This report represents Macon County Sheltered Workshop Inc's responses to Charting Impact, a joint project of BBB Wise Giving Alliance, GuideStar USA Inc, and Independent Sector. Charting Impact uses five simple yet powerful questions to encourage strategic thinking and help organizations share concise information about their plans and progress toward impact.

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Mission:
TO CONTRACT, OR CREATE, DIGNIFIED EMPLOYMENT OPPORTUNITY FOR PERSONS WITH DISABILITIES SEEKING TO FURTHER THEIR INDEPENDENCE BY HOLDING EMPLOYMENT AND LEARNING WORK SKILLS.

The content of this Charting Impact Report is the sole product and responsibility of Macon County Sheltered Workshop Inc. This report does not in any way represent an endorsement from Independent Sector, BBB Wise Giving Alliance, or GuideStar, nor does it represent fulfillment of the BBB Wise Giving Alliance's Standards for Charity Accountability. For more information on Charting Impact, visit www.guidestar.org/chartingimpact
1. What are we aiming to accomplish?
Our goals are simple. We wish to offer employment and training to anyone wishing to work, that faces the challenges of disabilities and we aim to offer valuable community services to better the health and well being of our community. We realize that people with disabilities are often overlooked as valuable human resources and our goal is to change that by teaching our employees to be independent people who are active in, and contributing to, their own community through employment successes. In our small town, even young adults without disabilities have trouble following paths that lead them to successes in employment and life. The young people with learning disabilities in our area have an especially hard time taking a path that doesn't end up on the wrong side of living, or of the law. We believe that their employment opportunity here can help them to make better choices for themselves and lead to independence that makes them self sufficient.

2. What are our strategies for making this happen?
Our strategies for accomplishment of the primary non-profit mission include: • Hiring processes that include media advertisement of open job positions and outreach into other service organizations, including public schools and nursing homes, utilized by people with disabilities and their families. • Efforts made during probationary training periods, to introduce employees to all suitable work types offered by the workshop, within their capabilities, in an effort to further their individual value as an employee and achieve higher function levels of, and greater number of, work/job skills. • Efforts made, once employment is established, to expose the employee to diverse, life and social skills, which are generally associated with the social aspect of employment, in an effort to help them reach higher levels of maturity and to learn to interact appropriately with supervisory staff and peers in the workplace. • Efforts made, once continued employment is established, to expose the employee to the general expectancies of an employer, through introduction to policy and procedure in the workplace and enforcement of rules and regulations established, in an effort to help them understand that they must take responsibility for themselves and their actions and that their behavior can create both positive and negative consequences. • Efforts made by all staff members to treat all employees with respect and dignity in an effort to cultivate their notice of their own self worth and value to any employer. Our strategies for accomplishment of business operations include: • To be diverse in our business operations, in an effort to supply employment opportunities for people with disabilities. • To be focused on growing our consumerism rate, by offering valuable and beneficial community services and outstanding customer services in all areas of business. • To meet our community’s public demand for community health programs, we shall focus upon diversion for recoverable waste streams, hence sustaining the lifespan of the currently operating waste landfill, and serve as a public drop-off center and collection service for publicly donated, recyclable, recoverable and reusable waste materials. • To meet our community’s public demand for essential living needs, we shall operate a thrift store supplied with public donation of goods that caters to mid-to-low income families so that they might provide clothing and household goods for themselves and their loved ones without experiencing extreme costs. • To contract, or subcontract, with business entities for production work types that can be accomplished within the sheltered workshop’s facility and by the majority of the employees.

3. What are our organization's capabilities for doing this?
Our potential lies within the desires and devotion of our staff team and the dedication and need of our employees and community. Our supervisors are constantly looking for avenues that will strengthen our organization’s ability to accomplish our missions in effort to serve our employees and community. While progress and successes are sometimes limited to our small operating budget, we continue to brainstorm, seeking to generate other business programs that will further our mission of employment. In just under 5 years our organization has undergone a positive change; a complete staffing turnover. This has led our non-profit to clearing the stagnant fog and beginning to strive for excellence once again. Our revitalization has led to an extremely increased consumerism; public recognition as a valuable community resource; a better focus on the importance of providing work skills training for employees; increased general revenue produced by our business programs and extended our beneficial community services. As a team, we learn more each day and better ourselves individually.
through training and learning, so that we can accomplish our missions and make our sheltered workshop the very best it can be. Like most non-profits we operate on a “trickle-down effect”, meaning our primary mission is supported by other, just as valuable, community service missions. However, our organization must be dedicated to furthering our recyclables collection program for our community, to point of being fully comprehensive and fully functional, because our community still sits in the dark ages in regards to common recycling practices. The health of our community rests on our shoulders because we are the only recycling center for a 30 mile radius of our facility. We cannot give up this “title” because the recycle center program generates the most jobs for our employment mission, so we must be superior in our services of recycling and attempt to secure full participation from our community.

4. How will we know if we're making progress?
To ensure progress and measure successes we include methods of: • Periodic evaluations made to employee progress • Tracking of tonnages in reports and sales for the recycle center • Daily sales records of the thrift store • Polls conducted for program improvements ; employment opportunity, customer satisfaction, consumerism • Feedback and support for our programs by public leaders and community contributors • Media recognition • Investments and support from area business, residents and organizations • Track the number of residents that have received educational presentations given by the workshop on recycle practice, general recycle education and facility operation and missions

5. What have and haven't we accomplished so far?
Because our staff members are insightful and inspired, we are fully capable of incorporating more community services and employing more people with disabilities, but we face some serious funding issues. • Each year we experience further cuts to the state budget which provides aid for our employees’ wages. • Each year grant funding, from sources that help us purchase equipment for the recycle center, fades. • Each month the price market, and supply and demand, for our recovered recyclables fluctuates in a manner that threatens our ability to secure wages for our staff members and general operation expenses. • Due to space constraints, we are unable to further our accepted recyclables materials to include plastic resins of all types and our ability to house donations of clothing and household good intended for the thrift store dwindles, so items meant to draw profit are destroyed in inclement weather and made useless. • We operate a current production contract at a loss, but keep it because contracted work like it is not to be found in our immediate area, and the work provides jobs for employees. Failures are eminent, but they are always learned from, and they usually stem from a lack of funding. On the up-side, our customer base is growing rapidly and this can only mean that we are successful. One of our biggest successes in our employment mission includes seeing a young woman of 22 years of age, with a learning disability, take her 4 year of employment opportunity and work skills training and make a hugely successful transition into outside employment. She is now married and a Certified Nursing Assistant in a local nursing home, with aspiration to becoming a nurse. A success in our mission of community service includes bringing the thrift store revenue up by $22,000.00 yearly in just 2 years. This increase in consumerism was made possible with utilization of local media and social media via the internet. Successes in our missions accomplished through the recycle center have been accomplished with partnerships in our community with the Economic Development Office. They have applied for and garnered grant funding on our behalf to begin a county wide convenience project and a city wide curb side collection project. Both are proving highly successful in our goals of reaching more of our community.