



# WAKE ENTERPRISES, INC ANNUAL REPORT

## FY 2014-2015

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

# To the WE Community

IMPACT - a forceful consequence; a strong effect; a phenomenon that follows and is caused by some previous phenomenon.

Making a difference in the lives of other is what we strive to do. The IMPACT that was felt this year not only changed the lives of people with intellectual and developmental disabilities but changed the lives of our ever-growing and ever-changing community.

## FINANCIAL HIGHLIGHTS

It is bittersweet to announce we have sold our Timber Drive location. Formally named the “Miller Building,” after former Executive Director Debbie Miller, we are pleased we were able to sell the building to a local church. Hopefully the building will now enhance the positive impact of the church on its church and neighborhood community. Although the sale of the former Miller Building occurred this year, the Board had previously dedicated our Bush Street location as the “new” Miller Building in 2010. We are also proud to announce we had an increase of more than \$17,000 in Vocational Rehabilitation funding. This resulted from the placing of more people in community employment, which you will read about below.

## OPERATING HIGHLIGHTS

Our IMPACT speaks to **I**mproving lives, **M**obility, **P**articipants, **A**rt, **C**onnections, and **T**ogether. We have improved lives by being person-centered and increasing the number of people obtaining jobs in communities in which they live. We have insured the mobility of our community by increasing transportation support and providing over 1,000 trips to the people we serve. The Participants we serve on a daily basis also give back to their communities just as much we give to them. Our WE Create Art Program has increased the number of artists and art experiences to which our participants have access. Our connections have grown. We have seen new donors and, by partnering with the nOg Run Club, over 1,000 local runners have been informed about what WE does in this community. Together we can do the most good and we appreciate and honor those who have given to Wake Enterprises and the disability community.

## LOOKING AHEAD

We are looking forward to the successful growth of our coffee “care cup” production business. By partnering with an existing coffee company, we're showing how a strong partnership with others in the surrounding community can work to enhance the lives of the people we serve and also assist another company to flourish and become successful in its business. In this way our IMPACT and reach will continue to grow.

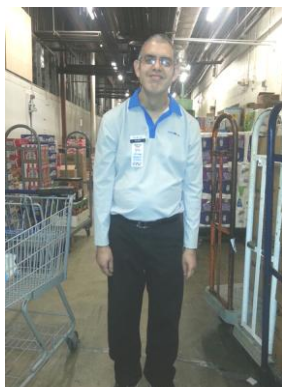
Sincerely,

*John McClain*

President, Board of Directors

# 2014-2015 I.M.P.A.C.T.

## I = IMPROVING LIVES



Nelson at work

Over this past year, our Employment Specialist, Mary Yarborough, has worked diligently to assist in finding and maintaining community employment for people with disabilities. These include participants whom we serve in our facilities and those who never set foot into our buildings. She has had great success with our supported employment program and has built relationships with employers, vocational rehabilitation counselors and the community at large. Over this past year, she has placed and/or provided follow-along services for seventeen participants. In addition to those seventeen participants, she is assisting an additional three people with finding community employment. All of our services are designed to improve the lives of people with intellectual and developmental disabilities. We impact by allowing participants to mature and develop skills throughout their adulthood.

Supported employment criterion is based on a participant's personal goals. Some of the considerations are the individual's desire to have a job in the community, work skills, personal interactions, ability to adapt to changes, transportation and attendance. The schedule of days and hours varies according to the participant. Our Employment Specialist will continue to assist both the participant and the employer indefinitely. If a job is not successful, our participants have the option to return to our facility-based services until another job can be secured.



McDonald's employee  
Terry



Mary, Employment  
Specialist

**Mary has not only improved the lives of people in our supported employment program. Her desire to improve lives has a long reach.** In addition to providing job coaching and long term follow-along, Mary teaches our self determination classes and oversees our Aktion Club. The Kiwanis Aktion Clubs are comprised of individuals with disabilities who engage with their community to volunteer and give back. Although the club is run by people with disabilities, Mary has helped ensure that they have completed community service projects. They also had a fun party last year to celebrate everyone's accomplishments.

According to her supervisor, "She is always willing to help if her schedule allows it. If we need her to work with one of our one-on-ones who are employed off site and whose regular staff cannot be with them, she is always willing to do so. She has

been instrumental in keeping one of our participants calm and/or calming him down when he is upset. She has a calming spirit and is a person that staff feels that they can talk to. She seems to genuinely care about our participants.”

She cares not only for the people she is working with, but she goes above and beyond to meet the needs of any participant in the building. Her person-centered approach has helped individuals gain community employment, no matter their enrollment in VR. She helped multiple people gain outside employment without the assistance of VR. Mary consistently improves the lives of those WE serve and ensures they are afforded the same opportunities as you and I.



Carol hard at work!

### **M = MOBILITY**

**Our desire to make an impact in the lives of people with disabilities goes further than when they are just at our facilities. If possible, we want to help as needed to get them to Wake Enterprises.** Mobility represents our “M” on the way to impact. We applied for Department of Transportation funding to provide transportation services to meet the special needs of elderly persons and persons with disabilities for whom mass transportation services are insufficient. This project will be used for a dual purpose: to transport people with disabilities to their community worksite and to serve as a link for individuals with disabilities to public transportation. Both of these purposes serve to increase the independence of persons served and allows them to be further included in their community. Our goals included transporting people we serve from Wake Enterprises’ Raleigh location to work, transporting persons with disabilities to the nearest bus stop location, establishing a van route to take people to their community worksite and additionally to transport three persons with disabilities from their homes to our Fuquay-Varina location and back home. We also transported participants to job tours, volunteer activities, horticulture activities, and other community inclusion opportunities.

This grant has benefited 30 persons with developmental disabilities over this past year. Three individuals benefited by having safe reliable transportation to and from the facility each day in order to access needed services. Eight individuals benefited by having the opportunity to volunteer in the community. Three individuals were transported to their community worksite. Ten of these individuals were able to access the community to explore different types of employment opportunities. Six people were able to attend the Fuquay-Varina site.

We intend to utilize this grant to continue to offer opportunities for our individuals to access needed services, to explore possible employment opportunities available in the community. Our participants are increasing their independence and some are choosing not to utilize the shuttle service we are offering to the nearest bus station, but they are benefiting greatly from the greater level of community access that they now have.

**P = PARTICIPANTS**

We have served 255 people with intellectual and developmental disabilities throughout this past year. Although this annual report highlights the impact we had on our participants, we would be remiss not to mention the impact our participants had on Wake Enterprises. They make us look really good.

In 2014, Sean received a pin of acknowledgement for his 18 years of employment at Denny's Restaurant. He is one of the longest working employees at the Raleigh location. He was publicly acknowledged by the owner of Denny's and was congratulated by his coworkers.



Sean in his Denny's uniform



Billy winning in softball

Billy participated in Special Olympics basketball and softball in 2015 and won medals in both. He enjoys sports SO very much.

Avis received his seven year pin for his years of service at Food Lion.

**A = ART**

Over the past year, we have had the opportunity to have a visual art residency, music residency, dance residency and a host of outside activities including taking participants to Theater in the Park and hosting the Triangle Youth Philharmonic site. The arts grant has provided training, allowing our staff to positively impact their job skills and the lives of our participants. WE had several guest speakers this year who shared exciting activity opportunities in the Wake County Catchment area. Additionally, we were honored to receive tickets to the Carolina Nutcracker which allowed six participants from a group home that we serve at our Raleigh site and two other participants along with staff to attend the show this year. The grant from the City of Raleigh Arts Commission was instrumental in making it possible to continue the ongoing process of ensuring that Wake Enterprises remains the leading day service program for adults with disabilities. The art instructors communicated valuable information that allowed all parties to see how they fit into the big picture, thus expanding their horizons. The residencies have been providing training to



Participants in drumming class

our staff as well as our participants. This investment in our staff has expanded their job skills as it relates to interacting with the lives of our participants. The train-to-trainer model has been a resource to the staff, allowing them to continue teaching participants about art even after the residency ends. The WE CREATE Arts Program has assisted with educating staff and participants about positive communication, cultures, and the importance of collaborating with other organizations. This simple underused tool, communication via the arts, is one of the keys to our success.



**C = CONNECTIONS**

Our impact and reach to this community could not be as strong without our supporters and our connections in our community. Our newest supporters are Wells Fargo and US Bank and we truly thank them for their support and their donations. In addition, we had a \$40,000 donation from an anonymous donor. This donation helped ensure a successful financial year for Wake Enterprises.

**Blue Ribbon Luncheon Participants**

Fundraising is important to WE, however friend-raising is as equally important. This year we were fortunate to have the Greater Raleigh Chamber of Commerce Leadership Team work with us in creating a strategy for recruitment of new board members. Our Leadership Raleigh team hosted a luncheon called the Blue Ribbon Commission Luncheon. The catered lunch included an update on Wake Enterprises’ critical priorities for the upcoming year and we asked to our invitees to nominate two potential candidates that would be a good fit for board participation. Over twenty people attended the luncheon, and we are still cultivating and pursuing the nominees that were generated through this event. Thank you so much to the Raleigh Chamber and the members of the Leadership Raleigh team.

**T = TOGETHER**

Together WE achieve more! As the saying goes, “it takes a village to raise a child”. In our case it takes the efforts of people who go above and beyond to help Wake Enterprises make an impact in the lives of people with disabilities. This year we are happy to announce that two of our nominees for NCARF (North Carolina Association of Rehabilitation Facilities) won awards. The winners were Tammy Cameron, an employee of WE and Dr. Norman and Betty Camp, parents of a participant and WE Board Members.

Tammy won the Behind the Scenes Award. Tammy has been with WE for ten years. During that time, her duties and responsibilities have continued to grow and change as the organization does. She has been very flexible and loyal to Wake Enterprises. Her title is Administrative Assistant, but she does so much more than assist. She is usually the first person all visitors see when they enter the



**Tammy, WE Administrative Assistant**

Miller Building. She treats everyone she contacts, whether on the phone or in person, with the utmost respect and courtesy. Tammy’s cheerful manner and desire to make sure all people are treated respectfully is a huge asset for WE. As WE continues to grow and change, Tammy’s willingness to accept new responsibility and her attention to detail will be very important. More importantly, she does whatever it takes to “get the job done”.



**Betty Camp,  
Board Member**

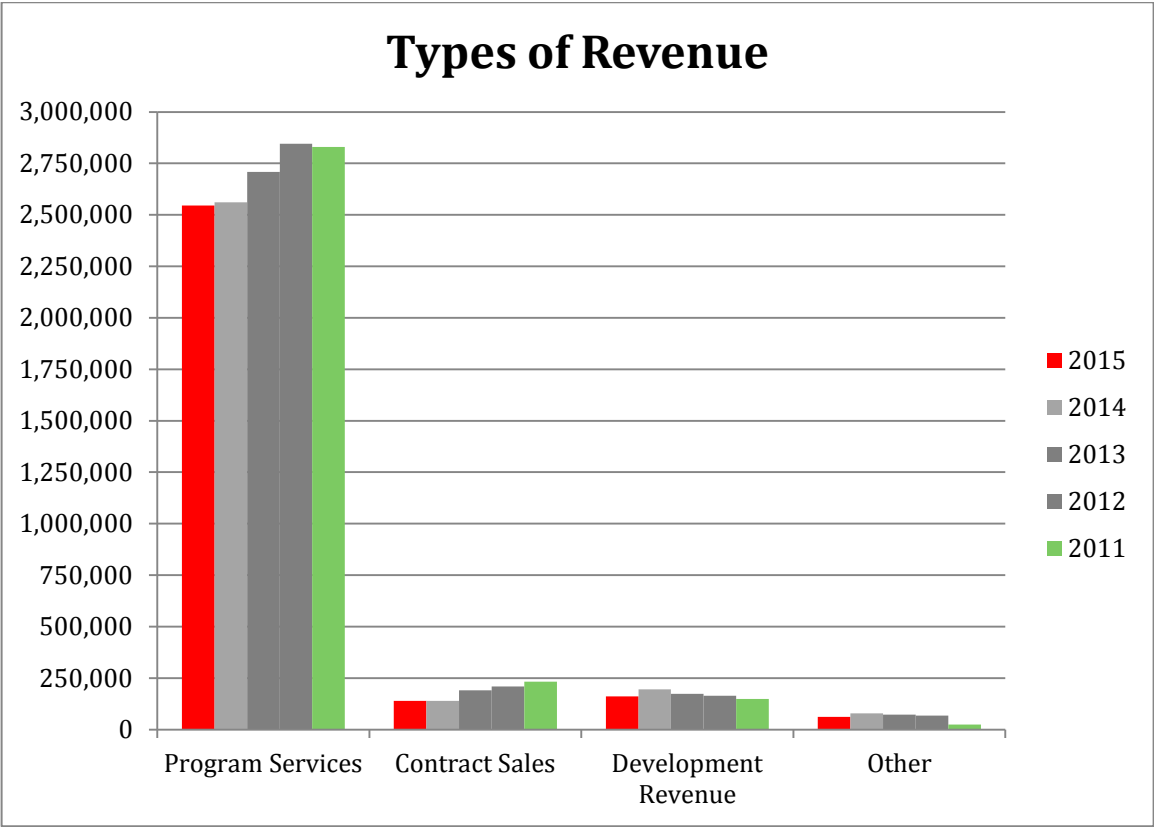
Dr. Norman and Mrs. Betty Camp won the Advocacy Award. Norman and Betty Camp have been on the board of Wake Enterprises for over 15 years. Their son, Norman IV, attends Wake Enterprises. Dr. and Mrs. Camp have been instrumental and impactful within their community. They are both former educators and are now dedicated to ensuring their community is the best it can be. Wake Enterprises’ mission is to assist adults with developmental disabilities to achieve their maximum level of independence. Betty Camp is one of the original parent advocates for persons with autism in the state. Once their child began vocational training at Wake Enterprises, Dr. and Mrs. Camp became resources for staff and board members and continue daily to assist WE in achieving its goals.

Dr. and Mrs. Camp have dedicated their lives to being public servants. The Camps’ experiences in education and volunteerism span more than five decades. They have served their community through education, government, and through community service. They are dedicated to making this community a great place for all people, including people with disabilities. Instead of just focusing on their needs and what the community can give to their family, the Camp’s are giving this community their time, talents, and resources and WE truly appreciates their efforts.



**Dr. Norman Camp,  
Board Member**

# Revenue



For a copy of our 990, go to [www.guidestar.com](http://www.guidestar.com) or our website. To request a copy of our audit, call 919.714.6100.



## 2014 – 2015 Sponsors

### 2014 AND 2015 Golf Tournament Sponsors

#### **WE ACHIEVE:**

Jones Insurance Agency

#### **WE WORK:**

Burton Signworks

Don & Kathy Hutchinson, Chris & Susan Lemmons, Walter & Kathy Weeks

First Citizens Bank

Maureen Scott

Metcalf Painting and Interiors

Surtronics, Inc

Bob and Susan Daly

Food Express

Layton's Catering and Moore's Storage Building

SpecialtySouth

#### **WE GIVE:**

Acudata

Creech Import Repair

Wayne and Gayla Gentry

Wyatt & Judy Buckingham

Economy Exterminators, Inc.

#### **WE LIVE:**

Hal and Laura Averette

Bill and Susan White

Norman & Betty Camp

### 2014-2015 Grants

City of Raleigh (Community Services & Arts Commission)

Duke Energy Foundation

Holy Trinity Evangelical Lutheran

United Way of the Greater Triangle

Wells Fargo

Daly Charitable Trust

North Carolina Department of Transportation

Knights of Columbus

US Bank

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:** Wake Enterprises recognizes the value of each individual's contribution to his/her community.

**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](http://www.wake-enterprises.org)

## WE ACHIEVE OUR MISSION THROUGH A VARIETY OF SERVICES

**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.

**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

## BOARD OF DIRECTORS

John McClain, President

Lorrie Hargreaves, 2nd Vice President

Tricia Noe, Asst. Secretary

Walter Weeks, Executive Director

Dixie Blackmon

Betty Camp

Susan Daly

Deborah Holt Noel

Mary Nell Ward

Aaron White, 1st Vice President

Wayne Gentry, Secretary

Kim Burchell, Treasurer

Wyatt Buckingham

Norman Camp

Rich Greb

Katie Rogers

## ADMINISTRATIVE TEAM

Henry Casey, Production and Procurement Director

Susan Lemmons, Finance Director

Kathy Hutchinson, Program Services Director

Oshana Watkins, Director of Administration