

Customer Feedback Survey

Available in English and Spanish • Online or by smartphone

01

Listen

Residents share their experiences and describe what worked well or where improvements may be needed.

02

Measure

Quantitative and qualitative questions help O.C.E.A.N., Inc. understand customer satisfaction and service quality.

03

Improve

Feedback supports accountability, responsiveness, and ongoing improvements to the customer experience.

The survey is open to residents throughout Ocean, Monmouth, Atlantic, and Cape May Counties who receive services from O.C.E.A.N., Inc. or one of our subcontracted agencies. Quality service means more than completing an application or delivering a benefit—it means listening to customers, understanding their needs, providing clear information, and treating each person with dignity and respect.

Customer feedback helps us identify opportunities to strengthen our services and ensure that every interaction reflects our commitment to excellence.

COMMUNITY ENGAGEMENT

Shop with a Cop Partnership Program

Fourth annual initiative • Ocean, Atlantic, and Cape May Counties

600+

youth served

economically disadvantaged households

$150

per child

individual holiday shopping budget

$50

ShopRite gift card

provided to families to help address food needs

MORE THAN HOLIDAY SHOPPING

Shop with a Cop creates an opportunity for young people to interact with law enforcement officers and community partners in a positive, welcoming environment while providing meaningful holiday support to families. During the shopping experience, law enforcement officers accompany youth throughout participating stores, helping them select items, compare prices, and stay within their individual budgets.

O.C.E.A.N., Inc. staff coordinate registration, eligibility, logistics, purchasing, and event activities to help families have a welcoming and organized experience.

A SHARED GOAL

The program brings together law enforcement agencies, O.C.E.A.N., Inc. staff, community organizations, volunteers, and local partners around one shared goal: supporting children and families while strengthening positive relationships between young people and the communities that serve them.

Positive connections. Practical support. Stronger communities.

OUR TEAM

Building a Culture of Excellence

Excellence starts with how we serve people, work together, and stay focused on results.





HOW WE WORK

We work as one team, use available tools and resources effectively, respond to community needs, and provide services with professionalism and care.

WHAT WE VALUE

We believe every person deserves to be treated with dignity and respect. We value teamwork, accountability, strong communication, and commitment to the communities we serve.

HOW WE MEASURE SUCCESS

We set clear goals, track results, use data to improve services, and hold ourselves accountable for the quality of our work.

Our goal is simple: serve people well, strengthen our programs, and create meaningful results for the communities we serve.

WITH GRATITUDE

Thank You to Our Partners

Our work is strengthened by the organizations, funders, and community partners who help expand opportunity and support locally driven solutions.

- Ideal Institute of Technology
- ACPAL
- Toms River Arts Program
- No Limits Academy
- Beats Not Bullets
- United Way of Monmouth & Ocean Counties
- STEPS
- Covenant House
- Causeway Cares
- Community Strategies and Solutions
- Friday is Tie Day
- Lakewood BlueClaws
- Common Ground Economic
- Gateway Community Action
- PNC Foundation
- Concerned Citizens of Whitesboro
- Jokers
- Wells Fargo
- Hope Exists Foundation Inc.
- Orange Arrow
- M&T Bank
- Cape Assist
- Pinelands (JAG)
- OceanFirst Foundation
- Acasia Urban Trauma

Together, we are creating opportunities, empowering communities, and transforming lives for a brighter future.

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