

Creative Empowerment Opportunities



2021 ANNUAL REPORT



Creative Employment Opportunities Inc. DBA Creative Empowerment Opportunities, a Michigan non-profit service corporation and an equal opportunity at-will employer.



Our Story:

Creative Empowerment Opportunities began as a small program servicing a few Persons Served in Macomb County, Michigan. For over two decades we have grown to 5 locations strong in the tri-county, southeastern Michigan area. We have been providing supports for Persons Served with intellectual disabilities, autism spectrum disorders, physically challenged and persons in recovery from mental illness since 1993.

Creative Empowerment Opportunities, commonly referred to as CEO, is a non-profit human service agency with over 20 years of consecutive accreditation from the [Commission on Accreditation of Rehabilitation Facilities](#) achieving the highest accreditation award of 3 years since our initial accreditation and each renewal thereafter.

Creative Empowerment Opportunities provides Home and Community Based services as specified per the Center for Medicaid Services. Our Community Empowerment Centers provide a person first service environment, which embraces the culture of “Gentle Teaching”. Our support teams follow each Persons Served Plan of Service to ensure the necessary assistance and skills the Person Served is seeking are provided. Persons Served are encouraged to select meaningful goals to increase their independence. We help Persons Served learn daily living skills in functional academics, physical health, social recreation, relaxation, recreation, academics as well as support in volunteering, and employment.

Our Values:

- ❖ Creative Empowerment Opportunities, values and respects the ability of all persons to make choices within their person-centered plan.
- ❖ Creative Empowerment Opportunities, values the development of pro-active and productive relationships with stakeholders.
- ❖ Creative Empowerment Opportunities values maintaining safe environments to promote the skill development of persons served.
- ❖ Creative Empowerment Opportunities values the principals and practices of Gentle Teaching.
- ❖ Creative Empowerment Opportunities, values promoting a service selection of community employment, greater community-based skill development, community living skills, community volunteering and transportation services.
- ❖ Creative Empowerment Opportunities, values the staff and supports their individual growth to enhance services provided to persons served.



Our Mission:

We believe that all people are entitled to respect, dignity, independence, community integration, and the opportunity to make choices in their own future.

December 2012



MEET THE TEAM



Kathleen Kunz-Pielack
Executive Director
Team member since:
1993



Jason Kunz
Chief Financial Officer
Team member since:
2009



Falicita Brown
Quality Assurance Officer
Team member since:
2008



Janie Schafer
Financial Supervisor
Team member since:
2008



Stephanie Hess Training
Supervisor
Team member since:
1997



Kim Atwood
Program Supervisor,
CEO Anchorville, Clinton twp.
& Mt. Clemens
Team member since:
2005



Cara Flockhart
Program Supervisor,
CEO Pontiac & Madison Hts.
Team member since:
1998



Anne Bieri: Program
Supervisor
CEO Washington
Team member since:
2012



Ron Peguies: Program
Supervisor, CEO Westland
Team member since:
2001

COMMUNITY EMPOWERMENT CENTERS

CEO Anchorville
9974 Dixie Hwy, Ira Twp.



CEO Clinton Township 34820
Harper Ave., Clinton Twp.



CEO Mt. Clemens
308 N. Gratiot, Mt Clemens



CEO Pontiac
345 Edison, Pontiac



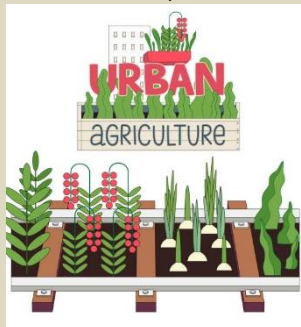
CEO Washington
59027 Van Dyke, Washington



CEO Westland
6615 Venoy, Westland



CEO: Detroit
9245 Mack, Detroit



2021 YEAR IN REVIEW

COMPANY AS A WHOLE

Annual Picnic at
Metro Park



Now this might sound like all fun and games but this event is so much more! Persons Served enjoyed amazing BBQ while playing games, socializing and enjoying nature. This event not only bolsters up teamwork and a sense of community but also provides relationship building, social skill development, relaxation skills development, activities of daily living and so much more without even breaking a sweat.

Creative
Connections



Creative Empowerment Opportunities is pleased to have added another source of communication for stakeholders. This newsletter is issued quarterly and is filled with an abundance of information about things such as CARF, Empowerment Academy, COVID-19 Updates, Enhanced Staffing, Telehealth, etc.

Implemented an
Employee
Wellness program

The COVID-19 crisis has affected many employees personal and professional lives. Increases in stress level, fears, anxiety and depression are a few of the mental health concerns that have accompanied the Pandemic. The increase in depression, stress, fears and anxiety can have profound effects in the workplace such as increased absenteeism, decreased productivity, lowered morale. That is why Creative Empowerment Opportunities has developed an employee wellness program that includes Wild Wednesday's and Daily Doses of Inspiration to help employees cope with strains of day to day stressors.



Employee Incentive
& Retention



In order to retain and attract new employees in today's challenging hiring climate we have been increasing Direct Supports Professionals wages as able. In addition to wage increase, CEO has added incentives such as weekly employee appreciation celebrations, a \$200.00 referral bonus for employees who refer new hires, a \$200.00 bonus for new employees received upon completion of their orientation period.

Offering New
Ways to Empower
Persons Served

Creative Empowerment Opportunities is pleased to announce we began offering virtual learning services through our Telehealth Series. CEO offers classes on-line via telehealth on a variety of topics from the four skill development areas: Activities of Daily Living, Physical Health, Functional Academies and Social Skills.



Creative Empowerment Opportunities-Anchorville

Purchased an annual park pass to Brandenburg Park

The annual pass allows our community group to regularly participate in activities at their local park. The park is situated on stunning Lake St. Clair in Chesterfield Twp., MI. The park offers a splash pad, fishing dock, nature trails. Nature is a wonderful portal to persons served and staff increasing their self-awareness, relaxation, mindfulness and a vast amount of physical health benefits.

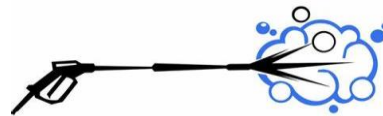
Focus Hope



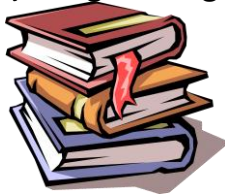
Persons Served volunteered weekly for the year at Focus Hope. They performed processing/sorting of food donations for people in need. Giving back to the community provides persons served not only with the opportunity to take an active role in their greater community but also builds vocational skills such as following directions, recognizing quality of work, staying on task and more. It provides persons served with a sense of accomplishment and self-esteem.

Community Empowerment Center Beautification

CEO Anchorville had its conference room, front office and hallway painted. The empowerment center also received a very thorough power-washing to ensure that persons served have an aesthetically pleasing, well-maintained Community Empowerment center to attend. Having a clean, well-maintained learning environment promotes a sense of self-pride, reduces anxiety and promotes a feeling of security.



Enriching Minds & Inspiring Thoughts



In 2021 CEO Anchorville added 100 books to their Lending Library to provide a wide scope of books to choose from to inspire persons served to practice relaxation and use their imagination while curled up with a good book.

Ice Cream Social

Just the words “ice cream” should be explanatory enough for why this event is featured as a highlight. Not only is ice cream loaded with vitamins and minerals, but it is also a tasty source of dairy! Persons served and staff cannot help but feel relaxed and happy while socializing and eating some ice cream. Skill building moments such as, hygiene skills, nutritional/dietary skills, social skills, relaxation skills, communication skills being developed during this event are abundant and so much fun when ice cream is shared with friends!



Creative Empowerment Opportunities Clinton Twp.

Acquired New Wall
Art for Display



Why is art important? Well art work on display both at work, home, museums, etc. are known to provide opportunities for people to communicate and share different perspectives and interpretations. Art often evokes positive emotions. It allows people to disengage from the ordinary world and enter a wondrous place.

The Spirit of Fashion
&
The Spirit of Giving
Combine

CEO Clinton Twp. held a clothing drive where is provided clothing donations to persons served who may be in need of new or specific type of clothing. This was extremely well received and successful drive.

Clothing Drive



Building Community
& Skills Through
Giving



CEO Clinton Twp. has begun new volunteer site at a local cemetery to help maintain and beautify their grounds by watering flowers and discarding of old flowers, wreaths, etc. from grave sites. This is great way for persons served to not only enjoy the outdoors and benefits of nature but also to pay respects to the community and loved ones who have passed.

Growing Together

CEO Clinton Twp. has added an additional garden to provide persons served skills development of traits such as flexibility, patience, focus, problem solving, understanding, relaxation and so much more. Gardening is a wonderful “Zen” activity, performed in a slower paced, peaceful environment. While gardening persons served are able to connect with nature while experiencing the physical health benefits of all the movement involved.



Creative Empowerment Opportunities Madison Heights

New Paths to Outdoor Discovery

Being on the road volunteering makes for busy days which takes a lot of dedication and hard work. Giving back to the community is a great way to learn skills but there are other ways to learn as well. That's why CEO Madison Hts. Has purchased new outdoor activity kits for the groups to enjoy the lovely parks of Oakland County while learning skills in a relaxing nature setting.



New Volunteer Ventures



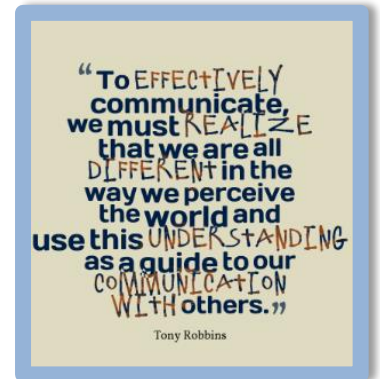
New Experiences

Persons Served volunteered daily delivering meals to seniors all around Oakland County. They also began volunteering at Kensington Church. The group is very excited about these new opportunities and the connections they are making in their greater community.



Portable Picture Communication System

CEO Madison Hts. has designed a portable picture communication system to assist persons served who experience difficulty with communicating their wants and needs. This visual communication system assists persons served express basic needs, wants and concerns throughout their day.



Creative Empowerment Opportunities Mt. Clemens

Creating the
Empowerment
Academy



CEO Mt. Clemens underwent a transformation in 2021. We have designated the Mt. Clemens Community Empowerment center as the location for our Empowerment Academy. CEO's Empowerment Academy is held Monday-Friday from 10:00am-1:00pm. Our Empowerment Academy is designed to provide Persons Served with a wide variety of new, structured and meaningful opportunities in their greater community while gaining skills and knowledge in a collection of areas such as sports, arts, nature, self- advocacy, community, etc. Lessons include Arts & Crafts, Social Discoveries, Physical Health, Games, Fishing, Etc.

New Beginnings
↻
New Look

Accompanying the transformation of the CEO Mt. Clemens Community Empowerment Center into our Empowerment Academy we decided that we wanted to add some vim and vitality to the newly designed area. This included repainting the changing room as well as the conference room



A Touch of Heart
Filled with Art



Art is a great way to encourage imagination, creativity and relaxation. It provides mental health benefits which include processing emotions, problem solving, increase self-esteem, increased memory and concentration. That's why we thought it was important to invest resources in establishing an ample supply of art materials for persons served to use during the Art Academy sessions.

Creative Empowerment Opportunities Pontiac

New Volunteer Opportunities & New Skills to Learn



Persons Served attending the CEO Pontiac Empowerment Program began volunteering weekly delivering meals to seniors all around Oakland County. This experience has provided persons served with the opportunity to meet other people in their community, make new friends, increase social skills and self-esteem. These are just some of the many benefits received from volunteering, all while enhancing the lives of their fellow local citizens.

Cultivated Beautiful Gardens with Fresh Vegetables and Beautiful Blooms



“A garden is a grand teacher. It teaches patience and careful watchfulness; it teaches industry and thrift; above all it teaches entire trust.” — Gertrude Jekyll, British Horticulturist

New Work Opportunities



CEO Washington & CEO Pontiac partnered with local Amazon supplier to assemble and package over 3500 items for Amazon. This piecework venture provided persons served with the opportunity to build vocational skills while earning pay. They were very excited to have this new opportunity and look forward to other partnerships in their greater community.

Stepping up our Game!

Our Pontiac Community Empowerment Center has come a long way from when we first adopted it into the CEO family. The center has had a great amount of renovations prior to our occupancy. Since opening we have continued to take on projects that show our pride and care of the Community Empowerment Center where dreams are made. This year we repainted the main stairwells and are happy to say they look fantastic.



New Paths to Outdoor Discovery



Isn't being outside great! There is so much exploring and learning to do al fresco. Outdoor activities provide endless possibilities for communication, problem solving, relaxation, recreation, academics and physical health skill development. That is why CEO Pontiac invested in several new outdoor game/activity sets for persons served to use while skill building and exploring their great outdoors.

Creative Empowerment Opportunities Washington Twp.

New Volunteer Opportunities & New Skills to Learn



Volunteering provides opportunities for persons served to enrich their interpersonal skills, learn new vocational skills and blaze their path to greater independence. It is for these reasons that CEO Washington is excited announce that they have increased their Meals on Wheels routes, further allowing them to help seniors within their local community.

Harvesting New Skills

CEO Washington has planted some stunning blooms in their garden to celebrate autumn. Gardening is known for reducing stress, cultivating creativity, gross and fine motor skills development and building vocational skills such as focus, routine and following instructions. What a beautiful way to grow!



New Work Opportunities



CEO Washington & CEO Pontiac partnered with local Amazon supplier to assemble and package over 3500 items for Amazon. This piecework venture provided persons served with the opportunity to build vocational skills while earning pay. They were very excited to have this new opportunity and look forward to other partnerships in their greater community.

PUTTING THE FUN IN FUNDRAISING!



CEO Washington loves to dream big and have big adventures in their greater community. These outings and opportunities more so than not, come with a cost. In CEO's ongoing efforts keep activities free of charge for persons served we conduct fundraisers to help offset activity expenses. This year CEO Washington hosted a "Dinner with Santa" event and raised \$600.00 in proceeds for program activities.

Turning Compassion into Action



Helping, understanding, and personal growth are just some of the benefits persons served experience at St. John's Church, their newest volunteer site. Performing various tasks around the church, persons served build pre-vocational and vocational skills while making a difference in the lives of others.

Creative Empowerment Opportunities Westland

Potential Meets Opportunity

CEO Westland knows it has the ability to help shape the futures of persons served through greater community skill development. To do this “cost free” for persons served, fundraising is a must! That’s why they held a Valentine's Day Dance filled with wonderful friend, great times, delicious refreshments. All proceeds earned went for skill development activity expenses.



New Volunteer Opportunities & New Skills to Learn



What better way to grow both personally and vocationally than by giving back to others? Persons Served who volunteer for Meals on Wheels help seniors who may be isolated or lonely maintain healthy and independent lifestyles. These volunteer sites provide persons served the opportunity to make a difference in their local community while enhancing their independence.

Good Food, Good Friends, Wonderful Time Shared



CEO Westland had wonderful time recognizing persons served in an award ceremony at their annual picnic. Getting together, eating great food, having fun times with good friends is a great way to reflect and appreciate all the things in our lives as well as boost our mood.

The picnic provided lots of time for sharing in social experiences which facilitated many opportunities for social skill development.

Empowerment Center Updates



CEO Westland loves to put their best foot forward and the team takes pride in their beautiful Community Empowerment Center. That is why they conducted some wonderful beautification projects including painting five bathrooms and exterior doors. They also repaired the driveway to ensure persons served have a smooth walking surface for safe ambulation.

Creative Empowerment Opportunities Telehealth

Telehealth Meets the Great Outdoors

Tele-Health started hosting classes live from Metro Park to bring the great outdoors for persons who may not be able to get out themselves during the pandemic.



PROGRAM SERVICE SELECTIONS

Our services are offered in Macomb, Oakland, St. Clair and Wayne Counties. Individuals select a program according to their desires, skills, abilities, and the recommendations of the Person-Centered Planning Team.



PERSONS SERVED FEEDBACK RESULTS



Do your Direct Supports Professionals treat you well?
99%-Yes 1%-Sort of



Do you understand the work rules?
98%-Yes 1%-Sort of 1%-No



Do you have friends here at C.E.O. or at your job?
99%-Yes 1%-Sort of



Do you get to talk and discuss things at Person Centered Planning meetings??
100%-Yes



Are you Satisfied and happy at Creative Empowerment Opportunities?
99%-Yes 1%-Sort of



Are you satisfied with the response to the pandemic here at CEO?
96%-Yes 4 %-Sort of



Do you get to make choices in your daily activities?
97%-Yes 3%-Sort of



Do you feel safe here at C.E.O. and/or at work?
100%-Yes



Do staff respect your diversity related needs?
100%-Yes

CREATIVE EMPOWERMENT OPPORTUNITIES FUNDING SOURCES



MORC-Macomb Oakland
Regional Center



Macomb County
Community Mental Health



Oakland Community Health
Network



Detroit Wayne Integrated
Health Network



Michigan Department of
Health & Human Services



Private Pay



VOLUNTEERING PARTNERS IN OUR COMMUNITY



Meals on Wheels
We deliver smiles™
 Meals on Wheels-
 Macomb, Oakland &
 Wayne Counties



Aaron Perry Park



Kensington Church



**Mt. Elliot
 Cemetery**

GREATER COMMUNITY INTEGRATION



Local Libraries



Greenfield Village



Henry Ford Museum



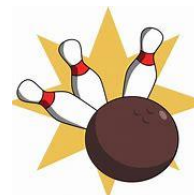
Local Parks



Nature Centers



Local Malls



Bowling



Karaoke



Billiards



Movies



Fishing



**Empowerment
 Academy**



Detroit Institute of Arts

2021 EXPENDITURE BREAKDOWN



FUTURE CEO INITIATIVES FOR 2022

- Develop C.E.O Summer Camp experience for persons served
- Seek CARF Accreditation
- Increase Persons Served by 20%
- Seek grant to bolster greater community activity funding
- Increase hourly wages for Direct Supports Professionals
- Update and further develop the Empowerment Academy by adding to supplies, re-vamping area, etc.
- Pursue Empowerment Center updates including installing a split rail fence and updating restrooms as needed, adding outdoor furniture, a split rail fence at CEO Pontiac, etc.
- Increase outdoor games/activities for empowerment centers including a basketball net at CEO Washington.

**“Empowering People for
Success”**

