

BOARD REPORT



MARCH/APRIL 2026

Meaningful Day Services



OE Enterprises – Program Highlights

Alamance

Individuals engaged in several community outings, visiting locations such as the African American History Museum, Greensboro Science Center, Alamance Crossing, Walmart, Holly Hill Mall, Hanes Mall, the local Library, YMCA, CiCi's Pizza, and Whataburger. These outings supported community integration, social skill development, independent living skills, recreational enjoyment, and exposure to educational and cultural experiences.

Orange

Individuals engaged in a variety of community-based activities, including outings to local parks, the movies, and the museum, which supported recreation, socialization, and community involvement. Individuals and staff also enjoyed a community cookout that encouraged teamwork and positive peer interactions. Individuals continue to enjoy cooking classes, where they prepare simple food items while reviewing basic kitchen safety and building independent living skills.

Randolph

Individuals continue to enjoy using the kitchen and actively taking part in a variety of clubs, including Music, Garden, Cooking, and Book Clubs. In Music Club, Individuals are collaborating to create a song using the core value word of the month, encouraging creativity and self-expression. Through Garden Club, participants are growing several fruits and vegetables and preparing items for the upcoming Mother's Day plant sale, building responsibility and teamwork. In Cooking Club, Individuals have prepared several small meals while practicing basic cooking skills. Participants in Book Club are reading "Dragon Girls" for the month of April and engaging in group discussions that support comprehension, communication, and social interaction.

CARF 2026

The Meaningful Day Individuals, staff and management were excited to showcase their programs, activities, and participant engagement during the CARF Accreditation visit held on March 9th, 10th, and 11th. Staff demonstrated their commitment to quality services, safety, and meaningful programming throughout the survey process. The visit was a great success overall for OE Enterprises, and the Meaningful Day site received no recommendations or suggestions, reflecting strong leadership from our CEO, Managers, Leadership Team and Board Members. Also represented compliance with CARF standards and the team's dedication to continuous quality improvement.

Experience Newsletter

The OE Meaningful Day Sites is proud to announce the launch of the Experience Newsletter, which highlights updates and activities from all three sites. The newsletter features interactive club activities, individual testimonials, a staff corner with helpful suggestions, and birthday announcements to celebrate participants. Printed and distributed on a bi-monthly basis, the newsletter is shared with individuals and their guardians or families to promote connection, communication, and continued engagement with the Meaningful Day program. The first edition of the newsletter was distributed to individuals in March and was well received by individuals, families, and staff.

Core Value this Month: TEAMWORK

Working together cooperatively to achieve a shared goal.



Safety/Accessibility:

Facility safety inspections are performed on a daily basis to help ensure a safe and well-maintained environment for all Individuals and staff. Individuals and staff are encouraged to promptly notify the Safety Coordinator if any safety concerns or hazards are identified. Staff are also asked to utilize the MaintainX system to report maintenance needs in a timely manner to prevent potential safety risks. With the Spring and Summer seasons approaching, staff have reviewed seasonal safety topics with Individuals, including the importance of using sunscreen during extended time outdoors, staying hydrated, and dressing appropriately for warmer weather conditions.

Transition Services

From February through April, Transition Services stayed busy as the spring semester hit full stride. As students return from spring break, hopefully refreshed and ready to refocus, we are using this time to build skills, explore goals, and take meaningful steps to finish up the school year strong

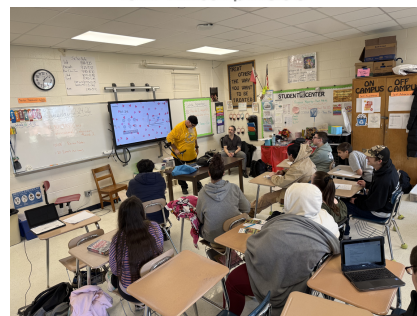
Project SEARCH

- All sites are preparing for the 26-27 cohort! Alamance and Durham have already sent out their acceptance letters. Orange is in the process of accepting applications and will hold an assessment day at the end of April.
- Interns have started their last internship rotation and are already partway through!
- Durham Project Search welcomed their new teacher, Mr. Earll Williams, to the team at the beginning of March. He has taught in the classroom for 20 years and is really excited about Project Search!
- Warren Raybon is OE's new Transition Employment Specialist! Warren brings a wealth of knowledge, energy, and heart to the role of supporting students in gaining employment. He has gotten a chance to meet the interns and is already making connections in the community for potential employment.
- Fun highlight: The Alamance PS site hosted a mock interview day. They practiced their skills for weeks leading up, and it paid off!



Pre-ETS

- Coaches are continuing to deliver Pre-ETS students with topics focusing on informational interviews, mock interviews, and understanding job opportunities
- Standardization: The team got together to share feedback on how the standard milestones are progressing. Based on this, we will update how we program for the next school year.
- Erin Pettiford is OE's new Transitions Coach supporting Orange County for both Pre-ETS and Project Search. Erin was previously a special education teacher in Orange and Alamance counties and is also a football coach. We are super excited to have him on the team!
- Fun highlight: Olivia, the Guilford County Transitions Coach, heard that a few of her students were attending the Night to Shine Prom, but didn't have a way to get their hair and makeup done. She was able to get in touch with a hairdresser to get their hair done! The students looked great!





Retention-

This quarter, the Community Services Department focused on supporting individuals as they pursue meaningful employment within their communities by strengthening service delivery and employer engagement across supported employment and work adjustment programs. Efforts were centered on improving how services are delivered while ensuring that individuals receiving services remain at the center of planning and employment decision-making.

Although financial benchmarks were not fully achieved, the department made meaningful progress toward building a stronger foundation for long-term success.

Continued collaboration with community employers strengthened opportunities for people to obtain and maintain competitive employment, with both new and existing employers actively requesting candidates.

Planning also began for a future employer fair to further expand access to employment opportunities and enhance OE's visibility within the community.

Internally, the department continued reviewing policies, workflows, and documentation practices to improve efficiency, consistency, and alignment with service standards while better supporting staff in their roles.

The department also completed a successful CARF review with no recommendations, reflecting strong compliance and quality service practices. While this milestone was achieved, the department remains committed to ongoing improvement and continued alignment with CARF standards over the next three years. Overall, this quarter emphasized building sustainable systems, strengthening partnerships, and refining internal practices to support person-centered services, positive employment outcomes, and long-term organizational stability.

The Retention Program across Orange, Durham, and Alamance Counties continues to demonstrate positive outcomes for individuals receiving long-term vocational supports. Services focus on helping individuals maintain meaningful employment by strengthening natural supports in the workplace and promoting increased independence. This includes supporting individuals in communicating directly with supervisors, requesting time off, and addressing workplace concerns as they arise.

A continued focus of the program is ensuring authorized service hours are fully and appropriately utilized. Services are closely monitored to maximize approved hours while providing the level of support needed to promote job stability and long-term success. As individuals transition into retention services, efforts are ongoing to complete authorizations in a timely manner to ensure continuity of support. The program remains committed to maintaining strong employer relationships and supporting individuals in sustaining employment and pursuing growth opportunities.

Innovation Program-The Innovation Program continues to implement individualized fading plans for select individuals when appropriate and requested. These plans are developed collaboratively with individuals, employers, and caregivers to ensure continued job performance and stability while promoting greater independence over time. Fading is introduced gradually and thoughtfully to support long-term employment success.

For individuals who do not meet criteria for reduced supports, services continue without fading. In these cases, one-on-one supports remain in place following coordination with individuals and employers, supported by appropriate documentation, to maintain job stability. Throughout this quarter, authorized service hours continue to be fully utilized to meet individual needs, with services remaining flexible, person-centered, and focused on sustaining positive employment outcomes.



HUMAN RESOURCES

Relias continues to receive positive feedback from both new hires and trainers. Since implementing the system, retention rates have improved, with continued progress observed over the past calendar year.

The Cultural Competency Committee remains actively working together across all sites to plan and implement activities that recognize and celebrate upcoming diversity holidays and awareness months.

HR staff are collaborating to boost employee engagement and recognize staff contributions. Efforts are focused on creating meaningful opportunities to celebrate employees and strengthen overall workplace culture.

HR Administrators have successfully filled two new positions within the Transitions Department. We are also actively recruiting for three one-on-one DSPs in our facility to support new individuals joining the Meaningful Day Program. In addition, efforts are ongoing to replace temporary workers at SCD sites with permanent employees.

OE Enterprises' contract with the General Service Administration has been extended from April 2026 through July 31, 2026. A new solicitation package was issued on April 8, 2026 , requesting pricing for a new five year agreement.



Strategic Development



Strategic Development has focused on connecting and writing over the past 2 months.

- OE Member spotlight in the Hillsborough Chamber of Commerce --" check out the article in "Hillsborough Happenings"
- Coming in May--Hillsborough Chamber "Business after Hours" event hosted by OE ***New Date of May 28***
- Applied to host an "Alamance After Dark" event to highlight the great work of OE in Alamance County
- Received free seeds from the Orange County Cooperative Extension for the newly formed garden club in Hillsborough
- Applied for and received notice of inclusion for the 2026 State Employee Credit Union Campaign
- Submitted the Orange County Joint Funding and Randolph County Financial Assistance grants
- Applied for another round of Randolph County Strategic Funds
- Submitted 2 other grant applications

