



Annual Report 2018

“ i matter ”





Community
Options, Inc.

Supporting People with Disabilities since 1989

“ i matter ”





Community Options, Inc.

Supporting People with Disabilities since 1989

16 Farber Road
Princeton, NJ 08540

609.951.9900

www.comop.org

Community Options first office in Bordentown, NJ

Community Options, Inc. was incorporated on February 9, 1989 to develop residential and employment supports for people with severe disabilities, utilizing technology and training. As a national agency, Community Options has participated in institutional closure and community residential placement for thousands of people across several states. Community Options does not administer any large congregate programs, recognizing that people with the most severe disabilities need environments, equipment, clinical and staff support that are tailored to their very specific needs. In its history, the agency has developed a reputation for quality, cost effective administration that encourages individual choice and flexibility.

The officers, management and staff of Community Options, Inc. have many years of experience in providing community based residential and employment support to people with intellectual disabilities, autism, physical disabilities, traumatic brain injury and dual diagnoses. The agency has developed an expertise in working with state and county based authorities to facilitate community placement for persons moving from institutions. This expertise includes utilization of national staff to support locally recruited executive directors in submitting individualized service plans, locating and securing appropriate homes, condos and apartments and recruiting and training experienced staff. Community Options also hires state of the art consultants to assist staff in designing and operating services that meet very specific needs.

Additionally, the organization is experienced in providing International support services in the UK, Eastern and Western Europe, and the Middle East.

Dear Colleagues of Community Options:

Our mission is to develop housing and employment opportunities for people with disabilities. In its history, the agency has developed a reputation for quality, cost effective administration that encourages individual choice and flexibility. Our over 3,600 staff support thousands of families and continue to champion the rights of persons with disabilities to live and work in their communities. We are the fourth largest non-profit organization in New Jersey with an operating budget of 112,659,953 million dollars.

We have developed an array of income producing projects, from entrepreneurial businesses, such as shared office facilities, flower shops and gift shops that employ people with and without disabilities, to supported employment with one to one job coaching to individual micro-enterprises.

We are successfully working in tandem with governments who are interested in privatizing services for their most vulnerable citizens. We train future entrepreneurs at the local level to advance the humanitarian efforts of their government to increase the quality of life.

Community Options has a history of partnering with the National Council of Negro Women to advance the rights of mothers of children with disabilities. Community Options has also augmented local non-governmental organizations in Egypt for the educational advancement of children in need.

As a sophisticated Private Voluntary Organization with significant depth, we have worked with women who have disabilities or are the mothers of children with disabilities to contribute to the advancement of micro-business as well as educational and vocational programs



tailored to meet their needs. We profess and build capacities in people to fully comprehend that they can control the outcomes of their lives and make autonomous decisions based on their financial stability.

We are a unique Private Voluntary Organization managed by business leaders with a humanitarian agenda and understand the fundamental elements associated with economic independence and sustainable resilience in the community. We know that before any marginalized population can develop a business plan, or enter a complex vocational program, they need to have elementary skills in reading and literacy.

Our strategic plan focuses on leading public-private partnership projects for skill development in collaboration with government and entrepreneurs for micro enterprises. We understand the challenges that lie ahead in the upcoming second half of the decade. We are

proud of the work we do and the partnerships we have developed as a U.S. Private Voluntary Organization with local Non-Governmental Organizations in Egypt, Peru, Vietnam and Russia. We look forward to increasing our presence in those areas and are committed to equal rights for all regardless of race, religion, gender or disability.

We remain confident that Community Options will continue to make a difference in the lives of people with disabilities. The board, volunteers and staff at Community Options remain optimistic about planned and future partnerships with governments, NGOs and people that will benefit from our work.

Sincerely,

Robert Stack
President and CEO
Community Options





“i matter”

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!



“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 support.”

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.



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Employment Services

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.

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.



in the delivery of services.
We seek to ensure a seamless array of services
through partnerships and collaboration
with community stakeholders.

CORE VALUES

- People First
- Service Excellence
- Diversity
- Partnerships
- Innovation
- Public Trust

VISION

Our vision is to transform the New Jersey
Department of Human Services
into an exceptional organization
driven by the needs of individuals and families,
partnering with others to ensure
the delivery of a seamless array of
supports and services to make a positive
impact on the life of each person
touched by our efforts.







Transition student with coworkers giving a tour
at Robert Wood Johnson University Hospital

Transition Services

STEP - School to Employment Program

The transition from school to work is a challenging time for young adults. For young people with disabilities, these challenges can be overwhelming. Sampling different types of employment opportunities is often the best way for students preparing to enter the world of work to assess preferences and aptitudes.

This is the core concept of STEP. Starting at the end of a student's junior year, we work with students, families and child study teams to identify those individuals interested in and best suited for our program. What makes this program particularly effective is that the participating students spend their last year in school at one of our selected places of employment.

Generally, up to a dozen different career experiences are available at each participating workplace. Students rotate through a number of different internships throughout their final year to explore possible career choices. This unique school-to-work experience allows total workplace immersion and, consequently, provides a seamless combination of classroom instruction, career exploration, and on-the-job training and support. These real life experiences, combined with training in employability and independent living skills, provide students with significant disabilities optimal opportunities for a successful transition from school to work and a productive adult life.

Visit us online at transitionschooltowork.org



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Community Options Enterprises

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.”**

Prisents
of Mind

GIFT SHOP



OPEN

Vaseful Flowers and Gifts is a charming flower shop that offers high quality floral services and delivery to anywhere in the world. While working at Vaseful, employees are able to learn valuable retail skills such as credit card processing, dictating phone orders, retrieving and processing of orders received through our website, shipping and distribution, inventory management, and of course, floral processing and arranging. We are committed to serving our customers with the finest floral arrangements and gifts, backed by our 24-hour guarantee. We are located in Edison, NJ.
www.vaseful.com

Presents of Mind is a luxuriously appointed store filled with trendy, classic, and humorous gifts, gourmet foods, local art, and exotic teas. Our retail associates, looking to gain valuable career experience in retail and store management, have the opportunity to learn point of sale software, soft-selling and customer relations skills, retrieving and processing of orders received through our website, inventory management, store layout and design, and different forms of presentation and display. Our store focuses on meeting the demands that our customers deserve. Presents of Mind is located in Flanders, NJ.
www.presentsofmind.org

The Daily Plan It is a complete office, conference and copy center that offers beautifully furnished office rental space or virtual tenancy to a variety of businesses. Some of the services provided to the tenants include professional receptionist services, clerical support, high-speed color copying and on-site concierge services including dry cleaning pick up and delivery. Employees receive valuable work experience in areas such as customer service, inventory management, quality and database management, as well as facilities maintenance. The Daily Plan It has locations in Morristown, Princeton (Alexander Road), Princeton (Farber Road) and Moorestown, NJ.
www.dailyplanit.org



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Iglesia Evangelica Hispana

ASST

people

The Daily Plan It

Moorestown, New Jersey



Princeton, New Jersey





Vaseful Flowers and Gifts

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 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, prominent builders and business leaders. They can truly say i matter because they have been directly responsible for job placement and independent business start-ups for the people we support.

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



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

Quality Assurance & Training

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.

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 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.

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



Princeton, New Jersey

Development

Cupid's Chase 5K Run

The Cupid's Chase 5K Run is Community Options national fundraiser held in major cities across the country on Valentine's Day weekend.

SAVE THE DATE

Get Involved!

February 9, 2019





Albuquerque, New Mexico

Columbia, South Carolina



Manhattan, New York



Nashville, Tennessee

*invest
in independence*



The York Foundation
Board of Overseers

www.TheYorkFoundation.org

In an effort to address the disparity that people with disabilities experience everyday, Dr. Clarence York and Robert Stack created The York Foundation, an IRS tax-exempt organization under 501(c)(3), identification number 22-3839872.

The York Foundation intends to establish a \$5 million endowment to further our effort to help empower individuals with disabilities. The Foundation seeks to assist individuals with disabilities in achieving their maximum potential by integrating independence, self-determination, and productivity into all facets of their lives.

The Board of Overseers

Community Options established the Board of Overseers to promote our mission and achieve objectives of financial security, expansion of housing opportunities, and educating the general public.

Dr. Clarence York, Ed.D., Chairman

Lindsay Aquilina

Delia Donahue

Peter Dulligan

Beth Hegberg

Svetlana Repic-Qira

Robert Stack

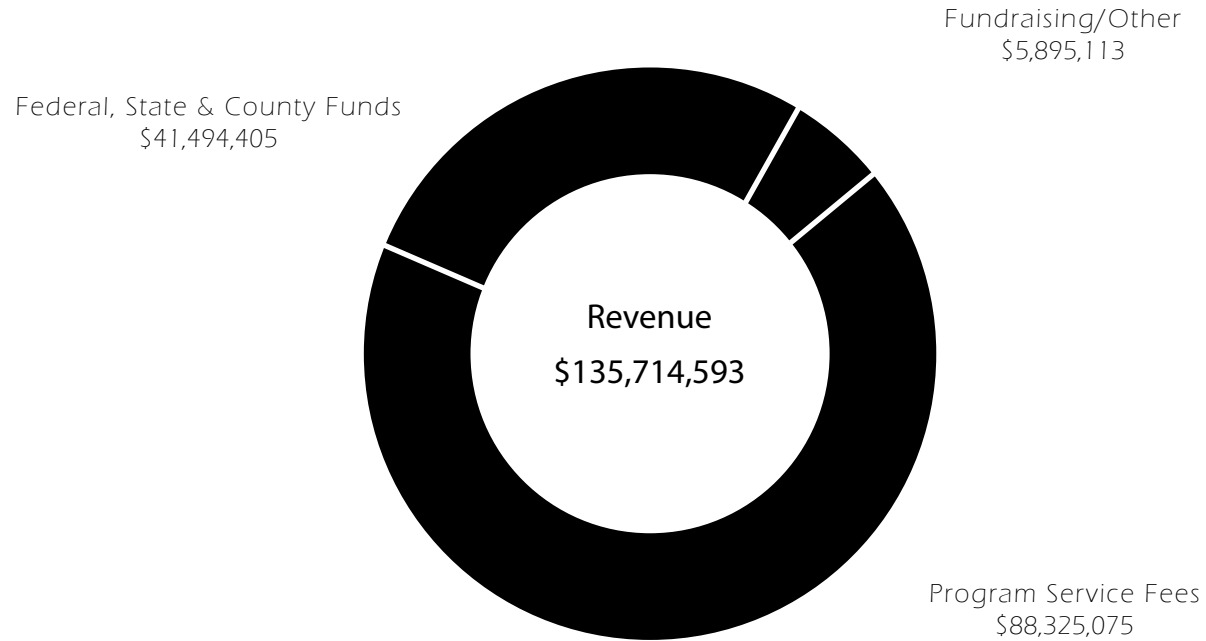
Community Options, Inc.

16 Farber Road

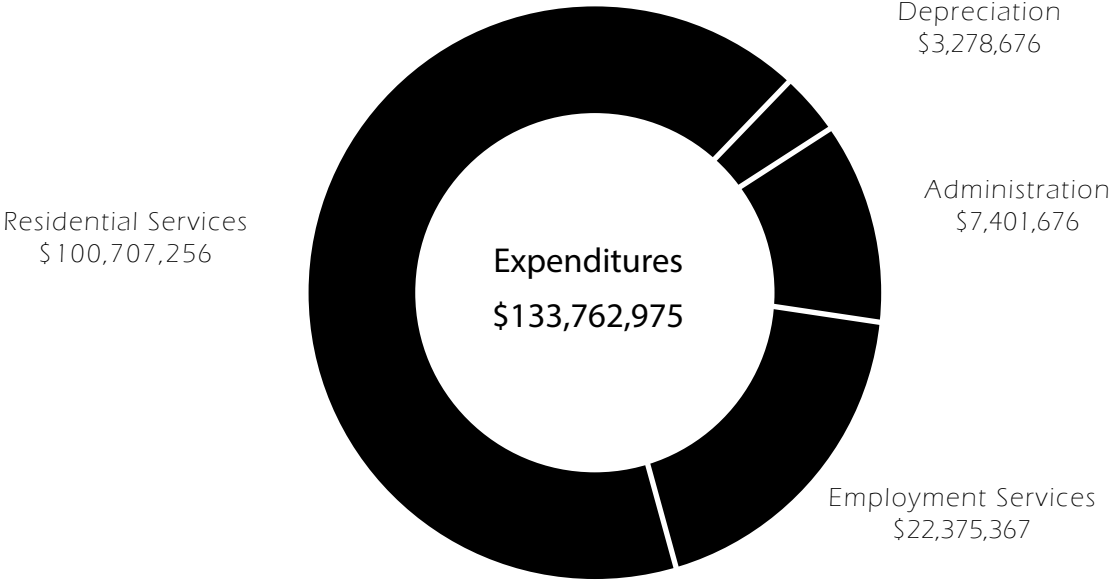
Princeton, NJ 08540

Ph: 609-951-9900

Financial Summary - FY 2016



Financial Summary - FY 2016





IN GOD WE TRUST

LIBERTY

1989

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COMMUNITY OPTIONS, INC. & AFFILIATES
COMBINED STATEMENT OF ACTIVITIES
YEAR ENDED JUNE 30, 2016

Grants and contracts	41,494,405
Program Service fees	88,325,075
Room and board	4,016,968
Contributions	670,463
Interest Income	1,396
Other Income	1,206,286

Total revenue and support **135,714,593**

Expenses	
Program services	123,082,623
Management and general	10,680,352

Total expenses **133,762,975**

Change in net assets	
Net assets, beginning of year	1,951,618
	20,065,622

Net assets, end of year **22,017,240**

*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.



Community Options, Inc.

Board of Directors

Robert Stack, President/CEO
Pocono Lake, PA

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Bryan McDonald, Trustee
Ridgeland, MS

Clarence York, Trustee
East Dennis, MA





Timothy P. Dunigan, Chairman





Robert Stack

Robert Stack is the Founder, President and Chief Executive Officer of Community Options. According to the New Jersey Business Journal's Book of Lists for 2014, Community Options is ranked as the 5th largest non-profit in New Jersey. He has an M.B.A. and is a graduate of the University of Dayton, Robert also attended the University in Friborg, Switzerland, University of Rome and the University of London. He also taught at Kent State University where he received the Graduate Student Teaching Award and he is an Adjunct Professor for the graduate school at Kean University.

Robert has extensive international experience in entrepreneurial business development and non-profit management. He has spoken throughout the world on employment for persons with disabilities using a social entrepreneurial model. He was a keynote at the Yale Goldman-Sachs School of Management and has given the plenary session at the National Council of Negro Women USAID conference in Cairo, Egypt, and at Perspektiva in Moscow, Russia on entrepreneurial management, business development and advocacy.



David P. Sweeney

Chief Financial Officer, graduated from Rutgers Business School and an M.B.A. from LaSalle University. Currently, he has a C.P.A. license in PA. David is responsible for all financial responsibilities and assists in performing all tasks necessary to achieve the organization's mission. David spent his career working in the healthcare sector managing operations and resolving debt issues. He brings seventeen years of comprehensive financial management experience, with special skills in cash flow management, bad debt control, admission procedures, auditing and accounting processes, and building effective leadership.



Brian Dion

Senior Vice President Innovation and Development, oversees operations in Arizona, Kentucky, Maryland, New Mexico and Utah. Brian holds a Bachelor of Arts degree and a Master of Public Affairs degree from the University of Connecticut. Brian brings over 30 years experience working to improve the lives of people with disabilities. His extensive resume includes positions in administration within state government in Tennessee, Connecticut and Pennsylvania. He has held numerous executive positions in nonprofit agencies.



Svetlana Repic-Qira

Regional Vice President, oversees operations in New Jersey, New York & Pennsylvania. She holds an M.A. in Psychology, a B.A. from the University of Connecticut and is also a licensed Professional Counselor. Svetlana is not new to Community Options, she was an executive director for North Jersey for three years; a community support coordinator; and administrative coordinator; and in 1998 she was an assistant manager at Community Options. Svetlana was a social worker and before that a discharge planner at Summit hospital.



Catherine Carroll

Regional Vice President, oversees the operations in Texas, holds a Bachelor of Science degree in Psychology from Charleston Southern University. She has spent over 20 years in the Human Services field. Her past positions include Director, Director of Quality and Compliance and State Director for several nonprofits in Texas and North Carolina.



 Community Options, Inc.
Supporting People with Disabilities since 1999
www.comop.org

NEW YORK STOCK EXCHANGE

 Community Options, Inc.

 CUPID'S CHASE

LIVE. LOVE. RUN.
5K IN SUPPORT OF
PEOPLE WITH DISABILITIES

FRIDAY
22
JANUARY

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PEOPLE WITH DISABILITIES

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Phil Vitale, Trustee

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Fax: 423-892-7910

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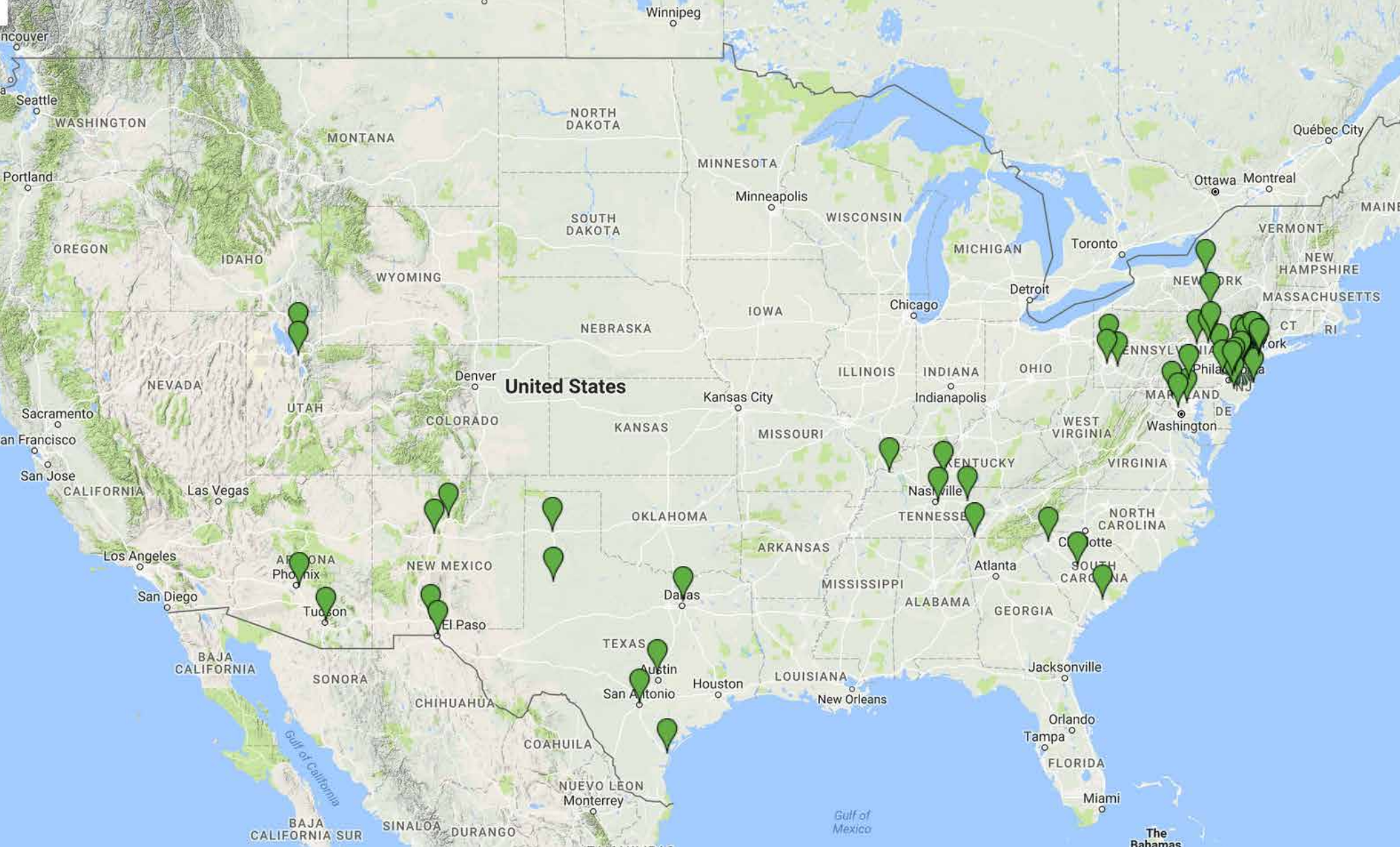
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