

# Rowan Vocational Opportunities, Inc. Cabarrus Vocational Opportunities

## Summer 2026 Newsletter

### Leadership Team

Gary Yelton - Executive Director

Susan Brenner - CVO Qualified Professional

Ron Brown - Maintenance Supervisor

Tamara Chisholm - CVO Innovations Manager

Gary Elmore - CVO Director of Operations/QP

Adrienne Krug - RVO Qualified Professional

Tammy Lemmons - Finance/Human Resources Manager

Denver Lynn - Sales and Marketing Director

Skye Richardson - CVO Production Manager

Robbi Russell - RVO Production Manager

Mark Schiemann - RVO Asst. Prod. Mgr./Asst. Sales and Marketing

Tara Seaford - RVO Innovations Manager

Carol Williams - RVO/CVO ADVP/LTCS Program Manager

### Board of Directors

Jill Smith - President

Jeremy Carter

Roddy Cobb

Nancy Collins

Cynthia Hoffmann\*

Sidney Honeycutt

Ed Lanear

Erik Lipscomb

Beth Loney

Marla Miller

Tamara Morgan

Chrissy Overman

Gina Pinyan

Kelly Smith

Mandy Thacker

Jeff Wetmore

\*Ex-officio



*Newsletter Editor: Stephanie Lemmons*

## New Staff Spotlight

Nahbreyha “Bre” Alston [not pictured] joins RVO’s Innovations Department. Since hired, she has shown dedication to providing great service. Bre comes to RVO bringing previous experience in healthcare and DSP work.



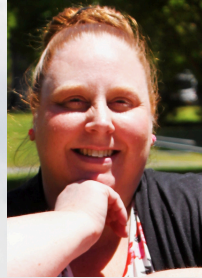
Glenda Boyde had previously worked at CVO as a DSP for 6.5 years. After realizing her passion was working with adults with developmental and intellectual disabilities, she will once again be rejoining CVO as DSP.

Ashlyn Chandler joins RVO’s Production Department as a Model Worker. Having received her Medical Assisting degree, she brings with her knowledge helpful to this field.



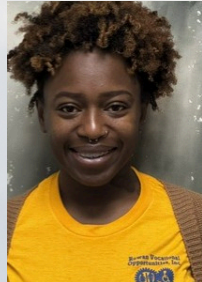
Denver Lynn has been hired as the Sales and Marketing Director at Rowan Vocational Opportunities, Inc. Based on his previous experiences, Denver has a proven track record of strong communication and leadership skills.

Kathern “Katie” Navey joins CVO with over four years of experience as a CNA caregiver, along with prior experience in the nursing home industry.



Kimberly Patterson joins RVO as a Model Worker after working with her former employer as a stock worker and sales rep for over 2 years. In her spare time, she is a baker extraordinaire.

Jennifer Stokes has been hired as a DSP at RVO. She brings 28 years of management experience with her. In her spare time, Jennifer loves to relax at the beach, garden and spend time with family.



Kiyree Warnick joins CVO’s staff as a DSP. She brings with her knowledge and experience from past CNA and caregiver roles.

## Winners Abound at CVO

By: Gary Elmore



On Wednesday, April 15, consumers and staff from Cabarrus Vocational Opportunities traveled to the Cabarrus Arena and Events Center to participate in the 2026 Annual Spring Special Olympics. More than 900 individuals took part in the games, marking the largest number of participants since the event’s inception in 1972. CVO consumers enjoyed a wonderful day filled with beautiful weather, friendly competition, and camaraderie—truly making it a winning experience for all.

## Healthy Living

By: Tara Seaford

The Innovations Department is looking forward to many upcoming adventures. Recently, we went to Patterson Farm and while there we planted green beans and brought some back to RVO where we will plant and watch them grow. We hope to have a good crop to cook and enjoy at lunch as we focus on eating healthier. This season, we are trying our hand at some simple recipes for those who are interested in cooking and learning more. We will teach the entire process from beginning to end; from collecting the ingredients to mixing and measuring, to enjoying the fruits of our labor. Everyone will then get a copy of the recipe to take home.

There is an exciting announcement. We have talked to a chicken handler who is willing to let us adopt a few eggs and use an incubator to watch them hatch. No worries; we will be giving the chicks back, but not before we get to enjoy them for a little while first.

As a note, the summer movies are starting soon.



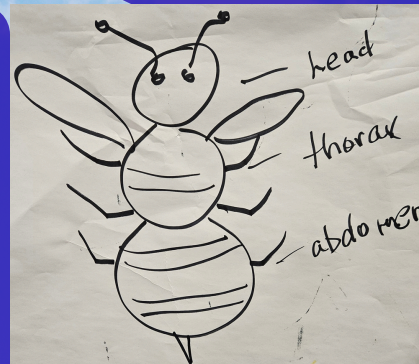
## What's all the "Buzz" about?

By: Tamara Chisholm

The buzz at CVO in April has been our studies of bees. If you've ever wondered what really goes on inside those hives, just ask someone in the Innovations Department. Along with discussions, crafts, and activities, we've had plenty of visuals as we learned about the anatomy and various "jobs" that go into the bee's honey making process.

To wrap it all up we had Mr. Goodman, a real-life Beekeeper, visit to share his knowledge and experience along with up close visuals of the hive and everything included in beekeeping.

All in all, it was a BEE-YOU-TIFUL experience.



## Crisis Intervention Training

By: Wilson R. Cherry

Recently, there has been a growing concern about criminal activities pertaining to individuals with mental illness as well as developmental and intellectual disabilities. Frequently individuals with DD/ID are at higher risk of being victimized, arrested, exploited, and charged with crimes. This often results in the individual being neglected, overlooked, or having a lack of understanding of their rights. There is also confusion and frustration with rights being explained in a manner in which they can comprehend and understand. Some law enforcement officials lack experience and knowledge as to how best to question these individuals to get an honest, straightforward response. This sometimes leads to false confessions, mistaken identities, waiving their rights, and answering questions that they may not understand and aim to please the person asking questions.

For many Emergency Management Technicians, firemen, probation officers, and law enforcement officers, RVO/CVO has been actively involved in Crisis Intervention Training, designed to provide greater insight as to how to best interact and manage individuals with DD/ID. This collaboration with RVO/CVO allows these officials to meet and talk to consumers and caretakers to get a better understanding of the meaning of “Protect and Serve.”

According to Gary Yelton, Executive Director of the agency, “We provide a progressive environment where everyone is treated with dignity and respect.” Reflecting on the mission and purpose of the agency, Yelton concluded, “Most of our consumers and staff feel appreciated, a part of a team, and comfortable in a work place where everyone feels special.”

## Transitioning From High School to Adulthood

By: Wilson R. Cherry

The federal law known as the “Individuals with Disabilities Act,” or IDA, has mandated that schools design and implement transition plans for students to prepare for life after high school completion. Each DD/ID student is required to have an Individualized Education Program (IEP), designed specifically for them indicating what services and supports they will need to move forward to make a successful transition from high school to adulthood.

It is of the utmost importance to have the students’ parents or legal guardians involved in the IEP process. As goals, objectives, plans, and more are put in place, it will be an asset to know what the outlook for their child’s future looks like. Examining the student’s academic ability, life skills, and social acumen, as well as their functional strengths and limitations will help make the transition smoother. The most important element is the student’s personal involvement based on their abilities, desires, and interests.

While exploring options for a child with a disability, some of the major areas the IEP addresses but are not limited to are: vocational training, post-secondary education, jobs and employment including on the job training, transportation, health and hygiene care, independent living skills, interpersonal relationships, and self-advocacy.

The Rowan-Salisbury school system and the Kannapolis and Cabarrus County school systems all have education and resource fairs which bring many different agencies together and provide information about their services and programs.

The best method of gaining additional information is to contact your local school system or North Carolina Vocational Rehabilitation, which recently adopted the moniker of “The Division of Employment and Independence for People with Disabilities (EIPD).”

## A Bittersweet Goodbye

As we have welcomed a lot of new faces, we have also had to say goodbye to some. Gaynelle Redwine and Louis "Skip" Kraft have retired after dedicating many years to RVO and CVO respectively.

Gaynelle Redwine has been at Rowan Vocational Opportunities, Inc., from almost the beginning, retiring in her 50<sup>th</sup> year of employment. "This is a significant milestone that deserves to be honored as we recognize Gaynelle's outstanding service and dedication," said Gary Yelton, Executive Director.

Gaynelle, reminiscing, stated, "It has been such a great pleasure watching the growth and progress of our consumers." "I sure will miss this place. It's like my family and second home," Gaynelle exclaimed.

Louis "Skip" Kraft, a long-time educator and administrator, has retired as Director of Operations at Cabarrus Vocational Opportunities after almost 14 years. Gary Yelton, Executive Director, praised, "Skip may be one of the most knowledgeable and best prepared individuals I have ever had the privilege of working with in this field."

Yelton went on to say, "His dedication, empathy, and patience working with our consumers and staff has been admirable and appreciated."

Though their presence will be missed, we wish them all the best. May their health and happiness be all that they deserve after years of hard work and service.



## Promotion Spotlight

Gary Yelton, Executive Director, has announced the promotion of Gary Elmore to Director of Operations for CVO. "Elmore has demonstrated his commitment, leadership, and dedication to our organization and the populations that we serve," said Yelton.

He previously served as Production Manager at CVO, before being promoted to Director of Sales and Marketing. "He has always been positively involved in enhancing our growth and development prior to being promoted to his new position," Yelton shared.



Previously promoted to Assistant Production Manager, Skye Richardson now takes the title of Production Manager at CVO as Gary Elmore becomes the Director of Operations for CVO.

According to Gary Yelton, Executive Director, "Since joining RVO, Skye has consistently demonstrated a strong work ethic, leadership skills, and a team first attitude."

"Due to her quality control efforts, attention to detail, and cooperative spirit, she has earned the respect of her co-workers and consumers alike," said Gary Elmore, previous Production Manager.



Savanah Hatley joined RVO in 2025 as a Model Worker. Due to her outstanding work ethic; as well as her understanding and compassion for our population, she was promoted to Direct Support Professional in 2026.



Stephanie Hatley joined the RVO team as a Direct Support Professional in 2023. When the position of Inventory Control Clerk was created in 2026 to accommodate our largest vendor, ABB, Stephanie quickly offered to take on this new challenge. With her attention to detail and her growing knowledge of ABB, RVO knew that she'd be the right person for this promotion.



Employment and Independence for  
People with Disabilities  
By: Wilson R. Cherry

The North Carolina Department of Health and Human Services has recently changed the name of the agency formally known as the North Carolina Division of Vocational Rehabilitation to Employment and Independence for People with Disabilities, or EIPD.

The change reflects the agency's goal of helping people with disabilities achieve their goals of obtaining competitive employment and more independent living in communities statewide.

**Mission Statement**

**Rowan Vocational Opportunities supports adults with disabilities in building skills, discovering meaningful employment, and growing in a safe, inclusive, and team-oriented setting. As a dedicated community partner, we uphold excellence and integrity while creating opportunities that inspire confidence, independence, and joy at work.**

RVO Provides Confidential and  
Convenient Shredding  
By: Wilson R. Cherry

If you want to have peace of mind and confidence that your shredding will be done quickly and securely, contact Ted Oglesby at Rowan Vocational Opportunities, Inc. (704-633-6223) to schedule one time or regular pickups. Your documents can be picked up and transported to be destroyed by using cross-cut technology that guarantees total destruction.

If you prefer to bring your documents in to be shredded, hours of operation are from 9:00 AM until 2:00 PM, Monday through Friday.

Rates are 50¢ per pound for businesses and people under 60 or 25¢ per pound for seniors and military veterans.

**Rowan Vocational Opportunities, Inc.**  
2728 Old Concord Road  
Salisbury, NC 28146  
(704) 633-6223  
[www.rowanvocopp.org](http://www.rowanvocopp.org)



**Cabarrus Vocational Opportunities**  
107 Commercial Park Dr. SW  
Concord, NC 28027  
(704) 793-1314  
[www.cabarrusvocopp.org](http://www.cabarrusvocopp.org)

**Calendar of Events**

**June 19, 2026 - Juneteenth Holiday (Closed)**

**July 3, 2026 - Independence Day Holiday (Closed)**

**September 7, 2026 - Labor Day Holiday (Closed)**

**November 11, 2026 Veteran's Day (Closed)**

**November 26-27, 2026 - Thanksgiving Holidays  
(Closed)**

**December 24, 25 & 28, 2026 - Christmas Holidays  
(Closed)**

**January 1, 2027 - New Year's Day Holiday (Closed)**

**January 18, 2027 - Martin Luther King Jr. Holiday  
(Closed)**

**March 26, 2027 - Good Friday Holiday (Closed)**