

2016 ANNUAL REPORT

MISSION

Community Work Services is guided by the belief that **all** people have value and that supporting individuals with disabilities to actively participate in all aspects of community life results in a more diverse, compassionate and stronger community for everyone. With that as a foundation, the agency works in partnership with employers to make a positive difference in the lives of the people we support by helping them find and keep individually meaningful community jobs.

SERVICES TO CLIENTS

In 2016, Community Work Services completed its 32nd year of operation, collaborating with over 90 employers in Dane County to provide community-based employment to 79 adults with developmental disabilities. These employers were from both the public and private sector and included large as well as small businesses and organizations (See Attachment #1.)

The 79 clients served in 2016 display the following disabilities or combinations thereof: mild, moderate, severe and profound cognitive disability; visual impairment; hearing impairment; cerebral palsy; epilepsy; autism; brain injury; mild to severe physical limitations; chronic mental illness; and mild to severe behavioral challenges.

Prior to being served by Community Work Services, these individuals attended Dane County special education programs, sheltered workshops, day activity centers, other community based vocational services programs, or resided in nursing homes and/or institutions.

The following is a breakdown of the level of ongoing support provided to each of the 79 clients who were served:

Level of Support

Continuous On-Site Support was provided to 14 clients. This level of support is provided to clients who require a staff person to be on site the entire time they are working. The staff person on site is responsible for providing instruction to clients, quality checking work, coordinating daily activities on site, monitoring client behavior and maintaining positive relationships with clients' supervisors and co-workers.

Daily Contact was provided to 37 clients. This level of support is provided to clients who are able to work without direct staff supervision for short periods of time. Daily contact from a staff person may occur anywhere from 1 to 6 times per day. These daily contacts involve providing instruction to clients at key times during their work day, monitoring quality, and communicating with clients' supervisors and co-workers.

Weekly Contact was provided to 14 clients. This level of support is provided to clients who can work without direct staff supervision for one to five days at a time but still require someone to spend time on site and monitor job performance on at least a weekly basis. Weekly contact can occur anywhere from 1 to 4 times per week and involves checking work quality, communicating with clients' supervisors and co-workers, and providing any instruction on site as needed.

Monthly Contact was provided to 14 clients. This level of support is provided to clients who have demonstrated a great deal of independence on the job. Staff visits job sites on a monthly basis to monitor client progress and maintain communication with client, supervisor, and co-workers. During this time, any issues that have surfaced since the last contact can be addressed. If necessary, additional contact time is provided.

Job Retention and Paid Employment

In 2016, Community Work Services had a job retention rate of 98.7%. Community Work Services, Inc. has maintained a job retention rate for its clients of over 95% for the past 22 years (See Attachment #2.) In addition, in 2016, 98.7% of Community Work Services' clients were employed in paid jobs in the community. A listing of each client's job placement(s) is included in Attachment #3.

Fostering Social Relationships

In 2016, continued emphasis was placed on increasing social relationships/activities at the workplace. As a result, almost 100% of the agency's clients participated in social activities with their co-workers either on the job (e.g. pot lucks, Christmas parties, etc.) or outside of work (e.g. dinner at co-worker's house, shopping with co-worker, having co-workers come to watch sporting events that individual is participating in, etc.).

Quality Improvement

In 2016, the agency continued to actively work toward upgrading clients' job placements. As a result, in 2016:

- 5 individuals increased the number of hours worked
- 37 individuals had increased wages
- 4 individuals were placed in an additional placement to supplement their existing positions
- 9 individuals expanded their job responsibilities
- 2 individuals were placed in new jobs
- 7 individuals moved from sub-minimum to minimum wage

COMMUNITY WORK SERVICES, INC.
Madison, Wisconsin

STATEMENTS OF FINANCIAL POSITION
December 31, 2016 and 2015

| | <u>2016</u> | <u>2015</u> |
|---|--------------------------|--------------------------|
| ASSETS | | |
| Current Assets: | | |
| Cash and Cash Equivalents | \$ 245,493 | \$ 308,231 |
| Contracts Receivable | 1,600 | 4,760 |
| Prepaid Expenses | 4,903 | 5,642 |
| Total Current Assets | <u>251,996</u> | <u>318,633</u> |
| Furniture and Equipment: | 5,500 | 5,500 |
| Less: Accumulated Depreciation | <u>(5,500)</u> | <u>(5,500)</u> |
| Net Furniture and Equipment | <u>-</u> | <u>-</u> |
| Other Assets: | | |
| Security Deposits | <u>2,050</u> | <u>2,050</u> |
| Total Other Assets | <u>2,050</u> | <u>2,050</u> |
| TOTAL ASSETS | <u><u>\$ 254,046</u></u> | <u><u>\$ 320,683</u></u> |
| LIABILITIES AND NET ASSETS | | |
| Current Liabilities: | | |
| Accounts Payable | \$ 8,142 | \$ 495 |
| Accrued Vacation | 11,234 | 11,305 |
| Accrued Liabilities | 333 | - |
| Total Current Liabilities | <u>19,709</u> | <u>11,800</u> |
| Net Assets: | | |
| Unrestricted - Board Designated | 234,337 | 223,739 |
| Unrestricted - Undesignated | <u>-</u> | <u>85,144</u> |
| Total Net Assets | <u>234,337</u> | <u>308,883</u> |
| TOTAL LIABILITIES AND NET ASSETS | <u><u>\$ 254,046</u></u> | <u><u>\$ 320,683</u></u> |

COMMUNITY WORK SERVICES, INC.
Madison, Wisconsin

STATEMENTS OF ACTIVITIES
For the Years Ended December 31, 2016 and 2015

| | <u>2016</u> | <u>2015</u> |
|--|--------------------------|--------------------------|
| UNRESTRICTED NET ASSETS | | |
| Revenues and Support: | | |
| Contract Revenue | \$ 891,022 | \$ 887,659 |
| Contributions | 62,706 | 59,652 |
| Interest Income | 249 | 296 |
| Miscellaneous Income | <u>1,200</u> | <u>9,526</u> |
| Total Revenues and Support | <u>955,177</u> | <u>957,133</u> |
| Expenses: | | |
| Program Services | 849,429 | 820,170 |
| Administrative Services | <u>75,294</u> | <u>74,785</u> |
| Total Expenses | <u>924,723</u> | <u>894,955</u> |
| Increase (Decrease) in Unrestricted Net Assets Before Transfer | <u>30,454</u> | <u>62,178</u> |
| Transfer to Community Work Services Foundation, Inc. | <u>105,000</u> | <u>-</u> |
| Increase (Decrease) in Unrestricted Net Assets | (74,546) | 62,178 |
| Net Assets at Beginning of Year | <u>308,883</u> | <u>246,705</u> |
| Net Assets at End of Year | <u><u>\$ 234,337</u></u> | <u><u>\$ 308,883</u></u> |

Attachment #1
Community Work Services, Inc.
Participating Employers as of December, 2016

Advanced Employment, Inc.
April Aire
Blackhawk Country Club
Blue Moon
Café Zoma
Capitol Centre Market
Catholic Multicultural Center
City of Madison:
 Assessor's Office
 City Clerk's Office
 Fire Department – Station #1
 Fire Department – Station #4
 Motor Equipment Division
 Municipal Court
 Planning and Development
 Police Department
 Public Health Department
 Streets Division
County of Dane:
 911 Office
 District Attorney's Office
 Facilities Management
 Human Services Department:
 Adult Community Services
 Public Health
 Job Center
 Recycling
 Sheriff's Department
Dane County Credit Union
Edgewood College
First Business Bank
First Weber Group
FLAD Affiliated Corporation
Hampton Inn of Madison – East
Husch Blackwell, LLP
James Reeb Church
J.H. Findorff & Son, Inc.
Jimmy John's-State Street
Law Center for Children & Families
Madison Metropolitan School District
Madison School District-West H.S. Laundry
Monty's Blue Plate Diner
Movin' Out, Inc.
National Conference of Bar Examiners
Nature's Bakery Cooperative
Paisan's
Q 106-FM
Rocky Rococo Pan Style Pizza – South
Saint James Catholic Church
Saint Mary's Hospital Volunteer Services
Sentry Food Stores – Midvale Boulevard
Sheraton Madison Hotel
ShopBop Warehouse
State Street Brats

State of Wisconsin:
 Department of Administration:
 Division of Enterprise Technology
 Division of State Agency Services
 Department of Corrections:
 Bureau of Finance & Administrative Services
 Bureau of Personnel & Human Relations
 Bureau of Technology Management
 Division of Community Corrections/Central Records
 Division of Community Corrections/Business Office
 Division of Community Corrections/Electr. Monitoring
 Office of Victim Services Programs
 Wisconsin Correctional Center System
 Wisconsin Parole Commission
 Department of Health Services:
 Bureau of Developmental Disability Services
 Bureau of Quality Assurance
 Central Center
 Division of Health/Asbestos & Lead Certification Unit
 Division of Health/Vital Records
 Division of Management & Technology
 Office of Legal Counsel
 Office of the Secretary
 Office of Policy Initiatives and Budget
 Department of Justice:
 Crime Laboratory
 Department of Natural Resources
 Bureau of Customer Service & Licensing
 Human Resources
 Department of Safety and Professional Services
 Department of Transportation:
 Bureau of Business Services
 Bureau of Financial Services
 Bureau of Human Resources Services
 Governor's Office
 Office of the Commissioner of Insurance
Subway – Sherman Avenue
Total Administrative Services Corporation (TASC)
UBS Financial Services, Inc.
Ultratec
University of Wisconsin:
 Camp Randall – Food & Beverage
 Kohl Center – Arena Control
 Kohl Center – Food & Beverage
 McArdle Lab for Cancer Research
 Waisman Center
Vita Plus Corporation
WORT – 89.9 FM
Winner, Wixson & Pernitz
Wisconsin Board for People with Developmental Disabilities
Wisconsin Manufacturers & Commerce
Zenith Limousine and Jets LLC

Attachment #2
COMMUNITY WORK SERVICES, INC.
JOB RETENTION INFORMATION

| Year | Total # of Clients | # of Clients Not Retained in Placement | Retention Rate |
|-------------------|--------------------|--|----------------|
| Sept. – Dec. 1984 | 8 | 0 | 100.0% |
| 1985 | 30 | 2 | 93.3% |
| 1986 | 44 | 2 | 95.5% |
| 1987 | 50 | 4 | 92.0% |
| 1988 | 60 | 5 | 91.6% |
| 1989 | 65 | 6 | 90.8% |
| 1990 | 68 | 6 | 91.2% |
| 1991 | 68 | 5 | 92.6% |
| 1992 | 68 | 5 | 92.6% |
| 1993 | 67 | 4 | 94.0% |
| 1994 | 67 | 2 | 97.0% |
| 1995 | 68 | 2 | 97.0% |
| 1996 | 68 | 1 | 98.5% |
| 1997 | 68 | 2 | 97.0% |
| 1998 | 68 | 2 | 97.0% |
| 1999 | 68 | 2 | 97.0% |
| 2000 | 71 | 3 | 95.6% |
| 2001 | 72 | 1 | 98.6% |
| 2002 | 71 | 1 | 98.6% |
| 2003 | 72 | 2 | 97.1% |
| 2004 | 69 | 3 | 95.7% |
| 2005 | 70 | 1 | 98.6% |
| 2006 | 71 | 0 | 100% |
| 2007 | 70 | 1 | 98.6% |
| 2008 | 72 | 0 | 100% |
| 2009 | 73 | 2 | 97.2% |
| 2010 | 77 | 0 | 100% |
| 2011 | 77 | 2 | 97.4% |
| 2012 | 79 | 1 | 98.7% |
| 2013 | 79 | 1 | 98.7% |
| 2014 | 80 | 1 | 98.8% |
| 2015 | 79 | 0 | 100% |
| 2016 | 79 | 1 | 98.7% |

Attachment #3
COMMUNITY WORK SERVICES – CLIENT LIST 2016

| CLIENT | DATE PLACED | JOB PLACEMENTS | HOURS PER WEEK | PAYMENT | REASON FOR LEAVING | GOALS FOR 2015 |
|--------|--------------------------------------|--|----------------|----------------------|--|---------------------------|
| 1. KA | 9/84 | Lombardino's | -- | 3.85/Hr. | 4/96 Quit. Desired new job. 4/30/02 Business closed. 6/04 Fired 7/15 Job phased out | Maintain in current jobs. |
| | 4/96 | Pasqual's-Atwood | -- | 5.15/Hr. | | |
| | 8/02 | Day Break Café | -- | 5.15/Hr. | | |
| | 7/04 | City Madison Police Dept. | 16 | 7.25/Hr. | | |
| | 7/05 | Dane Cty. – Northport | | 8.85/Hr. | | |
| | 6/06 | Madison Health Dept. | | 7.43/Hr. | | |
| | 8/15 | Dane Cty-CCB | | 8.85/hr | | |
| 2. MA | 1/93 | Dept. Regulation & Licensing | -- | 3.18/Hr. | 6/93 Left due to health problems. 8/04 Left to increase hours at DOC. | Maintain in current job. |
| | 1/89 | Waisman Center Info. Program | -- | 5.15/Hr. | | |
| | 6/94 | Waisman Center Pre-school | -- | 5.15/Hr. | | |
| | 9/01 | Dept. Of Corrections | 4.0 | 7.25/Hr. | | |
| 3. JB | 11/95 | Vita Plus | -- | 5.00/Hr. + Benefits | 8/96 Laid off. 11/01 Quit. Not interested in volunteering. 4/03 Business closed. Too physical for Jeff | Maintain in current jobs |
| | 10/99 | Wheelchair Recycling Pgm. | -- | Volunteer | | |
| | 9/96 | Kohl's-University Ave. | -- | 12.21/Hr. + Benefits | | |
| | 5/03 | Copps – University Ave. | 11 | 12.75/Hr. | | |
| | 9/10 | Maple Bluff Fire Station | | Volunteer | | |
| | 5/11 | Blue Moon | | 7.25/Hr. | | |
| | 2/16 | County of Dane- Job Center | | 8.36/Hr. | | |
| 11/16 | City of Madison-Streets Div. | | 8.36/Hr. | | | |
| 4. AB | 9/86 | MATC – Duplicating Center – Food Service | -- | Training Stipend | 9/89 Desired new paid placement. 5/90 Desired new placement. 8/00 Moved to paid employment. 8/00 Desired new placement. 1/05 Laid off. 2/07 Left for serious back issue (surgery). 2/07 Left for serious back issue (surgery). | Maintain in current jobs. |
| | 8/88 | Pizza Hut | -- | 2.75/Hr. | | |
| | 9/90 | Madison Fire Station | -- | T. Stipend | | |
| | 6/97 | Pet World Warehouse | -- | 5.15/Hr. | | |
| | 6/90 | Edgewater Hotel | -- | 5.15/Hr. | | |
| | 8/00 | Edgewood College | -- | 6.50/Hr. | | |
| | 5/05 | Elks Club | -- | 7.00/Hr. | | |
| | 6/05 | Hampton Inn | -- | 7.00/Hr. | | |
| | 6/07 | Dept. of Corrections | 26 | 7.25/Hr. | | |
| | 6/07 | Office of Commissioner of Ins. | | 7.25/Hr. | | |
| | 5. SB | 8/04 | Pizzeria Unos | -- | | |
| 6/07 | | Dane Cty. Human Services – Payee Unit | | 7.25/Hr. | | |
| 1/06 | | WI Dept of Administration | | 11.95/Hr. | | |
| 6. SB | 9/13 | WKOW | 20 | 7.25/Hr. | 8/16 Left-felt under challenged | Maintain in current jobs. |
| | 5/10 | Dept. of Corrections | 11.5 | 7.25/Hr. | | |
| 7. BB | 5/10 | Dane County Sheriff's Office | | 8.36/Hr. | 4/10 Job phased out due to lack of work. 4/10 Job phased out due to lack of space. | Maintain in current jobs. |
| | 6/86 | Madison Housing Authority | | 5.31/Hr. | | |
| | 1/00 | Common Council | -- | 5.47/Hr. | | |
| | 6/86 | Bureau of Personnel & Employee Relations | | 7.25/Hr. | | |
| 8. TB | 4/10 | Office of Commissioner of Insurance | 26 | 7.50/Hr. | 8/89 Desired new position. 3/93 Moved to better job match 3/94 Fired. 3/94 Quit due to mental health issues. 12/00 Restaurant closed. 8/03 Laid off. 11/02 Desired paid employment. 5/08 Left for paid employment. | Maintain in current jobs. |
| | 10/88 | Community Skills Activities | | | | |
| | 10/88 | MATC Bookstore | -- | Volunteer | | |
| | 9/90 | City of Madison Police Dept. | -- | Volunteer | | |
| | 10/88 | Department of Corrections | -- | 4.25/Hr. | | |
| | 3/93 | WI Craft Market | -- | 4.25/Hr. | | |
| | 7/95 | Pasqual's Production | -- | 5.15/Hr. | | |
| | 5/95 | Great Harvest Bread Co. | -- | 5.15/Hr. | | |
| | 8/95 | Methodist Church | -- | Volunteer | | |
| | 6/01 | Planned Parenthood | -- | T. Stipend | | |
| 11/02 | Law Center for Children and Families | 17.25 | 7.25/Hr. | | | |
| 9. JB | 7/04 | Natures Bakery | | 8.25/Hr. | 6/87 Quit. Desired new job. 1/91 Fired 9/91 Fired. 12/92 Laid off. 2/95 Desired new job. 2/95 Job was phased out. 4/02 Fired. 9/08 Left due to decline in business. | Maintain in current jobs. |
| | 3/07 | Dane County Recycling | | 8.36/Hr. | | |
| | 4/84 | Ovens of Brittany-Shorewood | -- | 3.45/Hr. | | |
| | 6/87 | Wis. Manufacturers & Commerce | -- | 3.90/Hr. | | |
| | 5/91 | Monty's Blue Plate Diner | -- | 4.25/Hr. | | |
| | 7/91 | Dept. of Revenue | -- | 3.71/Hr. | | |
| | 7/92 | Dept. of Transportation | -- | 4.25/Hr. | | |
| | 1/93 | Boelter & Lincoln Advertising | -- | 4.25/Hr. | | |
| | 2/95 | Dept. of Corrections | -- | 5.15/Hr. | | |
| | 8/02 | Gumby's Pizza | -- | 6.55/Hr. | | |

| CLIENT | DATE PLACED | JOB PLACEMENTS | HOURS PER WEEK | PAYMENT | REASON FOR LEAVING | GOALS FOR 2015 |
|--------|----------------------|---|----------------|----------------------------------|--|---------------------------|
| | 9/08 9/03 7/15 | Toppers Pizza Pasqual's Office of Commissioner of Insurance | 8 | 7.25/Hr. 7.25/Hr. 7.25/Hr. | 5/11 Left due to more hours at other job. 7/15 Quit-desired new job | Maintain in current jobs. |

| CLIENT | DATE PLACED | JOB PLACEMENTS | HOURS PER WEEK | PAYMENT | REASON FOR LEAVING | GOALS FOR 2015 |
|----------|---|--|--|--|--|---------------------------|
| 10. AB | 2/14 2/13 | Dept. of Safety & Professional Services April Aire – Research Products | 29 | 7.25/Hr. 7.50/Hr. | | Maintain in current jobs. |
| 11. AB | 7/01 4/96 1/01 1/01 6/08 | Bureau of Developmental Disabilities WI. Council on Developmental Disabilities Movin' Out Dane Co. Dist. Attorney Office Dane Co. Facilities Mgmt. | -- 26 | 10.00/Hr. 7.60/Hr. 8.36/Hr. 7.25/Hr. | 6/06 Reduced work schedule due to health reasons. 2/09 Work phased out-increased Facilities Management hours. 7/15 Increased hours at Movin'Out | Maintain in current jobs. |
| 12. SC | 3/06 | Dept. of Corrections | 12 | 7.25/Hr. | | Maintain in current job |
| 13. LC | 9/87 9/91 6/92 7/93 5/93 7/97 7/95 10/01 | Hardee's-Milwaukee Ave. Videoland Dept of Justice Methodist Daycare Meriter Adult Services Adworld Dane Co. Public Health Nursing DOC-Parole Commission | -- -- -- -- -- -- 18 | 3.05/Hr. 3.85/Hr. 3.42/Hr. Volunteer Volunteer 5.15/Hr. 7.25/Hr. 7.25/Hr. | 5/92 Desired new placement. 7/92 Desired new placement. 1/93 Fired. 9/93 Fired 7/97 Desired new paid placement. 11/98 Laid off. 3/14 Work phased out. Increased DOC hours. | Maintain in current job. |
| 14. MD | 10/85 9/93 | Central WI Center-Pharmacy City of Madison Assessor's | 16.25 | 7.45/Hr. 6.64/Hr. | 4/14 Retired. | Maintain in current job |
| 15. ND | 3/85 3/85 6/92 4/94 10/89 | MATC Library/Bookstore American Red Cross High Point Church Dane Co. Juvenile Recp. Ctr. Dane Co. Facilities Mgmt. Community Skills Activities | -- -- -- 25 | T. Stipend Volunteer Volunteer 8.36/Hr. 8.36/Hr. | 9/89 Desired new paid placement. 5/92 Desired new volunteer placement 2/93 Increased hours at DHCS. | Maintain in current jobs. |
| 16. EE | 9/96 10/07 | Concourse Hotel Sheraton Hotel | -- 15 | 7.02/Hr. 10.12/Hr. | 9/07 Quit. Desired new placement. | Maintain in current job. |
| 17. SE | 4/87 1/01 | CUNA Mutual Insurance Vita Plus | -- 40 | 16.85/Hr. 13.00/Hr.+ Benefits | 11/00 Fired | Maintain in current job. |
| 18. RE | 10/08 8/12 | DNR DOT | 19 | 7.91 7.25 | 7/16-Did not want to do computer work | Maintain in current jobs. |
| 19. TF | 11/91 2/96 1/86 1/93 5/96 9/97 | Toys R Us American Red Cross Pizzeria Uno Municipal Bdg. Recycling Pgm Ofc of Commission of Ins. Dane Co. Recycling-Job Center | -- 24 | 6.95/Hr. + Benefits Volunteer 7.25/Hr. 8.45/Hr. 7.25/Hr. 8.36/Hr. | 2/96 Laid off. 9/97 Quit. Desired paid job. 10/09 business closed increased rec. hours 11/16 Business moved to new location | Maintain in current jobs. |
| 20. SF | 3/14 | ShopBop Warehouse | 20 | 12.00/Hr. | | Maintain in current job. |
| 21. BF | 12/11 10/11 7/12 | MMSD Q106 Dane County Recycling | 18 | 7.25/Hr. 10.00/Hr. 8.36/Hr. | | Maintain in current jobs. |
| 22. FF-G | 5/16 6/16 | County of Dane Recycling County of Dane-District Attorney | 12 | 8.36/Hr. 8.36/Hr. | | Maintain in current jobs. |
| 23. MF | 8/85 6/90 | WI Mutual Insurance State of WI Governor's Office | -- 16.25 | 3.65/Hr. 7.25/Hr. | 3/90 Business moved to location off bus line. | Maintain in current job. |

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|--------|---|--|----------------------------------|---|---|---------------------------|
| 24. JG | 9/03 5/03 2/04 | Wyngaard Law Offices Copps Food Stores Department of Corrections | -- -- 22 | 5.15/Hr. 6.50/Hr. 7.25/Hr. | 1/04 Job phased out. 2/04 Desired new clerical position. | Maintain in current job. |
| 25. MG | 6/13 6/13 6/13 | Madison Fire Stn. #1 Madison Fire Stn. #4 Dane Cty. Facilities Mgnt. | 7.50 | 7.25/Hr. 7.25/Hr. 8.36/Hr. | | Maintain in current jobs. |
| 26. JJ | 9/08 5/09 | Ultratec Blackhawk County Club | 24 | 11.27/Hr. 7.25/Hr. | Seasonal employment May-Sept. | Maintain in current jobs. |
| 27. RK | 10/08 | State of WI. Dept of Natural Resources | 15 | 7.65/Hr. | | Maintain in current jobs. |
| 28. EK | 10/90 1/91 1/92 5/00 11/03 | State of Wis. – DOA Madison Police Dept. Humana Health Health Department Dept. of Corrections | -- -- -- 10.5 | 4.03/Hr. Volunteer T. Stipend 7.25/Hr. 7.25/Hr. | 10/91 Fired. 7/92 Fired. 9/03 Move to better job match. 7/15 Job phased out | Maintain in current jobs. |
| 29. KK | 3/84 | City Clerk's Office Community Skills Activities | 21 | 5.59/Hr. | | Maintain in current job. |
| 30. DK | 9/09 | Madison West High School | 27.50 | 7.25/Hr. | | Maintain in current job. |
| 31. KK | 10/10 8/14 | Dept. of Natural Resources Husch, Blackwell LLP | 28.50 | 8.08Hrs. 7.40/Hr. | | Maintain in current jobs. |
| 32. LK | 3/87 4/86 | Dane Co. Recycling Program Bureau of Personnel and Employee Relations Community Skills Activities | 27.50 | 8.36/Hr. 7.25/Hr. | | Maintain in current jobs. |
| 33. JK | 3/88 6/89 4/90 | Park Bank Dane Co. Credit Union Department of Corrections | -- 21.50 | 4.50/Hr. 8.00/Hr. 7.86/Hr. + Benefits | 1/89 Fired. | Maintain in current jobs. |
| 34. DK | 3/93 11/86 1/03 | Madison Mutual Housing Assn Bureau of Quality Assurance Capitol Center Foods Winner Wixon & Pernitz | -- -- 4 | 5.50/Hr. 5.15/Hr. 7.25/Hr. 7.25/Hr. | 3/00 Business closed. 12/02 Project ended. Laid off. 4/16 Retired | Maintain in current jobs. |
| 35. KK | 5/90 7/98 5/00 5/86 11/06 6/05 6/07 | Rocky Rococo's-University A. Regent Co-op Market Edgewater Hotel Edgewood College Dane County Health Dept. Dept of Transportation Dane County Recycling | -- -- -- -- -- 22 | 4.25/Hr. 5.15/Hr. 5.15/Hr. 6.50/Hr. 7.25/Hr. 7.25/Hr. 8.12/Hr. | 5/97 Store closed 2/00 Laid off due to declining business. 1/05 Laid off. 6/07 Moved to sedentary job due to health issues. 2/16 Deceased | Maintain in current jobs. |
| 36. TL | 10/83 10/83 2/92 10/95 2/08 8/00 2/10 | Meadowridge Library WI Mutual Insurance Dane Co. District Attny's Ofc. Dept. of Justice-Crime Info Bureau Dept. Regulation & Licensing Office of Vital Records Dept. of Transportation | -- -- -- -- -- 10 | Volunteer 3.80/Hr. 5.15/Hr. 6.50/Hr. 6.55/Hr. 5.12/Hr. 7.25/Hr. | 4/88 Quit. 8/91 Laid off. Job was phased out. 8/00 Quit. Desired more challenging job. 7/07 Job phased out. 4/09 Fired | Maintain in current jobs. |
| 37. KL | 8/02 6/06 3/00 | Stafford and Rosenbaum Boston Store Sentry | -- -- 12 | 6.00/Hr. 8.00/Hr. 12.11/Hr. | 1/04 Fired Quit | Maintain in current job. |
| 38. AL | 9/00 7/03 6/03 5/09 | Borders Dept. of Corrections State of WI Bureau of Long Term Support Department of Transportation | -- 25.50 | 8.22/Hr. 7.25/Hr. 7.69/Hr. 7.25/Hr. | Laid off due to economy. | Maintain in current jobs. |
| 39. KL | 8/86 8/86 11/89 3/97 4/90 9/90 | MATC – Duplicating Center MATC – Food Service Madison Fire Station #3 Badger Cab State of WI Env Health City of Madison Police Dept. | -- -- -- -- 27.5 | Training Stipend T. Stipend 7.25/Hr. 7.25/Hr. 5.41/Hr. | 8/89 Desired new placement. 9/89 Desired new placement. 6/01 Increased days at Badger Cab. 6/12 Let go due to financial restraints. | |

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|--------|---|--|---|---|--|---------------------------|
| | 10/12 4-16 | Fleet Services Community Skills Activities City of Madison-Public health Nursing | | 8.09/Hr. 8.36/Hr. | 4/16 Placed in different job that fits skills better. | Maintain in current jobs. |
| 40. NL | 3/89 2/90 11/91 | Hardee's-University Ave. Video Station-University Ave. Dept. of Transportation Community Skills Activities | -- 13 | 2.85/Hr. 3.20/Hr. 7.25/Hr. | 11/91 Move to more challenging job. 8/14 Business closed. | Maintain in current job. |
| 41. TL | 7/87 2/89 3/97 4/87 10/12 | MATC-Duplicating Madison Fire Station #3 Badger Cab Bureau of Quality Assurance Fleet Services Community Skills Activities | -- -- -- 28 | T. Stipend T. Stipend 7.25/Hr. 7.25/Hr. 8.15/Hr. | 1/89 Fired. 6/01 Increased hours at Badger Cab. 6/12 Let go due to financial restraints. | Maintain in current jobs. |
| 42. PL | 6/87 12/89 6/93 2/96 7/03 | Bruce Company Division of Health Heartland Properties Dane Co. Sheriff's Dept. Dept. of Corrections | -- -- -- 9.25 | 3.75/Hr. 5.00/Hr. 5.00/Hr. 6.55/Hr. 7.25/Hr. | 8/90 Quit. Seasonal employment. Desired to increase hours working at Divn Health. 1/94 Fired 3/95 Fired. 4/09 Fired increase days at DOC. | Maintain in current job. |
| 43. GL | 1/95 5/03 6/09 10/11 5/13 | Kohl's Food Emporium Copp's Food Center U.W. Welcome Center 1 st Business Bank Dream Bikes | -- -- -- 10 | 11.25/Hr. + Benefits 12.90/Hr. 7.25/Hr. 7.25/Hr. Volunteer | 4/03 Business sold to Copps. 7/11 Quit 8/11 Laid off. | Maintain in current jobs. |
| 44. RM | 3/84 3/84 4/89 5/01 | YMCA City of Madison Health Dept. Dane Co. Sheriff's Dept. Bureau of Personnel & Employee Relations. | -- -- -- 28.75 | Volunteer 3.68/Hr. 3.86/Hr. 7.25/Hr. | 4/89 Desired new paid placement. 3/01 Quit. 3/01 Desired new placement. | Maintain in current job. |
| 45. SM | 3/84 3/84 10/07 | Dane Co. Juvenile Detention City Clerk's Office 911 Emergency Management | -- 8 | 4.43/Hr. 4.13/Hr. 8.12/Hr. | 10/07 Job phased out. | Maintain in current jobs. |
| 46. RM | 1/88 11/88 5/93 | Material World Co-op Wis. Coalition for Advocacy Dept. of Transportation | -- -- 8.5 | 4.25/Hr. 4.37/Hr. 7.25/Hr. | 7/93 Needed different job-health reasons. 4/92 Quit. | Maintain in current job. |
| 47. RM | 2/12 5/12 8/15 | WPBDD Fleet Services Zenith Limousines & Jets LLC | 25 | 12.00/Hr. 8.83/Hr. 8.00/Hr. | | Maintain in current jobs. |
| 48. AM | 5/13 2/15 | U. W. Kohl Center Jimmy John's-State Street | 6 | 8.50/Hr. 7.25/Hr. | 9/14 Fired | |
| 49. MM | 6/86 8/90 8/90 10/06 7/98 3/01 6/86 6/07 4/10 | Madison Fire Station #1 InnTowner Hotel Juvenile Detention Edgewood College Madison Health Dept. Dane Co. Sheriff's Dept Bureau of Personnel & Employee Relations Dept. of Corrections Dane County Recycling (911) Community Skills Activities | -- -- -- -- -- -- 32 | Training Stipend 3.80/Hr. 2.62/Hr. 6.55/Hr. 3.18/Hr. 7.25/Hr. 7.25/Hr. 8.36/Hr. | 8/90 Moved to more independent job. 1/91 Fired. 7/99 Transferred to Health Dept. 6/07 Job was phased out. 10/06 Moved to less sedentary job. 4/10 Moved to job with more support. | Maintain in current jobs. |
| 50. LM | 4/87 6/89 11/89 7/92 2/93 4/94 7/92 1/00 3/01 | Orvis' Deli Court Commissioner's Office Edgewood College Dane Co. Print Shop St. Mary's Healthworks Dane Co. Human Services Dane Co. District Attorney's Dept of Transportation Dane County Recycling Community Skills Activities | -- -- -- -- -- -- 26.75 | 1.34/Hr. 4.25/Hr. 2.12/Hr. 4.25/Hr. T. Stipend 8.36/Hr. 7.25/Hr. 8.36/Hr. | 6/89 Business closed. 7/92 Office relocated-space limitations. 2/93 Moved to better job match. 4/94 Moved to more interesting placement 12/99 Office move to less desirable location for transportation. 5/06 Left for less sedentary position. | Maintain in current jobs. |
| 51. RM | 8/89 5/91 5/94 | Washington Host Madison Fire Station #4 1st United Methodist Church | -- -- -- | 3.65/Hr. Volunteer Volunteer | 3/90 Business closed. 6/95 Desired additional paid job. 8/97 Job requirements changed. | |

| CLIENT | DATE PLACED | JOB PLACEMENTS | HOURS PER WEEK | PAYMENT | REASON FOR LEAVING | GOALS FOR 2015 |
|--------|------------------------|---|----------------|------------------------------------|--|---------------------------|
| | 6/95 10/98 10/96 | Bayview Foundation City of Madison Public Library Home Savings | -- -- | Volunteer Volunteer 7.25/Hr. | 9/98 Wanted different volunteer job. 2/09 Job phased out. 11/12 Business moved to less desirable location & downsized. | Maintain in current jobs. |
| | 4/90 6/96 10/13 | State St. Brats Meriter Hospital Municipal Court Community Skills Activities | 30 | 7.25/Hr. Volunteer 8.00/Hr. | 9/16 Chose to stop volunteering. | |

| CLIENT | DATE PLACED | JOB PLACEMENTS | HOURS PER WEEK | PAYMENT | REASON FOR LEAVING | GOALS FOR 2015 |
|--------|--|--|--|--|--|---|
| 52. PM | 12/95 10/07 5/09 8/00 8/03 4/12 | Pasqual's-Monroe St. Blue Moon (Summer Only) 1 st Methodist Church Food Kohl Center (Arena Control) Kohl Center Food Service Kohl Center Facilities Mgmt. | -- 22.5 | 7.25/Hr. Volunteer 7.25/Hr. 8.00/Hr. 7.25/Hr. | Left for job in Food Service at Kohl Ctr. 5/11 Chose not to return. 5/11 Lack of work. 7/15 Increased work in other areas | Maintain in current jobs |
| 53. DN | 4/86 | Ofc of Strategic Finance | 7.5 | 7.25/Hr. | | Maintain in current job. |
| 54. EO | 1/82 9/87 10/93 10/86 1/05 6/95 8/03 2/05 7/16 | VA Hospital - Pharmacy National Guardian Life Dept. of Justice Heartland Credit Union Madison Public Library Findorff WORT Radio Station Nat'l Conf of Bar Examiners AprilAire Research Products | -- -- -- -- 23 | Volunteer 4.25/Hr. 4.25/Hr. + Benefits 7.75/Hr. Volunteer 7.35/Hr. Volunteer 7.25/Hr. 7.25Hr. | 1/88 Position phased out. 10/93 Desired more challenging placement 6/95 Position phased out. 12/04 Business moved to less desirable location. 7/06 No longer desired volunteer job. | Maintain in current jobs. |
| 55. MO | 9/87 6/93 3/94 | Wendy's-E. Washington WI School of Electronics Dane Cty. Recycling Community Skills Activities | -- -- 33.75 | 3.80/Hr. 3.50/Hr. 8.36/Hr. | 6/93 Desired new placement. 2/94 Laid off. | Maintain in current job. |
| 56. JP | 11/86 8/88 11/86 7/90 5/05 8/96 6/96 5/00 | McKee's Restaurant Pizza Hut Madison Fire Station Pasqual's-Atwood Ave. Elks Club Edgewater Hotel Commissioner of Insurance Dept. of Transportation | -- -- -- -- -- -- 25 | 3.35/Hr. 2.75/Hr. T. Stipend 4.50/Hr. 7.00/Hr. 5.15/Hr. 7.25/Hr. 7.25/Hr. | 8/88 Business closed. 5/90 Desired new placement. 5/96 Moved to paid employment. 3/96 Quit due to health reasons. 2/07 Increased hours at Commissioner of Insurance 1/05 Laid off. | Maintain in current jobs. |
| 57. OP | 8/13 | Dane County. Facilities Management. | 27.5 | 8.36/Hr. | | Maintain in current job. |
| 58. BR | 9/87 6/93 7/93 8/01 7/93 | Wendy's-Dempsey Dept. Regulation & Licensing Bureau of Public Nursing Ofc. Of Strategic Finance Adult Community Services | -- -- -- 30 | 3.80/Hr. 4.27/Hr. 6.55/Hr. 7.25/Hr. 8.36/Hr. | 5/92 Desired new placement. 1/01 Fired. 7/93 Job phased out. | Maintain in current jobs. |
| 59. WR | 9/87 7/06 1/91 8/00 6/01 4/09 | Persoft WI Dept of Transportation WI Manufacturers & Commerce FAC Services UBS Financial Services Dane County Sheriff's Dept. | -- -- 32 | 5.15/Hr. 6.55/Hr. 10.03/Hr. 10.50/Hr. 8.50/Hr. 8.36/Hr. | 8/00 Business moved out of state. 4/09 Left due to low volume of work. | Maintain in current jobs. |
| 60. AR | 10/91 4/86 7/04 | Duane Hendrickson Realty Creative Energy Products Advanced Employment | -- -- 2 | 5.00/Hr. 5.15/Hr. 7.25/Hr. | 11/92 Employer got tenant to clean bldg. 6/03 Quit | Maintain in current job and encourage client to increase hours. |
| 61. JR | 10/05 | Subway | 6 | 7.25/Hr. | | Maintain in current job. |

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|--------|-------------|-----------------|----------------|----------|----------------------------------|--------------------------|
| 62. BR | 5/89 | Red Lobster | -- | 5.25/Hr. | 9/97 Fired. | Maintain in current job. |
| | 10/99 | Mani Graphics | -- | 5.15/Hr. | 2/01 Quit. Increased hrs at DOC. | |
| | 5/98 | State of WI DOC | 20.25 | 7.25/Hr. | | |

| CLIENT | DATE PLACED | JOB PLACEMENTS | HOURS PER WEEK | PAYMENT | REASON FOR LEAVING | GOALS FOR 2015 |
|--------|--|--|----------------|--------------------------|---|---------------------------|
| 63. JS | 9/87 | Trigg's Bakery | -- | 2.25/Hr. | 7/91 Moved to more challenging job. | Maintain in current jobs. |
| | 9/87 | Midway Motor Lodge | -- | 3.65/Hr. | 2/90 Job phased out. Motel lost contract with airlines. | |
| | 10/90 | Pasquale's -- Production | -- | 4.25/Hr. | 3/93 Business moved off bus line. | |
| | 4/93 | Ovens of Brittany | -- | 4.25/Hr. | 8/95 Business closed. | |
| | 8/91 | WKOW-TV Channel 27 | 26 | 7.25/Hr. | 8/13 Fired | |
| | 11/94 | Department of Corrections | | 7.25/Hr. | | |
| | 8/95 | Monty's Blue Plate | | 10.00/Hr. | | |
| 7/14 | Facilities Management Community Skills Activities | | 8.36/Hr. | | | |
| 64. JS | 1/81 | VA Hospital | -- | Volunteer | 4/86 Quit. Desired new job. | Maintain in current job. |
| | 1/84 | Natorium | -- | 3.35/Hr. | 6/87 Job was phased out. | |
| | 4/86 | Burger King | -- | 3.35/Hr. | 3/88 Desired new job. | |
| | 3/88 | Rocky Rococo's-Gilman St. | -- | 3.35/Hr. | 3/89 Laid off. | |
| | 3/89 | Shakey's-Gammon Rd. | -- | 4.00/Hr. | 9/91 Desired new job. | |
| | 9/91 | Dept. of Justice-Crime Lab | 11 | 7.75/Hr. +Benefits | | |
| 2013 | St. Mary's Hospital | | | Volunteer | | |
| 65. JS | 1/87 | Ember's Restaurant | -- | 3.35/Hr. | 3/87 Fired. | Get new jobs |
| | 6/87 | Ovens of Brittany-Shorewood | -- | 4.50/Hr. | 10/91 Fired. | |
| | 7/92 | Canterbury Bookstore/Coffee House | -- | 4.25/Hr. | 4/93 Fired. | |
| | 6/94 | Opera House | -- | 5.50/Hr. | 6/02 Business closed. | |
| | 10/02 | Ocean Grill | -- | 8.00/Hr. | 7/04 Fired. | |
| | 9/04 | Camp Randall | 16 | 8.50/Hr. | 12/16 Terminated | |
| | 5/10 | Rainbow Project | | Volunteer | 7/12 Chose not to return. | |
| 5/11 | East YMCA (Summer) | | Volunteer | 7/12 Chose not to return | | |
| 66. DS | 7/86 | Wendy's-State St. | -- | 4.25/Hr. | 10/93 Moved to job with better hours. | Maintain in current job. |
| | 11/93 | McDonald's-Odana Rd. | -- | 5.00/Hr. | 4/96 Moved to job with better hours. | |
| | 4/96 | Noodles | -- | 5.50/Hr. | 8/98 Fired. | |
| | 1/99 | Kohl Center | -- | 5.15/Hr. | 7/00 Fired. | |
| | 3/06 | St. of WI Ofc Strategic Finance | -- | 6.50/Hr. | 7/07 Fired poor attendance. | |
| | 3/01 | Community Work Services | 6 | 7.25/Hr. | | |
| 67. MS | 10/08 | VA Hospital | 30 | Volunteer | 9/13 Job became volunteer | Maintain in current jobs. |
| | 3/09 | Waisman Center | | 7.25/Hr. | | |
| | 5/15 | Dane County-recycling Community Skills-Natorium | | 8.36/Hr. | | |
| 68. PS | 10/85 | Madison Club | -- | 2.50/Hr. | 10/87 Fired. | Maintain in current jobs. |
| | 7/86 | State Capital Law Library | -- | Volunteer | 10/89 Desired new placement. | |
| | 10/88 | MATC -- Administrative Ofc. | -- | Volunteer | 7/90 Desired new placement. | |
| | 3/91 | Dane Co. Sheriff's Dept. | 16 | 8.36/Hr. | | |
| | 8/90 | Department of Corrections | | 7.25/Hr. | | |
| 69. AS | 4/11 | City of Madison Fleet Services | -- | 7.25/Hr. | 1/12 Fired. | Maintain in current job. |
| | 1/10 | Ultra Tec | 28 | 9.91/Hr. | 11/14 Desired new placement. | |
| | 6/13 | Parkside Presbyterian Church | | 10.00/Hr. | 6/14 Church closed. | |
| | 11/14 | Camp Randall | | 8.00/Hr. | | |
| | 5/16 | Paisans | | 9.00/Hr. | | |
| 70. TS | 5/88 | Madison Mutual Housing | -- | 5.50/Hr. | 11/92 Desired new placement. | Maintain in current jobs. |
| | 3/93 | Ovens of Brittany | -- | 4.85/Hr. | 8/95 Business closed. | |
| | 2/78 | Rocky Rococo's-Beltline | 13.5 | 7.25/Hr. | | |
| | 10/94 | Meriter Hosp Volunteer Svc. | | Volunteer | 10/08 Reduced hrs due to less work. | |
| | 10/08 | Planned Parenthood | | Volunteer | 10/15 Desired new volunteer site | |
| | 1/16 | Catholic Multicultural Center | | Volunteer | | |
| 71. CS | 1/05 | Fyfe's Corner Bistro | | 6.50/Hr. | 8/06 Quit. | Maintain in current job. |
| | 2/07 | Paisan's | 6.75 | 5.25 + tips | 5/16 moved out of state | |
| 72. JS | 4/87 | Division of Health | -- | 5.15/Hr. | 7/03 Fired due to poor attendance. | |
| | 4/90 | State of WI-Envir. Health | -- | 5.15/Hr. | 7/03 Fired due to poor attendance. | |
| | 5/05 | Community Work Services | -- | T. Stipend | 6/08 Increased paid hours at DOC. | |

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|--------|------------------------------|---|------------------|--|--|---------------------------|
| | 4/06 8/05 4/04 6/07 | Ofc of Commissioner of Ins. First United Methodist Church St. James Church Department of Corrections | -- -- 12.5 | 6.50/Hr. Volunteer Volunteer 7.25/Hr. | 6/07 Moved to job with more variety. 2/09 Job phased out due to lack of work. | Maintain in current jobs. |

| CLIENT | DATE PLACED | JOB PLACEMENTS | HOURS PER WEEK | PAYMENT | REASON FOR LEAVING | GOALS FOR 2015 |
|--------|---|---|----------------------------------|--|---|--|
| 73. TS | 4/87 8/90 11/90 10/94 3/93 5/00 5/09 2/98 7/09 11/00 8/05 5/08 | Rocky Rococo's-University A. Community Work Services State of WI-Dept. of Revenue Regent Co-op Market Steve's Liquor Pet World Movin Out Madison Fire Station #1 Madison Fire Station #4 Dane Co. Recycling program Division of Health TASC Community Skills Activities | -- -- -- -- -- 30 | 2.04/Hr. 4.25/Hr. 3.62/Hr. 5.15/Hr. 6.55/Hr. 7.25/Hr. 7.25/Hr. 7.25/Hr. 8.36/Hr. 7.25/Hr. 7.25/Hr. | 5/90 Fired. 3/93 Desired new placement. 11/01 Ofc move to undesirable location. 2/00 Laid off due to declining business. 4/02 left for better job match. 2/09 Laid off due to economy. 3/11 Moved to job within County/ Recycling Pgm. | Maintain in current jobs. |
| 74. BS | 9/92 3/84 5/00 | City of Madison Health Dept. City Clerk's Office City Assessor's Office | -- 18.5 | 3.49/Hr. 5.45/Hr. 5.45/Hr. | 5/00 Quit. Desired more challenging job. | Maintain in current jobs. |
| 75. NT | 5/16 7/16 | James Reeb Church County of Dane Recycling | 15 | 7.50/Hr. 8.36/Hr. | | Maintain in current jobs. |
| 76. PT | 9/98 2/04 9/03 7/00 7/04 3/08 5/08 | Noodles & Company Planned Parenthood Dane Co. Recycling. Office Commissioner of Ins. Natures Bakery TASC Law Center | -- -- 24 | 5.75/Hr. Volunteer 7.25/Hr. 7.25/Hr. 8.25/Hr. 7.25/Hr. 7.25/Hr. | 10/03 Fired. 5/08 Left for paid employment. 3/08 Moved to job with increased support. | Maintain in current jobs. |
| 77. BT | 11/16 | City of Madison Fleet Services | 6 | 8.27/Hr. | | Maintain in current job. Find additional job. |
| 78. LW | 3/07 6/12 11/12 1/14 10/14 | First Weber TASC DNR Café Zoma Law Center | 18.75 | 10.30/Hr. 7.25/Hr. 7.65/Hr. 7.35/Hr. 7.25/Hr. | 8/14 Quit. | Maintain in current jobs. |
| 79. MW | 2/85 6/99 4/02 4/03 6/02 2/04 6/05 7/06 | The Avenue Bar Mautz Paint MATC-Commercial Avenue Dane Co. -- Northport Steve's Wine Market Edgewood College Hampton Inn WI Dept. of Administration | -- -- -- -- -- 13 | 5.15/Hr. 5.40/Hr. 6.00/Hr. 5.15/Hr. 5.15/Hr. 7.25/Hr. 8.62/Hr. 7.25/Hr. | 3/98 Desired new placement. 5/02 Business closed. 3/04 Desired new placement. 6/05 Desired less sedentary job. 6/06 Desired new placement. | Maintain in current jobs. |
| 80. MW | 3/85 3/85 6/92 10/89 | MATC Library/Bookstore American Red Cross High Point Church Dane Do. Human Services Community Skills Activities | -- -- -- 25 | T. Stipend Volunteer Volunteer 8.36/Hr. | 9/89 Desired new paid placement. 5/92 Desired new volunteer placement. 2/93 Increased hours at DHCS. | Maintain in current job. |
| 81. KY | 10/95 1/82 6/11 | First Business Bank McArdle Cancer Research Lab Dane County Human Services | 12 | 7.25/Hr. 7.25/Hr. 8.36/Hr. | Fired. | Maintain in current jobs. |

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Community Work Services, Inc.
Board of Directors – 2016
 (All Board positions are non-compensated)

| NAME/TITLE | OCCUPATION | DIRECTOR TERM | OFFICER TERM |
|---|---|----------------------|---------------------|
| Mary Kay Mussey President | Retired Nurse Veteran's Administration Hospital | 1/1/16 - 12/31/18 | 1/1/15-12/31/16 |
| Deirdre Morgan Vice President/Secretary | Assistant Administrator Wisconsin Department of Corrections | 1/1/14-12/31/16 | 1/1/15-12/31/16 |
| Paul Karch Treasurer | Attorney Husch Blackwell | 1/1/15-12/31/17 | 1/1/15-12/31/16 |
| Paul Harrison | Development Coordinator Access Community Health Centers | 1/1/16-12/31/18 | |
| Eileen Ahearn | Doctor Veteran's Administration Hospital | 1/1/16-12/31/18 | |
| Alice Udvari-Solner | UW – Madison UW Teacher Educator & Consultant for Inclusive Practices | 1/1/15-12/31/17 | |
| Amanda Bell | Community Organizer LOV-Dane | 1/1/15-12/31/17 | |

Community Work Services, Inc.
 Administrative Staff – 2016

Executive Director – Sarah Cutler
 Program Director – Sharon Schmid