



EXTRAORDINARY MEASURES

Annual Report
2021





A Message from the President and CEO

Dear Friends of Community Options,

Our nonprofit has consistently remained the provider of choice for persons with disabilities. Throughout challenges and victories Community Options has improved the quality of life for those we support. We develop housing and bolster employment opportunities for persons with disabilities. We firmly believe that anyone with disabilities can live and work in the community. Our nonprofit allocates resources to empower persons with disabilities to believe in themselves and harness their abilities to enjoy life.

COVID-19 created unexpected challenges throughout all industries and caused disruptions in all our lives. However, our staff of 5,500 individuals went to extraordinary measures to ensure the 5,000 people we support were not just protected but continued to experience the happiness we strive to facilitate here at Community Options. The photos you will see in this report show the bond that develops when everyone is treated with dignity and respect.

Community Options strived to keep people safe throughout the pandemic while retaining all personnel thereby preventing furloughs and layoffs. This is a testament to those who work so hard to keep our programs enacted while maintaining financial stability. The commitment and zeal of our stakeholders translate into continued success.

This is evidenced by our entrepreneurial businesses, including the Daily Plan Its, the Vaseful flower stores, and Presents of Mind gift store. Our stability and success is a harbinger for new businesses in the coming year. Facilitating individuals with disabilities who want to work and gain confidence in themselves while learning skill sets and earning competitive wages remains a fundamental principle of Community Options.

We remain optimistic as we continue to facilitate and create new and long-lasting relationships with family members and government leaders. Our board and leadership remain determined to continue growing our footprint around the country while advocating for institutional closure.

We remain unflappable in enhancing the lives of people with disabilities. We will continue to educate the public on what many of these extraordinary individuals are capable of when treated as equals in their community.

Community Options has made great strides in the fight for the rights of people with disabilities. Our organization began from grassroots advocacy and morphed into extraordinary measures eliciting proactive change.

Our nonprofit allocates resources to empower persons with disabilities to believe in themselves and harness their abilities to enjoy life.

Sincerely,

Robert Stack
Founder, President and CEO

An Extraordinary Year

2020 was an extraordinary year. We applied extraordinary measures. Community Options weathered the storms and challenges by adhering to its founding principle: that all people with disabilities have the right to live and work in the community. We have maintained and expanded housing for persons with disabilities. Extraordinary measures were taken to protect the 5,000 people we support and our 5,500 staff. We invested early and heavily in personal protective equipment for everyone.

No Community Options employees were laid off or furloughed due to the pandemic. Our residential direct support staff are heroes. Daily, they provide care and create in-home and online activities.

We all pulled together to save and improve lives. Connectedness and friendships, for people with and without disabilities, are what makes life fulfilling.



“The quality of life is determined by its activities.”
Aristotle

Mission

To develop housing and employment supports for persons with disabilities.



“In the end, it’s not the years in your life that count, it is the life in your years.”

Abraham Lincoln

Home

What does home mean to you? For most of us it is the place where we feel safe and loved. Some people want a quiet neighborhood; others prefer a more urban environment where they can walk to a coffee shop. Many of us prefer to live close to family and friends. Choosing where to live is a right.

We take extraordinary measures to make this happen for residents. People choose environments that feel comfortable. Families are welcome to visit often and share meals. The residents make plans to attend family celebrations and other events. Families have a unique role in our services; we recognize and respect the importance of life-long connections.

Community Options launched its housing initiative by partnering with states engaged in deinstitutionalization and providing alternatives to placements into large segregated settings. Our ability to meet the needs of families and state officials quickly and decisively enabled us to remain the provider of choice. Success led to invitations from additional states. We now manage more than 600 homes for 1500 people across 10 states.







Employment

Our founding principle is that anyone who wants to work can and should work. Our job is to develop compensatory supports for successful employment. Job Coaches support people to identify their goals, network, and retain jobs. Every year we guide more than 1,100 individuals into competitive and integrated employment.

We work in partnership with local businesses and large corporations to secure employment. Corporate responsibility enables all of us to remain successful. Some people need a little more time and help to land that first job. Our Option Quest program provides opportunities for people to explore different jobs and hone basic skills like following directions and being on time. They build confidence by volunteering or joining self-advocacy and recreational groups.



Community Options Enterprises

Community Options Enterprises accelerates workforce entry for people with disabilities. People with and without disabilities work side by side, in entrepreneurial businesses earning real paychecks and learning social and technical skills.

Vaseful Flowers and Gifts are charming shops with high quality local services and world-wide delivery. Employees learn customer service, credit card, phone and website order processing, distribution, inventory management and floral arranging.

Presents of Mind sells trendy, classic, and humorous gifts, gourmet foods, local art, and exotic teas. Associates gain experience in retail management, point of sale software, and customer relations.

The Daily Plan It is a complete office, conference and copy center offering beautifully furnished rental office space. The menu of tenant services includes reception, mail, internet, clerical support, high-speed color copying, graphic design, and janitorial support. Many of our employees have been hired by tenants who see their drive and skills. Others find new jobs with references provided by satisfied tenants.



Optionality

Positive Options

Community Options believes that positive approaches are the only way that people with a history of behavior issues can succeed. Many have experienced trauma in their lives. We build trusting relationships between direct caregivers and those we support. People can then learn to replace challenging behaviors with healthy coping strategies.

Community Options does not use any form of aversive conditioning. We lead the nation in demonstrating supportive strategies for community-based programs. Staff work with those they support to define what they want and what they need. Programmatic supports are then designed to meet their specific needs.

School to Employment Program (STEP)

Educational funding for students with disabilities ends at age 21 or upon graduation. Transition is challenging. Young adults and their families need support to learn to use new systems to meet their needs. STEP prepares students to seamlessly transition from high school to the workforce or postsecondary education.

STEP begins by working with teachers, students, families, and child study teams to identify interests. Students rotate through various jobs for exposure to potential career paths. Classroom instruction and on-the-job training give students who are near matriculation the tools they need to get a job or succeed in college or at technical school.

Red Ribbon Academy

Community Options partnered with a parent group in New Jersey to open day services for adults with significant medical fragility. Program applicants graduated from school and need appropriate socialization and structure during the day. We offer innovative medical, therapeutic, and recreational supports, managed by medical staff, nurses and therapists. The person-centered environment offers state of the art technology, music, and sensory rooms. Stimulating activities improve engagement encouraging individual progress by harnessing the power of strong social relationships.

Children with Disabilities

Many families have difficulties caring for their younger loved one with disabilities. The only alternative to address this need in many communities are institutional placements. We recruit foster parents who provide ample support and oversight in a safe and loving environment. Greater challenged youths are offered additional supports with a rich array of caregiving staff managed by our local executive directors.



Training/Leadership Development

Community Options' greatest asset is its staff. We could not fulfill our mission without executive leadership and dedicated direct support staff at all levels. Providing professional development for employees is a priority. Many long-term staff have risen through the ranks to assume leadership roles.

Basic staff training begins with the topics and credentials required by contracts. However, we offer more training and development courses through face-to-face classes, webinars, and on the Community Options YouTube Channel.

Our ubiquitous national training team, headed up by Diana South, has managed training venues coast to coast.

Our succession planning program includes a Leadership Academy that identifies promising employees. In partnership with Duke University, select employees are provided with an individualized career development plan and a mentor to assist them through the process.

We partner with the University of Arizona Global Campus (UAGC), an accredited online university, to offer all eligible employees savings on tuition and other educational costs. UAGC Tuition Benefits provide employees and immediate family members the opportunity to earn a college degree while working full-time.



Technology

More than 90% of all funds are allocated to direct support staff and program sites. We do this efficiently through the application of a nationally based centralized infrastructure with unified values tailored to local culture. We maximize independence for those we support through “Smart Home” applied technology for physical plant oversight and safety.

This includes national training, quality assurance oversight and deployment as well as the management of a robust variety of technological platforms such as UltiPro, Kronos, Therap, Interplex, Tableau, Kofax, OnBase, MillinPro, Fresh Desk, Proofpoint, Meraki and Smart Homes. We plan to inaugurate our Enterprise Resource Planning system through Oracle in 2022.

The Betty Pendler Award

Betty Pendler was a parent of a person with developmental disabilities and noted advocate, who taught parents “to let go.” A founding board member, her philosophy of dignity of risk and freedom proved inspirational to so many. Recipients of the award were most recently Senator Bob Casey from Pennsylvania, Ambassador Nikki Haley from South Carolina and Governor Tom Kean from New Jersey for their leadership. Phil Lian and Joan Mueller received the award for their philanthropy and advocacy.



The Foundation

December 1, 2020, marked the 20th Anniversary of the Foundation. The Foundation applies endowment funds to support the mission of Community Options. Support is provided to augment staff training, direct care award programs and develop housing and employment initiatives in new areas.





The Crowley Family

The plot of the Extraordinary Measures film is about John and Aileen Crowley. Two of their three children, Megan and Patrick, have Pompe disease which typically causes death before the age of 10. John expedited the development of the needed drugs to extend his children's life.

Megan graduated from Notre Dame and Patrick works at the Vaseful flower store. Patrick greets customers, oversees inventory, helps track orders, and sometimes goes out on deliveries. Patrick even added a book exchange library to the storefront.

Whenever Patrick's mother Aileen needs flowers, she lets him know. He makes unique arrangements that impress family and friends.

Recently, we learned that Aileen's brother passed away. Although terribly grieved at the loss, she took solace in the fact that Patrick handled the flowers. We all want to feel valued and be able to contribute. Patrick's contributions have improved the lives of all who know him.

Rachel's Story

Rachel was removed from her family and friends in Baltimore and placed into the Rotenberg Center at a very young age. This institution uses electric shock and aversive conditioning as a mean of therapy. Her behavior included significant abuse and behavioral challenges exacerbated by this institutional life. In September of 2017, we moved Rachel into a small home in Maryland managed by Community Options. Our staff implements individualized supports for Rachel with meaningful interactions in her neighborhood. Rachel graduated from high school in June 2021.



Gilbert's Story

Gilbert lives in Manhattan and describes himself as a fighter and a survivor. Gilbert survived a traumatic brain injury, heart failure, and more than 30 strokes. Gilbert says he will get stronger with the help of Community Options and God.

Gilbert is proud of his Puerto Rican heritage and fondly remembers spending his days in Washington Square among diverse friends and neighbors. He has family in Ohio that he talks and prays with by phone. He also has Frances, his long-term girlfriend. He likes comedy movies and playing practical jokes.

Gilbert describes his staff as the "Best team in America, if there was anything above an A that's what I'd give them."

Star's Story

Star was unable to reside with parents and was placed into the foster care system in Columbia, South Carolina. When we were asked to accept Star into our small group home, we were told that she had a history of running away and aggressive behaviors.

Our terrific staff worked with Star and helped her find a job in a Burger King supported by our Employment Specialist. Star is appreciated by her Burger King Manager and has maintained her position during the pandemic. She enjoys spending time with her housemates and staff.

Our Heroes

Community Options' direct support professionals have taken extraordinary measures to provide support for people with disabilities. This year they provided a measure of stability and comfort to residents through the confusion of stay-in-place orders and isolation. While residents struggled to understand why they could not report to their volunteer positions at local hospitals, or why their families could not visit, direct support professionals needed to develop new routines, activities, and explanations. Everyone learned to Zoom and enjoy drive-by celebrations.

Some residents became ill with coronavirus and were either confined to their rooms or taken to the hospital. Staff continued to come to homes monitoring health, supporting residents, and thinking of creative ways to make each day meaningful.

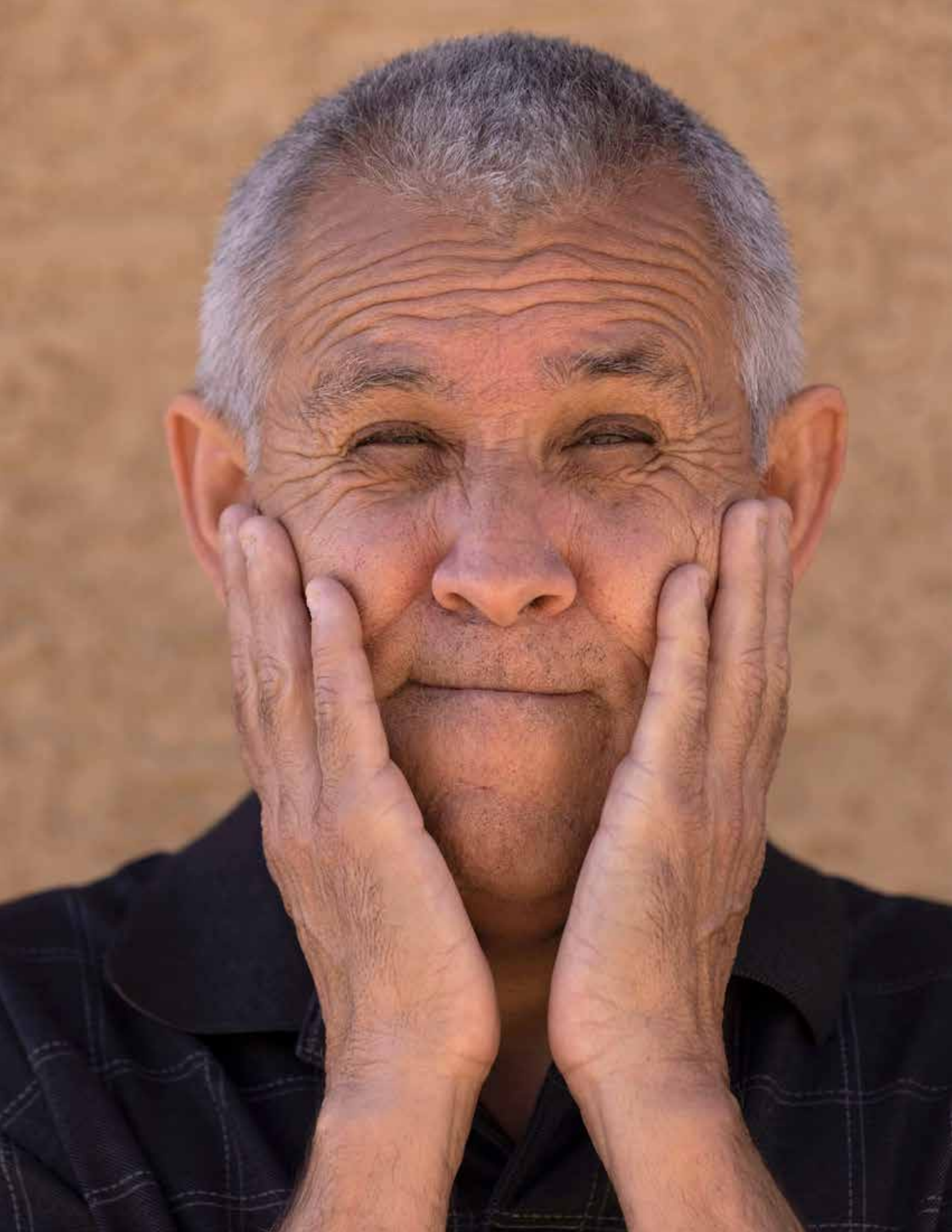
Direct support professionals are essential workers who do not have the luxury of working from home. They truly inspire all of us with their dedication and bravery in caring for our most vulnerable citizens.

We are forever grateful for the extraordinary measures they take each day by continuing to work through these challenges. Direct support professionals are our heroes yesterday, today, and every day!









Community Options heroes taking EXTRAORDINARY MEASURES for more than half a decade

Abbccus Dokie	East Orange, New Jersey	Angela L. Jackson	Levittown, Pennsylvania	Candis Calaf	Mt. Laurel, New Jersey
Abel Roberts	Beverly, New Jersey	Angela Murphy	Paterson, New Jersey	Candy Pringle	Columbia, South Carolina
Abimbola O. Amoo	Dallas, Texas	Angela P. Allen	Columbia, South Carolina	Canisha Whitehead	West Deptford, New Jersey
Abraham Geezay	Philadelphia, Pennsylvania	Angelita Chavez	Albuquerque, New Mexico	Caprece DeRosa	Liverpool, New York
Abraham Kollie	Philadelphia, Pennsylvania	Angelito Dizon	Easton, Pennsylvania	Carla Floyd	Charleston, South Carolina
Abraham S. Keita	Whitehall, Pennsylvania	Angelyn Fothergill	Silver Spring, Maryland	Carlenzt Doliscat	Bloomfield, New Jersey
Abril Granados-Solis	Las Cruces, New Mexico	Ann M. McDonald	Manahawkin, New Jersey	Carlos Lopez	Morristown, New Jersey
Adejoke Akinbami	Brooklyn, New York	Anne Ellerbe	Willingboro Twp, New Jersey	Carmen Forbes	Rockville, Maryland
Adejoke Owoiya	Union, New Jersey	Antonio J. Moore	Chattanooga, Tennessee	Carmen Lopez	Randolph, New Jersey
Adelaida Moreira	Sunland Park, New Mexico	Antrey S. Frazier	Travelers Rest, South Carolina	Carmen M. Ramirez	El Paso, Texas
Adewale Tajudeen	East Brunswick, New Jersey	Antwuan L. Brooks	Bensalem Twp, Pennsylvania	Carole Easy	Breinigsville, Pennsylvania
Adrienne Sammons	Chattanooga, Tennessee	April Dalicandro	Greensburg, Pennsylvania	Carrol Lull	Cookeville, Tennessee
Agnes A. Cheaton	Nashville, Tennessee	April Nelums-Gurley	Philadelphia, Pennsylvania	Cassandra Chandler	Cedar Park, Texas
Agnes Kipkuna	East Rutherford, New Jersey	April Williams	Philadelphia, Pennsylvania	Cassandra Nottingham	Willingboro, New Jersey
Ahmad Saleh	Hamilton, New Jersey	Aretha Herbert	Bronx, New York	Catherine T. Shannon	Hillsborough, New Jersey
Ahunna Ekedo	North Brunswick, New Jersey	Arlene Fisher	Newark, New Jersey	Catoyya L. Morgan	Clifton, New Jersey
Akaido Mohammed	Silver Spring, Maryland	A'saadah Robinson	Garfield, New Jersey	Cecelia Contoe	Philadelphia, Pennsylvania
Akintunde Akinmusire	Philadelphia, Pennsylvania	Ashlee DiPisa	Langhorne, Pennsylvania	Cecilia Jackson	Irvington Twp, New Jersey
Akoua Bini	Whitehall Twp, Pennsylvania	Ashley Gethard	Little Egg Harbor, New Jersey	Cecilia S. Mustapha	Somerset, New Jersey
Akouvi D. Dorvi	Gaithersburg, Maryland	Ashley N. June	Philadelphia, Pennsylvania	Celia Procope	Bronx, New York
Alan Rose	Goosecreek, South Carolina	Athena M. Boddy	Emmaus, Pennsylvania	Celina Garcia	Las Cruces, New Mexico
Alanna Brown	Columbia, South Carolina	Audrey Stymest	New Brunswick, New Jersey	Chamierra White	Trenton, New Jersey
Albert Wood	Levittown, Pennsylvania	Aunessa Miller	Paterson, New Jersey	Chara Thomas	New Alexandria, Pennsylvania
Alejandro Cooper	Chattanooga, Tennessee	Aysha Patrick	Hillside, New Jersey	Charlene Watson	Orangeburg, South Carolina
Alex Aluoch	Hillsborough, New Jersey	Ayoubu C. Allie	Whitehall, Pennsylvania	Charles Duren	Philadelphia, Pennsylvania
Alexis Ellison	Gloucester Twp, NJ	Babatunde Ayoad	N. Brunswick, New Jersey	Charles L. Jackson	Pittsburgh, Pennsylvania
Alfonse Cataldo	Florham, New Jersey	Banchalem Tesfaye	Silver Spring, Maryland	Charles Nagbe	Paulsboro, New Jersey
Alfred Adigun	Trenton, New Jersey	Barbara Hagerman	Apollo, Pennsylvania	Charles O. Ehanire	Catasauqua, Pennsylvania
Alfred Oates	Austin, Texas	Barbara Pettis	Old Bridge, New Jersey	Charles T. Bruce	Hopkins, South Carolina
Alfred Odero	Whitehall, Pennsylvania	Bayo Akingbala	Union, New Jersey	Charles Wilson	Philadelphia, Pennsylvania
Alhaji Sheriff	Sayreville, New Jersey	Belgica Cedeno	Hamilton, New Jersey	Charlotte McNamara	York, Pennsylvania
Alice L. Garcia	El Paso, Texas	Ben Dolla	N. Brunswick, New Jersey	Charyl Berrien	Columbia, South Carolina
Alison Zanella	Budd Lake, New Jersey	Benard Aye bale	Magnolia, New Jersey	Chasity Gordon-Fraser	East Stroudsburg, Pennsylvania
Allie N. Potts	Antioch, Tennessee	Bendu Derklah	Hamilton, New Jersey	Chelo McCoy	Morrisville, Pennsylvania
Allison J. Kern	Manahawkin, New Jersey	Benedict Olagbaju	Pemberton, New Jersey	Cheryl D. Brock	Philadelphia, Pennsylvania
Allyson Thomas	Wapwallopen, Pennsylvania	Benita Y. Benson	Irmo, South Carolina	Cheryl H. Moise	Montgomery Village, Maryland
Alma Castuita	Santa Fe, New Mexico	Bernadette Barnaby	Levittown, Pennsylvania	Cheryl Schweitzer	Old Bridge, New Jersey
Alneka Milligan	Berkeley Twp, New Jersey	Bernadette McGowan	Mountainside, New Jersey	Chijioke U. Uzoma	Brentwood, Tennessee
Alpha Moseray	Darby, Pennsylvania	Bernard Abuto	Paterson, New Jersey	Chinonye Mbamalu	Antioch, Tennessee
Alpha Tejan	Somerset, New Jersey	Bernard Krakosky	Robbinsville, New Jersey	Chitoo Mbah	Barnegat, New Jersey
Althea Hill	Millville, New Jersey	Bernekia Caughman	Columbia, South Carolina	Christina Plunkett	Southampton, New Jersey
Alvin V. Verdier	Philadelphia, Pennsylvania	Beth Njoroge	Whitehall, Pennsylvania	Christina Wilson	Jeannette, Pennsylvania
Alyse Cantore	Clifton, New Jersey	Betty Owens	Lebanon, Tennessee	Christine Senaya	Newark, New Jersey
Amanda Hulbert	Lanoka Harbor, New Jersey	Betty T. Moore	Gaithersburg, Maryland	Christopher Fuentes	Scotch Plains, New Jersey
Amanda L. Tierney	Lake Hopatcong, New Jersey	Betty Vasquez	Hamilton, New Jersey	Christopher Klimkiewicz	Hamilton Twp, New Jersey
Amanda M. Meza	Las Cruces, New Mexico	Bhavisha R. Patel	Franklin Park, New Jersey	Christopher McKnight N.	Huntingdon, Pennsylvania
Amanda Olbeter	Vandergrift, Pennsylvania	Bianca Vargas Ceijas	El Paso, Texas	Chudi Ezike	Penn Hills, Pennsylvania
Amber Goode	Solvay, New York	Bisrat Hailemariam	Antioch, Tennessee	Claire Pandozzi	Syracuse, New York
Amber Jackson	Trenton, New Jersey	Bolatito Iyiola	Willingboro, New Jersey	Claudia V. Jayme	El Paso, Texas
Amber Jones	Monmouth Junction, New Jersey	Bonnie Morningstar	York, Pennsylvania	Clayton Joseph	Hackensack, New Jersey
Amber McBride	Newton, New Jersey	Bonnie Thornton	San Antonio, Texas	Clement Oluwadare	Antioch, Tennessee
Amber More	San Antonio, Texas	Bosedo Olagbaju	Lumberton, New Jersey	Clement R. Gray	Whitehall Twp, Pennsylvania
Ameyo Ahanogbe	Clarksburg, Maryland	Brandi Younger	Gaston, South Carolina	Cleo L. Brown	Vineland, New Jersey
Amimu Asheem	Bethlehem, Pennsylvania	Brenda Ibarra	El Paso, Texas	Cliffe Ratemo	Union, New Jersey
Amparo Gonzalez	Dover, New Jersey	Brian D. Whitfield	Amarillo, Texas	Coral Grimes	Amarillo, Texas
Amsale Tamiru	Nashville, Tennessee	Brian Dion	Mertzown, Pennsylvania	Cornell Brownfield	Pittsburgh, Pennsylvania
Amy L. Crossman	Johnson City, New York	Bridget L. Haney	Pittsburgh, Pennsylvania	Courtney Eidel	Allentown, New Jersey
Amy Wertheimer	Latrobe, Pennsylvania	Bridgett M. Blair	Paterson, New Jersey	Craig Jones	Rankin, Pennsylvania
Andra Parsons	Trenton, New Jersey	Brima Fofana	Collingswood, New Jersey	Crystal D. Garcia	Las Cruces, New Mexico
Andrea C. Durham	Corpus Christi, Texas	Brittany Irving	Paterson, New Jersey	Crystal M. Watson	Eastover, South Carolina
Andrei Zemlianko	Endwell, New York	Brittany Mills-Walker	Goose Creek, South Carolina	Crystal R. McCall	Philadelphia, Pennsylvania
Andrew C. Park	Montville, New Jersey	Brittney Robinson	Columbia, South Carolina	Cynthia Milligan	Bayville, New Jersey
Andrew J. Hayes	Camillus, New York	Bryant L. McDonald	Columbia, South Carolina	Cynthia Mlodzienski	Easton, Pennsylvania
Andrew M. Tucker	Newark, New Jersey	Caitlin Ondrejck	Hamilton Twp, New Jersey	Cyvonne A. Clemens	Gaithersburg, Maryland
Aneza Kamara	Bristol, Pennsylvania	Calvin I. Chaplin	Columbia, South Carolina	Daishawn Robinson	York, Pennsylvania
Angela Angrum	Carteret, New Jersey	Camille Haque	N. Brunswick, New Jersey	Damien Speaker	Las Cruces, New Mexico

Dana A. Jackson	Silver Spring, Maryland	Edward Sango	Elkins Park, Pennsylvania	Gilda Flores	San Antonio, Texas
Dana Edwards	Ewing, New Jersey	Edwin Otondi	Jersey City, New Jersey	Glenn L. Snyder	Bristol, Pennsylvania
Dana L. Whelan	Waretown, New Jersey	Ekeja Green	Ladson, South Carolina	Glenn Thompson Jr.	Mesquite, Texas
Danelle McDowell	Edison, New Jersey	Ekkehard Sambolah	Bristol, Pennsylvania	Gloria Gerald	Lumberton Twp, New Jersey
Daniel Matengo	Allentown, Pennsylvania	Elaine Hetzel	Bass River Twp, New Jersey	Gloria Hanson	Sussex, New Jersey
Daniel Tarin	Las Cruces, New Mexico	Eletha A. Roberts	Bloomfield, New Jersey	Gloria J. Gillbreath	Amarillo, Texas
Daniel W. Beam	Las Cruces, New Mexico	Elfida Vasquez	Las Cruces, New Mexico	God-Son Benoit	Blakeslee, Pennsylvania
Danielle Bosquet	Trenton, New Jersey	Elijah O. Aluoch	Chattanooga, Tennessee	Grace Galarza Sarmiento	Kearny, New Jersey
Danielle Gille	Manville, New Jersey	Elizabeth Vilme	Brooklyn, New York	Gregory Harris	Philadelphia, Pennsylvania
Danielle Richardson	Columbia, South Carolina	Elisha Johnson	Linden, New Jersey	Gricelda Navarrete	Las Cruces, New Mexico
Danielle Wescott	Philadelphia, Pennsylvania	Eliza Israel	East Brunswick, New Jersey	Guadalupe Gomez	Chaparral, New Mexico
Danna M. Anthony	Newtown, Pennsylvania	Elizabeth Gatua	New Brunswick, New Jersey	Guadalupe Marquez	El Paso, Texas
Danyiel Spells-Johnson	Pittsburgh, Pennsylvania	Elizabeth Ngwa	Allentown, Pennsylvania	Guadalupe Renteria	Las Cruces, New Mexico
Darlene Gaines	Smyrna, Tennessee	Elizabeth Samuels	Brooklyn, New York	Guadalupe Soto	El Paso, Texas
David Johnson	Columbia, South Carolina	Elizabeth Siwo	Pittsburgh, Pennsylvania	Guadalupe Vargas	El Paso, Texas
David P. Sweeney	Newtown, Pennsylvania	Elizabeth Stedman	Leechburg, Pennsylvania	Hakeem Oladimeji	Summerville, South Carolina
David T. Strother	Columbia, South Carolina	Ella Robinson	Franklinville, New Jersey	Harerimana Celestin	Bethlehem, Pennsylvania
David Vaughan	Plainsboro, New Jersey	Emeka R. Amaefuna	Nashville, Tennessee	Harriet Williams	Brooklyn, New York
Dean Blanco	Bordentown, New Jersey	Emelia Djane	Harrisburg, Pennsylvania	Harrison Sao	Nashville, Tennessee
De'Ante Tucker	Irmo, South Carolina	Emilia R. Hinojos	Las Cruces, New Mexico	Harry Craley	York, Pennsylvania
Dearmar Jaeploe	Ewing, New Jersey	Emily Leverich	West Windsor, New Jersey	Hawa Y. Moore	Gaithersburg, Maryland
Debbie Bumbalough	Sparta, Tennessee	Emmanuel Mercier	Barnegat Twp, New Jersey	Heather Klein	Philadelphia, Pennsylvania
Deborah Closs	Montclair, New Jersey	Emmanuel Ibem	Plainfield, New Jersey	Hector Johnson	Las Cruces, New Mexico
Deborah Grant	Vineland, New Jersey	Emmanuel Ejiofor	Antioch, Tennessee	Helen I. Udeze	Antioch, Tennessee
Deborah Middleton	New York, New York	Emmanuella Osuebi	South Plainfield, New Jersey	Henrietta Munoz	Las Cruces, New Mexico
Deborah Napoleon	Southampton, Pennsylvania	English T. Dennis	West Columbia, South Carolina	Hibistey Duraso	Antioch, Tennessee
Deborah Thomas	Brooklyn, New York	Erica Daye	Pitcairn, Pennsylvania	Hilaire Pehlert	Pennsauken, New Jersey
Debra T. Moses	Washington, DC	Erica Aguirre-Rosales	Las Cruces, New Mexico	Hilda Escudero	San Elizario, Texas
Decontee Kwity	Darby, Pennsylvania	Ericka Funderburg	Yardville, New Jersey	Himie Wesley	Trenton, New Jersey
Deirdre E. Downing	Ewing, New Jersey	Erika Rokes	Roselle, New Jersey	Hurshel Richardson	Paterson, New Jersey
Delerio Seecharran	Brooklyn, New York	Eriq Hagan	Fords, New Jersey	Ibrahim Conteh	Sayreville, New Jersey
Delois D. Goolsby	Granville, Tennessee	Esmena Lynch	Brooklyn, New York	Ida Bormentar	Princeton, New Jersey
Deloris J. Rice	York, Pennsylvania	Essivi Zewu-Kessouagni	Newark, New Jersey	Idowu Sanusi	Newark, New Jersey
Denise Morris	Summerville, South Carolina	Estelle Smith	Levittown, Pennsylvania	Ikem F. Adophy	Hamilton Twp, New Jersey
Denisha Joseph	Brooklyn, New York	Esuabana Ebong	Budd Lake, New Jersey	Ireti Araoye	Philadelphia, Pennsylvania
Dennise Mirabal	Las Cruces, New Mexico	Eva Walker	Allentown, Pennsylvania	Irma G. Sanchez	El Paso, Texas
Denys Andrade	Dunellen, New Jersey	Evangelina Guerrero	El Paso, Texas	Isaac Torres	Allentown, Pennsylvania
Denzil J. Beacham	Allentown, Pennsylvania	Evelyn Lomax	Voorhees Twp, New Jersey	Israel Morales	Albuquerque, New Mexico
Derrick A. Taylor	Smyrna, Tennessee	Evelyn Rivera	Bronx, New York	Ivy Lewis	Minoa, New York
Derrick Hogue	Philadelphia, Pennsylvania	Evie Shider	Walterboro, South Carolina	Ivylin Bennett-Forrest	Hamilton New Jersey
Deshonett Taylor	Paterson, New Jersey	Fabiola Bernard	Brooklyn, New York	Jacinta E. Abah	Carteret, New Jersey
Desirray E. Moody	W. Columbia, South Carolina	Fanta Toure	Media, Pennsylvania	Jackline Nyandieka	Toms River, New Jersey
Desmond Everett	Irvington Twp, New Jersey	Fathiyah Shabazz	Asbury Park, New Jersey	Jackline Oriwa	Hawthorne, New Jersey
Desmond Muluh	Blackwood, New Jersey	Fatimata Diagana	Philadelphia, Pennsylvania	Jacob Sirkot	Weatherly, Pennsylvania
Destiny Ruiz	Las Cruces, New Mexico	Felicia Purcell	Lumberton Twp, New Jersey	Jacquanna Daniels	Paterson, New Jersey
Devon Richardson	Mount Laurel, New Jersey	Fenton Cutler	Maplewood Twp, New Jersey	Jacqueline Eldrige	Corpus Christi, Texas
Dewanna McClendon	Chattanooga, Tennessee	Fernando Rodriguez	El Paso, Texas	Jamal R. Colbert	Pitcairn, Pennsylvania
Diana Mbogoni	Parlin, New Jersey	Fonda Deane	Newark, New Jersey	James D. Mann	San Antonio, Texas
Diane D'Orazio	Little Egg Harbor, New Jersey	Frances L. Crusoe	Gaithersburg, Maryland	James Waita	Dunellen, New Jersey
Diane Lakomski	Fords, New Jersey	Francis G. Adams	Chatham, New Jersey	Jamie Cochran	Columbia, South Carolina
Diane R. Alexander	New York, New York	Francisco A. Morales	El Paso, Texas	Jamie L. Reynolds	Dallas, Texas
Diane Stevens	Piscataway Twp, New Jersey	Franklin I. Ngere	North Plainfield, New Jersey	Jamie R. Cassell	Lumberton, New Jersey
Dianne Crews	La Vergne, Tennessee	Fredrick Owino	Allentown, Pennsylvania	Jamila Cobb	Lubbock, Texas
Dianne R. Howard	Kunkeltown, Pennsylvania	Fridah Machogu	Jersey City, New Jersey	Jamison Reed	Columbia, South Carolina
Dierra M. Gregory	Hamilton, New Jersey	Funmilayo Thomas	Somerset, New Jersey	Jamole Edwards	New York, New York
Dolores Maldonado	El Paso, Texas	Gabrielle Schapira	New York, New York	Jamontay Wallace	Albuquerque, New Mexico
Dolores Orozco	Las Cruces, New Mexico	Gail M. Jennings	Irmo, South Carolina	Jan Bell	Brewerton, New York
Dolores Straker	Cambria Heights, New York	Galen F. Sisco	Glenshaw, Pennsylvania	Janieshia Gregory	Trenton, New Jersey
Dolores Zimmerman	Bronx, New York	Garry Ridges	Irmo, South Carolina	Janneth C. Lingard	Pittsburgh, Pennsylvania
Donald C. Odendo	Allentown, Pennsylvania	Garseda Johnson	Newark, New Jersey	Janyz Yanez Corra	Syracuse, New York
Donna Minns	Baldwin, New York	Gary Shofner	Franklin, New Jersey	Jasmine Kemp	Pittsburgh, Pennsylvania
Dooby Exilus	Philadelphia, Pennsylvania	Gayla Turner	Pittsburgh, Pennsylvania	Jasmine Spaulding	Trenton, New Jersey
Dora Bampo	Princeton, New Jersey	Gaynel Brown	Greensburg, Pennsylvania	Javier Castro	El Paso, Texas
Dora Casallas	West Berlin, New Jersey	Gbalee E. Weah	Trenton, New Jersey	Javonte A. Dickerson	Atlantic City, New Jersey
Doris Biney	Antioch, Tennessee	Genevieve C. Riker	Endicot, New York	Jayne G. Gray	Philadelphia, Pennsylvania
Doris Clemmons	Mt. Juliet, Tennessee	George Chapin	Philadelphia, Pennsylvania	Jean Barbieri	Mt. Laurel, New Jersey
Dorothy Chrisler-Winters	Bloomington, New Jersey	George Obi	Antioch, Tennessee	Jean Kitchen	Greensburg, Pennsylvania
Dwayne Pemberton	Brooklyn, New York	Gerald Mokom	Allentown, Pennsylvania	Jean Simon	Brooklyn, New York
Ebony Campbell	Columbia, South Carolina	Geraldina Casasapro	North Haledon, New Jersey	Jefferson Juste	Barnegat, New Jersey
Eddie Williams	Trenton, New Jersey	Geraldine Schwarz	Little Falls, New Jersey	Jeffrey Douma	Morristown, New Jersey
Edgar J. Rivera	Morristown, New Jersey	Gerhardt Halm-Lutterodt	Budd Lake, New Jersey	Jeffrey Hill	East Syracuse, New York
Edward Keenan	Whiting, New Jersey	Giacinto Santacroce	Endicott, New York	Jeffrey L. Minkovich	Latrobe, Pennsylvania

Jenea Moore	Mount Vernon, New York	Kathleen Halligan	Wharton, New Jersey	Leslie Robinson	Brooklyn, New York
Jennifer H. Boggs	Charleston, South Carolina	Kathleen Procaccini	Trenton, New Jersey	Leticia Schroeder	Las Cruces, New Mexico
Jennifer Grantham	Bristol, Pennsylvania	Kathryn Bryant	Woodbridge Twp, New Jersey	Leticia Segoviano	Chaparral, New Mexico
Jennifer Mejia	Paterson, New Jersey	Kathryn Murray	LANOKA Harbor, NJ	Lilia Rivas	Bloomfield Twp, New Jersey
Jeremiah Copiaco	Briarwood, New York	Kathryn Sampson	East Brunswick, New Jersey	Lilian A. Mizelle	Fair Lawn, New Jersey
Jermaine L. Moore	Silver Spring, Maryland	Kathy Armendariz	El Paso, Texas	Lillian O. Hurley	Mauldin, South Carolina
Jessica A. Ibarra	El Paso, Texas	Katrina Q. Roussel	Monroe, New Jersey	Lily Uku	Paterson, New Jersey
Jessica C. Harrington	Trenton, New Jersey	Kayla Balmer	Paterson, New Jersey	Linda Fennell	Syracuse, New York
Jessica Darden	Paterson, New Jersey	Kayla Simmons	East Stroudsburg, Pennsylvania	Linda Korhena	Burlington Twp, New Jersey
Jessica Redfern-Vincent	Greenbrier, Tennessee	Kayshonda L. Jones	Paterson, New Jersey	Linda Prinz	Trevoze, Pennsylvania
Jessica Pirl	Greensburg, Pennsylvania	Kazi Schaffer	Barnegat, New Jersey	Lindia Uku	Haledon, New Jersey
Jessica Provencio	El Paso, Texas	Keadra Williams-Savage	Monessen, Pennsylvania	Lindsey Daniel	Columbia, South Carolina
Jessica Taylor	West Newton, Pennsylvania	Kedijah Williams	Brooklyn, New York	Lisa D. Banks	Cookeville, Tennessee
Jesus J. Delgado Jr.	Anthony, New Mexico	Kedrick Jones	N. Charleston, South Carolina	Lisa E. VanDervort	Vestal, New York
Jetta Spurgeon	South Plainfield, New Jersey	Kehinde Odumbo	Old Bridge, New Jersey	Lisa Kinzel	Huntingdon, Pennsylvania
Jill LoVuolo	Conklin, New York	Keisha Jones	Bloomfield Twp, New Jersey	Lisa P. Schott	Princeton Junction, NJ
Joan D. Ward	West Mifflin, Pennsylvania	Keith Jennings	Ewing, New Jersey	Lisa Potter	Pelzer, South Carolina
Joann Brooks	Summerville, South Carolina	Keith Schrag	Freeport, Pennsylvania	Lisa S. Smith	Mt Laurel, New Jersey
Joanne M. Moore	Syracuse, New York	Kelle J. Callender	Philadelphia, Pennsylvania	Lisa V. Sanchez	Albuquerque, New Mexico
JoDee Edwards	Lisle, New York	Kelli L. Ball	Port Norris, New Jersey	Lois Vereen	Ewing, New Jersey
Jodi L. Burkinshaw	Syracuse, New York	Kellyann C. Shea	Binghamton, New York	Loraine Robare	Pittsburgh, Pennsylvania
John C. Bragaglia	Binghamton, New York	Kemah Kollie	Whitehall, Pennsylvania	Loretta Boldt	Conklin, New York
John Coma Jr.	Greensburg, Pennsylvania	Kemeyartus Fanning	Columbia, South Carolina	Loronz J. Blackwell	Hamilton, New Jersey
John K. Warutumo	Edison, New Jersey	Kendra Chaplin	Goose Creek, South Carolina	Lorrie M. Eckhart	Lehighton, Pennsylvania
John Mulbah	Orange, New Jersey	Keneisha Chestnut	Columbia, South Carolina	Lorry Augustin	Somerset, New Jersey
John Myers	Philadelphia, Pennsylvania	Kenneth Rich	Pittsburgh, Pennsylvania	Louis S. Esola	York, Pennsylvania
Jonathan Buczak	Youngwood, Pennsylvania	Kevin L. White	Bridgeton, New Jersey	Louise F. Blackmore	Amarillo, Texas
Jonathan E. Jabs	Greensburg, Pennsylvania	Kiaora Senatus	Brooklyn, New York	Luann Welsh	Donora, Pennsylvania
Jonathan Sikoryak	Egg Harbor City, New Jersey	Kimberlee Dinkins	Columbia, South Carolina	Lucy Bryant	Clay, New York
Jonathan Vanaman	Bayville, New Jersey	Kimberly Soltero-Melendez	Las Cruces, New Mexico	Luis Herrera	El Paso, Texas
Jordan McRae	Ewing Twp, New Jersey	Kimberly Husstege	Iselin, New Jersey	Lutfiyah Salahuddin	Columbia, South Carolina
Jorge Vasquez	El Paso, Texas	Kimberly Lagala	Allentown, Pennsylvania	Luz E. Baltazar	El Paso, Texas
Jose A. Saez	Monmouth Junction, New Jersey	Kimberly Luebbert	Jamesville, New York	Luz Mendoza	Las Cruces, New Mexico
Jose Castro	El Paso, Texas	Kimberly Smith	Pemberton, New Jersey	Lydia Finkley	Phillipsburg, New Jersey
Jose S. Ortiz	El Paso, Texas	Kimora N. Taylor	El Paso, Texas	Lydia Okello	Allentown, Pennsylvania
Joseph A. Sena	Borger, Texas	Kiwani I. Smith	Brooklyn, New York	Lynette Jessup	Jersey City, New Jersey
Joseph Annan	Whitehall, Pennsylvania	Klaus Heitman	Bensalem, Pennsylvania	Mackenzie A. Myers	Johnson City, New York
Joseph Ehiosa	Newark, New Jersey	Kofoworola Badiru	Newark, New Jersey	MacKenzie Gorman	Liverpool, New York
Joseph Galasso	Stirling, New Jersey	Kortnee Jeridore	Summerville, South Carolina	Mae Exner	Bayville, New Jersey
Joseph Kwaw	Allentown, Pennsylvania	Kristie L. Jimenez	Hamilton, New Jersey	Marcela Alvarez	El Paso, Texas
Joseph Lemonie	Pennington, New Jersey	Lachema Demus	Spartanburg, South Carolina	Marci Gilmore	Paterson, New Jersey
Joseph Mustapha	Orange, New Jersey	Lacie M. Parker	West Newton, Pennsylvania	Marcia L. Green	Brooklyn, New York
Joshua Alcide	Bayonne, New Jersey	Lafayette Moore	Orange, New Jersey	Marcus L. Cook	Morrisville, Pennsylvania
Joshua Wachira	Eatontown, New Jersey	Lakeisha N. Finney	Trenton, New Jersey	Margarita A. Torres	Dona Ana, New Mexico
Joy A. Rodriguez	York, Pennsylvania	Lance A. Blandford	Endicott, New York	Maria Bowles	Somerville, NJ
Joy Souder	Irwin, Pennsylvania	Langston Robinson	Trenton, New Jersey	Maria C. Tetto	Mount Olive, New Jersey
Joy Watson	Brooklyn, New York	LaQuinta Horton	Hamilton Twp, New Jersey	Maria D. Silva	El Paso, Texas
Joyce B. Koffa	Bristol, Pennsylvania	Larry D. Johnson II	Paterson, New Jersey	Maria G. Romero	El Paso, Texas
Joycelyn Viciere	New Haven, Connecticut	Larysa Valchuk	Edison, New Jersey	Maria Gallardo	El Paso, Texas
Juan Gardea Guzman	El Paso, Texas	Lashawn Ford	Philadelphia, Pennsylvania	Maria M. Mejia	Brooklyn, New York
Judith Barton	Butler, Pennsylvania	La'Shay Palm	Sayreville, New Jersey	Marian Musa	Amarillo, TX
Judith N. Matthews	Binghamton, New York	LaTausha Dennis	East Orange, New Jersey	Maribel Perez	Madison, New Jersey
Julia Terrell	Garland, Texas	Latia Pease	Camden, New Jersey	Marie C. Saintil	Hamilton, New Jersey
Julie McCaw	Brooklyn, New York	Latonza W. Green	Columbia, South Carolina	Marie Julien	Iselin, New Jersey
Julie R. Fudalik	Little Egg Harbor Twp, New Jersey	Latoshia Wilson	York, Pennsylvania	Mario Saenz	El Paso, Texas
Julius Muinde	West Orange, New Jersey	Latrice Porter	West Chester, Pennsylvania	Marion Njoroge	Somerset, New Jersey
Justin Barbour	York, Pennsylvania	Laura Cacho	El Paso, Texas	Markeia Rigby	Ladson, South Carolina
Justin Blanyar	Freeland, Pennsylvania	Laura Corley	Blythewood, South Carolina	Markina Blanco	El Paso, Texas
Justin Kahn	North Brunswick, New Jersey	Laura P. Rojas	Boerne, Texas	Marla Truell	N. Charleston, South Carolina
Kaliah Love	Montclair, New Jersey	Lauren Findura	Towaco, New Jersey	Marques A. Bryant	Bridgeton, New Jersey
Karen G. Murinchack	Endwell, New York	Laveetra Grant	Goose Creek, South Carolina	Marrah Pierre	Trenton, New Jersey
Karen Lohr	Indiana, Pennsylvania	Laverne M. Hickson	Irmo, South Carolina	Marsha Douglas	Pittsburgh, Pennsylvania
Karen Brockington	Lawrence, New Jersey	Lavine Doyle	Brooklyn, New York	Marta Montes	El Paso, Texas
Karen Rendall-Kuech	Cranbury, New Jersey	Lawanda Chisholm	Columbia, South Carolina	Martha E. Gonzales	Clint, Texas
Karen Sanchez	Las Cruces, New Mexico	Lawrence Matthews	Philadelphia, Pennsylvania	Martha I. Garcia	El Paso, Texas
Karen Tucker	Columbia, South Carolina	Lawrence O. Caulker	Marlton, New Jersey	Martha McClenon	Lebanon, Tennessee
Karen Zimmerman	New York, New York	Leon C. Thomas Jr.	Columbia, South Carolina	Martha Y. Mendez	Horizon, Texas
Karrie A. Waffle	Phoenix, New York	Leona Holliday	Browns Mills, New Jersey	Martin Anim-Danso	Ewing, New Jersey
Kasatra C. Evans	Lexington, South Carolina	Leonie Davis	Brooklyn, New York	Martin Wilson	Columbia, South Carolina
Kasey A. O'Connor	Johnson City, New York	Leslie A. Pacific	Brooklyn, New York	Marvin Heatherley Jr.	W. Columbia, South Carolina
Katherine Edwards	Andover, New Jersey	Leslie Flores	Paterson, New Jersey	Mary Crossley	York Haven, Pennsylvania
Katherine Martinez	Kearny, New Jersey	Leslie Healy	Jeffersonville, Pennsylvania	Mary D. Rose	Columbia, South Carolina

Mary K. Bolen	Syracuse, New York	NaTrezza Davis	Allentown, Pennsylvania	Phillip Worrell	Marlton, New Jersey
Mary Santasine	Edison, New Jersey	Nawatha Mitchell	Hillside Twp, New Jersey	Phyllis Williams	Brooklyn, New York
Mary Tozo	Philadelphia, Pennsylvania	Nayeka Mullings	Jamaica, New York	Pierre Gomez	Pittsburgh, Pennsylvania
Mary Wambu	North Plainfield, New Jersey	Nelson O. Ongaki	Jersey City, New Jersey	Pius Amun	Antioch, Tennessee
Maryanne Knutson	Hamilton, New Jersey	Niacyn Ucci	Trenton, New Jersey	Polycarp I. Nwosisi	South Plainfield, New Jersey
Massie Grissett	Pittsburgh, Pennsylvania	Nicholas Omilanowicz	Cicero, New York	Porsha Sanderson	Trenton, New Jersey
Matilda Lobban	Medford, New Jersey	Nicholas Maundu	Piscataway, New Jersey	Princecarter Dorley	Morrisville, Pennsylvania
Matthew Desimone	Morris Plains, New Jersey	Nichole Hudson	Pittsburgh, Pennsylvania	Priscilla Anthony	Burlington Twp, New Jersey
Matthew Queen	Phoenix, Arizona	Nicola Dixon	Newark, New Jersey	Prudence Hanson	Burlington, New Jersey
Matthew Rose	Forked River, New Jersey	Nicole Hodges	Manchester, New Jersey	Quadi Johnson	Allentown, Pennsylvania
Matthew Spain	Lawrenceville, New Jersey	Nicole Pepler	Tuckerton, New Jersey	Quay Fetherson	Bensalem, Pennsylvania
Matthew Spilko	Greensburg, Pennsylvania	Nicole Plazio	Vandergrift, Pennsylvania	Quiana Brooks	Syracuse, New York
Matunda Sinzingayo	Budd Lake, New Jersey	Nicole Thompson	Morrisville, Pennsylvania	Ralph Coquillon	Hamilton Twp, New Jersey
Maurice Carson	Willingboro, New Jersey	Nikah Amin	Newark, New Jersey	Rama Mbaye	Bronx, New York
Maurine A. Odongo	Union, New Jersey	Nimely Sampson	Lansdowne, Pennsylvania	Rana Farizer	Tucson, Arizona
Maxwell Ginty	Binghamton, New York	Nina Doles	Haledon, New Jersey	Randy Moffett	Corpus Christi, Texas
Maylissa Noel	Cambria Heights, New York	Nisia Lewis	Philadelphia, Pennsylvania	Rashid Asheem	Bethlehem, Pennsylvania
Melissa A. Mack	Bristol Twp, Pennsylvania	Noemi Dehoyos-Madero	Parlin, New Jersey	Raven Pough	Hopkins, South Carolina
Melissa Acuna	Somerville, New Jersey	Noemi Olivas	Las Cruces, New Mexico	Raymond Quartey	Antioch, Tennessee
Melissa Alancourt	Spotswood, New Jersey	Nora C. Nwakaihe	North Plainfield, New Jersey	Raysa Vidal	Paterson, New Jersey
Melissa M. Miller	Columbia, South Carolina	Norma P. Francis	Vineland, New Jersey	Reannda T. McMillon	Pittsburgh, Pennsylvania
Mercy W. Njuguna	Whitehall, Pennsylvania	Nycole S. Sexton	Chattanooga, Tennessee	Rebecca Kimba	Hamilton, New Jersey
Miatta Kaba	Trenton, New Jersey	Nyonne Fahnbulleh	West Windsor, New Jersey	Reeta M. Hart	Roebing, New Jersey
Micahael Singleton Jr.	Jersey City, New Jersey	Octaviann McGaughey	Columbia, South Carolina	Regina L. Flood	Paterson, New Jersey
Michae Burns	Garfield, New Jersey	Odell A. Johnson III	Allentown, Pennsylvania	Regina Taylor Tuck	Yonkers, New York
Michael C. Okafor	Sayreville, New Jersey	Odell Parrott	Columbia, South Carolina	Regina Solomon	Harrisburg, Pennsylvania
Michael D. Jobst	Coaldale, Pennsylvania	Oheneba Fosuhene	Antioch, Tennessee	Rejoice M. Ayoade	Landover, Maryland
Michael DeFrancesco	West Trenton, New Jersey	Oladipo D. Ajibola	Brooklyn, New York	Retha Tann	Paterson, New Jersey
Michael Dixon	Medford Lakes, New Jersey	Olawumi Babalola	Newark, New Jersey	Rhoda Amedeku	Whitehall Twp, Pennsylvania
Michael E. Oodo	Antioch, Tennessee	Olistine Maimie	Allentown, Pennsylvania	Rhoda Dabney	Hyattsville, Maryland
Michael Johnson	Philadelphia, Pennsylvania	Olivia L. Biglow	San Antonio, Texas	Richard C. Lauricella	Trenton, New Jersey
Michael MacLellan	Butler, Pennsylvania	Ollie Cohen	Pittsburgh, Pennsylvania	Richard Dey Jr.	Spotswood, New Jersey
Michael Marshall	Newtown, Pennsylvania	Olusegun Ogungbemi	Newark, New Jersey	Richard Sila	Prospect Park, New Jersey
Michael P. Lewis	East Orange, New Jersey	Olusiji Agboola	North Brunswick, New Jersey	Richard Stevenson	Whiting, New Jersey
Michael Samuels	Brooklyn, New York	Omar Williams	Pittsburgh, Pennsylvania	Riley S. Hayden	Greensburg, Pennsylvania
Michael Wolfsgruber	Bordentown, New Jersey	Ophelia Dempster	Delran, New Jersey	Rispa K. Kharem	Carteret, New Jersey
Michelle Brinson	Forked River, New Jersey	Orville A. Lee	Windsor, New York	Rita Corley	Wagener, South Carolina
Michelle Horvath	Greensburg, Pennsylvania	Ossie Davis	Long Pond, Pennsylvania	Rita J. Akloyo	Gaithersburg, Maryland
Michelle Hubert	Clifton, New Jersey	Oyidiya Okoroafor	Newark, New Jersey	Rita M. Caldwell	Cookeville, Tennessee
Michelle S. Simmons	Moncks Corner, South Carolina	Pamela Iykeh	Piscataway, New Jersey	Robbie Gainey	Columbia, South Carolina
Michelle Seward	Carteret, New Jersey	Pamela May	Middlesex, New Jersey	Robert Davis Jr.	Millington, New Jersey
Micky H. Echeazu	Forestville, Maryland	Parrish D. Brown	Summerville, South Carolina	Robert E. Brown	Chattanooga, Tennessee
Miguel A. Morales	El Paso, Texas	Patricia Dorsey	Lakewood, New Jersey	Robert Moore	Allentown, Pennsylvania
Miguel Martinez	El Paso, Texas	Patricia A. Smothers	Absecon, New Jersey	Robert N. Anderson	Irvington, New Jersey
Milledge J. Martin	Columbia, South Carolina	Patricia Bart	Dupont, Pennsylvania	Robert Richar	McAdoo, Pennsylvania
Milton S. Suah	Trenton, New Jersey	Patricia Barton	Florence, New Jersey	Robert Thomas Jr.	S. Orange Twp, New Jersey
Miriam Hernandez Rivera	Croyden, Pennsylvania	Patricia Bobbins	South River, New Jersey	Robert Williams III	Marlton, New Jersey
Mirian C. Unegbu	Newark, New Jersey	Patricia Gilligan	Newark, New Jersey	Robin B. Black	Columbia, South Carolina
Miriela Rodriguez	Trenton, New Jersey	Patricia Giple	Philadelphia, Pennsylvania	Robin E. Baker	Syracuse, New York
Misty Brown	Paterson, New Jersey	Patricia Goddard	Lanham, Maryland	Robin Krueger	Hamilton, New Jersey
Moesheebah Bush	York, Pennsylvania	Patricia McGlashen	Springfield Twp, New Jersey	Robin Toliver	Brick Twp, New Jersey
Mohamed Fallah	Willingboro, New Jersey	Patricia O. Owusuua	Macungie, Pennsylvania	Robyn Fox	Randolph, New Jersey
Mona Linwood	Dallas, Texas	Patricia Rubio	San Elizario, Texas	Robyn Simmons	Somerset, New Jersey
Monica A. Seccombe	Duncan, South Carolina	Patricia Seltzer	Paterson, New Jersey	Rodji J. Rainey	Pittsburgh, Pennsylvania
Monica Holman	Holly Hill, South Carolina	Patricia W. Allie	Whitehall, Pennsylvania	Rodney Middleton	Columbia, South Carolina
Monica Senyon	Vauxhall, New Jersey	Patrick Amara	Reading, Pennsylvania	Rodney Nathaniel	Columbia, South Carolina
Monique Dopwell	Bronx, New York	Patrick Brennan	W. Columbia, South Carolina	Ronald Browne	Brooklyn, New York
Monique E. Stewart	Brooklyn, New York	Patrick L. Mackin	Lexington, South Carolina	Ronda Morgan	Apollo, Pennsylvania
Monsie Freeman	Philadelphia, Pennsylvania	Patrick Wortee II	Newark, New Jersey	Ronise Edoizin	Paterson, New Jersey
Muneer Hammad	Philadelphia, Pennsylvania	Patti J. Lanning	Little Egg Harbor, New Jersey	Rosa B. Montenegro	El Paso, Texas
Murielle Paul	Brooklyn, New York	Paul Bennett	Hamilton, New Jersey	Rosa L. Granillo	El Paso, Texas
Myrna Curiel	El Paso, Texas	Paul Dudu	Harrisburg, Pennsylvania	Rosalyn J. Moore	Willingboro, New Jersey
Mytesia King	Paterson, New Jersey	Paul Frank	Philadelphia, Pennsylvania	Rose Okafor	Antioch, Tennessee
Nadia L. Baxter	Williamstown, New Jersey	Paul Perez	Corpus Christi, Texas	Rosemarie Herring	Morrisville, Pennsylvania
Nakiah Boyette	Philadelphia, Pennsylvania	Paula Dybwad	Brick, New Jersey	Rosemary Uwubanmwen	Garland, Texas
Nakisha Chavis-Ward	Gaston, South Carolina	Paulette Johnson	New York, New York	Rosvelt Charles	Hamilton, New Jersey
Nancy L. Ward	Hamilton, New Jersey	Pauline Cox-Taylor	Brooklyn, New York	Roxanne C. Lennon	Cambria Heights, New York
Nancy N. Gitau	Sayreville, New Jersey	Penny Shipman	Mays Landing, New Jersey	Rufina M. Darpoh	Germantown, Maryland
Naomi Harmon	Philadelphia, Pennsylvania	Peter Ijeoma	Irvington Twp, New Jersey	Ruth A. Singh-White	Brooklyn, New York
Naomi Ivey	Piscataway, New Jersey	Peter Kihoro	Fords, New Jersey	Ruth Yekeson	Croyden, Pennsylvania
Naomi Mayomi	Jersey City, New Jersey	Phillip Morrison	East Orange, New Jersey	Ruthie Ford	Dallas, Texas

Ryan Browne	Johnstown, Pennsylvania	Steven D. Barnett	Austin, Texas	Valerie White-Norton	Montclair, New Jersey
Ryan Fletcher	Butler, Pennsylvania	Steven J. Helchowski	Cortland, New York	Vallarine Paynter	Scotch Plains, New Jersey
Ryan Forbes	Allentown, Pennsylvania	Sue E. Johnson	Little Egg Harbor, New Jersey	Vamba Bility	Galloway, New Jersey
Ryan Vinson	Baxter, Tennessee	Sule Kazeem	Whitehall Twp, Pennsylvania	Vanessa A. Vara	San Antonio, Texas
Sabasca Stewart	Hamilton Twp, New Jersey	Sullay Sesay	Willingboro Twp, New Jersey	Vanessa M. Gonzalez	Clint, Texas
Sabrina Hunter	Trenton, New Jersey	Sunita Varghese	Wayne, New Jersey	Vanessa Sharpston	Antioch, Tennessee
Saheed O. Akinola	Burlington Twp, New Jersey	Susan Johnson	Rancocas, New Jersey	Velma Linwood	Dallas, Texas
Saidu Kargbo	Somerset, New Jersey	Susan Clavadetscher	Chester, New Jersey	Vera G. Kirby	Sparta, Tennessee
Saleh Hussein	Albuquerque, New Mexico	Susan U. Dunham	Cookeville, Tennessee	Vernella Whaul	Brooklyn, New York
Samantha Cutler	Corpus Christi, Texas	Susana Contreras	El Paso, Texas	Veronica Rogers	New York, New York
Samantha Powell	Beverly, New Jersey	Svetlana Repic-Qira	Wayne, New Jersey	Veronica Smith	El Paso, Texas
Samia Parker	Newark, New Jersey	Sylvia Aluoch	Hillsborough, New Jersey	Vickie James	Columbia, South Carolina
Samuel Kollie	Whitehall, Pennsylvania	Sylvia J. Maritato	Wantage, New Jersey	Vickie Eatman-Gass	Belleville, New Jersey
Samuel Y. Kollie Jr.	Whitehall, Pennsylvania	Synthian N. Penn	Allentown, Pennsylvania	Vickie Praytor	Pittsburgh, Pennsylvania
Sandra M. Lupold	Whitney Point, New York	Tabiaus Matthews	Dallas, Texas	Victor Ford	Pittsburgh, Pennsylvania
Sandra Navar	El Paso, Texas	Taira Beaufort	Philadelphia, Pennsylvania	Vidah O. Egesionu	Bridgewater, New Jersey
Sandra Williams	Bronx, New York	Takoya Johnson	York, Pennsylvania	Vincent E. Nwandu	Newark, New Jersey
Sarah Aston	Mt. Pleasant, Pennsylvania	Talitia L. Baker	Columbia, South Carolina	Viola Anthony	Pennsauken, New Jersey
Sarah Azzam	Endicott, New York	Tamara Gary	East Orange, New Jersey	Virginia A. Harris	East Orange, New Jersey
Sarah Glover	Hamilton Township, New Jersey	Tanaya McGill	Burlington, New Jersey	Virginia Rodriguez	Las Cruces, New Mexico
Sarah H. Hall	Jeannette, Pennsylvania	Tanneh Massaquoi	Philadelphia, Pennsylvania	Vivian Youh	Whitehall, Pennsylvania
Sarah M. Hall	Greensburg, Pennsylvania	Tanya I. Ramos	Johnston City, New York	Wahshon S. Franklin	Paterson, New Jersey
Sarah Mathis	Plainfield, New Jersey	Tara Kostic	Topton, Pennsylvania	Walter Shumac IV	Cedar Hill, Texas
Sarrah Jajua	Bristol, Pennsylvania	Tarell D. Wells	Columbia, South Carolina	Wanda Lewis	North Plainfield, New Jersey
Satonya A. Collins	Irmo, South Carolina	Tawana Groves	Columbia, South Carolina	Weselynn Jean	Philadelphia, Pennsylvania
Saul Garrett	Hermitage, Tennessee	Tawana Lewis	Stroud Twp, Pennsylvania	William A. Afari	Antioch, Tennessee
Saul Ochoa	El Paso, Texas	Taylor Abrams	Rockaway, New Jersey	William Dweh	Whitehall Twp, Pennsylvania
Saul Reyes	El Paso, Texas	Tedra Vinson	Columbia, South Carolina	William L. Sullivan	Chattanooga, Tennessee
Saundra Blanding	Newark, New Jersey	Teena M. Santiago	Hamilton, New Jersey	William R. Towne	Morristown, New Jersey
Selwyn Davidson	Hamilton, New Jersey	Teisha Maimie	Allentown, Pennsylvania	Wilma Sidberry	Toms River, New Jersey
Semaj Russell	Trenton, New Jersey	Teleen C. Besong	Smyrna, Tennessee	Yahaira Z. Quinones	Allentown, Pennsylvania
Sequiona H. Toney	Chattanooga, Tennessee	Temeka Lytle	Pittsburgh, Pennsylvania	Yaw F. Dwamena	Antioch, Tennessee
Sha'Keemah Akers	Trenton, New Jersey	Teodoro Anderson	Lawrenceville, New Jersey	Yeka Kilikpo	Macungie, Pennsylvania
Shanda D. Bates	Amarillo, Texas	Teresa Whittimore	Portland, Tennessee	Yuri Delgado	El Paso, Texas
Shannel L. Fonville	Walnutport, Pennsylvania	Tesha R. Ward	Hixson, Tennessee	Yvette Boyah	Bensalem, Pennsylvania
Shannon N. Stockton	Taylors, South Carolina	Tessy N. Ejiofor	Antioch, Tennessee	Yvette Lujan	El Paso, Texas
Shanome A. Halley	East Orange, New Jersey	Tetandra N. Bethea	Columbia, South Carolina	Yvonne Hinds	Hackensack, New Jersey
Shante Riley	Philadelphia, Pennsylvania	Texanna Kerkulah	Trenton, New Jersey	Yvonne L. Buckley	Willingboro, New Jersey
Shaquelle R. Pettes	Las Cruces, New Mexico	Theanthony Haymon	Chattanooga, Tennessee	Zachary A. Eskaf	Whitehall, Pennsylvania
Sharene Davis	Brooklyn, New York	Themia Andre	Barnegat, New Jersey	Zekiwos S. Kebede	Antioch, Tennessee
Sharon L. Lutzker	Fair Lawn, New Jersey	Theodocia Verdier	Philadelphia, Pennsylvania	Zoe Gordon	Brooklyn, New York
Sharon M. Israel	Greensburg, Pennsylvania	Therasa Rembert	Philadelphia, Pennsylvania	Zoe Karbar	Philadelphia, Pennsylvania
Sharondra Green	Irvington Twp, New Jersey	Theressa Ndungwa	Paterson, New Jersey		
Sharonica Robinson	Mauldin, South Carolina	Thomas Owusu	Elizabeth, New Jersey		
Shatoia Smith	Nashville, Tennessee	Thomas R. Williams	Binghamton, New York		
Shauna Ebanks	Bridgeport, Connecticut	Thomas S. Fisken	Highland Park, New Jersey		
Shawn Richardson	Lawrenceville, New Jersey	Tiesha Johnson	Bronx, New York		
Shawn Richvalsky	Freeland, Pennsylvania	Tiffany James	Brooklyn, New York		
Shazia Qureshi	Newtown, Pennsylvania	Tiffany Washington	York, Pennsylvania		
Sheena Anderson	Philadelphia, Pennsylvania	Timothy Hawk	Butler, Pennsylvania		
Sheila Green	Delanco, New Jersey	Timothy Koimene	York, Pennsylvania		
Shelia D. Hoggard	Paterson, New Jersey	Timothy Secord	Cookeville, Tennessee		
Shelly M. Medley	Newark, New Jersey	Tina M. Lux	El Paso, Texas		
Sheriff Koroma	Palmyra, New Jersey	Tina Spangler	Harrison, Tennessee		
Shirlene J. Gosek	North Syracuse, New York	Tina Walters	Baxter, Tennessee		
Sidney Mack	Trenton, New Jersey	Tjuana Strother	Columbia, South Carolina		
Simone Marcelle	Montgomery Village, Maryland	Torri M. Dobson	Allentown, Pennsylvania		
Smanein Caldwell	Lexington, South Carolina	Tracey Allen	Brooklyn, New York		
Soko Massaquoi	District Heights, Maryland	Tracey Armstead	Paterson, New Jersey		
Sonia Guzman	El Paso, Texas	Tracy E. Mendola	Rockaway, New Jersey		
Stacey Stewart	Manahawkin, New Jersey	Travis Lawson	Cookeville, Tennessee		
Stacie M. Thompson	Trenton, New Jersey	Trivelle Williams	Hopkins, South Carolina		
Stacy J. Coffield	Flanders, New Jersey	Tyrek Faulk	Philadelphia, Pennsylvania		
Stacy L. Collier	Morrisville, Pennsylvania	Tyshon Taylor	Paterson, New Jersey		
Stafford Osore	Somerset, New Jersey	Tyvander Barnett	Pittsburgh, Pennsylvania		
Stephan White	Dallastown, Pennsylvania	Udeme Offiong	Edison Twp, New Jersey		
Stephanie Bange	Little Egg Harbor, New Jersey	Ugo C. Opara	Plainfield, New Jersey		
Stephen Hall	Latrobe, Pennsylvania	Ulysses Wilson	N. Charleston, South Carolina		
Stephen Udeze	Antioch, Tennessee	Valeria Kelly	Belleville, New Jersey		
Steve Anthony	Bensalem, Pennsylvania	Valerie Jumbo	Lancaster, Pennsylvania		
Steven Cole	Lanoka Harbor, New Jersey	Valerie Tarver	Trenton, New Jersey		



Executive



Robert Stack



Svetlana Repic-Qira



David Sweeney



Courtney Eidel



Brian Dion

Management



Lacie Parker



Greg Thoennes



Lisa Smith



Wei-Han Zhou



Dina Casalapro



Caitlin Ondrejack

Leadership



Meika McClendon



Kerry Brady



Kathryn Valles-Wallace



Hector Johnson



Margaret Mann



Aaron Atkinson



Jamie Reynolds

Regional Directors

New Jersey

Ayesha Patrick, *Regional Director (Central)*
Diane D'Orazio, *Regional Director (Southern)*
Tracy Mendola, *Regional Director (Northern)*

Pennsylvania

Bridget Haney, *Regional Director (Western)*
Heather Pollack, *Regional Director (Southeast)*
Leslie Healy, *Regional Director (Eastern)*
Louis Esola, *Regional Director (Central)*
Sheilann Weicker, *Regional Director (Northeast)*

Directors

Arizona

Phoenix: Robyn Ratcliff, *Executive Director*

Maryland

Greater Baltimore: Monique DuBois, *Executive Director*
Rockville: Tigest Alemu, *Executive Director*

New Jersey

Atlantic, Camden, Cumberland, Gloucester:
Diane D'Orazio, *Regional Director*
Bergen, Passaic: Barbara Frimpong, *Executive Director*
Burlington: Maddie Lobban, *Executive Director*
Mercer: Ida Bormentar, *Executive Director*
Middlesex, Monmouth: Kathryn Bryant, *Executive Director*
Morris, Essex, Sussex: Bernard Abuto, *Assistant Executive Director*
Ocean: Paul Ney, *Assistant Executive Director*
Somerset: Maria Bowles, *Executive Director*
Union: Karima Boyd, *Executive Director*

New Mexico

Albuquerque: Angelita Chavez, *Executive Director*
Las Cruces: Noemi Olivas, *Associate Executive Director*
Santa Fe: Marcus Murrell, *Director of Program Services*

New York

Binghamton: Jill LoVuolo, *Executive Director*
Brooklyn: Casendra Bernadotte, *Executive Director*
Manhattan: Regina Taylor-Tuck, *Executive Director*
Queens: Fatimat Adekoya, *Executive Director*
Syracuse: Zachary Petrie, *Executive Director*

Pennsylvania

Allegheny: Bridget Haney, *Regional Director*
Bucks: Frank Margerum, *Executive Director*
Butler: Timothy Hawk, *Executive Director*

Pennsylvania (Continued)

Columbia: Shannon Wanamaker, *Executive Director*
Cumberland: Sharon Schwab, *Executive Director*
Indiana: Bridget Reilly, *Executive Director*
Lancaster: Betty Konnor, *Associate Executive Director*
Lehigh: Allyson Pors-Boitz, *Executive Director*
Montgomery: Rebecca Bennett, *Executive Director*
Northumberland: Holly Carlson, *Children's Director*
Philadelphia: Michael Cole, *Executive Director*
Pocono: Patricia Bart, *Executive Director*
Schuylkill: Debrae Vickers, *Associate Executive Director*
Westmoreland: Stephen Hall, *Executive Director*
York: Tiffany Washington, *Executive Director*

South Carolina

Charleston: Alan Rose, *Executive Director*
Columbia: Lindsey Daniel, *Executive Director*
Greenville: Malia Davis, *Executive Director*

Tennessee

Chattanooga: Mercedes Owens, *Executive Director*
Cookeville: Kristine Shirley, *Executive Director*
Maryville: Marie Roush, *Executive Director*

Texas

Amarillo: Jennifer Maine, *Executive Director*
Austin: Sharon McCarver, *Assistant Executive Director*
Corpus Christi: Samantha Cutler, *Executive Director*
Dallas: Charles Williams, *Associate Executive Director*
El Paso: Mario Saenz, *Executive Director*
Lubbock: Jennifer Maine, *Executive Director*
San Antonio: Jamie Reynolds, *State Director*

Utah

West Valley City: Shannon Wilkins, *Director of Employment Services and Development*



Community Options, Inc. Board of Directors

Timothy Dunigan, Chairman
James Buckley, Treasurer
Svetlana Repic-Qira, Secretary
Regina Alivisatos, MD, Trustee
Ian Bogaty, Esq., Trustee
Peter Dulligan, Trustee

Courtney Eidel, Trustee
Amy Frank, Trustee
Lindsay Aquilina Levert, Trustee
Bryan McDonald, CPA, Trustee
Robert Stack, President

Community Options Enterprises, Inc. Board of Directors

Philip Lian, Chairman
Courtney Eidel, Secretary
Aldolfo Alvarado, Trustee
Baber Ghauri, MD, Trustee
Gail Balph Gordon, Esq., Trustee
Reginald Jenkins, Jr., Esq., Trustee

Svetlana Repic-Qira, Trustee
Craig Rothenberg, Esq., Trustee
James Spano, Trustee
Daniel Surtz, Trustee
Alec Taylor, Trustee
Phil Vitale, Trustee

Community Options New York, Inc. Board of Directors

Robert Stack, Chairman
Caitlin Ondrejack, Secretary
Erik Alberti, Trustee
Ian Bogaty, Esq., Trustee

Laura Dulligan, Trustee
Dana Roper, Esq., Trustee
Madeleine Will, Trustee

The York Foundation Board of Directors

Robert Stack
Phil Lian
Domenico Maiuri

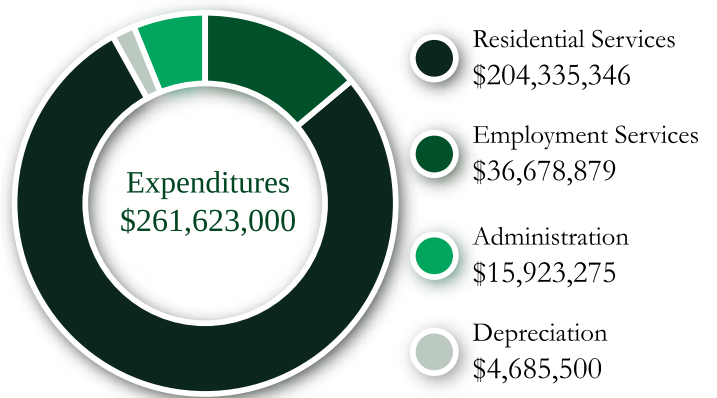
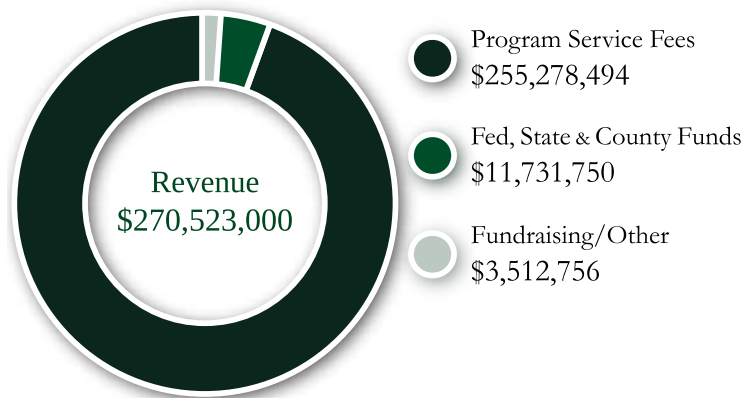
Svetlana Repic-Qira
James Buckley, Ex Officio



FINANCIAL SUMMARY - 2020

COMMUNITY OPTIONS, INC. & AFFILIATES COMBINED STATEMENT OF ACTIVITIES YEAR ENDED JUNE 30, 2021

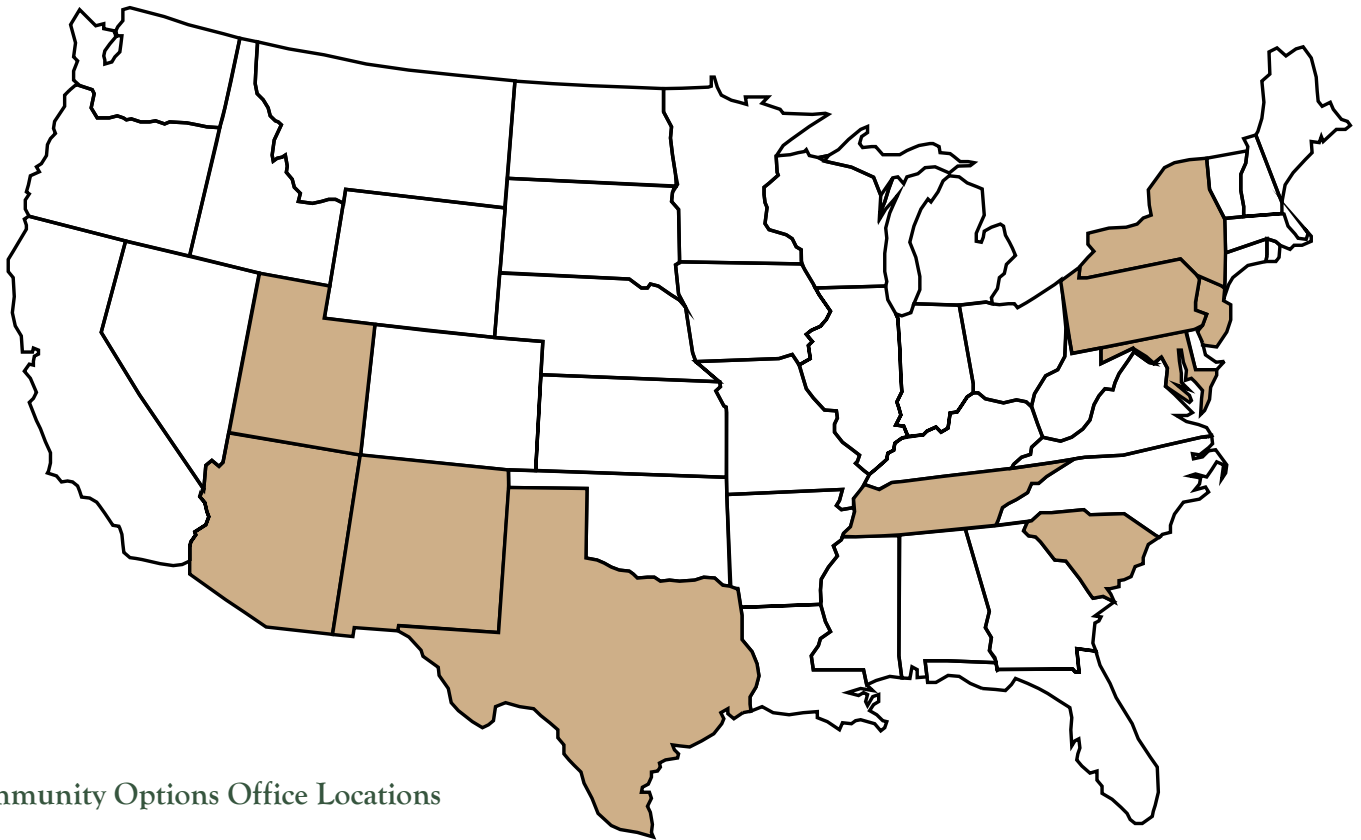
Grants and Contracts	\$ 3,594,331
Program Service fees	255,278,494
Room and Board	8,137,419
Fundraising/Other	3,512,756
Total Revenue and Support	270,523,000
Expenses	
Program Services	243,193,301
Management and General	18,429,699
Total Expenses	261,623,000
Change in Net Assets	8,900,000
Net Assets, Beginning of Year	41,168,083
Net Assets, End of Year	\$50,068,083



*For audited financial statements contact Withum, Smith + Brown







Community Options Office Locations

Arizona

Phoenix
 Tempe
 Tucson

New Mexico

Albuquerque
 Las Cruces
 Santa Fe

South Carolina

Charleston
 Columbia
 Greenville

Maryland

Baltimore
 Columbia
 Frederick
 Rockville

New York

Binghamton
 Brooklyn
 Manhattan
 Syracuse
 Queens

Tennessee

Chattanooga
 Cookeville
 Knoxville
 Maryville
 Nashville

New Jersey

Denville
 Edison
 Elmwood Park
 Flanders
 Forked River
 Hillsborough
 Lawrence
 Moorestown
 Morristown
 Parsippany
 Princeton
 Wayne
 Westfield
 Woodbury

Pennsylvania

Allentown
 Bloomsburg
 Butler
 Delaware County
 Greensburg
 Harrisburg
 Indiana
 King of Prussia
 Lancaster
 Northumberland
 Philadelphia
 Pittsburgh
 Poconos
 Washington
 Williamsport
 York

Texas

Amarillo
 Austin
 Corpus Christi
 Dallas
 El Paso
 Lubbock
 Pflugerville
 San Antonio

Utah

Ogden
 Salt Lake City
 West Valley





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

Creative Services T: 609.514.9494

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