



[DRTC.ORG](https://DRTC.ORG)

2020-2021 Media Kit

# DRTC History

When a group of parents of young children with developmental disabilities formed the Oklahoma County Council for Mentally Retarded Children in 1953, they wanted a safe and caring place for their sons and daughters.

That same year Dale Evans Rogers, one of the most popular celebrities of her time, published “Angel Unaware,” an inspiring account of the life of her daughter Robin. The child was born with Down syndrome and died just before she turned two. Yet her life, though brief, brought great joy to her family. For the rest of her life, Dale Rogers attributed her family’s strong values and their faith to Robin. “Angel Unaware” opened the door for changes for people with disabilities as it reached millions who admired Dale and Roy Rogers for their candor and their devotion to their daughter. As a tribute to Dale, the parents named the school after her.

By 1975 the young children of the families who founded the original Council were well beyond the age for public school. For their sake, and for hundreds like them, the Dale Rogers School began its transition from a school to a vocational training and employment center.

Today, DRTC (Dale Rogers Training Center) has expanded its programs and services for people of all abilities beyond the main campus. DRTC holds federal contracts providing excellent work opportunities through custodial and food service employing approximately 250 people. In addition, the agency’s award-winning Employment Services Program helps match the right talent with job openings in the Oklahoma City metro. This successful program helps people with disabilities (more than 100 annually) reach their employment goals.

With more than 68 years of service, and continuing growth as an agency and as individuals, DRTC is proud to say we are the largest agency of our kind in the state of Oklahoma. How proud those pioneering parents and advocates from the 1950s would be now! DRTC strives to continue creating a workplace and community that includes the vast resources of experience, skills, and talents of people who have a disability.



Deborah Copeland, M.Ed.  
DRTC Executive Director

Kevin Clifton  
DRTC Board President



Main Campus  
2501 N. Utah Ave.  
Oklahoma City, OK 73107



# About DRTC

DRTC (Dale Rogers Training Center), is Oklahoma's innovative community vocational training and employment center for people with disabilities and limiting conditions. With multiple locations in Oklahoma, DRTC serves, trains or employs approximately 1,000 people annually. DRTC supports people with disabilities through paid vocational training, in-house programs and work opportunities as well as competitive community employment.

## Mission statement

DRTC supports people with disabilities through paid vocational training, in-house programs and work opportunities as well as competitive community employment.

## Philosophy

The citizen who has a disability is an individual human being, deserving of opportunities for learning, for development and for contribution. DRTC places the person first, focusing on their interests, skills and abilities, while always treating the individual and their family with dignity and respect.

## Vision statement

"People with Disabilities Having Access to Training and Employment"



### Our Logo

The refreshed DRTC logo reflects a more modern look and conveys our core message of leading the community toward a more disability-inclusive workforce. The logo evokes feelings of forward movement, innovation, energy and excitement. The three blue forward arcs represent the foresighted and progressive nature of DRTC's entrepreneurial business model and employment opportunities. As the arcs unite together, the logo also reflects DRTC's important mission of inclusivity, while the blue discs symbolize the people whom DRTC serves.

## Experts in Accommodations

In today's uncertain times, employment can make you the hero of your own life. Fortunately, DRTC can help in a variety of ways. We specialize in accommodations for people with limiting conditions and disabilities. Trained staff will work with you to reach your full potential, providing any resources and other assistance as needed.

# Programs

DRTC provides multiple programs for persons with disabilities. From the summer camp program for teenagers and young adults, to high school transitional programs, to paid training opportunities and community employment, these nationally-accredited services are provided by highly-trained staff.

Programs are funded either through the Developmental Disabilities Services (DDS) or the Oklahoma Department of Rehabilitation Services (DRS).

Below is a brief overview of DRTC's programs:

## Camp Tumbleweed

Summer day camp for teenagers and young adults with disabilities, ages 14-21. Participants engage in fun activities, while also building personal and relevant skills.

## Employment Services\*

Trained job coaches work individually with people with disabilities to meet their employment goals. Employment Training Specialists develop relationships with businesses in the community to provide valuable employees while supporting a more inclusive workforce in Oklahoma.

## Mobile Workforce\*

A team of up to eight people with disabilities, along with a trained DRTC staff member engage in paid vocational training at a company's worksite. Participants also engage in volunteer opportunities throughout the community.

## Special Needs\*

Designed specifically for people with more significant needs, individuals participate in paid vocational training, job skills, exercise, leisure activities and community field trips.

## Transition School-to-Work\*

Provides a head start for high school juniors and seniors to find successful employment after graduation. DRTC's Employment Services Program provides support to graduates to meet employment goals. Participants take part in job exploration at local businesses, and are supervised by well-trained staff.

## Vocational Services\*

A multi-faceted program with a focus on employment skills training that also helps develop social, personal and self-advocacy skills to build increased independence. Individuals have choices when it comes to employment; our Production Center completes approximately 170 subcontracts every year, providing quality products and valuable work skills.

## CARF Accreditation\*

The Commission on Accreditation of Rehabilitation Facilities (CARF) has accredited DRTC's programs since 2011.



# Divisions

DRTC's entrepreneurial divisions benefit businesses and individual customers worldwide. Located in the heart of Oklahoma City, we are uniquely positioned to fill your product needs from employee recognition, brand building and even home/office decor. Every division exists to further the agency's mission of employing people with disabilities.

## DRTC Awards & Promotional Items

Started in 1983 manufacturing beautiful custom-made acrylic awards, individuals hand sand, buff and polish acrylic awards, assemble trophies, manufacture plaques and check promotional items for quality. DRTC Awards & Promotional Items is an Oklahoma State Approved Vendor (Contract SW001) and a member of SAGE, Promotional Products Association International and Advertising Specialty Institute.

## DRTC Framing

Founded in 1996; operated by DRTC since 2010. Led by a Certified Picture Framer, individuals assist with the picture framing process, from cutting glass and moulding, to assembling frames, and preparing them for delivery/pick up. DRTC Framing is an Oklahoma State Approved Vendor (Contract SW917).

## Community Employment Programs

DRTC holds federal contracts providing employment opportunities for more than 300 Oklahomans, with and without disabilities. Jobs at these locations pay well above minimum wage. Below is an overview of Federal Contract locations DRTC serves.

### Tinker Air Force Base

Crews at DRTC's Tinker Air Force Base federal contract provide custodial and food service for base personnel. The food service contract serves almost 13,000 meals a month, while custodial employees clean 188 buildings (4.6 million sq. ft.) on base.

### Downtown Federal Buildings

Employees provide custodial services at the Federal Courthouse, Post Office, Federal Building and the Murrah Plaza. Combined, they clean 808,044 sq. feet of space.

### Federal Aviation Administration (FAA)

Employees provide custodial services at the Mike Monroney FAA facilities in Oklahoma City. They are responsible for cleaning 89 buildings (1.7 million sq. feet).

### CIMS Certified

DRTC's federal contract locations have been certified by Cleaning Industry Management Standard (CIMS) since 2012.



# DRTC Overall Summary 2020-2021

## Statewide Offices

Oklahoma City, Del City, Moore, Norman, Tinker AFB, and FAA

## Total Budget

\$21 Million

82% of all programs/services are primarily community-based, served through one of DRTC's 5 locations

## Total Served

772 people with disabilities; 937 trained, served or employed

Individuals in all programs and federal contracts earned \$5.3 million in wages during 2020-2021.

DRTC serves all types of disabilities. Total revenue self-generated by agency: 90%

## In-House Programs:

- Production Center (140 participants) (Subcontracts with companies)

*Including Magic Bait, Kodak, Bodycote, Petra/Sela, ATC Drivetrain, Hitachi*

- Mobile Workforce/Enclaves (14)

- School-to-Work Transition (10)

*Three districts: OKC, Putnam City, Bethany through virtual format*

## Specialized Programs/Services: (also in-house)

- Special Needs (17)

- Camp Tumbleweed (6) (Summer only-virtual)

- After hours adult care (21)

- Transportation (32)

- *Indicates partial funding by United Way*

## Community Employment Program

### Supported Employment (488)

As of July 2021, the department assisted 103 people with disabilities to gain community employment.

## Federal Contracts

(Community) (75% of employees must have a disability)

*Food Services: 31 employees serve meals to military personnel*

*Custodial: 141 employees clean 188 buildings on TAFB or 4,607,870 sq. ft.*

*Custodial: 28 employees clean federal courthouse, post office and federal building; 808,044 sq. ft.*

*Custodial: 1 employee cleans 24,152 sq. ft.*

*Custodial: 42 employees clean 89 buildings or 1,742,345 sq. ft.*

## Divisions

DRTC Awards\* & Promotional Items (trophies, awards, promotional items, gifts)

DRTC Framing\*\* (custom picture framing)

DRTC Gift Shop (Embracing the Difference®, Worker Approved line and more)

\* formerly Prism Place

\*\* formerly Wyman Frame

# Logos

Hi-res versions available on [DRTC.org](http://DRTC.org), by clicking on the link (digital version only) or by request at [pr@drtc.org](mailto:pr@drtc.org) or 405-946-4489 x1431.



*Partner and approved  
Worldwide Vendor*





# Deborah Copeland, M.Ed.

## Executive Director

Deborah Copeland has spent her career in the nonprofit sector working with multiple populations toward the goal of a brighter future. Prior to returning to DRTC, she served as the Chief Operating Officer of Sunbeam Family Services providing operational and program leadership in early childhood education, foster care, senior services and counseling services. During her tenure at Sunbeam, she led the agency in the implementation of agency-wide performance and quality improvement systems, and data-driven programs. Deborah has also served as the Assistant Director of Adult Education at Oklahoma City Community College.

Deborah began her career more than 25 years ago in direct care, case management, and program management in New Mexico providing residential and vocational rehabilitation services for adults with a disability. Deborah considers this experience foundational as it was a time of radical change for people with disabilities who were leaving institutional placements and moving to community programs following the NM Jackson Compliance ruling, as well as the Hissom lawsuit in Oklahoma in the late 1980s which resulted in a similar verdict.

After returning to Oklahoma in 1996, Deborah began her journey with DRTC spending more than 14 years with the agency. Copeland directed the human resources team through the startup of several federal contracts at Tinker Air Force Base, downtown OKC and the FAA Mike Monroney Aeronautical Center before leaving the agency in 2014.

In 2018, the Board of Directors unanimously approved Deborah to return as Deputy Director to prepare to lead the agency in 2020 as Executive Director. Because of her extensive history with DRTC and in-depth knowledge of federal contracting with SourceAmerica, Deborah has been noted as uniquely qualified to lead the agency.

Deborah has a Master of Education specializing in Adult Education from the University of Central Oklahoma and a BA in Education from the University of Central Florida. She has served three years as Executive Director for a nonprofit in Norman and on several boards and committees, including the United Way of Central Oklahoma Community Research Initiatives Committee. Deborah also taught as an adjunct instructor at Francis Tuttle.



# Lillian Hobbs, CPA

## Chief Financial Officer

Lillian Hobbs is a successful business executive with more than 25 years of broad-based accounting experience. Lillian began her career at DRTC in 2001 as Fiscal Manager and was promoted to Chief Financial Officer in 2013. She is responsible for all accounting and IT functions of the agency ensuring compliance with GAAP (Generally Accepted Accounting Principles), agency policies and all required state and federal funding guidelines. During her tenure, DRTC has grown from a \$5 million agency to an \$20 million agency.

Previous to her employment at DRTC, Lillian worked for the natural gas division of Phillips Petroleum Company as a Producer Settlements Manager and later as a Revenue Manager for Duke Energy Field Services, Inc. She also has eight years of experience as an Operations Analysis and Control Accountant with Phillips Petroleum Company.

Lillian earned a bachelor's degree in Accounting from West Texas A&M University in Canyon, Texas, and received her Certified Public Accountant license from the State of Texas in 1992.

- 2017 Journal Record Financial Steward Award



# Kevin Sonntag, LPC

## Chief of Contract Services

Kevin Sonntag joins the agency to provide leadership for DRTC's federal contracts at multiple locations including Tinker Air Force Base, Mike Monroney Aeronautical Center at FAA, US Marshals and federal buildings downtown. Kevin will also continue to build on DRTC's long-standing relationship with SourceAmerica®, a national nonprofit that helps link the federal government to private sector organizations as they seek to procure services through AbilityOne®.

Kevin most recently served as Director of Population Health & Analytics at NorthCare where he supported the agency's transition to value-based care through improving data-driven leadership capabilities and leading population health and analytics projects. He is also a Licensed Professional Counselor in Oklahoma and has led a team of therapists at Sunbeam Family Services as Director of Counseling. Kevin received his BBA in Management-Human Resources from Texas A&M University and completed his MA in Counseling at Denver Seminary.



## Mark Woods

### Chief Operating Officer

Mark Woods joined DRTC in 2004 with the Operations Department and serves as Chief Operating Officer.

Responsibilities include oversight of day-to-day business and safety operations in regards to grounds and buildings, purchasing/centralized planning, transportation/DHS 5310 federal program since 2004, Lockheed Martin project in support of the IPV GEN II program for 10 years, DRTC Framing marketing, business strategy and budgets since 2010, agency safety program since 2014 and agency insurance since 2015.

Mark has overseen multiple building and campus expansion and new construction projects. He has a Bachelor of Science degree in Business Administration from Oklahoma State University.

## Gayle McGuire, MHR

### Human Resources Director

Gayle McGuire manages the Human Resources Departments for DRTC's main campus and Federal Contracts sites. She is responsible for staff training and development for staff agency-wide.

Gayle started in the nonprofit field 20+ years ago, working with the frail elderly and memory deficits. Her broad experience includes working with youth and adults with disabilities, the frail elderly, and economically and/or educationally disadvantaged individuals. She has a broad base of knowledge and training in disabilities, administration, staff development, and program development.

Within the first year of employment, Gayle was recognized by the Board of Directors for her work with the DDS Survey Team. She has extensive training in the field of rehabilitation including behavior management, case management, and NISH/SourceAmerica documentation of disability and internal investigations. Gayle holds a Bachelor of Arts degree in Psychology from the University of Central Oklahoma and has completed a Masters of Human Relations with a Public Personnel Administration emphasis from the University of Oklahoma.





# Connie Thrash McGoodwin, M.Ed.

Past Executive Director (1981-2019)

For nearly 40 years, the driving force behind the tremendous growth of DRTC is due thanks to the tireless work of former Executive Director Connie Thrash McGoodwin, M.Ed. Having taught and lectured in New York and Australia, McGoodwin also ran a smaller but similar agency in Dallas, Texas. “Who knew,” says McGoodwin. “I’m a Speech Pathology major with a Master’s degree in Education. I never thought I’d be developing and overseeing services, products and businesses.” McGoodwin gave her talented management team at DRTC a lot of the credit.

An Oklahoma State University and a Texas Women’s University graduate, McGoodwin’s credentials, awards, recognitions and community services would fill a few pages. Connie is also a graduate of Leadership Oklahoma City and Leadership Oklahoma, and DRTC really appreciates her leadership.

[Learn more about Connie on our website!](#)

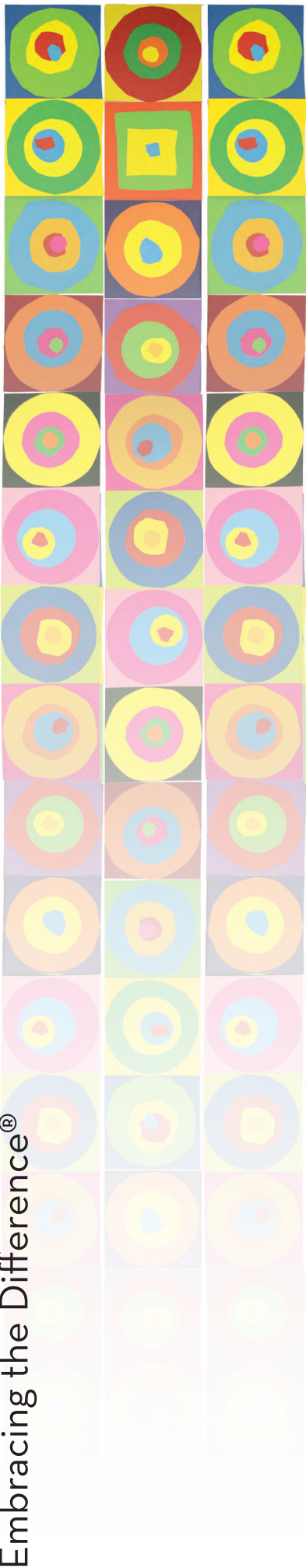


## Connie Legacy Coin

DRTC’s Board of Directors continues to honor Connie’s dedication to the agency through the Connie Legacy Coin. This special medallion, featuring the DRTC logo on one side is given to DRTC stakeholders who display outstanding commitment to people with disabilities in realizing the agency’s mission.

The coin highlights three pillars of Connie’s legacy: mission, integrity, innovation. The coin also features Connie’s favorite quote of Dale Evans Rogers, “It’s how you ride the trail that counts!”





***ABILITY AT WORK***

2501 N. Utah Ave.

Oklahoma City, OK 73107

405-946-4489

[pr@drtc.org](mailto:pr@drtc.org)

[DRTC.org](http://DRTC.org)

Find us! Like us! Follow us!

