

BOARD REPORT



**JANUARY/FEBRUARY
2026**

Meaningful Day Services



OE Enterprises – Program Highlights

Alamance

- Participants visited North Park Community Center, Krispy Kreme and the Graham Library.
- Participants made chocolate covered pretzels and fruit salad.
- Participants and staff created a Black History Month bulletin board in honor of Black History.

Orange

- Participants made blueberry pancakes and discussed the delicious ingredients.
- Participants and staff had a pizza celebration to celebrate all of the January birthdays.
- Participants enjoyed an outing to McDonalds for lunch and practiced their money skills.

Randolph

- Participants visited the Randolph County Agricultural Center and had lunch at Chick-fil-A.
- Music club will be starting up soon in Randolph. Participants will have the opportunity to learn about different composers, artists, different musical terms and genres.
- Participants are also participating in the cooking club and garden club.

All sites continue to increase their community outings and strengthen awareness of local activities within their communities. Participants and staff are looking forward to the upcoming CARF survey scheduled for March 9th–11th, and everyone is excited to showcase the wonderful Meaningful Day activities happening daily.

OE was closed for three days and opened late two days due to icy weather and snow over a two-week period in January and February. Everyone is happy to be back at the Meaningful Day sites following the winter weather and returning to their regular activities.

Community Awareness Club:

Dr. Donald Fuller with Caswell Veterinary Service presented at the February Community Awareness Club meeting. He provided an educational and engaging session for participants and staff, focusing on animals and parasites. His presentation was well received and greatly appreciated.

Core Value this Month: Positivity

The practice of being positive or optimistic in attitude



Safety/Accessibility:

- CARF 2026 safety checks continue throughout each site.
- Hillsborough: New flooring has been completed, and two classrooms are currently being painted.
- Randolph: The heating system has been repaired by the City of Asheboro.
- Alamance: New safety lines have been repainted on the production floor to enhance safety.

Monthly Vehicle Reminders for Staff:

- Complete vehicle logs and safety checks regularly.
- Report any issues promptly for immediate resolution.
- Sign out vehicle keys at all sites before use.

Transition Services

From December through early winter, OE continued to deliver Pre-ETS and Project SEARCH programming, maintaining student engagement and partner collaboration during a period that typically includes school schedule variability, weather disruptions, and staffing transitions. Despite these challenges, services remained consistent, and progress toward required milestones continued.



Project SEARCH

- Updates:
 - Emily Beckwith, the teacher from Durham Project Search, recently accepted a new position as the EC Vocational Specialist for DPS. She will still be supporting Project Search, but the search is on for a new teacher.
 - We are preparing for the next cohort by sending out applications and prepping for assessment days.
 - Internship 2 ends for all sites at the end of February
- New activities at current internships and other special projects are being asked of interns.
 - Alamance- Assemble Suicide Kits for the Hospital, completing inventory for patients receiving food supplements
 - Durham- Food service- making pizza
 - Orange- checking in student items at the dispensary

Pre-ETS

- Continued delivery of Pre-ETS services, engaging with topics like informational interviewing, self-advocacy, resume writing, job searches, and applications
- Programs adjusted collaboratively with school partners to align with student needs, staffing availability, and academic schedules.
- Standardization- (it is still new to us and we are working through it!) We created new milestone planning and documentation tools to increase clarity and consistency with the transition coaches.



Looking Ahead

- We've strengthened internal systems for milestone tracking, due dates, and documentation, supporting both program quality and fiscal accountability.
- We've been approved for a new position- Transition Employment Specialist! This role will focus on students in the transition programs move into employment.



Retention-

This quarter the Community Department focused on strengthening the long-term foundation of OE through continued employer engagement, internal process improvement, CARF readiness, and strategic alignment. While financial targets were not fully achieved, the Community Department has made meaningful progress that is positioning us for future growth and sustainability.

Continued expansion of the employer portfolio has strengthened OE's reputation as a trusted workforce partner, with both new and existing employers actively requesting candidates. Planning is also underway for a community employer fair designed to further increase hiring opportunities and expand community visibility.

Internally, the department has continued reviewing policies, workflows, and documentation practices to improve efficiency, strengthen service delivery, and align with CARF accreditation standards. Meetings with agency and program leaders are in motion to enhance communication, clarify expectations, and support staff productivity.

These efforts directly support the organization's 2026-2029 Strategic Pillars by advancing person-centered excellence through stronger policies and documentation practices, expanding community connections through employer partnerships and the upcoming employer fair, strengthening workforce development and retention through CARF education, communication improvements, and productivity initiatives, and reinforcing organizational sustainability through operational efficiencies, and the development of a stronger employer pipeline.

Overall, this quarter emphasized strategic progress and infrastructure building to support continued growth, improved outcomes, and long-term sustainability. We are happy to start the year off strong and look to continue to grow from here!

The retention program across Orange, Durham, and Alamance Counties continues to perform well, with positive outcomes for our retention clients. We are consistently supporting individuals in building natural supports in the workplace, including independently requesting time off, communicating directly with management, and addressing workplace concerns as they arise.

A primary focus of the program remains ensuring we fully utilize and achieve the authorized service hours allotted for each retention client. We are monitoring service to maximize the approved hours and ensure clients receive the full level of support available for them. Additionally, several clients will soon transition to the retention caseload, we will work diligently to get those clients authorized for services.

Moving forward, we will continue to strengthen and expand the retention program by maintaining strong employer relationships, supporting client independence, and ensuring ongoing engagement and promote job retention and growth.

Innovation Program-

The innovation program has begun gradually fading one-on-one for select clients as requested. We have held meetings with clients, employers and caretakers to determine the most appropriate plan to ensure continued job performance and stability.

Individualized fading plans are being implemented to promote greater independence while maintaining the level of support necessary for long term employment success.

While fading is being implemented for appropriate clients, some individuals do not meet the criteria for reduce support. In those cases, we meet with the client and employer and with employer documentation, one-on-one services will continue without fading to maintain job stability.



HUMAN RESOURCES

We have continued to receive positive feedback from new hires on our new training system, Relias. Program Managers have also begun to participate in the new hire orientation modules. We are currently developing a schedule for all existing staff to begin completing required monthly training refreshers that will satisfy our annual compliance requirements.

The Cultural Competency, Diversity, and Inclusion Committee held its quarterly meeting, during which members reviewed the Cultural Competency Plan and talked about progress towards goals. The committee also discussed upcoming culturally significant holidays and began planning activities and at each facility to promote awareness, inclusion, and engagement among staff and participants.

All three facilities have remained fully staffed since the beginning of the year. At this time, we are actively recruiting to fill one open position in the Transitions Department and one in the Community Department. We are also working to hire permanent staff to replace temporary coverage at an SCD site.

HR Administrators are reaching out to establish partnerships with similar organizations located near many of our SCD sites. The goal of these outreach efforts is to strengthen our recruitment pipeline and ensure we maintain appropriate staffing ratios.



AA-Mueller Streamline Co Total	776.17	
AB -Pecky International LLC Total	75.00	
AB-Carolina Biological Supply Co. Total	3,103.14	
AB-James M Pleasants Co. Inc. Total	2,155.00	
AB-Mueller Industries Total	17,849.28	
AB-Palmetto Sauce Company Total	74.72	
AB-Rubberbanditz Total	936.90	
AB-Stewart E-Commerce Total	1,394.00	
AB-Sweet Neezy Total	52.29	
AB-Vibration Solution (Isolate-It) Total	3,217.15	
AB-Yomommastyle Total	50.00	
AB-Your Story Press Total	50.00	
AC - EXACT CUT Total	199.50	
Grand Total	29,933.15	

SERVICE CONTRACT DIVISION



**OE Enterprises contract with the
General Services Administration
has been extended from February
1, 2026, through April 30, 2026.**



AbilityOne



Strategic Development



- Coming Soon... OE Member spotlight in the Hillsborough Chamber of Commerce online newsletter
- Coming in May--Hillsborough Chamber "Business after Hours" event on May 13--hosted by OE
- Connected OE with the Asheboro City Schools Special Education director--very positive first meeting
- Grant update--lots of grant writing, waiting to hear back from grantors
- New grants received: The United Way of Alamance County for general operating costs, and the Carol Woods grant for ergonomic furniture for our senior participants in Hillsborough
- Projects in the works
 - HB garden
 - Burlington Garden
 - Computers for Burlington
 - outside garden area in Asheboro
 - "Senior" furniture for HB

