

# Cross Plains Community Partner

Cross Plains is a private non-profit agency that serve men and women with developmental disabilities in Northwest Georgia. We provide support for people to live a meaningful life and opportunities to become connected contributing members of their community. Cross Plains' focus is to support and empower people to acquire the skills they need for daily living, to find and maintain competitive employment, and to discover and use their gifts and talents.

*Enhancing Lives*



*Supporting Employment*



*Contributing to the Community*



*Together.....  
Everything is Possible*

## ANNUAL REPORT: 2015

2015

*A look back over a year of progress*

## Contents

A Letter From Our Director	3
Expanding Our Reach	4
Employment Partnerships	5
Supported Employment Stats and Story	6
Community Relationships	7-8
Financial Overview	9
Quality Enhancement	10
Strategic Plan	11
About Us	12

A LETTER FROM OUR DIRECTOR

**Dear Friends, Community and Donors,**

**In our continued drive to support people to be valued, contributing members of their community, we are committed to supporting people to build relationships that foster a more inclusive community for all. We are a results-driven organization that believes all people have the potential for living a meaningful life. Through organizational impact on the following four areas, we continue to see people accomplish personal economic growth and independence.**

**Leadership**

**Supported Employment**

**Community Inclusion**

**A multidisciplinary workforce thorough utilization of employee's talents and skills**

**We would love for you to engage with us throughout the year! Please visit our website ([www.crossplainsp.org](http://www.crossplainsp.org)), or like our Facebook page.**

**Sincerely,**

**Deborah Conway  
Executive Director**

## SHARING OUR STORIES



**Of the Community**  
Exploring community living  
today

Two individuals who receive services from CPCP were included in a documentary created this year by RTC Media. RTC – Research & Training Center on Community Living – is backed by the University of Minnesota and creates films that inform, educate and inspire.

As part of a recent production titled *Of The Community*, Angelica Summey and Donald Perkins were selected to have their stories shared as part of the film’s goal to highlight people with disabilities who are moving from segregated, standardized services into integrated, community supports.

You can watch *Of The Community*, as well as learn more about RTC Media on their website at [rtcmedia.umn.edu](http://rtcmedia.umn.edu).

## EXPANDING OUR REACH

This year an opportunity presented itself for Cross Plains to expand the reach of our services outside the Whitfield and Murray Counties region. A group of parents in Cherokee county became aware of the model and success of the Project SEARCH program and began to make inquiries about developing a local program for their children. Because Project SEARCH teaches job skills and assists young adults with finding and maintaining employment, the program is in perfect alignment with the employment-first initiative of the state and federal government as well as a preferred course of service for families that want to see their disabled relative achieve success and independence.



Cross Plains saw the opportunity to replicate our services in a new market and considered it the right thing to do. Over the last year, a local team was organized to lead fundraising and awareness for the program, Cross Plains’ Board of Directors approved the launch of the additional site, partnerships (including Northside Hospital at Cherokee as the host site) were finalized, personnel were hired as on-site staff, and the program launched with 6 young adult interns.

This is a new venture for CPCP and the expansion to another county is providing some unique opportunities. Already the program has gained awareness in the Cherokee community and has allowed for new partnerships to be formed.

## SUPPORTING EMPLOYMENT PARTNERSHIPS

On October 22<sup>nd</sup>, 2015 the Employer's Appreciation lunch was held in celebration of National Disability Employment Awareness month. Cross Plains Community Partner and Georgia Vocational Rehabilitation Agency hosted the event to recognize all the local businesses that employ people with disabilities in our community. The Allies for Inclusion Award was presented to two very worthy recipients: Hamilton Medical Center and Roger Skelton with Tandus Centiva. This award represents businesses and individuals who are champions for disability inclusion in the workplace. The Exemplary Manager Award went to Linda Locke with the Dalton High School Cafeteria and was in recognition of her leadership in hiring employees with disabilities and creating an inclusive work environment that supports people to perform at their best. The Full Circle Award was awarded to another very worthy recipient, Shaw Industries, for their demonstration of best practice by including people with disabilities in their internal and external communications, thus strengthening corporate exposure and promoting inclusion of people with disabilities in the workforce.

Cross Plains Community Partner is working to continually educate employers on the benefits of hiring employees with disabilities. Many individuals continue to thrive in the workplace and gain personal independence as a result of employment services. We are proud to have partnerships with many forward-thinking companies and continue the work of expanding opportunities for employment for people of all abilities.



With the help of CPCP, 10 new individuals were able to gain employment this year!

WE ARE THANKFUL FOR THE MANY PROGRESSIVE ORGANIZATIONS AND EMPLOYMENT PARTNERS WHO ARE PROVIDING OPPORTUNITIES TO QUALIFIED WORKERS WHO HAVE A DISABILITY.

## EMPLOYMENT BY THE NUMBERS

Project SEARCH graduated who successfully found employment this year (by program)

High School program at Hamilton Medical Center – 100%

Young Adult program at Shaw Industries – 100%

Young Adult program at Dalton State College (1<sup>st</sup> year of program) – 50%

***Thank you to host sites, Voc. Rehab and the partners who make Project SEARCH successful every year!***

Percentage of those previously employed who maintained employment all year

18 out of 19 – 94.7%

New business partners/employers this year:

Hardee's, Sears, Regency Park, Steak-N-Shake, Dalton City Schools: DHS – Cafeteria

## A SUCCESS STORY

Patricia Stine went through the Project SEARCH training program during her last year of high school in 2012/2013. She was then hired by a healthcare provider to clean patient rooms; a job requiring lots of speed and great attention to detail. Young Patricia struggled to meet the demands of the job, being easily distracted by opportunities to socialize.

After being dismissed from her position, Patricia went two years being unable to find work. Receiving government assistance and having the natural support of a former house parent, Miss Raughton, Patricia stayed determined to prove herself. She took a chance by again applying for a Project SEARCH internship, this time with the young adult program at Shaw Industries.



Apart from learning a new, professional skillset, Patricia's job coach taught her strategies for dealing with her disabilities. She also came to understand the value of seeking a job that matched her personality. After a successful 9 month internship, Patricia was offered a job at Shaw as a Made-to-Order Packer. Unlike her previous position, this job allows Patricia to be more mobile, gives her the ability to be social while still getting her work done and requires a level of detail more in line with her skill set. Patricia even developed a habit of working out every morning before going to work as she says this helps her ability to focus on the job and makes her more productive.

Because of her dedication to find a job that suits her abilities, Patricia is getting to experience the benefits of employment. She now lives on her own, pays her own bills and is aggressively saving money in hopes of buying a car soon. Patricia's journey to meaningful employment has required more time and effort than it does for most people. But realizing her disability is only a part of who she is, Patricia has found a job that fits her and has developed the strategies to thrive.

COMMUNITY RELATIONSHIPS



Of the 120 people we serve, 60 are served outside of our facility. Exactly 50%. 34 of them are served only in the community (28%), not at any CPCP program site.



Among the 61 people who receive community day (non-SE) services, we provide 1,570 of services per week. On an average week, 907 (58%) of these hours of service are provided in the public community, outside of a CPCP facility. The community-based services continue to grow into unique, creative opportunities for those we support to be part of and contribute to their own community.

COMMUNITY RELATIONSHIPS – CONTINUED



Our art program continues to grow, allowing opportunities for expression of previously untapped talent within those we support

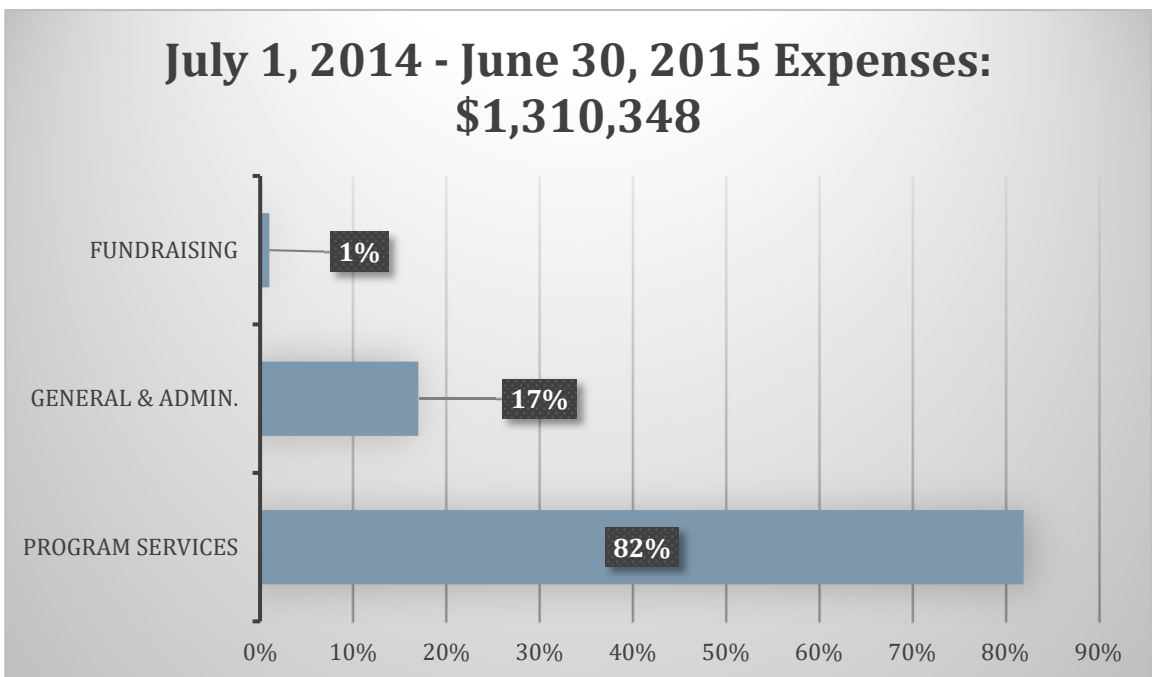
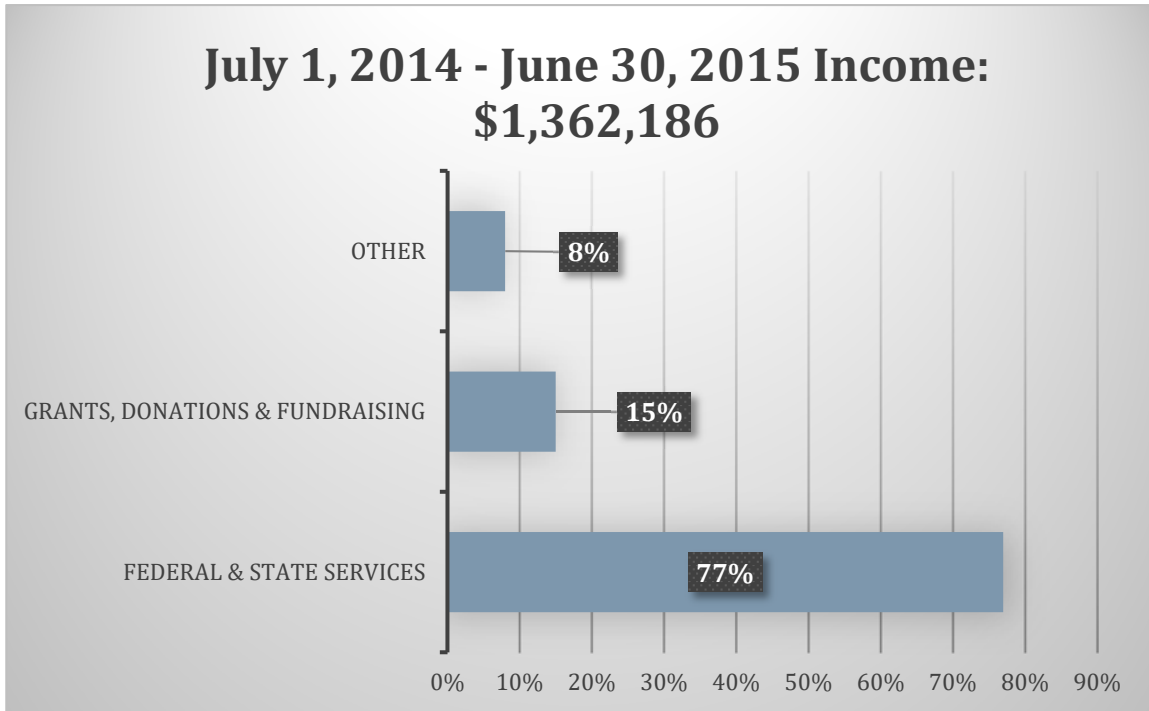


The reciprocal community relationships we have been able to foster led to 92 volunteers providing 217 hours of service for Cross Plains this year. Through United Way, volunteers from multiple organizations (Shaw Industries, Mohawk and others) contributed in ways such as program support, conducting special events and handling multiple building and grounds projects.



FINANCIAL OVERVIEW

The following diagrams are intended to breakdown types of income and expenses that make up Cross Plains' budget. These numbers are for fiscal year ending June 30<sup>th</sup>, 2015.



## QUALITY ENHANCEMENT

At Cross Plains, every employee gets the opportunity to evaluate and improve our processes and systems. From *Employee Satisfaction* to *Health and Safety for those receiving services*, our leadership knows that QE is not just an accreditation requirement, it's a chance for continual improvement.

This past year we developed a new strategy for QE. A greater number of teams with a fewer number of members were established. Key employees were identified and each assigned to just one or two outcomes based on their interest, skills and experience. These team leaders were then given the freedom to build their own team, using other staff as well as those we support.

Here's a look at the outcomes tackled by our teams and the progress made by each.

**Reliable Measures created to Validate Quality Supports:** Began work on reliability test with a team approach to Personal Outcome Measures; scheduled multiple focus groups.

**Continuous Learning Opportunities for all people:** Multiple trainings were provided for people receiving services. These took place both in-center and in the community and covered topics such as 911 procedure, rights and personal space, and banking. In addition, our staff took part in some unique, forward-thinking trainings covering topics of person-centered thinking and customized employment. Our leadership team also attended multiple leadership and management seminars.

**A Community Well-Informed about CPCP and Our Community Impact:** Held a focus group with parents of high school students to identify desired information about services; proposed creating a DVD to promote the organization; discussed multiple possibly community events to host as well as a potential mentoring program.

**Enhanced Employee Communication:** Implemented frequent but short "huddle" meetings for staff to regularly communicate necessary information; encouraged regular use of internal, electronic communication tools.

**Basic Assurances for Health, Safety and Welfare:** Updated monitoring tool; conducted mass mailings of helpful health tools and information.

**Provided Opportunities for Social Capital:** Conducted interviews to gather a baseline of current connections; identify specific staff to lead initiative; conduct monthly brainstorming; established a plan to approach identified potential community partners.

**STRATEGIC PLAN**

This past year marked the completion of a 5 year Strategic Plan our Board of Directors and Cross Plains leadership team established in 2010. Our strategic plan creates vision, focus and alignment in our organization and seeks to help us accomplish our mission by setting goals for improvement in key areas. These areas are intended to benefit the organization, our employees, and those we support.



As our Board is currently mapping a new Strategic Plan, we look back at how we measured up to the goals set for us 5 years ago.

**People Will Be Included in Their Community**

2010 baseline showed that 62.49% of day services were happening in the community.

**Expansion of Project SEARCH; Establishment of Long-Term Funding for the Program**

3 additional/new sites have been launched. Private funding for this program had been expanded and we are currently making progress to establish long-term programmatic funding.

**Complete Transfer to Electronic Processes**

Transitioned Finance Department to paperless accounting. Fully implemented electronic (web-based) system for program note tracking. Moving toward online incident reporting and medical tracking.

**Evaluate Facility Needs and Use**

Determined current building's usage rate and forecasted building usage need for coming years. Moved forward with a plan which included placing current facility for sale.

**Enhanced Transportation for People Receiving Services Based on an Increase in Community-Based Services**

Six company vehicles have been purchased in the last five years. A fleet management system has been implemented to assure preventative car for state-owned vehicles. A similar tracking system has been established in-house to monitor similar information for company-owned vehicles.



2738 Underwood Road Dalton, GA 30721

Tel 706-278-8143

Fax 706-272-7648

[www.crossplainscp.org](http://www.crossplainscp.org)

## OUR STAFF

Deborah Conway, Executive Director  
Marlene Jones, Director of Support Services  
Elizabeth Hunter, Supported Employment Manager  
Aaron Marcelli, Finance & Operations Manager  
Stephanie Sanders, Quality Enhancement Coordinator  
Alice Blackwell, Support Services  
Elaine Roberts, Community Connection Coordinator  
Haley Sanchez, Administrative Assistant



*Congratulations to CPCP Finance Manager, Aaron Marcelli, who graduated from Leadership Dalton!*

## BOARD OF DIRECTORS

Wendy Tieck, Board Chair – Shaw Industries  
Trey Kenemer, Vice-Chair – Xpress Global Systems  
Jeremy Morgan, Treasurer – Mohawk Industries  
Mel Abernathy – Marketing Alliance Group  
Steve Bolding – Goddard, Hammontree & Bolding, LLC  
Beverly Davis – Shaw Industries  
Jamie Gentry – Shaw Industries  
Jeremy Harden – Aflac Insurance  
Josh Killion, Board Chair – Shaw Industries  
Amber Lesicko – Dalton State College  
Erin Malone – Alliant Health Plans  
Woody Mullins – Talley, Mullins & Co., P.C.  
Will Robinson – American Risk Advisors  
Tommy Slaton – Cross Plains Community Partner  
Deb Sneary – Whitfield County Schools  
Pat Townsend – Cohutta Banking Company

