

2024 Annual Report

**COMMUNITY
LIVING  OPTIONS**
"Together We Achieve"



A Message from the CEO



Dear Valued Stakeholders,

As we reflect on the past year, I am filled with gratitude for the incredible journey we've undertaken together. Our commitment to empowering individuals with mental illness and developmental disabilities has never been stronger, and we take great pride in the strides we've made in fostering an inclusive and supportive environment for our consumers, their families, and our dedicated staff.

2024 has been a year of growth, resilience, and transformation. Despite the challenges that continue to impact our communities, we have remained steadfast in our mission to provide compassionate care and support tailored to the unique needs of each individual we serve. Our innovative programs and services are designed not only to address immediate needs but also to promote long-term well-being and personal fulfillment.

Our dedicated team has worked tirelessly to enhance our service delivery, expanding access to critical resources and integrating new approaches to mental health and developmental support. Through collaboration with community partners and stakeholders, we have strengthened our outreach efforts and enriched our programs, ensuring that we are meeting the evolving needs of those we serve.

As we look ahead to the future, I am inspired by the resilience of our consumers and the unwavering commitment of our staff and supporters. Together, we are not just providing services; we are creating a nurturing community where individuals can thrive and achieve their goals.

Thank you for joining us on this important mission. Your support enables us to continue making a meaningful impact in the lives of those we serve. Together, we are paving the way for a brighter, more inclusive future.

Sincerely,

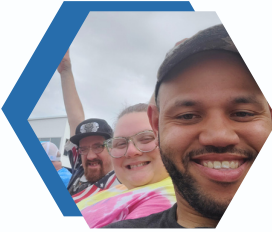


Mrs. Fiorella Spalvieri, MPA
Chief Executive Officer

Melissa Gilbert
CLO Board President



Clients and Services

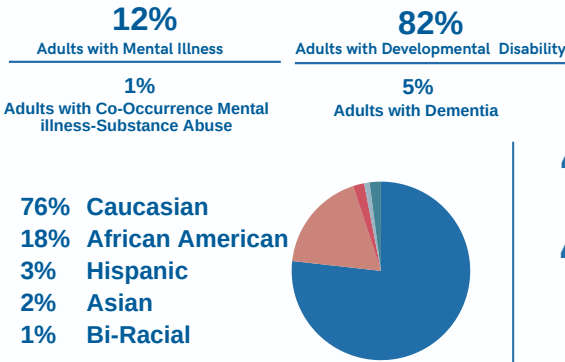


Robert S. has been with CLO since 2015. During that time he successfully graduated from the Young Adult Program. Currently he lives at our Oakcreek home and also attends our Alcott Adult Learning Center. One of the things he enjoys most at CLO is "going out to dinner with his staff, going to the movies, and going bowling." He loves listening to bluegrass music and exercising, "like jumping jacks and wall pushups." He likes to play sports especially basketball and football.

Laura C. lives in one of our Supported Independent Living sites. She also attends our Alcott Adult Learning Center and really enjoys "meeting more people." She's proud of herself and most happy when she gets to help people. Some of her favorite memories are going on vacations with her staff. She used to participate in skiing and swimming in the Special Olympics, but now she really enjoys going to the beach in the summer; "I swim like a fish." She likes to encourage others saying, "Everyone can be a better person."

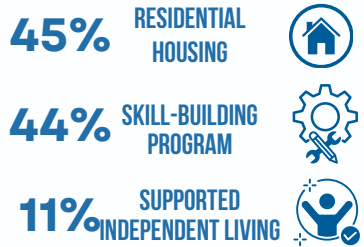


Demographics



135 CONSUMERS

Services



CONSUMER OUTCOMES



Financials



REVENUE

\$8,765,380



NET ASSETS

\$7,085,661



EXPENSES

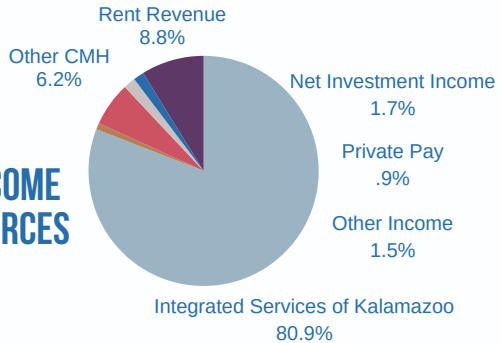
\$8,936,485



**GRANTS AND
ENDOWMENTS**

\$34,500

**INCOME
SOURCES**



Financial Donors

ALLEGRA FOOTPRINT FUND
ANNE LIPSEY
ARTS FUND--ARTS COUNCIL OF
GREATER KALAMAZOO
CHRISTINE DAWSON
CITY OF PORTAGE HUMAN SERVICES
BLOCK GRANT
CONSUMERS CREDIT UNION
DAWN PANTALEO
DOROTHY U. DALTON FOUNDATION
FIRST PRESBYTERIAN CHURCH

HARDING'S FRIENDLY MARKETS
HONOR CREDIT UNION
INTEGRATED SERVICES OF KALAMAZOO
ENDOWMENT FUND
JAUNITA BLAND
JEANNE FAKLER
KALAMAZOO COMMUNITY FOUNDATION
KALAMAZOO ROTARY CLUB
LAUREL JEFSEN
OVD INSURANCE
ROMENCE GARDENS

In-Kind Donors

DETROIT TIGERS
KWINGS
KINGPINS DRUMMING
ST. BARNABUS CHURCH
AMPLE PANTRY
DNR-OUTDOOR ACTIVITY CENTER
BINDER PARK ZOO
CELEBRATION CINEMA
WENKE GREENHOUSES

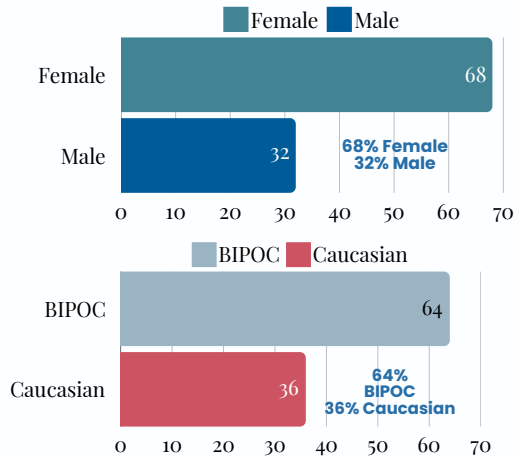
RIVER STREET FLOWERLAND
MILLENIUM RESTAURANT GROUP
ERBELLIS
KALAMAZOO GROWLERS
GORDON FOOD SERVICES
AUNT MILLIE'S BAKERIES
VANDERSALMS
KP CINEMA
FREDERIK MEIJER GARDENS

Personnel

In 2024, CLO committed to additional ongoing professional development for our administration and management. We were able to contract with Melo Leadership for a training on: "Feedback that Inspires." Additionally, our management was trained on the Community Resiliency Model in order to better support their teams and clients. We launched a pilot program for coaching new hires using a six-session, strength-based, goal-focused curriculum. CLO continues to review compensation strategy and advocate on the State level for rates commensurate with services delivered.



DEMOGRAPHICS



Administrative Team:
 (from left to right)
 Douglas Schroeder, Clinical Director
 Felicia Evans, Program Director
 Robyn Hill, Program Director
 Fiorella Spalvieri, Chief Executive Officer
 Sarah Gue, Quality Assurance Director
 Karen Burpee, Human Resources Director
 Mark Gernaat, Finance Director

Mission

We assist individuals in achieving their life goals by building relationships through quality services in supportive environments.

Vision

Our Vision is to enhance the quality and scope of our services through integrated and coordinated care.



CLO Board Members (left to right):
Bonnie Sexton
Suzanne McPeek, Secretary/ Treasurer
Joe Walls, Vice President
Debbie Dawson
Melissa Gilbert, President
Torean Greeley
Casey Blair
Ed Wilson
Louise Kenny (not pictured)
Ron Ryan (not pictured)

Contact Us



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