



“It’s a
Wonderful
Life”



**Community
Options, Inc.**

Supporting People with Disabilities Since 1989.

Biennial Report 2004-2006

“No one is born to be a failure.”

“No one is poor who has friends.”

It's a Wonderful Life (1946)

People with disabilities can earn a living wage.

People with disabilities can live in their own homes.

People with disabilities can own a business.

People with disabilities can be independent of public programs.

People with disabilities can develop their own microenterprises.

People with disabilities can positively affect the lives of others.



**People with disabilities
can have a wonderful life.**

A Message from the President

Dear Friends of Community Options:



Robert Stack
President & CEO

In the movie *It's a Wonderful Life*, Jimmy Stewart's character George Bailey gave up hope. From his perspective, cataclysmic events would ultimately result in the demise of his life. He wished he had never been born. Clarence Oddbody, angel (second-class in need of wings) was sent to help George understand the profound effect his life had on those around him. After George Bailey experienced what the town of Bedford Falls would have been like had he never been born, he decided that he wanted to live again. Near the end of the movie, his war hero brother returns home and the entire town of Bedford Falls gathers around George to show support. His brother proposes a toast: "To my big brother George, the richest man in town."

There are several lessons that can be learned from this Frank Capra film. The most important lesson is that no one is poor who has friends. At Community Options we experience several parallels to this fictional account of George Bailey's life. Community Options, like George Bailey, helps others to have a wonderful life. We have used our resources to ensure that people do not end up in Potter's Field.

Although George Bailey developed a loss of hearing when he saved his brother from drowning, he still listens to what others need. Community Options listens to people with disabilities. Community Options listens to their families. We ask what they want and make every attempt to

meet their needs. George Bailey was the quintessential family man. He and his wife Mary (played by Donna Reed) had four loving children. He cared about others and was respected by all who knew him. We do not purport to have met this Hollywood ideal, but we try to come as close as possible.

George Bailey sacrificed his dreams of world travel in order to ensure that the *Bailey Brothers Building and Loan* could act as a catalyst for the people of Bedford Falls, so that the people he cared about could live in a warm community within their own homes. In the last 15 years, Community Options' staff have willingly sacrificed their time and contributed their expertise to ensure that persons with disabilities can live in a community with family and friends. This biennial report documents our dedication to the people we support. We know that we will continue to help others have a wonderful life.

Warmest Regards,

Robert Stack
President & CEO

Community Options Business Advisory Council

————— (COBAC)



One of the ingredients that is critical to Community Options' success in improving the lives of people with disabilities is the Community Options Business Advisory Council (COBAC). COBAC is an integral part of the organization's employment and business strategy. The councils have several key functions: to advise local Community Options' executive directors on important issues; to help organize and execute fundraising activities; and to establish and maintain corporate and civic ties in the towns where Community Options operates programs. COBAC members often introduce Community Options' employment specialists to potential employers. Council membership is composed of civic leaders providing expertise, identifying vendors, analyzing local labor markets, locating job opportunities, and developing business plan development for microenterprises.



Special Events

In *It's a Wonderful Life*, there is a run on the bank. Bank customers want to withdraw all of their money. There is a lack of faith in the solvency of the *Bailey Brothers Building and Loan*. George and Mary Bailey collateralize the withdrawals because they know it's best for the Bedford Falls community. They understand civic responsibility and stewardship.

Community Options remains true to its mission even while fundraising. Events are designed to foster community involvement. Special events include auctions, golf tournaments, dedicated tickets to professional hockey games and testimonial dinners that recognize community leaders who support our goals. A variety of fundraising ventures across the country encourage community members to become part of the life of Community Options, and more importantly, to become part of the lives of people with disabilities.





Examples of Residential Homes Offered by Community Options.



Residential Support



The Community Options' philosophy is founded on choice. Families and individuals who select our services join our staff as part of a team to develop a residential plan based on the preferences of the individual in need of supports.

In the movie *It's A Wonderful Life*, George and Mary Bailey forego their honeymoon to save *Bailey Brothers Building and Loan*. They realize that without the building and loan, people in need of independent housing will become dependent on renting sub-standard houses in Potter's Field. Their commitment is so strong that when the bank patrons ask for withdrawals, Mary backs the withdrawals with the couple's life savings. This leap of faith keeps the business solvent.

Community Options understands and identifies with such commitments. We have staked our capital and our reputation on financing housing for people with disabilities. We buy, build, renovate and furnish the kind of homes that we want for our own families. We do not believe that people with disabilities and their families would ever choose life in an institution if they had a real alternative. We



want to offer that alternative – a real Community Option. National statistics indicate that over 50,000 people with disabilities live in institutions and over 500,000 people living with their families are on waiting lists for housing.

The Community Options' philosophy is founded on choice. Families and individuals who select our services join our staff as part of a team to develop a residential plan based on the preferences of the individual in need of supports. Decisions about the size and location of a house or apartment, whether to live with a roommate, the color of rooms and style of furniture are all important for individuals with disabilities to make with the support of their friends and family. Community Options currently manages over 135 residences nationwide. The majority of our homes accommodate four persons or less. Staffing plans are developed based on individual need and range from one-to-one, 24 hours per day support to less than 4 hours per week for people receiving independent living services.

Employment



“I want to live again.” (George Bailey, after the revelation that his work and life had impacted so many people both personally and professionally.)

Every person affects others through their work. It can be as simple as saying hello to someone who enters the Wal-Mart, or as complicated as designing greeting cards. Community Options believes that every person who wants to work can and should work. Community Options rejects the view that a disability means the person has to accept unemployment or a below-minimum wage job. Community Options rejects the view that a disability means the person must work in a sheltered workshop or a segregated work place. Currently in the United States, one in three adults with a disability lives in poverty and more than 65 percent are unemployed. Community Options has made it a priority to create new opportunities for economic empowerment.

Community Options employment services are designed to meet the goals and skills of each person who wants to work. The employment staff meet with the individuals and their families to discuss job specifics. This includes the individual's job interests, the hours per week a person is able to work, and the preferred location.

Community Options finds real work for real pay. Community Options successfully places people with severe disabilities in real jobs at, or above, minimum wage. To date, Community Options has placed over 500 people with disabilities in jobs.





Option Quest

During the climax of the movie, Mary Bailey observes George's erratic behavior and realizes that he is in need of significant support. She calls all of her friends and family in the community. The response is tremendous. Most of the town of Bedford Falls rallies around George with financial and spiritual support. They celebrate with George as he returns to continue his wonderful life.

Option Quest is a community-based alternative to traditional day programs. People with disabilities learn about recreational and cultural resources in their communities and, in many cases,



experience the rewards of giving back to the community through volunteer work. Option Quest staff help participants sample activities and decide how they can fill their days with meaningful endeavors. Current Option Quest program examples are volunteering for "Meals On Wheels," going to the local library, assisting staff at child care centers, participating in synagogues, temples and churches, advocating with environmental and community action groups, enrolling in community classes, and engaging in physical fitness routines at parks, health clubs and community centers.



Non-traditional Supports



When Frank Capra directed *It's a Wonderful Life*, he emphasized significant tenets of family and American values: natural supports; the importance of friends; family; patriotism; determination; leadership; sacrifice; and diversity.

As the angel Clarence demonstrates, life in Bedford Falls would be very different had George Bailey never lived. Uncle Billy would have been institutionalized, Mary would remain a spinster, and George's brother would have drowned as a young boy and never lived to be the pilot who saved the lives of hundreds of sailors; the quality homes of Bailey Park would never have been built and the proud owners would have remained renters in Potter's Field. George Bailey used his talents to augment the quality of life for his family and his community. He used different methods to support Uncle Billy, his brother, his daughter ZuZu, the pharmacist, and the immigrant families. At Community Options, we use our talents and our creativity to provide dignified support to people with disabilities.

TBI - Life Skills Program – People who have experienced Traumatic Brain Injury (TBI) require specialized services. The intent of the Life Skills Program is to assess needs and provide training and assistance through the development and implementation of an Outcome Service Plan. The goal is to reach maximum levels of independence. Examples of life skills being addressed through the plans are education on nutritional principles, access to public transportation, and using a calendar or a palm pilot as a memory coach.

Medical Support - Community Options' healthcare staff develop plans to guarantee that medical and healthcare needs are met, and to ensure appropriate medical follow-up. Every individual's needs are annually reviewed.

Respite - The respite services provided by Community Options are flexible and responsive to the individual needs of each family. A standard approach, with rigid hours for service delivery, or randomly assigned caregivers, is not appropriate. Our staff and family members work together to identify the type of respite needed, and the kind of person to deliver the respite service.



Community Options Enterprises

“The Community Options’ Technology Business Incubator is the recipient of public and private support, but...society is the true beneficiary.”

Janice Hertz,
Director of the
Microsoft’s
Accessibility
Technology Group.

Community Options Enterprises, Inc. was established to develop and operate entrepreneurial businesses. These businesses enhance job training and employment opportunities for people with disabilities. Community Options Enterprises develops businesses that successfully integrate people with disabilities into the workforce. Businesses include concierge service businesses (personal services), mailing businesses, full-service copy centers, errand businesses, shared office conference facilities and a flower shop.

Located in New Brunswick, New Jersey, Vaseful is a unique floral business that provides employment for people with disabilities in an integrated setting. Vaseful is designed to serve walk-in and phone customers (1-877-VASEFUL) nationally with on-line shopping (www.vaseful.com).

Community Options manages two shared office facilities in New Jersey, one in Morristown and one in Princeton. The Daily Plan Its (DPI), are professional working environments and copy centers that offer all of the amenities available in a traditional office environment to self-employed and small business operators. Staff includes people with and without disabilities. The DPIs provide a cost-effective infrastructure and support. Business persons realize savings utilizing the DPIs state-of-the-art equipment, office/conference space and mailing and shipping services. Receptionists and other office support personnel are provided.

The Community Options Incubation Network (COINet) is a first-of-its-kind technology-orientated small business incubation system based in both Morristown and Princeton, New Jersey. The common

denominator for all new firms supported through this program is the development of new products, processes, and services targeted to the disability market. COINet offers office space at below market rates, and provides specialized support services including business planning assistance,



professional development activities, customized technology solutions, and linkages to financial assistance and strategic partnerships. Committed to long-term business development and job creation to benefit persons with disabilities, COINet’s management team and Advisory Board provide a foundation of expertise to maximize the probability of success for young businesses. BRADesigns, a typical COINet start-up, is a greeting card company created by Brad Goldman, who has quadriplegia. He uses an advanced head pointer system to paint original artwork. His creations are now sold on-line, at events and at retail shows.



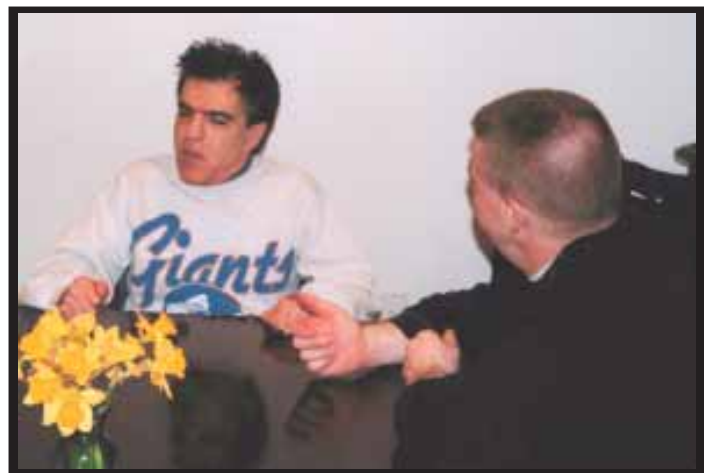


Quality Assurance & Training



Training is an essential part of maintaining and improving the quality of Community Options' services. As training needs are identified the Community Options' training team develops appropriate instructional curricula and training modules. The team works with the regional vice-presidents and local executive directors to review and schedule training.

All staff receive training that includes general orientation, management, fiscal applications, behavioral supports, crisis management, adaptive technology, and wheelchair etiquette. Specialized training, provided to address the needs of individuals, includes seizure management, lifting and transfer, nutritional and dietary needs, sign language, blood pressure monitoring and wheelchair maintenance. Training is mandated to employment staff relative to sound job matching and development. Specific training required by local funding sources addresses medication administration, first aid, CardioPulmonary Resuscitation (CPR), developmental disabilities overview and prevention of abuse and neglect.



Training is an essential part of maintaining and improving the quality of Community Options' services.

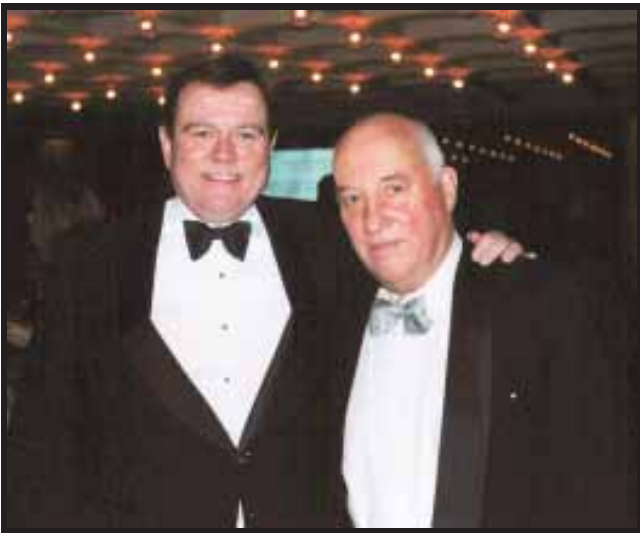


Evaluation

James Conroy, Ph.D., Founder and President of the Center for Outcome Analysis in Pennsylvania, under contract with the State of New Jersey, conducted an evaluation of 172 people with disabilities who left New Jersey's Johnstone Training and Research Center during the last decade. The data indicated that the people served by Community Options had more significant disabilities, and scored higher on quality of life measures including physical home environment, integration, independence, earnings, friendships, and opportunities to make choices, than individuals served by other provider agencies.

Foundation

The Dr. Clarence York FOUNDATION



George Bailey played by Jimmy Stewart finds himself on a bridge. He has been told by Mr. Potter that he was worth more dead than alive. He is on the brink of despair, on a bridge with one wish that he had never lived at all. He contemplates jumping off the bridge. From nowhere Clarence Odbody, Angel Second Class jumps off a bridge knowing George will save him. As the two recuperate in the boathouse Clarence tells George that he is his guardian angel. Skeptical, George asks, "Oh yeah, where are your wings?" Clarence retorts, "I haven't got any. I still have to earn them."

Our own guardian angel, Dr. Clarence York got his wings a long time ago. As the Chairman of The Dr. Clarence York Foundation, he has been our guardian angel and a trustee of Community Options, Inc. for the last 10 years. Just as George Bailey was lead by Clarence through his journey to self-knowledge, Dr. York advises Community Options on methods for development and program integrity drawing on his own strong values and years of experience. He identifies relevant venues for Community Options to enter and monitors growth and progress as it affects individual lives.



**“Flowers...are a proud assertion that a ray of beauty
outvalues all utilities of the world.”** *Ralph Waldo Emerson (Gifts, 1844)*

**“People with disabilities are our proud assertion that their beauty
outvalues traditional utilities of the world.”** *Dr. Clarence York (New York, 2004)*

The Dr. Clarence York Foundation will establish a substantial endowment by 2006. Funds generated by The Foundation will assist Community Options in accomplishing three key future goals:

- to enhance staff training and support
- to augment staffing levels and capabilities
- to expand program services

Consulting Services

Community Options offers a wide range of consulting services to both non-profit and for-profit corporations. Community Options has a proven track record of working with organizations in need of management and other consultation services.

Our internationally based professional team conducts comprehensive assessments of organizations in need of assistance and develops a strategic plan on how best to meet organizational goals and achieve financial stability. Community Options contracts directly with state, local and private organizations to help ameliorate structural support of identified corporations. Additionally, Community Options contracts with relevant consultants based on customer needs.

Some of the services Community Options have provided to other non-profit and for-profit business corporations include:

Training: Community Options develops and implements custom-designed training programs for all levels of staff, including board members, executive management, and front-line staff. Trainings can include, but are not limited to: positive approaches to behavior management; individualized person-centered plan writing; quality assurance plan development and implementation; supervisory training; and train the trainer programs that enable the organization to continue best practices after the consultation period is complete.

Board Development: As a nationally based organization, Community Options has ties to volunteers throughout the United States and will assist organizations in recruiting the highest quality board members best suited to steer the organization for future development. Community Options' team of consultants provide expert advice on recruiting members for smaller, community-based Advisory Councils assisting non-profit organizations in accomplishing their mission at a grass-roots level.

Fiscal Management: The financial team at Community Options has access to sophisticated technology and control systems to assist struggling non-profit organizations with upcoming audits; management letters; and financial training for members of an organization's fiscal department. The team provides training and assistance in complex legal and financial processes, such as restructuring loans and the procurement of both commercial and residential facilities. Community Options also is available to act as a fiduciary intermediary if required.

Personnel Development: Community Options' experienced Human Resources staff is available to assist non-profits with the development and review of personnel policy and procedure manuals to ensure that current legal requirements are upheld and meet the most recent legal standards. The Personnel Team also assists with recruitment strategies; insurance claims; advises on litigation issues and Worker's Compensation claims; safety in the work environment; compensation recommendations; union issues; and employee meetings including evaluation methodologies for positive outcomes.



“Community Options did an excellent job in assisting our office in turning around a non-profit with severe fiscal and systems issues. They were professional, courteous and responded quickly to our needs. I would strongly recommend their management team to any government agency who needs to revamp or rectify issues with a non-profit they are under contract with.”

Brian J. Dion, M.P.A.
State of Tennessee

*Director of Residential Supports
and Provider Development
Department of Finance and Administration
Division of Mental Retardation Services*

*Andrew Jackson Building, 15th Floor
500 Deaderick Street, Nashville, TN 37243*

Staffing Services: Community Options’ national team of highly specialized employment specialists provide assistance for both non-profit and for-profit agencies in recruiting and training dedicated and skilled staff members. Employment staff will work with each organization to identify staffing needs and match individuals receiving services with jobs that meet their career goals and personal preferences. Employment specialists will provide on-site training services for newly hired individuals to ensure that both employee and employer are satisfied with the match and to guarantee that job responsibilities are fulfilled. Community Options’ Executive Search Team is available to assist contracting agencies in recruiting, screening and hiring executive staff members capable of managing organizations of any size.

Community Options also provides consulting services for entrepreneurial ventures and smaller start-up businesses. In addition to the aforementioned services, Business Development staff can assist with the following:

Business Plan Development: Community Options has a strong history of developing successful, innovative entrepreneurial ventures specializing in businesses developed to provide services for or by individuals with disabilities. Our creative team will assist customers in business plan development; grant writing; obtaining bank loans; marketing strategies; and conducting feasibility studies.

Creative Services: Community Options’ Creative Services Department assists organizations with their branding and marketing materials. The expert design staff develops eye-catching, effective marketing materials to ensure that clients stand out among their competition. Utilizing the most state-of-the-art design and printing technology, the design team is always prepared to create the perfect logo, brochure, letterhead, newsletter, or other marketing collaterals for your organization. Additionally, Community Options’ Creative Services Department operates a fully staffed copy and mailing center where professionals proficiently assemble packets, informational materials, and booklets, and perform direct mailings.

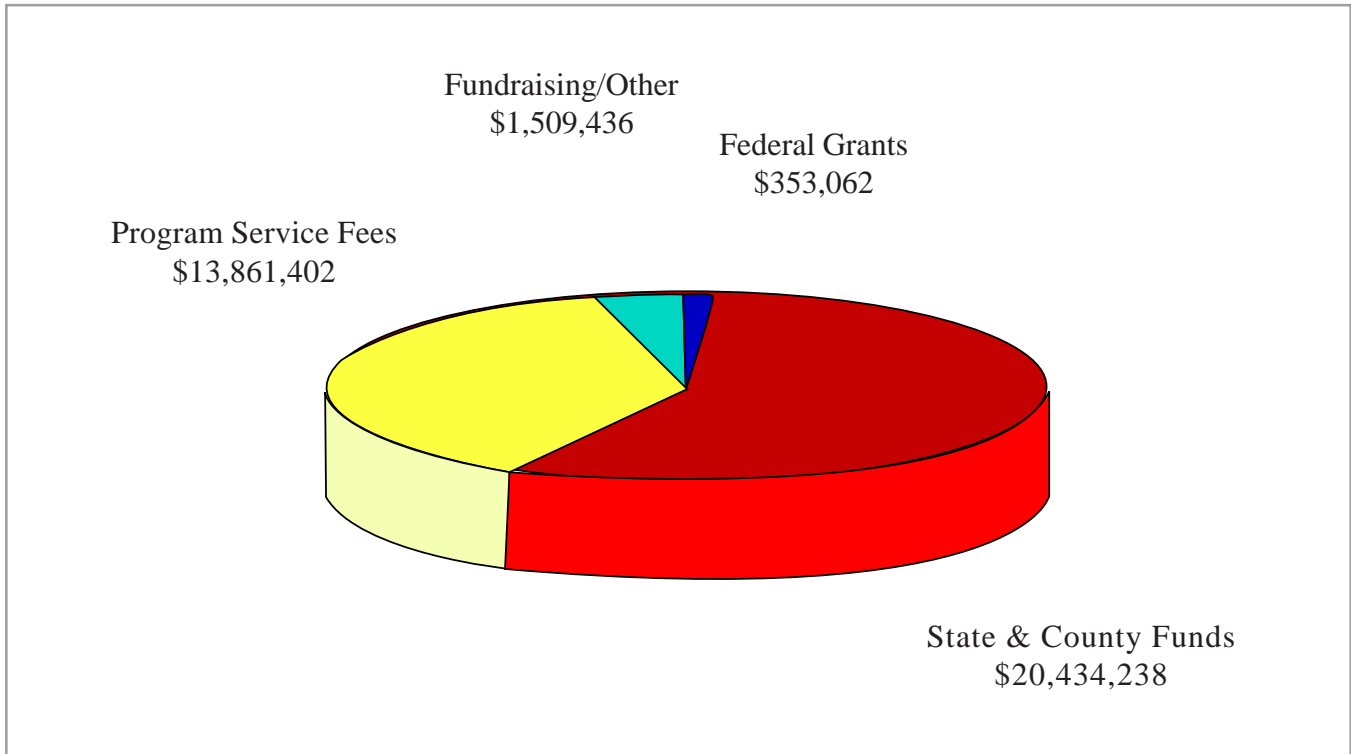
COMMUNITY OPTIONS, INC. & AFFILIATES
COMBINED STATEMENT OF ACTIVITIES
YEAR ENDED JUNE 30, 2003

Grants and contracts	20,787,300
Program service fees	13,228,065
Room and board	633,337
Contribution	98,903
Special events	135,797
Interest income	52,073
Other income	<u>1,222,663</u>
Total revenue and support	36,158,138
Expenses	
Program services	30,615,364
Management and general	<u>4,430,540</u>
Total expenses	35,045,904
Change in net assets	1,112,234
Net assets, beginning of year	<u>6,365,570</u>
Net assets, end of year	<u><u>7,477,804</u></u>

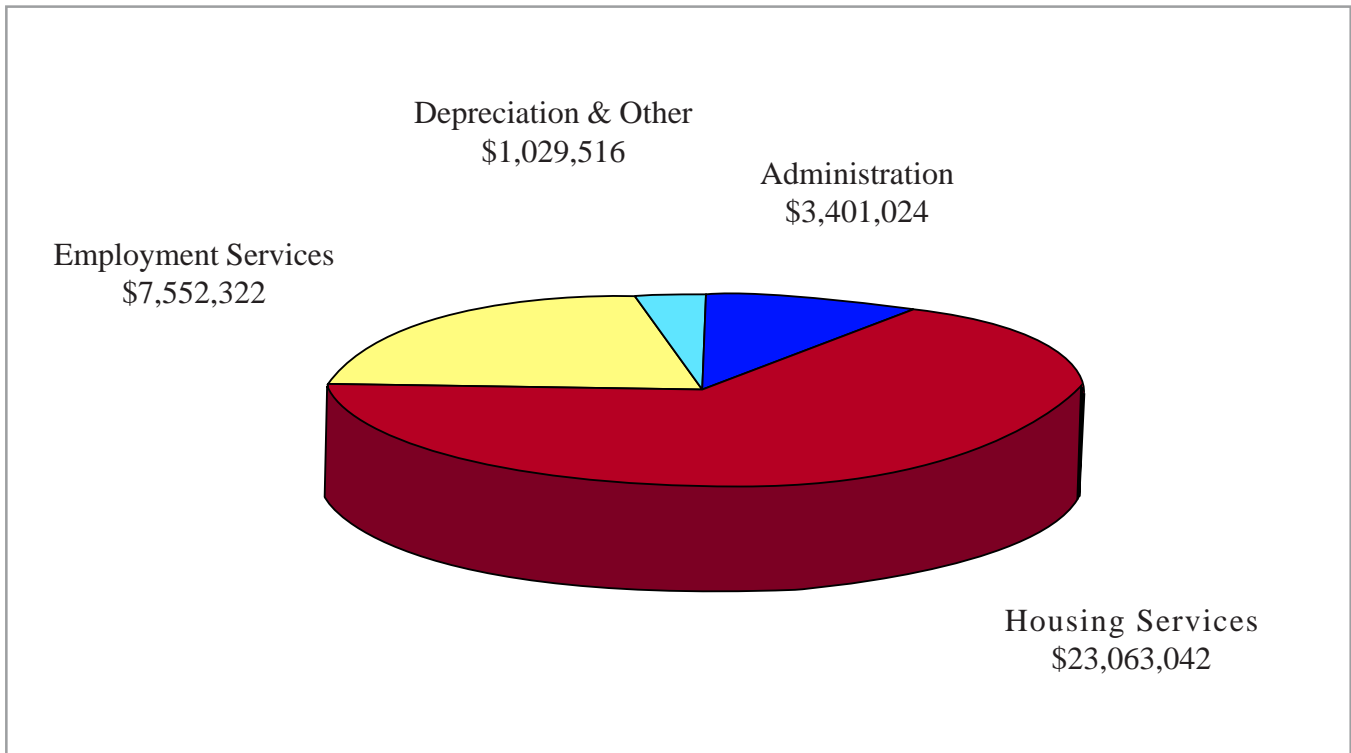
*These Combined Financial Statements represent Community Options, Inc. and affiliates. Please contact Community Options or the auditing firm of M.D. Oppenheim & Company, P.C. for more detailed financial statements.

Financial Summary – FY 2003

Revenue - \$36,158,138



Expenditures - \$35,045,904



National Board of Trustees



From left to right: **Marge Brown**, Philadelphia, PA, Trustee; **Dr. Clarence York**, New York, NY, Trustee; **Corey Hribar**, Hamilton, NJ, Secretary; **Derek Wright**, Pittsburgh, PA, Trustee; **Thomas Burdick**, Morristown, NJ, Trustee; **Robert Stack**, Princeton, NJ, President/CEO; **Peter Dulligan**, Cresskill, NJ, Trustee; **Frank Zak**, Cleveland, OH, Treasurer; **Timothy Dunigan**, Hershey, PA, Chairman.

National Team



All local offices are supported by our centralized national team that has expertise in administration; financial management; human resources; insurance; technology; quality assurance; and training.

Management Team



Robert Stack is the founder of Community Options and the President and Chief Executive Officer. He has an MBA and over 20 years of experience in the field. This includes international development, as well as managing New Jersey developmental centers with over 8,000 staff and a \$300 million budget. He was a consultant for vocational programs for persons with traumatic brain injury at Mt. Sinai Hospital in New York and previously was the executive director of United Cerebral Palsy of New Jersey.



Svet Repic-Qira, Regional Vice President for New Jersey, has an MA in Psychology, a BA from the University of Connecticut and is also a licensed Professional Counselor. Svet was an executive director for North Jersey Community Options for three years prior to her current appointment. Svet also moved through the ranks in Community Options as community support and administrative coordinator. She began her career at Community Options in 1998 as an assistant manager in residential services.



Karen Hensley, Regional Vice President for Tennessee, Wisconsin and Pennsylvania, holds a Master's degree in Therapeutic Recreation. She has over 15 years of experience in non-profit management supporting persons with disabilities. Previously, she was the Chief Operating Officer for Easter Seals of Tennessee. She has rapidly developed innovative programs throughout her regions.



Mario Saenz, Regional Vice President for Texas and New Mexico, has a Master's degree in Education and Counseling with over 25 years of experience in non-profit management and development for persons with disabilities. Mario joined Community Options as the executive director of El Paso and was previously employed by the Texas Mental Retardation Authority as a Services Program Administrator.



Monica Rodriguez, Executive Assistant to Robert Stack is a native Texan and finished her BA in Psychology from Our Lady of the Lake University in San Antonio, Texas. Monica has extensive experience in the private sector including the construction industry, banking, and as an assistant to the Dean of students within one of the Texas Universities.



Richard Zuckerman, Regional Vice President for New York, has a Master's degree in Rehabilitation Counseling from NYU and a BA in Psychology. He has over 25 years of experience in non-profit management for persons with disabilities and extensive experience in traumatic brain injury, residential and in-home supports. He previously worked with the New York State Association for Retarded Citizens and brings a wealth of knowledge to this position.



Corey Hribar, Secretary and Executive Director of Community Options Enterprises, received her BA from American University with a double major in International Relations, Business and Economics. She has been promoted several times within the organization. Her last position was Director of Operations. She has extensive experience with the Commission on Accreditation of Rehabilitation Facilities (CARF).



Lisa Smith, Director of Training and Quality Assurance, has a BA from Stockton College. She began her career with Community Options 10 years ago working directly with persons in residential services. She is currently responsible for overseeing the development and implementation of the training and quality assurance procedures.

Management Team



Bright Rajaratnam, Chief Financial Officer, has an MBA from Rutgers University and a Certified Management Accountant degree from the United Kingdom's Institute of Cost and Management Accounting. He has over 15 years of experience in non-profit accounting. He was a CFO for a locally based New Jersey non-profit supporting persons with disabilities before coming to Community Options.



Belgica Cedeno, Controller, has a BS in accounting. She has over 20 years of experience in non-profit account management. She manages financial operations nationally, and oversees all facilities and corporations funded by the United States Housing and Urban Development Department; USAID and other federal grants.



Jerneau Sullivan, Director of Human Resources, attended Seton Hall University and is an active member of the Society for Human Resources Management. She has over 9 years of experience in the human resources field. Her last position was that of a Human Resources Regional Manager with Midlantic/PNC Bank. She began her tenure with Community Options 7 years ago and since then has received several promotions within the organization.



William Simon, Financial Director, has a degree in Applied Science. He has over 25 years of experience in non-profit accounting. Bill oversees all aspects of fixed asset financing. He also is responsible for the procurement and maintenance of equipment, transportation management and works with the local executive directors to purchase residential and commercial facilities.



Denise Anderson, Medical Services Coordinator, is a registered nurse and has a Bachelor of Science from Rutgers University in New Jersey. She has over 15 years experience working in the medical profession. Prior to working for Community Options, Denise worked for the New Jersey Department of Human Services, Division of Youth and Family Services and the Morristown Memorial Hospital. Denise began medical oversight for persons with disabilities at Community Options in 2003.



Selwyn Davidson, Director of Technology, attended Kean University and is a Microsoft Certified Professional. Selwyn is responsible for oversight of the information and technology department. This includes state-of-the-art, high-speed network maintenance and telecommunications management.

Executive Directors

New Jersey

Sherron Armstrong, Somerset/Middlesex/Essex, holds a Bachelor of Science Degree with a Minor in Sociology from Jersey City State College. She has several years of experience working with individuals of diverse social environments including adults with developmental disabilities. Sherron's most recent position was the Director of Residential Services for Community Access Unlimited.

Michelle Boggan, Burlington County, has a BS in Psychology from Florida A&M University. She has been working in the Human Services field since 1996. Her most recent position was as Program Coordinator of Transitional Residential Services for Catholic Charities Behavioral Healthcare.

Nicole Buckley, Mercer County, holds a BA in Liberal Arts with an emphasis in Social Science from Rider University. She began working for Community Options as a Residential Manager, and has been promoted several times within the agency. Her previous experience includes working with children with special needs for West Windsor-Plainsboro Special Services. She brings with her a strong background in leadership and program development.

Jessica Guberman, Ph.D., Ocean/Atlantic/Monmouth Counties, has a Doctoral Degree in Psychology from Madison University and 10 years of experience within non-profit grant writing, and strategic planning. She has experience with diverse populations that include substance abuse, mental health, domestic violence, sexual abuse, and developmental disabilities. She is a member of the National Society of Grant Writing Professionals and the American Psychological Association.

Bret Li-Vaks, Passaic/Bergen/Morris/Sussex/Warren Counties, has a Bachelor of Science in Human Services from Lesley University in Cambridge, Massachusetts. He is completing his MBA at Centenary College. He has been working with individuals with developmental disabilities since 1989 in New Jersey, Massachusetts, and Hawaii. His most recent position was as Assistant Director of Residential Services for Cerebral Palsy of Middlesex County.

New Mexico

Gary Marsjanik, New Mexico, has a Bachelor's degree in Social Science and a Master's degree in Organizational Management from the University of Phoenix. He brings extensive experience in program development, fund raising, grant writing and has held managerial positions with private organizations in New Jersey and New Mexico. He is a member of the Association of Behavioral Health Administrators, The Association of Developmental Disabilities Community Providers and New Mexico Association of Fund Raising Executives.

New York

Reginald Shell, Brooklyn, has a BS in Accounting and a Master's degree in Governmental Administration from the University of Pennsylvania. He has held financial and managerial positions in private and governmental organizations. He served as the Assistant Director for Administrative Operations for the NJ Division of Developmental Disabilities before joining Community Options in 1997.

Renee M. Spear, Southern Tier, NYS graduated from S.U.N.Y. Cortland with a Masters degree in Adaptive Physical Education. Renee is a Division III All-American in basketball and softball and a member of the Binghamton Hall of Fame. Renee has over 17 years experience working in management positions for persons with disabilities. She has worked as the director of habilitation services for an agency in the Southern Tier. She brings a wealth of experience and creativity to Community Options.

Natalie Bogdanowicz, Syracuse, has a Bachelor of Science in psychology from Syracuse University. She began her career as line staff working directly with persons with developmental disabilities. Natalie has spent the last twenty years in the management and supervision of residential programs supporting persons with developmental disabilities. Prior to her appointment as Executive Director of Community Options, she was the Community Support Coordinator for seven years. In her current position, she also manages programs and supports for persons with traumatic brain injury. Natalie has extensive experience with the regulatory requirements and methodologies for implementation required by the state of New York.

Pennsylvania

Sherry Franklin, Bucks, has a MA in Counseling Education and a BS in Education from Westchester University. She has over 25 years of experience working with individuals with disabilities in residential, vocational and employment services.

Bridget Haney, Pittsburgh, has a BS in Psychology and a dual Master's degree in Rehabilitation Counseling and Vocational Evaluation from West Virginia University. She has over 20 years of experience supporting people with disabilities, both residentially and vocationally. She was hired as the first Executive Director of Bucks County, Pennsylvania in 1994, and assisted in the establishment of the Pittsburgh office. Bridget has worked with Community Options for over 10 years.

Tennessee

Garth Platt, Chattanooga, has a BS in Business Administration from Wheaton University. He has spent the past six years working with people with disabilities. Garth started working with Community Options in 1998 as the Director of Residential Services in Bucks County, Pennsylvania and has been promoted within the organization numerous times.

Lee Anderson, Cookeville, has a bachelors degree in Special Education from Tennessee State University. He has been working with Community Options since 2002, both in employment and in the residential operation in Nashville.

Hollie Campbell, Nashville, has a Bachelor's degree in Psychology from Middle Tennessee State University. Hollie will be overseeing the operation of our supported living program and our employment programs in the Nashville area. Hollie previously served as the Transition & Intake Director for the State of Tennessee in the Division of Mental Retardation Services before joining the Community Options team, and has over 10 years of experience working in the MH/MR field.

Texas

Chandy Emery, Amarillo, has over ten years of management and training experience in the field of developmental disabilities. She has oversight of all operational aspects of the residential homes in Amarillo as well as the employment placement and training programs.

Amy P. White, Austin, has a Bachelor of Arts degree in Sociology from Texas State University, and has spent many years working in a locally based non-profit organization in Austin assisting people with developmental disabilities. She has a strong background in program design, growth, and development and has dedicated herself to advocating for the legal rights of persons with developmental disabilities.

Jamar Stanton, Dallas, graduated from Stephen F. Austin State University with a double major in social work and sociology. He has been in the Mental Retardation/Mental Health field for over 17 years. Jamar began his dedication to the field as a volunteer in high school, moved into service coordination and case management. Jamar is a QMRP. Jamar is now the acting Executive Director for the Dallas office.

Wisconsin

AJ Jelks, Oconomowoc, has a BS in Sociology with a minor in Communication and Ethics Studies from the University of Wisconsin-Parkside. She has a Master of Science in Human Services from Springfield College. She began her career with Community Options over six years ago as a Residential Manager. She has been working in the social services field for over 13 years.

Locations

NATIONAL OFFICE

16 Farber Road
Princeton, NJ 08540
Office: 609-951-9900
Fax: 609-951-9112

NEW JERSEY

Burlington County
1289 Rt. 38, Suite 101
Tiffany Square
Hainesport, NJ 08036
Office: 609-265-7749
Fax: 609-265-9637

Mercer County
707 Alexander Road
Bldg. 2, Suite 208
Princeton, NJ 08540
Office: 609-419-4418
Fax: 609-514-0486
Daily Plan It
Office: 609-514-9494
Fax: 609-243-0045

Morristown
150-152 Speedwell Avenue PMB#2
Morristown, NJ 07960
Office: 973-644-4750
Fax: 973-656-3178
Daily Plan It
Phone: 973-971-0082
Fax: 973-971-0083

Ocean/Atlantic/Monmouth Counties

202 North Main Street
Forked River, NJ 08731
Office: 609-693-1700
Fax: 609-693-6222

Northern New Jersey

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Wayne, NJ 07470
Office: 973-872-7111
Fax: 973-872-7121

Somerset/Essex/Middlesex Counties

Mountain View Plaza
856 Route 206 South
Bldg. B, 2nd Floor
Hillsborough, NJ 08844
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Fax: 908-359-8814

NEW MEXICO

Albuquerque
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Albuquerque, NM 87110
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Brooklyn, NY 11226
Office: 718-940-8600
Fax: 718-940-8377

New York City
45 John Street, Suite 210
New York, NY 10038
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East Syracuse, NY 13057
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Fax: 931.372.0052

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Fax: 615-885-1060

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Fax: 806-379-6975

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Box 19, Suite 227
Austin, TX 78705
Office: 512-453-7689
Fax: 512-459-1695

Dallas
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Addison, TX 75001
Office: 972-503-3901
Fax: 972-503-3898

El Paso
5959 Gateway West, Suite 460
El Paso, TX 79925
Office: 915-771-7764
Fax: 915-771-8018

WISCONSIN

Milwaukee
458 West 5th Street
Oconomowoc, WI 53066
Office: 262-567-3367
Fax: 262-567-3396

What would have happened?

**If George Bailey never lived,
Bedford Falls would be Potter's Field.
If Community Options never existed...**

“Our American society would be much further away from the goal of delivering on the promise of economic self-sufficiency and personal freedom for persons with mental retardation.”

Madeleine Will, Washington, D.C.

“Our daughter would still be at our house because no agency could find a place suitable for her needs. Until we found Community Options, no other place was able to meet the requirements we mandated for our daughter's care.”

Dee and Denise Joiner, parents of Danielle, Amarillo, Texas.

“My child would be in a home doing nothing, or in a center-based program.”

Betty Brewer, mother of Josh, Albuquerque, New Mexico.

“My child would be unloved except for our family, and very, very unhappy.”

Barbara Burns, mother of Dawn, Burlington County, New Jersey.

“Our son would not have a true home with a fine family spirit, and we would not have peace of mind.”

Marion Cubello, mother of Michael, Morris County, New Jersey.

“My daughter would still be living in a nursing home and getting poor care.”

Dottie Bartolino, mother of Nicole, Ocean County, New Jersey.

“Our child would never have or have had the opportunity to experience the same quality of life as other young men his age.”

Brenda Carpenter, mother of Brent, Dallas, Texas.

“My brother would still be in Mayview.”

Kathleen Roy, sister of Dan, Pittsburgh, Pennsylvania.

“My child would not receive the nurturing to become the person he is today, sharing with his peers and living in his community.”

Liller Griffin, mother of Kenneth, Oconomowoc, Wisconsin.

“My daughter would not be challenged to live a more independent and happy life.”

Eleanor Esposito, mother of Caren, Brooklyn, New York.

“Our daughter would not have a huge family of support to help her build a life of her own based on her choices, filled with many new possibilities.”

Gayle Lee, mother of Lyrica, Nashville, Tennessee.

“Our sister would be very bored. Thank you Community Options for all you've done.”

Concepcion Rainville, sister of Josepha, El Paso, Texas.

The Future



Community Options will:

- continue to work with families to ensure that their loved one is given the relevant systems of support.
- work with government leaders to ensure that legislative and regulatory initiatives positively impact on the lives of persons with disabilities.
- advocate for the inclusion of persons with disabilities in local communities.
- continue to facilitate home ownership for persons with disabilities.
- strive for excellence to ensure people with disabilities have jobs in the private sector.
- negotiate with the business community to assist persons with disabilities to develop entrepreneurial businesses.
- work in tandem with USAID to develop supports for persons with disabilities in third world countries.
- continue to advocate for the closure of all institutions warehousing persons with developmental disabilities.
- advocate for the elimination of any restraint or intrusive adverse behavior treatment for persons with disabilities.
- strive to ensure people with disabilities have a wonderful life.

For more information please visit us at

www.comop.org

Creative Services, a subsidiary of Community Options Enterprises,
designed & produced this report employing persons with disabilities.

Creative Services

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