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This has been a year of considerable change for us at Community Living. The number of people we serve has grown to 125 persons. In what areas are we growing? First, our Independent Support Services (ISS) Program has increased extensively. We now support 40 people in housing of their choice as well as providing recreational and socialization programs to many young adults who are beginning their next phase of life “living independently”. We provide Day Habilitation programs for people when conventional programs are not a good fit. Lastly, when Jeanne Bussard closed this year, we stepped in and initiated our own Vocational Program that now includes 25 people working and volunteering in the community. We continue to provide services in our residential homes, welcoming younger residents, and learning how to live gracefully with our older ones as they experience ailments of aging, including cancer. Our Retirement Day Program operates at full capacity, with a waiting list. As the number of people we serve grows, so does the number of staff we employ. We have offered an innovative wellness plan this year, in conjunction with a grant from The Ausherman Family Foundation, to help our staff focus on themselves and their health issues. We have conducted a healthy breast class with a Breast Apron for some of the people we serve and will be expanding it to all female residents and staff as recipients of funding from the Women’s Giving Circle.

How are we doing this? Financially, we have always been very careful stewards of the funds the state has given us, and the funds donated to us by the community. We have internal checks and balances beyond what regulations require. Our Finance Committee is composed of three CPAs. Our Board of Directors has four members who are presidents of their own firms and understand the issues of managing businesses in a cost-responsible manner. We receive yearly audits and obtain the highest possible ratings year after year. Our board minutes are readily accessible to the public. The Board of Directors is involved in every facet of our organization. Board and staff work in partnership, staying abreast of changes ongoing in our organization.

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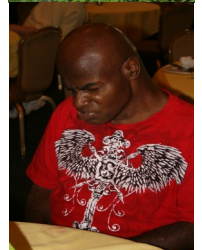
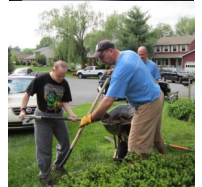
One of the reasons we as an agency continue to thrive is that we have staff members who have made it a career working here. P. has been with her three men for 20 years. R. **Experienced Staff** has been with us for 15 years, serving a variety of homes and gathering a wealth of knowledge about the agency. Over 30% have been here 5 years or more, a record in our industry. These seasoned staff provide mentoring to new staff as they come into the agency. In addition, our staff are very well trained. The state mandates we provide 60 hours of training and we require significantly more designed to represent the people we serve.



Family members are crucial to our well being. We say they keep us honest. They attend Individual Plan meetings and make sure that we are doing what we promised. They are concerned about weight gain or loss. They urge the next Special Olympic sport for the resident to try. They call the house and ask about bed time and bath time. Families partner with us. They **Family Members** recognize that as others in their family go off to college and make a new family for themselves, their child with developmental disabilities needs to do so as well. They provide family memories of a childhood home, but are happy to call the CLI house home. Partnering means trust exists on both sides of the relationship and that everyone wants what's best for the CLI person. And to our consternation sometimes, their family spoils them, as it should be.

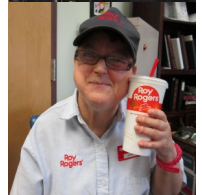


Growth at CLI will be a constant. Depending on state funding models, we may or may not grow our Residential Services, but we know that there will always be families in crisis with aging parents and children in need of care and residential services is the model for them. Our Retirement Day Program is also a good interim step for these families as they make this **Growth Potential** first step towards residential. As more and more services are needed for young adults with autism, our ISS program is bridging the gap between school and adult independent living through life skills training, socialization and recreation. There is a huge contingent of people with disabilities who want to work, and we know that our Vocational program will only get larger. We welcome these challenges. After all, we started with just two houses!



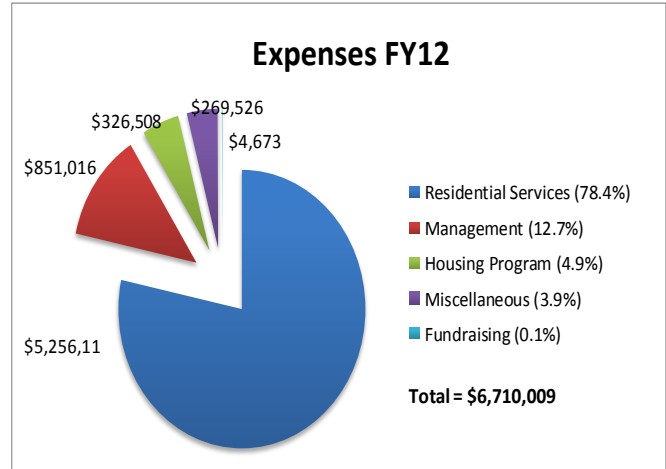
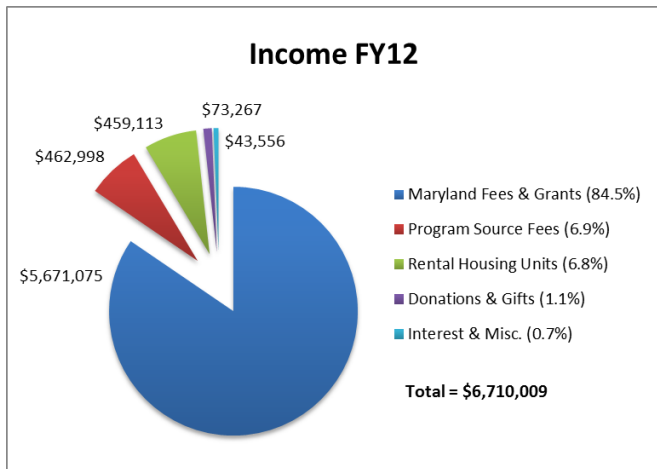
The second Wednesday of odd months is when everyone can expect to see the CLI Board together. But, this is only the beginning of their involvement with the agency's daily life. Larry is involved when construction is being considered. Lee is always **CLI's Board** looking for new properties for us. Michele treats residents to pizza and celebrated with the kickball team on their victory. David enjoys visiting homes. Sean helps us purchase new vehicles wisely. Marilyn is actively involved in restructuring our approach to strategic planning. Harvey offers sage advice on things tried in the past and valuable approaches to doing them now. Beyond this, all are involved with committee work, show up at Valentine's Dances, karaoke, and Special Olympics events. They know residents and clients by name, and many staff, too.

There is not enough space to describe how we feel about our staff. The bottom line is they want to do the very best they can for the people they serve. They want them to wake up smiling, they want them to get off to their day program looking forward to **Our Staff** coming home, they want them to know they are home. Our ISS staff have different missions - helping some live in their own apartment successfully is just one. With others, it is letting them leave home behind and having fun at karaoke, Special Olympics, or just hanging out at the mall with friends. Our staff purees dinner and takes two hours to feed it to one of our "girls", has helped several of our older people with terminal cancer this year, and copes with every "bad" day every person we serve throws at them. They do it with good humor, grace, kindness and forgiveness. We would not be who we are without them.



We have not mentioned our many volunteers who make a difference in countless ways. From serving on committees, to yard clean-up, to assisting with birthday parties, to helping at ROW, these volunteers give us an added quality of life we need.

So, we may keep spotless accounting books, our records may be all in order, and our Board meetings are carefully and faithfully documented but this is not the heart and soul of CLI. Because we are all intertwined in our mission, serving the people of CLI, there are no shortcuts, no easy ways out. Every day brings a smile to our faces and to the people we serve. What could be better?



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We so appreciate these donors for gifts of time, household furnishings, appliances, and personal items. Many others in our community give to us through smiles, acts of kindness, and inclusion and we thank them as well.

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