Supporting People with Disabilities since 1989

Community Options, Inc.

2008

“i matter”
A Message from the President

Dear Friends of Community Options:

What is this ubiquitous little i? i-pods, i-books, i-phones. The little i means information. It has become an icon for cutting edge technology, integrated communication, instant and portable music and literature, the logo of a vibrant culture of youth, energy, freedom, and joy.

The i world does not discriminate. Young, old, rich, poor, black, brown, yellow, red, white can participate, contribute, and benefit. Optimists see the i world as a chance to create communities without boundaries, to provide each person with tools to reach out with uncensored ideas and visions, to find kindred spirits despite the barriers of space language, and nationality.

The i world and its products are flexible; people can tailor them to meet their individual habits, preferences, and needs. People with disabilities who can tune in to the i world are not flagged as disabled. For Community Options and the people we support, the i world is a new opportunity to advance our mission. For us, the i stands for individual and the message that each person is important and valued. We want the men and women we support to know in their hearts and show by their actions that i-Matter!

Warmest Regards,

Robert Stack
President & CEO
Community Options is using the i world to advance its mission of support for people with disabilities."
Home is a special entry port for the i world, the place where we can connect face to face with friends and family and through technology with businesses and organizations around the world. Community Options’ stakeholders understand the fundamental importance of home as a physical and an emotional support, especially for people with significant disabilities.

The i world liberates people from the boundaries that keep them from engaging with the global community. The majority of people with disabilities want to live independently in community settings or with family members. Community Options develops housing and supportive services that are specialized to meet the needs of individuals with disabilities. We buy, build, renovate and furnish the kind of homes that we want for our own families, promote individualized ownership, and empower those we serve to choose the setting that best meets their needs.

“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.”
“The i world liberates people from the boundaries that keep them from engaging with the global community.”
The world was founded through innovation. Innovations develop when individuals create strategies to challenge the status quo and open up new opportunities where obstacles once existed. Community Options Enterprises, Inc. (COE) was established to develop and operate entrepreneurial businesses that successfully integrate people with disabilities into the workforce. By operating businesses such as a flower shop, copy centers, and shared office facilities, COE confronts the barriers to working in community based settings instead of sheltered training centers or workshops. These businesses are owned and operated by COE in order to enhance job training and employment opportunities for people with disabilities. The following are a few examples of the opportunities available to people with disabilities to help them proudly say "imatter."

Community Options manages three shared office facilities in New Jersey. One in Morristown, one in Princeton, and one in Moorestown known as the Daily Plan It (DPI). The DPI is a professional working environment and copy center, offering all the amenities available in a traditional office setting to self-employed individuals and small business owners. Community Options is in the process of developing a Daily Plan It location in New York City. (www.dailyplanit.org)

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 customers, and is available to customers nation-wide through our website and phone number. (www.vaseful.com) (1-877-VASEFUL)

In July of 2008, Community Options launched Presents of Mind, the latest enterprise in our family of locations. Located in Mt. Olive Township, NJ this state of the art location is a unique gift store that provides job training opportunities for people with disabilities throughout the region. (www.presentsofmind.org)
“Innovations develop when individuals create strategies to challenge the status quo and open up new opportunities where obstacles once existed.”
“One of the ingredients that is critical to Community Options’ success in improving the lives of people with disabilities is Community Options Business Advisory Council (COBAC) and volunteers.”
The i world benefits the global community by providing for the sharing of resources and information. Community Options recruits local business leaders to advise our professional supported employment staff, forming the Community Options Business Advisory Councils (COBAC). COBACs advise Community Options executive directors on local economic trends, establish and maintain corporate and civic connections, and raise funds for local programs. Council members provide expertise in identifying vendors, analyzing local labor markets, locating job opportunities, and developing business plans for micro-enterprises. COBAC members include representatives from Robert Wood Johnson, Staples, NJ Association of Women Business Owners, Yardville National Bank, Haldeman Ford, Pepper Hamilton, First Washington State Bank, Sovereign Bank, the National Association of Catering Executives, lawyers, consultants, and prominent builders. They can truly say i-matter because they have been directly responsible for job placement and independent business start-ups for more than 1,000 people with disabilities in ten states.

One of the ingredients that is critical to Community Options' success in improving the lives of people with disabilities is Community Options Business Advisory Council (COBAC) and volunteers.
Employment

Employment is one of the core services provided by Community Options. We believe that everyone who wants to work should be given the support to do so, despite the level of their disabilities. To that end we have developed an array of income producing projects, from entrepreneurial businesses that employ people with and without disabilities, to supported employment with one to one job coaching, to landscaping and cleaning teams, to individual micro-enterprises. We will do whatever needs to be done to help people experience the self-esteem that comes with getting a paycheck or owning a business. We are always looking for new and innovative models such as Project Opportunity that we have replicated in Nashville, TN. This award winning project is designed to provide high school seniors with a variety of real world internships so that they are prepared for paying jobs upon graduation.

Option Quest

Our own Option Quest program provides community activities for people who are not yet interested in competitive employment. Its goal is to demonstrate the kind of jobs that exist in communities, to develop social skills, and to match people with volunteer or part time work. Option Quest is a portal, an entry to the world of employment.

To date, over 14,700 people have received employment services through Community Options. More than 800 are currently employed and receiving wages that range from minimum wage to $26.50 per hour.

“Community Options employment services are designed to meet the goals and skills of each person who wants to work.”
“The purpose of the i world is to bring about tangible improvements in people’s lives.”
“The world constantly develops upgrades as new innovations become available, and old technologies become outdated.”
Quality Assurance & Training

Evaluation

The world constantly develops upgrades as new innovations become available, and old technologies become outdated. Training is an essential part of maintaining and improving the quality of services. The Community Options training team develops appropriate instructional curricula and training modules to address identified needs. The team works with the regional vice-presidents and local executive directors to review and schedule training. 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 than individuals served by other provider agencies, and scored higher on quality of life measures, including physical home environment, integration, independence, earnings, friendships, and opportunities to make choices.

Training is an essential part of maintaining and improving the quality of Community Options’ services.
Community Options of NYC
Empire State Building
Revenue
$55,739,815

State & County Funds
$28,339,737

Program Service Fees
$24,406,713

Fundraising/Other
$2,993,365
Expenditures
$54,722,692

- Residential Services: $38,096,183
- Employment Services: $10,244,064
- Administration: $4,401,141
- Depreciation: $1,981,304
# COMMUNITY OPTIONS, INC. & AFFILIATES
## COMBINED STATEMENT OF ACTIVITIES
### YEAR ENDED JUNE 30, 2008

<table>
<thead>
<tr>
<th>Revenue and Support</th>
<th>Amount</th>
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<tr>
<td>Grants and contracts</td>
<td>28,339,737</td>
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<td>Program Service fees</td>
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<tr>
<td>Room and board</td>
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<td>Contributions</td>
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<tr>
<td>Interest Income</td>
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<td>Other Income</td>
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<td><strong>Total revenue</strong></td>
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<table>
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<tr>
<th>Expenses</th>
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<td>Program services</td>
<td>48,340,247</td>
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<tr>
<td>Management and general</td>
<td>6,382,445</td>
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<tr>
<td><strong>Total expenses</strong></td>
<td><strong>54,722,692</strong></td>
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<table>
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<tr>
<th>Change in net assets</th>
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<td>Net assets, beginning of year</td>
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<tr>
<td><strong>Change in net assets</strong></td>
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<td><strong>Net assets, end of year</strong></td>
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*These Combined Financial Statements represent Community Options, Inc. and affiliates. Please contact Community Options or the auditing firm of WithumSmith+Brown for more detailed financial statements.*
Connecticut
Jeffrey Moyer, Farmington, received his BA from Colgate University. He has served in the field of human services for the past 14 years. Prior to his position at Community Options, he spent 7 years employed with a reputable provider agency in Connecticut where he excelled and was continually promoted. Jeff is dedicated to providing quality services for people with disabilities and brings a great depth of knowledge and valuable experience to his Executive Director role.

Kentucky
Jonathan Howard, Bowling Green, has a Master’s degree from Western Kentucky University and a BS degree from Georgia Southern University. He is serving as Community Options' first Executive Director in the state of Kentucky. Jonathan has over 17 years of experience working with people with disabilities in Kentucky.

New Jersey
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. She previously served as the Program Coordinator of Transitional Residential Services for Catholic Charities Behavioral Healthcare.

Natalie Catalano, Mercer County, holds a BS in Nursing from Molloy College and a BA in Human Relations from St. Josephs College. She is a licensed Registered Nurse and spent most of her career working on Long Island, New York. She has been working with people with disabilities in a variety of capacities for over 12 years.

Diane D'Orazio, Ocean/Atlantic/Monmouth Counties, holds a BA in Psychology from Montclair State University. She has worked with Community Options previously as the Executive Director for North Jersey and Executive Director for Monmouth, Ocean and Atlantic Counties. She has been working with people with disabilities for over 18 years.

Jessica Guberman, Ph.D., Passaic/Bergen/Morris/Sussex/Warren Counties, has a Doctoral Degree in Psychology from Madison University. She has experience with diverse populations that include substance abuse, mental health, sexual abuse, and developmental disabilities. She has 10 years of experience within non-profit grant writing, and strategic planning.

Ayisha Patrick, Somerset/Middlesex/Essex, holds a Bachelor of Arts in Sociology and Criminal Justice from Caldwell College. She has over 12 years of experience working with the mental health population and people with developmental disabilities.

New Mexico
Maralie Waterman-Belonge, New Mexico, holds a Master of Science degree in Human Services Administration from Springfield College. She has 15 years of program development, fundraising and organizational management experience in professional and volunteer positions. She was previously employed as Executive Director of the New Mexico Chapter of the Alzheimer’s Association.

New York
Cynthia Barnaby, Syracuse, holds a B.A. in Psychology from Columbia College and an A.A.S. in Mental Health from North Country Community College. She has worked in the human service field for over 25 years and has extensive experience working with individuals with varying needs in various settings. She is knowledgeable of OMRDD procedures and regulations as well as the Medicaid Waiver Services.

Paul J. Weckel, Binghamton, has a BS in Human Service Administration. He has extensive experience serving individuals under the auspices of Office of Mental Retardation and Developmental Disabilities and Traumatic Brain Injury Waivers. Paul has been with Community Options since 2003 and in that time worked as the Assistant Executive Director and the Director of Quality Management for New York State.

Brooke Reynolds, New York City, has a Bachelors degree from the University of Arkansas in Recreational Therapy. She came to Community Options as a Service Coordinator for TBI clients. Brooke has six years of case management and director experience while she worked in Chicago with persons with various developmental disabilities and mental health issues.

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.

Pennsylvania
Melissa Pirraglia, Bucks County, obtained a BA in Human Services from Villanova University, and a Masters in Special Education from Arcadia University. She has over 10 years experience providing community supports to people with disabilities. Melissa participates on Pennsylvania’s Lifesharing Subcommittee and implements ongoing Voting Initiatives through voter education forums.
Executive Directors

South Carolina
Risley E. Linder, Sr., South Carolina, graduated from the University of South Carolina with a graduate degree in Education (Mental Retardation) and an undergraduate degree in psychology. Mr. Linder is a licensed Nursing Home Administrator and a licensed Assisted Living Administrator. He began his career as a minimum wage direct services worker in 1977. He has extensive knowledge of and experience in geriatrics and dementia related diseases. Mr. Linder is both author and presenter of an abuse prevention program “Do Know Harm”.

Tennessee
Hollie Campbell, Nashville, has a Bachelor’s degree in Psychology from Middle Tennessee State University. Hollie has oversight of the operation of our supported living program and our employment programs in the Nashville area. Hollie previously served as the Transition and Intake Director for the State of Tennessee in the Division of Mental Retardation Services.

Robin Gray, Cookeville, has a Master’s degree in Organizational Management and a Bachelor’s degree in Business Administration. Robin has over 20 years of experience working with individuals with disabilities.

Garth Platt, Chattanooga, has a BS in Business Administration from Wheaton University. He has spent the past 9 years working with people with disabilities. Garth started working with Community Options in 1998 as the Director of Residential Services in Bucks County, Pennsylvania.

Texas
Chandy Emery, Amarillo, is working towards obtaining her Bachelor’s degree from Amarillo College, and has over 10 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.

Jeni Greene, Dallas, has a B.A. in Psychology from Eastern New Mexico University. Jeni began with Community Options with oversight of all of the Texas Home Living mini-waiver program that covers 10 counties in the Panhandle and also was Case Manager for the Home Community Based program advocating for individuals with disabilities and their guardians. Jeni was appointed assistant ED over the Amarillo program and has completed all certifications with a 100% compliance rating from the state of Texas. She brings knowledge and energy to every position and is currently appointed as the new Executive Director for the Dallas office.

Jamie Brundige, San Antonio and Corpus Christi, Jamie is currently attending San Antonio College seeking a degree in Psychology. Jamie has over 20 years experience working with Individuals with developmental disabilities beginning his career at Community Options as a Community Support Staff Manager. He has been promoted several times within the organization.
Robert Stack is the founder, President, and Chief Executive Officer of Community Options, Inc. He has an MBA and over 25 years of experience in services for people with disabilities, including international development and the management of NJ developmental centers. He is responsible for overall operations, fiscal development, and expansion throughout the country and overseas.

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 20 years of experience in non-profit accounting.

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

Karen Hensley
Regional Vice President for Kentucky, South Carolina, and Tennessee, has a Master’s degree in Therapeutic Recreation and a BS degree in Health Education. She has over 20 years experience in non-profit management supporting people with disabilities. She has rapidly developed innovative programs throughout her region.
Mario Saenz
Regional Vice President for New York, Syracuse and Southern Tier, has a Bachelor’s degree from the State University of New York at Cortland in Therapeutic Recreation and held a license as a CTRS. He has 14 years of management experience in a variety of Human Service fields.

Todd Hansen
Regional Vice President for New York, Syracuse and Southern Tier, has a Bachelor’s degree from the State University of New York at Cortland in Therapeutic Recreation and held a license as a CTRS. He has 14 years of management experience in a variety of Human Service fields.

Bridget Haney
Regional Vice President for Pennsylvania, has a dual Master’s degree in Rehabilitation Counseling and Vocational Evaluation from West Virginia University. She was the first Executive Director of Bucks County, Pennsylvania, and assisted in the establishment of the Pittsburgh office.

Lisa Smith
Director of Training and Quality Assurance, has a BA from Stockton College. She began her career with Community Options in 1997 working directly with persons in residential services. She is currently responsible for overseeing the development and implementation of the training and quality assurance procedures.
Corey Hribar

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.
Community Options Enterprises Board of Directors

Robert Stack  
Community Options, Inc.  
President/CEO

Marge Brown  
Life Project Consulting  
Trustee

Corey Hribar  
Community Options Enterprises, Inc.  
Secretary

Paul Hritz  
Hritz Enterprises  
Trustee

Howard Maher  
Princeton, NJ  
Trustee

Paul McCaffrey  
McCaffrey’s Supermarkets  
Trustee

C. Herbert Schneider  
The Bank of Princeton  
Trustee
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Fax: 609-243-0045

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Fax: 973-656-3178
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Fax: 973-971-0083

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Fax: 609-693-6222

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Fax: 718-940-8377

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