



Horizons

Volume 1, Issue 1

August 2005

Special points of interest:

- 5/3-LCI booth at the World of Possibilities Expo
- 5/11-LCI booth at the Small Business Expo
- 6/16-Lee County Job Link members tour LCI
- 7/05-New "Higher Me" youth program at LCI begins
- 7/18-Launch our new web site (www.lciinc.org)
- 7/25-Julie Dutchess spoke at the San-Lee Rotary Meeting
- 9/7-LCI Staff Caregiving Training
- 9/8-WIA enrollment information session
- 9/15-WIA workshop

Inside this issue:

WIA Program..... 2
 Awards Dept..... 2
 Assistive Technology Center..... 3
 Siticize..... 3
 Rehabilitation Department..... 4
 Miscellaneous..... 4
 CARF..... 5
 Dedications..... 5
 Endowment..... 6



Executive Director's Update

What an exciting year at LCI! We have a new look with a new logo and website (www.lciinc.org). We have new programs with the addition of service expansion into Chatham County where we served 13 individuals and placed 6 individuals into competitive employment opportunities.

We have a new technology training center focusing on Assistive Technology software and hardware. Training started in June within the AT Center and we are currently providing training to over 16 individuals in the areas of basic computer, keyboarding, and general office skills. The Assistive Technology Center allows individuals opportunities to utilize various adaptive devices to access the computer to include screen readers, special keyboards, and voice input software. Please read more about the Assistive Technology Center on page 3.

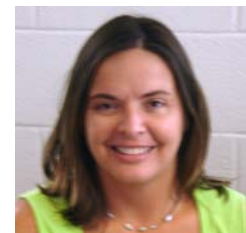
Starting in July 2005, LCI began providing services to youth under the Workforce Investment Act (WIA). This new program will allow LCI the opportunity to provide services to individuals at a younger age. Youth served in this

program may or may not have a disability, but all have limited resources and barriers to employment.

Along with noticeable new programs, LCI began offering a new exercise program to individuals attending LCI. *Siticize* is an interactive exercise program using music and creative exercises for all physical abilities. Students have the opportunity to participate in *Siticize* two days per week, one hour a day. Please read more about the program on page 3.

Industry have been very supportive of LCI this past year with work coming from COTY, Magneti Marelli, Trans-Matic, Cargo Control USA, SpanSet, and many more. Individuals working at LCI have had the opportunity to work on numerous jobs obtaining skills in various areas. We thank all of the industry supporters, which allow us to provide extended vocational training.

The support LCI receives from the local community is essential for us to provide services and training to over 120 individuals yearly. This past year, LCI assisted 34 individuals in obtaining competitive



employment opportunities. These individuals are now contributing to the economic growth of our local area and they are meeting personal goals in individual areas of independence.

Your support is necessary for our continued success. This past year, LCI established an endowment in order for your support to provide long-term assistance to LCI participants. You can obtain more information regarding the LCI endowment by contacting us directly at (919) 775-3439.

Thank you all for your continued support and dedication to the services we provide and to individuals with disabilities and other barriers to employment.

We look forward to another new and exciting year.

Thank you,

Tammy Koger
 Tammy Koger

Board Members at LCI, Inc.

People and Purpose Together

Jeff Klages, President
 Coty-Director of Fragrance Manufacturing

Nirav Mehta, VP
 Coty Engineer

Tom Joyner, Treasurer
 Coty, Retired
 Consultant/Accountant for Coty Cosmetics

Lynda Carr, Secretary
 Administrative Assistant,
 Coty VP

Tammy Koger
 LCI, Inc.
 Executive Director

Sue Marshburn
 LCI, Inc
 Associate Director

Scott Ansede
 COO, Central Carolina Hospital

Oliver Crowley
 Legg Mason

Rick Ebken
 Physician Advisor, Central Carolina Hospital/Parent

Joyce Edmonds
 B.T. Bullock Elementary School

Jeff Kimbel
 Coty HR Director

John LeTrent
 Facilities Director, Moore Regional Hospital

Bob Troutman
 Harnett County Schools

Donna Westbrook
 First Citizens Bank

LCI Awarded the Lee County Youth Services Contract



Ginger Wojtarowicz joined the LCI staff in July as the new WIA Youth Services Coordinator.

LCI has been awarded the Lee County Workforce Investment Act (WIA) Youth Services Contract for the 2005-2006 fiscal year. The program will be called "Higher Me" with its logo containing a key to symbolize the *keys to success*.

All youth programs will incorporate higher standards, higher values, and higher learning. This program started in July and serves youth between the ages of 14-21, and who are low income and are one or more of the following:

- School drop-out
- Basic skills deficient
- Homeless, run away, foster child
- Pregnant or a parent
- An offender
- An individual who requires additional assistance to complete an educational program, or to secure and hold employment

These participants will not necessarily have a disability. They do, however, have some sort of employment barrier.

Ginger Wojtarowicz was hired in July to be the Full Time Youth Services Coordinator. Ginger comes to LCI from the Employment Security Commission where she worked in the WIA program.

Services provided under this program will include:

- Educational Achievement Services (assistance with obtaining a high school diploma/GED or post-secondary education)



- Study skills
- Dropout prevention
- Employment Services (i.e. job placement, resume building, interviewing skills, job training)
- Occupational Skills Training (i.e. janitorial, keyboarding, or referral to outside agencies for other training)
- Adult Mentoring
- Comprehensive Guidance and Counseling
- Leadership Development, Support Services (day care, work uniforms, transportation, etc.)
- Follow-up Services (for one year following completion of program).

We are very excited about the new "Higher Me" adventure. Please join us in welcoming the new staff and new participants as they join us.

Program Highlight...Awards Department



Matt enjoys creating one of the 4000 trophies sold at LCI this past year.

Specializing in awards and custom engraving, LCI produces a full range of trophies and awards to celebrate excellence. Whether you need plaques, ribbons, nameplates, other desk accessories, or custom-engraved plastic signs, LCI is your one-stop source.

There's no job too large or too small for LCI Awards. Whether you're looking for a single plaque to honor an employee or hundreds of trophies for a recreational sports league—even engraved plastic signs and name badges—we have the expertise and variety you expect.

Many items are already in stock. But if you'd prefer

something we don't have right away, don't worry. We can get whatever you need—with a quick turnaround time and top-quality customer service.

With hundreds of options available, there's no way to list everything. But here are some of the selections we offer:

- Award medals
- Award ribbons
- Patches
- Pet tags
- Trophies
- Wall plaques
- Desk accessories
- Engraved name plates
- Engraved picture frames
- Engraved plastic signs
- Mounted certificates
- Name badges

Our catalog is on LCI's new website: www.lciinc.org. You may browse some of the items we stock on the website. But if you don't see exactly what you want, give us a call or stop by LCI and see Libby Dew, the Awards Manager.

When you stop by you can ask to see the pictures of this year's largest trophy which stood tall at 7 feet high! Out of the more than 4000 trophies, 38,000 ribbons and 1000 plaques LCI sold last year the 84-inch trophy definitely made an impression around the building.

Also for your convenience, LCI Awards gladly accepts VISA and MasterCard.



LCI's New Assistive Technology (AT) Center

Thanks to a grant from the Kate B. Reynolds Charitable Trust and a partnership with Central Carolina Community College, the new Assistive Technology (AT) Center at LCI is up and running. Not only will it benefit LCI participants, but it will help give many local residents a better chance at postsecondary education and/or retaining their current employment.

LCI hired Julie Dutchess, an Assistive Technology Practitioner certified through the Rehabilitation Engineering & Assistive Technology Society of America (RESNA). Since starting in March, Julie has been busy setting up the AT Center and promoting the benefits of assistive technology for people

with various disabilities.

"It is important that we get the word out about this highly beneficial program that is unique to this area. So many people can benefit from attending one or more of the trainings, whether they have had a lifelong disability or just suffered an accident. I would like for the community to know that there is now a place for them to go in Sanford to receive AT training for computer access," said Julie Dutchess.

LCI offers three trainings: assistive technology, keyboarding and computer basics. LCI has screen magnifiers, speech recognition systems, screen-reading software, alternative keyboards and "mice".

Assistive technology provides

creative solutions that enable individuals with disabilities to be more independent, productive, and included in society and community life. AT can help individuals increase their independence, build self confidence and self esteem, improve the quality of life, and break down barriers when providing the tools for possible employment and educational opportunities. For many people, the key to unlocking the door to finding and retaining work is AT.

If you would like a tour of the AT Center or to hear more about AT, you may contact Julie Dutchess at (919) 775-3439 ext 221. You can also visit our web site (www.lciinc.org) and send her an email.



Julie Dutchess, LCI's AT Coordinator, demonstrates some of the AT equipment to the public at the Small Business Expo. LCI's booth generated a lot of excitement about our programs and the new AT Center.

New (and Fun) Exercise Program Starts at LCI

When some people think of exercise, they don't automatically think of the words "fun", "games", and "laughter". However, if you are involved in the new program at LCI called "Siticize" then you will definitely be having fun as you are "working your muscles". Smiles, laughter, and exercise are what Siticize is all about.

Gail Robinson, a CAP Technician at LCI, can now add "Siticize Instructor" to her resume. She is leading about 10-20 people in a great new program that combines stretching, aerobics and Tai Chi.

Most of the activities in Siticize are done from a chair. Gail helps make adaptations or modifications to certain exercises so people with various physical ability levels can participate and obtain the benefits from exercising.

Not only can exercising help improve stamina and muscle strength, it also improves



Gail Robinson leading one of the fun activities in LCI's new exercise program.

mood and promotes general feelings of well-being.

One of the participants, Fred says, "I stretch my legs and stretch my arms out good." Maggie and Glenn both agree that it is fun. When asked separately about the program they both answered enthusiastically, "I like it". Susie is participating in the program and says she likes when they "move their arms and exercise". She has even started eating healthier since beginning Siticize.

Dale adds, "I like the way

Gail does things. Now I get a chance to exercise. Siticize gives me a chance to move, stretch, and work my muscles".

The classes meet from 9:00-10:00 am on Tuesday and Thursday. If needed, Gail says an extra class will be added from 10:00-11:00 am. So, if fun, games, and laughter are what you need to get moving, then Siticize may be the right exercise choice for you. If interested in learning more about this wonderful exercise program, please contact LCI at (919) 775-3439.

"Now I get a chance to exercise.

Siticize gives me a chance to move, stretch, and work my muscles."

-Dale

A Great Year for LCI's Career & Rehabilitation Department



Casey is hard at work at the Holiday Inn Express.

The 2004-2005 fiscal year proved to be exciting for the staff and participants in the Career and Rehabilitation Department.

Although we have some veterans on our staff, we are also happy to welcome three new staff members, Ginny Connolly-Manhardt, Vocational Services Coordinator, and Bobbi Linney and Tracy Norris, who are both Vocational Trainers.

The Career Team worked together to get 42 participants ready for work in the community. This includes an evaluation period, and a work adjustment period. Participants work in our industrial work

area, and participate in an 8 week Work Readiness class. Here they learn interviewing techniques, develop their resume, learn how to interpret want ads, and more.

Once the participant is ready for competitive employment, the vocational trainers assist participants with their job search by helping them identify appropriate job matches, and assisting them with organizing their job search. Trainers also work with local employers to assist them with filling vacancies, and informing employers about potential tax credits.

We closed out our fiscal year with **34 participants working independently in the community.**

In Lee County, LCI has assisted employees in filling positions at Moen, Big Lots, Hardee's, Goody's, This End Up Furniture, Patriot Performance Materials, GKN, Central Carolina Hospital, Local Joe's Tap & Grill, and La Dolce Vita, just to name a few.

In Chatham County, individuals obtained employment at Doug's Auto, Jordan Dam Mini-Mart, Wal-Mart, Wendy's, the Snack Stop, Lowes Foods and others!

Read what our VR participants are saying about LCI:

"I would recommend anybody that needs help looking for a job, that is disabled or not disabled, go to LCI for help."

"It (LCI) gave me the training I needed to get my goals started. They gave me confidence. I did it!"

"I think that LCI is a great place to get skills and learn that everyday people are the same. They want to work and be somebody."

When asked what part of the program was most helpful to her, the participant answered, "Realizing work potential after so many years of not working."

Miscellaneous...



Libby Dew, Awards Manager, makes a business contact with one of the t-ball coaches at the Optimist Park.

Libby Dew Visits Local Ball Parks

Libby Dew, the Awards Manager, at LCI visits the local ball parks to establish new contacts and touch base with repeat customers. By marketing LCI Awards to the local Parks and Recreation teams, LCI Awards has had an even better year than anticipated.

Sandhills Center Merger Effective July 2005

Lee-Harnett Mental Health/ Developmental Disabilities/ Substance Abuse has merged with Sandhills Center MH/DD/ SAS based out of Moore County. They now provide services for eight counties. At this point, the Lee-Harnett customers are not seeing any changes.

LCI is busy working with

the Sandhills Center by making the appropriate changes in regards to paperwork and by learning the new policies and procedures.

Job Safety Training for LCI Participants & Staff

On July 15, Ken Cotton, a certified Fire Educator, spoke with participants and staff regarding job safety in the workplace.

LCI is CARF Accredited

LCI, Inc is CARF Accredited in the following areas:

- **Employment Services**
(Comprehensive Vocational Evaluation Services, Employee Development Services, Community Employment Services: Job Development, Community Employment Services: Job-Site Training, Community Employment Services: Job Supports)
- **Community Services**
[Personal and Social

Services-Adult Developmental vocational Program (ADVP)].

CARF...Commission of Accreditation of Rehabilitation Facilities is a private, not-for-profit organization that promotes quality rehabilitation services.

It does this by establishing standards of quality for organizations to use as guidelines in developing and offering their programs or services to consumers. CARF

uses the standards to determine how well an organization is serving its consumers and how it can improve.

CARF-accredited programs and services have demonstrated that they substantially meet nationally recognized standards. The accreditation means that you can be confident that an organization has made a commitment to continually enhance the quality of its services and programs and its focus on consumer satisfaction.



Remembering "An All-Around Good Man"



Paul Turbeville, Jr., 67, of Cameron passed away July 6, 2005. Paul was the Contract Manager for John William Brown, Co. during the renovation of our building in 2001.

At this time he became extremely fond of our program participants and wanted to do something special for them. Mr. Turbeville belonged to the San-Lee Gun Club and through him the Club made a donation for the program participants' Thanksgiving and Christmas Luncheons, which were enjoyed

by all. Gary Cole, owner of Cole Construction Company which Mr. Turbeville worked at for about four years, said, "He was very knowledgeable, dependable and an all-around good man."

The staff at LCI agrees with that statement. Mr. Turbeville was a wonderful supporter of LCI and will be missed by all at LCI and in the community.

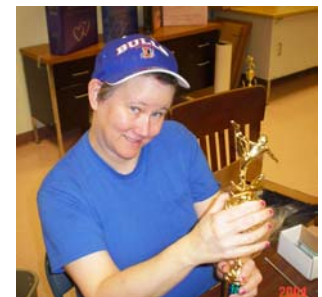
Mr. Turbeville's wife, Margie, and his family have requested that donations be made to LCI for their program participants in his memory.

Thank you to the following people who have made a donation on behalf of the Paul Turbeville, Jr. Memorial:

Elizabeth R. Almy
Henry & Etta Bowen
Mr. & Mrs. Cecil Cameron
Henry & Barbara Cloutier
Mr. & Mrs. Joseph Colandro
George D. Davis
Mr. & Mrs. Hobart
Sue Marshburn

We would like to dedicate this issue of Horizons to the following people who have passed who meant so much to those of us at LCI, Inc...

Teresa Griffin, LCI participant
Andrew Phelps, LCI participant
Paul Turbeville, Jr.



Teresa Griffin
5/21/57-8/13/05
Teresa was an LCI participant for 28 years. We will miss her tremendously.

We CANNOT Do It Without You

LCI is a private, nonprofit, tax-exempt organization serving individual with disabilities and other barriers to employment. Your continued support allows us to provide the training and enhanced services to allow people with disabilities to reach their full potential.

Yes, I want to assist LCI, Inc. in enhancing the lives of individuals with barriers to employment and other disadvantages.

Enclosed, please find my tax deductible contribution for:

\$25.00 \$50.00 \$75.00 \$100.00 \$1000.00 other_____

Please make check payable to LCI, Inc., 2711 Tramway Road, Sanford, NC 27332

Donation is in Honor of or in Memory of _____

Yes, I would like more information on the LCI Planned Giving program so my contribution can support LCI participants for years to come.

Name:

Address:

Phone:

Email:

Thank you for your investment in the future of LCI and the lives of people with disabilities.



**LEE COUNTY
INDUSTRIES**

2711 Tramway Road
Sanford, NC 27332

Phone: 919-775-3439
Fax: 919-774-6926
E-mail: info@lciinc.org

Mailing Address Line 1
Mailing Address Line 2
Mailing Address Line 3
Mailing Address Line 4
Mailing Address Line 5

LCI is CARF accredited.

