

2019 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 2019, Community Work Services completed its 35th year of operation, collaborating with over 80 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 2019 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 19 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 35 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 11 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 2019, 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 26 years (See Attachment #2.) In addition, in 2019, 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 2019, 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, Holiday 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 2019, the agency continued to actively work toward upgrading clients' job placements. As a result, in 2019:

- 3 individuals increased the number of hours worked
- 45 individuals had increased wages
- 1 individual was placed in an additional placement to supplement their existing position
- 16 individuals expanded their job responsibilities
- 9 individuals were placed in new jobs
- 17 individuals received benefits (e.g. health insurance, vacation, paid sick time, retirement benefits, etc...)
- 1 individual moved from a volunteer to paid position

COMMUNITY WORK SERVICES, INC.
Madison, Wisconsin

STATEMENTS OF FINANCIAL POSITION
December 31, 2019 and 2018

	<u>2019</u>	<u>2018</u>
ASSETS		
Current Assets:		
Cash and Cash Equivalents	\$ 404,356	\$ 368,344
Accounts Receivable	161,665	100,917
Prepaid Expenses	7,689	4,805
Total Current Assets	<u>573,710</u>	<u>474,066</u>
Furniture and Equipment:	-	5,500
Less: Accumulated Depreciation	-	(5,500)
Net Furniture and Equipment	<u>-</u>	<u>-</u>
Other Assets:		
Security Deposits	2,050	2,050
Total Other Assets	<u>2,050</u>	<u>2,050</u>
TOTAL ASSETS	<u><u>\$ 575,760</u></u>	<u><u>\$ 476,116</u></u>
LIABILITIES AND NET ASSETS		
Current Liabilities:		
Accounts Payable	\$ 4,128	\$ 3,940
Accrued Vacation	13,484	12,232
Accrued Expenses	17,913	-
Total Current Liabilities	<u>35,526</u>	<u>16,172</u>
Net Assets:		
Net Assets without Donor Restrictions	<u>540,234</u>	<u>459,944</u>
Total Net Assets	<u>540,234</u>	<u>459,944</u>
TOTAL LIABILITIES AND NET ASSETS	<u><u>\$ 575,760</u></u>	<u><u>\$ 476,116</u></u>

COMMUNITY WORK SERVICES, INC.
Madison, Wisconsin

STATEMENTS OF ACTIVITIES
For the Years Ended December 31, 2019 and 2018

	<u>2019</u>	<u>2018</u>
Revenues and Support:		
Program Service Revenue	\$ 1,245,359	\$ 1,241,246
Contributions	125,295	62,835
Interest Income	1,552	890
Miscellaneous Income	804	297
	<u>1,373,010</u>	<u>1,305,268</u>
Total Revenues and Support		
Expenses:		
Program Services	1,089,016	996,337
Administrative Services	103,704	106,077
	<u>1,192,720</u>	<u>1,102,414</u>
Total Expenses		
Increase (Decrease) in Net Assets without Restrictions Before Transfer	<u>180,290</u>	<u>202,854</u>
Transfer to Community Work Services Foundation, Inc.	<u>100,000</u>	<u>-</u>
Increase (Decrease) in Net Assets without Restrictions	80,290	202,854
Net Assets at Beginning of Year	<u>459,944</u>	<u>257,090</u>
Net Assets at End of Year	<u>\$ 540,234</u>	<u>\$ 459,944</u>

**Attachment #1
Community Work Services, Inc.
Participating Employers as of December, 2019**

Advanced Employment, Inc.
April Aire – Research Products
Blue Moon Restaurant and Bar
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
 Police Department
 Streets Division
County of Dane:
 911 Office
 District Attorney's Office
 Facilities Management
 Human Services Department:
 Adult Community Services
 Juvenile Detention
 Sheriff's Department
Dane County Credit Union
Double Tree by Hilton – Madison
Dream Bikes
Edgewood College
Fastenal
First Business Bank
First Weber Group
FLAD Affiliated Corporation
Hampton Inn of Madison – East
Husch Blackwell, LLP
J.H. Findorff & Son, Inc.
Lao Laan Xang
Law Center for Children & Families
Madison Metropolitan School District
Madison School District-West H.S. Laundry
Mendota Mental Health
Metcalf's Market-Hilldale
Monty's Blue Plate Diner
Movin' Out, Inc.
National Conference of Bar Examiners
Nature's Bakery Cooperative
Paisan's
Preschool of the Arts
Public Health City of Madison and Dane County
Q 106-FM
Rocky Rococo Pan Style Pizza – South
Saint James Catholic Church
Saint Mary's Hospital Volunteer Services
Sheraton Madison Hotel
ShopBop Warehouse

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 Children's Services
 Bureau of Human Resources
 Bureau of Quality Assurance
 Central Wisconsin Center
 Division of Health/Asbestos & Lead Certification Unit
 Division of Health/Vital Records
 Division of Management & Technology
 Office of Legal Counsel
 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 Financial Services
 Bureau of Human Resources Services
 Governor's Office
 Office of the Commissioner of Insurance
Ten Pin Alley
Total Administrative Services Corporation (TASC)
UBS Financial Services, Inc.
University of Wisconsin:
 Camp Randall – Food & Beverage
 Kohl Center – Food & Beverage
 McArdle Lab for Cancer Research
 Waisman Center
Vita Plus Corporation
Winner, Wixson & Pernitz
Wisconsin Board for People with Developmental Disabilities
Wisconsin Manufacturers & Commerce
WORT – 89.9 FM

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%
2017	81	1	98.8%
2018	80	1	98.8%
2019	79	2	98.7%

Attachment #3
COMMUNITY WORK SERVICES – CLIENT LIST 2019

CLIENT	DATE PLAC ED	JOB PLACEMENTS	HOURS PER WEEK	PAYMENT	REASON FOR LEAVING	GOALS FOR 2019
1. KA	9/84 4/96 8/02 6/06 7/04 7/05 8/15	Lombardino's Pasqual's-Atwood Day Break Café Madison Health Dept. City Madison Police Dept. Dane Cty. – Northport Dane Cty. – CCB	-- -- -- -- 26	3.85/Hr. 5.15/Hr. 5.15/Hr. 7.43/Hr. 7.25/Hr. 9.55/Hr. 9.55/Hr.	4/96 Quit. Desired new job. 4/30/02 Business closed. 6/04 Fired 7/15 Job phased out	Maintain in current jobs.
2. MA	1/93 1/89 9/01	State of WI Dept. Regulation & Licensing Waisman Center State of WI Dept. Of Corrections	-- -- 4.0	3.18/Hr. 5.15/Hr. 7.25/Hr.	6/93 Left due to health problems. 8/04 No longer interested in job	Maintain in current job.
3. MA	5/19	Ten Pin Alley	4.0	8.00/Hr.		Maintain in current job.
4. JB	11/95 10/99 9/96 5/03 9/10 5/11 2/16 11/16 3/18	Vita Plus Wheelchair Recycling Program Kohl's-University Ave. Copp's – University Ave. Maple Bluff Fire Station Blue Moon County of Dane- Job Center City of Madison-Streets Div. Nature's Bakery	-- -- -- -- -- -- -- 11.5	5.00/Hr. +Benefits Volunteer 12.21/Hr. + Benefits 12.75/Hr. Volunteer 7.25/Hr. 8.36/Hr. 9.34/Hr. 8.25/Hr.	8/96 Laid off. 11/01 Quit. Not interested in volunteering. 4/03 Business closed. 1/16 Too physical. 1/16 Not interested in continuing volunteering 3/18 Too physical 5/17 Lack of work	Maintain in current jobs.
5. DB	9/18 6/18 1/19	County of Dane Child Support State of WI DHS-Bureau of Human Resources State of WI Office of Corrections	-- -- 22	8.46/Hr. 7.25/Hr. 7.25/Hr.	12/18 Office concerned about material confidentiality.	Maintain in current jobs.
6. AB	9/86 8/88 9/90 6/97 6/90 8/00 5/05 6/05 6/07 6/07	MATC – Duplicating Center/ Food Service Pizza Hut City of Madison Fire Station #1 Pet World Warehouse Edgewater Hotel Edgewood College Elks Club Hampton Inn Dept. of Corrections Office of Commissioner of Ins.	-- -- -- -- -- -- -- -- -- -- 26	Volunteer 2.75/Hr. Volunteer 5.15/Hr. 5.70/Hr. 6.05/Hr. 7.00/Hr. 7.00/Hr. 7.25/Hr. 7.25/Hr.	9/89 Moved to paid employment. 5/89 Management not supportive. 8/00 Moved to site with more compatible work partner. 8/00 Moved to site with more compatible work partner. 8/00 Laid off. 1/05 Laid off. 2/07 Left for serious back issue (surgery). 2/07 Left for serious back issue (surgery).	Maintain in current jobs.
7. SB	8/04 6/07 9/13 1/06 12/17	Pizzeria Unos Dane Cty. Human Services – Payee Unit WKOW WI Dept. of Administration City of Madison Assessors	-- -- --	7.00/Hr. + 7.25/Hr. 7.25/Hr. 12.19/Hr. 7.86/Hr.	3/06 Left for better job. 9/13 Left for new job. 8/16 Left-felt under challenged	Maintain in current jobs.
8. SB	5/10 5/10 8/18	Dane County Sheriff's Office State of WI Dept. of Corrections Double Tree Hotel	-- 12	8.46/Hr. 7.25/Hr. 7.25/Hr.	7/18 Lack of work.	Maintain in current jobs.
9. BB	6/86 1/00 6/86 4/10	Madison Housing Authority Common Council Bureau of Children's Long-Term Support Services Office of Commissioner of Insurance Community Skills Activities	-- -- 28.75	5.31/Hr. 5.47/Hr. 7.40/Hr. 7.50/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.

CLIENT	DATE PLAC ED	JOB PLACEMENTS	HOURS PER WEEK	PAYMENT	REASON FOR LEAVING	GOALS FOR 2019
10. TB	10/88 9/90 10/88 3/93 5/94 7/95 8/95 6/01 11/02 7/04 3/07	MATC Bookstore City of Madison Police Dept. State of WI Department of Corrections WI Craft Market Great Harvest Bread Co. Pasqual's Production First United Methodist Church Planned Parenthood Law Center for Children and Families Natures Bakery Dane County Facilities Mgmt.	-- -- -- -- -- -- 5.15/Hr. -- 17.25 --	Volunteer 3.80/Hr. 4.25/Hr. 4.25/Hr. 5.15/Hr. 5.15/Hr. Volunteer T. Stipend 7.25/Hr. 8.25/Hr. 9.02/Hr.	9/89 Desired new position – moved to paid employment. 3/93 Moved to better job match 3/92 Fired – behavioral changes. 3/94 Quit due to mental health issues. 7/03 Laid off. 12/00 Restaurant closed. 11/02 Desired paid employment. 5/08 Left for paid employment.	Maintain in current jobs.
11. JB	4/84 6/87 5/91 7/91 7/92 1/93 2/95 8/02 9/08 9/03 7/15	Ovens of Brittany-Shorewood Wis. Manufacturers & Commerce Monty's Blue-Plate Diner Dept. of Revenue Dept. of Transportation Boelter & Lincoln Advertising Dept. of Corrections Gumby's Pizza Toppers Pizza Pasqual's Office of Commissioner of Insurance	-- -- -- -- -- -- -- -- -- -- --	3.45/Hr. 3.90/Hr. 4.25/Hr. 3.71/Hr. 4.25/Hr. 4.25/Hr. 5.15/Hr. 6.55/Hr. 7.25/Hr. 7.25/Hr. 7.25/Hr.	6/87 Quit. Desired new job. 1/91 Fired – behavioral challenges. 7/91 Fired – behavioral challenges. 7/92 Laid off – job phased out. 2/95 Desired new job. 2/95 Job was phased out – laid off. 4/02 Fired – behavioral challenges. 9/08 Left due to decline in business. 5/11 Left due to more hours at other job. 7/15 Quit-desired new job	Maintain in current job.
12. AB	2/13 2/14	April Aire – Research Products Dept. of Safety & Professional Services	31.5	7.50/Hr. 7.25/Hr.		Maintain in current jobs.
13. AB	4/96 7/01 6/08 1/01 1/01	WI. Council on Developmental Disabilities Bureau of Developmental Disabilities Dane Co. Facilities Mgmt. Movin' Out Dane Co. Dist. Attorney Office	-- -- -- 26	7.25/Hr. 10.00/Hr. 7.25/Hr. 9.00/Hr. 9.02/Hr.	2/09 Work phased out-increased Facilities Management hours. 6/06 Reduced work schedule due to health reasons. 7/15 Increased hours at Movin'Out	Maintain in current jobs.
14. SC	3/06	State of WI Dept. of Corrections	11.25	7.25/Hr.		Maintain in current job.
15. ZC	1/17 10/18	Shop Bop Fastenal	--	11.50 10.00	7/18 Temp. Agency hours expired.	Maintain in current job.
16. LC	9/87 9/91 6/92 5/93 7/93 7/95 10/95 7/97 10/01 10/18	Hardee's-Milwaukee Ave. Videoland State of WI Dept of Justice Meriter Adult Services Methodist Daycare Dane Co. Public Health Nursing Dane Co. Human Services Adworld State of WI DOC-Parole Commission Dane Co. PHN	-- -- -- -- -- -- -- -- -- 22.5	3.05/Hr. 3.85/Hr. 3.42/Hr. Volunteer Volunteer 7.25/Hr. 7.25/Hr. 5.15/Hr. 7.25/Hr. 9.02/Hr.	5/92 Not a good job match. 7/92 Not a good job match. 1/93 Fired – behavioral challenges. 7/97 Moved to paid employment. 9/93 Fired – behavioral challenges. 3/14 Work phased out. Increased DOC hours 1/11 Laid off. 11/98 Laid off.	Maintain in current jobs.
17. MD	9/93 10/85	City of Madison Assessor's Central WI Center-Pharmacy	-- 20	6.64/Hr. 8.33/Hr.	4/14 Retired.	Maintain in current job.
18. ND	3/85 3/85 6/92 10/89 4/94	MATC Library/Bookstore American Red Cross High Point Church Dane Co. Facilities Mgmt. Dane Co. Juvenile Recp. Ctr Community Skills Activities	-- -- -- 25	Volunteer Volunteer Volunteer 9.02/Hr. 9.02/Hr.	9/89 Desired new paid placement. 5/92 Desired new placement with social opportunity. 2/93 Increased hours at DHCS.	Maintain in current jobs.

CLIENT	DATE PLAC ED	JOB PLACEMENTS	HOURS PER WEEK	PAYMENT	REASON FOR LEAVING	GOALS FOR 2019
19. BE	8/18 8/18 8/18 8/18	City of Madison-Fire Station 1 City of Madison Fire Station 4 Blue Moon Bar & Grill Dane Co. Facilities Mgmt.	17.5	7.25/Hr. 7.25/Hr. 7.25/Hr. 9.02/Hr.		Maintain in current jobs.
20. EE	9/96 10/07	Concourse Hotel Sheraton Hotel	-- 10	7.02/Hr. 11.76/Hr.	9/07 Quit. Desired new placement.	Maintain in current job.
21. SE	4/87 1/01	CUNA Mutual Insurance Vita Plus	-- 40	16.85/Hr. 15.00/Hr.+ Benefits	11/00 Fired.	Maintain in current job.
22. RE	10/08 8/12 10/18 4/19	DNR DOT State of WI – OCI Dane Co. Human Services	-- --	7.91 7.25 7.25/Hr. 9.02/Hr.	4/19 Needed jobsite with more support. 7/16-Did not want to do computer work.	Maintain in current job.
23. SF	3/14	ShopBop Warehouse	20	17.00/Hr.		Maintain in current job.
24. BF	12/11 10/11 7/12	MMSD Q106 Dane County Recycling	18	7.25/Hr. 10.00/Hr. 9.02/Hr.		Maintain in current jobs.
25. 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.
26. JG	9/03 5/03 2/04	Wyngaard Law Offices Copp's 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.
27. JH	4/17 2/14 2/19	Camp Randall Food and Beverage Preschool of the Arts Capitol Centre Market	-- 25.5	8.25/Hr. 9.74/Hr. 8.50/Hr.	7/18 Jon unhappy with job.	Maintain in current jobs.
28. JJ	9/08 5/09 9/17 8/19 9/19	Ultratec Blackhawk Country Club Mendota Mental Health Dane Co. Facilities Mgmt. Levy-Camp Randall	-- --	11.27/Hr. 7.25/Hr. 11.81/Hr. 9.02/Hr. 11.00/Hr.	7/19 Business contracting out janitorial services. 9/17 Got new job at Mendota.	Maintain in current jobs.
29. RK	10/08	State of WI. Dept of Natural Resources	15	7.65/Hr.		Maintain in current job.
30. EK	10/90 1/91 1/92 5/00 11/03	State of WI – DOA Madison Police Dept. Humana Health Dane Co. Health Department State of WI Dept. of Corrections	-- -- -- -- 13	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.
31. KK	3/84	City Clerk's Office Community Skills Activities	21	8.09/Hr.		Maintain in current job.
32. DK	9/09	Madison West High School	27.50	7.25/Hr.		Maintain in current job.
33. KK	10/10 8/14	Dept. of Natural Resources Husch, Blackwell LLP	30.50	8.05Hrs. 7.85/Hr.		Maintain in current jobs.
34. LK	4/86 5/86 3/87	State of WI Bureau Children's City of Madison Fire Station #1 Services Dane Co. Facilities Mgmt. Community Skills Activities	-- 28	7.40/Hr. Volunteer 9.02/Hr.	3/87 Moved to paid employment.	Maintain in current jobs.
35. JK	3/88 6/89 4/90	Park Bank Dane Co. Credit Union State of WI Department of Corrections	-- 22	4.50/Hr. 8.00/Hr. 7.86/Hr.	1/89 Fired.	Maintain in current jobs.
36. DK	3/93 11/86 1/03	Madison Mutual Housing Assoc 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 job.

CLIENT	DATE PLAC ED	JOB PLACEMENTS	HOURS PER WEEK	PAYMENT	REASON FOR LEAVING	GOALS FOR 2019
37. TL	10/83 2/92 10/95 2/08 8/00 2/10	WI Mutual Insurance Dane Co. District Attny's Ofc. State of WI Dept. of Justice-Crime Info Bureau State of WI Dept. Regulation & Licensing State of WI Office of Vital Records State of WI Dept. of Transportation	-- -- -- -- 10	3.80/Hr. 5.15/Hr. 6.50/Hr. 6.55/Hr. 7.55/Hr. 8.00/Hr.	8/91 Office moved off busline. 1/99 Quit. Desired more challenging job. 7/07 Job phased out. 4/09 Fired.	Maintain in current jobs.
38. KL	8/02 6/06 3/00	Stafford and Rosenbaum Boston Store Metcalf's Market-Hilldale	-- -- 12	6.00/Hr. 8.00/Hr. 13.70/Hr.	1/04 Fired. Quit.	Maintain in current job.
39. AL	9/00 6/03 7/03 5/09	Borders State of WI Bureau of Children's Services State of WI Dept. of Corrections State of WI Department of Transportation	-- 27	8.22/Hr. 8.42/Hr. 7.25/Hr. 8.00/Hr.	2/09 Laid off due to economy.	Maintain in current jobs.
40. KL	8/86 10/89 3/97 10/12 4/90 9/90 4/16	MATC – Duplicating Center/Food Service City of Madison Fire Station #3 Badger Cab Fleet Services State of WI Env Health City of Madison Police Dept. City of Madison/County of Dane Public Health Nursing Community Skills Activities	-- -- -- 26.5	Volunteer Volunteer 7.25/Hr. 8.09/Hr. 7.55/Hr. 8.09/Hr. 9.02/Hr.	9/89 Desired new placement – not a good job match. 6/01 Increased hours at Badger Cab 6/12 Let go due to financial restraints. 4/16 Placed in different job that fits skills better.	Maintain in current jobs.
41. NL	3/89 2/90 11/91	Hardee's-University Ave. Video Station-University Ave. State of WI Dept. of Transportation Community Skills Activities	-- --	2.85/Hr. 3.20/Hr. 8.00/Hr.	11/91 Not a good job match. 8/14 Business closed.	Maintain in current job.
42. TL	7/87 2/89 3/97 4/87 10/12	MATC-Duplicating Center City of Madison Fire Station #3 Badger Cab State of WI Division of Health Services City of Madison Fleet Services Community Skills Activities	-- -- -- 29	Volunteer Volunteer 7.25/Hr. 7.40/Hr. 9.11/Hr.	1/89 Fired – behavioral changes. 6/01 Increased hours at Badger Cab. 6/12 Let go due to financial restraints.	Maintain in current jobs.
43. PL	6/87 12/89 6/93 2/96 7/03	Bruce Company Division of Health Heartland Properties Dane Co. Sheriff's Dept. State of WI Dept. of Corrections	-- -- -- 5.0	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 Dvsn Health. 1/94 Fired. 3/95 Fired. 4/09 Fired increase days at DOC.	Maintain in current job.
44. 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	-- -- 10.5	11.25/Hr. + Benefits 12.90/Hr. 7.25/Hr. 7.25/Hr. Volunteer	4/03 Business sold to Cops. 7/11 Quit. 8/11 Laid off.	Maintain in current jobs.
45. RM	3/84 3/84 4/89 5/01	YMCA City of Madison Public Health Dept. Dane Co. Sheriff's Dept. State of WI Division of Health Services	-- -- 12.5	Volunteer 3.68/Hr. 3.86/Hr. 7.40/Hr.	4/89 Desired new paid placement – moved to paid employment. 3/01 Quit – refused to come to work. 3/01 Desired new placement – refused to come to work. 3/19 Retired – health reasons.	
46. SM	5/90 3/84 10/07	Dane Co. Juvenile Detention City of Madison Clerk's Office Dane County Facilities Mgmt.	-- 24	4.43/Hr. 8.09/Hr. 9.02/Hr.	10/07 Job phased out.	Maintain in current jobs.

CLIENT	DATE PLAC ED	JOB PLACEMENTS	HOURS PER WEEK	PAYMENT	REASON FOR LEAVING	GOALS FOR 2019
47. RM	1/88 11/88 5/93	Material World Co-op Wis. Coalition for Advocacy State of WI Dept. of Transportation	-- -- 4	4.25/Hr. 4.37/Hr. 8.00/Hr.	7/93 Needed different job-health reasons. 4/92 Quit.	Maintain in current job.
48. RM	8/15 2/17 2/12 5/12	Zenith Limousines & Jets LLC MSCR City Club WBPDD Fleet Services	-- -- 22	8.00/Hr. 11.00/Hr. 12.00/Hr. 9.87/Hr.	3/19 Inconsistent work. 6/19 Inconsistent work.	Maintain in current jobs.
49. AM	5/13 2/15 3/17	U. W. Kohl Center Jimmy John's-State Street Capital Center Market	-- -- --	8.50/Hr. 7.25/Hr. 8.50/Hr.	9/14 Fired. 3/17 Fired. 7/18 Mental Health. 4/19 CWS discontinued services due to ongoing mental health issues & incapacity to work.	
50. LM	4/87 6/89 11/89 7/92 2/93 4/94 7/92 1/00	Orvis' Deli Dane County Court Commissioner's Office Edgewood College Dane Co. Print Shop St. Mary's Hospital Healthworks Dane Co. Facilities Management Dane Co. District Attorney's Dept of Transportation Community Skills Activities	-- -- -- -- -- -- -- 28	1.34/Hr. 4.25/Hr. 2.12/Hr. 4.25/Hr. Volunteer 9.02/Hr. 9.02/Hr. 8.00/Hr.	6/89 Business closed. 7/92 Office relocated-space limitations. 2/93 Moved to better job match. 4/94 Space limitations in office – moved to different job. 12/99 Moved to paid position.	Maintain in current jobs.
51. RM	8/89 4/90 5/91 5/94 6/95 6/96 10/96 10/98 5/17 5/17 10/13 11/18	Washington Host State St. Brats City of Madison Fire Station #4 First United Methodist Church Bayview Foundation Meriter Hospital Home Savings City of Madison Public Library Office of Commissioner of Ins. Dane County Facilities Mgmt. Dane County Municipal Court State of WI –Dept of Corrections	-- -- -- -- -- -- -- -- -- -- -- -- 27.5	3.65/Hr. 7.25/Hr. Volunteer Volunteer Volunteer Volunteer 7.25/Hr. Volunteer 7.25/Hr. 8.76/Hr. 8.93/Hr. 7.25/Hr.	3/90 Business closed. 5/17 Retired - no longer good job match 6/95 Desired additional paid job. 5/96 Job requirements changed – too difficult 9/98 Wanted different job 9/16 Chose to stop volunteering. 11/12 Business moved to less desirable location & downsized. 2/09 Job phased out. 11/18 Changed jobs to match support needs. 4/19 Increased hours at other job.	Maintain in current jobs.
52. PM	12/95 10/07 5/09 8/00 4/12 08/03 5/18	Pasqual's-Monroe St. Blue Moon (Summer Only) First United Methodist Church Kohl Center (Arena Control) Kohl Center Facilities Mgmt. Kohl Center Food & Beverage Catholic Multi Cultural Center	-- -- -- -- 23	7.25/Hr. Volunteer 8.00/Hr. 7.25/Hr. 10.00/Hr. Volunteer	7/03 Left for job in Food Service at Kohl Ctr. 7/10 Chose not to return. 7/10 Lack of work. 8/10 Increased work in other areas at Kohl Center. 8/16 Laid off – lack of work.	Maintain in current jobs.
53. DN	4/86	State of WI- Dept. of Health Services	8.25	7.40/Hr.		Maintain in current job.

;

CLIENT	DATE PLAC ED	JOB PLACEMENTS	HOURS PER WEEK	PAYMENT	REASON FOR LEAVING	GOALS FOR 2019
54. EO	1/82 9/87 10/93 10/86 1/05 2/05 6/95 8/03 7/16 6/19	VA Hospital – Pharmacy National Guardian Life State of WI Dept. of Justice Heartland Credit Union Madison Public Library Nat'l Conf of Bar Examiners Findorff WORT Radio Station Aprilaire Research Products Dane Co. Facilities Mgmt.	-- -- -- -- -- 23 	Volunteer 4.25/Hr. 4.25/Hr. + Benefits 7.09/Hr. Volunteer 7.25/Hr. 7.35Hr. Volunteer 7.25/Hr. 9.02/Hr.	6/87 Moved to paid employment. 10/93 Desired more challenging placement. 6/96 Desired more challenging placement. 12/04 Business moved to less desirable location. 7/06 No longer desired volunteer position. 6/19 Needed more support.	Maintain in current jobs.
55. MO	9/87 6/93 3/94	Wendy's-E. Washington WI School of Electronics Dane Cty. Facilities Mgmt. Community Skills Activities	-- -- 30	3.80/Hr. 3.50/Hr. 9.02/Hr.	6/93 Desired new placement – not a good job match. 2/94 Laid off – lack of work.	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 City of Madison Fire Station #1 Pasqual's-Atwood Ave. Elks Lodge Edgewater Hotel State of WI Office of Commissioner of Insurance State of WI Dept. of Transportation	-- -- -- -- -- -- 25 	3.35/Hr. 2.75/Hr. T. Stipend 4.50/Hr. 7.00/Hr. 5.15/Hr. 7.25/Hr. 8.00/Hr.	8/88 Business closed. 5/90 Management not supportive. 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 – decline in business.	Maintain in current jobs.
57. OP	8/13	Dane County. Facilities Management.	27.5	9.02/Hr.		Maintain in current job.
58. BR	9/87 6/93 7/93 8/01 7/04	Wendy's-Dempsey State of WI Dept. Regulation & Licensing Bureau of Public Nursing State of WI-DHS Dane County Adult Community Services	-- -- -- 25.5 	3.80/Hr. 4.27/Hr. 6.55/Hr. 7.40/Hr. 9.02/Hr.	5/92 Desired new placement. 1/01 Fired. 7/04 Job relocated too far away.	Maintain in current jobs.
59. WR	9/87 9/98 7/06 1/91 8/00 6/01 4/09 11/19	Persoft Flad & Associates State of WI Dept of Transportation WI Manufacturers & Commerce FAC Services UBS Financial Services Dane County Sheriff's Dept. The Law Center for Children & Families	-- -- -- 28.5 	5.15/Hr. 8.56/Hr. 6.55/Hr. 11.21/Hr. 10.75/Hr. 8.50/Hr. 9.02/Hr. 7.25/Hr.	8/00 Business moved out of state. Job became obsolete 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	-- -- 1.5	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	-- 0	7.25/Hr.	5/19 Quit working due to concern of income in regard to benefits. 9/19 CWS discontinued providing services to Jolene. She no longer wants paid employment.	
62. BR	5/89 10/99 5/98	Red Lobster Mani Graphics State of WI DOC	-- -- 9	5.25/Hr. 5.15/Hr. 7.25/Hr.	9/97 Fired. 2/01 Quit. Increased hrs.at DOC.	Maintain in current job.

CLIENT	DATE PLAC ED	JOB PLACEMENTS	HOURS PER WEEK	PAYMENT	REASON FOR LEAVING	GOALS FOR 2019
63. JS	9/87 9/87 3/90 8/91 4/93 7/14 11/94 8/95 6/19	Trigg's Bakery Midway Motor Lodge Pasqual's – Production WKOW-TV Channel 27 Ovens of Brittany Dane Cty. Facilities Management Department of Corrections Monty's Blue Plate National Conference of Bar Examiners Community Skills Activities	-- -- -- -- -- -- 25.5	2.25/Hr. 3.65/Hr. 4.25/Hr. 7.25/Hr. 4.25/Hr. 8.76/Hr. 7.25/Hr. 11.00/Hr. 8.76/Hr.	7/91 Moved to more challenging & social job. 2/90 Laid off - motel lost contract with airlines. 3/93 Business moved off bus line. 8/13 Fired due to behaviors. 8/95 Business closed. 6/19 Switched jobs with other supported worker in need of more support.	Maintain in current jobs.
64. JS	1/81 1/84 4/86 3/88 3/89 9/91 7/13	VA Hospital Natorium Burger King Rocky Rococo's-Gilman St. Shakey's-Gammon Rd. Dept. of Justice-Crime Lab St. Mary's Hospital	-- -- -- -- -- 11 --	Volunteer 3.35/Hr. 3.35/Hr. 3.35/Hr. 4.00/Hr. 11.76/Hr. +Benefits Volunteer	4/86 Moved to paid employment. 6/87 Job was phased out – laid off. 3/88 Desired new job. 3/89 Laid off due to decline in business. 9/91 Desired new job – more challenging.	Maintain in current jobs.
65. JS	1/87 6/87 7/92 6/94 10/02 9/04 5/10 5/11 4/17 5/17	Ember's Restaurant Ovens of Brittany-Shorewood Canterbury Bookstore/Coffee House Opera House Ocean Grill Camp Randall Rainbow Project East YMCA (Summer) Double Tree Dane County Facilities Management	-- -- -- -- -- -- -- -- -- 14	3.35/Hr. 4.50/Hr. 4.25/Hr. 5.50/Hr. 8.00/Hr. 8.50/Hr. Volunteer Volunteer 7.25/Hr. 9.02/Hr.	3/87 Fired. 10/91 Fired. 4/93 Fired. 6/02 Business closed. 7/04 Fired. 12/16 Terminated. 7/12 Chose not to return. 7/12 Chose not to return.	Maintain in current jobs.
66. DS	7/86 11/93 4/96 1/99 3/06 3/01	Wendy's-State St. McDonald's-Odana Rd. Noodles Kohl Center St. of WI Ofc Strategic Finance Community Work Services	-- -- -- -- -- 7.5	4.25/Hr. 5.00/Hr. 5.50/Hr. 5.15/Hr. 6.50/Hr. 7.25/Hr.	10/93 Moved to job with better hours. 4/96 Moved to job with better hours. 8/98 Fired. 7/00 Fired. 7/07 Fired poor attendance.	Maintain in current job.
67. MS	10/08 2/17 3/09 5/15	VA Hospital VA Hospital Waisman Center Dane County-recycling	-- -- -- 30	Volunteer Volunteer 13.01/Hr. 9.02/Hr.	9/13 Job became volunteer. 12/19 Moved to paid position.	Maintain in current jobs.
68. PS	10/85 7/86 10/87 3/91 8/18 8/90 10/18	Madison Club State Capital Law Library MATC – Administrative Ofc. Dane Co. Sheriff's Dept. Double Tree Hotel State of WI Department of Corrections County of Dane Facilities Mgmt.	-- -- -- -- -- 15 --	2.50/Hr. Volunteer Volunteer 8.46/Hr. 7.25/Hr. 7.25/Hr. 9.02/Hr.	10/87 Fired – behavioral challenges. 10/89 Moved to paid employment. 7/90 Moved to paid employment. 7/18 Lack of work. 10/18 Not good job fit.	Maintain in current jobs.
69. AS	4/11 1/10 6/13 11/14 7/17 5/16 6/19	City of Madison Fleet Services Ultra Tec Parkside Presbyterian Church Camp Randall Apartment Cleaning Paisans Lao Laan Xang	-- -- -- -- -- -- --	7.25/Hr. 9.91/Hr. 10.00/Hr. 8.00/Hr. 12.50/Hr. 13.00/Hr. 8.50/Hr.	1/12 Fired. 11/14 Desired new placement. 6/14 Church closed. 3/19 Issue with background check. 8/18 Davon did not like job.	Maintain in current jobs.

CLIENT	DATE PLAC ED	JOB PLACEMENTS	HOURS PER WEEK	PAYMENT	REASON FOR LEAVING	GOALS FOR 2019
70. TS	3/88 3/93 10/94 10/08 1/16 2/78	Madison Mutual Housing Ovens of Brittany Meriter Hosp Volunteer Svc. Planned Parenthood Catholic Multicultural Center Rocky Rococo's-Beltline	-- -- -- -- -- 10.0	5.50/Hr. 4.85/Hr. Volunteer Volunteer Volunteer 7.25/Hr.	12/92 Desired new placement. 8/95 Business closed. 10/08 Reduced hrs. due to less work. 10/15 Desired new volunteer site. 12/18 Change in TS's support needs.	Maintain in current job.
71. JS	4/87 4/88 4/90 12/04 5/05 8/05 4/06 4/04 6/07	State of WI Division of Health Madison Area Technical College State of WI-Envir. Health Dane County ARC Community Work Services First United Methodist Church State of WI Ofc of Commissioner of Ins. St. James Church State of WI Department of Corrections	-- -- -- -- -- -- -- 12.5	5.15/Hr. Volunteer 5.15/Hr. 5.70/Hr. T. Stipend Volunteer 6.50/Hr. Volunteer 7.25/Hr.	7/03 Fired due to poor attendance. 10/89 Moved to paid employment. 7/03 Fired due to poor attendance. 12/05 Laid off – not enough work. 6/08 Increased paid hours at DOC. 2/09 Job phased out due to lack of work. 6/07 Moved to job with more variety.	Maintain in current jobs.
72. TS	4/87 8/90 11/90 10/94 7/98 5/00 5/09 2/98 11/00 9/03 5/08 7/09	Rocky Rococo's-University A. Community Works Services State of WI-Dept. of Revenue Steve's Liquor Regent Co-op Market Pet World Warehouse Movin Out City of Madison Fire Station #1 Dane Co. Facilities Mgmt. State of WI Division of Health TASC City of Madison Fire Station #4 Community Skills Activities	-- -- -- -- -- -- -- -- 28.75	2.04/Hr. 4.25/Hr. 3.62/Hr. 5.15/Hr. 6.55/Hr. 7.25/Hr. 7.25/Hr. 7.25/Hr. 9.02/Hr. 7.55/Hr. 7.25/Hr. 7.25/Hr.	5/90 Fired – behavioral challenges. 3/93 Desired new placement. 11/01 Ofc move to undesirable location. 4/02 Left for better job match. 2/00 Laid off due to declining business. 2/09 Laid off due to economy. 3/11 Moved to job within County Recycling Program.	Maintain in current jobs.
73. BS	9/92 5/00 3/84	City of Madison Health Dept. City of Madison Assessor's Office City of Madison Clerk's Office	-- -- 19.5	3.49/Hr. 7.47/Hr. 8.09/Hr.	5/00 Quit. Desired more challenging job. 7/17 Computer work no longer good fit.	Maintain in current jobs.
74. NT	5/16 7/16 5/17 7/17	James Reeb Church County of Dane – DA's CCB recycling- 911 Office County of Dane DCHS	-- 16.25	7.50/Hr. 9.02/Hr. 9.02/Hr. 9.02/Hr.	5/17 Left for better job match.	Maintain in current jobs.
75. PT	9/98 9/03 2/04 7/00 7/04 3/08 5/08	Noodles & Company Dane Co. Facilities Mgmt. Planned Parenthood State of WI Office Commissioner of Ins. Natures Bakery TASC Law Center	-- -- -- 25 	5.75/Hr. 7.25/Hr. Volunteer 7.25/Hr. 8.25/Hr. 7.25/Hr. 7.25/Hr.	10/03 Fired – poor work quality. 3/08 Moved to job with increased support. 5/08 Left for paid employment.	Maintain in current jobs.
76. BT	4/17 11/17 8/18	Double Tree City of Madison Fleet Services Blue Moon Bar & Grill	-- 20 	7.25/Hr. 9.24/Hr. 7.25/Hr.	8/18 Not a good job match.	Maintain in current jobs.

CLIENT	DATE PLAC ED	JOB PLACEMENTS	HOURS PER WEEK	PAYMENT	REASON FOR LEAVING	GOALS FOR 2019
77. LW	6/12 11/12 1/14 10/14 3/07	TASC DNR Café Zoma Law Center First Weber	-- -- -- -- 12.5	7.25/Hr. 7.65/Hr. 7.35/Hr. 7.25/Hr. 10.00/Hr.	8/14 Quit. 3/17 Insufficient Work. 12/17 Laid off due to low sales. 12/19 Disliked job. Increased hours at other job.	Maintain in current job.
78. MW	2/85 6/99 4/02 6/02 4/03 6/18 2/04 6/05 7/06	The Avenue Bar Mautz Paint MATC-Commercial Ave. (EMS) Steve's Wine Market Dane Co. Facilities Mgmt. City of Madison Fleet Fire Maintenance Edgewood College Hampton Inn State of WI Dept. of Administration	-- -- -- -- -- -- 16	5.15/Hr. 5.40/Hr. 6.00/Hr. 5.70/Hr. 5.15/Hr. 7.25/Hr. 7.25/Hr. 11.27/Hr. 7.25/Hr.	3/98 Desired new placement. 5/02 Business closed. 3/04 Desired new placement with more support. 6/06 Desired new placement. 6/05 Desired less sedentary job with more variety. 11/18 Not a good job match.	Maintain in current jobs.
79. KY	1/82 10/95 1/82 6/11	University of WI – South Hall Office First Business Bank McArdle Cancer Research Lab Dane County Facilities Mgmt.	-- -- 12.5	4.25/Hr. 7.25/Hr. 7.25/Hr. 9.02/Hr.	11/95 Move to more challenging job. 4/11 Fired – Challenging behaviors.	Maintain in current jobs.

Attachment #4
2019 Donors

Frank Alfano
Karla J & Josef Anderegg
Mary Banovetz
Monica Bear
Gretta F. Begas
Palmer & Charlotte Bell
Devindra & Jasoda Bhagwandin
Dora Brand
Nathan & Dora Brand
Iris Brigham
John Brigham
Judith Busse
Carol Cady-Severson
Jean Casey
David Cobb
Susan & Dan Crowley
Frank & Jean Cullen
Gary & Beth Cutler
Sheri Dean
Cynthia Dearth
Sheri & Glenn Edison
Delores Erstad
Arnie & Diane Evensen
Michael Fox
Julie & John Franz
Bruce Goodman
Stacy Graff
Dianne Greenley
Monica Hale
Paul Harrison
Douglas Hunt
Karen Icke
Terri Johnson
Axel Junker
Kim Kapugi
Paul J. and Anne S. Karch
Rachel Karch
Leonard Kessler
Kari, Karen & David Klade
Doris Knaack

Julie Kozak
Audrey Larson
Katrina L. Larson
Dr. Robert & Deloris Linden
Mariel Lund
Jeffery Luthanen
Jim & Sharon Mason
Sharon Mason
Sally Mather
David W. Mauger
Ron McKinley
Rosemarie Mellenberger
Clete & Annette Minter
MK & Charlie Mussey
Tim & Teresa Neuenschwander
Nancy O'Brien
Jeff & Krista Olbinski
Debrah & Edward Olsen
Ward & Peg Olsen
Mark & Connie Pelton
Carrie Pomije
Sharon Raimondo
Renee and Bob Ramsdell
Jeannie Roberts
Joanne Rowe
Wendy Rubenbauer
Charles & Gail Sabean
Pamela Schmid
Dr. Patrick Schwarz
Frank E. Selden
Betsy Shiraga
Carole Shiraga
Shiro F. Shiraga
Susan Shiraga
Kathy, Kurt & Maggie Siegel
John Slaght
Jackie & John Sliter
Ted Stamp
Joseph Steffen
Betty Sundbakken

Loren & Shelly Thompson
Christine Tomas
Alice Udvari-Solner
Pat & Rod Van Deventer
Barb Wegner
JoEllen Weier
Paul White
Joan Wildman
Dan & Laura Wyatt
Keith & Natalie Yelinek
Mike & Pat Zapp
Cynthia Zellers
Eileen Ahearn & Mark Kliewer
Sue Hunter & Carmen Alcalde
Kim Kessler & Rick Mundt
Tara McAweeney & Kirtt Godager
Paul Nelson & Jane Lewis
Lorene Seman & Len Filut
Sharon Shiraga & Bruce Waldman
Dr. Henry Steinberger & Ms. Gail Jacob
Mark Sweet & Timothy Schmelzer
Kim Turner & Melissa Mulliken
Randall Wilkins & Dianne Sattinger

Amazon Smile
Baer Insurance Services
Creative Culture Consulting
Cutler Financial Group, Inc.
Epic
Fire Fighters Local 311 Charitable Trust
Fox & Fox, S.C.
Jennie M. Nemecek Living Trust
John & Janet Van Den Wymelenberg
Foundation
Knights of Columbus
Madison Investment Advisors, Inc.
Northern Capital Management
On-site Environmental Services, Inc.
Oregon Community Bank & Trust
Prudential
The McAweeney Family Charitable Fund
Thrivent Choice
Gifts in memory of M James Mason

Attachment #5
Community Work Services, Inc.
Board of Directors – 2019
 (All Board positions are non-compensated)

NAME/TITLE	OCCUPATION	TERM
Mary Kay Mussey President	Retired Nurse Veteran's Administration Hospital	1/1/19 - 12/31/21
Eileen Ahearn Vice President/Secretary	Doctor Veteran's Administration Hospital	1/1/19-12/31/21
Paul Karch Treasurer	EVP and General Counsel Independent Pharmacy Cooperative	1/1/18-12/31/20
Paul Harrison	Development Director Access Community Health Centers	1/1/19-12/31/21
Alice Udvari-Solner	UW – Madison UW Teacher Educator & Consultant for Inclusive Practices	1/1/18-12/31/20
Randy Sarver	Human Resources Manager Wisconsin Department of Transportation	1/1/18-12/31/20
Casey Koenig	Assistant Vice President, Treasury Management Waunakee Community Bank	1/1/18-12/31/20

Community Work Services, Inc.
 Administrative Staff – 2019

Executive Director – Sarah Cutler
 Program Director – Sharon Schmid

To request a copy of this report: Call (608)233-0115

or

Write to: Community Work Services, Inc. 1402 Greenway Cross #200, Madison, WI
 53713

or

Email: sarahandsharon@cwsmadison.com