



# FY 2010-11

# Annual *Report*

**“WE ENVISION A SOCIETY THAT EMBRACES ALL ITS MEMBERS AS FULL PARTNERS IN THEIR COMMUNITY”**

## *Programs and Services Excel*

Employment & Community Options is laser-focused on meeting the employment needs of our participants—continually seeking win-win-win opportunities. We are proud of the results we are achieving placing adults with developmental disabilities into real jobs in the community.

We are leading the way helping adults with developmental disabilities start their own businesses. Our micro-enterprise model has moved from piloting in Coronado, to replicating.



The Coronado Enterprise Group business has been running successfully for two years. An additional two micro-enterprises will be started in FY 2012, expanding our array of offerings to meet the needs of our participants as well as the community.

Both our North County Coast (San Diego) and San Bernardino Integrated Employment programs grew during the year, almost doubling!

Each of our 16 programs operates to provide benefits to program participants, employers, and our communities.

We continually research and investigate potential programs and services, especially as more is known about the special needs of adults with developmental disabilities through their lifetime.

In 2010-11, we completed plans for a new service to address the unique physical and mental challenges aging brings about for those with developmental disabilities. Called “Supporting People with Aging Needs” (SPAN), we are seeking appropriate sites to house this program in both San Diego and Santa Clara Counties. SPAN will provide a unique set of services for these older participants dealing with the issues of aging that occur 10-15 years earlier than in the general population.

Beyond adults with developmental disabilities, we have successfully operated the Senior Community Service Employment program (SCSEP) in San Diego for many years with funding from the Department of Labor. The need by seniors for services in FY 2010-11

outstripped our funding—with so many seeking help that we had to stop adding people to the waiting list. With more funding, we will be able to serve these special individuals.



**“ We help adults with developmental disabilities and economically disadvantaged seniors to find and keep a job and to live as independently as possible.”**

# Letter From The CEO



Leadership. We hear about it every day, and know it is important to any successful enterprise. Here at Employment & Community Options, quality leadership is recognized, encouraged, and demonstrated throughout our organization. Our program participants have many wonderful models of leadership to emulate—and they do both in their paid employment as well as their volunteer efforts. Nothing gives me more satisfaction than seeing a participant happily engaged in leading others with a solid work ethic and pride in a job well done.

We are grateful for the many volunteers who also provide leadership to our organization, starting with our Board of Directors. They work long and hard to ensure we live our values while maintaining quality services AND stay fiscally sound. This year we said goodbye to two board members, while welcoming three new ones. Michel Anderson was honored and thanked for his 25 years of dedicated service, and continues to assist us after leaving the board. We also said good bye to board member William Van Cleave representing our northern California programs and services. Fortunately for us, Bill has agreed to stay active in our Friends of the Bay Area fundraising group, and his employer continues to hire our program participants.

Our new board members bring great skills and connections. Jacqueline Cohen, a parent of one of our participants, is a strong advocate for services for adults with developmental disabilities. She is an active fundraiser and volunteer for our organization, along with her husband Jack. Shavon Lindley is a financial planner and radio show host who brings financial expertise and a large network of connections to the organization. Matthew Creighton from Intercare Insurance Solutions volunteers on the Development Committee and brings insurance and business development expertise to the board of directors.

Our fundraising efforts continue to grow at a time when we certainly need them. We have now established “Friends of Employment & Community Options” committees in each of our four regions. Each group takes responsibility for planning events and raising money in their region. We are very fortunate to have great teams of volunteers in each of these areas.

We celebrated our 25<sup>th</sup> Anniversary this past year, and established the Legacy Circle Endowment Fund. We have 14 founding members including a lead gift from the Ferrantelli Family. If you would like to know more about the endowment, or how to participate, please contact Nancy at [nbatman@communityoptions.org](mailto:nbatman@communityoptions.org) or at (858) 565-9870 ext. 104.

Everyone at Employment & Community Options is grateful for the success, support and encouragement we received throughout the year. Together – staff in all regions, employers, families, donors, and volunteers – we were able to achieve a great deal. With your help, we will continue to do even more.

Thank You for another successful year,

*Nancy Batterman*

Nancy Batterman, CEO



## Participant Testimonials

**“I go to Cabrillo College and play kickball, and I go to Employment & Community Options everyday. I have two jobs... I help to clean the office. I take the bus.” - Matt**

**“ I have been part of Employment & Community Options for almost 14 years now. I really enjoy it I have a job at Regal Cinema. I like it. I clean the chairs and little bars in between.”- Genny**

# Board Chair— Frank Whelan

WE ARE COMMITTED TO SERVING ADULTS  
WITH DEVELOPMENTAL DISABILITIES.

As our country continues to deal with huge economic and employment challenges, Employment & Community Options staff and board are working together to weather the storm. We are dedicated to ensuring stability in employment for adults with developmental disabilities – half of whom do not have family members available to assist them in any way.

As our board makes decisions about how to face our challenges, we focus on balancing the needs of our participants with maintaining a fiscally and ethically sound organization.

We are proud of the work of our staff, who continue to take leadership roles locally and across the state. In particular, our CEO Nancy Batterman has been honored as one of San Diego's 2011 Women Who Mean Business. She is also serving as the Chairperson of the Public Policy Committee for the California Disability Services Association – our trade association.



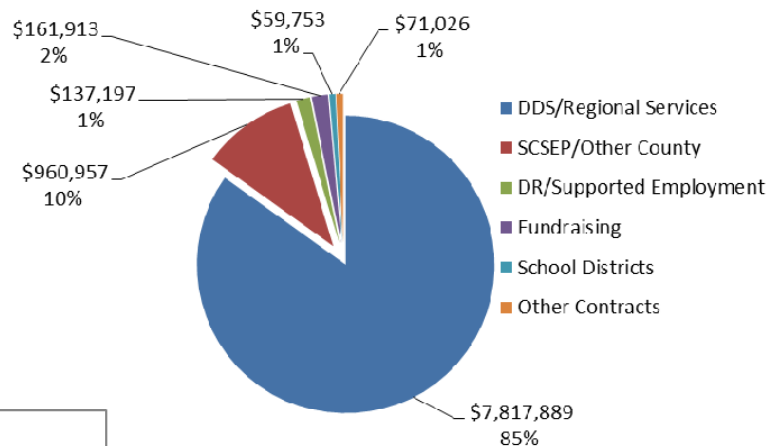
Our Board of Directors is grateful for all of those who join us in donating to Employment & Community Options. Philanthropic dollars are an important – and growing – source of revenue for our organization. Beyond current gifts, our Board is focusing on the future by realistic and wise planning, and by growing our endowment. We are committed to serving adults with developmental disabilities for the long-term, and a solid endowment is part of meeting that obligation.

## Financials 2010-2011

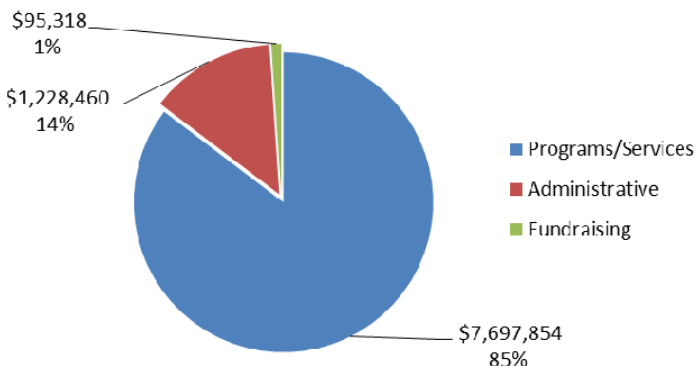
### OUR VALUES

- ◆ QUALITY
- ◆ INNOVATION
- ◆ CUSTOMER SATISFACTION
- ◆ INTEGRITY
- ◆ VISION
- ◆ PROFESSIONALISM

### Revenue (\$9,208,735)



### Expenses (\$9,021,632)



**“The employees they bring us are always dedicated, have great morale, and are really productive, and just a great asset to the team.”**

**-Employer**

**“In a short time we have seen our daughter develop confidence, become more independent and feel that her life has a good future.”**

**-Parent**



### Founding Members

#### Legacy Circle

#### Endowment Fund

Alice & George Barton  
Nancy Batterman  
Jacqueline & Jack Cohen  
Bryan Ducote  
Mary Ellen & Peter  
Ferrantelli  
Freedom Fighters of Santa  
Clara  
Sylvia & Stanley Ginsberg  
Patrick Hines  
Ken Kisbert  
Colleen & Allan Lukoff  
Karen Meckstroth  
Betty & Andris Ramans  
Marcia Ristock  
Frank Whelan  
Iris Wu

#### Development Committee

William Van Cleave, Chair  
Jack Cohen  
Matthew Creighton  
Win Englebert  
Wendy Forkas  
Cheryl Gombos  
Karen Meckstroth

#### Micro Enterprise Committee

Wendy Forkas, Chair  
Bill Lacey  
Patrick Hines  
Leslie Crawford  
Scott Crosby  
Matt Brown  
Mary Lamicq  
Anthony Rowe  
Meredith Minerich  
Kevin Nolan

### Programs & Services

#### Committee

Stephanie Murphy, Chair  
Wendy Forkas  
Leslie Crawford  
Bonnie Kramer  
Anthony Rowe  
Fernando Meza  
Bill Lacey  
Morgan Davis

#### Friends of Santa Cruz

Nancy Batterman  
Megan Beardsley  
Zenaida Castillo  
Katy Chevalier  
Erin Eckley  
Kelly Henson  
Kathleen Hofvendahl-Clark  
Molly Holbrook  
Jose Ibarra  
Lynette Mellow  
Lori Menzies  
Cathy Simmons  
Jenny Sarmiento  
Fabi Tiscareno  
Christopher Wolters

### Friends of San Diego

Michelle Barrow  
Nancy Batterman  
Megan Beardsley  
Jacqueline Cohen  
Morgan Davis  
Tina Ellis  
Barbara Eltzroth  
Wendy Forkas  
Sylvia Ginsberg  
Cheryl Gombos  
Sharon Grinnell  
Pauline Hankel  
Lynda Ingersoll  
Charmaine Lindsay-Engdahl  
Colleen Lukoff  
Leslie Mittanck  
Sarah Robbins  
Lynne Thorstenson  
Margaret Yorio

Main Office:

9370 Sky Park Court,  
Suite 210

San Diego, CA 92123

Voice: (858) 565-9870

Fax: (858) 565-9875



#### Board of Directors 2010-11

Frank Whelan, Chair  
Michel Anderson  
Steve Cassarino  
Ken Kisbert  
Karen Meckstroth  
Stephanie Murphy  
Andris Ramans  
William Van Cleave  
Randall Yee

#### New in 2011-12:

Matthew Creighton  
Jacqueline Cohen  
Shavon Lindley

#### Operational Locations

1922 The Alameda, Ste. 210  
San Jose, CA 95126

2601 N. Del Rosa Ave, Ste.114  
San Bernardino, CA 92404

3717 Portola Drive  
Santa Cruz, CA 95062

12222 Poway Rd., Ste. 21 & 22  
Poway, CA 92064

637 3rd Ave., Ste. D  
Chula Vista, CA 91910

9466 Black Mt. Rd., Ste. 150  
San Diego, CA 92126

“DISABILITY IS A MATTER OF  
PERCEPTION. IF YOU CAN DO  
JUST ONE THING WELL,  
YOU’RE NEEDED BY SOMEONE.”

-MARTINA NAVRATILOVA

#### Friends of the Bay Area

Nancy Batterman  
Megan Beardsley  
Katy Chevalier  
Jed Dershimer  
David Dow  
Erin Eckley  
Cristina Highfill  
Annie Lewis  
Leigh Monichon  
Sheila Schneider  
William Van Cleave

#### Friends of Inland Empire

Nancy Batterman  
Megan Beardsley  
Elena Feldman  
Tasha Holm  
Leslie Ragguette  
Crystal Rivera  
Robyn Tokar  
Wendy Forkas