



Career Opportunity Development Inc.
2020 Annual Report
Fiscal Year July 1, 2019 - June 30, 2020



Responding to COVID19 Challenges

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CODI acted proactively when faced with COVID19. Strategies were quickly designed to implement social distancing, PPE usage, and infection control procedures for staff, consumers and constituents of CODI.

The Kessler Foundation awarded \$40,000 to CODI to underwrite the cost of PPE supplies for staff and consumers.

President/CEO Linda Carney served on ACCSES NJ's COVID19 Return to Work Task Force to collaborate and share knowledge throughout the pandemic and work with DVRS to design the plan to return to pre-COVID operations.

CODI Food Pantry increased distribution from 30 bags of food a month to 100 bags a week to consumers who live in independent housing.

Following renovations to a property in Mays Landing, the home was furnished and prepared to meet potential housing needs caused by COVID19.

The mandatory closing of the Outsource Center provided CODI with the opportunity to proceed with long-overdue upgrading and reconfiguring workspace for our consumers in the various employment services programs.



From the Desk of

Linda Carney

President & CEO

Dear Friends,

Thank you for making 2020 another remarkable year for Career Opportunity Development, Inc. (CODI). 2020 marked a huge milestone for us as we celebrated, and post-COVID, hope to continue to celebrate our 50th year of service.

Throughout the year, our dedicated staff has done an incredible job of sustaining services through the most challenging of times. Our ongoing goal is to keep our overhead low while increasing our capacity, and you truly help make this possible! CODI is stronger than ever due to our continually expanding community of amazing and generous folks who donate time, resources, food, supplies, money, talent, and sweat equity to support our mission. We know we are truly fortunate and thank you seems to be such a small token of our appreciation.

As I write this letter, I am reminded of one of my favorite quotes by Ruth Smeltzer, "You have not lived a perfect day, even if you earned money, unless you have done something for someone who will never be able to repay you."

While we will never be able to repay you for all you have done to support us, I hope you will accept our heartfelt thanks and appreciation. Your ongoing commitment to those we serve reminds us how fortunate we are to have your support. Your generosity and compassion have motivated and inspired us through these difficult times, and for that, we are most grateful.

Linda

Board of Directors 2020 - 2021

Joe Cella
Chair



Dan Kelly
Vice Chair



Linda L. Carney
President/CEO



Mary Pat Braudis
Director



Paul Wise
Director



David Yun
Director



Theresa Zippel
Director



Welcome Pastor David

Pastor David Yun has been serving cross-cultural ministry since 2001 and has served Lyndhurst UMC, Beverly UMC, Tuckerton UMC, and Central United Methodist Church in Linwood NJ.

As Central's Senior Pastor, his responsibilities include administrative leadership throughout all aspects of the church, oversight of all ministry to ensure effective functioning, and leading the church in strategic planning and efforts to ensure long-term member retention and financial sustainability.

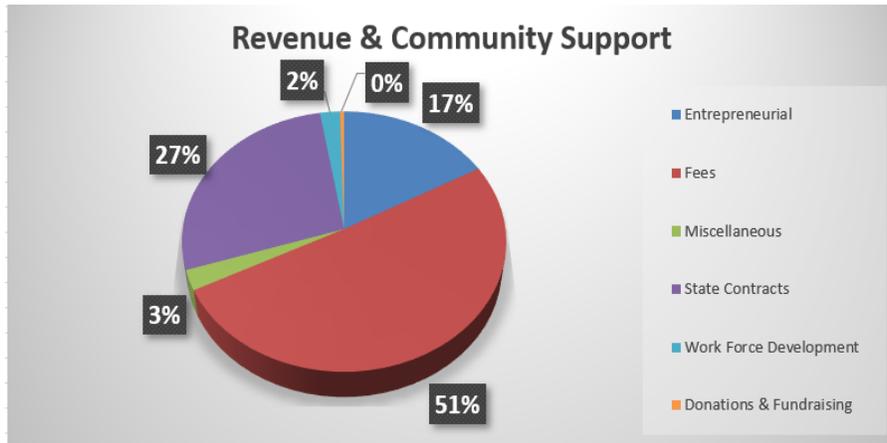
His duties also include the development of community outreach programs, counseling of congregants; teaching bible study classes, providing messages of faith and hope on a weekly basis through the biblical art of preaching, mentoring, supervising and evaluation of pastoral staff, and working with the church's finance team to prepare the church's annual budget, and provide ongoing budget oversight.

Pastor David currently serves on the Board of Ordained Ministry and chairs the continuance sub-committee. He is passionate about giving back to the community and building, nurturing, and growing relationships that enhance resources and build strong community partnerships.

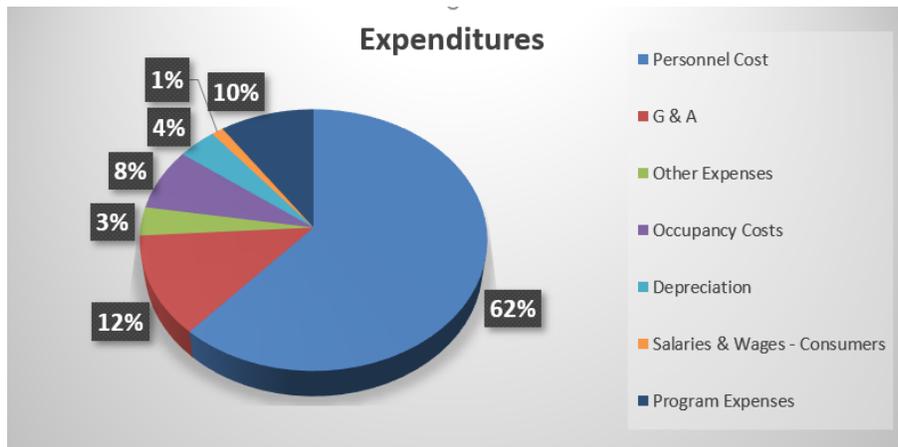
Pastor David graduated from Stevens Technological Institute with a BS in Computer Science and later attended Drew Theological School, where he received a Master's Degree in Divinity.

Pastor David and his wife Jennifer have one son Jonah. Pastor David enjoys spending time with family and friends and learning new things.

2020 Financial Report



| Revenue & Community Support | | |
|-----------------------------|------------------------|--------|
| Entrepreneurial | \$ 1,520,509.90 | 16.84% |
| Fees | \$ 4,575,757.95 | 50.67% |
| Miscellaneous | \$ 226,295.58 | 2.51% |
| State Contracts | \$ 2,471,022.29 | 27.36% |
| Work Force Development | \$ 197,187.55 | 2.18% |
| Donations & Fundraising | \$ 40,357.41 | 0.45% |
| Total | \$ 9,031,130.68 | |



| Expenditures | | |
|------------------------------|------------------------|--------|
| Personnel Cost | \$ 5,208,180.64 | 61.59% |
| G & A | \$ 1,051,708.00 | 12.44% |
| Other Expenses | \$ 298,164.00 | 3.53% |
| Occupancy Costs | \$ 648,378.00 | 7.67% |
| Depreciation | \$ 334,459.00 | 3.95% |
| Salaries & Wages - Consumers | \$ 102,957.00 | 1.22% |
| Program Expenses | \$ 812,890.00 | 9.61% |
| | \$ 8,456,736.64 | |

Residential & Food Services

Residential Continues to Grow Accessible Consumer Housing Expands

CODI has sought to find appropriate housing to help consumers on their journey toward independence. When we discovered that safe, affordable housing was almost nonexistent in many areas, we expanded our mission to meet this need.

Since 2018, CODI has expanded its accessible housing project by adding four more properties to provide safe, affordable housing for individuals throughout Atlantic County. This was done through sound financial management and cost savings implemented across the organization and without incurring additional debt.

CODI Supplies OUD Services

CODI was awarded 35 rental subsidy vouchers to assist individuals with an Opioid Use Disorder (OUD) through the Division of Mental Health and Addiction Services.

The OUD program serves individuals who are homeless or at risk of homelessness who are diagnosed with OUD. Staff assists consumers to locate and secure housing while providing a link to community resources

Food Services Team Members Making Good!

Mary Jo Wyner prepares and serves food for CODI consumers and staff for five group homes, CODI headquarters and CODI Maintenance Crews. You will also find CODI consumers and staff working in the coffee shops at the Atlantic County Court Houses in Atlantic City and Mays Landing.

Mary Jo and others learn valuable food prep skills in the CODI training kitchen with Tracy Burnett, food services manager.



Maintenance Program Expands

Two additional sites were added to our maintenance program, bringing the total to 29 contracts and the number of employed individuals to 44. These contracts not only provide opportunities to transition individuals from sheltered to competitive employment but also enable residential consumers with mental health and/or substance use disorders to become gainfully employed.

Food Service & Maintenance Crew

Spotlight on Success: Benson Exantus Maintenance Crew Member

Benson was referred to CODI in August of 2016 through a School to Work program with Pleasantville High School. When he came to CODI, he barely spoke a word and wouldn't look anyone in the eye. He was quite introverted and could not hold a conversation. He needed repeated instruction to complete simple tasks. He either forgot or did not listen to his supervisor's comments and directions and needed continuous prompting.

Today, he is one of our most reliable and trustworthy employees. He takes public transportation to and from work and arrives on time. His enthusiasm is contagious, always the first one to say good morning to all. To say Benson came out of his shell would not sufficiently describe his personality and demeanor today. He focuses and completes tasks with minimal supervision. Every customer CODI serves genuinely enjoys his presence, and ask for him when he is not with his regular crew.

Benson has proven himself to be a top-notch employee and young man. His journey from a shy young withdrawn kid to a responsible young adult has been a great pleasure to witness. CODI is proud to have played a small part in Benson's transition and development, and we know there are great opportunities ahead for him.



Maintenance Crew at a Location Near You!

We are so proud of our Maintenance Crew and their vast influence in Atlantic County. Did you know we were cleaning the following places:

- 177th Fighter Wing, Pomona
- ACUA Wastewater and Solid Waste Facilities, Egg Harbor Twp.
- Atlantic County Government Buildings
- Dept. of Environmental Protection, Leeds Point and Nakote Creek
- Motor Vehicle, Vineland
- Bridgeton State Building
- Rep. Vincent Mazzeo, Northfield
- Sen. Chris Brown, Linwood
- IRS Facilities, Mays Landing
- NJ State Police Facilities, Absecon and Atlantic City
- Honey Brook Church, Egg Harbor Twp.
- Central United Methodist Church, Linwood
- Gilda's Club, Linwood
- MedQuest, Northfield
- DCF, Egg Harbor Twp. and Bridgeton
- 500 and 501 Scarborough Drive, Egg Harbor Twp.
- NJ Motor Pool, Hammonton
- Atlantic County Prosecutor's Office
- Various locations throughout the state for COVID19 disinfecting

CODI Creates Quality Partnerships That Lead to Repeat Business



The CODI Outsource Center provides daily piece work for 84 consumes. The jobs come from many locations throughout the country. Our latest project with Curexa, a national mail-order pharmacy, came to us by word of mouth. In early 2019, we processed 100,000 promotional mailers. In September of 2019, we expanded our relationship to include assembling pre-cut boxes by the thousands. Consumers fold them and the company uses them to mailing pharmacy supplies. This year we processed over 235,000 boxes!

"Working with CODI has been a godsend for our company. The entire staff has been extremely professional and the services provided are exceptional. We appreciate CODI. Thank You!"

- Curexa Executive



Volunteers Make a Difference

Volunteers continue to make a difference at CODI. With the dedicated participation from Board Members, consumers and volunteers, our food pantry distribution has quadrupled since its inception in 2012.

In 2020, inspite of the pandemic, we had over 66 individuals who gave over 600 hours of their time. A chance conversation over elastic headbands in a local store resulted in an amazing offer to CODI. Peggy Apice, Absecon, was looking for anything elastic to finish a stack of face masks she was making during her spare time. As luck would have it, Marty Inman, CODI, was looking for the same thing. Peggy mentioned that she had some masks to spare if she could just find the elastic.

Marty responded that she could find a home for Peggy's masks. In the following weeks, Peggy provided two stacks of completed masks for our staff and consumers. What a wonderful gift!! Thank you, Peggy.



In addition to individual hours, we are so grateful to the following organizations who have supported us through philanthropic efforts each year.



CODI AND The Community

CODI Partners with Central United Methodist Church, Linwood

The Central United Methodist Church (CUMC), Linwood has long been an important part of CODI's success. Members have helped prep and serve meals for our residential consumers, collected and donated hundreds of gifts for our Holiday Celebrations for the consumers in our Outsource Center, sorted and packed food bags in our Food Pantry and provided financial support for various initiatives for our consumers.

When Pastor David Yun recently joined the CODI Board of Directors, CUMC became even more tightly connected to our vision of providing jobs and housing for those we serve.

"Our partnership with Central Methodist is definitely a two-way opportunity," said CODI President/CEO Linda Carney. "The church members spend time volunteering in one-on-one activities with our consumers and helping with projects that benefit our consumers in many ways. They truly make a significant difference in the work that goes on at CODI."

