



Reaching Dreams

A Monarch publication for the community,
people we support, and their families



**MONARCH
EMPLOYMENT SUPPORT
PROGRAM HELPS KIARA CAMP
TAKE ONE STEP AT A TIME TOWARD
PROGRESS [SEE PAGE 10](#)**

STRAIGHT FROM PEGGY



As President and CEO, my goal has always been to serve people, treat them respectfully and offer them the best care possible. Throughout the years, we have experienced significant growth and change, but our goal to provide quality services has remained.

The business world is changing. We need to be equipped with a core set of business strategies and critical thinking skills to adapt. Monarch's Board of Directors and our Executive Leadership Team work tirelessly to help us prepare for the future.

We are always looking for ways to improve. We have offered new approaches to care, mostly evidence-based practices, like Individual Placement and Support (IPS). The cover story shares how we identify employment for amazing people, like Kiara, who had trouble finding a job because of her disabilities. We have also eliminated services that didn't work. We sought critical accreditations like our recent reaccreditation by the Council on Quality Leadership (CQL), which says we're among the best in the world, see Page 2. And we're pursuing Joint Commission, see Page 5. This top national accreditation in the health care industry will enhance Monarch's reputation as a leader.

You have trusted my decisions to grow and reorganize, but I'm often asked why we've taken such seemingly difficult paths. Some journeys have been harder than others, but we never lost sight of our mission. Ultimately, our pursuits have been extremely beneficial for people supported, staff and our communities.

During our recent town halls with staff members, I was asked tough questions about why we make some decisions – and my response is always, because we put people first. During these meetings, we revealed a plan to provide better customer service, discussed the need to step up our game and announced a new facilities standards plan to improve the appearance of our sites. We must compete for private payers, but, most importantly, we want to offer the best care.

Our trauma-informed philosophy, which you will read about on Page 7, explains how our office environment and the way people are greeted and offered care has changed to ensure their experience is the best possible. Improving our physical spaces will also benefit our staff. We've experienced lots of change and it's because we needed to secure our future. Where many providers haven't survived, we have thrived. There will always be an urgency to deliver quality and outcomes. At the same time, it's important to identify our company brand and where we want to be in two, five and even 10 years.

I don't often share quotes, but I recently read one from Former First Lady Rosalynn Carter. She said "a leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be." It is my job to not only see Monarch as it is right now, but to work with our board and executive team to consider our future. That was the reason we added mental health services nearly 12 years ago and why we are now a statewide provider.

As we continue positioning for the future, we'll apply the brakes at times. We may also hit the accelerator again. We'll do some things differently as our story continues to be written. Positioning for the future is our charge. And I'm ready to get started!

Peggy S. Terhune, Ph.D.
Monarch CEO

Reaching Dreams is the official Monarch publication for the community, people we support, and their families.

Our Mission

We are committed to supporting, educating, and empowering people with developmental and intellectual disabilities, mental illness, and substance abuse challenges to choose and achieve what is important to them.

Our Vision

We will lead the way in the state to creatively support people with disabilities in growing toward their potential, reaching their dreams, and making their own informed choices about where they live, learn, work, play, and worship. Through partnerships and relationships with our community, we will offer a variety of innovative quality services and supports and will promote advocacy, awareness, education, training, employment, and residential opportunities.

MARK RITCHIE'S LIFE IS COOKING

With Monarch's support to deal with mental illness and substance use, he's working toward his dream of becoming a chef

When Mark Ritchie shares all that he has overcome and what he has accomplished the last few months, it's hard to tell who wears the biggest smile – Ritchie – or Michelle Ibrahim, program manager for Monarch's psychosocial rehabilitation (PSR) programs in Lee and Harnett counties. Ritchie has attended Monarch's Lee PSR for years, and Ibrahim has been by his side almost since the beginning.

After his life took an unexpected downturn, Ritchie, 55, moved nearly 14 years ago from California to Lee County to be closer to family. Before moving to North Carolina, he had started to drink heavily as his problems worsened. His struggle with mental illness intensified. He lived in unimaginable conditions that further perpetuated his disorders.

Someone suggested he contact Monarch, where he found the services and support he needed. Ritchie moved into a Monarch group home in Lee County. He began to regularly attend the Lee PSR, an evidence-based support service that focuses on helping individuals develop skills and access resources to increase their capacity to be successful in the living, working, learning and social environments of their choice.

Slowly, life for Ritchie improved. He started seeing a therapist and his involvement in the PSR gave him purpose. The Monarch program helped Ritchie to engage in positive activities. He got involved in several community initiatives the PSR hosted, such as National Night Out, a Halloween party for underserved kids, adopting a family in need at Christmas, and volunteering at the local food bank and nursing homes. And he has made friends. Ibrahim said their community work has helped to reduce the stigma that often surrounds people with mental illness. Ritchie also spends time speaking to local law enforcement officials about how to better understand people with mental illness.

Pretty impressive for a man Ibrahim remembers as unusually quiet, anxious and withdrawn.

"When he first came to the program he never spoke to anyone. Boy, has that changed," Ibrahim said laughing. "Helping him and others to become part of the community and to find ways to give back has been important to their recovery. Their hearts are so great and they feel so good about what they do. They have become confident. Sometimes they don't realize the accomplishments they make."

Ritchie has, indeed, achieved a lot this summer. In May, he completed his culinary certification at Central Carolinas Community College (CCCC) in Sanford and received the Outstanding Student Award. Ritchie plans to return to CCCC in January to begin his Associate's Degree in culinary arts and his ultimate dream is to become a chef on a cruise ship.

And after more than 14 years as a resident of a Monarch group home, Ritchie got the keys to his own apartment this summer. He told Ibrahim a year ago he wanted his own place and the two worked on a budget and plans to accomplish that goal, too.

Although he's been in recovery for some time, Ritchie still has to remind himself how far he has come. He said he is finally seeing progress and is feeling good about what has transpired in his life the last few months.

"Michelle and Brittany (Brittany Marks, a behavioral specialist at the Lee PSR) have been wonderful. They have helped me to accomplish my goals and to find my confidence," explained a beaming Ritchie. "I've learned to cope with my mental health and the PSR has helped me out so much in every way. I have come a really long way, and I am really proud of myself."

Ritchie has had quite a busy summer, but he hopes the next few months aren't quite so busy, so he and his PSR buddies can resume their annual beach trip that Ibrahim helps them to plan.

Natasha A. Suber, Vice President, Marketing and Communications at Monarch



EXECUTIVE EDITOR

Peggy S. Terhune, Ph.D.
President/CEO, Monarch

MANAGING EDITOR

Natasha A. Suber

CONTRIBUTORS

Adina Blake
Jan Boone
Blake Martin
Laurie Weaver

CREATIVE DIRECTOR/ DESIGNER

Donna Wojek Gibbs

MONARCH BOARD

OF DIRECTORS 2016

Jeffrey B. Gaskin, *Board Chair*
Lee Allen, *Vice Chair*
James "Jack" A. Bauer
Kent Earnhardt, Ph.D., JD
Brenda L. Hinson, *Immediate Past Board Chair*
Larry J. Hinson, *The Arc of Stanly Chair*

Jeffrey L. Irvin
Barbara M. Kean, Ed.D.
Joel Laster, Jr.
Benjamin Marsh
Michael J. McCrann, JD
Rachel L. Morrison
Randall Phillips
Jeffrey Plyler
Steve W. Surratt, Sr.



This certificate acknowledges the achievement of

PERSON-CENTERED EXCELLENCE ACCREDITATION

- WITH DISTINCTION -

Monarch

August 12, 2016 – August 12, 2020

Mary Kay Rizzolo

President & Chief Executive Officer

Bryce Hancock

VP of Accreditation & Training

Monarch is among a small, elite group worldwide to receive 'Accreditation with Distinction' from CQL.

Monarch achieves HIGHEST LEVEL of accreditation from Council on Quality and Leadership

Monarch has achieved Person-Centered Excellence Accreditation with Distinction from the Council on Quality and Leadership (CQL), demonstrating its adherence to high industry standards and performance measures for continual growth. The organization is among a small and elite group internationally to achieve this level of accreditation.

CQL accreditation promotes excellence in person-centered services and supports that lead to increased quality of life and continued organizational improvement. Providers are evaluated on their accountability and effectiveness in health, safety and human security, as well as best practices and quality of life outcomes for the people supported.

"When Monarch partnered with CQL to pursue accreditation, they undertook a rigorous process to review and improve services and supports," explained CQL President/Chief Executive Officer Mary Rizzolo in a letter sent to N.C. Gov. Pat McCrory. "Their efforts were focused on empowering the people who receive support from their organization to make choices in how they live their lives ... where they work, where they live, how they create a community."

Representatives from CQL visited Monarch locations across North Carolina, conducting one-on-one interviews with people supported; focus groups with people receiving services, staff and community members; a stakeholder-led agency evaluation; and reviews of written support of the agency's practices.

"We are incredibly proud to achieve this affirmation of the high quality of work we do at Monarch," said President/Chief Executive Officer Dr. Peggy Terhune. "CQL holds us to the highest standards and pushes us forward the second we meet them, which helps us continue to provide the best possible services to the people we support. Many thanks to the CQL reviewers as well as the Monarch employees who work so hard every day to make sure we meet the needs of everyone we serve." ●

Monarch President and Chief Executive Officer receives two distinguished professional awards



Dr. Peggy Terhune flanked by her NC Council of Community Programs Lifetime Achievement Award presenters Eastpointe CEO Sarah Stroud (left) and Rob Boyette, Eastpointe board chairman.

Monarch President and CEO Dr. Peggy Terhune has been named the recipient of the NCE Distinguished Professional Award in Diversity and Cultural Competency by The National Conference of Executives (NCE) of The Arc. This new award recognizes leaders from The Arc's national network of nearly 700 chapters who have provided innovative programs that meet the needs of the diverse Intellectual and Developmental Disabilities (I/DD) community.

"I am so grateful to be able to learn from the wonderful people in my life, especially those I know who live with disabilities. I am inspired daily by the strength and abilities of these individuals."

— Dr. Terhune

Terhune was recognized for addressing the concerns of the diverse populations at Monarch and the communities where the company serves. Monarch's culture and approach supports and encourages staff in creating innovative ways to deliver needed solutions. Factors of diversity may include race, ethnicity, nationality, sexual orientation, gender identity, refugee and/or immigrant status, geographic location, being members of the military and/or having low-incomes.

Terhune accepted the award in October in Lake Buena Vista, Fla., during The Arc's 2016 National Convention.

Earlier this year, Terhune was named recipient of the 2016 NC Council of Community Programs Lifetime Career Leadership Award, which also recognizes her outstanding dedication to serving people with disabilities. She received her honor during an awards luncheon hosted during the NC Council's Spring Policy Forum in Raleigh. Terhune was nominated by officials at Eastpointe, a managed care organization in Eastern North Carolina.

The NC Council, based in Raleigh, annually recognizes individuals whose contributions go above and beyond the requirements of their day-to-day responsibilities serving persons with mental illness, substance use disorders and intellectual and developmental disabilities in North Carolina. Terhune has worked with and advocated for people with disabilities for more than 40 years.

In addition to her career, Terhune is mother to seven adult children and wife to Bob. The couple has fostered children for more than nine years, and serves as therapeutic foster parents to teenagers. A servant leader, she continues to provide community service in a number of ways. For fun, Terhune serves as an adjunct faculty member for the Master of Business Administration program at Strayer University.

"I am overwhelmed to be recognized with two amazing honors," Terhune said. "I am so grateful to be able to learn from the wonderful people in my life, especially those I know who live with disabilities. I am inspired daily by the strength and abilities of these individuals. My passion to help others and ensure social justice is played out in my life both professionally and personally. I have been so blessed!" ●



Pictured (l-r): Rusty Bradstock, board chair of Arc NC, I/DD Professional of the Year award recipient Diane Bowden, a Monarch service manager, and John Nash, executive director of Arc NC.

Monarch service manager, The Arc of Stanly receive statewide honors from The Arc of North Carolina

The Arc of Stanly County and Diane Bowden, a longtime Monarch employee, were among 12 recipients who received esteemed statewide honors from The Arc of North Carolina during its 2016 Annual State Conference held in Charlotte Sept. 8-9.

During the awards ceremony, The Arc of Stanly was recognized as a Distinguished Affiliate. The designation honors the dedication, commitment and the professionalism of the chapters of The Arc of North Carolina. Honorees have fulfilled guidelines related to advocacy, community activities, community education, and support of self-advocacy initiatives, public awareness, diversity and chapter management.

Diane Bowden, an administrative service manager for Residential, Employment and Community in Stanly County, was named the Intellectual and Developmental Disabilities (I/DD) Professional of the Year. The award recognizes a person employed in community developmental disabilities services or supports who has demonstrated sensitivity and the ability to provide outstanding support that result in increased independence for people with developmental disabilities.

Bowden began her career at Monarch in 1993. During her years of service, her colleagues and those who are familiar with her work said she has demonstrated exemplary service qualities that are unmatched. She is known for her dedication and for treating the people supported with dignity and respect. Bowden is also credited with possessing a positive, selfless attitude, enriching the lives of the people supported and working tirelessly to assist all who are under her supervision.

Also during the conference, Monarch's Beach Club of Dare, a day program located in Manteo, displayed their beautiful artwork, which was selected by Arc NC to be presented to conference speakers as gifts. ●



Joint Commission accreditation process moves forward

Monarch continues internal refinement steps toward achieving accreditation with the Joint Commission on Accreditation of Healthcare Organizations, an independent agency known for setting quality standards in health care across the United States.

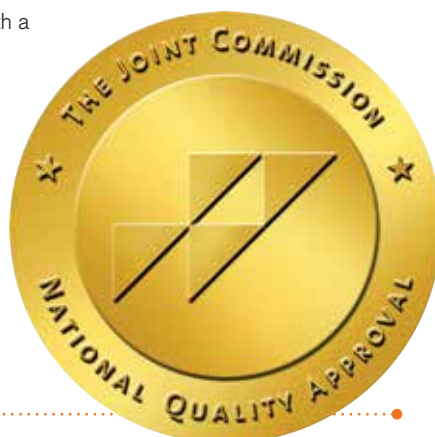
This national accreditation, which is one of the most recognized honors in the health care industry, will enhance Monarch's reputation as an industry leader committed to the highest standards. To achieve this, the company must meet certain Elements of Performance (EPs) for all sites and services.

By obtaining this national accreditation from the Joint Commission, Monarch will position itself as a recognized mental health and human services leader.

After finalizing policy and process changes to meet these requirements, Monarch will focus on conducting appropriate training in areas where adjustments are needed. A Joint Commission consultant visited at the end of July to complete a gap analysis, and teams are now implementing those recommendations as part of their work plans.

Employee knowledge of expectations and performance is a critical part of the Joint Commission survey process. Reviewers will visit every Monarch site to complete assessments from both a service and safety perspective.

The company will undergo an onsite mock survey in November to identify any remaining obstacles to accreditation, and is eligible for its first formal onsite review in February 2017. ●



N.C. Department of Labor honors 130 Monarch sites statewide with safety awards



N.C. Commissioner of Labor Cherie Berry (left) presents Linn Bernhardt, Monarch risk manager, with one of the more than 130 safety awards Monarch received for its safe sites statewide.

More than 130 Monarch sites statewide were honored by the N.C. Department of Labor's Safety Awards Program, which recognizes private and public firms across North Carolina for achieving excellent safety records.

The annual awards program presents awards at two levels – Gold and Silver. To qualify for Gold, a facility must maintain a perfect record or an incidence rate of at least 50 percent below the industry average – determined by the number of lost work days, job transfers and restricted duty days for the year. For Silver, only the number of full work days missed is considered. Monarch had 131 sites achieving Gold awards and two receiving Silver.

North Carolina Commissioner of Labor Cherie Berry presented the awards during ceremonies at locations across the state.

Safety is crucial at any business and at home, Berry said during the event held in Albemarle. "There is nothing more important you will do today, or any day. What I consider the most important time in safety is the very next minute, because accidents and injuries happen in the blink of an eye." ●



Shopper Audrey Weaver (left), of Rowan County, and Traci Smithson, a person supported by Monarch, who served as hostess during the Forget-Me-Not Gift Shop open house, take a moment to smile for the camera.

Monarch's

Forget-Me-Not Gift Shop

Monarch's Forget-Me-Not Gift Shop is open in Winston-Salem's Reynolda Village, offering unique wreaths, themed baskets, artwork, home décor, fashion accessories, handmade artwork, crafts and gourmet snacks. The retailer hosted an open house in August.

"You can find something in here for any occasion and season, and we've got something for every budget," said Gift Shop Manager Cheryl Witt, an artist herself with retail experience and a flair for arranging and decorating that was passed along from her florist parents.

opens for business in Reynolda Village

Gift shop purchases benefit the people we support, who also create many of the items for sale. From individually hand-dyed silk scarves to paintings and handmade cards, the creations of people supported through Monarch day programs are always a topic of conversation at the shop.

"The impact on the people we support is a popular sentiment for shoppers," said Director of Program Operations Julia Augustoni, who helps coordinate the shop. "Many people specifically ask for items they have made."

Titisha Smith, who receives Monarch services, said one of her favorite activities is working on crafts to be sold in the shop. "I like being here; it's fun," she said, all smiles as she assembled holiday cards.

The shop is located at 2201 Reynola Rd., Winston-Salem, and is open Tuesday-Saturday, 10 a.m. - 5 p.m. ●



Monarch adopts **TRAUMA-INFORMED APPROACH** to providing care

Research has shown 90 percent of people receiving care for mental illness or substance use disorders have experienced traumatic life events. Past traumatic experiences can impact both treatment and recovery for those living with intellectual and developmental disabilities, mental illness or substance use disorders.

As Monarch continually seeks ways to better serve our communities, the company is adopting a trauma-informed approach to providing service.

“Organizations with a trauma-informed philosophy recognize trauma is something nearly everyone has experienced and it can have a lasting effect across the lifespan,” explained Ben Millsap, Monarch’s senior vice president and chief clinical officer. “At Monarch, we want to make sure that all levels of our company — from the front desk receptionist to the CEO — understand how trauma can affect those we work with every day.”

In the last six months, almost 1,800 employees have received trauma-informed care training and it will be required for all new employees as they arrive at Monarch.

By operating in a trauma-informed way, an organization acknowledges all individuals it comes in contact with, from people supported to staff members, have likely experienced some kind of trauma in life. Trauma is uniquely defined by every individual experiencing it and its symptoms vary widely from person to person. Traumatic experiences may include physical and emotional abuse, abandonment, an accident or physical injury or the loss of a loved one.



“As a trauma-informed organization, we recognize that how we do things on a daily basis can either help in the healing process or can re-traumatize those we support,” said Millsap.

Millsap is currently leading a trauma-informed care committee of staff members from across the company. The committee is assessing Monarch operating procedures and organizational culture through a trauma-informed lens and identifying areas for improvement. For example, Millsap said, a noisy, chaotic waiting room where a TV is blaring disturbing news of the day could trigger a strong response for someone with post-traumatic stress disorder. Slight changes in

a room or how a person is greeted when he or she arrives at a Monarch office can have an impact on successful treatment.

Monarch is part of a year-long Trauma-Informed Care Learning Community, coordinated by the National Council on Behavioral Health. This group of 18 leading providers from across the United States gathers during the collaboration via email lists and through phone calls to share information and best practices as each works to implement trauma-informed practices. ●

By Laurie A. Weaver, Senior Director of Philanthropy at Monarch

SMART HOME TECHNOLOGY in select Monarch homes offers newfound independence to residents

In 2015, Monarch launched an innovative pilot project to enhance independence for the 46 individuals with intellectual and developmental disabilities and mental illness living in eight of its homes in Craven, Jones and Pamlico counties. The project combined wireless smart home technology with adaptive home modifications to create healthier, safer living environments where residents can have greater control of their daily activities.

For residents like Crissy Fiolek, who lives at a Monarch home in New Bern, the installation of smart home technology like motion-sensor and iPad controlled lighting, medication dispensers, panic pendants, an induction stove, temperature-controlled faucets and other features, has had a significant impact.

Before the smart home technology was installed, Fiolek needed to be reminded three or four times a day by staff to take her medication. She needed assistance in taking the right dosage at the right time. As part of this project, Fiolek received a medication dispenser. The dispenser reminds her when to take her medication and safely provides the correct dosage for her. If she does not take it within a predetermined period, the dispenser accesses the wireless home system and alerts staff she may need assistance. After just three months, Fiolek rarely had to be reminded to take her medication. She is now more independent when it comes to managing her medication and has more confidence and higher self-esteem as a result.



Pictured (l-r): Joann Vincent and Chrissy Fiolek, residents of one of Monarch's homes in Craven County, settle in for an evening at home after locking the front door and setting the alarm using an iPad and smart home technology. Right: Melvin Burton, a resident of a Monarch home in Jones County, shows off his wrist pendant which is set to alert staff when he presses the button and needs their support.

With the help of smart home technology, Melvin Burton, who lives in a Monarch operated home in Trenton, has taken greater advantage of his unsupervised time in the home. Many of the high-functioning people Monarch supports have unsupervised time, where they are able to stay by themselves in the home without staff for short periods. Unsupervised time increases independence and fosters a sense of personal responsibility and self-reliance, but many residents are afraid to use it because they fear they will need staff, but be unable to contact them. With this project, Burton now wears a wrist pendant which is set to alert staff if he presses the button and needs support during his unsupervised time.

Monarch continues to evaluate the success of this pilot project and hopes to expand it to other homes across the state. The Smart Home Project was developed in partnership with Trillium Health Resources and was made possible with generous support from The Harold H. Bate Foundation, the CarolinaEast Foundation and numerous individual and corporate donors. ●





Monarch staff member Angie Leak (center) helps Betsy Church deliver coloring books to Sylvia Beamer, director of volunteer services at Randolph Hospital in Asheboro.

People supported assemble and donate coloring books to Asheboro hospital

An emergency room visit is not high on anyone's list, but for children, the anxiety, fear and wait times can be overwhelming. At Randolph Hospital in Asheboro, the people Monarch supports at the nearby Vocational Opportunities in the Community (VOC), a day program for adults with intellectual and developmental disabilities, are doing their part to help.

For the past six years, they have assembled coloring books and packets of crayons to deliver to the emergency department to help calm children who are restless, bored and scared while in the waiting area. The coloring books give the children a fun, productive and relaxing activity to fill the time.

The books became so popular that VOC downsized the finished product to speed up production and decrease costs to serve more children. The 8½ -by-11-inch size was cut in half so that approximately 100 books could be distributed each month. The hospital purchases the cardstock, copy paper and crayons, and staff and people Monarch supports purchase small cellophane bags to hold the crayons.

Participants of the VOC program construct the entire project, including selecting the pictures for coloring, making copies, folding pages in half, punching holes for ribbon to hold the books together, tying the ribbons, and placing crayons in bags. The name and address of the VOC program is attached to the crayon bags, which lets the families who receive the coloring books know where they originated.

"Children throughout the hospital enjoy the coloring packets," said Sylvia Beamer, director of volunteer services at Randolph Hospital. "We have distributed thousands of these. We all love the VOC program, and when the staff and people being supported deliver the coloring books with smiles on their faces, it warms my heart!"

In addition to the coloring books, people supported at VOC make greeting cards for the hospital to deliver to patients in hopes of brightening their spirits. Approximately 50 handmade greeting cards are delivered each month.

"It seems the opportunities are endless and this once-small project has turned into a great partnership with the hospital," said Bunny Schoolcraft, support coordinator at VOC. "They honor our folks each year for their wonderful volunteer service." ●

By Jan Boone, Staff Writer

Monarch employment support program helps Kiara Camp take one step at a time toward progress – **AND HOPE**

UNLIKE MOST OF US, who at least occasionally grumble at the thought of going to work, Kiara Camp, of Shelby, is thrilled every time she reports to the assisted living facility where she works as a dietary aide.

At 26, this is Camp's first job. She lives with major depressive disorder and had a difficult time finding employment. Her role includes preparing meal trays, washing dishes and cleaning the facility's dining area.

"It feels so good to go to work when you have never been able to before," she said. "I love it."

Monarch's Individual Placement and Support (IPS), managed by a team of employment professionals, helps individuals, like Camp, with serious to severe and persistent mental illness and co-occurring disorders find competitive, sustainable jobs.

Kiara Camp (right), pictured here with Cheryl Moore, one of her coworkers.





SOMETIMES FINDING A JOB HELPS EVERYTHING ELSE FALL INTO PLACE

With the assistance of Danielle Earl, IPS team lead in Cleveland County, Kiara Camp is seeing a light at the end of a tunnel she's been navigating throughout her life. Her mother left when she was three weeks old. By the time she started to school, it was clear she had a learning disability. Her grandmother, Ruby Haynes, raised her.

"It's been hard to find the right help for her," Haynes said. "People don't take the time to find out what's wrong with kids. Just to look at them, they look OK. You have to find out what's on the inside."

According to the Dartmouth model, IPS professionals are guided by the preferences of the person being supported, integrating services with ongoing treatment and pursuing competitive employment regardless of diagnoses, symptoms, level of disability or medical/legal history. Support is individualized and continues as long as the person needs and wants it.

"Miss Danielle" has become a true partner, Camp said. "She supported me. She helped me make my first resume, took me to look for jobs, went with me to interviews, and took me to visit a college."

Her job is just the right fit, added Camp, who is also volunteering with residents at the assisted living facility in hopes of becoming a personal care aid.

"I love the residents," she said. "I sit outside with them on my break. Elderly people just need somebody to talk to, and I like to see them smile."

Camp's dream is to become a hair stylist eventually, and she and Earl have already visited the Paul Mitchell school in Charlotte to learn about the cosmetology program. She's also on the waiting list to get her first apartment for herself and her 3-year-old son, Darryl.

"One step at a time," she and Earl say, in unison. "One step at a time." ●

By Jan Boone, Staff Writer

Kiara Camp is pictured with Danielle Earl (left), a Monarch lead employment professional, who helped her to find the job and continues to provide her with support.

The Monarch IPS program is patterned after the evidence-based Dartmouth model, a standard in the industry that combines research-proven core principles to provide comprehensive support to people seeking satisfying, long-term employment. IPS teams across North Carolina carry out the company's belief that everyone has the right to work and enjoy what they do.

"We're doing more than just matching people with jobs," said Monarch IPS Program Director Sheri Carter. "We get to know them and help them find their dream jobs. This is about careers and fulfillment, not just income."

In many cases, locating meaningful employment has far-reaching effects, such as repairing relationships with family and friends, establishing housing, fostering independence, improving physical and emotional health, and renewing interest in future financial security and goals.

"Having a career can restore what some illnesses tend to rob, such as hope, joy and self-confidence," Carter said. "We believe that a job can help everything else fall into place."

People trying to find and maintain employment also may face challenges such as transportation, understanding how work may affect their public benefits and building necessary job skills. Monarch's IPS approach includes a team leader, employment support professionals and certified employment peer mentors, all dedicated to providing whatever help is necessary to enhance opportunities for success.



MONARCH'S **NEW BERN GOLF TOURNAMENT HITS A HOLE-IN-ONE**

Bright blues skies served as the backdrop for the annual Dreams Take Flight Golf Tournament held at the New Bern Golf & Country Club on Sept. 8. For the third consecutive year, Monarch families, friends, staff and corporate sponsors (see inside back cover) gathered to support the golf fundraiser.

Teams comprised of four players, which totaled 60 golfers, competed in the 18-hole tournament, which raised \$17,000. The proceeds from the event, which has become Monarch's signature fundraiser in Eastern North Carolina, benefit the services for the people Monarch supports.

"So many people help to ensure the success of this tournament. We couldn't host this event without their support," said Laurie Weaver, senior director of philanthropy. "This year was no different and we are grateful to our sponsors, players, volunteers, staff – and Monarch's own Sylvia Hancock, who leads the coordination of the tournament in New Bern. We appreciate her and all the others who demonstrate their support to ensure the success of this event."

Annually, Monarch hosts two Dreams Take Flight Golf Tournaments. The next Monarch golf fundraiser will be held at Tillery Tradition Golf Club in Mount Gilead on Friday, April 28, 2017. To register or for more information, call (704) 986-1536. ●

SAVANAH WIMBERLEY makes a difference in Southern Pines

After graduating from Floyd L. Knight School in Sanford a little more than a year ago, Savannah Wimberley was ready and eager to transition from a high school student to an independent young woman. With Monarch's help, she has become involved in a number of different roles throughout the Southern Pines community.

Always up for a challenge and willing to try something new, Wimberley has been volunteering with First Health of the Carolinas, working at Moore Regional Hospital several times a month. She can be found all over the hospital with the magazine cart, delivering magazines to the hospital lobbies and patients' rooms.

Wimberley also spends time volunteering at the Southern Pines Fitness Center, where she serves as a greeter, files guest cards, helps launder and fold towels, cleans equipment and gives tours of the fitness center.



"Savannah is unstoppable," said Community Engagement Team Leader Rahnelle Rosado, who knows Wimberley from her attendance at the Monarch Creative Arts and Community Center in Southern Pines. "She brings smiles to people's faces everywhere she goes. This is what Monarch is all about – educating our community and integrating the people we serve into their community in a meaningful way."

In addition to her volunteer work, Wimberley enjoys participating in the Joyful Noise music program, a local book club, church activities and the Lee County Sunshine Club. She also rides horses, belongs to a bowling league and bowls in Special Olympics.

"I love work and going to do things," Wimberley said. "I love Monarch!" ●

By Jan Boone, Staff Writer

● Find us on



Remembering A Dear Friend: **BILL COLLIER**



Bill Collier, his daughter Cathy and wife, Martha pictured during the Monarch Creative Arts and Community Center ribbon-cutting and open house in Southern Pines in June 2013.

A longtime Monarch supporter and dear friend, Bill Collier, of Whispering Pines, passed away in September. He was an advocate both for his daughter Cathy, who Monarch supports, and for people with intellectual and developmental disabilities statewide. An avid golfer, Collier was an integral part of the company's annual Dreams Take Flight Golf Tournament, encouraging players and sponsors alike to support the event. He will be greatly missed. We send our condolences to his wife, Martha, daughter Cathy and to the rest of the Collier family and the many people in the Southern Pines and Pinehurst community who, like those at Monarch, mourn this loss. ●



DONOR REPORT

2015-2016

RESTRICTED GIVING

Contributions of friends, family, corporate partners and foundations to Monarch residences, sites and programs

\$1 TO \$999

Jeffrey and Lisa Alexander
Pamela Bander
Rick and Susan Barney
Matt and Terri Bernhardt
Kenneth and Lynn Bertel
Linwood and Gay Britton
Steve and Barbara Brown
Brunswick Electric
Membership Corporation
Pearl Campbell

Cedar Island United
Methodist Church
Gary and Jackie Church
Bill and Martha Collier
Edna Cox
Jerry Deese
Duck United Methodist Women
First Presbyterian Church
of Rockingham
Eleanor Gardinier
Don and Susan Haines
Mark Hinson
Joseph and Mary Hudson
Lora Jones
Angela Kirk
Daniel and Ann Kirk
Mike and Gale Kirk

John and Tammy Lampley
Vicki Morton
Michael and Lexine Muza
Brenda O'Neal
Sam and Pam Hooker Foundation
Lydia Schoenbrunn
Seagrove Area Potters Association
Benny and Gail Sutton
Shirley Swenson
Charles and Janan Usher
Wake Forest University
Randy West
Kristina Winkler
Winston Salem Transit Authority
David and Colleen Zoubek

WHY I SUPPORT MONARCH

As a young married couple just getting started in life, we were idealistic about our future. We knew we wanted children and had their lives planned even before they were even born. Life gives you "trials and tribulations" and takes you in places you did not know you were going.

Our first born, Laura, had such a rare chromosome disorder that we did not know for some time that she would even live. She beat the odds! And so did we!

Our journey was one that was hard, but made us as parents stronger and, more importantly, our faith stronger.

Laura became a teacher of many life lessons. She taught us how to be more patient, more thankful and become advocates for not only her, but others who needed help along life's journey.

Thanks to "Team Monarch" for being there for not only Laura, but others as well.

– Jeannie Tyson



Chuck and Jeannie Tyson live in New Bern. Their daughter Laura, pictured here with her father, lives in Monarch's Kimberly Road Home.

Your support changes lives. THANK YOU.

For your convenience, a reply envelope is included in this issue of *Reaching Dreams*. If you have questions call Laurie Weaver, (704) 986-1536.

\$1,000 TO \$2,499

Bradford and Ruby Barringer
Roger and Connie Dillard
Glenn and Laurie Kavanagh
John W. Roffe and Marjorie A. Roffe
Endowment (for Moore County), a
component fund of the North
Carolina Community Foundation
Steve and Suzanne Surratt
Bob and Dr. Peggy Terhune
Chuck and Jeannie Tyson
United Way of Stanly County
Walmart
Wells Fargo Foundation
James Wiesendanger
William Knight Russell
Family Foundation

\$5,000 TO \$9,999

CarolinaEast Foundation
Community Based Alternatives, Inc.
Outer Banks Community Foundation

\$15,000 AND UP

Cone Health Foundation
North Carolina Department
of Transportation
The Harold H. Bate Foundation, Inc.

SOCIETY OF 1958

*The Society of 1958 recognizes individuals who make Monarch part of their estate plans either through their will or by naming Monarch as the beneficiary of other planned giving opportunities.**

Mary Ethel Clayton
Mary Cecelia Wood

** If you have listed Monarch in your estate plans or will, please contact Laurie Weaver at (704) 986-1536 to find out how you can be a member of this society.*

ARC OF STANLY COUNTY

The Arc of Stanly County works to ensure that people with intellectual and/or developmental disabilities in Stanly County have the services and supports they need to grow, develop and live in their own community.

Arc of Stanly County donors listed through September 1, 2016

Barbara Arbo
Pawnee Barden
Jack and Nancy Jean Bauer
John and Gloria Bowers
Larry and Peggy Branch
Kenny and Lynne Cagle
Jeff and Sandra Chance
Benton and Cindy Dry
Dun Rite Professional Services
Ruby Floyd
Kevin and Dr. Mary Garrison
Felix and Carolyn Hinson
Larry and Brenda Hinson
Wallace and Dolores Howell
Dr. Barbara Kean
Angela Kirk
Mike and Gale Kirk
Bonnie Laster
Tony and Martha Lowder
Don and Rachel Morrison
Deborah Moses
Cynthia Ohrich
Phillip and Carol Parker
Carrie Poplin
Jean Poplin
Virginia Poplin
Dr. Harrell and Ivory Roberts
Ed and Lynn Shimcock
Raymond Skidmore
Tom and Judy Smith
Nancy Smoak
Bob and Dr. Peggy Terhune
Elaine Vincent
Jeff and Jeanette Wilhelm



Craig Cavanaugh is a resident of Monarch's Cauthen Drive home and is a peer volunteer at the Richmond Psychosocial Rehabilitation program in Rockingham. Cavanaugh uses his own lived experience with mental illness to give support and encouragement to others facing similar challenges. He helps co-facilitate the Wellness Recovery Action Plan (WRAP) program.

WHY I SUPPORT MONARCH

"It has always been important to me to help other people. Because of my own mental illness and years of recovery, I understand what other people are going through and can help them as they learn about their illness. I'm doing better now, but recovery is a process and I like helping other people as they work to get better. It helps me, too."

– Craig Cavanaugh



WHY I SUPPORT MONARCH

How did you hear about Monarch? Our family joined the Arc when we moved to Stanly County years ago. I was on the Arc of Stanly Board for many years, and I was so proud to be a part of the board when we opened the Prader Willi Home on Lafayette Street in Albemarle. Incidentally, I was on the board when we hired the present Arc of Stanly Executive Director Dr. Peggy Terhune. That was an excellent board decision!

What moved you about Monarch? I have always been so grateful to have such a vibrant, caring organization, like Monarch, in Stanly County. Monarch has really grown in the last few years, but they have maintained a quality of excellence within their organization.

Why do you donate to Monarch? I feel the donations to Monarch are used to help the people we serve. I never question how the funding is allocated. Peggy and her executive staff have retained exemplary personnel at Monarch. Their integrity, devotion to leadership, and genuine concern for the individuals Monarch serves is present and evident in all areas of service.

What motivates you to stay involved? I have an adult daughter with Down syndrome. She lives at home. I remain active for her, but I also believe in Monarch's programs – serving people with intellectual and developmental disabilities, mental illness, and substance use disorders. I feel strongly that this community needs people who understand, care,

and are compassionate advocates for their programs. I currently serve on the local Human Rights Committee, which helps the organization in a small way, and I am so glad that I can stay involved.

In your opinion, what is the most important work that Monarch does? I feel Monarch's support of the special needs community is vital. Its outreach to its population is solid. A few years ago, I had some issues with Sara that frustrated and overwhelmed me. I felt as if I was not helping her, and I did not know how. I called Peggy and said basically, "Help!" After explaining my situation, her response was "What took you so long?" She emailed me that day with a doctor's name. By that night, he emailed

We have a two-step program.
YOU COME HERE. WE HELP YOU.



Please join Nancy Smoak (right), of Albemarle, and other Monarch supporters by visiting www.MonarchNC.org/donate. Simply click the "Give Now" option to get started. For more information, contact Laurie Weaver, senior director of philanthropy, at laurie.weaver@monarchnc.org or (704) 986-1536.

me and I responded. I appreciated so much her quick response, her direction, and her help. And Sara is doing much better. I believe when Monarch says "We can help," they are not just repeating words.

What can you share with other members of the Monarch family regarding your experience donating?

I have had a very positive experience with any donation made to Monarch. I generally give more than once a year.

What would you say to other Monarch friends who are considering supporting the organization through advocacy, volunteerism and /or financially?

Do it! Just do it! Volunteer, advocate or give. It is such a worthwhile organization to support. It helps a portion of our population that is medically and financially disadvantaged. It is a way to give back or pay it forward. It is guaranteed to bring smiles – and guaranteed to lift your days!

As shared with Adina Blake, Philanthropy Services and Donor Relations Manager at Monarch.

MONARCH SOCIETY

The Monarch Society helps people pursue their dreams. It is through generous gifts to the Society that Monarch is able to facilitate learning, growth and healing for thousands of people across North Carolina. Monarch supports and empowers individuals helping them exceed expectations and achieve lifelong dreams such as getting a job, living on their own, coping with depression, and getting married.

Many families, friends, and community and business leaders choose to contribute to the Monarch Society annually as a tribute to people in their own lives who have inspired them to achieve their dreams.

BUTTERFLY CIRCLE

These contributors believe that everyone deserves the right to pursue their dreams. Members of this Circle make it possible for dreams to take flight by contributing \$1 to \$999 to the Monarch Society.

English Albertson
Derek Allen
Kim Allen
Louise Allred
Altrius Capital Management, Inc.
AmazonSmile Foundation
AMN Healthcare/Staff Care
Henry and Lynette Anderson
Arbco Properties, LLC
Melissa Archer
Atlantic Coast Engineered Metals, LLC
Margaret Ayers
Gary Barattini
Audrey Barringer
Base2NC
Jack and Nancy Jean Bauer
BB&T
Tom and Analee Bibbey

Matt and Adina Blake
Drusella Boone
Carroll Braun
Jason Brown
Winnie Brown
Kenny and Lynne Cagle
Cardinal Graphics, Inc.
Carolina Home Medical/Realo Discount Drugs
Carolina Orthopedics & Sports Medicine
Carolina Stone, LLC
CCB, Inc.
Central Carolina Pharmacy Service
Clint Miller Exterminating
Coastal Carolina Crematory
Coastal Exteriors, Inc.
Bill and Martha Collier
Ralph Collins
Concord Properties
Courtyard Marriott
Craven Land Timber, Inc.
Steve Cromer
Mason Crump
Davidson College
Steve Davis
Dale Dennis
Justin Detter
Dave and Gail Devore
Kyle Dickerson
Polk and Kathy Dillon
Bob Dofner
Benton and Cindy Dry
Dun Rite Professional Services
Keith and Carol Dunbar
Dunlap Vision Center
Drs. Eddie and Janice Dunlap
Eastern Dermatology & Pathology
Gary and Joan Feierstein
First Assembly of God, Inc.
Bobbi Fisher
R E Frystock
Jeff Gollehon
Guardian Foodservices, LLC
Philip Guzzo

continued on page 18



BUTTERFLY CIRCLE, cont.

Thomas Hagan
Dr. Larry and Mildred Hagler
Don and Susan Haines
Paul Hallet
Bob and Trina Hamilton
George and Sylvia Hancock
Michael Hannon
Steve and Anne Harman
Michael and Angie Harrison
Randall Hatfield
Bill and Sandy Hendrick
Larry and Brenda Hinson
Pat Hinson
Norman and Phyllis Hoffman
Wallace and Dolores Howell
Bill Hrabowucky
Derrick Huneycutt
Gloria Hurley
Brian Ingold
Amy Ingram
Jeff Irvin
Jan's Hallmark
Sara Jarvis
JG Financial, Inc.
Dr. Barbara Kean
Kellum Law Firm
Kenneth E. Holton, D.D.S.
Tom Kirk-Conrad
Carol Lake
Lamb Foundation of NC, Inc.
Christi Lambert
Joel and Nikki Laster
David and Fran Lee
Angela Lemons
John Lockley
Tony and Martha Lowder
Lowe's Foods
Peggy Mabry
Richard Mancuso
Anastassios and Maya Margaronis
Ed Marshall
Blake and Jamie Martin
MBF Architects
Rachel McCrae
McCran Law Firm, P.A.
Mike and Kelly McCran
Jim McDevitt
David and Elaine McIlquham
Jim and Nancy McNiff
John and Lori Meads
Jeffrey and Melinda Michelson

Michael Miller
Peter Moffett
Rob Moore
Don and Rachel Morrison
Travis Moser
Benny and Debra Mullinix
Edmond and Patricia Murphy
New Bern Family Eye
Robert Nyberg
Oesterreich Law, PLLC
Sharon Overholt
Chris Parker
Bob and Kemper Parris
Perry Productions
Brian and Lisa Perry
Personalized Healthcare Consultants
Randall and Sandra Phillips
Thomas Pierce
Jason Plyler
Jeff Plyler
Robert Plyler
Mike Poole
Carrie Poplin
Jean Poplin
Virginia Poplin
Pro-Tire II, Inc.
Richale Reed
Dr. Harrell and Ivory Roberts
Robinson and Stith Insurance
Peggy Roseman
Robert Sager
Tim Schilling
Sears Home Town Premier Store
Seniors Choosing to Live At Home
Oscar and Elizabeth Shelton
Annie Sherrill
Ed and Lynn Shimpock
Marjorie Silvernail
Sisco Fire & Safety
Douglas and Nancy Smith
Serenity Smith
Nancy Smoak
South Central Oil Company
Amy Speer
Standard Office Equipment
Ryan Starnes
Stifel, Nicolaus & Company, Inc.
Ross Stokes
Storm Technologies
Tana Stroupe
Trawick and Carol Stubbs

Darryl and Natasha Suber
Sumrell, Sugg, Carmichael,
Hicks & Hart, P.A.
Sun Plaza Car Wash & Lube/
R&R Auto Systems
Delia Sykes
Synergy Coverage Solutions, LLC
The Law Offices of Oliver &
Cheek, PLLC
Dan and Connie Thomason
Chuck and Jeannie Tyson
United Way of Central Carolinas
Uwharrie Bank
Kevin and Brandy Vanhoy
Edward Vaupel
Elaine Vincent
Louise Warnimont
Washington National
Insurance Company
Laurie Weaver
The Honorable James Webb
Whitford Insurance
Ed Wiens
Fritz Wiesendanger
Betty Wilhelm
Williams, Scarborough, Smith, Gray LLP
Ardella Wilson

DREAM MAKER CIRCLE

These Circle supporters are committed to underwriting the dreams of the people we support. Getting married, going on a vacation, or putting on a pilot's suit for a day is a dream come true for someone. The Circle members recognize these dreams by contributing \$1000 to \$2,499 annually to the Monarch Society.

A Big Idea Group
CST Data
Davidson, Holland, Whitesell &
Company, PLLC
David and Teresa Gaskin
Brian Go and Maya Zumwalt
Guardian Pharmacy Eastern, Inc./
Southern Pharmacy Services
Kerr Cares for Kids Foundation/Kerr
Health Long Term Care, LLC
Lee and Mary Burt Allen
LeeBurt Properties, Inc.
Shelly Morgan

Give Today. Securely. Online at MonarchNC.org/donate.

For information on giving, contact

Laurie Weaver at (704) 986-1536.

National Christian Foundation
Philadelphia Insurance Companies
Randolph Medical Pharmacy
Jim Thompson
Time Warner Cable Business Class
Tripp Commercial, LLC
Mary Wennen

STANLY CIRCLE

This Circle honors those who have provided sustaining leadership for Monarch throughout our existence. Much like our founders in Stanly County over 50 years ago, these Circle members exhibit unwavering commitment by contributing between \$2,500 and \$4,999 annually to the Monarch Society.

BB&T Insurance Services, Inc.
CNP Technologies, LLC
Enterprise Fleet Management, Inc.
Enterprise Holdings Foundation
Fidelity Charitable Gift Fund
Gardner Skelton, PLLC
Jeff and Marie Gaskin
Genoa, A QoL Healthcare Company
Jordan Family of Companies
J.T. Russell and Sons, Inc.
Mark and Janis Lindstrom
The Echo Group
United Way of Stanly County

FOUNDER'S CIRCLE

This Circle gives special acknowledgment to those who make a commitment to Monarch with a contribution of \$5,000 or more annually to the Monarch Society. This Circle gives parents, families, and community members the chance to express their full commitment to the mission and vision.

\$5,000 AND UP

Reba Aylward

\$7,500 AND UP

First Citizens Bank

\$10,000 AND UP

Sandhills Office Systems, Inc.
Laverne Shultz

\$50,000 AND UP

Estate of Mary Ethel Clayton



Amanda Warren has made several healthy lifestyle changes with support from the Health Matters program at Monarch's Lighthouse Club.

HEALTH MATTERS AT LIGHTHOUSE CLUB OF CURRITUCK

In 2016, members of Monarch's Lighthouse Club of Currituck had an eye on health and wellness. With support from a grant from the Pauline Wright Fund of the Outer Banks Community Foundation, the Club implemented the "Health Matters" program earlier this year.

Designed specifically for individuals with intellectual and developmental disabilities, the curriculum features weekly lessons on exercise, healthy eating and nutrition and general wellness. With the addition of a treadmill and other exercise equipment, physical activity is now a regular part of the program at the Lighthouse Club. The grant helped to ensure each member of the club received a pedometer to record their steps toward a goal of "Walking Across the Outer Banks" and participants have received awards for their activity throughout the year.

For Amanda Warren, a program participant at Lighthouse Club, this program has had a big effect on her overall health. In recent months, Amanda has made several important life changes, including staying away from fried foods, controlling her portions, and giving up sugary drinks. The decisions she is making for herself are improving her health. At a recent yearly doctor visit, Warren had lost 10 pounds, and both Warren and her mother are proud of her accomplishments.



MONARCH'S CREATIVE ARTS AND COMMUNITY CENTER EXPANDS ART POTTERY PROGRAM

Monarch's Creative Arts and Community Center (MCACC) is expanding its pottery program. With a generous grant from the John W. Roffe and Marjorie A. Roffe Endowment (for Moore County), a component fund of the North Carolina Community Foundation, and support from individual donors, MCACC has purchased a new, larger kiln. Program participants will now be able to create and fire a wider variety of pottery projects. MCACC will also begin hosting pottery classes for members of the broader Moore County community.

For details about MCACC's community art class offerings, call Rahnelle Rosado, community engagement team leader, at (910) 692-2936 ext. 1802.

Joyce Strider paints handmade flowers in the MCACC pottery studio. The colorful flowers are fired in the kiln and are combined with others and additional craft materials to make a beautiful bouquet.



GIFTS IN KIND

Contributions of goods or services

Andy Basinger
BB&T Lighthouse Project
Beacon Ridge Golf & Country Club
Matt and Terri Bernhardt
CarolinaEast Medical Center
April Carpenter
CCB, Inc.
Cassie Cloniger
Courtyard Marriott
Cullman Performance Hall
Dare County Building and Grounds
Nanette Davis
Jim and Sarah Dilley
Dormie Club
Alan Ferebee

First Presbyterian Church
of Rockingham
Jan Flesca
Foxfire Resort and Golf
Jimmy and Melissa Hall
George and Sylvia Hancock
Larry and Brenda Hinson
Kenneth Hutchins
Hyland Golf Club
Raymond and Gail Key
Longleaf Golf and Country Club
Michael and Kim McGowen
Edna McNeil
John and Lori Meads
Minges Bottling Group
Michael Neill
Ochoa Contracting
Our Daily Threads

Pepsi Bottling Ventures, LLC
Queen City Sahelis
R.A. Jeffreys
Prithui Rao
Jennifer Rhyne
Robeson County
Rolling Sandhills Civitan Club
Bryan and Christy Shaver
Nancy Smoak
Southern Pines Golf Club
Johny and Barbara Springfield
Tom Stewart
The Country Club of
Whispering Pines
Village Realty
Whispering Woods Golf Club
Jeff and Jeanette Wilhelm

Financial information about this organization and a copy of its license are available from the state Solicitation Licensing Section at (919) 807-2214. The license is not an endorsement by the state.

If you wish to unsubscribe from future publications from Monarch, please write optout@monarchnc.org with UNSUBSCRIBE in the subject line.

To make comments regarding services provide by Monarch, please call (800) 342-1598 or contact us online at www.MonarchNC.org/contact-us/feedback.

Monarch's Dreams Take Flight Golf Tournament Series,
with events in Albemarle and New Bern, **raised**
\$83,110 last year to support Monarch
programs and services across
North Carolina.



THANK YOU
NEW BERN!

We would like to thank sponsors
and participants for their
tremendous support and for
Helping Dreams Take Flight.

Silver



Hole Sponsors

BB&T, New Bern
Base2NC
Caro-San
Carolina Orthopedics and
Sports Medicine
Cella Ford
Courtyard by Marriott,
New Bern – Reg Poteat
Eastern Dermatology
and Pathology
Genoa, A QoL Healthcare
Company
J.Randal Hunter, Attorney
at Law
Kellum Law Firm
Kenneth E. Holton, DDS, PA
John & Denise Mitchell
Monarch Board of Directors
Robinson and Stith Insurance
Sumrell, Sugg, Carmichael,
Hicks & Hart, P.A.
The Law Offices of Oliver
and Cheek, PLLC
Williams Scarborough
Smith Gray LLP
Zaytoun-Raines Construction

Lunch and Hors d'oeuvres



Hole-in-One

George and Sylvia Hancock

Closest to Pin



Putting Contest



Beverage Cart

big



Supporting Sponsors

Darlene Boyd, Century 21 Realtor/Broker
JK Distributing





350 Pee Dee Avenue, Suite A
Albemarle, NC 28001

www.MonarchNC.org

(866) 272-7826



The Council on Quality and Leadership



"The people we support can do anything they want to do in life, and our job here is to fully assist them."

Bobby Dunlap, a developmental specialist at Monarch

EMPLOYEES The Heartbeat of Monarch

No one plays a bigger role in improving the lives of the people Monarch supports than dedicated employees like Bobby Dunlap. Dunlap, a developmental specialist in a Monarch home, is among the approximately 1,800 employees statewide who work tirelessly to provide quality care to the thousands of people we support throughout North Carolina.

Thanks to our caring staff, Monarch has achieved Person-Centered Excellence Accreditation with Distinction from the Council on Quality and Leadership, demonstrating the company's high industry standards and performance measures for continual growth. Monarch is among a small, elite group of companies worldwide to achieve this level of accreditation. Employees are truly the heartbeat of Monarch. Thank you!



MonarchNC.org



(866) 272-7826