

Creative Empowerment Opportunities



2022 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 Clinton twp.
Team member since:
2005



Cara Flockhart
Program Supervisor,
CEO Pontiac
Team member since:
1998



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



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

Jennie Whitmer
Program Supervisor,
CEO Anchorville
Team member since:

2007



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



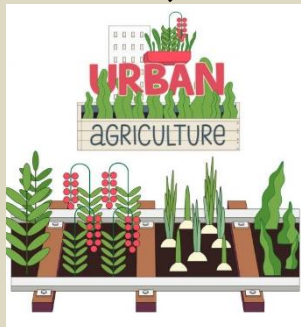
CEO Washington
59027 Van Dyke, Washington



CEO Westland
6615 Venoy, Westland



CEO: Detroit
9245 Mack, Detroit



2022 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.

CARF Accreditation



Creative Opportunities recently participated in an accreditation survey conducted by The Commission on Accreditation of Rehabilitation Facilities (CARF) International. CEO's survey was held from December 14, 2022-December 16, 2022. CARF surveyors measured CEO's policies, procedures and service delivery against 927 standards. We are proud to announce that Creative Empowerment Opportunities met 99% or 926 out of 927 of the standards.

Deviated Wage
Application



CEO applied for the renewal of the Deviated Wage certificate with the Department of Labor. This will allow CEO to continue another 2 years of offering piecework to Persons Served who wish to earn money but are still developing their vocational skills towards gaining competitive employment. One more way we are helping to empower people for success!

Direct Supports
Professional Week



September 12–18 was national Direct Supports Professionals Week. CEO used this week to honor our caregiving heroes and the amazing work our DSP's do every day to make the lives of our Persons Served spectacular! Every program received a large bag of candy, participated in Wild Wednesday shenanigans and had a pizza party. Direct Supports Professionals were entered daily for a raffle prize and daily winners of the raffle won prizes such as a Bamboo Melamine Serveware Set, Galaxy Wave Projector, Zipperless Cooler, Waterproof Wireless Speaker and a Camping Tent!

1st Annual Summer
Camp



CEO held their 1st Annual Summer Camp for persons served in July 2022. This event took place at Brandenburg Park located on lovely Lake St. Clair. All 3 days were packed with lots of creative and nature lesson and activities! This event was a great success with a multitude of positive feedback from the participants in attendance. We are eagerly anticipating next year's 2nd Annual CEO Summer Camp!

Creative Empowerment Opportunities-Anchorville

Lead strongly! Lead boldly! Lead masterfully!

Creative Empowerment Opportunities promoted Jennie Whitmer from Program Manager to Program Supervisor of CEO's Anchorville location. Jennie joined CEO and the CEO Anchorville team in September 2007. Jennie is an amazing leader with strong commitment to providing quality services for persons served.

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.

Growing!



CEO Anchorville decreased Persons Served by <12%. This was due to many of the Persons Served being authorized however they were not attending.

Creative Empowerment Opportunities Clinton Twp.

Reflection Area

CEO Clinton Twp. has created a reflection room to provide persons served with a space to reflect, relax and destress when they are feeling overwhelmed.

Therapy Garden



CEO Clinton Twp. cared and maintained their therapeutic garden to provide persons served opportunities to increase/develop relaxation skills, pre-vocational skills, soft skills, motor skills, etc.

Sweet Employment Opportunities

In 2022 CEO Clinton Twp. began a job site at Daves Sweet Tooth. This job site provides persons served with the opportunity to build vocational skills while earning pay.

Growing!



CEO Clinton Twp. increased Persons Served by 6%

Creative Empowerment Opportunities Mt. Clemens

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.

Creative Empowerment Opportunities Pontiac

New Volunteer Opportunities & New Skills to Learn



Persons Served attending the CEO Pontiac Empowerment Program began volunteering weekly at Kensington Church. 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

Adding Flair!

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 added some positive/inspirational postings & welcome banner to the front entry/lobby area. We also installed split-rail fencing along the remainder of the front walkways.



Growing!



CEO Pontiac and CEO Madison Hts. merged resulting in a total person served increase of 30%.

Creative Empowerment Opportunities Washington Twp.

CEO Washington increased Persons Served by 15%



Growing!

Courtyard Update



The blacktop in courtyard was re-finished to maintain the integrity of the pavement for the safety of the persons served.

Sowing Opportunities!

Raised garden boxes for increased accessibility for all Persons Served.



Slam Dunk!



Installed a permanent basketball hoop for the courtyard to help persons served shoot for the stars!

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 & Halloween Party, 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.

Growing!



CEO Westland increased Persons Served by 35%

Creative Empowerment Opportunities Telehealth

Telehealth Meets
the Great Outdoors

Tele-Health started continues hosting lessons daily for persons who may not wish or are still unable to return to face to face services at this time.



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



Are you Satisfied and happy at Creative Empowerment Opportunities?

Yes-96% Sort of-3% No-1%



Are you satisfied with the response to the pandemic here at CEO?

Yes-98% Sort of-1% No-1%



Do you get to make choices in your daily activities?

Yes-97% Sort of-2% No-1%



Do you feel safe here at C.E.O. and/or at work?

Yes-99% Sort of-1%



Do your Direct Supports Professionals treat you well?

Yes-100% Sort of-0%



Do you understand the work rules?

Yes-98% Sort of-2%



Do you have friends here at C.E.O. or at your job?

Yes-99% Sort of-1%



Do you get to talk and discuss things at Person Centered Planning meetings?

Yes-97% Sort of-3%



Do staff respect your diversity related needs?

Yes-99% Sort of-1%

CREATIVE EMPOWERMENT OPPORTUNITIES FUNDING SOURCES



Easterseals/MORC



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



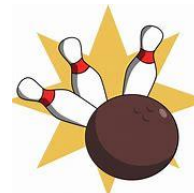
Local Parks



Nature Centers



Local Malls



Bowling



Karaoke



Billiards



Movies



Fishing

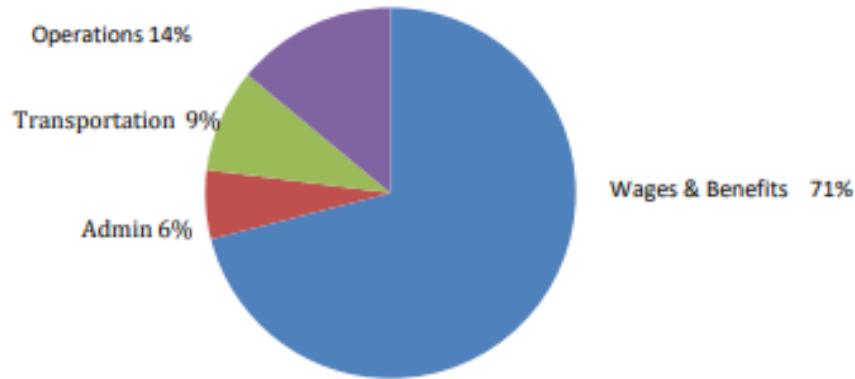


**Empowerment
 Academy**



Detroit Institute of Arts

2022 EXPENDITURE BREAKDOWN



FUTURE CEO INITIATIVES FOR 2023

- Pursue grant opportunities to expand greater community activities.
- To replace the roof at CEO Clinton Twp.
- To reestablish the annual spring fling and employee appreciation celebration post-COVID-19 pandemic.
- To install opening windows to increase ventilation for Persons Served at CEO Clinton Twp.
- To have all forms and policies uploaded to the cloud
- To remodel the bathrooms at CEO Anchorville

**“Empowering People for
Success”**

