

2009

Community Options, Inc.

*Supporting People with Disabilities since 1989*

“ i matter ”

Community Options of Manhattan

## A Message from the President



Robert Stack  
President & CEO

Dear Friends of Community Options:

**W**hat 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,

A handwritten signature in black ink, appearing to read "Robert Stack". The signature is stylized with a large, sweeping initial "R" and a long, horizontal stroke.

Robert Stack  
President & CEO

*“ Community Options is using the i world to advance its mission of support for people with disabilities. ”*



Community Options of Princeton, NJ

## Residential Services



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.”

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Community Options of Dallas, TX

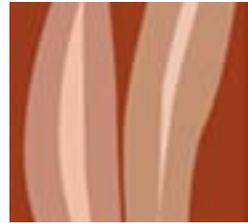
## Community Options Enterprises



The Daily Plan It



Presents of Mind



Just Add Water

1877 VASEFUL | [www.vaseful.com](http://www.vaseful.com)



The i 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](http://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](http://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](http://www.presentsofmind.org))

*“Innovations develop when individuals create strategies to challenge the status quo and open up new opportunities where obstacles once existed.”*



Community Options of Pittsburgh, PA

*“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.”*



Community Options of Sante Fe, NM

## Community Options Business Advisory Council

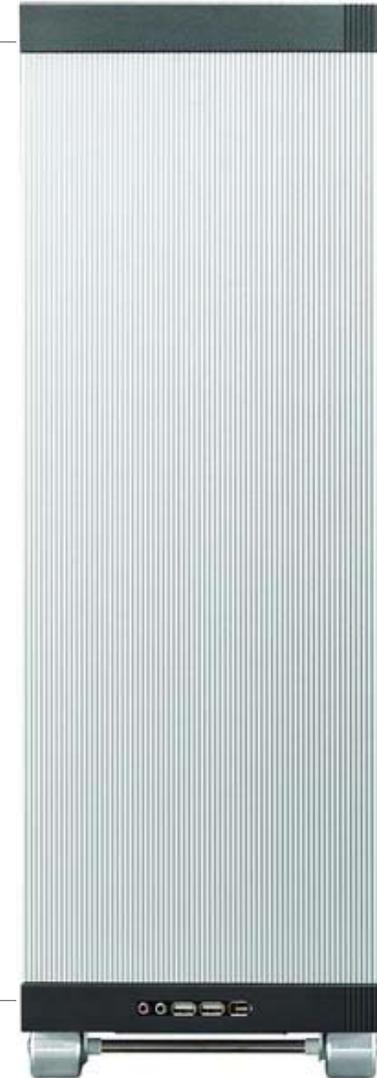


The i world benefits the global community by providing for the sharing of resources and information. Community Options recruits local business leaders to advise our professional supported employment staff, forming the Community Options Business Advisory Councils (COBAC). COBACs advise Community Options 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.

“Community Options employment services are designed to meet the goals and skills of each person who wants to work.”

### 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.



“ The purpose of the i world is to bring about tangible improvements in people’s lives. ”



“ The i world constantly develops upgrades as new innovations become available, and old technologies become outdated. ”



## Quality Assurance & Training

### Evaluation

The i 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.

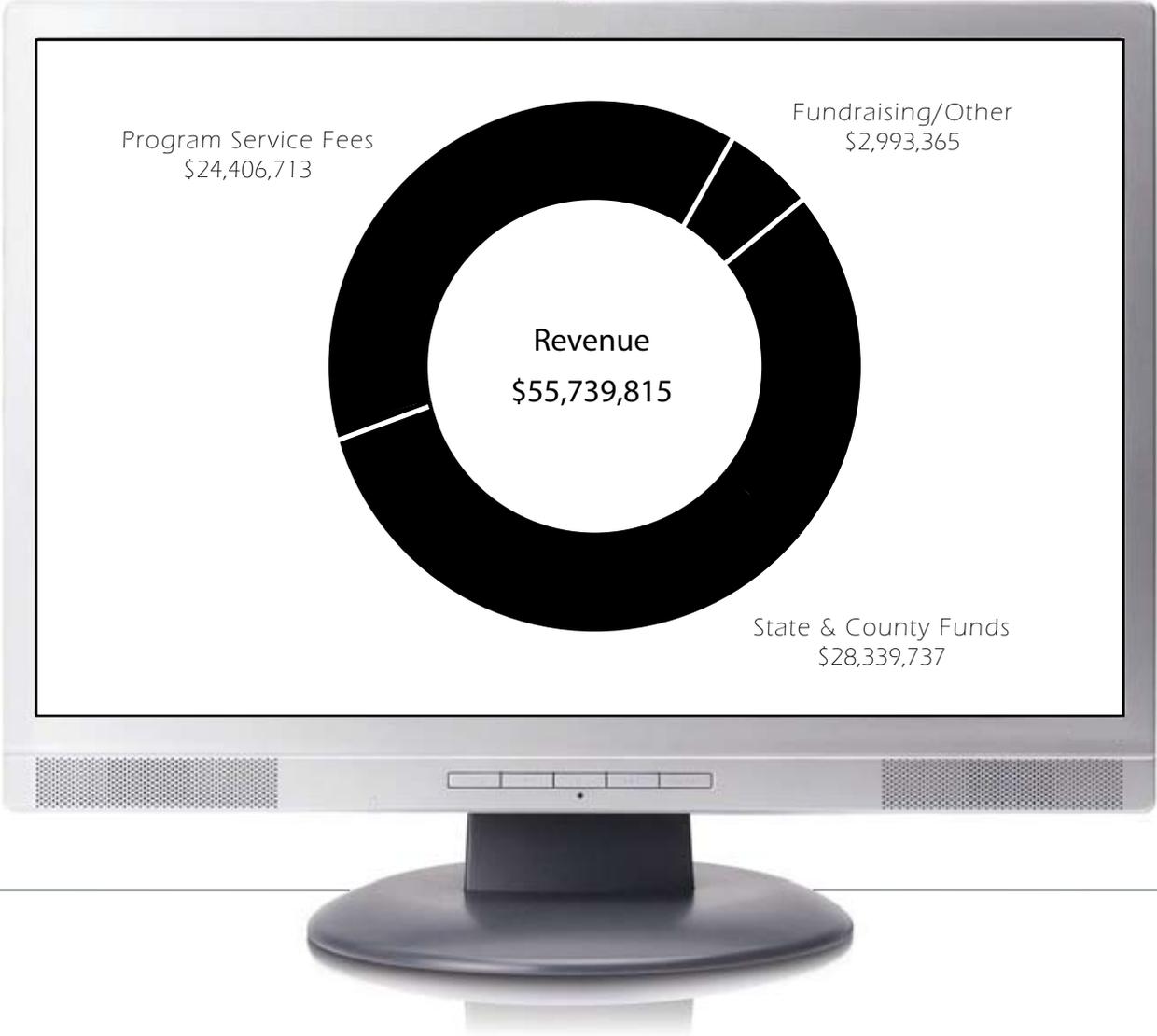


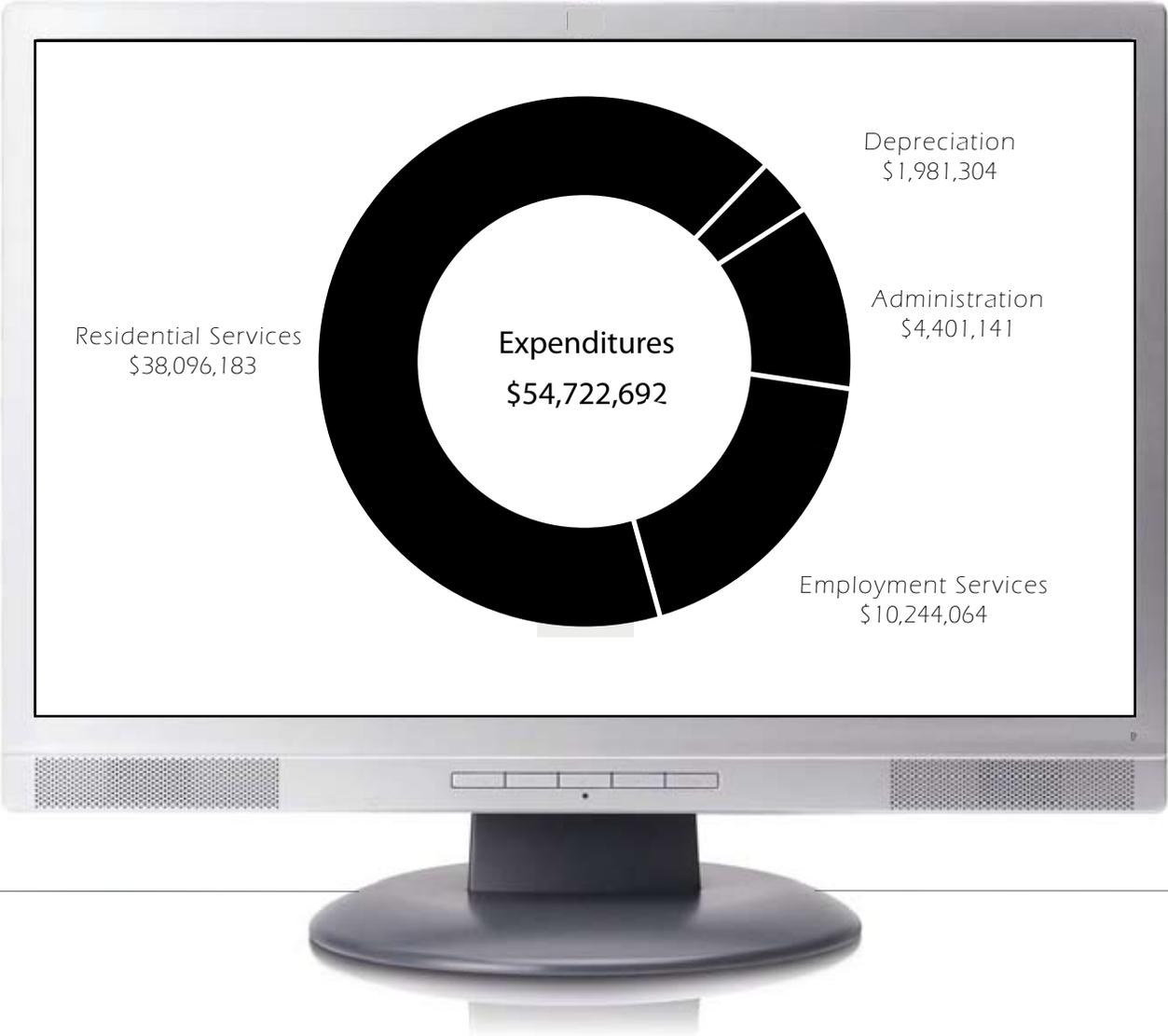




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Community Options of NYC  
Empire State Building





COMMUNITY OPTIONS, INC. & AFFILIATES  
COMBINED STATEMENT OF ACTIVITIES  
YEAR ENDED JUNE 30, 2008

Grants and contracts	28,339,737
Program Service fees	24,406,713
Room and board	867,913
Contributions	626,062
Interest Income	56,836
Other Income	1,442,554
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Total revenue and support	<b>55,739,815</b>
Expenses	
Program services	48,340,247
Management and general	6,382,445
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Total expenses	<b>54,722,692</b>
Change in net assets	1,017,123
Net assets, beginning of year	13,888,843
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Net assets, end of year	<b>14,905,966</b>
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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.



**Timothy Dunigan**  
*Hershey, PA, Chairman*

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Community Options, Inc.  
Board of Directors



**Marge Brown**  
*Philadelphia, PA, Trustee*



**Thomas Burdick**  
*Morristown, NJ, Trustee*



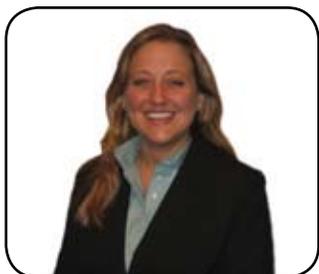
**Timothy Carden**  
*Montclair, NJ, Trustee*



**Delia Donahue**  
*Belle Mead, NJ, Trustee*



**Peter Dulligan**  
*Cresskill, NJ, Trustee*



**Corey Hribar**  
*Hamilton, NJ, Secretary*



**Robert Stack**  
*Princeton, NJ, President/CEO*



**Derek Wright**  
*Pittsburgh, PA, Trustee*



**Dr. Clarence York**  
*New York, NY, Trustee*



**Frank Zak**  
*Cleveland, OH, Treasurer*

## 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.

**Ayesha 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.

**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.

**Fred Vasseghi**, Brooklyn, holds a Bachelor's Degree from SUNY New Paltz and has been supporting people with disabilities for over 20 years. Fred has a thorough understanding of OMRDD regulations across multiple programs, QA procedures. He has extensive experience with the development of residential opportunities for people with disabilities.

**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.

## 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, has a Bachelor's degree in Organizational Management with a minor in Psychology. She has over 10 years of management and direct experience working with people with developmental disabilities. She is also the Director of Quality Assurance for the state of Texas.

**Jamie Brundige**, San Antonio, 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.

**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.

**Diana Ortega**, Corpus Christi, holds a MA in Psychology from Texas A&M Corpus Christi and a BA in Psychology and Criminal Justice from St. Edward's University in Austin, Texas. She has five years experience in serving individuals with disabilities in community and school mental health agencies; and eight years of management in nonprofit and for profit agencies.



## Management Team



**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.



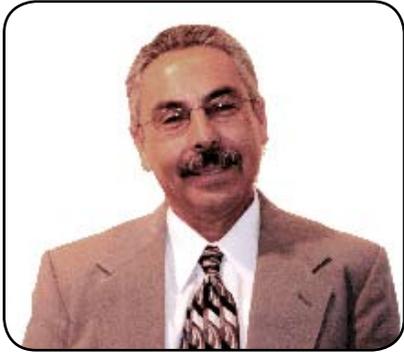
**Svet Repic-Qira**

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 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.



**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.



**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.



**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.



Christopher Dixon

Executive Director of Community Options Enterprises, Inc., holds a BS in History and a Master's degree in Healthcare Administration. He has direct oversight of all Community Options Enterprises entrepreneurial businesses and employment programs, including operations, marketing, and development.



# 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

Paul McCaffrey  
McCaffrey's Supermarkets  
Trustee

C. Herbert Schneider  
The Bank of Princeton  
Trustee





## New Jersey (Cont.)

Ocean/Atlantic/Monmouth  
Counties  
202 North Main Street  
Forked River, NJ 08731  
Office: 609-693-1700  
Fax: 609-693-6222

Somerset/Essex/Middlesex  
Counties  
Mountain View Plaza  
856 Route 206 South  
Bldg. B, 2nd Floor  
Hillsborough, NJ 08844  
Office: 908-359-6897  
Fax: 908-359-8814

Passaic/ Bergen/ Morris/  
Warren County  
41 William Street  
Wayne, NJ 07470  
Office: 973-872-7111  
Fax: 973-872-7121

Vaseful Florist  
172 Hamilton Street  
New Brunswick, NJ 08901  
Office: 732-545-5894  
Fax: 732-545-0161  
Toll Free: 877-VASEFUL

## New Mexico

Albuquerque  
2720 San Pedro N.E.  
Albuquerque, NM 87110  
Office: 505-265-7936  
Fax: 505-265-9685

Las Cruces  
1401 Don Roser, Suite D 1  
Las Cruces, NM 88011  
Office: 505-532-9275  
Fax: 505-521-1662

Santa Fe  
518 Old Santa Fe Trail, Unit 2  
Santa Fe, New Mexico 87505  
Office: 505 989 1471  
Fax: 505 983 2617

## New York

Brooklyn  
161-65 Woodruff Avenue  
Brooklyn, NY 11226  
Office: 718-940-8600  
Fax: 718-940-8377

New York City  
Empire State Building  
350 5th Ave., Suite 1207  
New York, NY 10018  
Office: 212-227-9110  
Fax: 212-227-9115

## New York (Cont.)

Southern Tier  
182-184 State Street  
Binghamton, NY 13901  
Office: 607-722-5971  
Fax: 607-722-9065

Syracuse  
216 W. Manlius Street  
East Syracuse, NY 13057  
Office: 315-431-9859  
Fax: 315-431-0764

## Pennsylvania

Bucks County  
670 Louis Drive  
Warminster, PA 18974  
Office: 215-956-0853  
Fax: 215-956-0857

Pittsburgh  
900 Sarah Street, Suite 205  
Pittsburgh, PA 15203  
Office: 412-431-7079  
Fax: 412-488-6247

## South Carolina

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110 Oak Park Drive, Suite C  
Irmo, South Carolina 29063  
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Fax: 803-732-9248

## Tennessee

Chattanooga  
5751 Uptain Road, Suite 407  
Chattanooga, TN 37411  
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Fax: 423-892-7910

Cookeville  
731 West Jackson St.  
Cookeville, TN 38506  
Office: 931.372.0955  
Fax: 931.372.0052

Nashville  
2815 Patriot Way  
Nashville, TN 37214  
Office: 615-885-1099  
Fax: 615-885-1060

## Texas

Amarillo  
7470 Golden Pond Place, Suite 100  
Amarillo, TX 79121  
Office: 806-379-6901  
Fax: 806-379-6975

Corpus Christi  
4220 South Padre Island Drive  
Suite 114  
Corpus Christi, TX 78411  
Office: 361-808-8600

Dallas  
8604 Greenville Ave  
Dallas, Texas 75243  
Office: 972-503-3901  
Fax: 972-503-3898

El Paso  
1420 Geronimo, Bldg. D  
El Paso, TX 79925  
Office: 915-771-7764  
Fax: 915-771-8018

San Antonio  
2632 Broadway  
Suite 101 North  
San Antonio, TX 78215  
Office: 210-212-4969  
Fax: 210-212-4966

For more information please visit us at  
[www.comop.org](http://www.comop.org)

To order flowers  
[www.vaseful.com](http://www.vaseful.com)

To purchase unique gifts  
[www.presentsOFmind.org](http://www.presentsOFmind.org)

To rent office space  
[DailyPlanIt.org](http://DailyPlanIt.org)

Creative Services, a subsidiary of Community Options Enterprises,  
designed & produced this report employing persons with & without disabilities.

Creative Services  
707 Alexander Road, Princeton, NJ 08540  
T 609.419.4407  
[www.i2design.us](http://www.i2design.us)