i matter

Community Options, Inc.
Supporting People with Disabilities since 1989

“i matter”

Community Options of Manhattan
Dear Friends of Community Options:

We remain excited about the possibilities of developing strong relationships with our friends in Moscow, Lima, and Cairo. Our organization is committed to helping others develop entrepreneurial businesses to augment the quality of life for persons with disabilities and their families. We also want to work with governments to show the efficacy of contracting with non-profits as principle NGOs. It is anticipated that stronger ties can in fact be developed in Russia, South America and Egypt with the right partners dedicated towards sustainable operations for their citizens.

Community Options continues to be a leader in helping others gain financial independence by incorporating hard work with ethics, creativity and the desire to make life a place where we can all thrive and grow. We have grown exponentially over the last 21 years. Community Options has an operational budget of about $65 million. We support thousands of people and we pride ourselves on helping each one of them come closer everyday to becoming more independent. We are optimistic about our future. We know that the technology, the resources and the drive are all within our grasp waiting to be harnessed with strong partnerships.

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 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 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.

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.

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.

“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."

Community Options of Ocean County, NJ
“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.
State & County Funds $27,874,774
Fundraising/Other $2,588,390
Program Service Fees $31,754,670

Revenue $62,217,834
Expended Funds

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<tr>
<th>Service Type</th>
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<tr>
<td>Residential Services</td>
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<tr>
<td>Employment Services</td>
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<td>Administration</td>
<td>$4,664,062</td>
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<tr>
<td>Depreciation</td>
<td>$2,331,320</td>
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Total Expenditures: $62,175,950
## COMMUNITY OPTIONS, INC. & AFFILIATES
### COMBINED STATEMENT OF ACTIVITIES
#### YEAR ENDED JUNE 30, 2009

<table>
<thead>
<tr>
<th>Category</th>
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<tr>
<td>Grants and contracts</td>
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<tr>
<td>Program Service fees</td>
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<td>Room and board</td>
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<td>Interest Income</td>
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<td>Other Income</td>
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<td><strong>Total revenue and support</strong></td>
<td><strong>62,217,834</strong></td>
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<table>
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<td>Management and general</td>
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<td><strong>Total expenses</strong></td>
<td><strong>62,175,950</strong></td>
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<td>Change in net assets</td>
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<td>Net assets, beginning of year</td>
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<tr>
<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.*
Jeffrey Moyer, Farmington, received his BA from Colgate University. He has served in the field of human services for the past 14 years. Jeff is dedicated to providing quality services for people with disabilities and brings a great depth of knowledge and valuable experience.

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.

Carla Spencer, Paducah, holds a MBA from Indiana University and a BS in Institutional Administration and Chemistry from Appalacian State University. Carla has worked with individuals with disabilities in Kentucky since 2005 in a senior management role and is a licensed dietician and nutritionist with experience in ICFMR facilities. She is knowledgeable of the Kentucky Division of Intellectual Disabilities procedures and regulations as well as the Medicaid Waiver Services.

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.

Veronica Trathen, Mercer County, was previously the Assistant Director of Support Coordination for Caregivers of New Jersey and advocated to move people with disabilities out of institutions and into their own homes. She has over 15 years experience working with people with disabilities.

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 20 years.

Meredith Quinn, Bergen/Morris/Essex Counties, holds a BA in Social Work from West Virginia University and a MSW in Social Work from New York University. She is a licensed Master Social Worker in the state of New Jersey. Meredith has previous experience working with diverse populations that include geriatrics, sexual abuse, and mental health.

Nicole Palma, Executive Director for Sussex/Passaic Counties, holds a Bachelor of Arts degree in History and Psychology from Rutgers University. She has been working with people with developmental disabilities since 2002. Prior to her role of Executive Director, she was assistant Executive Director for Northern New Jersey.

Ayesha Patrick, Somerset/Middlesex/Essex, holds a Bachelor of Arts in Sociology and Criminal Justice from Caldwell College. She has over 14 years of experience working with the mental health population and people with developmental disabilities.

New Mexico

Mararie 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.
Executive Directors

**Pennsylvania**

**Colette Brownlee**, Bucks County, has a Masters of Science in Health Administration/Health Education from St. Joseph’s University and bachelor’s degree from Arcadia University.

**South Carolina**

**Dorothy Goodwin**, South Carolina, holds a Bachelor’s Degree in Psychology from the University of South Carolina and has extensive experience working with people with disabilities throughout South Carolina. Dorothy has over 25 years of experience in administrative and programmatic services and a long-standing relationship with the South Carolina Department of Disabilities and Special Needs.

**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.

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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, Connecticut, and Pennsylvania. She holds an MA in Psychology and a Bachelors degree from the University of Connecticut. She is also a Licensed Professional Counselor. Svetlana began her career at Community Options in 1998 as an assistant manager in residential services and acted as an Executive Director for the North Jersey office for three years prior to her current appointment. Svetlana is also the Secretary of Community Options’ Board of Directors.

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.
Jessica Guberman, Ph.D., Executive Director of Community Options Enterprises/National Media Relations - oversees all enterprise development, day programming, transition services, creative and special event services in the State of New Jersey as well as all national media placement and public relations for the organization. Jessica has a Master of Science and Doctoral Degree in Addiction and Organizational Psychology and over 15 years of nonprofit experience as it relates to grant writing, strategic planning, program design and working with people with developmental disabilities. Jessica is an organizational representative for Community Options on the NJ Governor’s Council for Medical Research and Treatment of Autism and was awarded New Jersey Business Journal’s Top 40 under 40 award in 2009.
Community Options Enterprises Board of Directors

COE Board

Robert Stack
Community Options, Inc.
President/CEO

Andrew Agger
Trustee

Marge Brown
Life Project Consulting
Trustee

Audrey Chen
Trustee

Paul Hritz
Hritz Enterprises
Trustee

Paul McCaffrey
McCaffrey’s Supermarkets
Trustee

C. Herbert Schneider
Trustee
Locations
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Fax: 860-678-4484

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1721 McIntosh Drive
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Fax: 270-780-9332

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Suite F, Office 104
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Fax: 270-450-0812

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Daily Plan It
Office: 609-265-3921
Fax: 856-380-4072

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

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

Presents of Mind
240 Route 206
Flanders, New Jersey 07836
973-927-8500
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 & without disabilities.

Creative Services
707 Alexander Road, Princeton, NJ 08540
T 609.419.4407
www.i2design.us

To order flowers
www.vaseful.com

To rent office space
DailyPlanIt.org

To purchase unique gifts
www.presentsOFmind.org