



2019 Annual Report

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Letter From The Director



Dear Friends,

Looking back over 2019, Lettuce Dream has accomplished much with the support of our community, the many people, volunteers, and organizations that make Lettuce Dream a truly unique social enterprise.

To highlight some of this past year...

We offered leadership by organizing “Leveraging the Talents of a Diverse Workforce,” conference which provided the presence and information from a nationally known expert, Randy Lewis, as well as other experts in the field of inclusion employment. We saw representatives from businesses, schools, colleges, and organizations, from not only Northwest Missouri but from throughout the state, take advantage of the opportunity to hear how successful programs are operating and what financial and social advantages inclusion offers communities as well as the individuals who have a disability.

Ten Squared Women provided financial support with the proceeds of their group’s gathering, to help Lettuce Dream with the financial means to purchase Therap, a computer-based management system program that allows for better tracking and monitoring of progress and outcomes of our interns. It takes the place of subjective narrative reporting. This is a computer program that job coaches have implemented with great success and has in turn provided excellent results in helping our interns success.

This past year Lettuce Dream provided successful placements of young people into our community in jobs that employers are quite pleased with the results (see page 3).

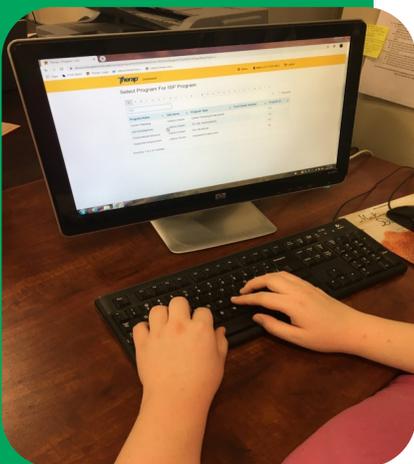
We look forward to the coming year as we continue to carry out the training that is based on Missouri best practices on the principles of community integrated employment and what is guided by Employment First Missouri training specialists and support from the Department of Mental Health.

Over 90 percent of Missourians with disabilities are unemployed. Lettuce Dream’s plan is to help Northwest Missouri be an area of the state that provides the needed services and support that families and employers are needing and to reduce the most common barriers of employment by providing training and education after high school or post- graduation.

We look to 2020 in expanding our relations with businesses and organizations in Northwest Missouri, as well as partnering with successful programs throughout the US who are engaging in similar goals and objectives, as we help individuals with disabilities become successful members in the workplace as well as valued members of the community.

Respectfully,

Charlie Clodfelter



Sharing Practices of Integrated Employment



Randy Lewis, keynote speaker, Leveraging Talents of a Diverse Workforce Conference

In 2019, Lettuce Dream took the leadership to showcase the importance of disability inclusion by hosting a conference for the community and surrounding cities of Northwest Missouri. Lettuce Dream connected with nationally known, Randy Lewis. Lewis, a retired senior vice president of Walgreens, pioneered a workforce model that resulted in a more inclusive and effective workforce and it has proved to have positive impacts for all involved, with or without disabilities. Lewis’s program at Walgreens is considered the “Gold Standard of Disability Employment”. Mr. Lewis provided three speaking engagements during his time in Maryville as Rotary partnered with Lettuce Dream to host a “Meet And Greet” where business and human resources personnel had the opportunity to engage conversations drawing from his expertise. He provided the keynote presentation at the conference and later presented a lecture at

NWMSU to students and faculty. Other experts in the field of community integration joined the conference and provided a comprehensive view of how to build a community of inclusion. The events provided information to over 500 people as well as exposure to the positive impact inclusion has for communities and businesses.

At a time where there are more job vacancies than workers, businesses are starting to recognize the advantages of recruiting from a diverse talent pool. Companies in the US that are advancing disability inclusion also are achieving significant gains in profitability, value creation, and shareholder returns. There still remain over 15 million people of working age living with a disability, many of whom are unemployed or underemployed. Businesses who embrace diversity will tap into a new talent pool of potential employees and will quickly see the benefits.

“The biggest impediment to hiring people with disabilities is fear. Your fear.” - Randy Lewis, Walgreen’s Senior Vice President and author of “No Greatness Without Goodness”

Lettuce Dream worked with the following sponsors to host the Leveraging Talents of a Diverse Workforce on 10/3/2019: Mosaic Life Care, Walmart- Maryville, MO, The Maryville Chamber of Commerce, Rolling Hills Creative Living, Employment First Missouri, Aramark, Northwest Missouri State University, Harry and Helena Messick Charitable Trust, Rotary International, Rapid Elite, Hy-Vee – Maryville and Mozingo Lake Conference Center.



Pictured Left to Right, Back Row: Michael Harkrider, John Morton
Front Row: Sherri Ogbourne, Charlie Clotfelter, and Becky Duchien

Jobs in the Community

Lettuce Dream is creating change and giving people with disabilities opportunities in the workplace. Lettuce Dream serves as a steppingstone to employment and provides the opportunity for each person to thrive in a new environment. The greenhouse experience serves as a conduit as they develop skills that are much broader than agriculture. The skills that apply to any business apply to the operations of the greenhouse. Interns learn skills in packaging, customer service, marketing, inventory control, recordkeeping, quality control, food safety, and much more. Working independently as well as on a team empowers and boosts self confidence that propels us forward.

Lettuce Dream is a provider for the Missouri Department of Mental Health which allows us to provide employment services for qualifying applicants. We provide prevocational services, job development and exploration, and supported employment. Our program is based on individual goals, career opportunities, talents, and skills. We collaborate with Employment First Initiative of Missouri, various local organizations, and organization throughout Missouri and the US.

We have established numerous partnerships with local employers that understand the importance of work and agree we all have the right to work if we have the desire. In 2019, Sutherlands and the Maryville Community Center have partnered with Lettuce Dream. Through our supported employment program, interns are provided job coaching to help them be successful in competitive employment.

Brian Thorp, Manager of Sutherland's said "This has been a win, win for Sutherlands. We have learned so much and enjoyed having this young man as an employee".



"Lettuce Dream has been mindful of what our facility's needs are, and the intern has been doing a terrific job!" -Jeff Stubblefield, Maryville Parks and Recreation Director

More Seeds Planted by Lettuce Dream

Volunteers in the Community

Lettuce Dream thrives on the community and its support. High school and college students, retired people, and various people from all walks of life are involved in the operations and success of Lettuce Dream. Volunteers, staff and interns are completing the same tasks, side by side, in the greenhouse.

In 2019, a group of graduate students from NWMSU, School of Computer Science and Information Systems, worked to develop software that would simplify systems management and create a user friendly database. Volunteer Coordinator, Kim Cohen, is familiar with all who enter the greenhouse and provides training to volunteers while ensuring the program encompasses the needs of the greenhouse, interns and volunteers.



“Lettuce Dream has provided very rich professional experiences for our students that represents the pinnacle of their graduate program” - Dr. Carol Spradling, NWMSU Professor

3,977 HOURS VOLUNTEERED IN 2019

119 VOLUNTEERS IN 2019

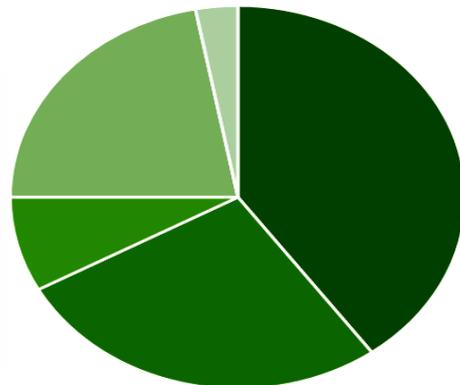
Giving Back to the Community



Lettuce Dream supplies locally grown hydroponic lettuce to over 24 businesses in Northwest Missouri. We grow lettuce in a sustainable environment that is cost efficient while providing a place for young adults with disabilities to receive job skill training.

We donate excess produce to local Northwest Missouri organizations and programs that serve others. *“This truly helps the Senior Citizen Center, as we work to provide seniors with a nutritious meal that includes a diet rich with a fresh leafy salad”* said Amie Firavich, Nodaway County Senior Center, Administrator. *“Lettuce Dream helps us to provide fresh greens to our community’s residents in need”* said Janice Falcone, Manna Kitchen, Community Ministry Program.

- Produce Sales
- DMH Contract
- Other Income
- Individual/Business Support
- Fundraising



*Other Income: 2019 grants received include Harry and Helena Messick Charitable Trust, Gladys Rickard Charitable Trust and Missouri Department of Agriculture.