



*OUR MISSION – Watauga Opportunities, Inc. will enable self-reliance and enhance independence through the provision of vocational, residential, and community opportunities to individuals with barriers to employment and community involvement.*

## 2018 Board of Directors

Roachel Laney,  
*Chair*

Ron Henries,  
*Vice Chair*

Mike Hall,  
*Treasurer*

Eddie Alejandro

David Jackson

Wallace Greer

Larry Turnbow

Carol Deal

Tasha Rountree

Lonnie Jones

Pama Taylor

Michael Maybee,  
*President/CEO*

## Enabling Self-Reliance

Estimated Community Wages Earned Since 1994:

**\$7.07 million**

Estimated Reduction in Government Subsidies:

**\$2.83 million**

Job Placements since 1994:

**1200**

Job Placements YTD:

**65**

## Welcome, Ashe Opportunities!

Forty-three years ago Ashe County ADAP was organized to provide the highest quality social, vocational, educational and wellness supports to promote independence and enhanced community participation for eligible participants. Throughout those years Watauga Opportunities has maintained a strong relationship with Ashe ADAP in order to best jointly serve our community. This year, Ashe ADAP and Watauga Opportunities, Inc. are pleased to share the decision to partner and merge, thereby creating exciting plans and options for the future. Welcome, Ashe Opportunities! We look forward to working with a dedicated team as we continue our mission of creating opportunity, self-reliance, and independence.

## Community Employment Milestones

### 15 Years!

None of us enjoy a stay in the hospital, and we certainly want everything to go smoothly while we are there. Down in the Materials Management Department at Watauga Medical Center, **Matthew Mast** is working hard to make sure that each patient will have exactly what they need during their stay. Matthew was employed there on July 5, 2003, and recently received a “15-year Plaque” and a pin to mark this occasion. He is part of a great team and many of his co-workers have cheered him on in his swimming competitions with Special Olympics.

*Congratulations Matthew!*



### 5 Years!

In 2013, **Julia Whitesides** was hired as dining room assistant at newly established The Rock Sports Bar & Grill. She worked energetically cleaning tables, chairs, condiments to make sure the restaurant was presentable for customers. When the restaurant owners expanded their business, Manager Dave Buchanan asked Julia to go to Elevation 3333. She worked there while waiting for their new restaurant, “Barbecue, Burgers, & Brews” to open, where Julia has now been working since 2016.

### 5 Years!

Little Caesars Pizza is a very popular site if you are in need of a pizza that is ‘hot and ready’. But there is a lot of work going on behind the scenes to get those yummy pizzas prepared. **Stephanie Silver** has worked filling sauce cups, washing pans, folding boxes, buttering pans, and washing windows since 2013. If you are in Little Caesars, look for Stephanie—she is the one who always has a smile on her face!

## Letter from the President...

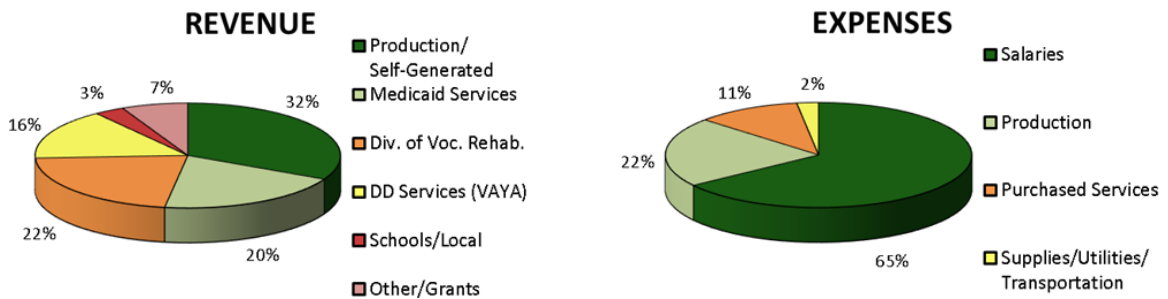


Dear Friends of Watauga Opportunities,

During 2019 Watauga Opportunities, Inc will celebrate its 45<sup>th</sup> Anniversary year. Since 1974 it has been WOI's Mission to **enable self-reliance and enhance independence** through offering employment and community opportunities to the people of northwestern North Carolina. We are now proud to announce that our Mission is being enhanced even further through WOI's July 1, 2018 merger with Ashe ADAP which is now Ashe Opportunities. This merger allows enhancements and expansions to the already high quality services offered by Ashe ADAP; we are proud to welcome Ashe Opportunities to our WOI tradition of excellence. During the past 45 years much has changed in terms of services, expectations and systems; however one constant has always been the stability and excellence of WOI's mission driven, high quality, leading edge services. The ability of Watauga Opportunities and our services to evolve and prosper through continuous change is credited to the efforts of a knowledgeable, dedicated, and visionary Staff and Board of Directors. It is due to their vision, knowledge, and dedication that we look optimistically toward a future which continues our WOI tradition of excellence.

**Highlighting 2017-2018** was WOI's continued pursuit of service enhancement/growth targets. In conjunction with NCDVR we added a new Pre Employment Transition Service (PETS) at Watauga, Avery, and Mitchell High Schools serving 51 students. With VAYA Health, we transformed our social capital building pilot into Long Term Community Support (LTCS) services. In the past 10 years our community immersion services have grown over 1,440% with participant community civic hours increasing from 476 to 6,874 hours in FYE 2018. We continue expansion of our community employment services in Mitchel, Yancey, and Buncombe Counties & our manufacturing Quality System added ISO13485-2016 enhancements.

We continue to partner with NC Division of Vocational Rehabilitation, VAYA Health, Watauga County Board of Education and other partners in the provision of vocational, community and residential services. During FY 2017-2018, Watauga Opportunities provided community & vocational services to 346 individuals. Our employment programs saw 65 individuals' attain **self-reliance through employment**; with Work Adjustment placing 36 individuals while Supported Employment accounted for 29 community job placements. Evaluation Work Adjustment and CBA served 107 individuals, Supported Employment served 59 individuals in job development/training and 84 in Follow-Along, CAET/LTCS served 18 individuals, Innovations served 14 individuals, School Transitional programs served 64 students, & our group homes served 12 individuals. In total WOI served individuals from Watauga, Ashe, Avery, Alleghany, Wilkes, Mitchell, Yancey, & Buncombe Counties.



Watauga Opportunities continues in our quest to **enable our own self-reliance** through reduction in the use of tax dollars in provision of our services. In FYE 2018, 32% of non-residential operating revenues were self-generated. While the economic impact of Watauga Opportunities is important, the true human impact of our service is best seen in the growth of our participants' own **self-reliance**; since 1994 participant community wages earned are estimated at \$7.07 million, while their government subsidies have reduced by an estimated \$2.83 million. Community job placements now total 1200. WOI truly is **enabling self-reliance and enhancing independence**. The above charts show the source of our revenue and its expenditure.

Thank you for your partnership,  
Michael Maybee, President/CEO

## ***New Pre-Employment Transitions Services (PETS) expand support for students to the workforce & post-secondary education***

For 44 years Watauga Opportunities, Inc. has been assisting individuals with disabilities to become part of both the workforce and their communities. Transitioning from student life to the workforce is a critical milestone in the path towards self-reliance and independence. WOI has offered pre-employment services to students in Watauga County through a Board of Education contract for 41 years and to students in Avery and Mitchell counties through Community Based Assessments and Job Coaching services for 25 years. In January 2018, WOI has begun a partnership with the NC Division of Vocational Rehabilitation and area school systems to provide Pre-Employment Transition Services to students. Services offered as part of this new program include job exploration counseling, self-advocacy training, workplace readiness, post-secondary counseling, and work-based learning. The PETS program has served 54 students in its first semester and is expanding to 150+ students in Watauga, Avery, Mitchell, Yancey, Ashe, & Wilkes counties in the fall of 2018.



Nick and Nathan participate in a job shadowing at Blue Ridge Electric

### **WOI Calendar of Events**



July 4th - WOI Closed

August 30th - Board Meeting

September 3rd - WOI Closed

October 4th - Board Meeting

November 12th - WOI Closed

November 22nd-23rd - WOI Closed for Thanksgiving

### **Watauga Athletes attend USA Games**

Watauga County was honored to have 3 Special Olympics athletes attend the USA Games in Seattle, Washington, as part of the North Carolina delegation



Julie, Stephanie, and Karen in Seattle, Washington

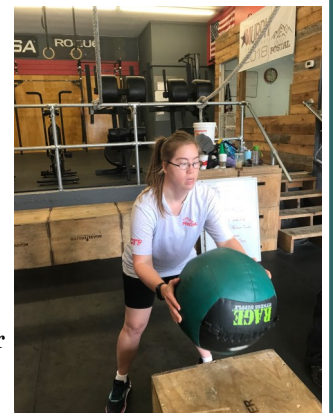
June 30-July 7. Stephanie Silver competed in Bocce and won Gold for Singles and Bronze medal for Doubles. Karen Hendrix and Julia Whitesides were on the NC Bowling Team and received a Silver medal. The three ladies reported a fantastic celebration for the 50-year Anniversary of Special Olympics, and agreed that they were very pleased to represent Watauga County and WOI.

### **Program Participants focus on Health and Wellness**



WOI participants are continuing to work diligently on increasing their overall health and wellness. WOI has given each person a pedometer to help track steps each day. Also, Rev 5 and GoPostal Crossfit locations have been offering weekly classes to help each person meet their goals. These are intense classes that push the individuals to hit new strides, while at the same time, catering to each person's individual needs. In addition, WOI incorporates daily trail walks, spin classes, swimming, Cardio Groove and other activities to keep everyone active. Summer Games for Special Olympics were the first weekend in June in Raleigh and everyone had a great time showing off their new abilities!

Margaret and Julie work out with weighted medicine balls



*Enabling Self-Reliance Through Employment*



### Manufacturing and Quality News

This year WOI has had the opportunity to work with some new customers and products. A new customer that we would like to highlight is Blue Ridge Molding. We have been working with this company to make a clam-shell plastic trays that hold spacers for installing hardwood flooring. These items are being sold in Home Depot. We have now shipped two orders to Blue Ridge Molding and look forward to this project growing. Another company that we have been working with is Holding Technologies. Holding has designed several kits that will be used to process blood and bone marrow into a platelet rich plasma therapy as well as kits that will be used for bone marrow aspiration. The project components completed at WOI include thermoforming, product assembly, and packaging.

WOI has transitioned to the ISO 13485:2016 Quality standard. Later this year we will begin the process to obtain a Safe Quality Food certification for our food packaging trays. WOI continues to offer manufacturing in thin gauge thermoforming, disposable medical devices, and packaging/assembly. We are excited about future growth with our existing and new customers and creating employment for our community.

### Volunteer Spotlight



Janet Isaacs volunteers at Casting Bread Food Pantry twice a week. WOI participants will provide over 6,500 civic hours this year. Thanks for your service, Janet!



### *– OUR QUALITY POLICY –*

*Watauga Opportunities, Inc. is Mission Driven, Quality Focused, and Committed to Exceeding all Customer Expectations!*



Watauga Opportunities, Inc.  
P O Box 2330  
Boone, NC 28607  
(828) 264-5009  
[www.woiworks.org](http://www.woiworks.org)

### *Enabling Self-Reliance Through Employment*



Quality Management System – ISO 13485:2003 Cert. # FM560456  
ISO 9001:2008 Cert. # 576680

Contract manufacturing, including plastic thermoforming, packaging, & labeling of medical devices to be offered sterile or non-sterile. Plastic thermoforming of trays to be used in food, packaging and general applications.



CARF Accredited in Community Employment Services: Job Development & Employment Supports, Community Integration, Comprehensive Vocational Evaluation and Employee Development Services  
A Equal Employment/Affirmative Action Employer and Service Provider