

EARC News Express

DECEMBER 2008

EARC NEWS EXPRESS

From the Director

Director's View:

I am very proud of the progress we have made in both the residential and vocational services EARC has available for individuals with developmental disabilities. This month I would like to share with you some of the data we recently compiled representing improvements in the employment opportunities and wage outcomes of our vocational programs for fiscal year 2008 (7/01/07 – 6/30/08).

The Trails currently has seven service contracts in addition to our Vending Services and the processing work performed in the Workshop for our three EARC Thrift Stores. A total of fifty-one (51) workers with developmental disabilities were employed with us through performing these services. We placed eight (8) individuals with disabilities in competitive jobs.

Including earnings paid for piece rates at The Trails Workshop, EARC paid out \$94,039 in wages to our in-house client/employees over this last fiscal year. The average commensurate wage was \$4.40 per hour. This does not include wages paid to clients employed in staff positions in our Thrift Stores. An additional \$41,516 was paid out by EARC in wages to individuals with disabilities employed in various staff positions in our own operations. These were primarily jobs in the Thrift Stores as cashiers, clerks, dock workers, and driver's assistants. However, it also includes janitorial and receptionist responsibilities.

These are great numbers, and we are proud of the programs and services EARC has developed in both the vocational and residential areas over this last year.

Submitted by: Bonnie B. Wells, Executive Director



The Trails Thanksgiving Party:

EARC's annual Thanksgiving Day Feast took place on Monday, November 24th and was a great success! More than 100 people arrived at The Trails and were served enough turkey, dressing and pies to put us all to sleep for the rest of the week. Parents, staff and clients did a wonderful job with this year's "Thanksgiving Lunch". We certainly enjoyed the feast and the friends. We would like to thank Mary Jo Smith and the rest of EARC's Parents' Group for organizing and making all of the good food!

EARC News Express

DECEMBER 2008

EARC NEWS EXPRESS

Elvis Makes A Come Back:

The next big EARC event scheduled for The Trails is our evening Christmas Party. This is set to be held on Monday, December 22nd starting at 6:00 PM. This year again our guest will be **ELVIS**, along with another special guest. Please make plans to attend!

Submitted by: John Adame, Floor Supervisor at The

Special Recognition:

The EARC Thrift Store & Processing Center would like to recognize one of our outstanding employees. His name is **Matt Taylor**. Matt has worked for EARC for a couple of years and even went off to school in Atlanta for eight months, then came back to EARC. Matt was very instrumental in setting up the new EARC Thrift Store in May, 2006. Matt installed our sound system, built hanging racks and displays, painted, cleaned, moved in furniture and really made the place look great. Recently Matt went to the Guthrie Thrift Store and helped Shirley Crume to get her computer set-up. He is our problem solver. Matt thinks on his feet, and he is great with the customers and donors. Most people ask for Matt by name at the Processing Center because they know he is the “Go To Guy” for customer service and important questions. Matt is our Dock Supervisor and also a Job Couch; these are both important roles. EARC is very fortunate to have a hard working, dedicated employee such as Matt Taylor. Matt, “You’re the Man!!”

Submitted by: Kim Pittman, Edmond Thrift Stores’ Manager



lucapittman.com



Employees of The Month:

Rebecca (Becky) Story was an October Employee of The Month. Becky has worked for EARC at the Guthrie Thrift Store for over two and a half years. Becky says that, “She really enjoys the people”, while working here at Guthrie. She is a great asset and helps us make Guthrie Thrift a friendly and fun place to shop!

Submitted by: Shirley Crume, Guthrie Thrift Store Manager

Norma Shannon is an EARC Job Coach and was the Vocational Employee of The Month for October 2008. Norma came to us earlier this year and has become a valuable asset to Leland, John and all of the staff at the Workshop. She is always the first to volunteer to work the tables, go with the enclaves to the thrift stores, or even do the pick ups, whenever needed. Norma is a student at OSU/OKC, and she is going for her Associates Degree in Health Care Administration. Norma likes to read in her spare time and help people when she can. Congratulations Norma!!!

Submitted by: John Adame, Floor Supervisor

Barbara Horton was Employee of The Month for October, too. Barbara has a wonderful attitude when it comes to working. She has steadily improved her production at the tables. Barbara always has a smile on her face and is a pleasant employee, a joy to have around; this is why Barbara earned this recognition.

Submitted by: John Adame, Floor Supervisor

EARC News Express

DECEMBER 2008

EARC NEWS EXPRESS



GIFTS YOU CAN GIVE YEAR ROUND

The Gift of Praise

Appropriate mention, right in front of the other fellow, of superior qualities or of a job or deeds well done.

The Gift of Consideration

Putting yourself in the other's shoes and thus providing your genuine understanding of his side of the case.

The Gift of Concession

Humbly saying at just the right point, "I am sorry, you are right and I am wrong."

The Gift of Gratitude

Never forgetting to say "Thank You" and never failing to mean it.

The Gift of Attention

When the other fellow speaks, listen attentively. If his words are directed to you personally, meet his eye squarely.

The Gift of Inspiration

Plant seeds of courage and action in the other person's heart.

The Gift of Personal Presence

In sickness, in trouble, or in great joy, there is nothing quite equal to your personal expression of sympathy or congratulations.

Resolve to give these gifts each day. You will be pleasantly surprised at what you will receive in return. .
Author Unknown



Spotlight On An Up and Coming Musician:

Anthony Burns not only is a new talent on the horizon, but he is also a new employee to EARC's Thrift Stores. Please see the information submitted below by Anthony, about Anthony, and Lionhardt Ministries.

For the past twenty-four years I have been singing in shows at church camps, private parties, and church sponsored events. I've been playing guitar and writing my own songs since I was in the sixth grade. I will be coming out with my first CD, "Praise His Name", very soon. If you would like to book me for a show, please email me at Lionhardt25@yahoo.com.

EARC News Express

DECEMBER 2008

EARC NEWS EXPRESS

Human Resource News:

The new **Attendance Bonus** that started in October 2008 has been a great hit and motivator for EARC Employees. Below are two lists of qualifiers for this **\$50 Gift Card Drawing**. Not everybody can win (* **denotes the winner for the specific pay date**) each time, but everyone that qualifies is a **Winner** as far as EARC's HR Department is concerned.

Qualifying for the November 13th Payday

Deb Bethel
Thelma Crow
Andre Gentry
Tracy Hein
Kenisha Kimani
Brandy Ledesma
Pamela McLilly
Donna Montgomery
Teresa Nicholas-White
Irene Pickard
Mari Sanders
Lou Schlegel
Sandy Spence*
Demetro Stevenson

Qualifying for the November 30th Payday

Chandell Bell*
Anthony Burns
Brandy Ledesma
Pamela McLilly
Teresa Nicholas-White
Debra Pennington
Lou Schlegel
Sandy Spence
Velma Trahan
Phyllis White
Paula Woodard

Submitted by: Marissa Davis, Human Resources Assistant

A Time For Giving:

EARC is a 501 (c) (3) **non-profit** organization that has been in operation since 1969. We accept donations of furniture, clothes, jewelry, electronics, musical instruments and all types of household items in good condition to our Thrift Stores. We also accept and need your contributions to help support our programs and allow us to continue to grow. No gift is too small. All of your **donations** help to support our **Mission – To provide a better quality of life and encourage greater independence to individuals with disabilities**. Please support us, so that we can better support others to realize their full **potential**.

Thank You!

Submitted by: Bonnie B. Wells, Executive Director

