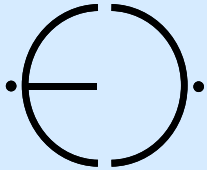




THE JOURNEY

Endless Options Inc.

Quality Life Experiences



Our Mission:

Endless Options, Inc, through individualized services in Howard County, is dedicated to supporting people with developmental disabilities towards reaching their goals.



Our Values:

Differences and similarities in all people.

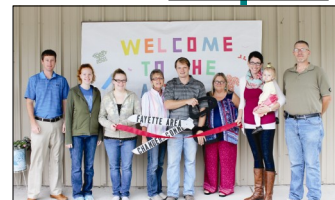
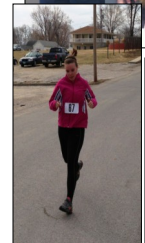
The rights and responsibilities that come with daily living.

Lifelong learning opportunities.

2014 Year in Review

2014 has been a year of transition at Endless Options. We've buckled down, worked hard, celebrated our accomplishments, learned from our mistakes, shared laughter and some tears and are more than ready to see what 2015 holds. But first, a look back at 2014:

- In January, Howard County Service Coordination hosted an informational seminar presented by a Met Life representative to share with families about planning for the future.
- Training for all employees on "Creating a Yes Environment" occurred in February.
- March is Developmental Disabilities Awareness Month. The 2nd Annual EO Ability 5K Walk, Run & Roll was held the last Saturday in March to help raise awareness.
- State of the Agency forums held in June and December to update employees on strategic planning, budget issues, and policy and procedure changes.
- In June, teams battled it out on the sand volleyball court at a staff appreciation event. This led to EO developing a team to participate in the City of Fayette's Fourth of July festivities. Many employees came out to route on the EO team and enjoyed a picnic.
- In July, we celebrated 32 years of providing services in Howard County with a beach party where the 5th annual Walters Award was presented.
- The EO family welcomed six new babies into the world in 2014.
- Service Coordination participated in the back-to-school open houses at Fayette and New Franklin and met with teachers in Glasgow to share information on available services in the county.
- After being on the square for 17 years, The Attic moved to its new location on Cleveland, uniting Employment Services under one roof.
- Prepared for and rocked the CARF survey receiving three-year accreditation in all program areas.
- The A-Team began participating in a series of Tiered Supports workshops that will enable us to better develop our agency culture of positivity and support.





After all the preparation, CARF surveyors Craig Cloud and Connie Duncan arrived at Endless Options on October 20, 2014. They stayed for three days, and looked at all the services we offer, as well as our business practices and our

Governance standards for the board of directors. On November 14, 2014 we were notified that we had earned the highest level, a three year accreditation! We are accredited through December 2017 in the following areas:

- ◆ Community Integration
- ◆ Community Integration (Children and Adolescents)
- ◆ Organizational Employment Services
- ◆ Service Coordination
- ◆ Supported Living

Community Integration is the way CARF labels what we do in our day program, and High Five would fall under Children and Adolescents. Organizational Employment Services is usually a way to describe the sheltered workshops, but in our case, it is everything we do in Employment Services. Over the next three years, we will be working to transition that program to Affirmative Business Enterprise, where the definition more closely follows our long range employment plan.



The EO team celebrates at the end of the survey.



Community Training Center

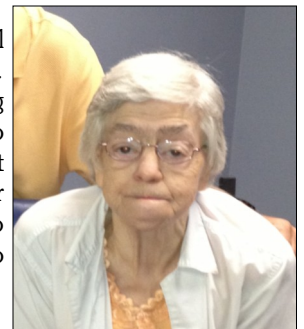
Our program benefits in a variety of ways through our relationship with Central Methodist University. The fall semester at CMU included the Adaptive PE class we have long been involved in. Once a week several participants go to the CMU campus to participate in the group activity planned by education majors. There is basketball, football, baseball, parachutes, scooters, and darts. We take our part in this process very seriously, and know that these students will be better teachers because they have had the opportunity to think about the task in a different way.

We had three practicum students spend a minimum of twenty hours this semester working in a variety of capacities here at the day program. These extra set of hands are always welcome!



In December, the CMU music fraternity Sinfonia visited and entertained us all with their music. The relationships that we are able to build with all of the students is very much appreciated.

Our dear friend Mary Goodell passed away in early November. She went suddenly one morning which was so sad for all of left to miss her. She was the president of the consumer consultancy for many years, a role she took to heart. She has left big shoes to fill.

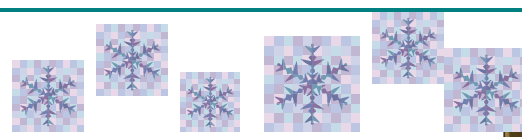


Also, our dear friend Elmo Boatright fell in November and broke his hip. We are all hoping to see him back at CTC real soon. Get well Elmo!

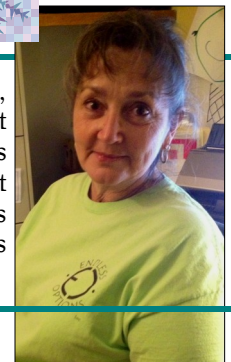
Endless Options was thankful to receive the following donations this quarter:

In honor of Mary Goodell ~ \$1025

In honor of Valerie Hahn ~ \$200



Jamie Wilhoit will be leaving EO at the end of 2014 (well, she will probably be helping us through 2015, at least part of 2015). Jamie has been with the agency for 26 years and we will all miss her. We wish her nothing but the best as she moves into a new opportunity at The Perkins Home. Luckily she isn't moving very far! She will always be a part of our EO family.



News From EO

EO Employment



On December 6th, we held an open house and a celebration of EO Recycles in honor of our 6th year. We were happy to have the opportunity to showcase all the steps it has taken to get us where we are today. A power point presentation was developed with both photographs

of the many locations we have been through and of the tremendous growth in the amounts being recycled in Howard County. You can see the power point presentation at our website, www.endlessoptions.org.

Hey Howard County, THANKS for helping us grow!

The EOR team surprised CEO Debra Miller with a sign, seen above, made from repurposed license plates. Just one of the many cool repurposed projects this team has in the works for 2015.

BOONSLICK INDUSTRIES, INC



Mid-Missouri Solid Waste Management District



Christmas at The Attic was in full swing when we had a work day on Black Friday, November 28th. Thanks to all of our volunteers we got a lot done, and were able to bring out a lot of Christmas merchandise.

The Attic

Endless Options, Inc./EO Recycles applied for and was approved for a grant from Fayette Area Community Trust in order to bring in the electrical and plumbing needed to get our washers and dryers installed at the new location. Hopefully by the first of the year we will have them up and running again. Be watching for the Laundry Service to come back to life in our new location!

Residential Services

When sharing a home with someone, it is important to have stuff in common. Two things that Brad and Jerry have in common is that they both love music and they love to dance!



Whether it's a formal dance or a Halloween party, these two love to go. Here they are this past year, ready to get their groove on at area dances.



Howard County Service Coordination



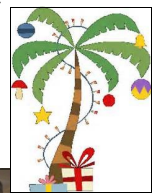
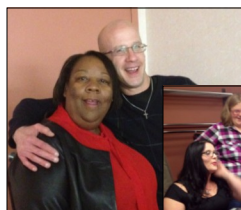
In November, Julianne West started work at a service coordinator at Howard County Service Coordination. She has been busy learning the ropes of that position, and we are glad to have her on our team.

Gina Huss also started the same day, as an Advocate at the day program. We are glad to have Gina on that team. She has jumped right in, learning about the people we support and the program overall.



A special thank you to Tammy Ames, Woody Casteel, and Derek McSparren. They each celebrated five years of employment with EO Recycles this year. Their hard work and commitment is appreciated!

Readers may have noticed a beachy trend throughout 2014. We had a Staff Appreciation Volleyball Tournament and Picnic. We celebrated our birthday with a Beach Party. The CTC had a beach-themed Summer Film Festival. It only made sense to end the year with our employee holiday party as "Christmas in Paradise". Here are some pictures from the evening.



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Endless Options, Inc.

Put on your running (or walking)

shoes for the

3rd Annual EO

Ability 5K Walk, Run & Roll



*In celebration of Disabilities Awareness
Month,*

*Endless Options will be sponsoring a
5K fundraiser.*

*Get your family and friends
together and plan to join us!!*

*Look for more information to
come on our Facebook page.*

March
28, 2015

WE NEED YOUR HELP!

We are looking for a volunteer crew to work once a month for a few hours on Saturday afternoons at The Attic. If you are interested, please call Deb or Leremie, or email at info@endlessoptions.org. We will be sorting donations; the amount is more than we can keep up with at the current time.

HELP
WANTED

EO Anniversaries

Debra Miller ~ 17 years

Shannon Kirby ~ 16 years

Cynthia McBride ~ 12 years

Shaun Blauvelt ~ 3 years

Teresa Mallinckrodt ~ 3 years

Andrew Mallick ~ 2 years

Sabrina Peters ~ 2 years

Billy McKenzie ~ 2 years

Thank you for your years of service!