OUR MISSION

We do all it takes to develop the best housing and employment for persons with disabilities. We believe in the dignity and freedom for every person to experience the highest degree of self-determination.

Community Options is the provider of choice.
Dear Friends of Community Options,

As a society we do all it takes to make our lives better. We do all it takes to achieve a good life. “Happiness” according to Aristotle “depends on ourselves.” We celebrate thirty years of doing all it takes to work with others to facilitate happiness in themselves. All it takes is the belief that a person with disabilities can live, work and experience happiness in their life. All it takes are parents, government leaders and our staff to work together to facilitate belonging for persons with disabilities.

Currently we employ over 5,500 people with varied job titles and responsibilities. The most important element of their job description is to facilitate happiness within the lives of persons with disabilities we support.

As we look forward to the next thirty years, I hope that you join us in taking pride in everything that we have accomplished together to lay the groundwork for the future. The idea of “All It Takes” began with a grassroots advocacy group at a New Jersey kitchen table in 1989 evolving into a national non-profit supporting thousands of individuals with disabilities throughout the country.

We facilitate institutional closure and work with the community to eliminate large facilities as an option. We work closely with government and community leaders to ensure legislative and regulatory initiatives positively impact the lives of people with disabilities. We have made tremendous strides. We know that progress is always attainable for those who are willing to give all it takes.

In the coming years we look forward to cultivating our partnerships with family members and governments. We will continue to work towards our goal of maintaining the highest quality of excellence in all of our services. Our mission drives us, and your continued support sustains us. We will remain steadfast in our commitment to be champions for the rights of people with disabilities.

Please join me in supporting our staff and families who bravely explore the opportunities to do all it takes for persons we support to have freedom and dignity. Because there will always be new challenges and new frontiers, we will continue to do all it takes.

Warmest Regards,

Robert Stack
President and CEO
Community Options, Inc.
Incorporated February 9, 1989, our mission is to develop residential and employment supports for people with severe disabilities. Since its inception, Community Options maintains a reputation for providing exceptional person-centered services that are unique to the needs of each individual. Community Options has spearheaded institutional closure and community residential placement for thousands of people across several states. Because we maintain one centralized infrastructure across the nation, we maintain efficiency with less administrative costs focused on service delivery.

Persons with significant disabilities require supports that are individually tailored to meet their specific needs. With programs and services for community-based living, employment supports, high school transition programs, and specialized programs for respite and medically fragile people with disabilities, Community Options remains a provider of choice.

We have extensive experience in community based residential and employment support for persons with developmental and intellectual disabilities such as autism, cerebral palsy, Down syndrome, physical disabilities, traumatic brain injury and dual diagnoses. Community Options works with state and county-based authorities to facilitate community placement for persons moving from institutions, transitioning from their family home or returning to their state of origin.

Our model deploys highly seasoned national staff to support locally recruited executive directors providing guidance and management, locating and securing appropriate housing and recruiting and training staff. Community Options has a network of experts in the field to assist staff in designing and operating services that meet specific needs.

Community Options is a USAID agency with experience in providing international support services in the Middle East, Russia and Europe.
TIME LINE

1989 - Community Options is Incorporated
1991 - First grant from Pennsylvania Developmental Disabilities Council
1992 - First four homes in NJ were purchased
1993 - First contract with Texas Aging & Disabilities for Home Living
1994 - Began services in Pittsburgh, Pennsylvania and Binghamton, New York
1995 - Established operations in New York City
1996 - Opened first office in Nashville, Tennessee
1997 - Princeton Daily Plan It, opened first office
1998 - Vaseful flowers and gifts opened in Central, New Jersey
1999 - Operations are established in New Mexico
2000 - The Dr. Clarence York Foundation is created
2004 - Fifteenth anniversary at Princeton University’s Prospect House
2006 - First iMatter Conference held in Austin, Texas
2007 - Operations are established in South Carolina
2008 - Presents of Mind, opened in North, New Jersey
2009 - The First Annual Cupid’s Chase 5k is held in Princeton, New Jersey
2010 - First homes are opened in Kentucky
2012 - Families designed the first Red Ribbon Academy in Wayne, New Jersey
2013 - An office in the Poconos is established
2014 - Established first office in Tucson, Arizona
2015 - Established operations in Maryland
2016 - Community Options established operations in Utah
2018 - Princeton Vaseful flowers and gifts was established
2019 - Thirtieth year anniversary was celebrated on the Campus of Princeton University
All it takes is a home. Throughout history, home is where people go to feel safe, comfortable, and loved. Everyone deserves this fundamental human right. We buy, build, renovate, and furnish the kind of homes that we would want for our own families.

We work closely with individuals and their families to determine the optimal residential setting that will best accommodate their needs and preferences. These choices can range from the size and location of the home to the color. We work in tandem with state government leaders to ensure that their regulatory requirements and funding optimize parental choice.

RESIDENTIAL SUPPORTS

We forge relationships with foster home and family care providers. This enables persons we support to live in the most family based environment. Community Options does all it takes to assist the family providers with professional, respite and monetary support.

With over 600 well-appointed homes supporting over 1,500 residents nationwide, Community Options does all that it takes to ensure parity with the rest of the neighborhood. Staffing plans are developed in accordance with need. Our highly trained staff bring our mission to life as they assist the individuals in the homes achieve their highest degree of self-determination.
All it takes is a chance to work. Anyone who wants to work can and should work. We find and support persons with disabilities in jobs and facilitate matching them with the right employer.

We have developed an array of income-producing enterprises employing people with and without disabilities making minimum wage or more within an integrated setting. We provide supported employment creating customized work plans enabling them to acquire essential skills for a job of their choice in the community. We support over 1,100 individuals who are employed.

For those in need of more fundamental training, we established Option Quest. These are meaningful day programs. The goal of this program is to introduce individuals with disabilities to the world of employment. With the assistance of our staff, Option Quest participants can experience a plethora of opportunities including involvement in volunteer work, advocacy groups, and recreational activities.
NON-TRADITIONAL SUPPORTS

TRANSITIONAL SERVICES
STEP- School to Employment Program

The School to Employment Program (STEP) is an apprentice program for high school students and young adults with developmental disabilities. As educational funding stops for students with disabilities entering adulthood, transition is challenging. We make the transition into the world of work from school seamless.

STEP cultivates transferable vocational and social skills to increase opportunities for competitive employment. We collaborate with teachers, students, families, and child study teams identifying interests for apprenticeships after sophomore year. Students rotate through various internships for exposure to potential career paths. Ample opportunities for classroom instruction, on the job training, and real-world experiences are provided to students near matriculation giving them the tools they need to lead a more productive adult life.

RED RIBBON ACADEMY

Parenting a child with severe medical fragility is difficult. Community Options partnered with a parent group to open a medical day program supporting adults with significant medical fragility. Individuals who have graduated from school with no alternative except to remain at home apply to the program. This unique program offers innovative medical, therapeutic and recreational supports. We employ physical, occupational, recreational therapists and medical teams. We use state of the art technology, music and sensory rooms in a person-centered nurturing environment. We offer a variety of stimulating activities to improve engagement. We encourage individual progress applying the power of strong social relationships.
COMMUNITY OPTIONS ENTERPRISES

Community Options Enterprises operates entrepreneurial businesses successfully integrating people with disabilities into the workforce. Community Options owned businesses provide individuals with disabilities employment in a community-based setting. We use venture philanthropy for facility acquisition and capitalization. All businesses employ persons with disabilities at minimum wage or better through revenue streams derived from the business. All businesses are in a totally integrated setting.

Vaseful Flowers and Gifts are charming flower shops with high quality floral services and delivery to anywhere in the world. While working at Vaseful, employees with and without disabilities learn valuable retail skills such as customer service, credit card, phone and website order processing, distribution, inventory management and floral arranging. We handle all floral arrangements for weddings, corporate and special events with the finest arrangements backed by our 24-hour guarantee.
www.vaseful.com

Presents of Mind is a luxuriously appointed retail store filled with trendy, classic, and humorous gifts, gourmet foods, local art, and exotic teas in a strip mall. Our associates gain valuable career experience in retail management, point of sale software, soft-selling and customer relations skills. We retrieve and process physically purchased and website orders.
www.presentsofmind.org

The Daily Plan It is a complete office, conference and copy center owned and operated by Community Options offering beautifully furnished office rental space to a variety of businesses. Services provided to the tenants include receptionist services, mail pick up, internet, clerical support, janitorial services, high-speed color copying and on-site concierge services including dry cleaning pick-up and delivery. Employees receive valuable work experience in customer service, inventory management, quality and database management and facilities maintenance.
www.dailyplanit.org
STAFF DEVELOPMENT

Film director Bruce Brown once said, “All it takes is one person who is committed, focused, and on a mission to spark an entire team into believing in themselves.” Our greatest assets are our employees. Staff training and development are of paramount importance.

In addition to comprehensive staff training, we offer customized management classes to enhance leadership skills. Exemplary candidates are selected for The Leadership Academy and the Duke Leadership Certification Program. These programs develop a pipeline of future leaders throughout the organization. We cultivate high potential staff by offering training, mentoring, stretch assignments, and tuition reimbursement.

The Duke Leadership Certification Program is a continuing education program offered to our Executive Directors through an alliance with Corporate Education Group (CEG) and Duke University. Executive Directors with regional oversight refine leadership and professional credibility skills and when completed, receive a co-branded certificate from Duke University and CEG.

QUALITY ASSURANCE AND TRAINING

To remain within the forefront of the human services industry, we do all it takes for continual improvement. We measure success by the quality and provision of care. Our quality assurance team works with regional staff ensuring compliance beyond state and federal regulations. Our highest standard to excellence and our “all it takes” mentality are what distinguish us from other organizations.

We utilize a multitude of platforms to accommodate varied learning styles of our employees whether the trainings occur in a webinar or face to face. Our certified trainers are adept in delivering complex information in a synthesized and practical manner. We invest largely in our employees training processes. We know that the learners of today are the leaders who will do all it takes tomorrow.
Cupid’s Chase 5k is our national fundraising event held in cities across the country on the Valentine’s Day weekend. These races increase public awareness about Community Options. Our races are fueled by corporate sponsorships within local communities, ensuring augmented funding for well-maintained homes, transportation, recreation, and employment support. Since Cupid Chase’s inception in 2009, we have consistently increased the number of races held nationwide.

**CUPID’S CHASE 5K RUN**

Cupid’s Chase 5k is our national fundraising event held in cities across the country on the Valentine’s Day weekend. These races increase public awareness about Community Options. Our races are fueled by corporate sponsorships within local communities, ensuring augmented funding for well-maintained homes, transportation, recreation, and employment support. Since Cupid Chase’s inception in 2009, we have consistently increased the number of races held nationwide.
COMMUNITY OPTIONS

BUSINESS ADVISORY COUNCIL

To successfully integrate individuals with disabilities into the community, we establish local relationships. The Community Options Business Advisory Council (COBAC) is comprised of local civic leaders who provide expertise in identifying employers and vendors, analyzing local labor markets, locating job opportunities, and supporting the local executive director. COBAC members act as liaisons educating business owners and other constituents in the corporate sector about the role that the business community plays to improve the lives of people with disabilities. We come closer to our goal of societal understanding and acceptance of people with disabilities as contributing members to society by developing this cohesive network.
## FINANCIAL SUMMARY - 2019

**COMMUNITY OPTIONS, INC. & AFFILIATES**  
**COMBINED STATEMENT OF ACTIVITIES**  
**YEAR ENDED JUNE 30, 2019**

### Grants and contracts  
9,278,570

### Program Service fees  
198,170,911

### Room and board  
7,316,460

### Contributions  
880,206

### Interest Income  
1,031

### Other Income  
2,428,889

**Total revenue and support**  
218,076,067

### Expenses  

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program services</td>
<td>198,798,033</td>
</tr>
<tr>
<td>Management and general</td>
<td>16,788,535</td>
</tr>
</tbody>
</table>

**Total expenses**  
215,586,568

### Change in net assets  
2,489,499

### Net assets, beginning of year  
31,972,316

### Net assets, end of year  
$34,461,815

### Revenue**  
$218,076,067

### Expenditures  
$215,586,568

*For audited financial statements contact Withum, Smith + Brown*
Tennille Thomas, Chief of Staff for the Maryland Department of Human Services, launched an initiative to return home all children with intellectual and developmental disabilities placed in out-of-state institutions and identify residential living opportunities for them. Community Options received a contract to open and operate two, four-bedroom children’s homes.

These two homes support seven girls that cope with severe behavioral and trauma issues. Several had been living in out-of-state institutions where they were not prescribed appropriate medication, experienced physical restraint and electric shock. Now all seven individuals are attending Montgomery County public schools.

One of the first individuals arriving to Community Options from this initiative was Rachel. Rachel departed the Rothenberg Center in Massachusetts. She was restrained 20 times a month, exhibited self-aggressive behaviors and was considered “too violent to live in the community” at this center. Since coming to Community Options, Rachel excels both in school and in the community. She is happy and doing well.

We do not permit under any circumstances aversive conditioning. We believe every agency should do whatever it takes to use positive approaches for behavior.
“Is the belief that a person with disabilities can live, work and experience happiness in their life.”

Linda Thomas (Parent)

“Are parents, government leaders and our staff to work together to facilitate belonging for persons with disabilities.”

Robert Stack

“All it takes
Is putting the person with developmental disabilities first; always placing their well-being above your own.”

“Is one small action by one person.”

Susan Cooper

“Is perseverance and never give up.”

Zikomo
Community Options, Inc. Board of Directors

Timothy Dunigan, Chairman
Robert Stack, President/CEO
Frank Zak, Treasurer
Svetlana Repic-Qira, Secretary
Dr. Regina Alivisatos, Trustee
Lindsay Aquilina-Levert, Trustee

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Amy Frank, Trustee
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Erik Alberti, Trustee

Ian Bogaty, Esq., Trustee
Kristen Condo, Trustee
Laura Dulligan, Trustee
Community Options Executive Team

Robert P. Stack  
Founder, President and Chief Executive Officer of Community Options. According to the New Jersey Business Journal’s Book of Lists for 2018, Community Options is ranked as the 3rd 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. He is an Adjunct Professor for the graduate school at Kean University. He is the author of two books: I Matter-So Does Your Cause – Starting a Nonprofit and Meaningful Day: Day Program Services Curriculum and Staff Guidebook.

David P. Sweeney  
Chief Financial Officer, holds a B.A. in Accounting from Rutgers Business School and an M.B.A. from LaSalle University. He has a C.P.A. license in PA and is responsible for financial operations. David spent his career working in the healthcare sector managing operations. He has twenty five years of comprehensive financial management experience.

Courtney Eidel  
Chief Human Resources Officer, has an M.B.A. from Georgian Court University and a B.S. in International Business and Management from Montclair State University. Courtney has over fifteen years of experience in employee relations, talent management and compensation and benefits in both for-profit and non-profit organizations.

Brian Dion  
Chief Development and Compliance Officer, Oversees major gifts, grants, program development, pooled trusts, compliance platforms and health and safety. Brian earned a Bachelor of Arts degree and a M.P.A. from the University of Connecticut. Brian has over 30 years experience improving the lives of people with disabilities. His extensive resume includes positions in administration within state government in Tennessee, Connecticut and Pennsylvania.

Svetlana Repic-Qira  
Executive Vice President, oversees operations in Maryland, New Jersey, New York and Pennsylvania. She earned 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.
Geraldo Rivera’s 1972 exposé of institutional abuse resulted in class action law suits to enable persons with different abilities to live and work in the community. Bernard Carabello was emancipated from the Willowbrook institution when he was 21 years old pictured with Robert Stack (2019).