

COMMUNITY *Living* SERVICES

Your Life, Your Way

2013 ANNUAL REPORT



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MISSION

To assist and advocate for each person to have Supports they want and need:

- To exercise control and authority over their lives
- To live a life of freedom, opportunity and relationships as family, friends and neighbors
- To share in full community membership and citizenship

VISION

People will fully participate in their communities and have a quality of life which comes from freedom and its responsibilities, the authority to make their own life decisions and the financial resources to implement them.

PRESIDENT'S LETTER

Dear Friends and Colleagues:

The eyes of the nation have become more and more focused in the last few years upon mental health and disability issues. Unfortunately, much of this has come as a result of increasing tragedy and human suffering. Suicide and drug overdoses, the loss of school children and other innocent victims of people who may be in need of mental health services or of those who are sympathetic to violent ideologies have been in the national spotlight and challenge our society's passion for peace, safety and freedom.

More and more we are facing the need to address the historic disregard for support and services for those with disabilities. Whether a matter of severe and persistent mental illness, intellectual or developmental disabilities, the astonishing increases in Autism, returning veterans with physical disabilities and trauma, substance use disorders or aging related dementia and Alzheimer's—the general public is becoming more aware of the need for acceptance and support for someone who has one or more of these needs. It is becoming more common for people to have firsthand personal experience for services and supports than it has been in the past. Generally speaking, these needs would normally not arise to a level of concern among average citizens until they had a personal experience with a need. This is changing for the good. You can now talk to most anyone who is experiencing the hardships of supporting a family member or friend with an Intellectual or developmental disability, mental illness or substance use issue, a wounded veteran, an most often an again parent who now must depend on the very children they supported for a lifetime.

Community Living Services and our vast network of service providers have always stood for the equality of people with disabilities. All people matter. We will all face the day when our abilities will diminish and we will depend on the support of a family member, friend or our community at large. Disabilities occur at every age, every economic background, every race or nationality, without regard to gender and more often to the very people who we all depend upon to keep us safe and free in both our foreign battlegrounds and in our own homes and communities.

While we celebrate, as we should, another year of recognizing the great work of this organization and our network, let's not forget that we all have a duty to stand together in support of those who need us.

Now is the time to exercise your civic opportunity to speak out for people with disabilities to our national and state policy makers who we put into office to represent "we the people" not just "some of the people". Stand up against those who lack the fortitude or courage to support public policy that people with disabilities depend upon. It is a public need and no one is in a "safe harbor" when it comes to the eventual need for some type of support.

Thank you for the ongoing and tremendous support you give in helping us assure that people with disabilities are valued and everyday participants in all of our communities

Warm Regards,
Jim Dehem, President/CEO



VIDEOS

Please take some time to watch these two videos produced by Community Living Services. They can be viewed on the CLS website: www.comlivserv.com.



“Support At Home” was recently nominated for an Emmy by the Michigan Chapter of the National Academy of Television Arts and Sciences. It focuses on seniors, veterans & people with disabilities finding creative ways to stay in their homes.

<http://www.comlivserv.com/supportathome.html>



“The Path to Freedom: The Road Home” shares the struggles and triumphs of people with intellectual & developmental disabilities. http://www.comlivserv.com/The_Road_Home_Video.html

FINANCIALS

Community Living Services, Inc. Consolidated Statement of Activities

September 30, 2013

	2011	2012	2013
REVENUES			
Community Mental Health Contracted Revenues	\$122,204,322	\$136,011,467	129,004,112
Carve-Out and Pass Through	6,721,996	6,921,307	7,128,004
Grant Revenue	510,281	207,720	166,108
Interest Income	11,010	11,746	8,307
Other Income	513,941	334,985	555,784
Extraordinary Income	0	0	417,069
Total Revenues	<u>\$129,961,550</u>	<u>\$143,487,225</u>	<u>\$137,279,384</u>
EXPENDITURES:			
Salaries, Wages and Benefits	\$12,932,401	\$13,719,001	\$12,946,707
Professional Fees/ Contract Services	4,881,668	4,021,612	3,687,711
Administrative Expense	2,291,244	2,121,187	2,041,801
Occupancy	1,325,287	1,511,506	1,514,697
Provider Payments	91,761,654	105,033,384	102,185,327
Home Leases	3,506,893	2,564,571	2,400,898
Maintenance and Repairs – Homes	1,256,693	1,408,929	1,166,518
Other Member Related	1,026,535	2,157,667	774,062
Day Programs/Vocational	9,306,333	9,936,232	9,169,244
Depreciation	202,976	414,184	464,579
Other Expenses	89,118	520,164	626,019
Extraordinary Expense / (Contra Expense)	<u>(3,440,812)</u>	0	0
Total Expenses	<u>\$125,139,990</u>	<u>\$143,408,437</u>	<u>\$136,977,563</u>
Change in Net Deficit	4,821,560	78,788	301,821
Net Assets/(Deficit), Beginning of Period	3,210,022	\$8,031,582	\$8,110,367
Net Assets/(Deficit), End Of Period	<u>\$8,031,582</u>	<u>\$8,110,370</u>	<u>\$8,412,188</u>
Average Per Member Per Month Revenue (PMPM)	2,651	2,877	2,605

THIS JOB IS FOR THE BIRDS!

Canton resident Mark Bocketti works at Wild Birds Unlimited and loves every aspect of his job! He is a “Certified Bird Feeding Specialist” according to his name tag and you can find him in the back room checking in shipments, filling bags of birdseed or out front stocking shelves and talking with customers. He says his favorite part of his job is getting to know the official store greeter...the owner’s dog, Dilly! “I’m happy here,” said Mark. “I have a fun job and I feel like I’m part of their family. I feel important.” Michele Hintz, store co-owner said, “He has a kind heart and is always pleasant and courteous. He is eager to do any task we ask of him. We love having him as part of our family business.”



This job was made possible because Mark works with a Job Coach which makes the transition to working much easier for Mark. “He is in what is called a ‘job carve out’ program,” said Elaine LaMontagne, director of Community Work Opportunities. “We have a meeting and discuss the particulars of the job such as duties, what the employer wants and emergency procedures. We put a very detailed plan in place, ‘carve’ out a job for him, then the Job Coach is eventually phased out when Mark is comfortable and secure doing it on his own.” Elaine also adds, “We are fortunate to have great companies like Wild Birds Unlimited who give people like Mark a chance to show what they’re made of!”

Mark’s mom Mary, said, “It’s more than a paycheck for him. He loves being social and fitting into the community. He likes that someone needs him.”

BROTHER AND SISTER DUO “LIVING THE DREAM!”

The old saying goes, “You never know until you try.” Siblings Theresa and David Podbielski never knew they were great painters until they got out of their comfort zone and took an art class offered in their community. “Friends of CLS paid for a membership to take an art class for fun,” said sister Sandy. “They ended up enjoying it so much and creating works of art that they want to sell. Who knew they would make a business out of that!” They also use the paintings to create holiday greeting cards. The duo is looking for different places to sell their art such as Facebook and craft fairs. “My best painting is Santa Claus, I sold it for \$25,” said David.



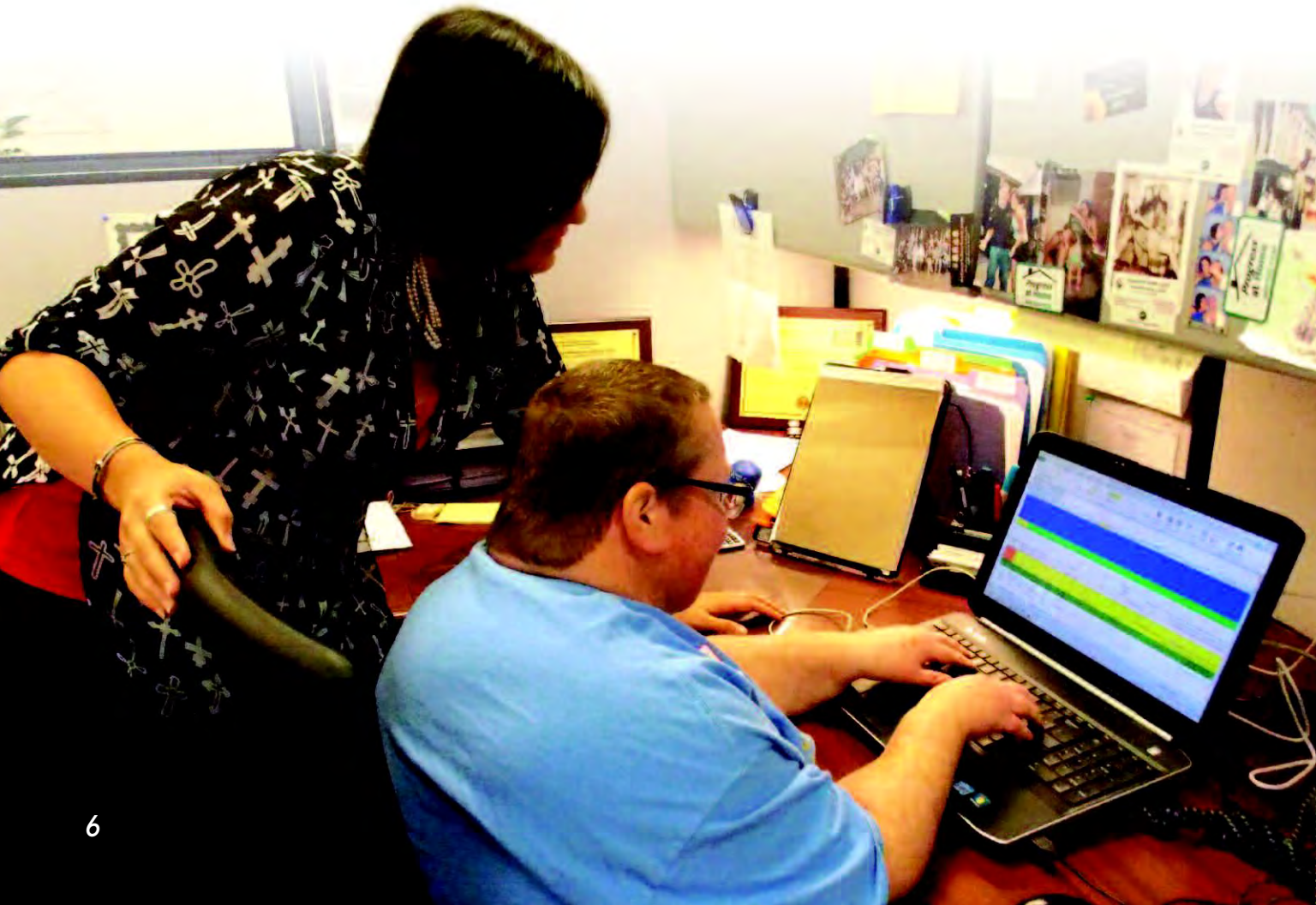
Before joining CLS four years ago, David and Theresa were mostly home and their health was deteriorating, but they were very eager to become more independent and make their own decisions. Today, they are so busy they are rarely home! They also love to throw holiday parties with their family, especially Halloween where they have a costume contest! “We do stay home once in a while when we get tired!” said Theresa. They have learned how to clean their apartment, take their medications on schedule and be financially

responsible. Of course, they get on each other’s nerves like any roommates would, but for the most part, they are too busy to argue!

David and Theresa are both loving life and don’t ever want to go back in time. Theresa said, “I like being able to go places and have friends and do what I choose to do.” David said, “I will never let my disability control my life. I won’t let it take over. I am enjoying my life right now.”

LOOKING FOR EMPLOYMENT? JOB COACH? START HERE!

Job Coaching is available for anyone looking for employment and who is supported by Community Living Services. This service is offered through the Personal Services and Supports department. A person interested in finding employment should discuss this with their Supports Coordinator who will then connect them with the CLS Employment Specialist, Jessica Eason. Once an appointment is made, Jessica will fill out an intake questionnaire and ask the person a series of questions about what kind of job they're looking for, how many hours they want to work and what kind of limitations and on the job support they will need. Jessica will then start making contact with employers who are looking for people with that specific skill set. Once a person is hired, Jessica will begin finding a Job Coach that would be a good fit for the person. The Job Coach can work with an individual in two different ways. They can assist with going out and speaking to employers, filling out job applications and anything else that goes with the job search. Once someone acquires a job, the job coach will stay on the job with the person for 3 months or less, depending on the what the person needs and then slowly "fade out" as the person becomes more confident with their job and their surroundings. So far more than 50 people supported by CLS have found employment with the help of Jessica and a Job Coach. For more information, please contact Jessica Eason at 734-467-7600. Also if you are looking for a job, please turn to the back cover for information about an Employment Fair being sponsored by CLS and some of its partners.



JOB COACH HELPS EMPLOYEES STAY ON TRACK

Being part of the community is a big priority for Michael Pilotto. He loves to work because he enjoys being around people, making his own money and the confidence it gives him! Michael has been employed with Chuck E. Cheese in Canton for five years and has been voted "Co-Worker of the Year" three out of those five years!

Once Michael got comfortable with his job, he started getting distracted during his shifts. "There was a breakdown in communication between Michael and some of the staff," said Beth Pilotto, Michael's mother. "He misunderstood what his job responsibilities were." Michael still worked hard, but became more focused on socializing rather than completing his tasks, so a Job Coach was suggested. She worked closely with the manager and Michael to make sure he was doing the work in his job description properly. She attended each shift with him and guided him through his responsibilities and kept him on task. Eventually he did so well that the Job Coach was phased out and she only works with him on an as-needed basis.

Fellow employees were amazed at how much more Michael was capable of accomplishing with just a little bit of assistance. Sara Lentine, manager at Chuck E. Cheese said, "Now that he is communicating better, he comprehends what is expected of him and he goes above and beyond what is asked!" Michael is responsible for maintaining the game room and eating area and he also performs as Chuck E. Cheese! Michael also volunteers and keeps active and says he's proud that he's achieving his goals and giving back to his community.



SELF-DETERMINATION HAS HELPED ME REACH MY OWN GOALS IN MY OWN WAY

We've all heard the saying, "Everything happens for a reason." When life throws us curveballs it's hard to believe that something good could come out of a bad situation. Deshaun Jones has had a lot of sadness and disappointment in his life, but he is using that experience to help other kids who have lost hope and need some inspiration to keep going.



Deshaun lost his mother to a drug overdose at the age of four and he and his twin brother became part of the foster care system at age seven due to neglect and abuse. They were separated and had no family members willing to care for either of them so they became permanent Oakland County court wards. They spent many years living with different foster families and attending special needs schools. But when they turned 17, life took a turn for the better. The boys were reunited and placed in a residential facility in Detroit.

When the boys were aging out of the Oakland County court system, CLS Oakland County was contacted for help. The twins were able to choose their own Supports Coordinator and found an apartment to share. They have lived there the past four years with supports through Self-Determination individualized budgets. Deshaun says, "Self-Determination has helped me reach for my own goals in my own way."

Deshaun has turned a negative life experience into a positive one. He is partnering with his former foster care agency, New Directions, to help other kids who have had similar experiences. He reaches out to foster kids, school kids and college students and shares his life experiences so they know they are not alone.

Now Deshaun has his own public speaking microenterprise and has spoken to many groups including a social work class at Oakland University. Deshaun is also writing a book about his life experiences and has a Facebook page called "Speaking for the Voiceless."

OUTDOORSMAN GETS DREAM JOB!

Derek Winter, supported by CLS Oakland County, has just been selected to participate in a Disability Employment Awareness campaign: Take Your Legislator to Work! This campaign is sponsored by the Michigan Developmental Disabilities Council.



Derek is an avid outdoorsman and just recently got his dream job working at a Bass Pro Shop after being employed at Meijer for five years. Derek has Spina Bifida and as you can imagine, he had many obstacles to overcome to get where he is today. He can use crutches for a very short distance, but mostly uses his wheelchair for mobility at home and in the community.

Derek's family was instrumental in helping him become more active and spend time outdoors. His father enjoys hunting and wanted to share that with his son, so when Derek was 13 they purchased special equipment to help. It wasn't easy at first, but once Derek gained skills and confidence with the bow and shotguns, they were able to really enjoy the sport together! Now Derek is an active member of

Wheelin Team 457, a non-profit organization providing people with physical disabilities opportunities for indoor and outdoor recreation. "I hope I can offer inspiration to others who want to overcome barriers and pursue their interests in outdoor activities," said Derek.

Another major goal Derek has accomplished is getting his driver's license. He has a truck with adapted hand controls and loves the freedom driving gives him. His next goal is to finish writing a book with his support staff, Matt, who also has Spina Bifida. They want to share their life experiences with others.

Add motivational speaker to his list of accomplishments as well! Derek educates people on how he overcame barriers and gives them resources on how to get assistance if they are interested in hunting, fishing and enjoying the outdoors. He hopes he can encourage people to pursue their dreams. Derek leads a self-determined life and has control over his own budget. Derek also does volunteer work and loves being out in the community with his neighbors and friends. He is a great example of what CLS is all about!

TRENDS

Employment rates for persons with developmental disabilities in Michigan are reported to be currently around 19%. That is 19% of all persons with developmental disabilities have a job while 81% do not. This figure includes those working full or part-time, working individually or in groups and the person may be working at less than minimum wage. We understand this figure does not include those working in sheltered workshops. Sheltered workshops is not an acceptable employment outcome at Community Living Services*. The reporting, however, is sketchy at best as it appears variant methods and definitions were used to collect employment data. It is safe to say that persons with intellectual and developmental disabilities are undeniably and unacceptably underrepresented in the work force.

CLS has earnestly promoted employment of persons with developmental disabilities. Service rates paid are weighted to incentivize supports that will lead to this outcome. Within every Person Centered Plan consideration of work or another form of income generation as an outcome is reviewed. In other words, a discussion of the person's desire (not ability) to earn income as an area of focus in their lives is required 100% of

the time. The National Core Indicator Study on Employment Services and Outcomes found that while 60% of persons involved would like a job, only 22% of the respondents said that employment was a goal in their person centered plan. The National Report on Employment Services and Outcomes can be found at: <http://www.statedata.info>.

CLS hopes that by having the expectation that the subject of employment is discussed at every planning session, the person has a better chance of an employment outcome. If the person wishes to pursue work or wishes to find a creative way to earn income, support strategies are put in place. These strategies may take the more traditional form of job placement and job coaching or a more customized approach were a job would be broken out into tasks the person can do creating, in essence, a new job. The support strategy would include the writing of a new job description and would be developed based on unmet needs in the workplace. Self-employment provides another creative means to earning income. This often takes the form of a micro-enterprise or small business. Support and assistance for this business is based on the strengths and dreams of the person seeking to fill an unmet need in their community.

TRENDS

“WORK IS IMPORTANT TO ME BECAUSE I WANT TO BE IN THE REAL WORLD.” - GINO BYRD

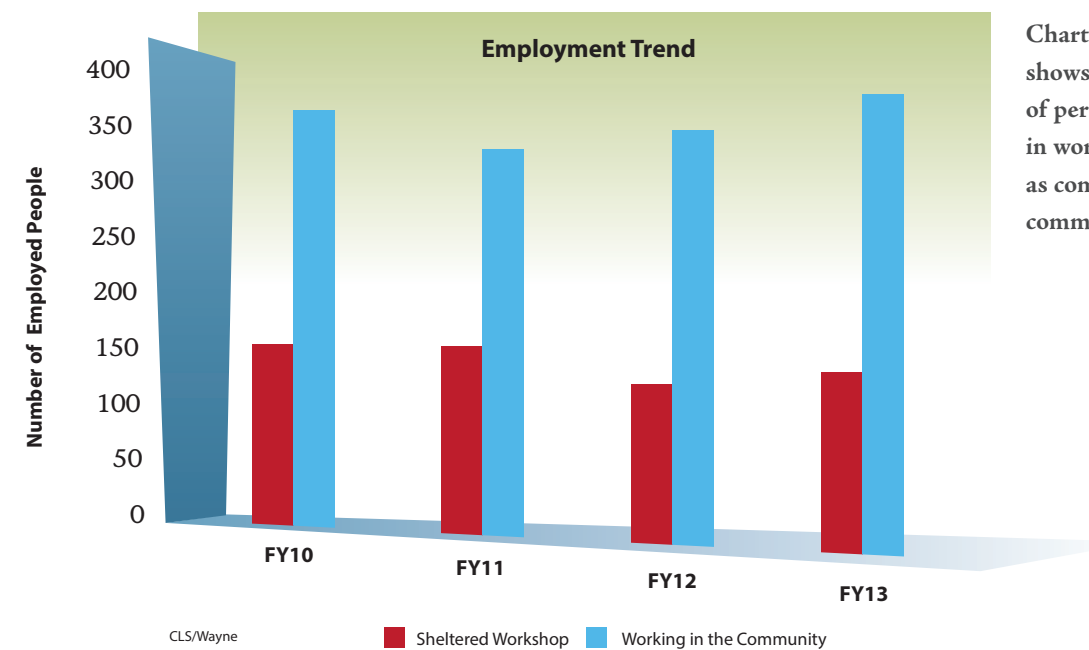


Chart 2 Employment Trend shows the overall progress of persons being supported in workshop environments as compared to jobs in the community.



The charts present the status of work and skill-building supports the person experiences at CLS. Chart 1 People Who Earn Minimum Wage show progress made in the percentage of persons supported at CLS in earning minimum wage.

* It is expected that Federal Medicaid and Rehabilitation funding will not be available to support Sheltered Workshops in the near future.

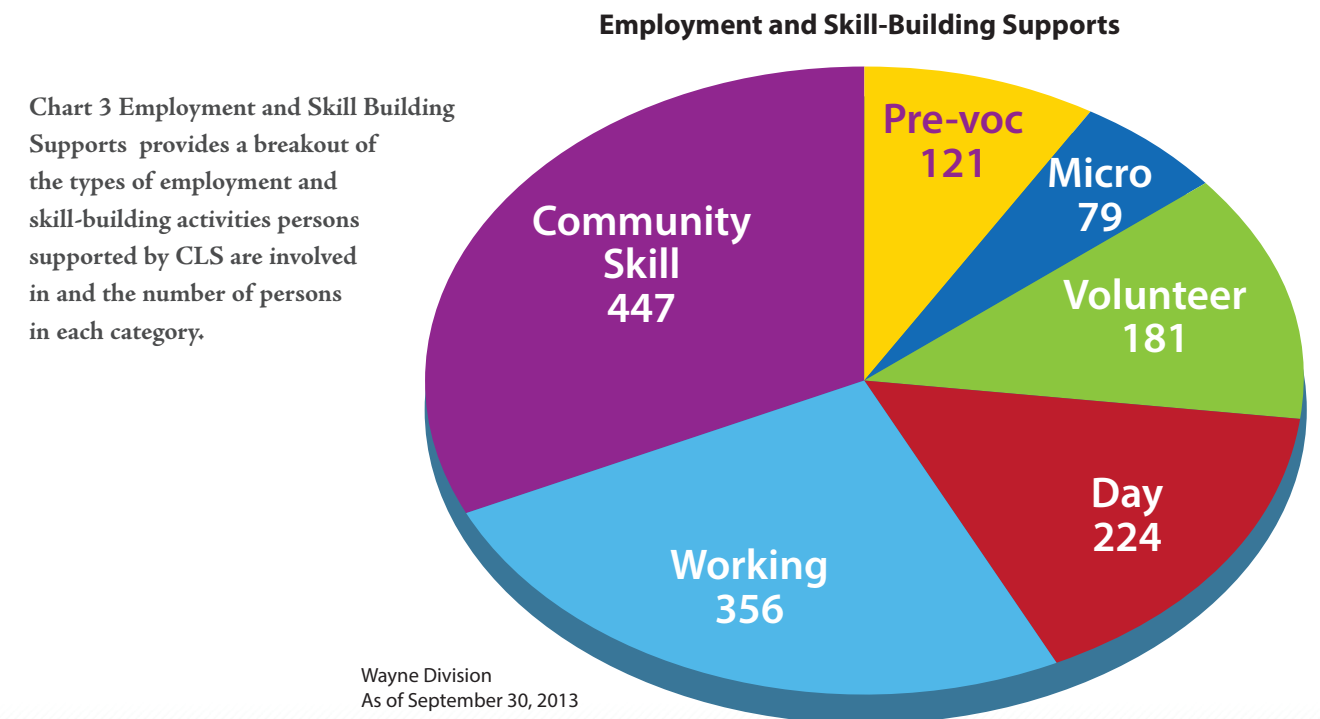


Chart 3 Employment and Skill Building Supports provides a breakout of the types of employment and skill-building activities persons supported by CLS are involved in and the number of persons in each category.

Wayne Division
As of September 30, 2013

2013 HIGHLIGHTS

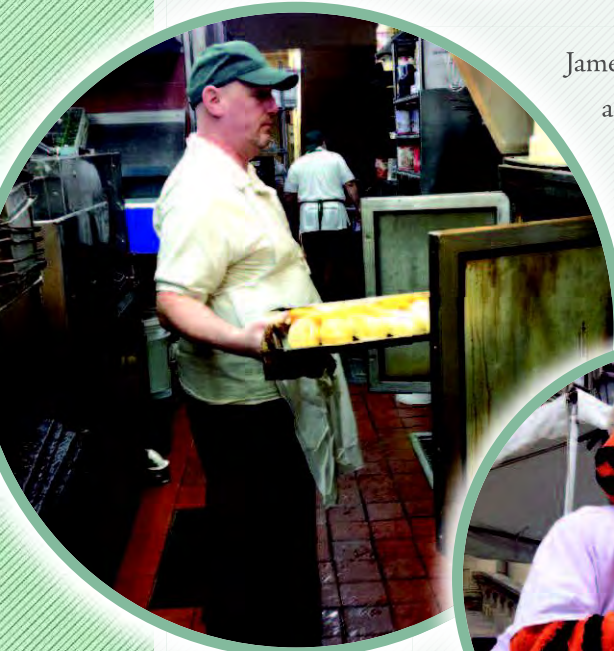
David and Maureen were finally able to exchange their vows during a lovely December ceremony.



Joshua entertained the crowd at the 3rd annual Champions for Achievement award ceremony.



James has been working at his job for more than 20 years and loves every part of it!



Elizabeth Martin wins a Legacy Trust Award for adult artists with disabilities.



CLS Board member Scott and Detroit Tigers mascot PAWS mug for the camera at the Walk a Mile in My Shoes Rally.



JOB and VOLUNTEER FAIR

Your job search just got a little easier...

Tuesday, October 21st

Doubletree by Hilton Hotel

5801 Southfield Expressway

(on the border of Dearborn/Detroit)

Detroit, MI

9 am ~ 1 pm

Stop by to see these employers:

**Meijer
Costco
CVS
Oakwood Hospital
McDonald's
Kroger
Cintas Uniform Company
Dearborn Animal Shelter
Bigby Coffee**

**Employment Prospects
Volunteer Opportunities
Community Involvement**

More than 40 vendors will be on hand to hire you, connect with you or offer you a volunteer position!

To register, contact Tiffany Devon at tdevon@comlivserv.com or **734-722-7185**

To register online ~ www.comlivserv.com/jobfair.html



COMMUNITY
Living SERVICES
Your Life, Your Way



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www.comlivserv.com

CLS is a manager of a Comprehensive
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Detroit Wayne Mental Health Authority.



OAKLAND COUNTY

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CLS Oakland County is funded through the
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Authority.



**SENIOR SERVICES-LONG
TERM CARE DIVISION**

(734) 722-4697

The CLS Long Term Care Division is funded by:
United Way of Southeast Michigan, The Senior
Alliance, Area Agency on Aging 1-C, Area Agency
on Aging 1-B, Detroit Area Agency on Aging 1-A,
The Information Center and the City of Allen Park.