

WAKE ENTERPRISES (WE) ANNUAL REPORT



WE EMBRACE

EMBRACING DIVERSITY: EMPOWERING OUR MISSION

FY 2011-2012

Mission: To assist people with disabilities to achieve their maximum level of independence.

TO THE WE COMMUNITY

To the WE Community

STRATEGIC HIGHLIGHTS

This year has been a time of development, determination, and diversity. Despite the negative and sometimes inequitable consequences that oftentimes plague nonprofits and organizations serving people with disabilities, WE has prevailed and learned from the difficulties and trials placed upon us, including decreases in funding and mergers of local management entities. To turn the adversity into a positive, WE decided to look to another word ending with the same seven letters – diversity.

Diversity is the seeking and achieving of a broad representation of experiences, perspectives, opinions and cultures. Inclusiveness is an essential source of vitality and strength for the effective pursuit of an organization’s mission, including Wake Enterprises.’

FINANCIAL HIGHLIGHTS

Despite the fact that the economy is still in recovery mode, we had our most successful Gala to date, raising more than \$30,000 at this event. We thank our sponsors and all those who participated in the event. We have also received new grant funding to the agency and created an endowment.

OPERATING HIGHLIGHTS

Wake Enterprises’ Board of Directors adopted a Cultural Competence Plan to serve as a planning document to assist WE in assuring the organization is culturally competent and providing the highest quality of services. Please read more about our other exciting initiatives in the following pages. Expanding our network of friends, becoming more inclusive, and diversifying our operations have been themes throughout the year and we have been successful in achieving these objectives.

LOOKING AHEAD

This year, WE embraced diversity by expanding our funding, programming, and operational outlook, which empowers our mission and ultimately, the people we serve. As our WE logo portrays a person moving forward, we will continue to do the same. We will not be complacent with our accomplishments; we will continue to produce results to ensure the people we serve will continue to achieve their maximum level of independence.

Thank you for your support in helping us achieve our mission.

Sincerely,

John McClain

President, Board of Directors

2011-2012 INITIATIVES

2011-2012 Initiatives

CULTURAL DIVERSITY DAY

WE held its first Cultural Diversity Day this year. Its purpose was to improve awareness of different cultures and to engage the people we serve in developing this awareness. We wanted to learn more about the cultures of the different individuals who receive services from Wake Enterprises in an effort to better serve them.

Our objectives were to recognize people of all cultures attending WE, create an awareness amongst the people receiving services that we all come from diverse backgrounds, and encourage creative thinking amongst the Participants and staff as to how to present the information.

Our Qualified Developmental Disabilities Professionals took the lead and planned the general outline for the program. Paraprofessionals worked with Participants to plan their presentations. Outside speakers from different cultures came to WE and presented information relating to their cultures. (Right: Staff person dressed in Native American garb.)



The results were extremely positive. Outside visitors and family members came to watch and film the presentations. Two staff worked with a group of Participants to form the choir that sang songs relating to diversity. One Participant played a drum from his culture in unison with his 1:1 staff person playing a tambourine. Some staff and participants came dressed in clothing that represented their cultural backgrounds. Outside presenters came and brought items, clothing, etc. representing their cultures. All staff and Participants gained an awareness of others talents and backgrounds.

CULTURAL COMPETENCY PLAN

Cultural Competence refers to the process by which individuals and systems respond respectfully and effectively to people of all cultures, languages, classes, races, ethnic backgrounds, disabilities, religions, worth of individuals, families, and communities and protects and preserves the dignity of each.



Operationally defined, cultural competence is the integration and transformation of knowledge about individuals and groups of people into specific standards, policies, practices and attitudes used in appropriate cultural settings to increase the quality of services, thereby producing better outcomes.

Wake Enterprises Board of Directors adopted a Cultural Competency Plan to establish cultural competence standards, values, and policy requirements for Wake Enterprises. Strategies include:

- Enhance diversity through recruitment and selection of staff, volunteers, and Board members.

2011-2012 INITIATIVES

- Reduce employment barriers for people with disabilities.
- Provide more culturally competent services.

COMMUNITY ENGAGEMENT

WE WORK. WE LIVE. WE CREATE. WE GIVE. Life is more than Work, so we do more than work. In continuing with this mantra, this has been a busy year supporting people in engaging the community in which they live, work and play.



WE REMEMBER. WE RECALL. WE SHARE.

WE staff and participants recognized Memorial Day 2012 by providing a lunch club without walls. Every month has a Lunch Club and invites community members to WE to learn about our organization. This project was reversed, as we gave out 100 bag lunches to the homeless in the Moore Square area. They did this in two cycles; May 21, 2012 and one June 18, 2012.

In addition, a display was set up in the program area of WE commemorating the day and food items were collected.

(Encouragement Tree)

1 Can of Hope, 3 Words of Encouragement

Employees and participants of Wake Enterprises decided to give back to the Food Bank last year. They took the time to reflect, be thankful, and give back to our community. They displayed a poster covered in 'leaves.' Everyone had the opportunity to write 3 words of encouragement to those less fortunate. A place was set aside to donate cans of food. It was not necessary to donate anything, but all had the opportunity to write words of encouragement. The leaves, along with donations of non-perishable items, were taken to the Food Bank before Thanksgiving to give physical and emotional support to those in need.

Great Gardeners Day

In May, WE held its First Annual Great Gardeners Competition. Many of our participants enjoy the State Fair. Following the lead of our participant's love of the fair and involving the horticulture program, we hosted our own mini planting bed competition between groups of WE participants. The Competition gave our participants an opportunity to learn valuable horticulture skills; to have more choice over their (Above: Team posing with their garden)

as these chose the plants and flowers; and to draw people to

Wake Enterprises to raise awareness of the services we provide and to showcase our horticulture program.



2011-2012 INITIATIVES

This event was a great day for the community. Our judges were local horticulture professionals and therapy dogs joined us for the Celebration. Our community sponsors included: King Canopy and Chick Fil A of Fuquay-Varina and a host of other contributors: BB&T: Lighthouse Project, Bountiful Back Yards, Campbell Road Nursery, Inc., Classic Electric, Duke University Bioengineering Department, Duke University Mycology Department, Food Lion: 3417 North Main Street-Fuquay-Varina, Food Lion: 1508 Broad Street-Fuquay-Varina, Fuquay-Varina Garden Club, Kroger- Fuquay-Varina, Larriland Farm-Emily and Guy Moore, North Carolina Botanical Gardens/Chris Liloia and Nancy Easterling, NCSU Forestry Club, Southern Landscape Professionals, The Garden Hut, Whole Foods-Cary, Wood Fruit, and our wonderful volunteers: Mary, Ted, Mary, Becky and Tom, Rosalie, K-9 Companions, Micaela, and Ariana.



(Team Purplicious takes the trophy!)

Diversified Funding

Even though most people with disabilities live in the community, they are often not engaged in community activities and make few choices about their life, such as choosing how they spend their day. To significantly enhance the quality of life of our participants, we diversified our funding to increase opportunities for the people we serve, so they will be able to engage in activities and have options as to how they would like to spend their day.



We were awarded a City of Raleigh Arts Commission grant. “WE Create” will offer two residencies over the course of a year. Teaching artists, trained to work with people with disabilities, will work hands-on with participants. The artists will demonstrate numerous adaptive materials and alternative solutions which enables all participants to benefit from the arts experience. (Participant enjoying a therapy dog at WE.)

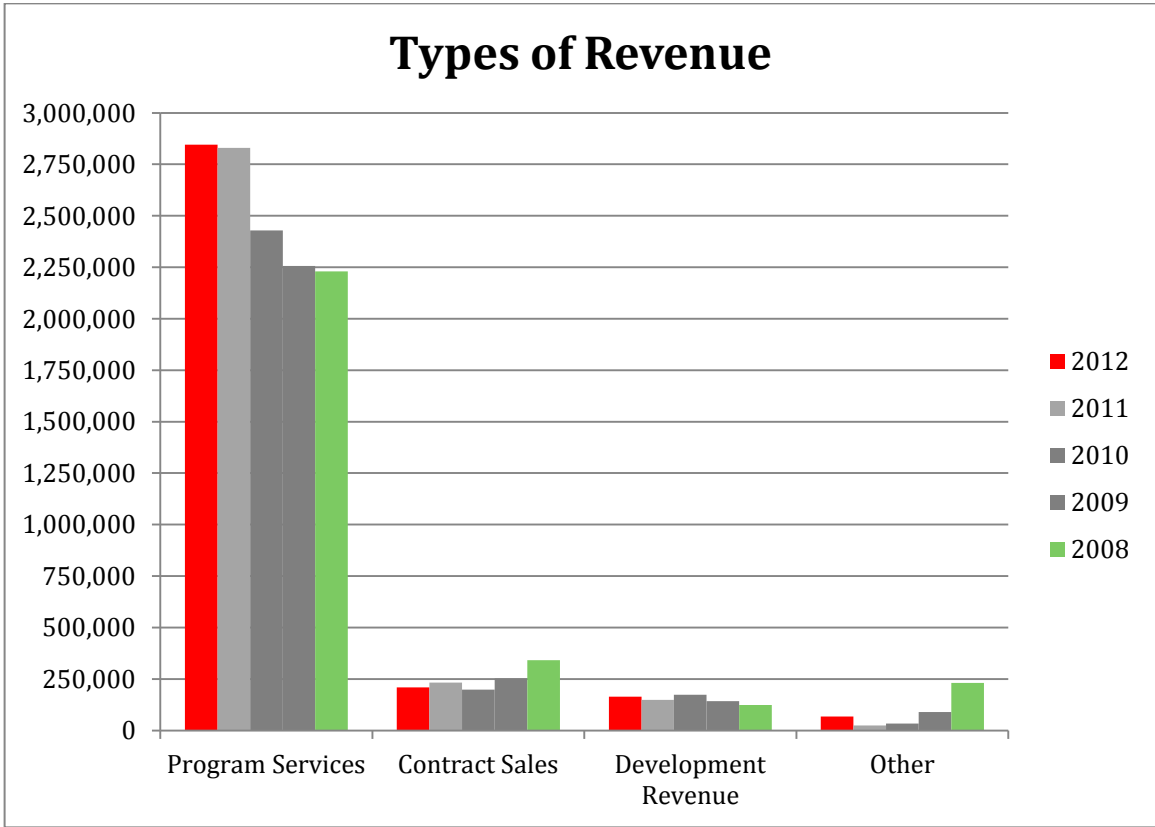
We also received a grant from the NC Tennis Foundation. A tennis instructor will come to our facility each week and teach basic tennis skills. In the spring, the instruction will be moved to the tennis courts. Furthermore, we were awarded transportation grants from the North Carolina Department of Transportation. The grants will allow us provide transportation services that meet the needs of our participants for who mass transportation services are insufficient. We look forward to seeing these new programs produce great results.

We created our first Endowment through the NC Community Foundation. We want to use this as a tool to invest in Wake Enterprises’ future. To donate, send in a check to the NC Community Foundation with “Wake Enterprises Endowment” on the memo line, or go to www.nccommunityfoundation.org and follow the instructions for making a donation, putting “Wake Enterprises” in the Special Instructions box.

REVENUE

Revenue

Since 2008, Program Services has grown by 28%. With the increase in program services, WE diversified our programs to include more programmatic services for participants.



For a copy of our 990, go to www.guidestar.com or to request a copy of our audit, call 919.714.6100.

2011 – 2012 SPONSORS

2011 – 2012 Sponsors

2011 Golf Tournament Sponsors

Title Sponsor

LEA

Platinum Sponsors

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Sports Clips

Wyatt & Judy Buckingham

Andy & Jenn Chase

Aaron & Jane White

Wake Enterprises

Wake Enterprises, Inc. is a private, nonprofit organization committed to the vocational and social development of people with developmental disabilities. WE offers vocational and community-based services, supported employment, subcontracting services for local businesses, and volunteer opportunities.

Mission Statement: To assist people with disabilities to achieve their maximum level of independence.

Statement of Values: Individual Contribution to the Community, Options, and Opportunities

Vision Statement: To assist our customers to achieve a higher level of success.

LOCATIONS

Miller Building: 3548 Bush Street Raleigh, NC 27609

Southern Wake Location: 3333 Air Park Road Fuquay-Varina, NC 27526
919.714.6100 www.wake-enterprises.org

WE ACHIEVE OUR MISSION THROUGH A VARIETY OF SERVICES

ENABLE (Employment Network for Adults Challenged by Birth and Life Events): The umbrella term used to describe the components ADVP and Supported Employment.

ADVP (Adult Developmental Vocational Program): Focuses on teaching work skills and appropriate interaction in the workplace. Social and independent living skills are a secondary focus. Participants earn a paycheck while simultaneously learning necessary skills to be employed.

Supported Employment: Participants work with an Employment Specialist to attain and maintain jobs and work for pay in an integrated setting. We provide support and training; the people we serve provide the hard work and dependability.

ICF (Intermediate Care Facility) Day Services: This funding source is similar to ADVP; however, staff/participant ratios are smaller due to the intensity of participant needs.

Modules: Training Modules are set up to provide a variety of options that create a stimulating environment for people served and is driven by the individual's person-centered plan.

Compensatory Education: Through a partnership with Wake Technical Community College, participants receive daily classes.

CAP (Community Alternatives Program): This Medicaid waiver provides one-to-one or small group services to people with more intensive needs.

Job Enclaves: These mobile crews take the people we serve out of Wake Enterprises facilities and into the work place.

LEADERSHIP

Leadership

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Andy Chase (leave of absence)

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Frank Mellage

Hope Moore

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Rodney Gaddy, Progress Energy

Wayne Gentry, SunTrust Bank

Jerry Jones, Jones Insurance Agency

Valerie Jurik, Sunstone Medical (leave of absence)

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Victor Vines, Vines Architecture

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Ed Wills, McDonalds

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Kathy Hutchinson, Program Services Director

Susan Lemmons, Finance Director

Oshana Watkins, Development Director

Bill White, Special Projects Director