

# *Share the Vision*



**Champlain Community Services**

**2010 Annual Report**



Champlain Community Services



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**The Mission of CCS is**  
*to help individuals with developmental disabilities  
experience all of life's opportunities by  
enhancing self esteem, maximizing independence, and  
enabling community membership.*

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## Welcome to Champlain Community Services 2010 Annual Report

Dear Friend,

Thank you for your interest in Champlain Community Services (CCS).

Reflecting on 2010, CCS can be proud of both its accomplishments and its resilience. It speaks to the strength of this organization that CCS not only maintained the level and quality of services in trying financial times – we enhanced and expanded a number of service areas that positively impact our consumers and community.

We are particularly proud of the growth of our Way2Work supported employment program. Way2Work reached out to the broader community and created new partnerships within the private and nonprofit sectors. And we developed new connections with schools that enable Way2Work to better promote employment readiness for students with developmental disabilities before they leave school.

Take a look at this Annual Report and get to know what CCS is about!

Please contact us with your questions and ideas – and tell us if you would like to be a part of Champlain Community Services as a consumer, partner, or supporter.

We'd love to hear from you.



Sincerely,

Kelley Homiller  
Executive Director

Sincerely,

Pete McDougall  
President

## OUR SERVICES

### COMMUNITY

We provide consumers one-to-one supports to enhance access to a broad range of activities throughout our community. Our consumers:

- \* Develop independent living skills
- \* Make and enhance friendships
- \* Volunteer
- \* Pursue recreation and leisure
- \* Get healthy through exercise and fitness programs



**CCS offers individualized, one-to-one, lifelong supports** to children and adults with developmental disabilities in Chittenden County and throughout northern Vermont. We provide supported employment services, as well as home & shared living, school & transition, and community supports.

Our dedicated staff of Community Inclusion Facilitators (CIF), and Contracted Shared Living Providers (SLP) are both well-trained and supported by CCS Service Coordinators.

In addition to their "job coaching" hours listed under Way2Work, **our CIF staff delivered over 28,000 hours in community supports** during FY2010.



### SCHOOL & TRANSITION

CCS and Way2Work help ease the transition to life beyond high school, including the job market. This includes:

- \* Community-based school programs
- \* Consultating at IEP meetings
- \* Developing personalized transition plans
- \* Individualized career exploration
- \* CCS organized social events

### HOME & SHARED LIVING

Supports range from a few scheduled hours per week in a consumer's home to 24/7 supports in a Shared Living Provider's home. We focus on:

- \* Maximizing independence
- \* Enhancing the quality of life
- \* Individual preferences and needs
- \* Consumer health and safety
- \* A safe & supportive home environment



About a third of CCS consumers, **18 individuals, resided with Shared Living Providers.**

Developing a solid model for **school-to-work transition planning**, CCS designed and implemented one of the first such plans for a student with developmental disabilities in the state of Vermont.

All services are personalized and based on consumer needs and interests as reflected in the annual Individual Service Agreement (ISA). Our Service Coordinators communicate regularly with each consumer, family, and support group to ensure an integrated service plan. Last year, **CCS staff provided 3,822 hours of service coordination supports.**



### COORDINATION

Service Coordinators manage the entire array of supports to each consumer. Our approach emphasizes:

- \* Effective communication
- \* Team approach
- \* Individualized supports
- \* Consumer health and safety
- \* Strong and positive working relationships with consumer's and families

## Current Employers

AstenJohnson  
August First  
Big Lots  
Burlington International  
Airport  
Cap'n Cork Beverage  
Champlain Valley  
Exposition  
Endyne Inc.  
Firetech Sprinkler Corp.  
FYE  
Garden of Eatin'  
Green Mountain Harley  
Davidson  
Hannaford  
Little One's University  
Milton Family Community  
Center  
Montstream Studios  
Mountain View Animal  
Hospital  
New Beginings Daycare  
Once Upon a Child  
Perrywinkles  
Physician's Computer Co.  
Price Chopper  
Ride-Away  
Shaw's  
Shelburne Supermarket  
Sodexo, St. Micheals  
College  
Sweet Clover Market  
The Edge  
Toys R Us  
UVM Bookstore  
Vermont Teddy Bear  
Visiting Nurses Association  
Wal Mart  
West Meadow Farm Bakery  
WIZN  
Zachary's Pizza



The mission of Way2Work is to help people with developmental disabilities find paid employment that is meaningful to them, valuable to their employer, and inclusive in the community.

### WAY2WORK SUPPORTS INCLUDE:

- \* Skills assessment
- \* Career exploration
- \* Placement & business start up assistance
- \* One-to-one job coaching
- \* Ongoing supports for both consumers & employers
- \* Interview training, site visits and job "try outs"
- \* Assistive technology



### SELF-EMPLOYMENT

One CCS consumer celebrated three years of successful entrepreneurship in the business he launched in 2007 with support from Way2Work. Another initiated a feasibility study and product "test marketing" process as part of developing a business plan for her own small business.

Way2Work earned its third Medicaid Infrastructure Grant (MIG) to train supported employment professionals statewide. We held nine trainings throughout the state, launched a dedicated Website, and designed a Webinar we will initiate in 2011.



### A SCHOOL2WORK SUCCESS

Last year, Way2Work helped Ben, a high school student nearing graduation, make a nearly seamless transition from school to work. Partnering with two school districts (Ben lives in Georgia and was attending school in St. Albans), Way2Work offered job skills assessment, development, and training, and the acquisition of assistive technology. We began working with Ben in January, and he was working part-time by mid-February.



After graduation, Ben increased hours accordingly. He didn't step into the unknown, but into a job and world of work he knew he could handle, with the support to help him succeed and continue to grow.

### EMPLOYMENT

Through its nationally recognized supported employment program, **Way2Work**, CCS helps consumers prepare for, **achieve and maintain employment or self-employment within the community.**

### 2010 by the Numbers

8,231 hours of employment supports from job coaches

11 new job placements

79% consumer participation

39 individuals employed

6 individuals in the "job development" stage

8 consumers held multiple jobs

7 have held a job at the same employer for 10 years or longer

12 have been with the same employer for 5 to 9 years

## OUR STORIES

"In four years of living with the Frugoli's, Wyatt has grown from a sedentary, non-verbal young boy to a walking, communicating, and healthy thirteen-year-old teenager"

~ Beth Sightler  
Senior Service Coordinator

Al and Heather share their home with Wyatt, providing a safe and loving environment in which Wyatt continues to flourish.



"Greg clearly enjoys his time at CCS, which facilitates his growing involvement in the community. He is a dedicated worker and friend, and we all enjoy seeing him grow and further his many skills."

~Lynn  
Community Inclusion Facilitator

In addition to his paid employment, Greg enjoys volunteering in the community. He is an active volunteer at a local animal shelter, a nursing home, and a public library.



"Ryan loves his job, and he is respected and valued by his employer and colleagues – they rely on him."

~ Michelle Paya  
Way2Work Coordinator

Ryan is a success story in our Way2Work supported employment program. He built on a history of babysitting for family and friends, and developed a career passion to work in child care. We helped Ryan identify and prepare for certification requirements and potential internship and employment sites. Ryan completed his required course work, and passed the child development certification exam with flying colors. After a successful internship, he was hired as a teacher's assistant. He works half-time, five days per week, with the chance for more hours in the near future.



"Bill is doing well with his cooking – he loves doing it, and looks forward to it each week. And he's a good cook!"

~Brent Hewey  
Service Coordinator

This year, Bill wanted to work on his cooking skills as part of his Individual Service Agreement, with a goal of honing independent living skills and eating healthier. He's cooked up a number of old favorites, as well as new recipes – including his first ever veggie lasagna – along the way.



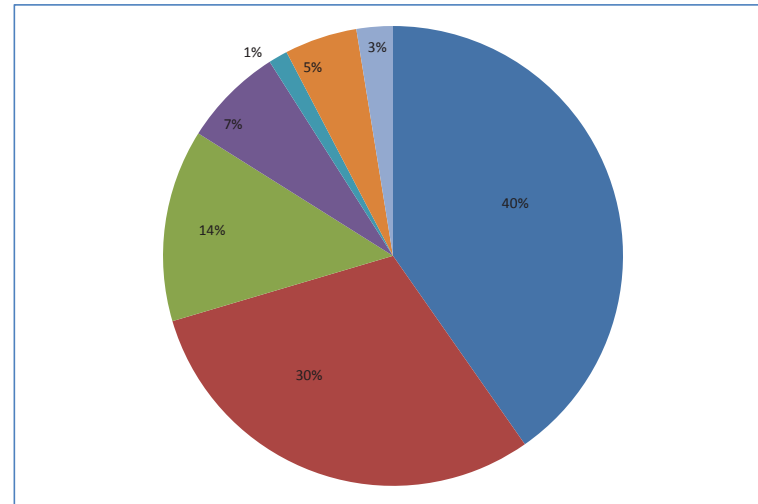
**CHAMPLAIN COMMUNITY SERVICES, INC.**  
**STATEMENTS OF FINANCIAL POSITION**  
June 30, 2010

<u>ASSETS</u>	
<b>CURRENT ASSETS:</b>	
Cash	\$ 748,327
Accounts Receivable	158,376
Prepaid Expenses	26,357
<b>Total current assets</b>	<b>\$ 933,060</b>
<b>PROPERTY AND EQUIPMENT, at cost</b>	
Land	14,000
Buildings and improvements	516,928
Furniture, fixtures and equipment	118,550
Vehicles	139,864
	789,342
LESS: Accumulated depreciation and amortization	(468,166)
<b>Net property and equipment</b>	<b>321,176</b>
<b>TOTAL ASSETS</b>	<b>\$ 1,254,236</b>
<u>LIABILITIES AND NET ASSETS</u>	
<b>CURRENT LIABILITIES</b>	
Accounts payable	\$ 25,535
Accrued payroll and related taxes	103,564
Other accrued liabilities	22,886
Deferred revenue	4,670
Current portion of long-term debt	8,450
<b>Total current liabilities</b>	<b>165,105</b>
LONG-TERM DEBT, less current portion shown above	12,187
<b>UNRESTRICTED NET ASSETS</b>	<b>1,076,944</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 1,254,236</b>

NOTE: THE FINANCIAL STATEMENT ABOVE REPRESENTS THE AGENCY'S UNAUDITED INTERNAL FINANCIAL STATEMENT INTENDED SOLELY FOR THE USE OF MANAGEMENT OF THE AGENCY AND SHOULD NOT BE USED FOR ANY OTHER PURPOSE.

**EXPENSES 7/1/09 - 6/30/10**

Salaries	Contractual	Fringe	Operating	Program/Client	Transportation	Building	TOTAL
\$ 1,089,849	\$ 815,945	\$ 366,127	\$ 190,750	\$ 36,332	\$ 138,193	\$ 69,082	\$ 2,706,278
40.3%	30.2%	13.5%	7.0%	1.3%	5.1%	2.6%	100%



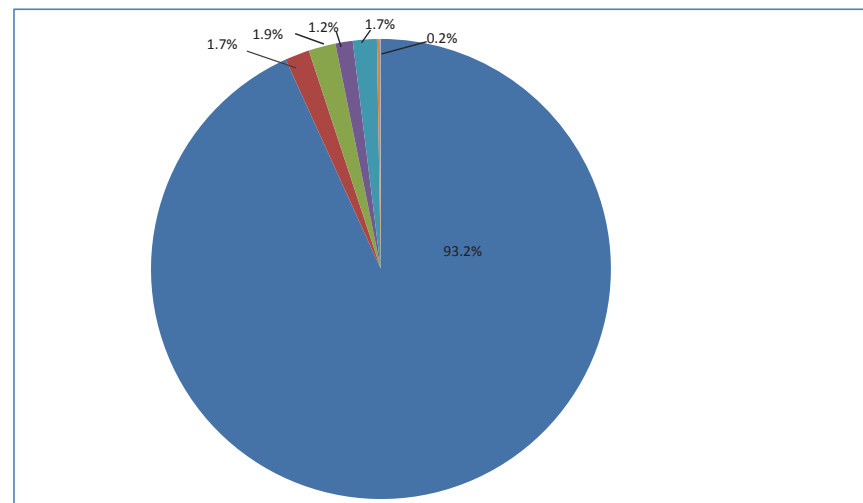
**CHAMPLAIN COMMUNITY SERVICES, INC.**  
**STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS**  
FOR THE YEAR ENDED JUNE 30, 2010

<b>SUPPORT AND REVENUE:</b>	
Medicaid waiver revenue	\$ 2,622,551
Other contracts	13,649
United Way	47,441
Grant income	53,593
Fundraising	34,219
Rental income	5,538
Client Contributions	34,489
Interest	2,162
Gain/(Loss) on sale of assets	-
<b>TOTAL SUPPORT AND REVENUE</b>	<b>2,813,642</b>
<b>EXPENSES:</b>	
Salaries	1,089,849
Contractual	815,945
Fringe benefits	366,123
Operating expenses	190,750
Program expenses	36,336
Travel and transportation	138,193
Building expenses	69,082
Miscellaneous	-
<b>TOTAL EXPENSES</b>	<b>2,706,278</b>
<b>CHANGE IN NET ASSETS</b>	<b>107,364</b>
<b>NET ASSETS, Beginning of year</b>	<b>969,580</b>
<b>NET ASSETS, End of year</b>	<b>\$ 1,076,944</b>

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**REVENUE 7/1/09 - 6/30/10**

Waiver	Other Contracts	Grants	Fundraising	United Way	Rental	Misc	TOTAL
\$ 2,622,551	\$ 48,138	\$ 53,593	\$ 34,219	\$ 47,441	\$ 5,538	\$ 2,162	\$ 2,813,642
93.2%	1.7%	1.9%	1.2%	1.7%	0.2%	0.1%	100%



### Annual Fund \*

The Allen Agency, Inc  
Anonymous (6)  
Keith Bantle  
Joseph and Dale Boutin  
Dana Brewster  
Mark Ciardelli  
Keith Clark  
Michael Corley  
COSTCO  
Dr. John Cross  
Tim Daubenspeck  
Janet Felis  
Gregory & Kathryn Mitchell  
Fairpoint Communications  
Firetech Sprinkler  
Dottie Fullem  
Wyatt Hill  
Leonardo's Pizza  
Connie Marshall  
Colleen & Paul Matte  
Pete McDougall & Family  
Patricia Myette  
O'Brien Family  
Maureen & Michael Parent  
Rich Frog Industries  
Marion Schibi  
Shaw's  
Shepnell Pools & Spa  
Sanda Tumosa  
VSECU  
Vermont Systems, Inc.  
Vermont Teddy Bear  
Pat Waite  
Nikki Whalen  
Giles & Tammy Willey  
Robert Willey  
Marc Willis  
Adolph & Mary Jane Wirsing  
In Memory of Paul Blair  
Peg Adams  
Gwendolyn Brown  
Linda Crossman  
Jeffrey Davis  
Dousevicz, Inc.  
Diane Dufresne  
General Dynamics  
Ramon Lawrence  
Louise Mongeon  
Lucien Paquette

### In Memory of Lorraine Graham

Carmen Church  
Double Tree Hotel  
NE Assoc. of Chiefs of Police  
Jacquelyn Lowe  
Marlene Smiley  
URELL, Inc.  
In Memory of Len Williams  
Fred & Kay Hannon  
Craig & Nancy Ignaszewski

### In-kind donations

Alburg Golf Links  
Amelia Pastiche Designs  
American Flatbread  
Apple Mountain  
April Cornell  
Aubuchon Hardware  
August First  
Bazis Studios  
Bob's Auto Service  
Bonnie Aker  
Boston Celtics  
Boston Red Sox  
Bueno Y Sano  
Burgess Surgar House  
Burlington Brew Tours  
Cabot Creamery Cooperative  
Carrie Steele  
Catamount Golf  
Chuck's Beverage Mart  
Champlain Business Journal  
Champlain Valley Fair  
Champlain Valley Ghost Tours  
Chef's Corner  
Chris Celotto  
City Market  
The Clothing Line  
Coca Cola of New England  
Cody's Irish Pub  
Comfort Inn & Suites  
Cynthia's Spa  
Dakin Farm  
Danforth Pewterer  
Dave Pavlik  
Deb Sandalwood  
Dog and Cat  
Eastern Mountain Sports  
ECCO  
ECHO Lake Science Center  
Edible Arrangements  
eSightler Jewelry

Ethan Allen Optical  
Executive Car Care  
Firehouse Gallery  
First Night Burlington Flash-bags  
Flynn Center Gardener's Supply  
Glass by Dee  
Glen Nadeau  
Great Harvest Bread  
Gulliver's Doggie Day Care  
HammerFit  
Hampton Inn  
Hannaford  
Happy Fantastic Designs  
Harmony at Last  
Harry Bliss  
Healthy Living  
Hero's Welcome  
Homeport  
James Taylor  
JJ Knights  
Juniors  
Justin Levinson & Myra Flynn  
Katharine Monstream  
Kelley Homiller  
Kim Forney  
Kiss the Cook  
Klinefelter Studio  
Lake Champlain Chocolates  
Lake Champlain Ferries  
Lake Monsters Baseball  
Paul Kayhart  
Leonardo's Pizza  
Leunig's  
Lilly Belles  
Lost Nation Theater  
Mad River Glenn  
Magic Hat  
Magnolia Bistro  
Maplehurst Florists  
Marilyn's  
Mark Vernon  
Mazza's General Store  
Monelle  
Mozart Festival  
Natural Bodies Pilates  
New England Patriots  
Norm's Gill  
Novation Glass  
Orbit Hair Design  
Paige Berg  
Panadero

Petfood Warehouse  
Petra Cliffs Climbing Center  
Planet Fitness  
Price Chopper  
Reflections  
Ripstyle Baners  
Robert Lyons Photography  
Robert Waldo Brunelle, Jr  
Salaam  
Sarducci's  
Saunders Jewelers  
Seventh Generation  
Shannon Barnes  
Shaw's  
Silver Maple Lodge  
Smugglers' Notch Resort  
SnowFarm Vineyard  
Spirit of Ethan Allen Cruises  
The Edge  
Stella  
Sweet Clover Market  
Sweet Lady Jane  
T Bones  
The Essex  
The Exchange  
The Shed  
The Skinny Pancake  
Tradewinds  
University Mall  
U-Knit-Tea  
Vermont National Country Club  
Vermont Symphony Orchestra  
Vermont Teddy Bear  
VT Nut Free  
VT Pub and Brewery  
Waterfront Diving Center  
Waterfront Video  
Wendell's  
West Meadow Farm Bakery  
Williston Golf Club  
YMCA

### Special Donations

Colchester Knights of Columbus  
IBM



\*Annual Fund List includes donations made between 1/1/09 and 12/31/09

# OUR TEAM

CCS is a special place, and we accomplish what we do through the combined efforts of those who give their time and energy to make it happen – from our dedicated staff and Board, to the community groups and individuals who volunteer at CCS.



Our largest special event is our Annual Benefit Auction – and we couldn't pull it off without a team of dedicated volunteers.



An active employee wellness program challenges staff to stay fit (and organizes some other events just for the fun of it). Laura won an iPod in this year's "walking challenge."



Our annual Staff Retreat offers team-building opportunities. Materials from this year's "ice-breaker" helped Brent, Marita and a few others make bold fashion statements as well!

Members of our Board of Directors volunteer their time for board and committee meetings, and at agency events. From right to left: Deb Rorris, Tim Daubenspeck, Linda Sheridan, Pete McDougall, Kerry Kurt, Bryan Dague, Charlotte Ancel



The Colchester Knights of Columbus has sponsored our agency's Annual Picnic each July for the past 15 years, providing food and grilling for us at Oakledge Park.



For the past two years a small (but hearty) group of CCS staff has volunteered to take the Penguin Plunge into a frigid Lake Champlain to support Special Olympics Vermont.



# OUR PROGRAMS



This year, CCS contracted with yoga instructor Carrie Steele for a regular yoga class that was enjoyed by consumers and staff alike.



Two events gave the community a chance to see CCS consumer art shows last year. We had an "opening" at the October Appreciation Night, and in March staff & consumers showed – and sold – their work at The beCAUSE Art Show at St. Michael's College.



Family members, staff, and friends all look forward to our Annual Picnic, a highlight of the summer!



A number of our clients participate in VSA Arts on a regular basis



Our 5th Annual Benefit Auction at The Essex was a fun event, with great food, music, and enthusiastic bidding on over 120 items donated by restaurants, stores, artists, and other businesses throughout the area. And we raised over \$10,000 for CCS programs!



Our Appreciation Night featured food, speakers, and a display of consumer art. The night brought together consumers and families, Way2work employers, staff, volunteers, and friends.







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