



### BOARD OF DIRECTORS

Lewis Clark, Chair  
Karen Denney, Vice-Chair  
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Patrick Bradshaw  
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Frank G. Queen  
Lee Starnes  
Brandi Stephenson  
Debra Wright

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Chuck Dickson, Attorney  
Mark Bumgarner, CPA

### PRESIDENT

Audrey S. Gaddis

### TREASURER

Scott Stevens

### SECRETARY

Rebecca S. Stamey



# ANNUAL REPORT 2018-2019



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Bring  
People  
& Jobs  
Together”



**EMPLOYMENT & TRAINING**

- Received a **\$20,000** grant from Evergreen Foundation to support an on-site cafe which will provide employment training opportunities for clients.
- Published the 11th HVO yearbook.

**PROGRAM SERVICES**  
July 1, 2018-June 30, 2019

- ◆ Total Served—**192**
- ◆ Maintained a record number of clients, average daily enrollment—**58**
- ◆ Employed through Program Svcs.—**13**
- ◆ Hired at HVO—**5**
- ◆ DD Services—**54**
- ◆ VR Evaluation & Work Svcs.—**40**
- ◆ Transitional School Services—**1**
- ◆ Work First—**10**
- ◆ MARC Program—**8**
- ◆ Extended Services—**10**
- ◆ Pre-ETS (Employment Transitional Services)—**69**

**WORKFORCE DEVELOPMENT, HEALTH & SAFETY**

- Implemented Employee Referral Bonus Program
- Launched Employee Engagement Committees focusing on communication, attendance and incentives & recognitions.
- Free flu shots were offered to employees.
- Held Veteran's Job Fair
- Hosted Weight Loss Challenge for clients
- Held Wellness Fair
- Held a picnic in October for the workforce.
- Hosted a blood drive with the American Red Cross with 43 pints donated (pictured below).



**BUSINESS ENTERPRISES**

- Successfully completed a surveillance audit to maintain ISO-13485 registration.
- HVO shipped a total of **3,675** shipments.
- Implemented a weekend shift.
- Began production in March on the dental package stuffer program.
- Implemented new drape line in Custom Medial Products and a full body drape line at the Westwood facility.
- Mid-size drape line meets customer demand without overtime.



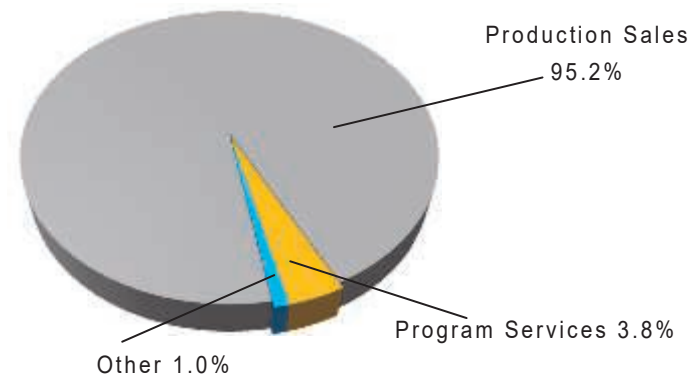
**RECOGNITIONS**

- **Rory O'Hagan (right)** won "Adult Athlete of the Year" for the Haywood County Special Olympics.
- HVO nominees won NCARF (North Carolina Association of Rehabilitation Facilities) awards. Award recipients are as follows:
  - ⇒Community Employer: **Town of Waynesville**
  - ⇒Vocational Achievement in Facility: **Heather Hogan**
- 2018 MARC annual awards recipients:
  - ⇒Spirit of MARC Award: **Whitey Medford**
  - ⇒Art Exhibit: **HVO clients**
- HVO received **safety awards** from the NCDOL in June:
  - ⇒2nd Consecutive Year Silver for the Riverbend Facility
  - ⇒3rd Consecutive Year Gold for the Scates Facility.
- HVO won **Business of the Month** for October by the Haywood County Chamber of Commerce.
- **Tyler Smith** was the winner of the HVO's 2018 Christmas Card Design.
- HVO recognized **22 Veterans** among the workforce in November.
- **Lewis Clark, Debra Wright, and Lee Starnes** were recognized for their years of service on HVO's Board of Directors.
- Six clients at HVO received **service awards** in July (pictured below).

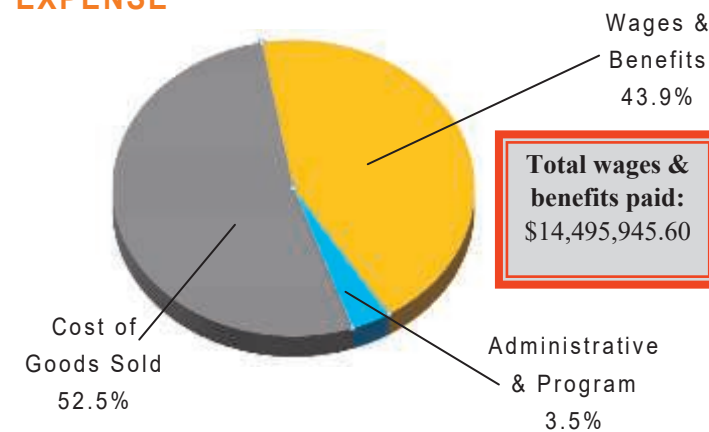


**Financial highlights**

**REVENUE**



**EXPENSE**



Financial Info above is based on un-audited figures.

**COMMUNITY ACTIVITIES & EVENTS**

- Tim Tebow Foundation's Night to Shine.
- Delivered meals for Meals on Wheels.
- United Way Day of Caring
- Held a United Way Campaign pledging **\$33,028.40**
- Participated in Haywood County Special Olympics & donated **\$1,531.72** to the event from weekly pizza sales through the year.
- Held a Hurricane Relief Drive
- Learning & Enrichment (L&E) Center hosted an in-house chili fundraiser.
- Therapy Dogs provides comfort & companionship to clients at the L&E Center
- Held annual Christmas luncheon with **416** attendees.
- Annual Christmas Giving Tree
- **54** volunteers rang for The Salvation Army Red Kettle Drive
- Employees donated food during Thanksgiving to The Open Door and to families of clients.
- Hosted a Folkmoot International dance group from Canada for over **125** attendees and held an in-house drawing to giveaway tickets to Folkmoot events.
- Participated in the ACCSES Winter Summit with 21 MARC member organizations.

Total Client Volunteer Hours	Total DD Client Inclusion Outings
<b>356</b>	<b>1242</b>



**OUR MISSION**

HVO, Inc. believes that individuals have the right to be respected, to have equal opportunities, to work, to earn a fair wage, and participate in activities that enrich their lives. The Board of Directors and staff support the concept that through meaningful, satisfying work and leisure, people are able to live more independently, successfully and productively. HVO offers qualifying individuals in Haywood County opportunities to train and make informed choices as they strive to achieve their vocational goals.

**OUR VISION**

HVO will be a nationally recognized social enterprise business with an integrated workforce development program creating opportunities and empowerment for our people through successful strategic partnerships.

**OUR QUALITY POLICY**

Haywood Vocational Opportunities, Inc. is people centered, quality driven, with 100% customer satisfaction as our goal.