

# ANNUAL REPORT

ESTEAMED COFFEE

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Cary, NC 27511

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# OVERVIEW

## ESTEAMED COFFEE

### ABOUT THE ORGANIZATION

**OUR MISSION:** *Esteamed Coffee's mission is to lower the unemployment rate and increase the quality of life for adults with intellectual, developmental, communication, and/or visual disabilities by creating meaningful jobs and social opportunities in a warm, supportive environment.*

**OUR VISION:** *We envision a world where adults with disabilities have access to meaningful work and social opportunities while being respected, represented, and fully integrated in every local community.*

### 2024 IN A NUTSHELL

2024 saw many exciting new developments at Esteamed Coffee!

Because of the incredible support of our community, we were able to debut our TeachAbility Art Nights, where artists with disabilities could lead their peers in creative classes. We opened on Sundays, added four more employment opportunities, updated our equipment, and raised our staff wages. We began selling our coffee online, premiered an inclusive children's book, and raised over \$87,000 at our Brewing Opportunities gala!

We are so excited to share our 2024 impact statistics, team accomplishments, stories of success, 2024 spotlights, and financial breakdown with all of you.

Thank you as always for believing in our mission, and we are looking forward to a strong 2025!

- Julie Walker, Executive Director



# 2024 IMPACT STATISTICS

ESTEAMED COFFEE

16

ADULTS WITH  
DISABILITIES EMPLOYED  
AT ESTEAMED

9,365

HOURS OF MEANINGFUL  
WORK FOR ADULTS  
WITH DISABILITIES

56,905

DRINKS MADE FOR  
OUR AMAZING  
COMMUNITY

\$9,024

PAID TO  
ARTISTS WITH  
DISABILITIES



29

ESTEAM TEAM  
VOLUNTEERS AND  
GUIDES THAT SERVED

21

ARTISTS WITH  
DISABILITIES  
SUPPORTED

1,480

HOURS SERVED  
BY SHOP  
VOLUNTEERS

496

INDIVIDUALS  
REGISTERED FOR  
SOCIAL EVENTS

23

SOCIAL EVENTS HELD  
FOR INDIVIDUALS  
WITH DISABILITIES

## TEAM ACCOMPLISHMENTS IN 2024

- Floor Supervisor Michael received his Pharmacy Tech certificate and driver's license!
- Esteamed team member Molly was accepted to the first class of the new Elevate program at NC State!
- Five team members received an Esteamed Master's Certificate for their roles!
- Esteam Team volunteer Cragan moved away from home!
- Esteam Team volunteer Melanie graduated from high school!
- Barista Marisa was promoted to Floor Supervisor this year!
- Thanks to new equipment we have been able to cross train our team!



# STORIES OF SUCCESS

## ESTEAMED COFFEE

### MICHAEL, ESTEAMED FLOOR SUPERVISOR

Michael has worked at Esteamed Coffee since it opened four years ago. His growth in confidence, skills, responsibilities, and friendships has been amazing to watch! He has recently transferred these attributes to both attending the Wake Tech program for Pharmacy Technicians and learning how to drive. He has done very well in his classes and has been offered a part time job at Harris Teeter. He has also finished his advanced driving classes and has new found independence.

Has it been easy with his autism and anxiety? No! I have gone into therapy to learn how to let him grow up and map out his own life . . . all kidding aside, Esteamed has not eliminated his differences, but it has allowed him to thrive and persevere and challenge himself to create an independent life full of 'possumbilities'. (If you know, you know ;)

*- Lynne, Esteamed parent*

### CHANDLER, ESTEAMED BARISTA

Among the many challenges of raising a Special Needs child is the gap between high school and the first job.

For my stepdaughter Chandler and our family -- this was a painful time. Although she could not express it -- we sensed that Chandler felt disconnected from routine and purpose. Working at Esteamed has given her both. She takes pride in getting ready to work and in doing her job efficiently. There are no roadmaps and little guidance as your teenager enters the "real" world. Thus Laura and I feel a special sense of love and gratitude for the people and mission at Esteamed. Their coffee business can literally save people from isolation.

*- Michael, Esteamed parent*



# 2024 SPOTLIGHTS

## ESTEAMED COFFEE

### TEACHABILITY ART NIGHTS

Receiving a Cary Art Daze Grant this year enabled Esteamed Coffee to provide a new type of special event: TeachAbility Art Nights. These monthly events started in April and included painting birdhouses, making acrylic and watercolor paintings, doing origami, and creating beaded garden charms.

Providing TeachAbility Art Classes created an opportunity for 47 attendees with disabilities to benefit from engaging in the creative arts. Beyond the benefits to the activity participants, this program also empowered the five artists we partnered with by providing them with a paid leadership opportunity. We are so grateful for the support of the Cary Art Daze Grant that made these amazing events possible!



### ESTEAMERS PROGRAM

The EsTEAMers program at Esteamed Coffee transforms creativity into empowerment, offering our baristas with disabilities the unique opportunity to contribute to a product line of employee-designed merchandise. Each quarter, our talented staff members create original artwork, often paired with inspirational messages, which we feature on items such as stickers, t-shirts, mugs, keychains, and more. 100% of the proceeds from these products are returned directly to our employees with disabilities in the form of semi-annual bonuses.

To date, two thirds of our staff have created their own designs. In 2024, the EsTEAMers program provided a bonus of \$192.29 per employee, fostering financial independence and self-esteem within the disability community.



# STORIES OF SUCCESS

## ESTEAMED COFFEE

### ALISSA, ESTEAMED BARISTA

Esteamed Coffee has given me the opportunity to have work experience and to grow in confidence because I am learning to trust myself and develop work skills that will help me in the future. I'm so thankful for Esteamed Coffee because I've been able to make great friends and enjoy the many events that Esteamed Coffee offers. I love the bookclub and it has been fun to be challenged to read more. Esteamed Coffee has given me so much and I'm so thankful! I love my job!!!

*- Alissa, Esteamed barista*



### TREAINA, ESTEAMED BARISTA

Before TreAina worked at Esteamed Coffee she had prior jobs that did not end so well due to her disability. It has been a very sad journey for the two of us because there are a lot of employers that say they welcome individuals with disabilities but it always ends up being the opposite. TreAina has been at Esteamed Coffee since February of [2024] and she absolutely loves it! TreAina has become more confident in the work she's doing as a hot barista and she adores her coworkers. As for me, I am able to worry less about her while she's working because I know TreAina is in good hands. Not only is Esteamed Coffee her job but they have become her family.

*-Tonja, Esteamed parent*



# 2024 SPOTLIGHTS

ESTEAMED COFFEE

## BREWING OPPORTUNITIES

In 2024 we held our largest fundraising event to date, the Brewing Opportunities Gala. This event featured a catered meal, various raffles and auctions, the premiere of our “Challenging Assumptions” video, and - of course - dancing.

We are so grateful to all the donors, sponsors, volunteers, and attendees who made this event possible. Thanks to your generous support we were able to raise over \$87,000 for our staff and programs!



## STELLA FINDS HER PLACE

Esteamed Coffee Assistant General Manager Morgan and Esteam Team Guide volunteer Ken wrote a children's book in 2024! “Stella Finds Her Place” is a picture book promoting inclusion and acceptance of the disability community among children. Featuring Esteamed Coffee and other local Cary, NC landmarks, “Stella Finds Her Place” sold 150 copies its first day!



## INCLUSIVE ARTIST MARKETS

Our Inclusive Artist Markets really took off in 2024! While we used to do a small market for the holidays, last year we hosted three separate events in the side lot of Esteamed Coffee for the spring, fall and winter. Each market saw up to 11 artists with disabilities selling their wares for full profit, as well as musical performances from local musicians and GiGi's Joyful Ringers.

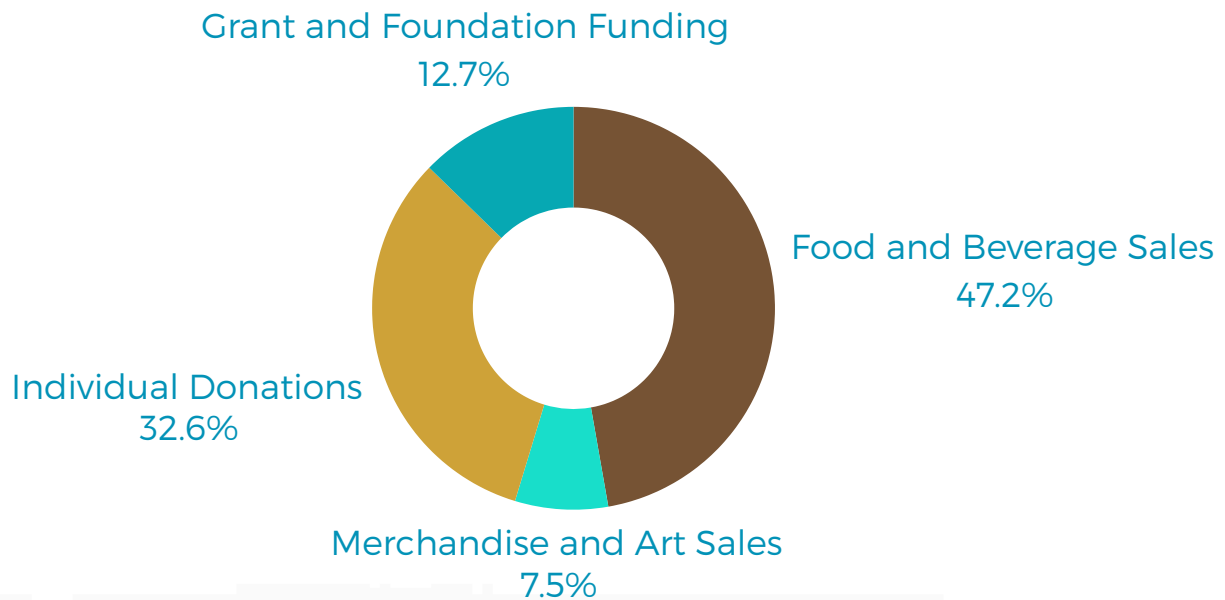
These markets provide economic opportunity for adults with disabilities while showcasing their abilities to the wider community. We are excited to announce that our Inclusive Artist Markets will be completely free for vendors in 2025!



# FINANCIALS

ESTEAMED COFFEE

## REVENUE BREAKDOWN



## THANK YOU TO OUR 2024 GRANT FUNDERS

We would like to acknowledge the following funders, who provided financial grants to Esteamed Coffee in 2024:

- Cary Art Daze
- Cary Community Foundation
- Christ the King Lutheran Church
- Coastal Credit Union Foundation
- Goodwill Industries of Eastern North Carolina
- The LAMB Foundation of North Carolina
- The Lonnie & Carol Poole Foundation
- The Louise R. Lester Foundation
- The Town of Cary



**DONATE TO ESTEAMED  
COFFEE AND MAKE AN  
IMPACT IN 2025!**