

# Sugar Plum visions

News from Sugar Plum Bakery

Holiday 2015

## Too busy to bake? Get your holiday treats here!

Sugar Plum's treats are as beautiful as they are delicious — best of all, they also support the bakery's mission of serving individuals with disabilities and helping them find individualism through training and employment.

Our delectable desserts, all made in-house, are perfect for family gatherings and holiday parties.

Call us at **757.422.3913** to place your order today.



### Brownie Pops & Cake Pops

Little indulgences that leave your fingers clean. Choose from our made-from-scratch brownies dipped in chocolate, or yellow cake, chocolate cake or red velvet cake dipped in vanilla icing — festively finished with a holiday ring.

### Holiday Rum Ball Cake

Baby it's cold outside! Two whole layers of rum-flavored yellow cake, iced with vanilla butter cream, and garnished with handmade toasted coconut rum balls. Each rum ball is garnished with intricate holiday-themed designs.



### SEASON'S SAMPLINGS



### Holiday Cookies

Butter sugar cookies, a year-round favorite, take on holiday-themed shapes and are decorated with colorful sugars and icing.



### Brandy Balls & Rum Balls

Handmade toasted coconut balls laced with brandy or rum, and garnished with intricate holiday-themed designs.



### Yule Log

A yuletide tradition with a twist. Yellow sponge cake filled with chocolate butter cream and decorated to resemble a log. Faux mushrooms and holly berries adorn the cake.

### Gingerbread Men

Our robust gingerbread cookies are made from scratch with molasses, ginger, and cinnamon. The jumbo 16" x 24" gingerbread man is a treat for all.



**Bakery sales help offset our expenses, but the reality is, our organization relies on the generous financial support of donors like you.**

Your year-end support enables us to sustain our mission and make a positive difference in the lives of individuals with disabilities. Enclosed is a remittance envelope — please make Sugar Plum Bakery a priority when considering your 2015 year-end charitable gifts.

*Sugar Plum, Inc., is a nonprofit organization. All gifts are tax deductible as provided by law.*





## Our Mission

The mission of Sugar Plum Bakery is to serve the needs of persons with disabilities through training, employment, and education. Sugar Plum Bakery will promote the integration of people with intellectual and physical disabilities into society by helping them become independent and working, contributing members of our communities.

### Officers

Thad Nowak, President  
*Ted Britt Automotive Group*  
Tim Rivas, Vice President  
*Future Energy, LLC*  
Thomas H. Gustafson, Secretary  
*Community Leader*  
Doug Wilbourne, Treasurer  
*Community Leader*  
Charlie Malbon, Past President  
*Tank Lines Inc.*

### Directors

Ricky Anderson  
*C B Richard Ellis of Virginia, Inc.*  
Chuck Ferrer  
*Kirby Offshore Marine*  
Colleen Gard  
*Community Leader*  
Bettie Goodman, Emeritus  
*Community Leader*  
Dean Hurst  
*Bayville Golf Club*  
Joy Jacobson  
*Community Leader*  
Linda Laibstain  
*Williams Mullen*  
Robert Maroon  
*The Therapy Network*

### Honorary Director

(Hon.) G. William Whitehurst  
*Former Congressman*

Patricia Rakes Clark  
*Executive Director*

## Lessons from 2015... and Cornell!

It's truly been a year of learning. We've brought in some great new staff, who are coming along beautifully, learning quickly, and embracing the bakery's mission. While these new employees haven't experienced our holiday season before, they've been working together well as a team and are well-prepared. Sugar Plum programs have also worked with several new individuals requiring support services, who have been successful and always feel like part of the team.



I'm pleased to congratulate our executive director, Patricia Rakes Clark, on earning a Work Incentive Practitioners Certification from Cornell University. This new skillset allows her to help individuals with disabilities understand their earning potential — teaching them how working for a paycheck means greater income (and self-esteem) than relying on government benefits, and showing them how their work arrangements will be set up.

Your gifts help fund our training and employment programs that, in turn, allow these individuals to find their full potential, maintain jobs, and be contributing members of our community. As you consider the recipients of your 2015 year-end gifts, please consider the difference they will make for Sugar Plum Bakery.

Thad Nowak  
*President, Sugar Plum Board of Directors*



## Accreditation 'like a pat on the back'

Even the sugar-and-spice-and-everything-nice of a nonprofit bakery has a paperwork-and-processes side. But the tedious accreditation process is key to staying funded as an organization that serves individuals with disabilities — so every three years, the staff works hard to demonstrate their best practices for training and employment.

This year, Sugar Plum Bakery has once again embarked on the journey to earn accreditation from CARF (Commission on Accreditation of Rehabilitation Facilities). For three days in October, we went through inspections and interviews, displayed our files and figures, and explained our human resources and employment services, risk management, performance management, performance improvements, strategic planning, emergency procedures, and safety measures.

CARF usually brings in a reviewer from another state — someone who also works with people with disabilities, explains Executive Director Patricia Rakes Clark.

"It's interesting to hear from someone else and learn what they're doing at their own nonprofit," she says. "It helps you think outside the box. Getting accredited is like a pat on the back that you're doing a good job — reassurance that you're on the right track and moving forward. It's a nice feeling that you're moving the organization forward to serve clients the best you possibly can."

# Our vital ingredient is you

Regular support from the community enables Sugar Plum Bakery to continue meeting its mission of serving individuals with disabilities. We appreciate every gift that comes to us, and we offer sincere thanks to all of our donors. The following is a list of new donors from August 1 to October 31, 2015.

## Endowment

Charles Barker Champions  
for Charity

Faye Lynn Clayton

*In Memory of Wilma and  
Jesse Clayton*

Billy Dunn

Mary Benn Failes

*In Memory of Laura Putney*

Carolyn B. Hall

*In Memory of Charles "Chick"  
Kaufman*

Christine and Mark Kelly

Mr. and Mrs. Norman Marks

*In Memory of Babbie Dunning*

Gary Maher

John P. Martin

*In Memory of Lane Malbon*

*In Memory of Cameron Auman*

Joanne and Jim McClellan

Marilyn and John O'Donnell

Marlene Rivas

*In Memory of Bill Rivas*

*In Honor of Tim Rivas*

Mr. and Mrs. Douglas Thompson

*In Honor of Wyatt Taylor*

Virginia Beach Medical Society  
Alliance

Lorraine S. Ziemba

*In Memory of Ed Ziemba*

## Programs

Tina Moses

*In Memory of Barbara Ward*

Nivea Velazquez

*In Appreciation of Hilda and*

*Miguel Rosa*

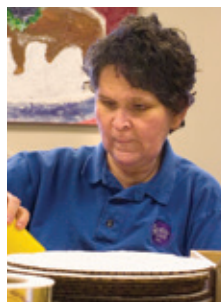


## Special Thanks

While playing in the Charles Barker Champions for Kids golf tournament, board members Charlie Malbon and Doug Wilbourne were excited to see their friend Billy Dunn win the 50/50 raffle. But they were even more excited when Mr. Dunn decided to donate his \$1,000 winnings to Sugar Plum Bakery's endowment. Charles Barker Champions for Kids then generously added to the donation. Thank you to both the tournament and Mr. Dunn!

## IN MEMORIAM

We're saddened to report the loss of Lyn Peterson on October 16. Lyn started working at Sugar Plum as part of the Skillquest Prevocational Group and later as part of the Sugar Plum Bakery Prevocational Program. She worked at the bakery for over 10 years, leaving in 2010 after moving into a group home. Lyn loved birds and drawing pictures of butterflies and owls — often sharing her drawings with everyone at the bakery. Some of her drawings still hang on the bakery walls. On an average day, Lyn could be found scooping cookies, making muffins, and adding creative touches. This sweetheart loved her family and the Sugar Plum family, and she will be missed.



Lyn Peterson

## Board Member Spotlight: Doug Wilbourne, Treasurer



Doug Wilbourne

### Why do you stay involved with Sugar Plum?

The biggest reason is the feeling — the chemistry — of the organization. It's something I've never experienced anywhere else. The clients are happy, staff is engaged... if you're having a bad day, go to Sugar Plum and you'll feel better! It's nice to be part of that. There's a magic to it.

### How have you made an impact here?

After getting to know the organization in 2008, I realized I had skills that could make it even more effective. By becoming treasurer, I improved our financial processes in preparation for growth. Also, I have enough computer background that I was able to pick up all of Sugar Plum's computer work and get it running more smoothly, so they don't have to contract that out.

### What are you excited to see Sugar Plum do next?

Sugar Plum is in a good place right now and is ready to grow. We're planning to expand services to more people and make additions to the facility, which we hope to announce soon.

### What's your favorite Sugar Plum treat?

(Laughs) It's tough to narrow it down. I think the cookies are underrated — some of the best you can get anywhere. The white chocolate cranberry is stellar!

### Where else are you involved?

My real estate business leaves me enough flexibility for other volunteer work — my wife, Trish, and I are active at our church, and we serve on the board of an international development nonprofit called Peacework. Trish also chairs the board for Hurrah Players in Norfolk. We hope our interests set an example of giving back for our teenage son and daughter.

Skills, life lessons, and confidence: fresh from the oven.

Sugar Plum Bakery  
1353 Laskin Road  
Virginia Beach, Virginia 23451

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Permit #2

## Cake of the month

*Tuxedo Cake:* A Sugar Plum favorite only available in December!  
A moist, chocolate-chip pound cake iced with rich chocolate and decorated for the holiday.



To order a Sugar Plum Sweet Indulgence, call 757.422.3913  
or visit the bakery at 1353 Laskin Road.  
Open Monday – Friday, 7 a.m. to 6 p.m.; Saturday, 7 a.m. to 5 p.m.

[www.sugarplumbakery.org](http://www.sugarplumbakery.org)

Check us out on Facebook:

[www.facebook.com/sugarplumbakeryvb](https://www.facebook.com/sugarplumbakeryvb)



Looking for that  
perfect gift?

Consider a **Sugar Plum Gift Card!** They are an ideal stocking stuffer and make great gifts for teachers, friends, and employees. Gift cards can be purchased in any increment.

