



October 3, 2017

Beth Butler, NC Business Leadership Network
Lindsey Haaser, Advocations
Tim Newman, Adult Spectrum Transitions
Disability Employment



Disabled people need jobs and companies reap benefits when they hire them, two professionals in disability employment told Rotarians. And Tim Newman, who introduced the program, delivered a surprise announcement that he is forming an entity to help the disabled find meaningful work.

More than “the right thing to do,” hiring the disabled is smart business, the two professionals said. Often, they added, people with disabilities offer a strong talent for a specific job.

Beth Butler is executive director of the North Carolina Business Leadership Network and Lindsey Haaser owns Advocations, a company that helps employers source, train and retain those with disabilities. Both are based in Charlotte. They shared startling statistics about the disabled and the job market.

- Across the country, there are 20.9 million working-age people with disabilities and only 34.4 percent are employed. Of 756,600 disabled North Carolinians, only 32.8 percent have a job.
- North Carolina ranks 37th among the states in employing the disabled. Charlotte is 126 of 150 cities for providing the disabled with economic opportunities.

Employers are missing golden opportunities, Butler and Haaser said.

“The disabled employees that you find and hire are tremendous more often than not,” Butler said. “They work hard and they’re happy to be there.”

Legally blind, Butler said three-quarters of disabled people, like her, suffer non-visible disabilities. She shared an enlightening story.

Between college and law school, she sought work as a pool bar server. When she volunteered that she was visually impaired, she didn’t receive a follow-up call until a respected friend vouched for her ability to perform. She got the job and succeeded.

Butler's organization, affiliated with the United States Business Leadership Network, includes "leaders with a passion to raise awareness, remove barriers and employ people with disabilities in North Carolina." It is "helping companies get it right" regarding jobs for the disabled.

Finding the right match is key, added Haaser. When a disabled person finds a position where he or she can thrive, it takes a lot to make them leave. "They are good for the company," she said, "and they will enjoy the job long-term."

Since founding Advocations in 2008, she said, the turnover rate among the disabled she provided employers is 8 percent, compared to the average of 383 percent. That track record has helped Advocations expand dramatically.

Lately, Haaser said, her company has focused on people with autism, a neurological condition. Nationally, 92 percent of people with autism are unemployed or underemployed, she added.

Newman, who has two young adult sons with autism, announced he is launching a new organization to promote employment of those with developmental disabilities.

He's going all in, he said, adding that he has resigned as an executive at Levine Properties to form Adult Spectrum Transitions. When it starts operating in January, it will work on job training and placement services aimed at finding competitive marketplace employment for those with autism and related disabilities.

"We will provide transportation for those that don't drive," he said, "and we will provide housing for those who want it.

"I'm on fire about this," he concluded. "This is my life's calling."

Speaker Write-Up: *Elly Clary*, Head Table; *Phil Van Hoy*, *Katie Tyler*, *Tim Newman*, *Parker Gains*; Invocation: *Lisa Mask*; Visitors & Guests: *Luther Moore*; AV: *Jessica Dupree & Steve Eanes*; Photos: *Bert Voswinkel*; Greeters: *George Gabel & Courtney Ramey*

CLUB NEWS

Email updates: Catherine Browning, catbrowning2014@gmail.com; John Luebke, john.n.luebke@live.com.

Exchange Student Henrik Donnermeyer presented the flag from his home-club, Rotary Club St. Wendel-Stadt in Germany; **Rich Campbell** provided comments to the Charlotte Business Journal's article on executive placements; **Tim Flanagan**, MassMutual Carolinas is a sponsor of #NextGenCLT event series presented by Charlotte Business Journal.

The Alma College Alumni Association recognized **Em Syrewicze** with the Young Alumni Award for 2017 at their Homecoming this past weekend. This award honors alumni who have made significant contributions to their field and/or Alma College.

Karen Calder reminded club members to sign up to attend the Foundation Banquet on Friday, November 17, 2017 at the Ballantyne Hotel. Reception at 6PM; dinner at 7PM; keynote speaker is Richard King, Past RI President; cost is \$65/person or \$110/per couple (\$55 for 3rd person/guest). Sign up is required through DACDB (Sandy can help with this part). Karen also recognized club members for their support to The Rotary Foundation: Level 1 **Ben Dobson** and **David Erdman**; Level 2 **Mike Crum**; Level 4 **John Shell**; Level 5 **Henry Bostic**; and Major Donor (cumulative donation of \$10,000) **Charlie Bones**. If you are not currently supporting The Rotary Foundation, please consider doing so...ask Sandy to add it to your quarterly invoice or make a pledge on the Rotary website here <https://www.rotary.org/en/donate>.

October 17th Rotary Scholarship Golf Classic at Ballantyne Golf Club
09/26/17 Raffle -\$895; 10/03/17 Raffle - \$730. Tickets will be on sale through 10/24/17. There are 82 players signed up. **Tim Newman** organized a team of volunteers (**Will Barnhardt, Robbie Kirk, Gray Langley, Robert Salmon, Glenn Bouley, Colleen Brannan, Steve Eanes, Van Hall & Michael Wollinger**) to work one of the concession stands at the PGA tournament in August. Charlotte Rotary received a donation of \$1229.33 from proceeds of the MOST successful concession stand at the PGA. These funds will be donated to the Golf tournament.

From Chase Saunders and Carolyn Carlburg: Kudos to the Soccer Registration Volunteers who heeded the call and helped with registration at Merry Oaks and Starmount Elementary Schools. Thanks also to Mike Walker, **Randy Robinson, Jordan Harris, Doyle George Dennis Grills, Dana Goldfard, Dumont Clarke, David Tobin, Omar Kazzaz, Bill Ferguson, Ken Kilpatrick, Curtis Oliver, Nikki Keith, Hadley Pacheco, Hoppy Hopkins, Ed Pickett, Lynn Shillinglaw, Luther Moore, Jamie Rodway, and Cheryl Banks**. Without your help, we would not have a program! This Spring, with great effort we started the program with 25 students. With your help we registered 170! Thank you very much and also a shout out to **Jordan Harris** who prepared the on signup sheet.

Matthews Rotary Club has a fundraiser for Polio 10/28/17, 2pm-5pm, at Mario's Italian Restaurant, 2945 Matthews Weddington Road, Matthews, NC. \$50 per person, all you can eat. Contact Barry at barry@eatmariospizza.com.

100 SERVICE PROJECTS (97 completed)

- **Alzheimer's Walk, October 28, Romare Bearden Park.** Registration at 9am, ceremony at 10am, walk at 10:30am. Rhonda York has a team and there are probably others.

http://act.alz.org/site/TR/Walk2017/NC-WesternCarolina?pg=entry&fr_id=10574

- **Platelet Donation:** Register at the American Red Cross or Community Blood Center of the Carolinas to donate platelets. UPDATE - 76 donations to date. Donations have fallen off in the last 3 months and not meeting the goal of 100 donations will jeopardize this effort. Contact: **John zumBrunnen:** jzumbrunnen@zumbrunnen.com.

MEMBERSHIP

07/01/2017 309

10/03/2017 302

Net Increase: -7

New Members:

Resignations: John Laub, Bob Fuzy, Rob Hayden

Visitors & Guests	14
Club Members	132
Total	146 (51.4%)

Guests: Jay Spence, Jason Mengel, Will Dolan, Ella Hoyle, Holly Blumhardt, Bryan Hartnett, Laurie Lynch, Richard Lynch, Dan Comisar, Joe Bossong, Lynn Lee, Henrik Donnermyer

UPCOMING BIRTHDAYS (10/11/17 – 10/18/17)

10/13 Vernon Menard
10/14 Boyd Coggins, Stephanie Hinrichs
10/17 Bob James
10/18 Kasey Lankes, Henry Cantrell

UPCOMING ANNIVERSARIES (10/11/17 – 10/18/17)

10/11 Jane & Chris Thomas, Tina & Warren Henderson
10/12 Amy & Edwin Peacock, Tammy & Gray Langley
10/13 Martha & Jim Woodward
10/18 Stephany & Tom Templeton

UPCOMING PROGRAMS

10/10 Fred Whitfield, Charlotte Hornets
10/17 Golf Tournament – NOT MEETING FOR LUNCH
10/24 Ted Williams, Founder/Publisher, Charlotte Agenda
10/31 Suzie Ford, Owner, Noda Brewing

Photos from our luncheons and other events can be found on [Flickr](#) [Click here](#)





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