

Evergreen Foundation Awards IOI Grant

Industrial Opportunities, Inc. (IOI) has received a grant for \$42,422 from the Evergreen Foundation to develop a hospitality training program to train adults with disabilities for potential jobs with the local hospitality industry.

IOI will be partnering with Tri-County Community College to offer the hospitality courses. Once the individual has completed the hospitality courses, they will have the opportunity to use the skills and knowledge gained to seek employment at the new hotel and casino in Murphy, NC and elsewhere in the community.

Tom O'Brien, President/CEO stated, "We are excited to have this opportunity to partner with the Evergreen Foundation and

Tri-County Community to offer the individuals with disabilities in our community the opportunity to find employment."

The mission of the Evergreen Foundation is to improve access to and public awareness of quality prevention, treatment and support services by the provider community to individuals and families with intellectual/developmental disabilities or behavioral health and/or substance needs in Cherokee, Clay, Graham, Haywood, Jackson, Macon and Swain counties.

Further information regarding the Evergreen Foundation, grant awards and the application process may be obtained by emailing the Foundation at grants@evergreenfoundationnc.org.

College & IOI award talent

*Re-print from Andrews Journal
by Stacy Green - June 12, 2014*

Tri-County Community College President Donna Tipton-Rogers recognized Industrial Opportunities Inc. clients with disabilities with certificates of completion for the Adult Basic Education Program on June 6th.

Clients were presented with certificates of completion for the courses designed with them in mind.

Tom O'Brien, President of Industrial Opportunities, Inc., said the partnership between the Andrews company and the college in Peachtree was one of the strongest partnerships it had.

"This partnership has



grown every year for the past 40 years," he said. "I enjoy the awards ceremony as much as Special Olympics because it's always a fun day."

Since 1974, IOI and Tri-County have been partners to help bring art, computer and cooking classes to the clients with a range of various disabilities. Parents, friends and family were able to join in.

Harry Baughn Retirement - 37 years of service

After serving at IOI for the past 37 years as Vice President of Marketing and Production, Harry Baughn retired August 22, 2014. Harry will continue to serve as a consultant for commercial and military products and services. While working for IOI, Harry oversaw the Elastic Products Division or the production part of the IOI business and served as 2nd in command upon the President's absence. He also served as the Board of Directors Secretary. Harry has been with IOI since 1977 and has a BS degree in psychology and sociology as well as an MA in Counseling. Serving as vice-president and marketing representative, since 1979 Harry has help grow the business model from scratch to roughly a \$10



million dollar manufacturing facility. Under his leadership, he has developed an excellent repertoire nationwide with companies including: Tactical Medical Solutions,

The Leland Group, The Resource Center, Wal-Mart, Cabalas, Bass Pro Shops, Dick's Sporting Goods, Gander Mountain, and the Department of Defense. This just a partial list of some 2,000 different companies IOI has done business with over the years. The development of 3 of these businesses: Tactical Medical Solutions, The Leland Group, and Medical Products (HVO) accounts for roughly 2/3 of our current produc-

tion revenues.

While in retirement, Harry will be using his skills as the newly elected Mayor of Hayesville and will be spending some much needed time with his wife Rachel doing some traveling. Harry continues to work closely with IOI on new projects as a consultant. The knowledge and contacts he has developed over the years are such a vital part in the growth of IOI, thus the reason for the constant interaction between IOI and Harry.

A retirement dinner was held by the salaried staff in his honor along with a "roasting" of Harry. The plant employees and clients also shared a cake and a time of thanks to honor Harry. His pier group, the MARC Production group, also honored Harry with its award for the years of dedication and service to not only IOI

but with his work on behalf of all the MARC facilities. All honors for Harry are well deserved for the countless hours he strived to make IOI the best it could be for both the production employees and the clients. His retirement is really only a departure as he continues to give his knowledge and wisdom on a weekly basis to the staff at IOI. We wish Harry and Rachel the very best in their retirement years. Harry has given IOI his very best over the years; for this, we are enormously and eternally grateful for the lives you have touched!



Special People - Special Day

The following article is a re-print from the Moog Newsletter. By: Debbie Shira (Sales Administrator - Sales & Marketing Department)

As most of us know, Industrial Opportunities, Inc. or IOI in Andrews is a non-profit organization that employs adults with disabilities from Cherokee, Clay and Graham counties. Each year in May, they open their facility and their hearts to sponsor the annual Special Olympics Track and Field event. What most don't know is this is also one of the foundations that Moog Components Group donates to.

The machinist program at Tri-County Community College designs, programs, and manufactures Olympic medals on the CNC machines to be presented to the 1st, 2nd, & 3rd place winners of the events. I was asked last year to represent the program and the experience was so rewarding that I volunteered this year to repeat the experience.

The Andrews Junior & Senior High School Band played a rousing fanfare as the contestants paraded onto the field of competition. In addition to volunteers from IOI the local high schools provided volunteers who assist with time and record keeping and as trainers for the contestants. Competitions included softball throws, runs, wheelchair races, and marathon walking.

The modern Olympic Games are

considered to be the world's foremost sports competition. It is a cutthroat rivalry with Team USA trying to overwhelm the Russian opponents, China trying to overpower Japan, and each of the hundred plus countries striving to be number one. At the Special Olympics Event, I watched two competitors race against each other, the crowd yelling support for each of the contestants. The winner of the heat crossed the line, turned and as the other contestant ran towards the line, started cheering on the opposition. Repeatedly, I observed this type of support displayed for each other. Competitors would call each by name and state "You did good", "Way to go", and other supportive comments. Little victories mean much to these champions and nothing is taken for granted. We could take a lesson from these very special people. We take much for granted and most of us do not face the challenges encountered by them.

At the conclusion of the competitions, and the athletes being served lunch by IOI, we convened on the field for the awarding of the medals. This was again a very positive and humbling experience. The athletes cheered each other and even a sudden downpour could not dampen their spirits. The competition was summed up by one of the champions who walked up onto the 1st place platform, raised his arms to the skies and announced "WE done good".



Building our Foundation...

As we come to the close of another year, I would like to take this opportunity to say “Thank You” to the many people and organizations that have supported IOI over the past 40 years.

It seems like yesterday that a small group of concerned parents and citizens met and formed a program for disabled adults at the Marble Activity Center.

40 years later, IOI is still in business and continues to grow with over 100 people hired in 2014.

Per CEO Tom O’Brien, “We would not have made it without the support of our employees, family, the community and others along the way”.

Sadly, during 2014, a number of individuals that played a key role in IOI’s early success passed.

Shirley O’Brien, CEO Tom O’Brien’s mother, passed on May 27, 2014. In 1977, Mrs. O’Brien made an appeal in a church bulletin requesting cloth for IOI. Mrs. O’Brien’s neighbor, Yo Catanese passed along the information about the material request to her boss, Mr. D. Joseph O’Connor, owner of the Red Star Company. Mr. O’Connor was ready to retire and discussed selling his business to IOI. When the time came to close the deal, Mr. O’Connor graciously donated his business which was the beginning of the Elastic Products Division of Industrial Opportunities. Mrs. O’Brien was an ongoing supporter of IOI and without her initial request for cloth in her church bulletin; the Elastic Products Division may have never existed.

Instructor Dixie Palmer passed on September 6, 2014. Mrs. Palmer was the first sewing instructor at Industrial Opportunities, Inc. and was instrumental in getting IOI’s sewing operation up and going. Dixie worked at IOI for 17 years where she taught numerous clients to sew. Dixie thoroughly loved working with the clients.

Supervisor/instructor, Frank Norton passed during 2014. Frank was a supervisor/instructor for the wood and metal shop. Frank was mechanically inclined and took ownership in his job and was instrumental in making the storm window/door production a success. He also assisted in selling suspenders during the early years at the Georgia Mountain Fair getting IOI’s mission and products out into the area. Frank retired from the U.S. Marines serving as a Drill Instructor and completing three tours in Viet Nam.

Extended Employment Coordinator, Margaret Ledford passed on November 25, 2014. Margaret was employed at Industrial Opportunities for 22 years. Margaret started at IOI as a client then worked as a production supervisor and later a staff member in the Rehabilitation Department. Margaret worked directly with the clients in job coaching and job placement services.

Maxine Earley passed on January 30, 2014. Maxine served as a member of the IOI Board of Directors. She was a member of a group of parents who worked diligently to form the Marble Activity Center to train and provide employment for her son and other disabled adults in the area. When Maxine passed memorials were sent to IOI in lieu of flowers, further demonstrating her love and commitment for IOI.

In looking ahead to the future may we always remember those who have contributed and touched our lives both past and present. Sometimes you have to look back to understand the things that lie ahead.

May all of you be blessed in the coming year.
Tom O’Brien, President/CEO

Mission Statement

We believe that individuals have a right to economic opportunity and personal development. The Board of Directors and staff actively incorporate the concept that through meaningful, satisfying work, people are able to live more independently, successfully, and productively. We believe that every individual has the right to respect, equal opportunity and gainful employment.

Quest Fellowship

- In memory of Maxine Earley by:
Edith McMillan
Helen Lochaby
Neil & Roberta Mara
Charles Earley
Gary & Alice Baillargeon
Jere & Judith Annis
Jack & Sue Baldwin
William & Marilyn Bledsoe
Carolyn Cole
Tony & Sarah Earley
Kaye Earley
Nancy Gutierrez
Marian Kinney
David Liden
Robert & Betty Massey
Charles & Judy Miller
Robert & Mary Nelson
Dorothy Obriant
Ann Turner
Murphy Rotary Club
Nan Wise
Mrs. Edgar Wood, Jr.
L.J. Bell Elementary School
Cherokee Co. Farm Bureau
Roger & Elsie Hyatt
James & Frederica Haley
Betty Sue Cowan
Chester Jones
Tim Surret
Jack, Doug, Gary, & Lynn Earley
Lyle & Grace Carringer
Sam & Kathy Fuerst
- In memory of Frank Norton by Harry Baughn
- In honor of Andrew & Jackie Reichman by Pam Hartley
- In memory of Cherry Jarrett by Sandy Zimmerman
- In memory of Stacy Ward by Brain Mitchell
- In memory of Cecil Mattox Campbell by Jane Campbell
- In memory of Dallas McMillan by Frankie McMillan
- In memory of Shirley O’Brien by Dr. Peter & Patricia Cook

Supporters

- Harry Baughn
- Gary & Glenda Stiles
- Carol Neubauer
- Arnold & Amanda Hovis
- Kathleen Roberts
- Thomas & Ann Taaffe
- Rashid & Sabiha Khan
- Harriet Mulford
- Jack Baughn
- John & Carol Campbell
- St. William Catholic Church
- The Community Foundation of WNC
- Edith McMillan
- St. William Ladies Guild
- BC Machining
- Evergreen Foundation
- Glaxo Smith Kline
- Glenda Stiles
- Joseph Buckner

IOI Giving...



IOI has been experiencing the most challenging time in our 40 years of service to adults with disabilities. The two issues to overcome have been the cuts in our State funding, and the decline of the military and commercial manufacturing contracts over the past 18 months. Sales contracts have rebounded during the past couple of months, but the unknown of program revenues continues to be a real concern. Both these revenue sources (manufacturing contracts and program contracts) have been vital to the funding of the vocational training programs IOI provides. Annually IOI serves approximately 100 adults with

a disability.

Over the years, it has become an increasing challenge for IOI to develop a manufacturing business to off-set the unfunded services, it is an ongoing challenge due to a lack of state funding. For 40 years the manufacturing division of IOI has always had to offset the shortfall of state funding needed to support our mission "working with adults with disabilities to achieve employment". The loss of funding combined with the lingering effects of the Great Recession has resulted in IOI's manufacturing division facing even greater pressure.

IOI is asking that you prayerfully consider a dona-

tion to IOI. Solicitation is something IOI has not really ever done it has just kind of been a side note on our "Newsletter". But solicitation of donations is definitely something we should have been more proactive in doing a few years ago as the funding cuts continued to create a larger burden on our manufacturing operations. IOI has always been as independent as possible with about 85% of its revenues coming from manufacturing.

IOI continues to work hard on improving any inefficiencies whether they are operational or administrative. Any cuts or changes that have been made are made without

impacting any program services. This has been a key point of emphasis..."without impacting any program services".

In considering this request any amount that is placed on your heart would be a great benefit to the mission work IOI performs in Cherokee, Clay, and Graham counties. IOI is a non-profit 501C3 so any and all donations are tax exempt. All donations are to be used to support program services. Thanks in advance for any and all consideration!

Wishing you a very Merry Christmas and a Happy New Year!

☐ **Yes, I would like to contribute to the capital needs of I.O.I.**

All Gifts are Tax Deductible

Enclosed is a gift of \$_____ toward capital improvements at I.O.I.

I make this gift:

- ☐ In memory or honor of _____
- ☐ To benefit the client activity fund.
- ☐ To benefit the IOI Endowment Fund.
- ☐ Enclosed is my Quest Fellowship donation.

Name: _____

Address: _____ City: _____ State: _____ Zip: _____

**Mail to: Industrial Opportunities, Inc. • P.O. Box 1649 • Andrews, NC 28901
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