



# the OUTLOOK

Integrity  
teamwork  
performance

Works for You!



In This Issue  
1st Quarter  
July-September 2015

### Executive Management

**C. W. (Bill) Sharek, Jr.**  
President & CEO

**Johanna Barker**  
Vice President

**Patricia Little**  
Vice President

**Board of Directors**  
**John Shallcross, Jr.**  
Chairman  
Developer, Commercial  
Real Estate

**Durwood Woodall**  
Vice-Chairman  
Co-Owner, Tarheel  
Tooling

**Lina Sanders-Johnson**  
Secretary/Treasurer  
Board of Education  
Retired

**Michele Grady**  
Vice President  
KS Bank

**Mary Gordon**  
District Manager  
Johnston Medical &  
Surgical Supply

**Brian Hatcher**  
Vice President  
First Citizen's Bank

**Randy McLean**  
Chief Operating Officer  
Teamwork's Solutions,  
Inc.

**Cheryl Oliver**  
Mayor, Town of Selma

**Kenneth Williams**  
Guidance Counselor  
Retired

**Mary Ann Yansom**  
Johnston County  
Schools, Retired

## Remembering Our Founding Father



Nolan Leston Hinson  
April 5, 1931 - August 4, 2015

Nolan Hinson was the founding father and visionary of Johnston County Industries, Inc. which began in 1974. His leadership and active involvement throughout its 40 year history helped nurture and grow the company.

Mr. Hinson served as President and/ or Chairman of the Board for various terms from JCI's formation in 1975 to 1993. In 1993 he was named President and Chairman and served in that capacity through 2003. Mr. Hinson was also a lifetime member of the Board of Directors.

Through Mr. Hinson's commitment and dedication to supporting persons with disabilities, his leadership enabled JCI to grow from a company helping 4 people to a company now serving over 1,000 people each year. His work at JCI had a positive impact in the lives of tens of thousands of people facing the challenges of a disability.

## 40 Years of Service Recognition



Cheri Howell, NCARF President & Bill Sharek, President & CEO

Johnston County Industries, Inc. has been recognized by the North Carolina Association of Rehabilitation Facilities for 40 years of service to individuals with disabilities. This is in part due to Mr. Nolan Hinson's commitment and dedication, and the continuation of his vision.

NCARF is the only organization solely representing community rehabilitation providers. Their mission is to support members that provide programs and services to persons with employment barriers.

## JCI Welcomes New Employees!

Kenneth Chambers  
Samantha Heath  
Candace Braglin  
Anthony Crimaldi  
Kimberly Day-Fajardo  
Viviana Garcia  
Robin Sasser  
Saundra Hines  
Kenneth Johnson  
Wanda Bowles  
David Long  
Belinda Strickland  
Monia York  
Steven Langdon  
Briana McMillian  
Courtney Spence  
Elvia Collazo  
Falecia Pratt  
Sharon Watson  
Krystal Brooks  
Charnise Jones  
Latashia McNeil  
Sherman O'Neal  
Jazmine Pasillas  
Tyrika Chase  
Shaterri McDonald  
Brenda Pysner  
Tina Sutton  
Emily Concepcion  
Robbie Durant  
Ce'Quana Allen  
Mariah Bledsoe  
Marco Evans  
Brenna Gilmore  
James Martin  
Denise Williams  
Teresa McDougal  
Ebony Medina  
Daniel Glover  
Carol Holder  
Martin Register  
McKinley Vick  
Latasha Chestnutt

### Let's Get Acquainted!

JCI welcomes anyone who would like to tour and/or volunteer at any of our locations! Contact Nancy Bartholomew, Marketing Manager, at 919-743-8712.



## A Message from the President & CEO.....

*Before sharing the great news of our first quarter, it is with our deepest love that we dedicate this newsletter in memory of our Founder, Nolan Hinson who we sadly lost on August 4, 2015. His spirit, passion and love of people, together with his determination to help those with disadvantages and disabilities, has forever changed the lives of the thousands he touched. All of us at JCI and thousands of others who knew him or worked at JCI and were touched by his work will never forget it was **his dream** to see JCI become what it is today. We are continuing to chart the course to grow even stronger the next 40 years. God Bless Nolan and his dream!*

### Charting the Course

...adding to the celebration of our 40th year anniversary!

During the last six months JCI has worked to position ourselves for explosive growth by undertaking a number of new programs, initiatives and manufacturing opportunities in 2015/16. We are excited that during the first quarter we have accomplished closing a number of significant manufacturing deals and have launched many new services in our programs area. Through this new growth we are able to more broadly and better serve the people in our service areas. As you can see by the listing to the left, we have added 42 new employees to our ranks and continue to add the needed staff to support new growth.

In our programs area we have opened new offices in Clinton and Sanford to deliver Youth Services to Lee and Sampson Counties. We have expanded services to persons with mental health and substance abuse barriers through our new Individual Placement and Support, and behavioral health programs. We have reached historical milestones by empowering people through vocational training, job placement, and school and youth programs (just to mention a few) where we now serve 5 counties through our 9 locations.

Our manufacturing growth is at the highest level in the past 10 years as we have continued to add new global customers in our product assembly area, as well as, partnering with Johnston County Schools in the i3LASER/STEM initiative: JCI provides a solution to the challenging logistics and refurbishment of science kits. Our wood products custom crating and shipping container segment remains very strong and leads our manufacturing revenues, rocketing to over a 300% growth since June of 2013.

Our growth is strong and we are remaining vigilant in managing this growth to bring JCI to new heights. We are managing growth one inch at a time as we believe that **"inch by inch, success is a cinch, but yard by yard success is hard"** ...so as always... JCI keeps working for you!

A handwritten signature in black ink, appearing to read 'Nolan Hinson'. The signature is written in a cursive style with a large, sweeping 'N' and 'H'.

## Lee Fredrick - 2015 NCARF Award Recipient for Vocational Achievement in the Community



The North Carolina Association of Rehabilitation Facilities awards employees who have demonstrated outstanding personal achievement in his or her employment in the community.

Lee Fredrick came to JCI over two years ago after being incarcerated. He was living in a homeless shelter and was desperate for employment. Lee was extremely motivated to do whatever was needed to return to the workforce to provide for himself and his children. However, with his recent criminal history, lengthy time of unemployment and his only mode of transportation being a bicycle, his employment options were very limited.

Lee entered JCI through the Vocational Evaluation Program, he then transferred into Work Adjustment and soon after, was referred to Job Development. Lee started Work Adjustment training in JCI's Wood Products Division where he excelled and proved that he had great skills and exceptional work ethic.



Due to Lee's hard work, he stood out as a needed employee for the Wood Products Division and he has been hired full-time. Lee has demonstrated that motivation, hard work and persistence pay off.

Lee's long term goal is to advance in the Wood Products Division. He has accomplished many of his goals in a short period of time and he is poised for continued success.

Lee was also awarded the MARC Personal Achievement Award at the annual awards luncheon in October 2015.

## S. Lloyd - 2015 NCARF Award for Vocational Achievement in a Facility



The North Carolina Association of Rehabilitation Facilities awards employees who have demonstrated outstanding personal achievement in his or her employment in his or her facility-based enterprise.

S. Lloyd has been receiving services at JCI for 16 years. Currently he is enrolled in NC Innovations Services and has made tremendous strides over the last two years. He is employed at JCI's snack bar two days a week where he has increased his communication skills, stamina and his ability to engage with others effectively.

He works with staff on a daily basis to improve his reciprocity skills and ability to participate in activities within a group. He enjoys his job in the snack bar and is able to retrieve items requested by customers, and he has learned to engage with the person with whom he is serving. Other duties he performs are restocking the snack bar and informing staff when items need to be reordered.

He has exhibited a decrease in negative behaviors and has a greater sense of belonging and purpose due to working and having tasks assigned specifically to him. He has a great sense of pride when telling people about his job. His mother stated that "Having him work the snack bar has saved his life and given him meaning". Staff note that he "has made excellent progress and works hard".

He also assists with delivering interoffice mail and his dream job is to work at the post office. He and staff are currently exploring volunteer options at a shipping business in Smithfield with hopes of employment through Supported Employment Services at JCI.



Lee Fredrick, Erin Driver, Vocational Services Mgr. and S. Lloyd at the NCARF Awards Banquet



## Celebrate CreateAbilities!

JCI is excited to announce that we will participate in the 5<sup>th</sup> Annual Marc Art Exhibition, “**Celebrate CreateAbilities!**” JCI awarded certificates to Kati B. and Chris B., and their art work is proudly displayed at JCI. Chris’ watercolor seahorse was submitted as JCI’s representative and was displayed during the 2015 MARC Annual Awards Luncheon on **October 27, 2015 at Lake Junaluska Conference Center.**



Congratulations Amanda Tyndall and Jessica Williams! JCI is proud to announce that these Youth Services Case Specialists completed the Career Development Facilitator Program.

The Career Development Facilitator Program uses the National Career Development Association’s curriculum. The program is designed to standardize the knowledge and experience of workforce development professionals and others in career development services. The program is an e-learning hybrid course that requires a combination of classroom instruction, distance learning and other web-based instruction. This course also includes hands-on and interactive teaching methods and provides opportunities to interact with colleagues from a variety of work settings.



JCI’s psychosocial rehabilitation program, known as the Unity House, continues serving persons with chronic mental illness. Supported Employment Services have been expanded to include an evidence-based, individual placement and supportive employment (IPS) model for persons with mental health and substance abuse barriers. Also through Peer Support Services, persons over the age of 18 with severe and persistent mental

## Employee of the Month!

JCI develops partnerships with local employers and provides job support for clients. This service is Community Employment Services and provides individualized job search, job coaching, on-the-job training, and job support to enable clients to attain chosen career goals.



Alex Cooper participated in the CES program. Donna Gilmore, Employment Specialist at JCI worked with Alex to develop his job search skills. Due to their accomplishments, Alex was hired at Crocs Outlet Store on March 12, 2015 in a temporary position. Only one month after he was hired, Alex became a permanent employee.

In July 2015 Alex received the **Crocs Employee of the Month** for top sales.

## Birthday Blankets by Ruth!



Ruth Messano, Employment Specialist at JCI, crochets blankets for clients as a birthday gift. Ruth is inspired to do this because she feels that in addition to how we assist the people at JCI, she wants them to know that we care about them as well.

Ruth says the smiles and joy these people share with us are priceless. November of this year marks the 5th year Ruth has been giving these blankets as gifts.

Thank you Ruth! You are a great example of kindness and generosity that is abundant at JCI.



JCI has a revamped website! Visit <http://www.jcindustries.com>

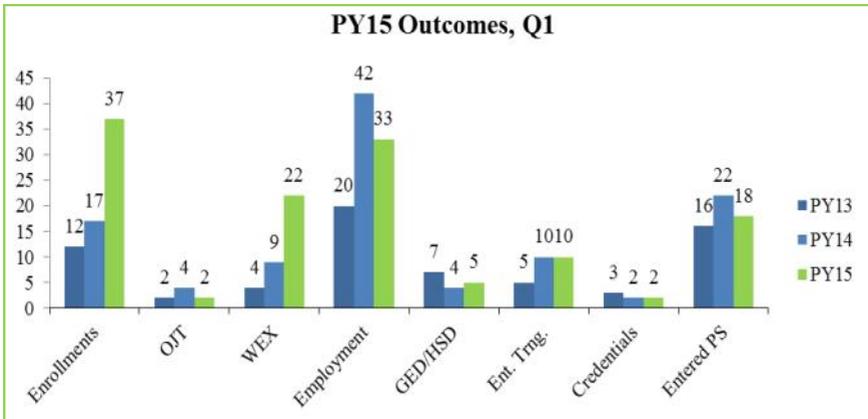




## JCI “Yes I Can” Exceeds Goals

This first quarter of Program Year 2015 has the highest enrollments in Yes I Can’s history, 37 enrollments resulted in 46% of the yearly enrollment goal. These enrollments surpass the previous record of 34 enrollments in 2012.

Two enrollments in Program Year 2015 are in school youth, one of which is in post-secondary and is basic skills deficient. YIC Career Counselors have done an excellent job recruiting and enrolling those truly “disconnected” Johnston County youth. Other performance indicators are on par, close to average, or exceeding previous years’ performance levels.



Yes I Can’s Employer/Business Services staff continue to work with local employers to provide work based learning opportunities for program participants. Twenty-two youth participated in work experiences July through September. Many new employers have been recruited, and the business community continues to be informed of available workforce development services.



Numerous improvements have been made to Yes I Can’s facility. JCI decided to make these changes to reflect a professional and youth friendly environment and to provide participants and other customers with the best experience possible when visiting the YIC Center. Stop by and see for yourself. YIC is located at 912 N. Brightleaf Boulevard, Smithfield.

# JCI Thrift Store has Added Extra Hours!



The JCI Thrift Store and Donation Center is now open Monday– Saturday from 9am to 5pm. We added Monday to keep up with the success of the operation.



Recently, hardware and prop donations have allowed more items to be displayed. With ever-changing inventory, shoppers can expect to find gently used items, and given our partnerships with several local businesses supporting our mission, customers may find many items that still have the original tags.



## Recipe for Success Continues



Since 2011, Johnston County Industries, Johnston Community College, and Johnston Health have partnered to provide a program that provides culinary technique training to individuals who are interested in a career in the food service industry (the 5th largest job growth industry in Johnston County). Upcoming classes will begin on February 1, 2016.



## JCI Manufacturing is Booming!

Growth in the Wood Products Division has forced facility expansion. The division continues to add new accounts in the energy generation and power transmission markets. Also, expansion in the Appliance, Agri-Business and Construction markets promise to make 2015/16 another record year.

The Wiring Division has maintained and gained success in the Defense, Aero Space and Medical Device markets. Expanded marketing of this division has lead to greater access to these markets.

The Contract Manufacturing Division is expanding on every front. Never has there been a time of greater fulfillment of the mission and purpose of JCI than is being experienced through the long term production of consumer home products such as dishwashers and other household appliances. Expansion into the satellite communications markets continues to add great skill development and job training opportunities for JCI clients.

The Johnston County Schools Kitting Project is a success! JCI currently collects hundreds of i3LASER science kits, refurbishes the kits and then delivers “ready-to-use” kits to schools grades 1 - 8. This partnership enhances the “hands-on method” of science education. The partnership also provides students in the Occupational Course of Study program, and many other clients being served by JCI, to find productive and personally fulfilling employment.



**Empowering success...**  
*at 9 Locations in 5 Counties!*

**Johnston County**

Corporate  
 1100 E. Preston St.  
 Selma, NC 27576  
 tel 919.743.8700  
 fax 919.965.8023

Unity House  
 112 Richardson St.  
 Selma, NC 27576  
 tel 919.965.6892

Yes I Can & JCI Thrift Store  
 912 N. Brightleaf Blvd.  
 Smithfield, NC 27577  
 Yes I Can 919.934.1029  
 JCI Thrift Store 919.934.1869

Cyber Café  
 514 N. Brightleaf Blvd.  
 Smithfield, NC 27577  
 tel 919.938.7741

**Lee County**

Youth Workforce  
 Development Center  
 811 North Horner Blvd.  
 Sanford, NC 27330

**Sampson County**

Youth Workforce  
 Development Center  
 308 B Southeast Blvd.  
 Clinton, NC 28328  
 tel 910-590-2970

**Harnett County**

411 E. Jackson Blvd.  
 Erwin, NC 28339  
 tel 910.891.2710  
 fax 910.891.2741

**Wayne County**

600 Whitfield Dr.  
 Goldsboro, NC 27530  
 tel 919-743-8726

**OUR Mission**

*JCI is an entrepreneurial, private, not-for-profit corporation dedicated to empowering people with disabilities or disadvantages to succeed through training and employment.*

**OUR VISION**

*We promote success in people by being the best example of integrity, teamwork, and performance in a dynamic work environment.*

**OUR VALUES**

*In everything we do, we conduct ourselves with integrity, compassion, and dignity to ensure those we serve are provided an opportunity for employment.*



[www.jcindustries.com](http://www.jcindustries.com)



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