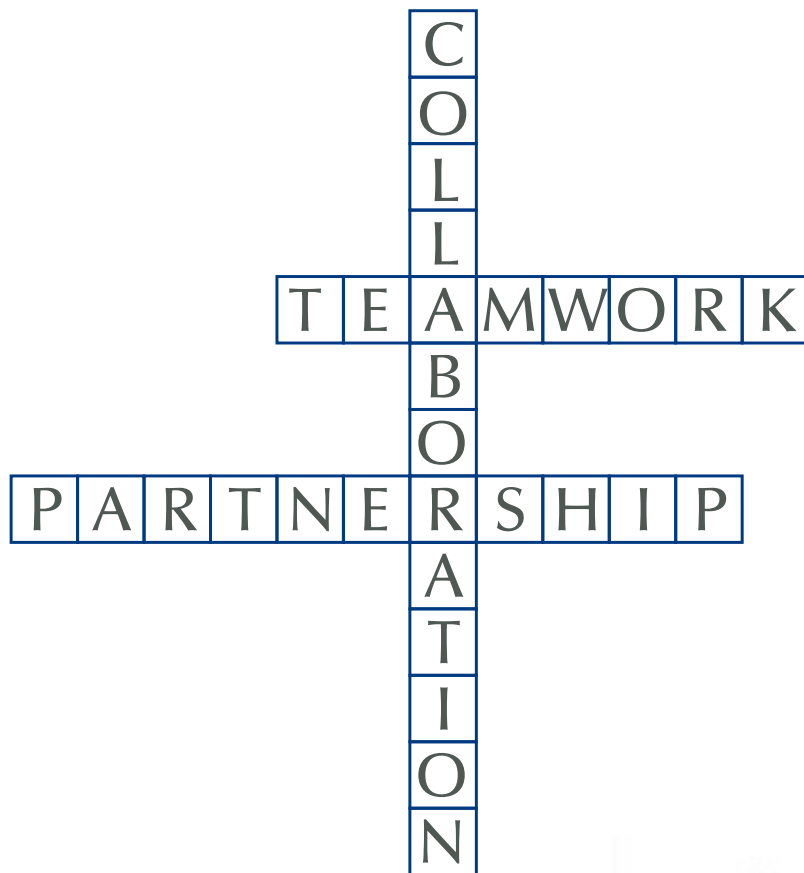


WORKING TOGETHER

Creative COMMUNITY
SERVICES, INC.

because we care



2003 Annual Report

Mission Statement

CCS improves the quality of life for children, adults and families who are facing special challenges, through community-based support and services.

Letter from the Executive Director

For over 20 years, Creative Community Services (CCS) has been dedicated to providing therapeutic foster care for children and home-based support services for children and adults with developmental disabilities. Our mission is to go beyond the basics – we provide comprehensive services to the individuals we serve in order to encourage them to lead independent lives. Our goal is to help them become active and engaged citizens capable of contributing to our overall society.

This year CCS has focused on the many action items and goals in our strategic plan. We have implemented committees comprised of Board members and key staff members. A major focus has been on collaborating with other agencies, public and private, to improve the quality of the lives of the children, adults and families that CCS serves.

Over the past year, CCS has continued to serve over 600 children, adults and families. In order to meet the increased need, the agency has implemented a crisis respite program to reduce the need for children to be hospitalized or placed in a more restrictive placement. Staff at CCS continue their advocacy efforts to create an atmosphere of putting the individuals we serve first. We have focused on educating our legislators, senators and the public about the needs of all children and adults in Georgia.

Future efforts will be focused on creating more resources by collaborating and partnering with our community partners. CCS thanks you all for your partnership and continued support.



Sally Buchanan
Executive Director

Letter from the Board President

In 2003 Creative Community Services continued to grow, improve and help hundreds of people in our local community. Under difficult environmental conditions and uncertainty about the future of funding, the team at CCS pulled together and made this year a year to remember.

We saw an unbelievable commitment from Sally Buchanan and her staff focusing on the present and positively shaping the future of our ability to serve our consumers. The dedication and compassion from our foster parents is unmatched and it is such an honor to be associated with people willing to make such a sacrifice to take care of those in need. We continue to attract the best foster parents available and the comprehensive training for them truly sets them up for success.

The adult consumers had a great year of activities and participation in the community. They also launched a phenomenal newsletter, which keeps our extended family informed about their activities, interests and accomplishments. The board of directors was more involved than ever in the strategy and community outreach needed to guide our organization.

CCS continues to maintain a leadership position and strong reputation in all the services we offer. The organization is fiscally strong and is quickly moving toward a more diversified stream of revenue with well structured fund raising efforts and community outreach. With the charitable contributions we receive, we aim to improve the quality of our services and options to help our consumers reach their potential. CCS also has a goal of maintaining fiscal security, by having three months of operating income saved to insure we are prepared for any fluctuations to our current funding sources.

Congratulations to all the wonderful staff, families, consumers and supporters for another landmark year at Creative Community Services.

A handwritten signature in black ink, appearing to read "Ryan J. Turner". The signature is fluid and cursive, with a long horizontal line extending from the end.

Ryan J. Turner
Executive Board President

About Us

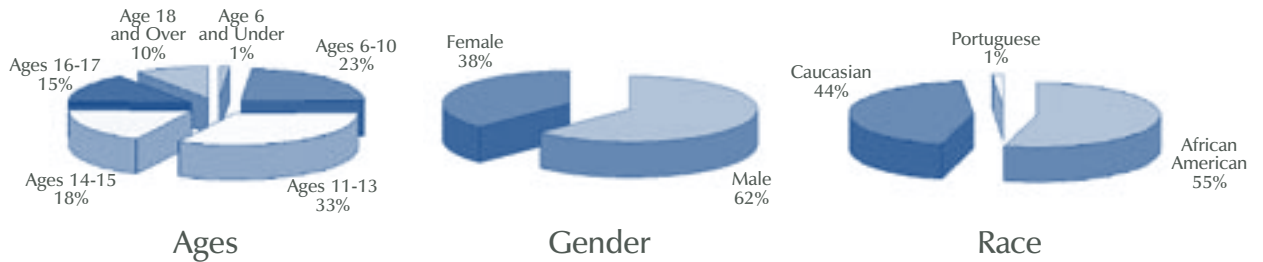
Creative Community Services Inc. provides therapeutic foster care for kids and home-based support services for children and adults with developmental disabilities . CCS gives both kids and adults hope by encouraging independent living resulting in involved, engaged citizens and community members. Our high-quality services include: Community Placements, In-Home Support, Therapeutic Foster Care, Wrap Around and Case Management. In addition, Respite Services are provided to include In-Home Respite, Adventure Respite and Crisis Respite Services.

Accomplishments in 2002-2003

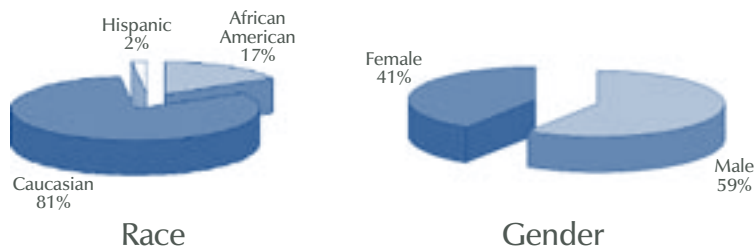
- Earned re-accreditation from the Council on Accreditation (COA).
- Sally Buchanan was elected President of Georgia Association of Homes and Services for Children (GAHSC).
- Developed new organizational structure within the DD Program by creating the positions of Clinical Supervisor, Community Resource Coordinator, and Family Consultant Assistant.
- Played a vital role in the successful closing of the Fulton County Children's Shelter by providing Crisis Respite and Therapeutic Foster Care placements.
- Launched a new program, Wrap Around, within the Children's Program to support children living with their birth families.
- Developed new Policy and Procedures for the DD program.
- Developed a Personal Care Assistant training program to better prepare the Community Assistants, Resident Assistants, and Personal Care Home providers to meet the medical needs of DD consumers.
- Sally Buchanan was elected President of the Board of Directors for Multi-Agency Alliance for Children (MAAC).
- Received the Administrator of the Year Award for Sandy Corbin and the Supervisor of the Year Award for Janine Russell at the 2003 Annual GAHSC Conference.
- The DD Social Program was revised to become more individualized and person-centered.
- Developed a new training program for Therapeutic Foster Parents to better prepare them for meeting the needs of our children.
- Launched the CCS website.
- Three consumers advocated for themselves on a local news program.
- The DD program created the Critical Response Team to support consumers and staff during a crisis.
- The DD Director completed the Passing Program and several staff were certified in Social Role Valorization.

Demographics

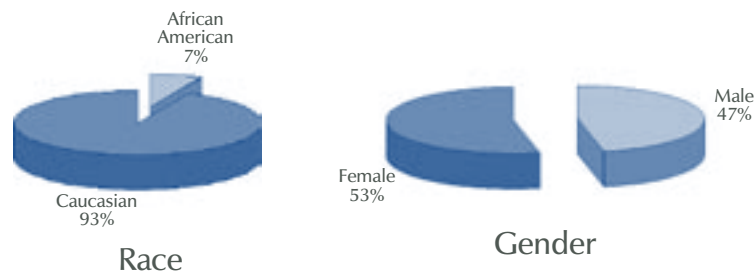
Therapeutic Foster Care



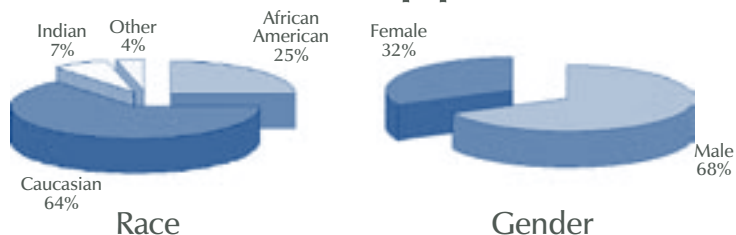
Developmental Disabilities Community Placements



In Home Supports



Natural Support Services



Contributors

Platinum: Over \$5,000

Sally and David Buchanan
Colorado Log & Antler, Inc./Mr. & Mrs. John
Zimmerman

Gold: \$1,000 - \$4,999

The Fifth Group
The Atlanta Group Home
CCS Staff Members
Maverick Materials
Norfolk Southern Employees
St. Andrews Presbyterian Church
St. Andrews Presbyterian Church Pre-school
Ryan & Shelley Turner

Silver: \$500 - \$999

Dr. Paul Browne and Kimberly Sanders

Bronze: \$100 - \$500

Affordable Fire Protection, Inc.
Presbyterian Church of the Resurrection
Stone Mountain Women's Club
Doug & Patsy Cannon
Amy Chance
Ann Clark
Milton & Mary Crosswy
Tom Enser
E. G. & Marianne Lassiter
Sam & Nancy Lamb
Orin & Barbara Mattheis
David & Mary McCowen
Milton & Marianne Pate
John & Wendy Player
Bill & Kathy Rhinehart
Janet Sammons
David Schild/MDU, Inc.
Ken & Sarah Slusher
Karen Smith
Becky & Bob Tate
Maria Walker

Blue Ribbon: Under \$100

Walter Adams
Jerry Adams
Joann Bakay
Tim & Suzie Ball
Walter & Ellen Banks
Jim & Carol Barnhart
David Barnhart
Peggy Benedict
Kathrine Boggs
Nancy Brooks
William Bruce
Mary Callier
Patti Carroll
Robert Carter
Tamara Chancy
Jay & Judy Coyle
Don & Ellen Crochet
Myrtice Curtis-Riley
Lynnell Chafin
Jan Curtin
Melissa Dillard
Amanda Dillard
Jay Donaldson
Joann Edwards
Tom Enser
Michael & Vanessa Erbrick
Jan Felton
Aaron Florence
Mel & Clara Foucht
William Gaines
Thomas & Allison Ganse
Stanley Hale
Jackie Harper
Herman Harris
Michael Harwell
David & Barb Hess
Lynn Hewett
Bruce & Elnor Holcombe
Jon Holland
Howard Hollingshead
Michael Howell
Genevieve Howes
Webb Hughes
Richard Hunter Jr.

Anitra Jackson
Hollie Johnson
Vivian Jones
Gary Jones
Clyde Jones
Melinda Jordan
Robert Joyner
Mark Judd
Marsha Kelley
Janis Kilgore
Eddia Knight
Edgar Kopp
Karen Krusemark
Pam Lawrence
Gary & Lisa Levengood
Stephen & Linda Lipson
Elizabeth Little
Katherine May
Woodrow & Linda McKay
Joseph Miller
Stacia Minton
Donell Osborne
Cynthia Pagano
Shela Seay
Walter Selby
Betty Snead
Divya Srivastava
Steve & Becky Smith
Neil Stanfield
Susan Ann Stewart
Tara Stewart
Vivian Thomas
Michael Tolley
Gary Walker
Matthew Watson
Stephani Wells
Lorrie Wilbanks
Roger With
Tom & Lisa Wolfgang

Volunteers

Cullene Adams
Jerry Adams
Jill Anderson
Ryan Browne
David Buchanan
Amanda Dean
Matt Goldin
Deana Harris
Kiley Harris
Kelsey Harris
David Havlish
Julia Havlish
Doug Reinike
Jeff Rice
Karen Smith
Bob Tate
Board Members
CCS Staff Members

Interns

Kim Fledderman

Board Members

Peggy Allgood
Hassiba Braggs
Jay Donaldson
Jay Fledderman
Melinda Jordan
Katherine May
Susan Ann Stewart
Tara Stewart
Rebecca Tate - Secretary
Ryan Turner - President
Shelley Turner
Gary Walker - Interim Treasurer
Maria Walker

Staff Members

Archer, Terry
Ayers, Lillian
Baylis, Jessica
Buchanan, Sally
Carlson, Ahna
Corbin, Sandy
Crawford, Monica
Dean, Sheila
Dreyer, Denise
Flight, Kathryn
George, Vanessa
Graham, Sean
Greeson, Tina
Hall, Connie
Havlish, Karen
Holmes, Paulita
Jacobs, Tiffany
Jenkins, Chanel
Jones, Jennifer
Lee, Sarah Bess
Lewis, Renee
Limehouse, Shannon
Mathews, Candice
Mathews, Charon
McDonald, Kris
McDuffie, Jawara
Moss, Lois
Newsome, Rachael
Parnell, Nakia
Peters, Edwin
Pollard-Marcy, Lydia
Ricks, Johnny
Rinker, George
Rix, Jack
Robinson, Jack
Rochon, Dana
Rowles, Heather
Russell, Janine
Salter, Lisa
Samples, Matt
Schroeder, Jennifer
Sessions, Betty
Spear, Denise
Tate, M.C.
Thomas, Gail
Thrasher, Cheryl
White, Allen
Williams, Carla
Wright, Pamela

Financial Position

June 30, 2003

Assets

Current Assets

Cash		\$ 42,741
Accounts receivable:		
Contracts	\$ 1,082,744	
Other	<u>8,682</u>	
	1,091,426	
Less allowance for bad debts	<u>(123,500)</u>	967,926
Other receivables		8,595
Current portion of notes receivable		<u>10,065</u>
Total Current Assets		<u>1,029,327</u>

Property and Equipment

Vehicles	182,172	
Equipment	63,188	
Furniture	<u>26,175</u>	
Total Property and Equipment	271,535	
Less accumulated depreciation	<u>(183,967)</u>	
Net Property and Equipment		87,568

Other Assets

Note receivable, less current portion	4,556	
Security deposit	5,250	
Internet web site development, net of amortization	3,871	
Video production, net of amortization	<u>8,082</u>	
Total Other Assets		<u>21,759</u>

Total Assets

\$1,138,654

Liabilities and Net Assets

Current Liabilities

Accounts payable	\$ 63,380
Accrued salaries	<u>39,220</u>
Total Current Liabilities	102,600

Net Assets, unrestricted

1,036,054

Total Liabilities and Net Assets

\$1,138,654

Statement of Activities

June 30, 2003

Unrestricted Support and Revenue	
Contracts:	
State of Georgia:	
Department of Juvenile Justice	\$ 677,202
Department of Human Resources	2,553,111
Department of Medical Assistance	2,696,296
US Social Security Administration	280,634
Contributions	7,817
Client fees and activity revenue	117,193
Sublease, interest and other income	<u>22,742</u>
Total Support and Revenue	<u>6,354,995</u>
Expenses and Losses	
Program service expenses	6,076,352
Supporting service expenses:	
Management and general	197,202
Fundraising	<u>63,659</u>
Total expenses and losses	<u>6,337,421</u>
Loss from bad debt allowance	109,208
Total expenses and losses	6,446,421
Decrease in unrestricted net assets	<u>(91,426)</u>
Unrestricted net assets June 30, 2002	<u>1,127,480</u>
Unrestricted net assets June 30, 2003	\$1,036,054

Contact

Creative COMMUNITY SERVICES, INC.

because we care

Creative Community Services, Inc.
1543 Lilburn-Stone Mountain Road
Stone Mountain, GA 30087
770-469-6226 phone
770-469-6210 fax



