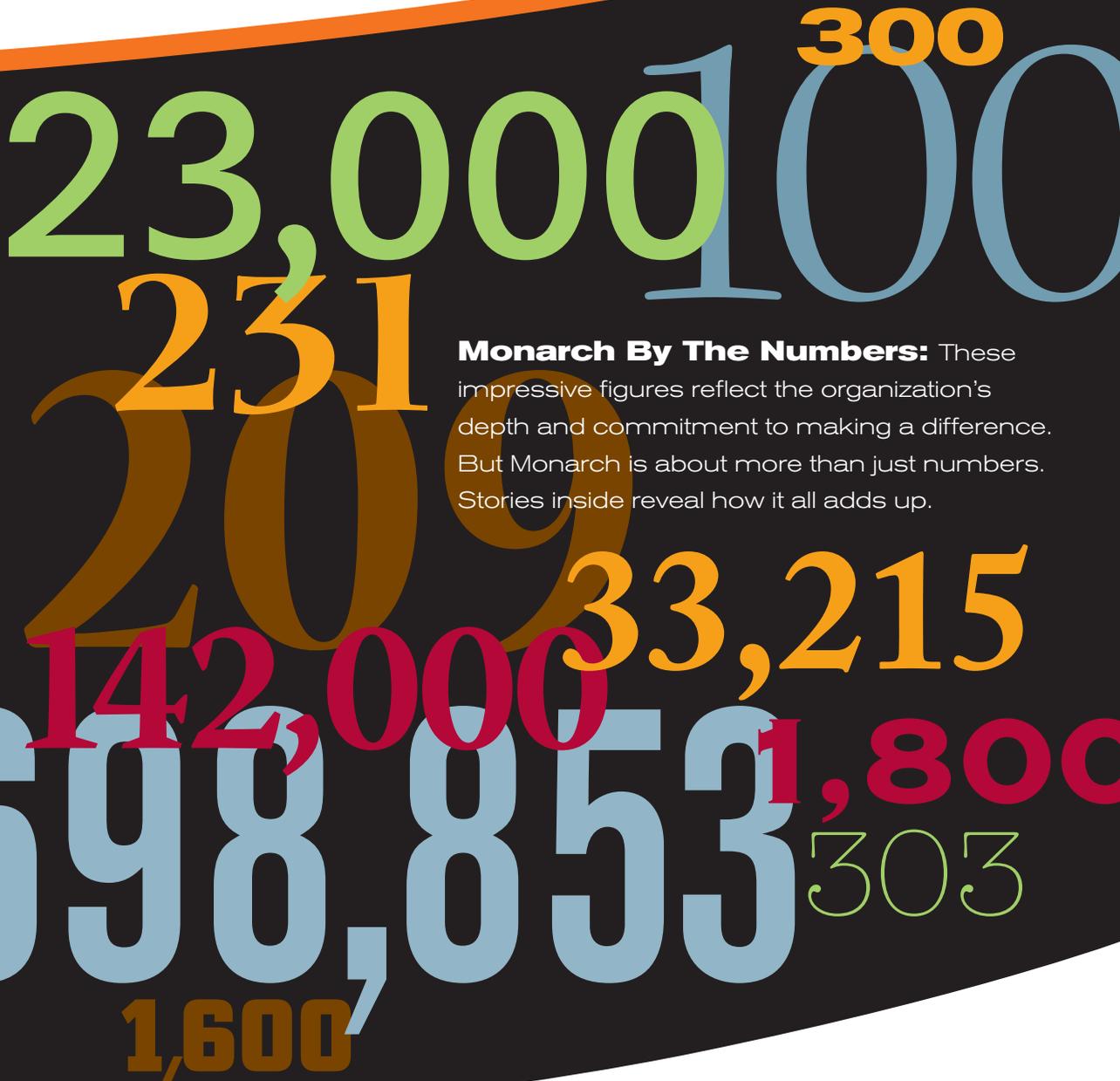




Reaching Dreams

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



Monarch By The Numbers: These impressive figures reflect the organization's depth and commitment to making a difference. But Monarch is about more than just numbers. Stories inside reveal how it all adds up.

STRAIGHT FROM PEGGY



People often ask me, "Why do you buy companies?" "The answer is, "We don't."

When I came to Monarch almost 20 years ago, our budget was about \$4 million. We primarily served people with intellectual and developmental disabilities. We were small and happy. I knew every single

staff member and person we supported, and I loved it!

In 2001, when mental health reform started, a very wise woman told me only organizations that grew and expanded would survive. Today, we know she was correct. Due to increased regulatory requirements that add overhead and expenses, like national accreditation costs, the need to provide services at a loss, the recent recession, and inflation, we have seen many companies go out of business. Sometimes they recognize the need to join a larger organization in order to survive and thrive.

Regularly, Monarch receives calls from providers asking about joining our organization. We evaluate those providers – and have turned a few down that don't meet the criteria set by our board. The Monarch Board of Directors and executive team follow several strong guidelines and give careful consideration to these requests.

As viable companies have joined ours, Monarch's operating budget has grown to over \$80 million. You will see even more impressive numbers throughout this issue of Reaching Dreams. These figures reflect the depth of our commitment to making a difference. But Monarch is about more than just the numbers. You will also read several success stories that show how we have helped people we support and their families to reach their goals and follow their dreams. You will also read stories about courageous staff who share their own difficult, but successful journeys in an effort to help others.

As we continue to grow to help more people, we have been privileged in the last few months to accept some wonderful companies!

One of the most recent organizations to join Monarch is Club Horizon in Wake County. It is one of only a few organizations that use the internationally-recognized, evidence-based best practice called the "Clubhouse Model." When Club Horizon's leadership met Monarch, after significant due diligence, they voted to become part of our company. This organization is a strong and viable one. Their staff is dedicated, their program is solid, and the people they support are wonderful. In addition, the organization's board has decided to reorganize as "Friends of Club Horizon," and their purpose is to raise money to help Monarch keep the program true to the Clubhouse Model. We are so excited, and look forward to bringing this model to our five existing psychosocial rehabilitation programs.

NuDay in Forsyth County has also joined us with therapists who specialize in ADHD and two guardianship programs. This is also exciting to us, and adds to the breadth and depth of our services.

Another recent addition to Monarch was a small organization experiencing some challenges. We stepped in and added those services to our array, and the people who were being served did not lose their group homes.

Our growth has made us stronger and more efficient, and we have learned from every company that joins us. In the future, we hope to work with companies that will be strong enough to keep their names, but have a relationship with Monarch. We know partnerships and collaborations will be part of our future, and we look forward to it. We can't wait to share those numbers, stories and more details about the above partnerships with you in future issues of Reaching Dreams.

Peggy S. Terhune, Ph.D.
Monarch CEO

Reaching Dreams is the official agency 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.

Antonio's Snack Bar is not just a business, but hope for others

ANTHONY JOHNSON, 46, starts his workday like anybody else. The Chester, SC native wakes up early, gets dressed for work, packs his cooler of goodies and catches the bus in time for his 8 a.m. shift at the Winston Lake Family YMCA in Winston-Salem.

Unlike most, Johnson sustained a traumatic brain injury when he was 8-years-old and has a mild developmental disability. The accident left him unable to walk on his own. He uses an electric wheelchair, mostly, but also uses crutches. Because of his disability and speech impairment, he says he was treated differently by teachers, friends, strangers and especially employers, which meant it was a challenge for him to find employment. Without a job, he felt hopeless and turned to alcohol.

"When I would look for work, they would just look at me and judge me without talking to me and without giving me a chance," Johnson explained. "I would drink [alcohol] and forget my troubles."

Eventually, Johnson was hired as a security guard at a local store, not far from his grandmother's home, where he lived. His role was to simply watch customers and report anything suspicious.

He often convinced people to return stolen items or encouraged them to pay. The job was one he liked and it ignited his desire to become a storeowner.

Johnson ultimately moved to Winston-Salem to live with an aunt, began attending Alcoholics Anonymous meetings and searched for work. He heard about Vocational Rehabilitation (VR) and was referred to Monarch for employment services at Forsyth Industrial Systems (FIS), where he participated in job training. He met people and developed a new network of friends. He got his own apartment and lived alone for the first time. His self-esteem improved – and he never let go of the dream to own a store.

Today, Johnson is a small business owner. Monarch helped him develop a business plan and secure a VR grant to help with start-up and business costs.

Since December 2007, Johnson has owned and operated Antonio's Snack Bar at the Winston Lake Family YMCA, where he pays rent to run his small shop. He says he works out there to remain healthy and meet new people. Monarch helped him secure a peddler's license so he also sells his products to individuals and other small local businesses like hair salons, barbershops and at FIS. Monarch staff continues to help him purchase snacks, fruit and beverages to sell.

"Anthony has been successful," said Eva Katsoudas, who has served as his employment support specialist at Monarch the last several years. She offers counsel and helps him to restock his inventory. "It's been amazing and we're so proud of all that he's accomplished."

Johnson is also proud of his achievements. He wants his story to serve as inspiration for others, especially people with disabilities. Johnson believes everyone deserves a chance. In the future, he would like to open a larger store so he can offer jobs to people with disabilities.

"When other handicapped people say to me, 'I can't do it,' I tell them 'they can, look at me.' There were so many times I wanted to give up. People would tell me I can't do things. That gave me more determination to show them they were wrong," he said. "I don't do this all for me; I do this to give hope to others." ●

By Natasha A. Suber, director of marketing and communications at Monarch.



Monarch placed **231** people in jobs last year.

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MONARCH HOSTS FIRST NEW BERN GOLF TOURNAMENT RAISES THOUSANDS FOR CRAVEN, JONES AND PAMLICO COUNTIES

Monarch's first Dreams Take Flight Golf Tournament at the New Bern Golf & Country Club was held on Sept. 11. The event raised more than \$17,000. These funds will benefit the programs and services Monarch provides in Craven, Jones and Pamlico counties to people with intellectual and developmental disabilities.

Dozens of sponsors and 21 teams participated to make the tournament immensely successful. Blake Martin, chief development officer at Monarch, said he is overwhelmed by the level of response and support the fundraiser generated.

"We are so grateful for the generosity shown during this event and are excited by the level of support we received from local sponsors and players," Martin said. "We couldn't be more thrilled about the partnerships we received for this first tournament and are even more excited that proceeds raised will remain in the region to benefit the people we support"

The New Bern golf tournament is one of two that Monarch hosts. The organization will sponsor its Seventh Annual Dreams Take Flight Golf Tournament at Tillery Tradition Golf Club in Mt. Gilead on April 24, 2015. ●

Please see a special thank you to Monarch's New Bern Dreams Take Flight Tournament sponsors on the inside back cover of this issue of Reaching Dreams.



TECHNOLOGY HELPS IMPROVE LIVES, OPENS DOORS FOR PEOPLE WITH DISABILITIES

AT THE BEACH CLUB OF DARE in Manteo, the people Monarch supports are using new technology for learning and communication as they reach for their dreams. Earlier this year, with the help of a grant from The Outer Banks Community Foundation, four iPads were delivered to the Beach Club and program participants have been tapping, touching and typing ever since.

"Several people here use the iPads on a daily basis," said Merry Ann Liverman, lead developmental specialist. "The people we support love having them."

Studies have shown that iPads and touch-screen technology are useful tools in helping people with disabilities live more independent, self-directed lives. Because diagnoses and needs vary so widely between individuals, the use of the iPad can be customized to fit the person supported.

Touch-screen technology only requires gentle tap and swipe motions to activate programs and iPads are often easier to hold and use on their own. When loaded with appropriate applications like picture-to-text programs and vocabulary games, the iPads become interactive communication and skill-building tools.

Text-to-speech or symbol-to-speech applications help individuals who are non-verbal communicate independently. By typing words or selecting pictures, the iPad can "read" that word aloud, allowing the person to share his or her thoughts directly with others.

Staff members are trained on the use of iPads, and where appropriate, the use of technology is incorporated into the plans and daily activities of the people Monarch supports.

For example, one participant at the Beach Club is interested in cooking. She uses the iPad to search for recipes for snacks and, with the help of her direct support professional, she prepares a weekly snack to share with everyone at the club. While preparing those snacks, she has learned more about healthy eating, teamwork and following directions.

The use of iPad and computer technology has expanded to a number of Monarch's other day programs and group homes with support from the Outer Banks Community Foundation, The Craven County Community Foundation, The Harold H. Bate Foundation, Enterprise Holdings Foundation and individual Monarch donors.

For Angera McMorris, a participant at Monarch's Health Drive day program in New Bern, technology had a bigger impact than anyone could have expected. Diagnosed with schizophrenia and a moderate intellectual and developmental disability, McMorris came from a large family, but over the years, lost touch with her many brothers and sisters.

Among McMorris' personal goals was to re-establish a connection to some of her family. Over the years, staff tried to assist her with this goal through letter writing and telephone calls, but finding accurate information for her siblings was difficult.

With the introduction of new technology at Health Drive, staff thought that perhaps McMorris could reconnect with family through a Facebook page. They helped her set up a Facebook account and learn how to use it. She searched for family and friends.

As it has for many people, Facebook and social media opened up a world of connections where finding one person often leads to finding another.

As a result, McMorris has now reconnected with all of her siblings and re-established relationships she thought were lost. She even became reacquainted with friends from high school and her family helped her attend a recent high school class reunion. Without access to technology to help her make those connections through Facebook, the re-establishment of significant relationships between McMorris, her siblings and former classmates would not have happened. ●

By Laurie Weaver, director of grants and foundation relations. For more information on Monarch's adaptive technology efforts, contact Weaver at (704) 986-1536 or laurie.weaver@monarchnc.org.

Pictured: Teriseta Romano, who attends Monarch's Health Drive day program in New Bern, demonstrates one use of the iPad.





Monarch CEO Dr. Peggy Terhune, Sen. Kay Hagan and Katie Edmunds, of Randolph County.

Monarch representatives attend Disability Policy Seminar in D.C.

Representatives from Monarch and other local advocates for people with disabilities attended the Disability Policy Seminar in Washington, D.C. earlier this year. The annual event provides the best opportunity for advocates to learn more about disability issues, connect with peers and speak with elected officials about topics critical to people with intellectual and developmental disabilities (I/DD).

The three-day event also provided information needed to educate members of Congress and their staffs about the needs and priorities of the I/DD community. Event topics included discussions about Medicaid and community living, federal funding, Social Security, employment, education and healthcare.

Monarch CEO Dr. Peggy Terhune, Brenda Hinson, chair of Monarch's Board of Directors, and Jeanette Wilhelm, quality management coordinator and advocate at Monarch, got the opportunity to meet United States Senators from North Carolina, Kay Hagan and Richard Burr, to discuss how funding and policies impact people with disabilities in North Carolina. ●

MONARCH EXPANDS MENTAL HEALTH SERVICES TO WINSTON-SALEM

MONARCH can now add Forsyth County in Winston-Salem to the list of counties where it offers mental health services. The organization began managing several services in Winston-Salem formerly provided by People Helping People (PHP) of North Carolina, LLC and NuDay, Inc.

CenterPoint Human Services, the managed care organization (MCO) that oversees the delivery of Medicaid and state-funded programs through a network of providers, supported the Monarch expansion of services, which now includes Guardianship, a new service for Monarch. ●

Monarch provides support statewide to approximately **23,000** people in over **100** professional services with assistance from more than **1,800** Monarch staff.



MONARCH ANNOUNCES FORSYTH INDUSTRIAL SYSTEMS WILL RELOCATE TO ACCOMMODATE ENHANCED PROGRAMMING

MONARCH, in partnership with CenterPoint Human Services, one of the state's managed care organizations, recently announced plans to relocate its Forsyth Industrial Systems (FIS) in Winston-Salem. The program, which has been housed at its current location for decades, provides a day program, in addition to employment and community services, for people with disabilities.

Jim Kelley, Monarch's chief operating officer, emphasized the existing programs at FIS are not going away, but are relocating to enhance programming and better accommodate the needs of those who attend.

"This is an exciting time in the history of FIS, which has such a rich and interesting history," Kelley said. "Our move will place us in a better position to identify and offer new and engaging programs for the people we support in Forsyth County. We look forward to this process and will seek input from the people we support, families and caregivers and others, as we continue this exciting journey."

Monarch staff shared information about the relocation with people the organization supports, parents, caregivers and community partners during several town hall style meetings.

The organization will continue to hold meetings and work with a group of identified stakeholders that serve as a steering committee to help with the planning and transition process. The agency is also seeking input from key stakeholders about proposals for new locations and feedback about programming.

Kelley said the program redevelopment will foster broader opportunities for community inclusion, allowing people with disabilities to be more engaged and active in the community as they participate in various cultural and educational activities, seek volunteer opportunities and are supported to identify meaningful, competitive employment.

Historically, employment programs for people with disabilities have paid less than minimum wage in an effort to prevent job loss for a certain population of workers. In recent years, that practice has been addressed and many organizations, like Monarch, began to rethink their program strategies.

The FIS move will occur no later than 2016. Monarch officials said it was imperative to start the process as early as possible in order to solicit engagement and input from those who will be affected.

For more information, contact Jim Kelley at (704) 986-1521 or jim.kelley@monarchnc.org or Julia Augustoni, (336) 705-9880 or julia.augustoni@monarchnc.org. ●

MONARCH RECEIVES 2014 NATIONAL MOVING MOUNTAINS AWARD FOR BEST PRACTICES

Agency earns national award for best practices in workforce development



MONARCH received the 2014 Moving Mountains Best Practices Award by the National Alliance for Direct Support Professionals (NADSP) and the Research and Training Center at the University of Minnesota's Institute on Community Integration. Monarch CEO Dr. Peggy Terhune accepted this year's award during the 2014 Reinventing Quality Conference held in Baltimore this past August.

NADSP, an organization working to enhance the status of direct support professionals, recognizes organizations that use best practices in direct support staff workforce development. Monarch was selected from among numerous award candidates for its Helping Dreams Take Flight initiative, which includes a partnership of agencies joined to create a training and certification program for direct support professionals to enhance their skills and increase the quality of care provided to the people they support.

Direct support professionals at Monarch work with thousands of individuals every year within their homes, day programs and communities. They are considered to be one of the agency's most important resources, second only to the people they support. ●



Monarch helps families cope with their loved ones' mental illness

KEAN FAMILY FINDS THE ROAD TO RECOVERY AND WELLNESS

Mental illness affects 1 in 4 adults. Each person living with a diagnosis has family members who are also indirectly affected --many of whom do not know how to cope or aid in their loved one's recovery.

Sheri Carter, a program director at Monarch, has taught numerous Mental Health First Aid (MHFA) classes, and during those sessions, she helps family members and friends understand, identify and aid in the life of someone they know who may be experiencing a mental health crisis.

Carter said she once heard a parent describe a child's mental health crisis like a movie that has stopped playing.

"You have all of your dreams for your children, and for when they grow up. But suddenly, they have an illness and life stops, they are a still frame in a video. Everything else around them is moving forward in the video, but your child's frame has stopped as they are learning how to deal with the illness they have," she said.

When Bart Kean was 26-years-old his goal was to be a filmmaker. After college, he left the east coast for Hollywood, landing a job at The Post Group, a post-production film company, where he dreamed of moving up the ranks. As he began his job, he also started on a spiritual journey, learning about Eastern-influenced religions and meditating daily.

It was during this time he began to hear voices. At first he thought it had something to do with meditation, but the voices soon turned into a nightly occurrence becoming increasingly hostile and oppressive. One night, after weeks of hearing these same voices telling him he needed to die, Kean decided to listen.

He got a large kitchen knife, went to his bathroom and cut both wrists, soon passing out from blood loss, only to awake later in pain and confusion. Kean said he was aware enough to realize he needed to get help and was able to dial 9-1-1. He was immediately rushed to the hospital for surgery.

"When I got the phone call about Bart, I was in West Virginia and I flew out to California," said Dr. Barbara Kean, Bart's mother. "I will never forget when I walked into the psychiatric unit, I remember thinking 'I don't want him to have a mental illness! I was not ashamed, but I was concerned about his future. He was so fragile at that time, I didn't want to leave his side.'"

Eventually Kean began his physical recovery and later moved back home with his mom. During that time both Kean and his mother were in denial about his mental illness. Since medicine had not been prescribed, he had another psychotic break in 1997.

Kean was hospitalized and finally given the diagnosis of Schizophrenia. It was at this time, Dr. Kean began accepting her son's diagnosis, and researching everything she could about the illness. In 2005, Bart began seeing a new psychiatrist who changed his diagnosis to Schizoaffective Disorder.

"After acceptance, the number one thing for parents is education. I learned so much in all of the articles I read. Education and learning about the medicine's side effects are so important," she explained. "And it's important for parents to know that it's not their fault either."

But Dr. Kean also shared that parents and caregivers do "have to change their outlook and expectations because their child is never going to be the same."

"They have to grieve who they thought their loved one would be," explained Janis Turner, Monarch's Assertive Community Treatment Team (ACTT) lead for Mecklenburg County. "That's where education comes in for family members."

Turner, who has been in the mental health field for eight years, said there is "a misconception that substance use is a choice and mental illness is a reflection on the family because of genetics. But it's not a hopeless situation; mental illness is not a death sentence."

So, for Turner, it's about teaching families to focus on recovery.

"It's about focusing on people's strengths and the things they do well, and showing them that with nutrition, medication and counseling, there's a road to recovery and people find it on a regular basis," Turner said.

MONARCH ON THE MOVE



Bart Kean (left) found recovery with the support of his mother, Dr. Barbara Kean (right), and later his job as a peer support specialist at Monarch.

Bart Kean found recovery with the support of his mother, and later in his job as a peer support specialist. He met Sheri Carter through a contact at church when he was feeling depressed and didn't know where to find work. He says Carter told him, "You're valuable, your experience is valuable, you would be an asset to the mental health community. You could really help people! She really encouraged me."

Because of Carter's support, Kean eventually became a peer specialist for Monarch's Stanly ACTT, later working as the director of the Stanly Psychosocial Rehabilitation Center, and finally returning to ACTT as a peer specialist where he still works today.

"I've made my career out of my diagnosis," he said. "My mom has been my biggest supporter. She wanted what was best for me, she saw my life going in a different direction than I wanted it to go, but she was there to catch me," he said. Bart now jokes that he takes care of her and helps her around the house and with rent.

"You have all of your dreams for your children, and for when they grow up. But suddenly, they have an illness and life stops, they are a still frame in a video. Everything else around them is moving forward in the video, but your child's frame has stopped as they are learning how to deal with the illness they have."

**— SHERI CARTER
A MONARCH PROGRAM DIRECTOR**

"You've got to treat mental illness like any other disease," said Carter. "Get as much information as you can, keep living and treasure the good moments. Some days are better than others, but there are lots of practices to help people move on."

That, in her opinion, is how you finally push play on the movie and help the still photo return to a moving video.

"Together you pick up with your loved one and move on with what they've got." ●

By Brittany Smith, communications specialist at Monarch.

HARD WORK AND DETERMINATION WERE KEY TENETS DURING ONE MAN'S RECOVERY

By Brandon Tankersley

I WANT TO EXPLAIN my story to you and help you understand some valuable ways you can overcome difficult circumstances. This story marks years and years of hard work and determination after a life-changing event that occurred on May 25, 1991.

Following a very serious accident and months of being in a comatose state, my energy was being used to simply remain alive. I spent nearly a year as a patient in a university hospital. At that time, I was at the lowest of lows. I could have easily just given up, and allowed others to take care of me for the rest of my life. In some ways I was led to believe this was what I should do.

I was completely paralyzed, unable to eat and drink liquid or even breathe on my own, and I lacked the ability to remember my own name, but I made the decision I **WOULD RECOVER**.

I had to relearn everything that involved mental and physical exertion (thinking, reading, walking, talking, bathing and swallowing). By the grace of God, and with the assistance of many, I pulled through those years of recovery. I believed in myself, others believed in me, and I fully recognize that is what has given me the health and endurance I needed to overcome all that I have. That is what it takes to recover... hard work and determination. I never gave up on myself or lost faith.



IN HIS OWN WORDS: Monarch peer services director serves as an inspiration

WORK JOURNEY INATION

I wrote hundreds of time-consuming letters advocating for myself, and with that effort, I received a full scholarship to attend graduate school from a state-funded employment program called Vocational Rehabilitation. That was followed by years of scholastic effort, which is harder for me now, but not impossible with hard work and determination. I endured failing grades, university officials doubting me, being denied entry into a student teaching program because of my speech impediment which resulted from my injury – and having no friends. In the end, I earned a master's degree. Despite the naysayers and the obstacles, I was a successful special education teacher at highly regarded public schools.

My teaching was all done in conjunction with 1,000 hours of volunteer service at local hospitals in Ohio and North Carolina and numerous nonprofit organizations that help individuals with challenging circumstances reach their goals and dreams. Volunteering is important. Not just to help others, but to help yourself.

I volunteer because it is a passion of mine to help others. But it is another way people with disabilities can help themselves by expanding their networks and meeting people.

After teaching for almost ten years, I was dismissed. Again, I could have given up and submitted to what I was being told: "you can't do it." But I didn't give up, because it takes hard work and determination!

I got online and found something to do. I began attending an Employment Support Group for people without jobs. I attended several monthly meetings and didn't know anyone. The group leader took me under his wing. He liked me, was impressed with my story, and introduced me to several important people.

As a result of those connections, I became a certified North Carolina State Peer Support Specialist. I am extremely humbled and proud to say that after working for almost a year as a peer support specialist, I was hired as director of peer services support at Monarch.

Listen to me when I tell you, it is all hard work and determination. You have to believe in yourself. This would never have happened had I given up after being told I could not do it over and over again.

I have to mention my church, many thoughts thanking Jesus Christ, and thousands of prayers. I give credit to my wonderful family whose love, help and support are in many ways the reason I never gave up.

Every great dream begins with a dreamer. Always remember, you have within you the strength, the patience, and the passion to reach for the stars to change the world. It takes hard work and determination. ●

Brandon Tankersley, director of peer services at Monarch, is a motivational speaker who regularly shares his inspirational story with passion, and discusses the importance of not giving up in the face of adversity. He has published numerous articles and has been interviewed by reporters about his recovery journey, which includes endless hours and years of service to his church and the community.



Community garden in New Bern earns ECBH “PARTNERING IN ACTION” Award

FIRST
organization to
receive ECBH's
Partnering in
Action Award.

EAST CAROLINA BEHAVIORAL HEALTH (ECBH), a Local Management Entity and Managed Care Organization, recently recognized exemplary individuals and agencies during its first State of the Art Awards Banquet in August. ECBH manages behavioral health services and support for people with intellectual and developmental disabilities (I/DD) in eastern North Carolina.

Monarch was one of numerous nominees selected for ECBH's prestigious Partnering in Action award honoring service and engagement in the community for its Monarch Ability Garden Integrating Community and Land (M.A.G.I.C.A.L.) initiative in New Bern.

The award recognizes providers that collaborate with local organizations to become more involved in community activities. Because of the massive community involvement in its implementation, engagement and care, the garden has helped Monarch develop numerous community partnerships in New Bern. From Eagle Scout candidates who raised money and built raised beds as their projects, to members from the Rotary Club of New Bern who wrote a grant and used the proceeds to purchase building supplies and construct garden beds, to students volunteering from the Small Business Center at Craven Community College, the garden has been and is a community effort. Other key partners include CarolinaEast Foundation, the Harold H. Bate Foundation and the Craven County Community Foundation, an affiliate of the NC Community Foundation. ●

Would **YOU** like to join us to help
the people we support live their
dreams and achieve what is important
to them? For your convenience, a reply envelope is included in this issue
of *Reaching Dreams*. If you have questions or would like more information,
please contact Blake Martin, (704) 986-1584.

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



PEOPLE WHO CARE:

MaryAnn Vinay and her students help make annual dance a success

MaryAnn Vinay is all about making connections. She is heavily involved in her Randolph County community as a teacher, coach and volunteer. One of Vinay's favorite things to do is bring together her students at Wheatmore High School with the people supported at Monarch. She just completed her ninth year helping plan the annual dance for Monarch's Companions on the Journey (COTJ), a day program in High Point. More than 120 people from the community attend the event each year.

"I always want to provide opportunities for individuals, with and without disabilities, to come together. It is a learning experience and there are a lot of people who never get outside of their box. Events like this [COTJ dance] help to show another side, an entertainment and social side, that neither group would have had the experience without it," Vinay said.

Vinay first heard about the COTJ dance when she was a swim coach for Special Olympics. Later, while serving as a camp director at Camp Ann, a summer program for school-age children and adults with developmental disabilities, she heard participants reference it again and decided to check it out. A short time later, she became a volunteer.

When Vinay became a teacher for students with severe intellectual disabilities, she started recruiting students at her school to also serve as volunteers for the COTJ dance.

"I have the students do everything," she jokes. "They help set up, decorate, serve food and drinks and they also get a chance to dance, too. And when it's all over, they help clean up."

Laura Sturgis, at COTJ, said Vinay and her students assist with several events and fundraisers throughout the area, but she is especially appreciative of what they do and bring to Monarch.

"They are awesome! I admire their sincere efforts for inclusion and hard work to make sure the events run smoothly and are fun," shared Sturgis, who said what's most important is that they interact with the people we support, dance and also have fun. "They are an outstanding group of young adults. I can't thank MaryAnn and her students enough."

Vinay said the first thing student volunteers always ask at the end of the dance is, "When is the next one?" This question motivates her to continue. She and her students also help at other dances throughout the year in and around High Point, even hosting one in November where more than 1,500 people attend. These events create a tight-knit community of people and that is something she loves about being a volunteer.

"The dances assist everyone in being more aware and to see how much the special needs population can do. A lot of people limit them with assumptions that they can't do things," Vinay said. "I push my students and peer helpers, I don't want them to limit themselves or anyone else because of assumptions they have." ●

Monarch receives support from **209** external volunteers who collectively gave more than **1,600** hours of their time and talent this year in various areas and departments companywide.

Steps Toward Independence and Responsibility (STIR)

PEOPLE SUPPORTED, STAFF PARTICIPATE IN WIDELY RESPECTED SELF-ADVOCACY INITIATIVE



THIS FALL, 25 people Monarch supports in Elizabeth City participated in a training called Project STIR.

The acronym stands for Steps Toward Independence and Responsibility and is an initiative of The University of North Carolina at Chapel Hill's Carolina Institute for Developmental Disabilities. The course offers trainings and assistance related to self-advocacy and includes hands-on activities, small group discussion and role play.

Project STIR collaborates with local, state, and national agencies and organizations to increase awareness of inclusion, self-advocacy and self-determination. The training workshops reach self-advocates, family members, and professionals to offer practice and support in self-advocacy. The initiative teaches people with disabilities how to become self-advocates, so they are able to speak up for themselves. The program provides people with disabilities the tools to take greater control over their lives, to voice their opinions within their communities – and to help mobilize others.

Three who attend Monarch's River City Achievement Center in Elizabeth City – Kermit Mullins, Missouri Harvey and Cleo Carver – took part in one of the trainings last year. They will assist Erma Brault, a Monarch operations director, who is leading the training for Monarch.

Brault said this program is important because it allows staff and people supported to partner on a practical level that benefits the people supported.

"This training teaches staff exactly how to search for and ask better questions of people supported. When we train together, everyone starts on the same page," she explained.

Monarch staff and people supported participate in Project STIR, a self-advocacy initiative of The University of North Carolina at Chapel Hill's Carolina Institute for Developmental Disabilities.

Plus, Brault said she has learned the people supported don't always know they have a voice or aren't equipped to be able to make their needs known. But after participating in Project STIR they come away with the knowledge to speak up for themselves, and it creates a mutual understanding between staff and those they are serving.

Much of the training focuses on role play, setting goals and allowing each person to make a plan for tasks they hope to accomplish in the future. This was a vital part of the program for some of the people supported at Monarch.

Cleo Carver said because of what he learned during the training, people listen to him because he is able to better articulate and explain his needs. He said he also learned conflict resolution through the course's role-play techniques and is now able to solve disputes and conflicts that have occurred between him and his roommate and family members.

"We all have to learn to communicate and ask for what we need and speak up for ourselves in this world," Brault said.

"Even simple things like 'I don't want burnt toast!' I think it's a great way for everyone to come together and talk about issues because if everyone starts on the same page, we are going to be better as staff and providing support to those we serve." ●



MONARCH CEO DR. PEGGY TERHUNE APPOINTED TO NAMI NORTH CAROLINA BOARD OF DIRECTORS



DR. PEGGY TERHUNE, chief executive officer at Monarch, has been selected by the membership of the National Alliance on Mental Illness (NAMI) North Carolina to serve a three-year term on the organization's Board of Directors.

NAMI North Carolina, a not-for-profit corporation, advocates for public policy changes to enhance the quality of life and promotes the possibility of recovery and improved quality of life for those living with mental illness and their families.

As a director of the NAMI North Carolina board, some of the duties and responsibilities of those serving include supporting the mission of NAMI, helping to make policy decisions in the best interest of the organization and the people it supports and monitoring and reviewing the organization's current and future operations.

In addition to her latest appointment, Terhune has served on numerous boards, including the National Board of Directors for the Council on Quality and Leadership (CQL) and is a representative of The Arc of the United States. She was selected to serve on the N.C. Department of Health and Human Services Waiver Advisory Committee (DWAC) and appointed by Gov. Pat McCrory to serve on North Carolina's five-member Medicaid Reform Advisory Group. ●



GRANT ENABLES MONARCH, ARC OF STANLY TO HOST EDUCATION, ADVOCACY FORUMS FOR PARENTS OF STUDENTS WITH DISABILITIES

LAST YEAR, 18 percent of Stanly County's 8,662 students had an individualized education plan (IEP), which establishes educational goals and outcomes for students with disabilities. The plans are developed collaboratively by teachers, administrators and parents of students with disabilities, who often find the IEP process complex and daunting. Consequently, many parents struggle to advocate for the best interests of their children.

To help parents and families better understand and navigate the process, Monarch and The Arc of Stanly received a \$1,000 grant from the Stanly County Community Foundation to host four advocacy and education forums for parents and families of students with disabilities and special needs in the Stanly County School system.

The four parent education forums will be led by Jeanette Wilhelm, quality enhancement coordinator and advocate at Monarch, who will address key IEP concerns and equip parents with the knowledge needed to work with educators on plans that help their children achieve success in the classroom. Monarch will hold its next IEP Forum from 6 p.m.- 8 p.m. on Dec. 11 at First Lutheran Church, Albemarle.

For more information about the forums, please contact Jeanette Wilhelm at (704) 986-7234 or jeanette.wilhelm@monarchnc.org. ●



Director of peer services appointed to N.C. State Consumer and Family Advisory Committee

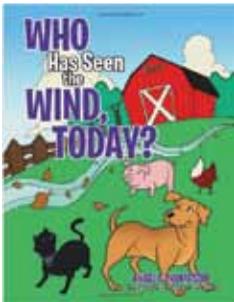


BRANDON TANKERSLEY, Monarch's director of peer services, was appointed to North Carolina's State Consumer and Family Advisory Committee (SCFAC), a well-known statewide self-governing board. Membership consists of adults and family members of individuals who receive services for mental health, developmental disabilities and substance use disorders.

SCFAC was created to advise the North Carolina Legislature; the secretary of the Department of Health and Human Services; and the director of the Division of Mental Health, Developmental Disabilities and Substance Abuse Services. Tankersley joined the 21-member committee last month, and will serve his three-year term by voting on and generating consumer and family agenda items for the N.C. General Assembly.

As Monarch's director of peer services and an advocate for people with disabilities who often shares his inspiring story of life following a traumatic brain injury, Tankersley served as a keynote speaker at the 2014 National Alliance on Mental Illness' (NAMI) N.C. Annual Conference held in October in Raleigh, where he shared his personal recovery journey. See more of Tankersley's story on page 8. ●

A Monarch direct support professional writes, publishes children's book



ANGELA THOMPSON'S lifelong dream had always been to write a children's book. As a child, she recalls spending time creating stories and ideas, which followed her into adulthood. Earlier this year, her dream finally came true with the publication of her first children's book entitled, "Who Has Seen the Wind Today?"

The book is about four animals chasing the wind to discover where it is going. Thompson, a direct support professional at Monarch's Columbus Industries in Whiteville, said it took her a month to write the story after developing the concept. She met with the publisher and they discussed ideas for the book's illustrations.

Thompson said the book is a fun, easy read for children of all ages and has read it with each of her five grandchildren. The author said she has four more books underway. ●

Monarch Senior Clinical Director presents during national webinar



BEN MILLSAP, senior clinical director at Monarch, served as a co-presenter during a national webinar about Open Access on Sept. 3. Titled "Open Access: A Competitive Advantage for Your Organization," the webinar was sponsored by the National Council for Behavioral Health, a nonprofit based in Washington, D.C. that advocates for policies that ensure people who have mental health and substance use problems can access comprehensive healthcare services.

Webinars hosted by the National Council, which serves as a voice for the nation's community mental health and substance use treatment organizations, present experts on key mental health and addiction topics, followed by a Q&A with webinar participants.

Millsap was invited to join other national panelists to discuss Monarch's Open Access Model and its effectiveness in the 18 counties where Monarch currently offers the service. He shared information about how Monarch's Open Access model works as a same day mental health program that allows individuals who need services to walk in for the first visit without an appointment. Monarch's program provides triage services, a comprehensive clinical assessment, a treatment plan, a psychiatric evaluation, with medication if needed, and a referral to the proper level of care. The agency has also been successful at tracking and monitoring service compliance. ●

2013-2014 DONOR REPORT



Pictured (l-r): Tyshima Dumas, Enterprise account fleet coordinator; Matt Plyler, Enterprise account executive; Blake Martin, chief development officer at Monarch; Bryan Calloway, director, Enterprise fleet management; Donald Lind, fleet manager at Monarch; and Cindy Jones, chief financial officer at Monarch.

ENTERPRISE HOLDINGS FOUNDATION SUPPORTS MONARCH'S MHFA PROGRAM

The Enterprise Holdings Foundation recently awarded \$2,500 to Monarch to support its Mental Health First Aid (MHFA) program, an eight-hour course that teaches participants to identify and provide assistance to someone who might be experiencing a mental health challenge or crisis.

Monarch, with support from community and business partners, like Enterprise, has provided MHFA training to **300** people statewide.

MHFA helps participants to recognize signs of substance use disorders and mental illness. Those who attend the session learn how to connect individuals demonstrating or exhibiting these signs to proper professional care and resources.

The Enterprise gift will assist Monarch in continuing to offer its public MHFA trainings. MHFA helps Monarch increase awareness and understanding that mental illness is real, common and treatable.

The Enterprise Holdings Foundation gives back and strengthens worthy programs and organizations through charitable support in thousands of communities where Enterprise customers and employees work and live.

The grant to Monarch was made possible by local employees of Enterprise Fleet Management, an affiliate of Enterprise Holdings, which is the most comprehensive and largest car rental company in the world measured by revenue, employees and fleet. Enterprise Holdings, through its regional subsidiaries, operates the Alamo Rent A Car, Enterprise Rent-A-Car and National Car Rental brands.

Enterprise Holdings offers business and retail customers a total transportation solution through a worldwide network of more than 8,200 airport and neighborhood locations as well as vanpooling and car sharing programs. ●

RESTRICTED GIVING

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

\$1 TO \$999

Association of RCRSP
Awen Holistic Skin Care
Joni and Michael Bass
Belk
Boy Scouts of America Troop #223
Barbara Brown
Martha Brown
Kenny Cagle
CH Activity Fund
Civitan Club of New Bern
Bill and Martha Collier
Colonial Capital Rods & Classics
County of Jones
Edna Cox
Ronald and Carol Cranford
Davie County United Way
Judith Dempsey
Duck United Methodist Women
First Presbyterian Church
Tommy and Joyce Hagler
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Harry Johnson's Lawn Service
Larry and Brenda Hinson
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Kellogg's Supply Company, Inc.
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Mike and Gale Kirk
Lifeline Community Enrichment Center
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Ministry of Kindness
Rose Odom
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Joseph and Launa Schneider
Margaret Shields
St. Joseph's Ladies Guild
Staples Foundation
State Farm Insurance
Dean and Jill Thompson
James Webb
Clyde and Paulette Welborn
Your Cause, LLC
Zooland Civitan Club

Chuck and Jeannie Tyson
Walmart

\$2,500 TO \$4,999

Community Based Alternatives, Inc.
Brian Go and Maya Zumwalt
North Carolina Community Foundation, Inc.
Outer Banks Community Foundation
Bill and Carol Russell
United Way of Stanly County
William Knight Russell Family Foundation

\$5,000 TO \$9,999

CarolinaEast Foundation
Jeff and Marie Gaskin
National Council on Behavioral Health

\$10,000 TO \$19,999

United Way of Robeson County

\$20,000 AND UP

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

\$1,000 TO \$2,499

Roger and Connie Dillard
Foundation for the Carolinas
Lamb Foundation of NC, Inc.
Morgan Stanley Smith Barney
Stanly County Community Foundation
Steven and Suzanne Surratt
Bob and Dr. Peggy Terhune

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 Cecelia Wood

** If you have listed Monarch in your estate plans or will, please contact Blake Martin at (704) 986-1584 to find out how you too 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.

Barbara Almond
Barbara Arbo
Pawnee Barden
Jack and Nancy Jean Bauer
John and Gloria Bowers
Carroll Braun
Bob and Toni Burchette
Jeff and Sandra Chance
Mattie Cranford
Ron and Faye Crawley
Benton and Cindy Dry
Dun Rite Professional Services
Dunlap Vision Center
Drs. Eddie and Janice Dunlap
Kevin and Dr. Mary Garrison
Tracy Hatcher
Felix and Carolyn Hinson
Larry and Brenda Hinson
Wallace and Dolores Howell
Barbara Kean

Carl and Joann Kimrey
Angela Kirk
Mike and Gale Kirk
Myra Lippard
Tony and Martha Lowder
Taft and Ann McCoy
Don and Rachel Morrison
Cynthia Ohlrich
Phillip and Carol Parker
Carrie Poplin
Jean Poplin
Virginia Poplin
Dr. Harrell and Ivory Roberts
Peggy Roseman
Raymond Skidmore
Nancy Smoak
Tana Stroupe
Bob and Dr. Peggy Terhune
Jeff and Jeanette Wilhelm
Voyte and Betty Wilhelm

WHY I SUPPORT MONARCH

FIRST CITIZENS BANK has been a Monarch partner for five years. The financial institution has helped Monarch achieve its financial goals – and has served as the major sponsor of the organization's Dreams Take Flight Golf Tournament, which will soon be in its seventh year and has raised in excess of \$48,000 each year for the last six years, to benefit the programs and services at Monarch.

Brett Speight, a vice president and business banker for First Citizens Bank in Albemarle, has been instrumental in the relationship between First Citizens Bank and Monarch. He shares why they continue to provide support.



How long have you worked with Monarch to help us provide support for people with disabilities?

I have long been familiar with the great work that Monarch does in the community. First Citizens and I have been partners with Monarch since 2009.

Why does FCB feel it is important to support local non-profit organizations, like Monarch?

Community involvement is a vital part of our company's culture. We're dedicated to corporate citizenship and making a positive difference in the cities and towns we call home. It is part of our bank's Forever First commitment to the people, businesses and communities who rely on us to be the best bank we can be.

What is the best part of the partnership for you and for FCB?

For me personally, I have enjoyed building relationships with many of the staff at Monarch, witnessing their dedication and seeing firsthand the difference they make in the lives of the people and families they serve. The staff is extremely passionate about what they do. That passion for their clients meshes well with our approach at First Citizens. At First Citizens, we always strive to keep in mind the things that matter to our customers: their futures, families, businesses, well-being and security. Our job is to help our customers live the life they've worked hard to achieve. I see the same desire in Monarch's staff members toward the people and families they support every day.

How would you describe your and FCB's relationship with Monarch?

The relationship we have with Monarch has been a great partnership. I've worked closely with Cindy Jones, Monarch's CFO, to determine how First Citizens can continue to support the organization in achieving its financial goals. At First Citizens, we realize it's important to have a comprehensive understanding of a customer's goals and partner with them for long-term success. First Citizens Bank and I are honored to support the Monarch team as the organization continues to grow across North Carolina and expand its services to help so many people.

What message would you send to people who are considering supporting Monarch or any organization that is mission driven?

Since 2009, First Citizens Bank has proudly been an active sponsor of Monarch's Annual "Dreams Take Flight" golf tournament. This is a great event. The name is very appropriate. Monarch really does help make so many dreams take flight. The tournament is a great introduction to the organization, and we hope others will be a part of it next year. ●

As told to Blake Martin, chief development officer 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

\$1 TO \$999

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.

A Big Idea Group
Albemarle Hearing Center
Atlantic Coast Engineered Metals, LLC
Jack and Nancy Jean Bauer
Matt and Adina Blake
Robert and Becky Boone
Steve Bowers
Janet Breeding
Kevin Bridges
Lonnie Brock, Jr.
Butler Woodcrafters, Inc.
Cadillac Signs
Kenny Cagle
Cardinal Graphics, Inc.
Wayne Cartwright
CCB, Inc.
Central Carolina Pharmacy Service
Bill and Martha Collier
Mattie Cranford
Mason Crump
Davidson, Holland, Whitesell & Company, PLLC
Russell Davis
Richard and Denzel Dickerson
Dun Rite Professional Services
Dunlap Vision Center
Billy Eudy
Gary and Joan Feierstein
Jonathan Flowers
Jeff and Marie Gaskin
Gold's Gym
Karen Grotenhuis
Paul Hallet
Michael and Angie Harrison
Felix and Carolyn Hinson
Larry and Brenda Hinson
Tereda Horton
Lisa Huffman
James E. Beard Insurance Agency
Sara Jarvis
Barbara Kean
Maile Kim

Carl and Joann Kimrey
Lamb Foundation of NC, Inc.
Joel Laster
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Stanly Regional Medical Center
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United Way of Alamance County
United Way of Moore County, Inc.
George and JoAnne Urwick
Charles and Janan Usher
Uwharrie Bank
Kevin and Brandy Vanhoy
VSC Fire & Security
Louise Warnimont
Washington Mutual Insurance Company
Laurie Weaver
The Honorable James Webb
Fritz Wiesendanger
Voyte and Betty Wilhelm
June Yates
Saima Zia

DREAM MAKER CIRCLE

\$1,000 TO \$2,499

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.

Lee and Mary Burt Allen
CST Data
Kerr Cares for Kids Foundation
Leeburt Properties, LLC
Shelly Morgan
ProBuild
Randolph Medical Pharmacy
Time Warner Cable Business Class

STANLY CIRCLE

\$2,500 TO \$4,999

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

Citgo Petroleum Corporation

CNP Technologies, LLC

Enterprise Fleet Management, Inc.

Gardner & Skelton, PLLC

Jordan Family of Companies

J.T. Russell and Sons, Inc.

FOUNDER'S CIRCLE

\$5,000 AND UP

This Circle gives special acknowledgement 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.

The Echo Group

\$7,500 AND UP

First Citizens Bank

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Contributions of goods or services

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Jerry and Eliana Aponte

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Best Buy

Dr. and Mrs. Charles Betts

Blumenthal Performing Arts Center

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CarolinaEast Medical Center

Chick-fil-a

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Judith Dempsey

Dave and Gail Devore

Joan Dildy

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My Eye Doctor

Sheryl Ogorek

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Sentara Nursing Home

Seven Lakes Country Club

Susan Sineath

Marjorie Sink

Southside FWB Church

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STA Contracting, Inc.

Edith Stanley

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Gene Sutton

Talamore Golf Resort

Target

The Country Club of Whispering Pines

Tips 2 Toes

Tree Man Tree Service

Trent Olds Cadillac

Tryon Palace History Center

Chuck and Jeannie Tyson

Whispering Woods Golf Club

Jeff and Jeanette Wilhelm

Suzi Williams

Willow Oak Church

Joan Winslow

Every contribution makes a difference. **305** corporate and individual sponsors provide support to Monarch to help ensure the people we support achieve what is important to them.



"I support Monarch because I believe in my heart that God is protecting His people through the many people like me that hold onto the mission and values of Monarch."

— **Catherine Myers is a developmental specialist at Monarch's Mainstream home in Asheboro.**

TWO RECEIVE HIGH HONORS FOR VOLUNTEER SERVICE



Justin Inscore, a participant of Monarch's Stanly Industrial Services (SIS) day program in Albemarle, has volunteered at The Community Inn for Homes of Hope, Inc., a non-profit organization seeking to reduce homelessness in Stanly County, since it opened its doors in September 2009.

Every weekday morning, Inscore heads to the Community Inn, an emergency housing facility in Stanly County, to assist with cleaning. He vacuums, dusts, helps with laundry and carries out the trash. As a result of his hard work, dedication and his nearly five years of service to the Community Inn, Inscore was recently presented with a Certificate of Appreciation for "Outstanding Volunteer Service" by Community Inn Director Diane M. McClinton.

"We have had many volunteers over the years, but none as dedicated as Justin. Not only that, he makes my day with his great smile," McClinton said. "So, I wanted to recognize his hard work and dedication as we serve Stanly County's homeless men, women and children."

Across the state on North Carolina's Outer Banks, E.J. Koeleveld, who attends Monarch's Lighthouse Club of Currituck, has volunteered at the Kill Devil Hills Library for 20 years. Officials there estimate he has shelved more than 416,000 books during that time. Gov. Pat McCrory presented the state's highest award for volunteer service to 21 recipients at a ceremony in Raleigh earlier this year. Koeleveld was among those honored.

"The people we support from Monarch have a vested interest and a real desire to make a difference where they live," explained Eileen Bress, volunteer and community coordinator. "Their impact through volunteering is remarkable, enabling them to develop new relationships and to be recognized as contributing members in their local communities." ●

Inscore and Koeleveld are among hundreds of people with disabilities statewide supported by Monarch who volunteered **33,215.44** hours of their time during 2013-2014. That dedication and level of volunteerism to communities across the state generated an economic impact of **\$698,852.86**, according to the Independent Sector, a national organization that estimates the value of volunteer time for North Carolina at **\$21.04** per service hour.



Inscore



Koeleveld and McCrory

WHY I SUPPORT MONARCH



"Monarch does such a great job not only supporting the communities that it serves, but by helping to build a great foundation of people and support to help those individuals who are in need. It feels great to support such a fantastic cause and to spread the word on what a great job Monarch does."

— **Tim Schilling, Monarch Supporter**

THANK YOU

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

<p>Title</p> <p>Respect Everyone's Best Assets</p>	<p>Silver</p> 	<p>Hole Sponsors</p> <p>Seniors Choosing to Live at Home Washington Mutual Marc Jessup Insurance Services Sumrell Suggs Attorneys at Law BIG (Big Idea Group) QoL Meds New Bern Family Eye Care JoeSigns Base2NC Respect Everyone's Best Assets Jan's Hallmark First South Bank John and Lori Meads Coastal Carolina Crematory Carolina Orthopedics and Sports Medicine Stephen Hoard IV, DDS Monarch Board of Directors Williams, Scarborough, Smith, Gray LLP John and Denise Mitchell Tutay Pest Control Tyson & Hines Investments, LLC Kenneth E. Holton, DDS, PA Steven B. Little Dr. Tom Hagan Hearnes Fine Jewelry Eastern Dermatology, PA Richard E. Pilson BB&T Dream Team</p> 
<p>Lunch</p> 	<p>Longest Drive</p> <p>Mary McLeod</p>	
<p>Hole in one</p> 	<p>Hors d'oeuvres</p> 	
<p>Putting Contest</p> 	<p>Closest to Pin</p> 	
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I LIKE TO VOLUNTEER.

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