



Community Services Project, Inc
1106 Penile Road, Louisville, KY 40272
502-368-4886
www.HelpUsHelpOthers.org

ANNUAL REPORT

July 1, 2018 to June 30, 2019

Organization Description:

Community Services Project, Inc. (CSP, Inc.) is a 501 (c) (3) nonprofit organization established March 10, 2002. CSP, Inc. assists persons with disabilities by identifying job sites suited to their own Individual Work Plan (IWP) in the community and/or providing them employment opportunities in our janitorial service contract sites and future business operations. In pursuit of our goal to assist persons with disabilities, we work with Kentucky Offices of Vocational Rehabilitation (KOVVR), the Federal Government Ticket-to-Work (TTW) Program, and other job placement consumer referral agencies throughout Kentucky, Ohio, Indiana, Tennessee, and West Virginia. Our staff works with these organizations and businesses to foster a relationship in order to obtain consumer referrals and employment opportunities. Once a referral is received, our job placement staff works to identify a job site suited to the referred individual consumer's IWP. We work closely with Human Resource Directors, business owners, and operations managers to identify business sites that are willing to hire our consumers in positions suitable to their aspirations and abilities. CSP, Inc. also provides janitorial service job opportunities for persons with disabilities, referred by job placement agencies, individuals identified in the EN Beneficiary Referral Website, and our own recruiting efforts.

CSP Inc.'s corporate structure including all affiliates, subsidiaries and subcontractors:

- Board of Directors (5 voting members, 2 nonvoting members)
- Executive Director
- President/CEO
- Vice President of Finance and Administration/CFO
- Vice President of Operations
- Human Resource and Payroll Manager
- Career Resource Specialists (2)
- Executive Assistant
- Administrative Assistant
- Project Supervisors (17)
- Assistant Project Supervisors (30)
- On-Site Team Leaders/Supervisors (50+)
- Volunteers (20-30)

A brief history of CSP, Inc.:

CSP, Inc. has served persons with disabilities (PWDs) by assisting individuals to find fulfilling employment opportunities in an integrated work setting of their choosing since March 10, 2002. We are committed to providing our clients with the support they need to secure and maintain a career. We are also an employer of persons with disabilities at the Commonwealth of Kentucky's Rest Areas, providing janitorial services.



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Mission Statement:

Community Services Project, Inc. is a 501(c)(3) nonprofit organization that works with individuals with disabilities to find and maintain jobs within the community. We strive to help a diverse group of people (including persons with disabilities, veterans, and Youth in Transition) find jobs of their choosing. After speaking with our clients, jobs are focused on our clients' abilities, health status, and goals. We provide programs and services to help our clients enhance their strengths and overcome their weaknesses. This creates a clear path to increased self-confidence and self-sufficiency!

We advocate for employing persons with disabilities at all job types. We continually search for new job opportunities; assist in the pursuit of better wages, benefits, and working environments; and assist in making financial planning and literacy available. As an employer, we provide reasonable accommodations for qualified individuals with disabilities at our job sites as well as programming and training for CSP, Inc.'s workforce that includes 75% or greater percentage of persons with severe disabilities.

We accomplish our mission by fostering relationships with our employees, Ticket Holders, KOVR counselors, other job placement agency counselors, and organizations in our service area. Additionally, we work with business owners to provide an appropriate job placement sites suited to individual consumer and/or ticket holder's needs.

Summary of Program Accomplishments:

CSP, Inc.'s has three a three-pronged approach to achieve success as an organization:

- **Career Resources:**
 - CSP, Inc. has served as a Community Rehab Program (CRP) Partner with the Kentucky Office of Vocational Rehab since 2002. CSP, Inc. had 16 referrals from KOVR counselors this fiscal year.
 - CSP, Inc. has served as an Employment Network (EN) with Social Security's Ticket to Work Program since 2011. CSP currently has 95 tickets assigned who are receiving job placement and retention services and supports.
 - Our Career Resource Specialists are dedicated solely to the fulfillment of our mission to aid persons with disabilities find and maintain employment.
 - CSP, Inc. also has a Certified Community Work Incentive Counselor on staff that advises individuals receiving disability income (SSI/SSDI) how work will impact their benefits.
- **Employment Opportunities:**
 - CSP, Inc. currently employs approximately 300 people with disabilities at rest areas. throughout the Commonwealth of Kentucky providing janitorial services at rest areas.
 - CSP, Inc. provides job supports, job aides, and specialized training to individuals to aide them while working.
- **Fundraising:**
 - CSP Inc. fundraises year-round. This gives our staff an opportunity to not only raise money to fund our mission, but to go into the community and network. Networking allows CSP, Inc. to get our name and mission out into the community by identifying businesses, agencies, and other organizations willing to employ persons with disabilities. Networking also gives us a great way to promote our mission and get individuals referred to us for the Ticket to Work Program.
 - CSP, Inc. also hosts an annual golf scramble.



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- This year's financial revenue breakdown is as follows:
 - Revenue collected from all sources (Kentucky Department of Transportation, Social Security's Ticket to Work Program, and fundraising): \$6,757,804
 - Program expenses including wages and training programs and services: \$5,444,825
 - Program administrative expenses: \$1,023,137
 - Program fundraising expenses: \$4574
 - Total expenses: \$6,472,536
 - Total net ending assets: \$1,462,330