



**Career Opportunity  
Development, Inc.**

# **Annual Report**

**FY 2023**

**7/1/22-6/30/23**



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## FY 2023 Stakeholder Survey Results

Programs and services are monitored annually for consumer, customer, and stakeholder satisfaction. Survey results are shared with Leadership and Codi's Board of Directors. Survey results are published on our website to ensure transparency and enhance input from stakeholders throughout our community. We also use these results to enhance and develop services to ensure facilities are well-maintained and accessible. Results are also integral to strategic planning and help us gain valuable insights and feedback from internal and external stakeholders. Highlights of survey results are available on our website at [www.njcodi.org](http://www.njcodi.org)

For FY 2023, ATS stakeholders, customers including Maintenance, Printing, OSC, DAS, OUD, and Sandy consumers, and DDD stakeholders reported 100% satisfaction in all categories. Survey results indicate that CODI continues to provide outstanding customer service and satisfaction. External stakeholder and consumer comments were positive and praised CODI Staff for their ongoing commitment to providing quality programs and compassionate care to those we serve. Some of the comments include:

### Consumers:

- Staff are respectful of us and do not judge us negatively because of our disabilities.
- CODI changes people's lives for the better.
- Staff have always made me feel important and have helped me to develop confidence in myself.
- Staff treats people with respect and dignity.

### External Stakeholders:

- CODI has made a positive difference in my son's life.
- I am well pleased with CODI.
- Both the staff and the CODI organization do amazing work.
- I LOVE CODI!

### Customers:

- CODI staff always comes through for us and are willing to take on additional work when needed.
- CODI staff and consumers are awesome!
- I drive miles out of my way to use CODI for one simple reason - they are the best. I have NEVER been disappointed with any print job.
- The work I receive from CODI is always of Outstanding Quality and is always on time or ahead of schedule.



*From the Desk of*  
**LINDA CARNEY**  
**PRESIDENT & CEO**

Dear Friends of CODI,  
Instead of the usual year-end Annual Report, we are pleased to present our FY 2023 “Impact and Gratitude Report.” As CODI’s President/CEO, it is with great pride that I share our CODI story and the organization’s impact. Throughout FY 23, we worked tirelessly to fulfill our mission by making a meaningful contribution to the lives of those we serve. Listed below are highlights of some of our proud accomplishments:

- 1. Impactful Programs** – Dedicated board members, staff, volunteers, interns, and community partners worked diligently to deliver a wide range of services. From training to employment, case management, and residential services, we made a positive difference in the lives of those we served.
- 2. Community Engagement** – We are firm believers in the power of community. After more than fifty years of service throughout our region, we have established many valuable partnerships that enable us to leverage collective strengths for more significant impact.
- 3. Financial Stewardship** – Our guiding principles have always been transparent and responsible fiscal management. We continue to operate efficiently and effectively, ensuring that funds are managed well, spent wisely, and invested in our programs.
- 4. Innovation and Adaptation** – In the face of unforeseen challenges like COVID-19, we continued to adapt innovative strategies to serve our community. This adaptability is a testament to our resilience and commitment.
- 5. Impact** – Behind the numbers and statistics in this report are countless stories of transformed lives and renewed hope. We are most proud of the real and lasting changes we have been a part of this past year.

While we take a moment to celebrate our achievements, we are acutely aware that our work is far from done. With your continued support, we are confident that we will continue to build on our successes and make an even greater impact in the coming year.

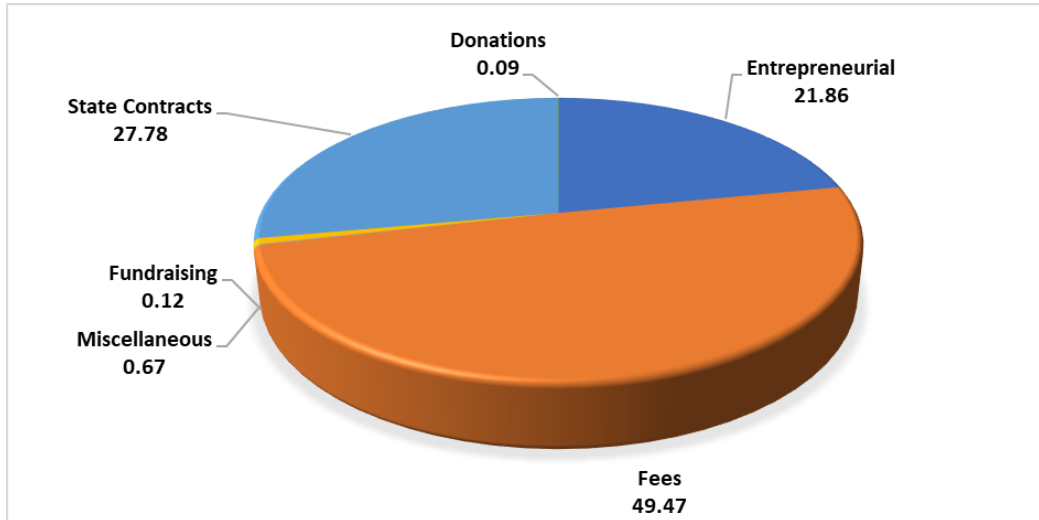
As we look ahead, we are filled with optimism and determination as we are confident that together, we can create a brighter and more promising future for those we serve.

With much gratitude and appreciation,  
Linda Carney  
President/CEO



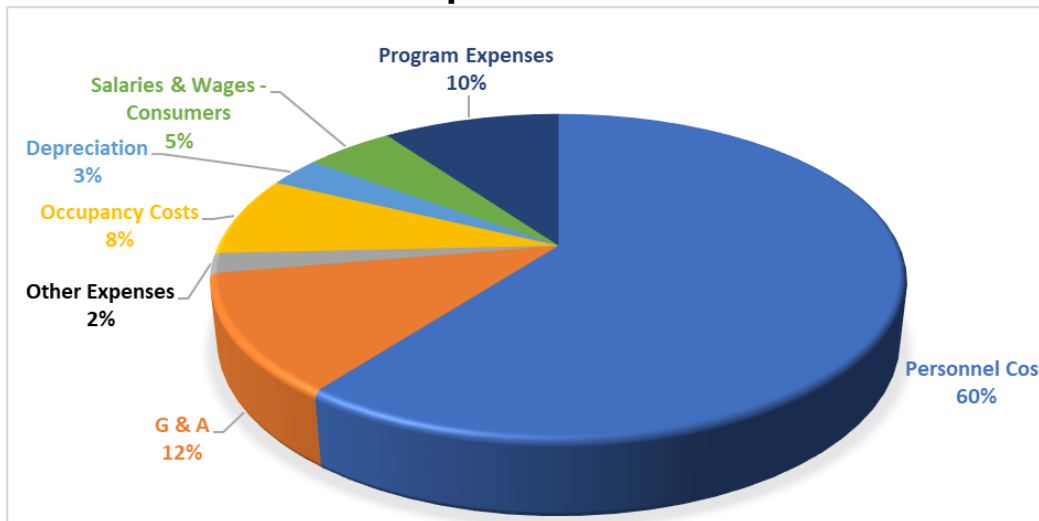
# 2023 FINANCIAL REPORT

## Revenue & Community Support



Revenue & Community Support		
Entrepreneurial	\$ 2,100,632.00	21.86%
Fees	\$ 4,753,002.00	49.47%
Fundraising	\$ 11,837.00	0.12%
Miscellaneous	\$ 64,060.00	0.67%
State Contracts	\$ 2,669,265.00	27.78%
Donations	\$ 9,056.00	0.09%
<b>Total</b>	<b>\$ 9,221,918.00</b>	<b>100%</b>

## Expenditures



Expenditures		
Personnel Cost	\$6,056,713.00	61%
G & A	\$1,196,649.00	12%
Other Expenses	\$ 168,130.00	2%
Occupancy Costs	\$ 785,113.00	8%
Depreciation	\$ 322,386.00	3%
Salaries & Wages - Consumers	\$ 457,553.00	5%
Program Expenses	\$ 946,019.00	10%
<b>Total</b>	<b>\$ 9,932,563.00</b>	<b>100%</b>



# RESIDENTIAL SERVICES

As part of our mission, CODI believes that housing and employment go hand in hand. Over the past year, many residential consumers became employed through CODI's Janitorial and Food Services Training Programs. Employment at numerous sites assisted consumers with learning or strengthening vocational skills, enhancing financial stability, and increasing independence.

Our facilities department completed significant renovations at several group homes this year. A new shower was installed at our B-level property in Egg Harbor City, and a full kitchen renovation and house floor installation was completed at our A+ group home in Galloway Township. Four of our CODI-owned locations received new windows and doors in our Supported Housing program. We extend special thanks to our facilities department for the renovations and repairs, which have greatly added to the enjoyment of consumers living in CODI housing.

Over this past year, the Residential program has made progress in licensing a new Supportive Housing residence through the Division of Mental Health and Addiction Services. As a newly licensed location, 319 Leeds Ave. will serve individuals with mental illness to live independently in the community. As the population we serve ages, we are excited about moving forward with plans to build three handicapped-friendly three-bedroom, one-story houses next year. These new residences will provide safe options for aging at home for those we serve.



# MAINTENANCE & FOOD SERVICE



## Facilities Highlights

### Maintenance Highlights

While this year brought numerous changes and challenges, as many of the COVID-19 contacts we had for three years were discontinued, we proudly report that our partnership with ACCSES NJ continued to grow. Through State Set-aside contracts, CODI received \$2,669,295.00 in revenue. These contracts provided 60 consumers with opportunities to work at 65 businesses throughout our community while earning competitive wages.

To enhance consumer input, we initiated 1/4ly advocacy meetings where consumers and staff meet with Kurt and have an opportunity to present new ideas or share concerns.

### Food Service

Food Services began to rebound post-pandemic; however, we found the new normal for business in the coffee shops to be quite challenging as many Court House employees continue to work remotely. To increase sales, initiated a punch card for customer loyalty programs in coffee shops and added several new menu items.

Food Service prepared 6900 meals in the Mays Landing and AC Coffee Shops. They also prepared 330 meals for Winners Group, 480 for Community Support Services, 630 Group Home meals, 140 specialized meals for our JEDI program, 3,800 meals for remote maintenance staff, 200 Holiday meals, 5,200 meals for Children's Hospital of Phila., and 4,200 meals for Out Source Center consumers and staff.

After successfully completing renovations last year for the Adult Training Service Area and painting our main location at 901, we made a business decision to develop our maintenance team further to include a facilities unit. As part of our business development and strategic plan, we are proud to announce that Kurt Ohlson was promoted from VP of Organizational Employment to Chief Operating Officer.

Kurt oversees CES, Maintenance, Facilities, and Food Service in this position.

In addition to maintaining our main location and 17 properties owned by CODI, facilities team members completed various renovations, including a full house renovation of our 233 group home and numerous remodeling projects geared toward enhancing physical accessibility. These renovations will provide opportunities for residents to age at home safely.

We look forward to continuing to work with Durabilt and our project team this coming year to complete three new handicapped-friendly homes.

### CES-Employment Specialist (Job Coaches)

We received a record number of 46 Pre-Placement referrals from DVRS, and in FY 2023, the Job Coaches placed 18 consumers into Community Integrated Employment. The job coaches provided long-term support for these individuals as well as long-term follow-along services for DDD consumers working in community settings.

# OUTSOURCE CENTER



As we continued to practice COVID health and safety protocols and resumed services, 2023 brought us to a "new normal" where we welcomed back consumers and resumed services. The local DVRS office reinstated referrals, and daily attendance increased. Production work was steady, and consumers were delighted with their income and were happy to be productive while being back with friends.

Curexa Compounding Pharmacy and The Cheerful Giver Candle company relied on us to handle their production work, and we continue to work together as partners to assist vendors in reaching their production goals. Our other entrepreneurial ventures include direct mailings, printing, shredding, and auto detailing, and food services provide valuable training and enhanced opportunities to learn new skills.

CODI is working with our local DVRS office to engage additional extended employment consumers in the hybrid program. This program provides opportunities for consumers to hold a part-time job and attend the EE program while maintaining CODI support.

We believe the services and support consumers receive are paramount to their success, so we continue to advocate for these services not to be cut. There continues to be a solid push to no longer permit paying consumers production rates for the work they produce. We believe that consumers and their families should have the right to exercise their civil rights and continue to receive CODI services if they so choose. This cannot occur if FSLA 14c status is eliminated and programs such as CODI are forced to close. We believe denying people access to our services is discriminatory, and we will continue to fight for this critical employment option.

## Adult Training Services (ATS)

The past year was a year of change for the ATS program. Over several months, there was a complete turnover of staff due to life changes and career changes. But we are excited to welcome our new ATS Manager, Rechelde Yu, and two new DDD workers, Samantha Denan and Cliff Platt. They have worked so well together as a unit. Consumers love doing activities and outings with them. Each summer, they maintain the gardens in the front of the property, and this year, they added edging to the walking path, a wishing well, and garden boxes with vegetables and flowers. The garden was dedicated to the family of a long-time consumer who passed away a few years ago.

Joanne Zimmer has volunteered each Monday afternoon to come and do a craft with the group. We are thankful for her dedication, creativity, and compassion toward our consumers. We have also benefitted from having occupational therapy students from Stockton University throughout the year. They have led groups and worked with individuals to improve their life skills and physical limitations.



*Joanne Zimmer with consumers*





# Vendor and Volunteer Spotlight

## Vendor Highlight– Atlantic County Government



The Atlantic County Government has been a partner of CODI since 2016. CODI currently cleans approximately 23 county buildings from EHT out to Hammonton.

Some sites include the criminal Courthouse, The K9 training center, Greentree Golf Course, and Atlantic County Parks. This contract has allowed CODI to hire many individuals with disabilities throughout the past six years. CODI currently employs over 50 individuals in the Maintenance Department, of which approximately 80% have a disability.

Our cleaning crews earn above minimum wage while learning the skills to become successful in community employment. We appreciate Atlantic County and the opportunities these contracts have provided the consumers.

## Vendor Highlight– A Cheerful Giver



A Cheerful Giver has been a faithful partner with CODI for over 15 years. They have provided work for our consumers regularly. Our consumers attach the wicks to their candles. A Cheerful Giver has been wonderful in recognizing our work in their catalogs and the many places selling their candles. We are deeply thankful for their partnership and hope to continue for many more years.



Central United Methodist Church continues to be profoundly grateful for the opportunity to partner with CODI in fulfilling our mission of love, service, and community outreach. Our work together over the past several years has touched the lives of many, and we are inspired to continue this journey of compassion and support in the years ahead.

As we move forward, we renew our commitment to CODI's mission and to the broader community we serve. Together, we will continue to make a positive impact, nurturing hope and creating opportunities for those in need. We thank our dedicated volunteers and partners at CODI for their unwavering support and look forward to another year of transformative service.



Thank you for bringing your positive energy and insight to CODI as an intern. We are so glad to have had Skyler and Alissa as our summer interns and hope the journey will be smoother for you two. We are confident that you will survive and thrive as a professional in your field. And you have given the best of yourself to our organization.

“The only way to do great work is to love what you do. If you haven’t found it yet, keep looking. Don’t settle. As with all matters of the heart, you’ll know when you find it.”-Steve Jobs.

