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### Board of Directors

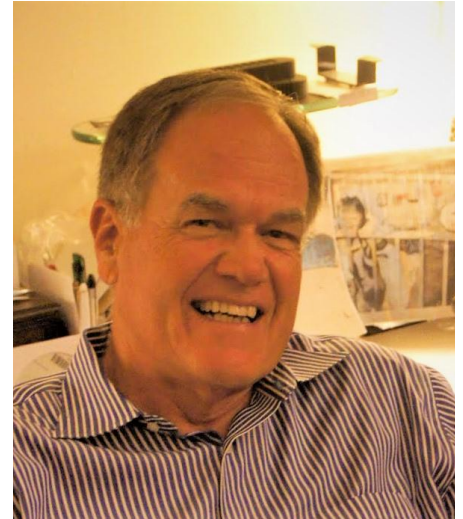
**David Middleton, Chair**  
**Tom Gottcent, Vice-Chair**  
**Richard Schmidt, Treasurer**  
**Carolyn Hewett, Secretary**  
**Mark Munson, Past Chair**  
**Jade Boling, Past Chair**  
**Greg Smith**  
**Dr. Melody Covington**  
**Jason Evans**  
**Cheryl Coors**  
**Janice Fudala**  
**Tracey Suggs**  
**Crecia Keller**  
**Kathleen Zicari**  
**Sean W., Consumer Liason**



## INTERIM EXECUTIVE DIRECTOR'S MESSAGE

### Art Gallagher

I write to you as the Interim Executive Director at Nevins. We all wish Adam Lawlor well and thank him for his many years of service to Nevins. I have been asked to serve as an "Interim" Director while the Board of Nevins begins a thoughtful search for a permanent appointment to the Executive Director position.



I have over 40 + years in various leadership positions in higher education and social service non-profit organizations. Instead of fully retiring I wanted to offer my expertise and services to non-profits in Charlotte that were in need of a little bit more time to find the right person to fill a vacated role. I have served in a similar capacity at "A Child's Place" and "Charlotte Family Housing" most recently. It is always my goal to keep the organization moving forward and to make the opportunity here one that would be attractive to well qualified candidates.

We live in challenging times and are very mindful of the need for all of us to stay safe and care for others who may need a little bit extra. While our buildings and campus may be temporarily closed during this "phase 2" time period we remain committed to providing support and services for those individuals who have reached out to us. We all look forward to the eventual re-opening of our campus.

Nevins is a special place with a wonderful history and a long-standing tradition of making all those involved feel like family.

I want to continue supporting that tradition and invite you to remain a valued member of the Nevins family.

## Kindness during COVID-19

Our wonderful friends at Elevation Church blessed our participants with generous personal hygiene kits and snack packages. Seeing our friends and receiving these heartfelt gifts were a highlight of their day.

**GIVING IS NOT ABOUT MAKING  
A DONATION. IT IS ABOUT  
MAKING A DIFFERENCE."**

**~KATHY CALVIN**

We can't thank Elevation Church Outreach team for thinking of us during this time when our individuals continue to adjust to a new normal. This act of kindness truly makes a difference.



## Employee of the Month



**Phyllis Haynes, Transportation Team**

We would like to give a big shout out, and congratulations to our September employee of the month, Phyllis Haynes.

Phyllis has been with Nevins since January, and is truly an asset to the organization. Phyllis works on our transportation services team and shines with her wonderful commitment, time management, and dedication to our participants. We also want to recognize Phyllis for her dedication in following Nevins COVID-19 Safety Action measures ensuring the health and safety of the individuals we serve.

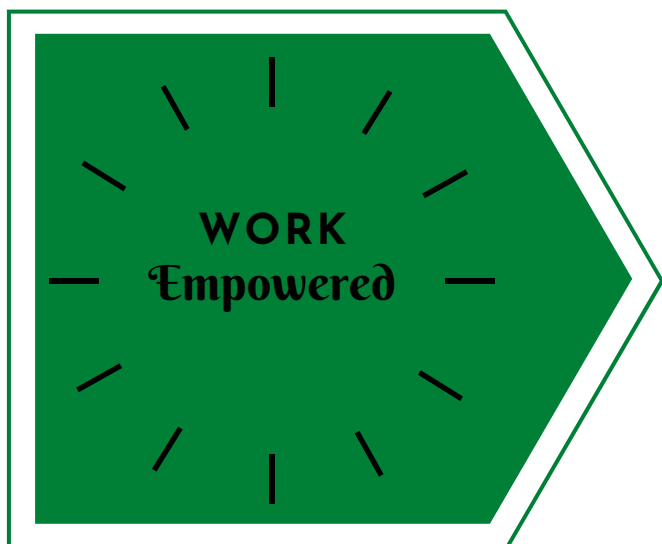
Thank you for all of your hard work, and continuously bringing a smile and enjoyment to all.



Join a company that empowers intellectually and developmentally disabled adults to achieve their fullest potential through employment and community involvement.

Positions are available. Join our Talent Community today. Send an email to [hr@nevinsinc.org](mailto:hr@nevinsinc.org). Tell us a little bit about yourself and attach your resume.

***Be a part of a powerful community where all adults with intellectual and developmental disabilities reach for their fullest potential.***



## Festa Italiana is HERE - September 26th



St Anthony Foundation of Charlotte Presents

### **FESTA ITALIANA Charlotte VIRTUALE SATURDAY, SEPTEMBER 26th at 7pm**

Enjoy FESTA 2020. Despite the world pandemic. You will have a Fantastic Virtual FESTA Experience with Food at Home with Friends and Family....

Live Stream Original Music/Dance/Song Performed by our FESTA Entertainers as well as a Virtual Silent Auction

Take Out and Delivery Food Specials from our Partners Virtual Zoom Ticket Donation Sales available soon....

ITALIAN CUISINE WEEK of the Carolinas will allow Everyone to Purchase Delicious Special FESTA Menus All Week long to Enjoy Before FESTA VIRTUALE too

**For Up-To-Date information:**  
<https://festaitalianacharlotte.org/>

*Benefiting Nevins*

## UPCOMING EVENTS:

**Virtual  
Programs**

**Tues, Wed, Thurs.  
Every Week**

**Festa Italiana**

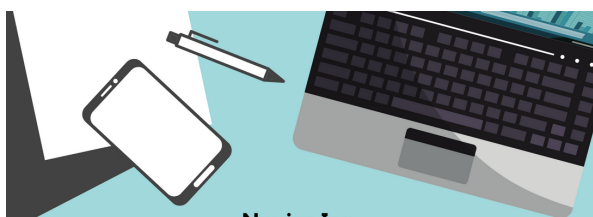
**September 26**

**CPCC Classes  
begin**

**January 2021**

**Chili Cook Off**

**March 13**



**Nevins Inc.**

## TECHNOLOGY DRIVE

**We are seeking new or used  
devices; including laptops or  
tablets**

Nevins is hosting a Technology Drive to address the need of access to digital services so that our participants can engage with our weekly virtual sessions.

We are currently hosting Music Therapy every Thursday, but will be adding more programming in the upcoming weeks.

**CONTACT PAM GLASS FOR MORE INFO**

Director of Development and Strategic Partnerships  
[pglass@nevinsinc.org](mailto:pglass@nevinsinc.org)

Nevins is excited to be growing our Virtual Programs, but we need your help! Just as public schools and colleges are learning, the success of virtual learning is dependent on access to digital devices. We have learned that we have individuals that are not able to participate in our growing virtual programs for the sheer fact that their device does not have connectivity or they don't have a device at all.

Will you help us ensure that every individual who wishes to participate in our virtual programs can do so? Do you have an old device lying around, no longer in use? Do you know a company who would be willing to donate a device? Or are you able to provide a device? We are in need of new or used devices. As long as they connect to a network, we can put them to great use!

**“When you learn, teach. When you get, give.”  
~ Maya Angelou**



# NEVINS CHANGING LIVES



John was in his early 20's and was not in a good spot; with his family, with work, or with himself. When John was in 5th Grade he was diagnosed with Tourette's Syndrome (TS). TS involves uncontrollable repetitive movements or unwanted sounds (tics), such as repeatedly blinking the eyes, shrugging shoulders, or blurting out random noises. Individuals with TS, like John, attempt to hold back their tics called "suppression," and some people with TS can suppress longer than others, depending on the person. Many can hold it in for hours, then go home and let it out for five or ten minutes like a balloon that bursts under pressure. Others can't suppress more than a few minutes if at all.

Suppression can be exhausting and that is what lead John to the state he found himself. He didn't realize it at the time, but John does believe that his daily struggle of suppressing his tics directly impacted his energy level. John admits he was lazy, "It was easier to stay home than to face the anticipated energy of the outside world." He wasn't living a life that would guide him to success. John's parents, Robert and Tracy Miller, was worried about John and his destructive behaviors.

Several years earlier, Robert had won tickets to the St. Anthony Foundation's Festa Italiana; a local fundraising event benefiting Nevins Inc. It was through attending this event that the Miller's learned of the Nevins mission and the Supported Employment Program. Over several years they enjoyed attending Festa, but more important they became advocates of Nevins and developed a strong report with staff and developed trust and respect for the mission.

Then one day the Miller's, at a point of absolute frustration, remembered Nevins and decided to learn more about Nevins partnership with Atrium Health. They went to the hospital, met with staff, learned more about the supported employment opportunity and decided this would be a good fit for John.

John began working for the the Nevins Team at Atrium Main as a participant Medical Equipment Technician; picking up, cleaning and delivering equipment. After 3 1/2 years, he was promoted to a Nevins staff position and after a little over a year, in the Spring of 2019, John was hired as a Full Time Atrium Health employee.

John attributes his success to his parents who taught him to have a strong work ethic. He also recognizes that Nevins staff and leadership played a big role in his success because the organization believed in him and his potential. John no longer had workplace issues like he did prior to working on the Nevins/Atrium Team. He enjoys his job and the people he works with. He gets to see his Nevins friends everyday. Most important he knows that he contributes to the overall quality of patient care, especially during this time "with all that is going on in the world." He loves going to work, making money and helping people. He also appreciates the health benefits and pay as it provides him more financial freedom.

John's favorite part is being part of the Nevins family. In his own words, "Finding Nevins not only gave me an extended family, but brought my family closer together". John has grown a lot as a person - to be more responsible, appreciate structure, and to work toward goals. He loves being able to pay his own bills and thrive living on his own.

**"FINDING NEVINS NOT ONLY GAVE ME AN EXTENDED FAMILY, BUT BROUGHT MY FAMILY CLOSER TOGETHER".**

**~ JOHN MILLER**



## Clinical Services Update

Nevins takes pride in the service and care we deliver to our participants. Although our service delivery looks different right now due to COVID-19, our standards have remained the same. Our staff are trained to work with individuals who have been diagnosed with various disabilities. When working in this field, it is important that we know how to spot what would be considered an incident.

This month we are going to take a look at what might be considered an "incident", and also what to do if you suspect that an individual with a disability is being mistreated. Below are some examples of incidents that would require Nevins staff to complete an incident report:

- Medication error (client missed a dose of medication, client refused a medication, client took the wrong medication)
- Injury: Assault, vehicle accident, trip or fall, suicide attempt, death
- Client Behavior: aggression, destruction of property, inappropriate sexual behavior, Allegation of exploitation, abuse, neglect (AWOL)

What Are Abuse and Neglect?

- **Abuse** – willful infliction of physical pain, injury or mental anguish, unreasonable confinement, or the willful deprivation by a caretaker of services necessary to maintain mental and physical health.
- **Neglect** – a disabled adult who is either living alone and not able to provide for himself the

services necessary to maintain his mental or physical health or is not receiving services from his caretaker.

- **Exploitation** – illegal or improper use of a disabled adult or his resources for another's profit or advantage.

What/who Is A Mandated Reporter? A mandated reporter is a person who, because of his or her profession, is legally required to report any suspicion of child abuse or neglect to the relevant authorities.

***\*\*Please note that ALL Nevins staff are mandated reporters\*\****

So How Do I Report Suspected Abuse Outside Of Nevins? North Carolina law protects disabled adults of any age from abuse, neglect and exploitation. The law states that "any person having reasonable cause to believe that a disabled adult is in need of protective services shall report such information. In Mecklenburg County, Adult Protective Services (APS) provides protective services to disabled adults, 18 years of age or older who are alleged to be abused, neglected, or exploited and in need of protection. APS Social Workers evaluate the reports and assess the disabled adult's capacity to consent for services.

To report instances of abuse, neglect or exploitation of an older or disabled adult, please call 704-336-CARE (2273) immediately.

**"How wonderful it is that nobody need wait a single moment before starting to improve the world".**  
**~Anne Frank**

## STAFF BIRTHDAYS:

### September:

<b>Veronica Steele</b>	<b>1</b>
<b>Wanda Fraser</b>	<b>2</b>
<b>Julia Harris</b>	<b>3</b>
<b>Gay Springs</b>	<b>4</b>
<b>Pamela Sims</b>	<b>4</b>
<b>Robby Payne</b>	<b>12</b>
<b>Anita Hamrick</b>	<b>16</b>
<b>Karl Wiggerton</b>	<b>30</b>



We would like to thank our hospital staff for their continued commitment and dedication during this time. We would like to give a special thanks to Jessica Stitt, who after a wonderful year working on our Atrium Main Team, has decided to pursue furthering her education and return to school. She will be missed, but we are happy for her, and her future endeavors. We also want to recognize our job coaches working in the community, continuing to ensure that our participants fulfill their job duties and/or find jobs. We are #NevinsStrong

### Innovations Program Participant of the Month



We would like to recognize Pamela C "Little Pam" as our participant of the month. Pam has been attending Nevins for several years and is always happy and cheerful, greets others with her infectious smile, and is very affectionate. She enjoys having the opportunity to socialize with peers, and going for walks. Pam has cultivated a very close relationship with her staff. During COVID-19 Pam has maintained a positive attitude while receiving services in home, and has shown us all the true definition of what it means to be #NevinsStrong

### Abilities & Possibilities Participant of the Month



Nikki B is our A&P Participant of the month. Nikki has been a part of the Nevins family since 1990.

Nikki is a Central Piedmont Community College I-Lead Program student, participates in our Art and Music Therapy Programs and is an active member of the Kiwanis Aktion Club here on campus.

Nikki always goes the extra mile to make her peers feel special, is eager to assist where ever she is needed and always with a smile.

### Supported Employment Participant of the Month



We want to recognize Sam S. as our S/E Participant of the month. Sam has been with the Mercy/Nevins Team for almost 2 years. He brings a lot of energy, always wants to do a good job and eager to do more. Sam is responsible for picking up dirty medical equipment from the floors, cleaning, bagging and delivery. He makes sure his floors have what they need and more. Thanks Sam for all you do!



Saint Anthony Foundation presents:  
**FESTA ITALIANA Charlotte VIRTUALE**

Check out event details at [www.festaitalianacharlotte.org](http://www.festaitalianacharlotte.org)

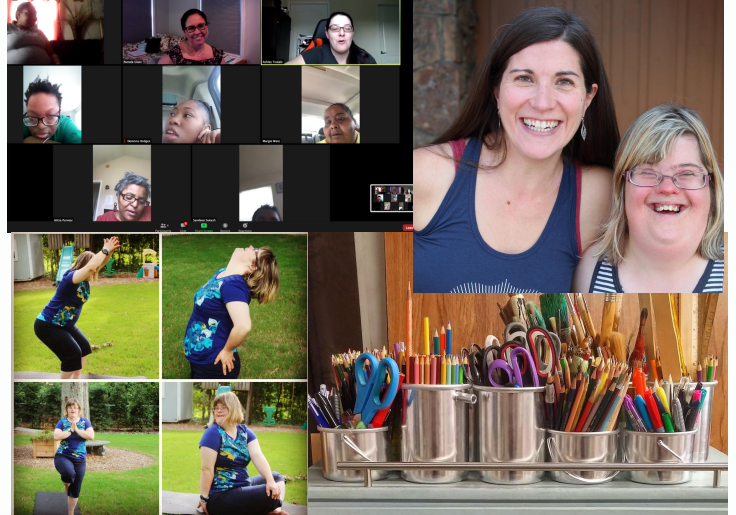


## Helping developmentally disabled adults reach their fullest potential for over 60 years.

### What's Happening in Abilities & Possibilities

Over the past five months, our music therapy instructor, Ashley has been providing weekly music sessions on Thursdays at 1:00 pm. Thank you Ashley! We are excited to announce that beginning the first week in September we will be offering TWO additional virtual programs for Nevins participants to enjoy. On September 1st at 1:00 pm, we will be offering "Mindful Movement" sessions with a certified Yoga instructor - Sarah Henderson.

Sarah has over 10 years of experience as a graduate of Yoga for All and Accessible Yoga. She is an Accessible Yoga Ambassador and brings to Nevins a philosophy that emulates our belief that everyone should have the opportunity to reach their full potential. Please register for this class and join Sarah as she shares her heart for yoga and mindfulness for adults of all abilities. No experience is necessary. Everyone is welcome.



Beginning September 2, program staff will also be hosting "Games and other things" sessions as a time for our participants to engage with each other in a fun and interactive way. These sessions will also be scheduled at 1:00 pm. If your loved one wishes to participate in any of these virtual programs, please contact Ruday Ware at [Mware@nevinsinc.org](mailto:Mware@nevinsinc.org) to reserve a spot!

### Nevins Board Leadership



**Tracey Suggs,  
Nevins Board Member**

Tracey Suggs is one of our Board members who is also one of our beloved parents. Tracey currently lives in Charlotte, NC with his beautiful wife of 19 years and their 3 beautiful children. Tracey is the co-founder and Creative Director of Protect Your Skull, LLC; a local business that promotes concussion awareness and safety in all sports to the next generation of athletes through working with universities, youth sports camps, sports leagues, and organizations across the country.

As a parent Tracey is proud to be a Nevins Board Member. His daughter Treana has down syndrome and has been enrolled at Nevins Inc. for the past 6 years. Treana has attended the Central Piedmont Community College I-Lead program available on the Nevins campus which has allowed Treana to continue her educational and social development in a college/classroom style setting.

Tracey's goal is to bring our world community together to help individuals with special needs take their lives to the next level socially and educationally through innovation and technology. His family's mission is to help give individuals with special needs the opportunity to live their best lives possible in the same way that we all want that opportunity for our own lives. Tracey is focused on pushing forward in this mission by helping Nevins Inc. continue expand our great service to the special needs community.

Thank you, Tracey, for all you do for Nevins!



## Management Staff:

**Art Gallagher,**  
Interim Executive Director

**Pamela Glass,**  
Director of Development &  
Strategic Partnerships

**Kimberly Hailey,**  
Program Manager of Clinical Services

**Tanisha Rorie,**  
Program Supervisor

**Jonathan Martin,**  
Program Supervisor of  
Supported Employment

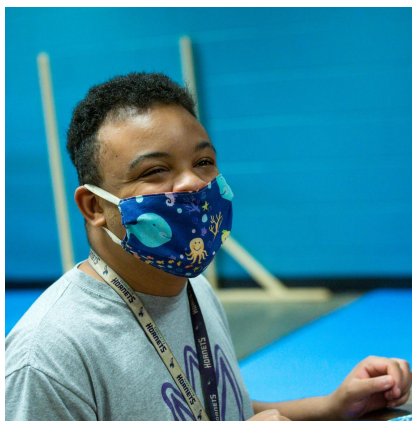
**Deon Chism,**  
Program Coordinator

**Patrice Baldwin,**  
Innovations Team Lead

**Rudy Ware,**  
Abilities & Possibilities Team Lead

**Linda Moore,**  
Atrium Mercy Team Lead

**Shaneek Johnson,**  
Atrium Main Team Lead



## KEEP IN TOUCH WITH NEVINS

*Here at Nevins we are a large "family", a family that consists of participants who utilize our programs, the parents or caregivers of our participants, our talented staff, dedicated volunteers and our generous donors and community partners. Our monthly newsletter is also available in digital format via e-mail. If you would like to receive a copy of the newsletter electronically, please e-mail your contact information to [development@nevinsinc.org](mailto:development@nevinsinc.org) or subscribe to the newsletter on our website at [www.nevinsinc.org](http://www.nevinsinc.org).*

### Follow us on social media:



[www.linkedin.com/company/nevins-inc](http://www.linkedin.com/company/nevins-inc)

[www.facebook.com/Nevinscenter](http://www.facebook.com/Nevinscenter)



[www.instagram.com/nevinsinc](http://www.instagram.com/nevinsinc)

[www.twitter.com/NevinsCreates](http://www.twitter.com/NevinsCreates)



*The Amazon Smile program lets you help Nevins with each of your Amazon purchases! All you have to do is go to [smile.amazon.com](http://smile.amazon.com) and select Nevins as your cause, then every time you shop on smile amazon 1/2 of a percent is donated to Nevins!*

## MISSION STATEMENT

*Nevins Inc. provides developmentally disabled people over the age of 16 with opportunities to achieve their fullest potential through employment and community involvement.*



ACCREDITED  
CHARITY

[charlotte.bbb.org](http://charlotte.bbb.org)

NEVINS INC. IS A 501(C)(3) ORGANIZATION SUPPORTED BY PUBLIC CONTRIBUTIONS AND AIDED BY VOLUNTEERS.

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