



THE CODI FISCAL YEAR 2017 ANNUAL REPORT

AN INDEPENDENT, NONPROFIT 501(c)(3) CHARITABLE ORGANIZATION July 1, 2016 - June 30, 2017

GROWING JANITORIAL PROGRAM EMPLOYS CONSUMERS

CODI's Janitorial Program trains, places, and employs individuals with disabilities and disadvantages.

In 2008 CODI was contracted to service the 177th Air National Guard Base in Egg Harbor Twp. This contract allowed CODI to hire eight individuals with disabilities to perform janitorial services throughout this expansive site. Each individual works approximately 20 to 28



hours per week at the 177th. In 2012, CODI obtained a contract for Janitorial Services for the Atlantic County Utilities Authority (ACUA).

Continued on page 6

INSIDE THIS REPORT

Our President's Message	2
Financial Report	3
Programs & Services	4
Kevin Canuso Receives Sykes Award	4
Caesar's Hero's and Olympus Global	5
Little Waters Distillery	5
Janitorial Programs Growing (continued)	6
Creating Awareness in our Communities	6

CHECK OUT OUR PRESIDENT'S BLOG!



Linda L. Carney
President and CEO

Teachers excel in the classroom. So what do you do when your world and your work is your classroom? The answer for Linda Carney was simple. Blogging gives Linda the opportunity to share ideas and some thoughts with the CODI Team while promoting positive and timely discussions. Check out Linda's Blog on our employee page and stay connected at:

<http://njcodi.org/the-presidents-blog/>



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A MESSAGE FROM THE PRESIDENT & CEO

Career Opportunity Development, Inc. (CODI) is committed to our mission of enriching lives and strengthening communities through employment and housing. For the past 47 years, CODI has been committed to enhancing the lives of those we serve throughout Atlantic County.

As President/CEO of Career Opportunity Development, I am truly fortunate to lead an outstanding team. Thanks to the ongoing efforts and commitment of our Board of Directors, staff, and volunteers, CODI is on track to meet or exceed goals Strategic Plan objectives. We understand that meeting the ongoing challenges, we face as an organization, and navigating change is critical. As economic and regulatory environments change, CODI strives to continually not only meet needs but exceed stakeholder expectations.

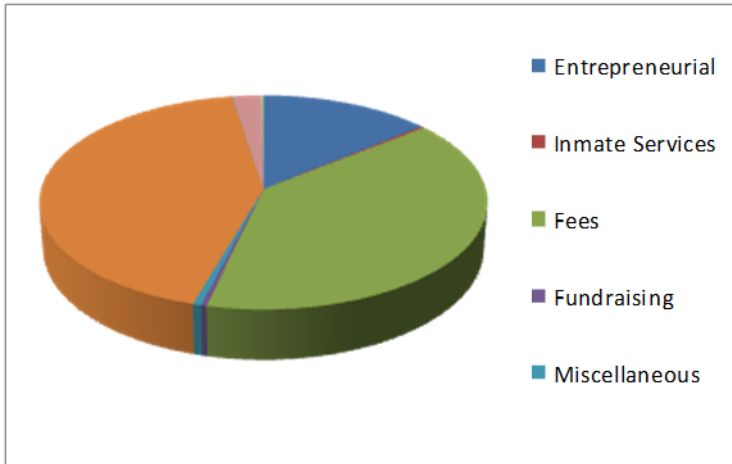
This past year, CODI experienced exponential growth in our Janitorial Program; which provides employment opportunities for 48 individuals who show how they turn disabilities and disadvantages into abilities and advantages. Special thanks to Atlantic County Government and ACCESS NJ for giving our folks the opportunity to show what they can do to enhance our community.

With much heartfelt appreciation for your ongoing support,

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



FISCAL YEAR 2017 REVENUE AND EXPENDITURES

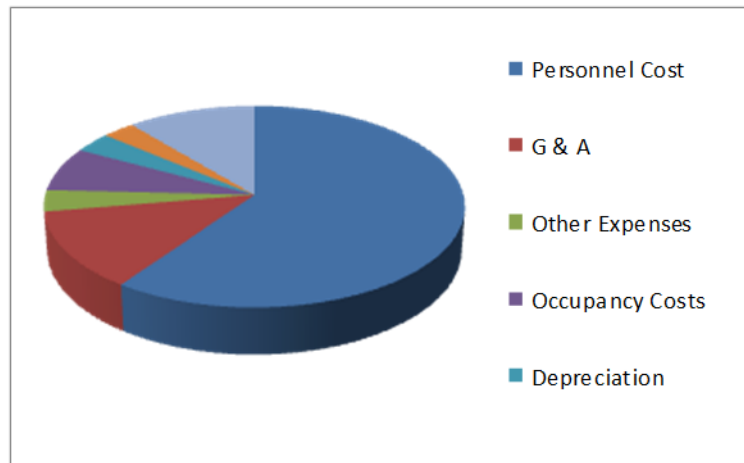


Revenue & Community Support

Entrepreneurial	\$ 1,057,560.18
Inmate Services	\$ 18,600.00
Fees	\$ 2,993,957.04
Fundraising	\$ 26,744.57
Miscellaneous	\$ 40,695.91
State Contracts	\$ 3,264,155.44
United Way Contracts	\$ 5,767.12
Work Force Development	\$ 169,212.20
Donations	\$ 14,167.00
Total	\$ 7,590,859.46

Expenditures

Personnel Cost	\$ 4,478,480.00
G & A	\$ 941,862.00
Other Expenses	\$ 256,724.00
Occupancy Costs	\$ 530,770.00
Depreciation	\$ 244,490.00
Salaries & Wages - Consumers	\$ 210,392.00
Program Expenses	\$ 829,348.00
	\$ 7,492,066.00



CODI PROGRAMS AND SERVICES

Our Outsource Center saw 199 production jobs completed creating \$30,790 wages paid with 126 consumers gaining employment skills.

Consumers employed by CODI completed 39,497 hours of Supported Employment earning wages of \$360,070 at sites including the addition of State and County building for our Janitorial Services.

Our Residential Program, 246 individuals received case management services, 11 individuals were assisted to leave and institution and live in a community setting, 8 individuals moved to independent living apartments.

The Winners Group met quarterly providing support to individuals in their own apartments.

The Work First New Jersey - Welfare to Work Programs (formerly Group Job Search (GJOBS)) provided vocational services for recipients of Temporary Assistance for Needy Families (TANF) and General Assistance (GA). We held 24 classes and helped 45 consumers obtain full-time employment at an average hourly rate of \$12.85. An additional 11 consumers obtained part-

KEVIN CANUSO RECEIVES DONALD J. SYKES AWARD



Each October the county celebrates Disability Awareness Month by presenting awards to individuals nominated by area organizations, family, or friends in recognition of their approach to life, personal accomplishments, and for enriching the lives of others.

CODI was proud to nominate Kevin Canuso for the David Sykes award, and that he was selected to receive this award.

It was not until Kevin was almost 40 years old that he was diagnosed with Bipolar disorder. Before his diagnosis and throughout most of his life, Kevin struggled with his mental illness. He could not maintain employment for extended periods of time and battled to support his wife and two daughters.

Kevin was referred to CODI in 2014 for housing and employment services. With staff support, Kevin adjusted to

the daily routine of employment, recognized the symptoms of his illness, and developed coping mechanisms for successful community living. Kevin is a valuable asset to CODI's Janitorial Program. After becoming one of CODI's top performers, Kevin was promoted to the position of Crew Leader. He and his crew are assigned to the Atlantic County Criminal Court House. This facility is a high-profile location, and the Crew must always be on top of their game.

We believe Kevin is a true success story and role model

CODI WELCOMED 70 OLYMPUS VOLUNTEERS



On Wednesday, May 10, 2017 Caesar's Entertainment and Harrah's Atlantic City came to CODI for a 'DAY OF GOOD'. Over 80 Olympus Global volunteers came for a day of food preparation,

painting, gardening, mulching, and more. They came with an enthusiastic attitude and were a joy to work along side. They came from across America and shared their gifts and

talents to assist CODI.

We thank Caesars Entertainment and Olympus America for a great day filled with positive outcomes and happy

LITTLE WATERS DISTILLERY & CODI WORKING IN MULTIPLE WAYS

When it comes to community outreach, business partners in our community are a key to CODI's success. Little Water Distillery (LWD) in Atlantic City currently works with CODI to provide janitorial needs as well as our Outsource Center. A unique and new approach was used to create employment opportunities for Outsource Center workers. Little Water Distillery developed a bottle recycle program. In our partnership with LWD, our CODI Outsource Team removes the labels from the returned bottles and deliveries them back to LWD's Atlantic City location for processing and reuse.



Caesars Atlantic City also participates as a customer of LWD and a key recycler of the bottles being used in the program. A BIG thanks to all involved in this green endeavor!

CODI DID YOU KNOW?

"CODI detailed my SUV along with several of my colleague's vehicles and they have done a wonderful job!"

Rebecca Kaes,
Manager of Executive
Services at NCS,
Egg Harbor City, NJ

GROWING JANITORIAL PROGRAM EMPLOYS CONSUMERS (Continued from Page 1)

This contract includes the Solid Waste Plant in Egg Harbor Twp. and the Waste Water Facility in Atlantic City. With this opportunity, CODI was able to employ another ten individuals each working an average of 20 hours per week. This past year, CODI was awarded a contract to provide janitorial services for twenty-one county buildings located in Egg Harbor Twp, Corbin City, Hammonton, Estelle Manor, and Mays Landing.

This includes the 126,000 sq ft Atlantic County Criminal Courthouse, employing 27 individuals each working an average of 25 hours per week. CODI provides janitorial services for the Atlantic City Housing Authority at Altman Terrace, Stanley Holmes, and Busby Village, employing six individuals each working an average of 24 hours per week. Approximately 25,000 feet of space is cleaned daily through this contract.

Our crew also cleans smaller sites throughout Atlantic County including Assemblyman Chris Brown's office, Senator Jim Whelan's office, NJ State Police Barracks, and the Department of Environmental Protection labs in Leeds Point.

We are proud of the fantastic job crew members are doing. Customer satisfaction surveys consistently note positive ratings for cleanliness, reliability, promptness, and customer service.

CREATING AWARENESS IN OUR COMMUNITIES

Creating and raising awareness of disability issues in an attempt to change negative attitudes has been an integral part of CODI's mission since 1970. It is important to understand that change does not occur quickly. If the messaging is constant perceptions and attitudes can begin to change for the better. Most people are resistant to change. Once opinions are formed and reinforced it can be difficult to create a change of mind and of heart. People have the ability and the power to change, but it usually takes a outside force to produce the



change. As part of the advocacy that CODI undertakes, we become the voices that are needed to help consumers celebrate who they are, increase confidence and enhance opportunities to contribute to our region in many positive ways. Talking to more people about the work

we do is a great place to begin. By speaking about individuals with disabilities, we are facilitating change in our communities. We work every day towards our mission while providing the public with knowledge about people and their disability issues. At every opportunity, do your best to correct inaccurate ideas or outdated information about individuals with disabilities. It is important to create positive publicity when CODI or one of our consumers is successful. Please share these success stories with your family and friends