



*Serving Oklahoma
for 65 years*



2016-2018 BIENNIAL REPORT

*Embracing the Difference®, Promoting
Abilities and Blazing New Trails*

THANK YOU FROM THE BOARD OF DIRECTORS

CARL HAMILTON	TOM SPENCER
MIKE JONES	LINDA HUTCHISON
ALLEN BROWN	ANDREA BAIR
FORREST BENNETT	RUSSELL COX
BOB HALE	JERRY HOCKER
REBECCA COOK	HELEN STAKEM
FRANK STONE	CHERYL MOORE
BRADLEY WALLACE	KEVIN CLIFTON

Incoming President

Tom Spencer, an attorney, is the Executive Director of the Teachers Retirement System and for 11 years was the head of Oklahoma Public Employees Retirement System. Tom brings a wealth of knowledge and experience; he looks forward to serving as President of the Board.



Tom Spencer

Message from Carl Hamilton

I have been associated with DRTC since the 1980s when my old accounting firm built a building on the corner of Northwest 23rd and Utah Ave. I watched this small, struggling agency as it grew and prospered. It is amazing how much the disabled community has benefited from the growth of DRTC and the services provided. Dale Rogers Training Center is not only financially sound, but also the largest community agency training and employing people with disabilities in the state of Oklahoma.

The Board of Directors feels our leadership of Connie Thrash McGoodwin, M.Ed., Lillian Hobbs, CPA, Theresa Flannery and about eight more are the strongest administrative team in the Southwest.



*Carl Hamilton
Outgoing President*

In my career as a Certified Public Accountant, I have served on several boards and community committees. From the services provided to the excellence of the leadership and employee base, I consider DRTC the best organization I have been associated with in this capacity.

Sincerely,
Carl Hamilton

A handwritten signature of Carl Hamilton in black ink.



2018 Board Swearing-In

From the Director

NO BRETT FAVRE HERE



Connie Thrash
McGoodwin, M.Ed.

When I feel the need to smile, I go next door and walk through programs. The folks there love to tell me one of several things: when it's their birthday, where they went on vacation and lastly, they ask how is my "baby" doing. Baby McGoodwin is 6'1", 28 years old and lives in Washington, D.C. Said son and his fiancé came on a tour of Dale Rogers Training Center (DRTC) a few months ago. Colin hadn't been inside the work area for 10 years.

One individual asked me several times, "Are you sure he is the same son you had that used to be little?" I kept assuring her, he was.

The year 2019 is a big one for me. In 2019, my son gets married, I turn 70, I'll hit my 30th wedding anniversary, and will have given 39 years of service to DRTC and the Oklahoma City community. Also toward the end of 2019, I will be giving a formal 18 month notice of retirement to the Board of Directors. Sometime between now and then, we hope to find someone for me to train and inundate with my wisdom and experience. I know there is that special person out there who is interested in the mission, and who can take DRTC to the next level. Money or profit can never be their primary goal. No golf, no big trips, no alcohol or fancy meals on an agency tab. We have never rolled that way.

This is a \$20 million agency with local, state and federal programs, and multiple businesses. Anyone interested in this job must be willing to learn the entrepreneurial nonprofit business and federal contracting from the ground-up. They must be able to adhere to more than 60 changing state and federal rules and regulations. In the midst of all this accountability, they must still be creative.

A new director would need a degree with a master's or doctorate in a related field and a combination of experience like: legal, teaching, marketing, medical, business, nonprofit, rehabilitation or human resources. A 10-year history of growth and success in a management or administrative situation with excellent references is a must. A proven collaborative leadership style, a good reputation, and strong communication skills are tantamount for this position to be effective.

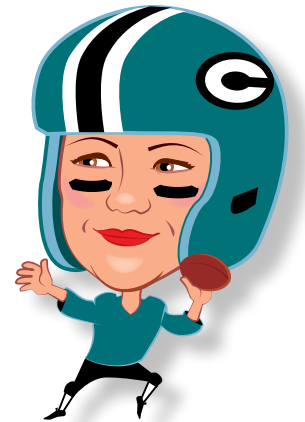
Fair and honest are important to the Board and staff and let's not forget loyal, trustworthy, obedient, kind and true (a "what you see is what you get" kind of person). Truly, someone who knows this job isn't about them - it's about a legacy, mission and the people we serve. If you know someone who looks like they might be the perfect fit, have them contact Gayle at HR Manager for a special packet (405-946-4489 #1715).

Lastly, said new person has to be confident enough to live in my shadow just a little while. Once oriented, they can start running the day-to-day, I can get in my 40 years of service, and start writing the DRTC history I've wanted to document for so long.

For some reason, the rumor mill had me leaving last year and I've yet to even give notice. I sure don't want to get labeled the longest living nonprofit director in Oklahoma or called the Brett Favre of nonprofits. I just want to get in my 40 years and fade into the sunset.

Connie Thrash McGoodwin,
M.Ed., Executive Director

A stylized, handwritten signature of Connie Thrash McGoodwin in black ink.



What's in a Trademark?

You should notice DRTC's Embracing the Difference® brand on more items in the new Gift Shop Catalog and beyond.

Dale Rogers Training Center recently registered Embracing the Difference® with the U.S. Patent and Trademark Office, protecting its use for 99-years. This means DRTC will be able to produce and license its Embracing the Difference® slogan for years to come.

Embracing the Difference® at DRTC means supporting what makes each person unique. Individuals at Dale Rogers Training Center designed the signature circles and square artwork used with the new trademark. Embrace our difference by supporting DRTC's programs and telling others about the quality work being done here.

EMBRACING THE DIFFERENCE®



Fall 2016



Spring 2017



Summer 2017



Fall 2017



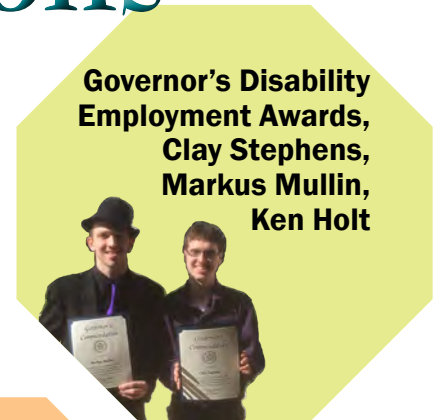
Winter 2017



Spring 2018

Catch up on DRTC on the go! Previous years' Quarterly Newsletters are online at DRTC.org/newsroom. The online versions are fully accessible and interactive!

Awards & Recognitions for 2016 - 2018



DRTC REWIND



A Beacon of Light

Giving back to the community is nothing new for DRTC. Individuals in the agency's on-campus programs volunteered 1,780 hours during the 2016-2017 program year. The Journal Record took notice, honoring DRTC with its Beacon Award, which honors organizations for their contributions to the community.



Volunteers at DRTC gave their time and talents to places like the Regional Food Bank of Oklahoma, Salvation Army and others.

As an agency, Dale Rogers Training Center supports My Heart's Appeal, a growing nonprofit in Liberia, Africa, which provides similar services to DRTC. Dale Rogers Training Center was among two other agencies honored in the Nonprofits serving nonprofits large category.



Civitan Time Capsule

HAPPY TRAILS CIVITAN CLUB

Individuals at DRTC and in the neighboring DRTC community have formed new friendships through Civitan International. [Happy Trails Civitan Club](#) is a civic group comprised of people with and without disabilities.

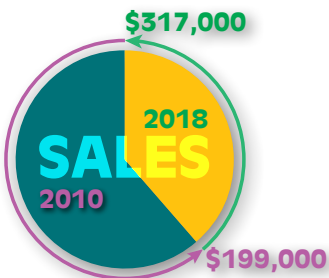
Members participate in community service projects in their area—whether it's delivering Valentines to a local senior facility, picking up trash, raising money for a fellow nonprofit and beyond. Last year, Civitans finished in the top three of the Northwest Oklahoma City Chamber's Bowl-a-Rama, winning money for nonprofit My Heart's Appeal.

Civitans also know how to have fun, too. Regularly held membership meetings are entertaining for all. The club recently held game and movie nights.

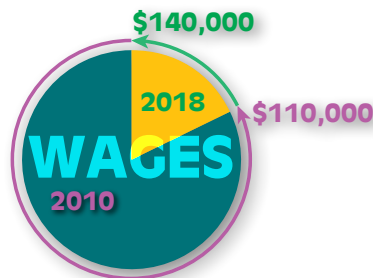
Happy Trails Civitan Club meets on the first and third Thursday of the month, from 6-7pm at Wyman Frame (2502 N. Utah Ave. in OKC). Refreshments provided.



BY THE NUMBERS



Total number of different Subcontract Customers from 2010 to 2018 was 100 companies



Total number of projects from 2010-2018 was over 600



DRTC Employment Services Program participants and UCO students

DRTC/UCO partnership

College students teaming up with Dale Rogers Training Center are getting invaluable real-life experience in their future profession. A group of University of Central Oklahoma (UCO) students presented the dos and don'ts of seeking employment and working to folks at DRTC.

Elyse Barnett, Abby Graham and Jordan Michela developed the presentation as part of their Corporate Training and Consulting class, led by Dr. Christy Vincent. Working in tandem with Linda Sechrist, DRTC Employment Services Manager, the students conducted a training needs assessment and developed their topics and activities based off this feedback.



"The presentation was well planned, and the materials and handouts were appropriate for individuals in attendance," said Linda. "The activities were not only instructional but also fun." UCO's Speech and Hearing clinic has also provided therapy sessions, with guidance of a speech pathologist, every semester for people in DRTC's various on-campus programs since 1999 on a weekly basis.

Customized Employment

DRTC's award-winning Employment Services program is now helping people with disabilities find jobs through a new contract: Customized Employment.

The pilot program, through the Oklahoma Department of Rehabilitation Services (DRS), is a new spin on the existing Supported Employment program. Whereas Supported Employment takes approximately six months for a participant to find and acclimate to a job assisted by an Employment Training Specialist (ETS), Customized Employment is stretched out over the course of four or more years for those younger than 25.

Given the difference in time frames, each step of the process is highly tailored to each person seeking employment.

DRTC's ETS takes an in-depth look at the person—learning about his/her strengths, interests, talents and goals. The ETS also interviews those who know the person well. These key influencers may also serve on a team, consisting of the job seeker, DRS counselor, family, friends, advocates or case manager, to help guide the job seeker through the Customized Employment process.

Additional steps include building a visual résumé (pictures and narrative highlighting the job seeker's skills and experiences), job coaching, maintenance and employment outcome. Before progressing to the next step, the person and his/her team must agree that is in the best interest of the individual.

Optional steps in the process, like career exploration and internship, are also included to benefit the job seeker.

Individuals wishing to participate in Customized Employment are still referred through DRS. Currently, only people in Priority Group 1, those with the most significant disabilities, are eligible to participate.

Four people are working through DRTC's Customized Employment program. We'll be following their progress on our blog: <https://drtc.wordpress.com/>



BEST JOBS IN TOWN

AbilityOne/SourceAmerica/Work Programs

"Custodial and Food Service Contracts are going strong. We should have people with and without disabilities standing in line for these jobs," says Carolyn Thompson, Director of Custodial Services. Thompson continues, "It is hard work, but the pay and benefits are worth it."

AbilityOne is a very successful, national program that sets-aside certain federal contracts at Tinker Air Force Base, General Services Administration, Federal Aviation Administration, and US Marshals. These are excellent integrated jobs and 75% of all workers have a documented disability. David Ellis, Compliance and Development Officer, emphasizes the difficulty and complexity of these contracts. "There is a rigorous procedure for qualifying for these jobs. After being processed by a licensed counselor, individuals start their training." Linda Damron, Human Resources, adds, "We are seeing younger applicants without any work experience; they have a little more difficulty adjusting to 200 different buildings. It's our goal to smooth their way to success."

Shawn Burkhead manages the combined custodial contracts at Tinker Air Force Base, where 187 of the 350 persons who work for

SourceAmerica. "We have a lot of customers to keep happy," says Burkhead. "There are the people with disabilities and their families, Air Force contracting, and all the way up the Air Force chain-of-command." Food Service led by Davinna Allensworth keeps all her customers happy and says, "I truly love my workers." DRTC cleans more than 193 buildings a week at Tinker. There are different levels of clean for different areas as well.

Everyone is paid the same federal Wage Determination rate. Everyone is expected to do their fair share – struggling staff are given one-to-one retraining, special coaching, and counseling. "Sometimes we can move folks to areas where they might be more successful," says Thompson. On occasion, an individual will opt out and fire themselves by not showing up. The federal contracts pay well and include health and welfare, but DRTC has many other programs available to folks if they are not ready to integrate into a federal contract or a local business contract.

If interested in these jobs, call Gayle McGuire at 405-946-4489 ext. 1715 or Cheryl Carrier at ext. 2204.



Official UW Vendor

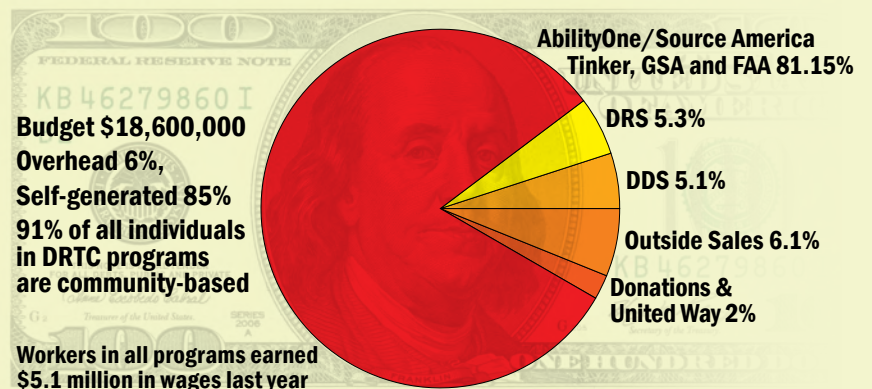
DRTC is licensed by United Way Worldwide to sell products bearing localized United Way and LIVE UNITED trademarks.

People with disabilities participating in DRTC's on campus programs check each item, ensuring quality products that meet specifications.

DRTC also offers United Way Partner agencies a 15% discount on acrylic awards, trophies and plaques. Call Colleen Jackson at (405) 946-1079 Ext. 1600 or email PromoSales@drtc.org with any inquiries.



INCOME 2017-2018



10 reasons to buy from DRTC

Their professionalism and quality of work, timeliness and cost effectiveness has improved our customer satisfaction levels.

Karen
Petra Industries, LLC.

You do an excellent job and we know we can depend upon your organization to do it right.

Judie
Francis Tuttle Technology

We have the utmost confidence in your center to deliver our merchandise exactly as ordered and in a timely manner.

Wayne
Big D Industries

SUPERFANTASTIC

Jim
Bridge Creek Small Engine Repair

Carla at Dale Rogers Training Center is a dream to work with! I can give her a little direction and she comes up with beautiful framing solutions!

Kalise
Oklahoma Tourism and Recreation Department

You guys are awesome. I appreciate you being available at such short notice for a rush order.

Julie
ODOT

I was on a tight deadline and your staff was able to meet that deadline! And the product was absolutely perfect!

Shanna
YMCA

They have excellent Quality Standards and follow our process for the clamshell project with a very high Quality Success rate.

Michael
Hitachi Transport

You all ALWAYS meet my expectations and so much more! You all do a wonderful job from the point of taking my order to the point I pick up my order!

Charity
ODOT

I love everything Wyman Frame stands for and will continue to support them as they support our community.

Christina

**NEW!
WATCH FOR IT!**

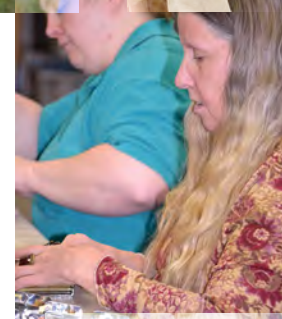
DRTC gift catalog featuring new products available in print or online!



Happy Customers

Since the Board of Directors took steps to transform DRTC into an entrepreneurial nonprofit agency in the 1980s, we've had the pleasure and honor of serving many customers over the years. From subcontracting jobs, to awards & trophies, to custom picture frames, to promotional items and beyond, our customers enjoy not only quality products, but also the satisfaction of knowing they're helping further our mission of providing jobs for people with disabilities. Experience the DRTC difference! Call us at 405-946-4489 to learn how partnering with DRTC can help elevate your agency, business, or group.

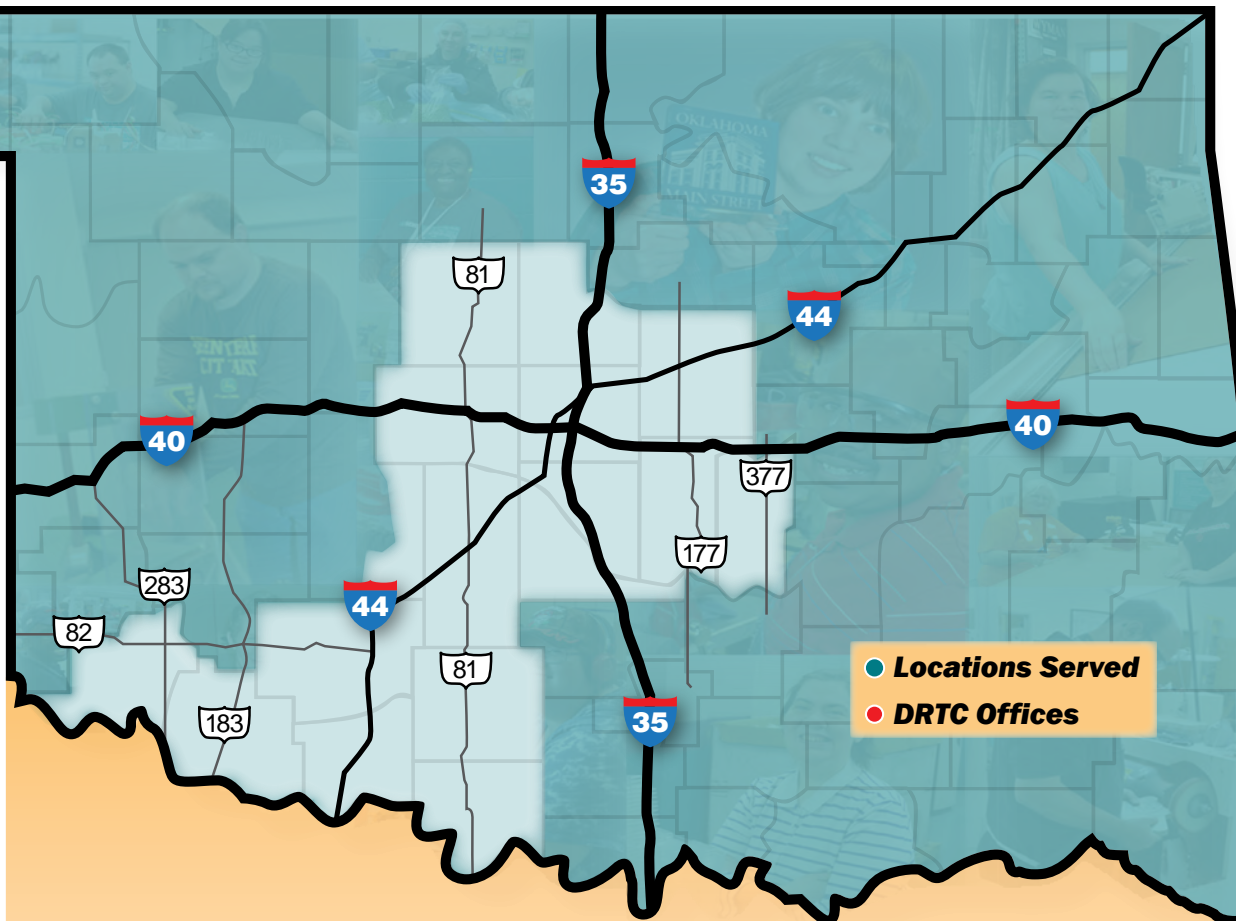
WORK, FUN, CHOICES



At a Glance

- Award-winning, entrepreneurial nonprofit serving individuals with disabilities since 1953.
- Named in honor of Dale Evans Rogers, wife of Roy Rogers and “Queen of the Cowboys.”
- Oldest, largest and most innovative community vocational training and employment center in the Southwest.
- Trains, serves or employs 1,100 teens and adults each year.
- Self-generates 85% of its total revenue.
- Individuals in all DRTC programs and work projects earn approximately \$5.1 million in wages each year.
- Through programs offered at DRTC, individuals gain confidence to become working, taxpaying citizens; 91% of programs and services are in the community.
- Businesses include: Prism Place, Wyman Frame, and Robin's Corner Gift Shop featuring Prairie Coffee and Prairie Spices.

DRTC.org



Serving Oklahomans In 29 Locations!

- | | | | | | |
|--------------|-------------|------------------|-------------------|--------------|----------------|
| 1. Bethany | 6. Duncan | 11. Midwest City | 16. Norman | 21. Shawnee | 26. Walters |
| 2. Blanchard | 7. Edmond | 12. Moore | 17. Oklahoma City | 22. Spencer | 27. Warr Acres |
| 3. Chandler | 8. El Reno | 13. Mustang | 18. Piedmont | 23. Tecumseh | 28. Washington |
| 4. Chickasha | 9. Harrah | 14. Newcastle | 19. Purcell | 24. Tipton | 29. Yukon |
| 5. Choctaw | 10. McCloud | 15. Noble | 20. Seminole | 25. Tuttle | |



Facebook Growth Chart

Follow DRTC on social media for daily updates and behind-the-scenes looks at the nonprofit agency! Interact with us online and share our content so more people know about the great work being done at Dale Rogers Training Center!

4,019
Likes

July 1, 2014

10,749
Likes

June 30, 2016

23,749
Likes

June 30, 2018

Social Media
Find Us!
Like Us!
Follow Us!



@DaleRogersTrainingCenter



@DRTCorg



/company/
Dale-Rogers-Training-Center



@DRTCorg



@DRTCorg



@DRTCorgPlus



DRTC.ORG

Professional Framing

- Custom framing designs for:
 - Lobbies
 - Meeting rooms
 - Hallways
 - Executive Suites
 - Waiting areas
- Volume framing
- To the trade
- Fully insured



Recognition & Awards

- Acrylic Awards
- Art Glass
- Plaques



Promotional Products

- Trade Show/Convention
- Real Estate/Insurance
- Healthcare
- Financial
- Government
- Education
- Construction
- Automobile



Full catalog available online!