



WE INNOVATE

CHOOSING INNOVATION OVER STAGNATION

FY 2012-2013

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

TO THE WE COMMUNITY

To the WE Community

“Innovation is fostered by information gathered from new connections; from insights gained by journeys into other disciplines or places; from active, collegial networks and fluid, open boundaries. Innovation arises from ongoing circles of exchange, where information is not just accumulated or stored, but created.” -- Margaret J. Wheatley

This year, we have chosen innovation over stagnation, both out of necessity and to improve the lives of the people we serve. With changes in funding and the economy driving businesses to abandon outsourcing, WE has had to be innovative. Please read about our innovative initiatives in this report.

FINANCIAL HIGHLIGHTS

We received our first donation from the Duke Energy Foundation. They donated \$25,000 to our WE WORK Workforce Development Program. This program serves our participants to ensure individuals with severe disabilities will achieve their identified vocational & life skills goals. Wake Enterprises strongly values collaboration and community ties and is excited about this new partnership.

OPERATING HIGHLIGHTS

Changes in state funding caused us to submit four different applications to four different managed care organizations. We were approved for all. To continue our commitment to external capacity building, we used our networks to identify avenues for participant employment. Twelve people had the opportunity to work for a large pharmaceutical company in RTP. In addition, we had to think of ways to serve our participants differently than we have in the past. With funding from the City of Raleigh Arts Commission, we were able to implement WE CREATE: An Arts Opportunity. WE CREATE won the Innovation Program Award given by the North Carolina Association of Rehabilitation Facilities. This award is given to a program that has found a way to better serve participants by using “out of the box” methods to be more creative in meeting their needs.

LOOKING AHEAD

In the same notion that the only thing constant is change, innovation is anything but business as usual. Moving forward, we will not be the *usual* Wake Enterprises. We may look different this time next year; we are constantly researching new business ventures and ways to advance programming for our participants and sustain WE as an organization. Thank you for your support in helping us achieve our mission.

Sincerely,

John McClain

President, Board of Directors

2012-2013 INITIATIVES

2012-2013 Initiatives

RESPONSIVENESS TO OUR PARTICIPANTS

WE CREATE: An Arts Opportunity

Many of the Participants who attend Wake Enterprises have limited access to cultural and recreational opportunities. Many live in group homes and do not have transportation readily available to access community events. In an effort to expand their awareness and create an interesting day for them, we determined it was necessary to bring opportunities to them. Our goal was to improve cultural awareness through the arts and tennis.

Our objectives included: 1) Create individualized diversified programming 2) Train the trainer concept for our staff for long term sustainability 3) Encourage creative expression amongst the participants through the arts and improve stamina, health and leisure skills through tennis 4) Recognize the accomplishments of the



Stanley and his artwork

people we serve 5) Create community awareness of the services provided by Wake Enterprises.

We wrote grants to the City of Raleigh Arts Commission and NC Tennis Foundation. Monies from our Gala were used to supplement grant funding where necessary. We also partnered with Arts Access



Left: Participants and their instructor at the Showcase

to identify and hire the artist instructors. A partnership was formed with NC Adaptive Tennis Association to secure adaptive tennis equipment and an instructor. To see who was interested in the class,

we surveyed participants and were able to have 3 art classes. Two classes were in visual art and one in theatre. In addition, we had 6 small workshops with a music therapy instructor. After each residency, we had an artistic showcase that allowed the individuals to display what they learned. Tennis classes were conducted for 2 different six week sessions and had 9 Participants.

The results were extremely positive. Community visitors and family members came to the art show and met the artists. The artwork created by the artists was very interesting and so was the drama presentation. The Participants were anxious to get to work and attend the art class that attention spans improved during the class. Some of the artists (who did not typically speak) verbalized their knowledge of colors. The

2012-2013 INITIATIVES

participants in the tennis instruction improved their eye/hand coordination, stamina, attention span and skills in tennis. From the beginning to the end of the art and tennis classes, there was significant improvement in skills.

WE COLLABORATE



Participants given a hands-on lecture from instructor from the NC Art Museum

In partnership with Raleigh cultural organizations and Wake Enterprises, Arts Access presented a series of performances and arts events for our participants. These performances were designed to entertain, educate and cultivate sustainable connections between both the audience and the artists. Arts Access presented art showcases to our participants of different mediums, including a bluegrass concert, an interactive arts

lecture from an employee of the Museum of the Arts, a youth jazz concert and an adult puppet show.



Participants and Staff engage in Puppet Show

WE LISTEN

Our participants told us that they wanted us to provide more opportunities to volunteer and become active in their communities, so WE decided to team up with Kiwanis to start an Aktion Club. The Kiwanis Aktion Clubs are comprised of individuals with disabilities engaging with their community to volunteer and give back.

Our goals were to give the people we serve a structured way to give back to community. We also wanted to make the community more aware of WE and collaborate with Kiwanis to engage more people with Wake Enterprises. Our Executive Director met with Kiwanis representatives to discuss the possibility of WE sponsoring a Club. The Kiwanis had to vote whether to allow WE to start a Club or merge WE club with an existing club, and they voted to merge the two clubs to accommodate all members. The Club currently has 8



First Aktion Club meeting

additional members. WE members and are still recruiting two volunteer projects participants and families are interested, we will start a club at our Fuquay-Varina location.

paid the dues for the 8 members and are currently in the works. If

2012-2013 INITIATIVES

BUILDING EXTERNAL CAPACITY

We were able to strengthen our relationship with The Produce Box, a company that “brings the farm to your table and connects you to North Carolina's agricultural system by way of a box. Every box you order provides support for NC farmers, sends food to organizations like Inter-Faith Food Shuttle and directly helps



Produce Boxes that Participants built

feed needy families through Backpack Buddies and Veggie Van.” Not only does The Produce Box do all the wonderful things listed above, they give meaningful work to the people we serve. Last year, they were able to hire a couple of our participants during the height of their busy season. This year, they were able to assist more than 250 people with disabilities with employment. The people of WE were able to build 22,000 produce boxes this year.

In addition, Campbell Road Nursery located in Raleigh has been a strong partner with Wake Enterprises. Not only have they donated to WE's Special Events, they have allowed the people we serve to sell at their location. In the Fall, some of people participating in the WE GROW Horticulture Program had the opportunity to take the flowers they had grown and sell them at a designated location in the nursery. The participants enjoyed this immensely. One of our participants was such a good salesperson that she was able to convince the owner of the Nursery to purchase one of the plants!

WE GROW Stand at Campbell Road Nursery



INCREASE COMMUNITY LIFE

WE LIVE

Wake Enterprises partnered with NC State University in the fall of 2012 to arrange an internship for WE participants. WE participants joined the lab portion of the NC State Nursery Management and Production Class taught at the JC Raulston Arboretum in Raleigh. Wake Enterprises participants worked alongside university students to learn the basics of working in a plant nursery. This opportunity gave WE participants

2012-2013 INITIATIVES



Donnie prepping logs to grow mushrooms

a wonderful sense of accomplishment. In March, WE reconnected with NC State and for a 2nd semester. While the university was on summer break, WE participants were invited back to help with special projects transplanting, fertilizing and caring for perennial garden plants. Donnie has participated for 2 semesters and reports, "I feel like I'm going to college. My parents are proud of me. I'm glad to get outside more. I love getting my hands dirty."

WE PROMOTE

Wake Enterprises worked with the Raleigh Women's Club to promote the art work of the people we serve. People who participated in the WE CREATE Arts Program had the opportunity to enter into the Raleigh Women's Club Art Competition. We had two people enter and they won 1st and 2nd place respectively. They received certificates and cash prizes.



Norman, along with his parents, receiving his 1st place award and prize.

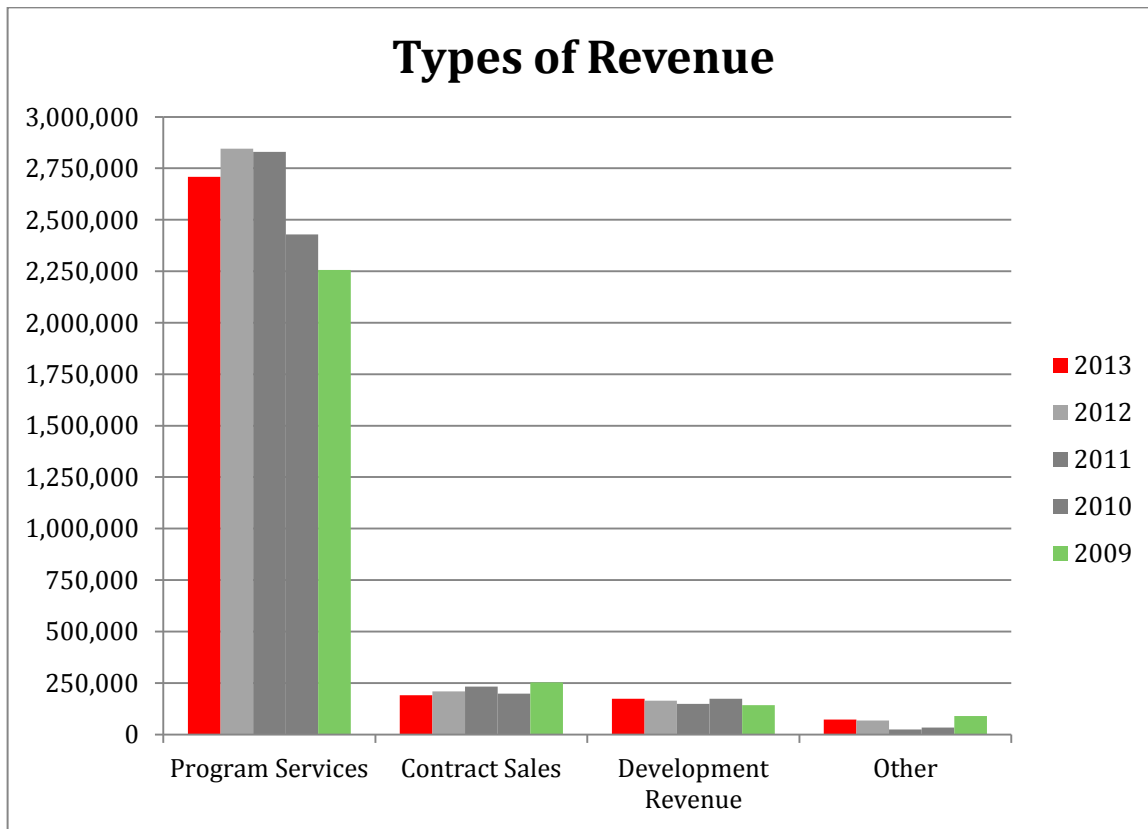
STRENGTHEN DATABASE MANAGEMENT SYSTEMS

Our Facility Maintenance repairs were previously noted and tracked by the Production Director. All requested repairs would be entered into an EXCEL tracking sheet and assigned to the Facility Maintenance Technician to make the repair. This process was labor intensive and was not able to provide tracking data needed. We purchased a software product called Facility Dude. Now tracking is automated by the online capabilities of the FACILITY DUDE System. This system enhancement has allowed us the ability to track facility repairs by building and repair type. It also works very well with tracking preventive maintenance requirements. Ultimately, we want to ensure that our buildings are safe for the people we serve, our staff, and visitors. This upgrade ensures we are effective and efficient at preventing and completing repairs.

REVENUE

Revenue

Because of the changes in state funding and merger of the managed care organizations, we saw a decrease in program services revenue. Innovation is key in ensuring we find ways to sustain our organization.



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

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2012 – 2013 Sponsors

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2012-2013 Grants

City of Raleigh (Community Services & Arts Commission)

Duke Energy Foundation

Holy Trinity Evangelical Lutheran

United Way of the Greater Triangle

Daly Charitable Trust

North Carolina Department of Transportation

Knights of Columbus

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.

Innovations: 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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