

Momentum



Brewing Confidence



Jodi Nehring finds purpose, independence and community through Monarch's Tailored Care Management program and her work at 321 Coffee.





A MESSAGE FROM PEGGY TERHUNE,
PH.D., MBA, OTR/L, CEO

Over the past few months, Monarch leadership has closely monitored Medicaid funding in North Carolina, actively advocating for full funding and highlighting the impact of recent cuts on the state's most vulnerable populations. We recently met with Governor Josh Stein and Senator Jim Burgin, and communicated with other legislative leaders to express our concerns.

Provider rate cuts that began on October 1 are already affecting services across North Carolina — including those essential to the people Monarch serves. The Department of Health and Human Services estimates that an additional \$319 million is needed to fully fund Medicaid this fiscal year. **Some funding has been allocated, but it is not sufficient to restore provider rates or ensure uninterrupted care.**

While we are not making immediate changes to services or reductions in staff, if Medicaid cuts continue, we may have to. We will continue to monitor legislative developments and advocate for full Medicaid funding. **Our commitment to protecting access to care and supporting the individuals and families who rely on us remains unwavering.** We encourage you to reach out to your representatives to urge fully funding Medicaid without cuts. To learn more about Monarch's advocacy efforts, scan the QR code or visit MonarchNC.org/advocate. **Thank you for your continued support.**



A New Era of Care in Cabarrus County

In partnership with Cabarrus County, Monarch will bring critical mental health and crisis services at the Stephen M. Morris Behavioral Health Center. The 59,300-square-foot facility is slated to open in mid-2026 and will provide a continuum of mental health support for the region, including a behavioral health urgent care center for children and adults, a child and adolescent psychiatric residential treatment facility and a facility-based crisis program for children and adolescents. Visit monarchnc.org/cabarrus/ (or scan the QR code) to learn more about the project. >



BEHAVIORAL HEALTH SERVICES

Finding Independence Through IPS Support

"First I was driving, and the next thing I knew, I woke up in the hospital with people around me, learning I had short-term memory loss," recalls 47-year-old **Shannon Cadena**.

The 2009 head-on crash left her with lasting injuries and short-term memory loss, adding new challenges on top of living with lupus, bipolar disorder and depression.

With support from Monarch's counseling services and the Individual Placement and Support (IPS) employment program, Shannon is working at a job she loves and living independently in her very first apartment. IPS helps people living with mental health challenges and/or substance use disorders prepare for, find and succeed in meaningful jobs while receiving ongoing support to reach their goals.

Shannon credits much of her success to her Employment Peer Mentor, **Kayla Roberts**, and Lead Employment Support Professional **Sharman Few**.



"They aren't just my mentors — they are my friends," Shannon says. "They encourage me, teach me coping skills and keep me grounded when things get hard."

Read Shannon's full story by scanning the QR code. >





TAILORED CARE MANAGEMENT

The barista on the job! **Jodi Nehring** works her magic at the espresso machine as part of her employment through Monarch's Tailored Care Management program.

Support, Heart and Latte Art

At 321 Coffee in Raleigh, **Jodi Nehring's** welcoming smile is as warm as the coffee she serves. Her job is more than a paycheck — it's proof of what can happen when encouragement, creativity and community come together.

Through Monarch's Tailored Care Management (TCM) program, Jodi receives one-on-one support from her longtime Care Manager, **Rosa Bryant Pulley**, who helps her stay connected to resources, manage goals and celebrate milestones. Rosa checks in weekly and meets with Jodi monthly, offering both accountability and friendship.

With Rosa's guidance, Jodi applied to work at 321 Coffee, a Raleigh café known for inclusive hiring. Two years later, she's mastered espresso drinks and learned to make latte art.

"Miss Rosa helped me find resources and just be there when I needed someone to talk to," Jodi says. "We still talk every week. She listens and she cares."

Now Jodi is setting her sights on living independently — a goal she's approaching with the same determination she brings to every shift behind the counter.

Learn more about Jodi's story and Monarch's TCM team by scanning the QR code. >



LONG-TERM SERVICES AND SUPPORTS

Stephanie Nivens (left) and **Kenna Johnston** (right) work at Lenny Boy Brewing in Charlotte. They have been part of the team for four years.

Building Inclusive Workplaces Through Supported Employment

Monarch's expanding **Supported Employment** program connects individuals with intellectual and developmental disabilities (I/DD) to inclusive, competitive jobs in their communities — **helping them gain independence, develop new skills and experience the confidence that comes with meaningful work.** Through job coaching, skills training and ongoing support, Monarch's team ensures that each person is matched with a role that aligns with their strengths and interests.

Supported Employment is a win-win for both employees and employers. Individuals gain a sense of purpose and belonging, while businesses benefit from dedicated, enthusiastic team members who help foster compassion and innovation in the workplace. Monarch's job placement professionals work closely with employers to provide training, education and continuous support, ensuring a smooth experience for all involved.

When businesses embrace Supported Employment, they don't just fill a position; they change a life. Supported Employment helps build a more inclusive workforce, one job at a time.

Scan the QR code to learn how you or your business can become a Supported Employment partner. >



UMAR LEGACY FUND

After UMAR joined the Monarch family in 2023, a special fund was created to honor its lasting impact and preserve its mission. The **UMAR LEGACY FUND** celebrates the programs founded under its name — sustaining group homes, creative arts centers and community-based services that continue to bring joy, independence and connection to adults with intellectual and developmental disabilities (I/DD) across Western North Carolina.

Learn more at MonarchNC.org/umar.



Charlotte Arts Center participants share their creative spirit through their artwork.



350 Pee Dee Avenue, Suite 101
Albemarle, North Carolina 28001

SAVE THE DATE

CASINO NIGHT Thursday, March 5, 2026

Mint Museum Randolph in Charlotte

Vegas-style evening filled with games,
prizes and a silent auction that includes
exclusive travel opportunities.

Enjoy a fun night of fundraising
for a good cause!



THANK YOU!

2025 CORPORATE PARTNERS

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or scan the QR code. >

