

2022



**Career Opportunity
Development, Inc.**

2022 ANNUAL REPORT

FY July 1, 2021 - June 30, 2022

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FY 2022 STAKEHOLDER SURVEY RESULTS

Programs and services are monitored annually for consumer, customer, and stakeholder satisfaction. Survey results are shared with Leadership and the board of directors to enhance services, facilities, overall customer satisfaction, and strategic planning. Survey results are available on our website at www.njcodi.org. For FY 2022, Adult Training Services (ATS) stakeholders, customers (including Maintenance, Printing, and OutSource Center (OSC) customers), Division of Developmental Disabilities (DDD) Consumers, and DDD Stakeholders reported having 100% satisfaction in all categories. Extended Employment (EE) stakeholders had an Increase in satisfaction from 2021 to 2022. The vast majority of comments were positive and praised CODI and CODI staff for their commitment and professionalism.

Comments included:

"We are very excited about working with CODI. The services offered are fantastic. The staff is friendly and responsive." - Curexa.

"I have recommended CODI to others and will continue to recommend them." - Anonymous Printing Services Customer.

"This organization deserves tremendous credit for the outstanding work they do. We are so fortunate to have them in the area, and I look forward to continuing my association with them." - Anonymous Printing Services Customer.

"CODI is supportive, compassionate, and caring and gives us help and hope." - Anonymous CSS consumer.

"CODI has saved my life more than once." - Anonymous CSS consumer.



FROM THE DESK OF LINDA CARNEY PRESIDENT & CEO

Hello All,

As we slowly emerged from the challenges and constraints of the COVID-19 Pandemic, our services and staff have evolved and transformed to meet changing needs. We thank the countless volunteers, donors, and resilient staff who helped CODI and those we serve to persevere and remain steadfast in our commitment to continuing to provide quality services, regardless of challenges and setbacks.

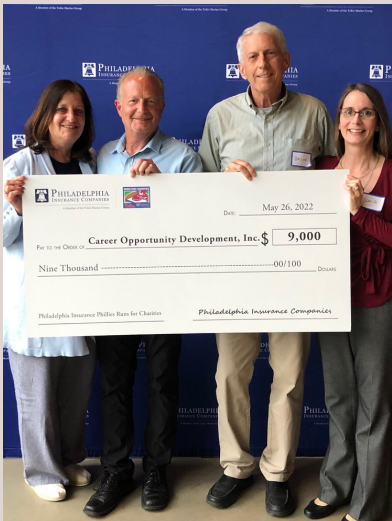
The past two and a half years have taught us many lessons. I have witnessed firsthand the grit, determination, and resilience of those we serve, and am extremely proud to lead such an amazing organization. We look forward to continuing to work with our community partners to optimize opportunities for those we serve.

I am closing with one of my favorite quotes, which I hope you will often read, "Promise me you'll always remember: You're braver than you believe, stronger than you seem, and smarter than you think," Christopher Robin from Winnie the Pooh.

Sincerely,
Linda L. Carney
President/CEO – Career Opportunity Development, Inc.

CODI RECEIVES PHILLIES RUNS FOR CHARITIES GRANT:

Last month, CODI was honored to receive a Phillies Runs for Charities Grant. Philadelphia Phillies partnered with Philadelphia Insurance Company to showcase charitable organizations that positively impact the community. Robyn McAnulty (Wellness Coordinator), Kurt Ohlson (Vice President of Community employment services), Bruce Sarfert (Vice President of Organizational Employment Services), and LoriJo Sarfert (Director of Risk Management) attended the event where CODI received a donation of \$9,000. Special thanks to Robert (Bob) Nitti, our representative from the Philadelphia Insurance Company, for his commitment and diligence in obtaining this generous donation.

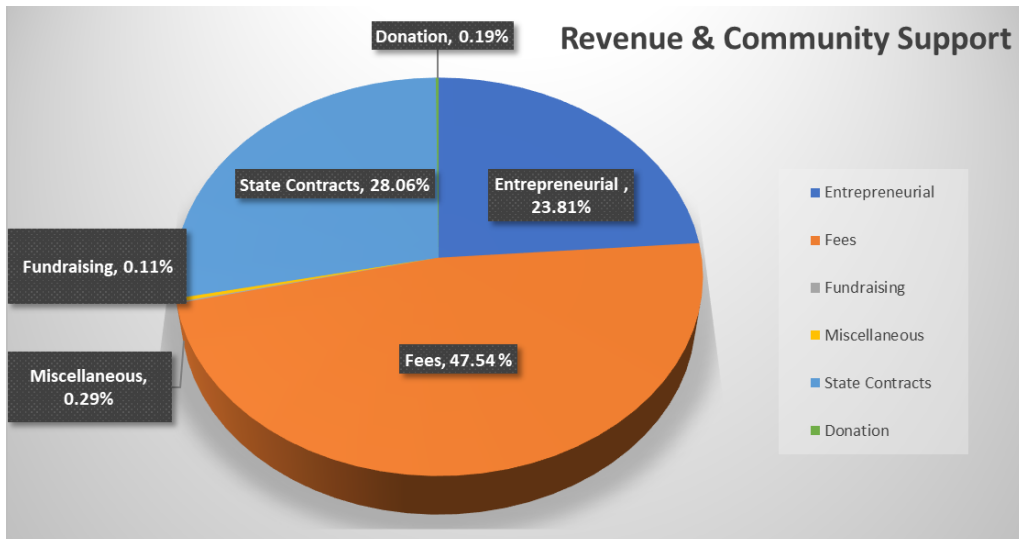


CODI Renovations

CODI is committed to providing consumers and staff with work and living environments conducive to wellness and recovery. CODI continuously renovates and upgrades properties to maximize accessibility and comfort. Special Thanks to our amazing facilities staff!

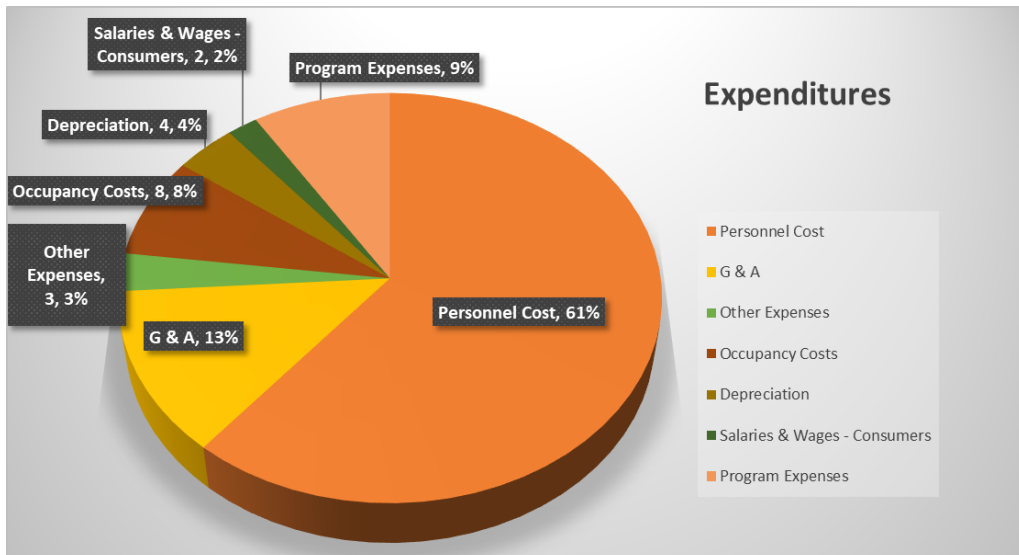


2022 FINANCIAL REPORT



Revenue & Community Support

Entrepreneurial	\$ 2,195.00	23.81%
Fees	\$ 4,384,390.00	47.54%
Miscellaneous	\$ 27,173.00	0.29%
State Contracts	\$ 2,587,636.00	28.06%
Donations	\$ 17,527.00	0.19%
Fundraising	\$ 9,692.00	0.11%
Total	\$ 9,221,918.00	



Expenditures

Personnel Cost	\$5,507,043.00	61%
G & A	\$1,190,821.00	13%
Other Expenses	\$ 222,984.00	2%
Occupancy Costs	\$ 740,794.00	8%
Depreciation	\$ 322,386.00	4%
Salaries & Wages - Consumers	\$ 256,168.00	3%
Program Expenses	\$ 803,156.00	9%
Total	\$ 9,043,350.00	

RESIDENTIAL

Placing individuals in housing has been challenging since the pandemic due to the limited affordable housing throughout Atlantic County. CODI worked diligently to establish relationships with new landlords to increase housing options. As a result, as pandemic restrictions gradually lifted, we placed eight Opioid Use Disorder (OUD) program consumers into community housing.

Our Winners Group, comprised of consumers living independently throughout the community, returned as an in-person gathering in October 2021. Consumers were excited to meet in person for groups about wellness and recovery, share a meal and play games together. Winners Group is a successful monthly event that engages consumers and brings them together to develop peer support and strengthen friendships.

Based on consumer feedback, we developed a program to enhance cultural competence and provide learning opportunities about varying cultures. Central United Methodist Church Volunteers in Linwood, NJ, prepared various cultural meals for the Justice, Equity, Diversity, and Inclusion (JEDI) Project. From Bulgogi and Japchae from Korea to an American Juneteenth recognition, consumers enjoyed learning about cultures different than theirs.

Special thanks go to Audbrey Massler, Director of Supported Housing, Board member Theresa Zippel, and volunteer Jeff Seeth for their tireless efforts in coordinating Winner's Group Activities and overseeing the Food Pantry where Winner's Group Attendees receive a monthly supply of food to help support living independently.



Resident Artist Award in Somers Point Art Show

CODI's Resident artist, Romare Wilson, recently shared his artistic talents in the Somers Point Art in the Park 2022 Show. Linda Carney, CODI's President/CEO, noted that we have seen and experienced Romare's creativity and talent throughout the years and are proud of his accomplishments. Great job, Romare!



MAINTENANCE

Strategic Highlights

In the fiscal year 2022, CODI continued with CDC COVID disinfecting, distancing, and testing of staff to continue minimizing exposure to our consumers and staff. As COVID restrictions were eased on the federal, state, and county levels, businesses began to operate at modified and hybrid schedules and never returned to pre-pandemic occupancy levels.

Operations Highlights

Facilities:

Strategic Planning- With supply chains issues and staffing shortages in various trades, CODI continued the commitment to set aside capital funds to renovate and enhance our Residential properties and the 901 Atlantic Ave. location. Installation of a whole house generator at 106 Jimmie Leeds property has been completed and we had started the procurement of an additional one for 3803 Reading Ave. to be completed in January or February of 2023. We have also made plans to purchase another generator for 1309 So. Main St. to be installed in Summer of 2023. PRI and the lobby at 901 were freshly painted and replacement windows installed at the four Mays Landing, Woodland's apartments. 106 Living room, dining room and hallways hardwood floors were refurbished in addition to the living room floor at 52 Liverpool. A new roof and gutters were installed at 1309 So. Main St and 3803 Reading Ave.

Food Service:

Food Service prepared 7,100 meals in the Mays Landing and AC Coffee Shops. Also prepared were 330 Winners Group, 480 CSS meals, 600 Group Home, 130 Diversity, 3900 Maintenance, 200 Holiday, 5200 CHOP and 4200 Workshop and staff meals.

Maintenance:

The Maintenance Department obtained several contracts for disinfecting high touch points as well as fogging state or county buildings after a COVID-positive case. These disinfecting contracts included Stockton University (dorms and testing facility), DCF, Department of Human Services, State buildings, One Hundred and Seventy Seventh Air National Guard Base, Atlantic County Government buildings, ACCC-County Vaccination site, and other various commercial sites. We continued to purchase additional foggers for buildings with COVID-positive cases and, at one point, held disinfecting contracts in all Atlantic and Cumberland County DCF properties. During this time, open positions became increasingly harder to fill as businesses were increasing hiring rates for those looking for employment in a decreasing labor market.

Financial Highlights

For FY 22, we had \$ 1,763,633 in total maintenance revenue, of which \$ 112,543 was from sanitizing. There were 70,153 hours, \$ 1,118,471 in wages & 58 employees including consumers. We added two new contracts, DCF Vineland and DCF Hammonton, but lost the IRS Building in Mays Landing due to the new landlord defaulting on payment to ACCSES NJ.

To help offset the labor shortage, in January 2022 a decision was made to increase the starting rate for Maintenance Crew Members above minimum wage to \$16.00 per hour. This was necessary due to the competitiveness of local employers to attract employees needed to fill open positions caused by lay-offs and the reductions in staff due to the pandemic.

CODI applied for and received a PPE grant from the Kessler Foundation in the sum of \$40,000 that helped supply all departments with masks, face shields, Gowns, gloves, thermometers and disinfecting products. We also purchased floor and wall signage for social distancing requirements.

CODI CREATES QUALITY PARTNERSHIPS THAT LEAD TO REPEAT BUSINESS



Vendor Highlight – Curexa Pharmacy

Over the past two years, Curexa Pharmacy has become a primary vendor for Outsource Center consumers and is committed to supplying daily production work.

Curexa is mainly a mail-order pharmacy whose business exploded during the pandemic. CODI assembles a variety of boxes used for fulfilling prescriptions for customers.

CODI consumers have become experts, making about 10,000 boxes a week.

Curexa has become a steady revenue source, and consumers are delighted with their paychecks!

Thank you to Curexa's staff for partnering with CODI. It is a beneficial partnership for both companies.

Outsource Center

As consumers began to return to the Outsource Center, we continued to use universal precautions and met folks where they were by addressing fears, reluctance, and their realities.

Work in the Outsource Center continued to expand. One of our prominent customers, Curexa Pharmacy, continued to grow, requiring more from our staff and consumers. And they rose to the challenge! The repetition of the work improved production rates, and more complex jobs increased consumer income. We are proud to have met Curexa's business's production needs and look forward to continuing to provide them with quality services.

Along with many other customers, we continue to wick candles for A Cheerful Giver Candle Company, a long-standing customer. Visitors to the Cheerful Giver website will note that CODI consumers wick candles that are sold all over the country.

The Adult Training Services (ATS) program also reopened, and those we serve were proud to be back participating in activities with their friends. During the shutdown, we decided to redesign this space. We added an All-Gender restroom and new activity space and doubled the size of our kitchen to make culinary training more conducive for larger groups.

Christmas Party with Bally's Atlantic City Casino

While the party is over, memories filled with laughter and good cheer remain. Thank you to Bally's Atlantic City Casino for the delicious holiday meal, incredible volunteers, and good music. What a wonderful holiday celebration. Thanks for all you did to create fond memories for so many!



Christmas Wrapping Gifts for Consumers - Central United Methodist Church

Thanks to your efforts and generosity, we will be able to continue to meet the needs of our consumer's gifts at the Christmas party. Not only does your work support our organization, but it also supports our entire community.

Again, thank you so much for your willingness to donate your time and talents. Your efforts contribute greatly to our success.



Stockton University Internship

Brianne Gray and Samantha Wagensommer, Stockton University summer interns, completed their clinical fieldwork at CODI. Brianne and Samantha presented their findings on how to prevent Repetitive Stress.

Injuries (RSI) based on their internship experience. RSI occurs from the motions an individual repeats throughout the day. These motions include typing on the computer, lifting heavy boxes, or constructing boxes like those produced by consumers in the Outsource Center. Measures to prevent RSI include exercising, sitting upright, taking breaks, and using stress balls and therapeutic putty. To support their research, Brianne and Samantha analyzed the consumers' grip strengths and made stress balls with the consumers.

Thank you, Brianne and Samantha, for all your hard work! We wish you the best in your future studies. Special thanks to Jannette Boney from Stockton University for it's ongoing commitment to this valuable learning and training opportunity.



Samantha Wagensommer



Brianne Gray