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<td>Staff</td>
<td>30-31</td>
</tr>
<tr>
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MISSION
The Scrap Exchange is a nonprofit organization with a mission to promote creativity, environmental awareness, and community through reuse.

OVERVIEW
Since 1991, The Scrap Exchange has been collecting industrial discards and materials for arts and education. To fulfill its mission, the organization collects these materials and distributes them through its national model creative reuse center, which includes a retail store, art gallery, design center, workshop/open studio space, administrative offices, and warehouse/storage areas.

The Scrap Exchange provides a wide range of programs and services to the community, including collection and drop-off donation services for materials, low-cost resale of reclaimed materials in its retail store, and an extensive outreach program that provides hands-on, creative arts programming, both locally and regionally. The organization also offers volunteer and job-skills development programs that serve people with disabilities, school and community groups, individuals pursuing court-ordered community service, Teen Court offenders, and senior citizens.

In 2016, the organization served more than 250,000 individuals, businesses, municipalities, and other nonprofit organizations across the Southeast. This number is reflected through the scope of services as outlined in this Annual Report.

January
Design Manager Daniel Bagnell presents on celebrating the art of DIY and the making of creative contraptions at RTP 180 | Triangle Makers & Offers.

February
Swap-O-Rama Rama celebrates creativity over consumerism with a giant community clothing swap with clothes altering and embellishing stations.

Following on the success of our November Pop-up Thrift, the first Pop-up Thrift of 2016 is held on Saturday, February 6 to wildly enthusiastic crowds. Bethany Rockwell and Sue Palmer from Cascade Alliance provide essential hands-on support.

April
The organization’s first reuse festival is held on April 16. DIYFest celebrates the maker spirit in celebrating the art of DIY and the making of creative contraptions at RTP 180 | Triangle Makers & Offers.

May
RAD Durham, a single-member LLC controlled by The Scrap Exchange is created to purchase the northern end of the Lakewood Shopping Center, using a bridge loan provided by NC Community Development Initiative.

The third and final Pop-up Thrift of the year is held on August 6 and 7.

October
Executive Director Ann Woodward, Deputy Director Madeline James, and Finance Director Rebecca Currie staff traveled to Massachusetts for the fourth Reuse ConEx. Ann Woodward presents the future vision of the Reuse Arts District as part of a “Big Thinkers” plenary session, sharing the plans with more than 200 conference participants from 21 states and 5 countries.

Executive Director Ann Woodward and Finance Director Rebecca Currie attended a makerspace in Somerville, Massachusetts, providing inspiration for future developments in the RAD.

George Rousse project uses The Scrap Exchange Make-n-Take room to prep newspapers for use in their upcoming installation.

November
Executive Director Madeline James gives a presentation about The Scrap Exchange to the Kiwanis Club.

Using a grant from Durham County Soil & Water, more than 4,000 square feet of impervious surface is removed from the paved courtyard area on the east side of the building.

Jeff Cruise from SplatSpace installs a “little library” outside the front entrance for trading books.

December
“Scrapiversary” is held to celebrate 25 years of The Scrap Exchange and 50 years of the Center Theater and the Lakewood Shopping Center. Hundreds of people attend and participate in singing, dancing, marching, and helping open the time capsule buried outside the theater in 1966.
The Scrap Exchange provides a collection service to businesses that have excess stock, production byproducts, or other unwanted materials with a reuse value. This essential service allows valuable materials to be collected and reused rather than being sent to a landfill. In 2016, 336 pickups were recorded in the collections database, from 96 different suppliers, up from 254 pickups in 2015, a 33% increase.

<table>
<thead>
<tr>
<th>COUNTY</th>
<th>TOTAL PICKUPS</th>
<th>POUNDS</th>
<th>TONS</th>
<th>DONORS</th>
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<tr>
<td>Durham</td>
<td>169</td>
<td>30,613</td>
<td>15.3</td>
<td>42</td>
</tr>
<tr>
<td>Orange</td>
<td>73</td>
<td>11,010</td>
<td>5.5</td>
<td>15</td>
</tr>
<tr>
<td>Wake</td>
<td>59</td>
<td>16,495</td>
<td>8.2</td>
<td>18</td>
</tr>
<tr>
<td>Other</td>
<td>4,540</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alamance</td>
<td>4</td>
<td>1,200</td>
<td>0.6</td>
<td>5</td>
</tr>
<tr>
<td>Chatham</td>
<td>1</td>
<td>1,550</td>
<td>0.8</td>
<td>1</td>
</tr>
<tr>
<td>Granville</td>
<td>6</td>
<td>6,180</td>
<td>3.1</td>
<td>4</td>
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<tr>
<td>Guilford</td>
<td>6</td>
<td>4,250</td>
<td>2.1</td>
<td>3</td>
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<tr>
<td>Johnston</td>
<td>1</td>
<td>1,000</td>
<td>0.5</td>
<td>1</td>
</tr>
<tr>
<td>Moore</td>
<td>2</td>
<td>750</td>
<td>0.4</td>
<td>1</td>
</tr>
<tr>
<td>Person</td>
<td>6</td>
<td>2,700</td>
<td>1.4</td>
<td>7</td>
</tr>
<tr>
<td>Other</td>
<td>10</td>
<td>2,840</td>
<td>1.4</td>
<td>7</td>
</tr>
<tr>
<td>Total</td>
<td>337</td>
<td>80,238</td>
<td>40.1</td>
<td>96</td>
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In 2016, The Scrap Exchange recorded 7,296 drop-off donations from businesses and residents totaling 127 tons—a 24% increase from 2015. Donations included materials such as art and craft supplies, fabric, paper, wood and flooring scraps, ceramic tiles, vintage items, architectural samples, plastics that cannot be recycled, and many other items. The Scrap Exchange continued to collect conventional thrift items such as clothes, books, small electronics, and other household items that prior to spring 2015 would have been turned away. This change was made in order to increase convenience for donors, and to increase collections of salable materials. It had a tremendous, positive impact on the number of drop-off donations.

<table>
<thead>
<tr>
<th>MONTH</th>
<th># OF DONATIONS</th>
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<tr>
<td>January</td>
<td>410</td>
</tr>
<tr>
<td>February</td>
<td>350</td>
</tr>
<tr>
<td>March</td>
<td>610</td>
</tr>
<tr>
<td>April</td>
<td>554</td>
</tr>
<tr>
<td>May</td>
<td>673</td>
</tr>
<tr>
<td>June</td>
<td>656</td>
</tr>
<tr>
<td>July</td>
<td>763</td>
</tr>
<tr>
<td>August</td>
<td>754</td>
</tr>
<tr>
<td>September</td>
<td>847</td>
</tr>
<tr>
<td>October</td>
<td>554</td>
</tr>
<tr>
<td>November</td>
<td>520</td>
</tr>
<tr>
<td>December</td>
<td>641</td>
</tr>
<tr>
<td>Total</td>
<td>7,296</td>
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Note: 1 Ton = 2000 Pounds
The scrap exchange offers a wide variety of interesting materials and sells many items that would otherwise be difficult to find, prohibitively expensive, or available only in much larger quantities. Most of these items would end up in the landfill if The Scrap Exchange did not exist to take them in.

The store receives new items daily via drop-off donations and through a collections service that serves businesses and individuals within an approximately 50-mile radius of Durham. The Scrap Exchange retail store is a popular resource for artists, teachers, families, and those working on do-it-yourself (DIY) home and craft projects. Materials available include fabric, sewing notions and supplies; paper; office supplies (notebooks, envelopes, folders); vinyl records and cassette tapes; art and craft supplies; science and lab equipment; obsolete electronics; plastic; metal; wood; containers and packing materials, tools and hardware; sports equipment; toys and games, and clothing, and more.

The final Pop-Up Thrift of the year was a one-day sale held on Saturday, August 6 with everything priced at $1.

The Pop-Up Thrift events in 2016 brought in a total of $18,961 in revenue. The Pop-Up sales also drove significant foot traffic to The Scrap Exchange retail store, resulting in a measurable boost in sales on the days of the sales.

After the final sale, the organization focused its energy and resources on incorporating conventional thrift items into everyday operations.

**Pop-Up Thrift**

Following on the success of the first Pop-Up Thrift sale in November 2015, The Scrap Exchange held three Pop-Up Thrift events in 2016, selling items typically sold in thrift stores: clothing, shoes, books, housewares, toys, games, and other household items. These items had been collected as part of regular drop-off donations.

All Pop-Up Thrifts were held in a storefront in the Lakewood Shopping Center across the parking lot from The Scrap Exchange that the organization began using in July 2015 as secondary warehouse space.

The first event was held on Saturday, February 6 and on Sunday, February 7. On the first day all items were priced at $1; on the second day customers could fill a bag for $5.

The second 2016 Pop-Up Thrift was held on Saturday, May 21 and Sunday, May 22 with the same model as the prior sale, but with the addition of a sneak preview night on Thursday, May 19. All items were priced at $5 for the sneak preview.

The final Pop-Up Thrift of the year was a one-day sale held on Saturday, August 6 with everything priced at $1.

The Scrap Exchange零售店

新零售店提供各种有趣的材料，并销售许多在其他地方难以找到、价格高昂或仅以大量形式出售的物品。如果The Scrap Exchange没有存在来收集这些物品，那么这些物品将最终流入垃圾填埋场。

商店每天接收新物品并接收从业务和个人处的捐贈。这些物品包括布料、缝纫配件和用品；纸张；办公用品（笔记本、信封、文件夹）；乙烯基唱片和盒式磁带；艺术和手工艺品；科学和实验室设备；过时的电子产品；塑料；金属；容器和包装材料、工具和硬件；体育用品；玩具和游戏，以及服装。

最后的2016年销售活动是7月6日的一天活动，所有物品定价为1美元。

2016年的3次Pop-Up Thrift活动总共带来了18,961美元的收入。Pop-Up销售也带来了显著的顾客流量，使The Scrap Exchange零售店的销售在销售日大幅增长。

销售结束后，组织方集中精力和资源，将传统的二手物品纳入日常运营。

**Pop-Up Thrift**

在2015年11月首次销售的成功基础上，The Scrap Exchange于2016年举办了三次Pop-Up Thrift活动，销售在二手店常见的物品：服装、鞋类、书籍、家用物品、玩具、游戏和其他家用物品。这些物品是通过定期的捐赠收集的。

所有Pop-Up Thrift活动都在Lakewood Shopping Center的停车场附近的一个储藏室进行。这个储藏室是The Scrap Exchange组织在2015年7月开始作为备用仓库空间。

第一次活动于2月6日星期六和2月7日星期日举行。第一天所有物品定价为1美元；第二天顾客可以装一个袋子里的物品5美元。

第二次2016年Pop-Up Thrift活动于5月21日星期六和5月22日星期日举行，与前一次活动相同，但增加了星期四的预展之夜。

第三次Pop-Up Thrift活动于8月6日星期六举行，所有物品定价为1美元。

Frequent Scraper Program

所有不同的Pop-Up Thrift活动上都提供了一个Frequent Scraper卡，供顾客在购物时使用。参与者根据在不同的活动中购物，可以享受折扣。

After collecting five punches, members received $5 off their next purchase of $10 or more.

E-COMMERCE

工作人员每周都会获得e-commerce积分。在2015年第一季度，工作人员的e-commerce积分增加了25%。

During the month of April, The Scrap Exchange offered a 20% discount on all store purchases to teachers with current school identification (or home school identification), to thank them for their work and to reward them for their support of The Scrap Exchange.

**Discount Days**

在2016年，The Scrap Exchange更换其Friends Club计划与Discount Days和一个频繁购物者计划。折扣日包括了军事周一、教师周二和长者周三。参与此计划的顾客在购物时可享受折扣。

Discount Days in 2016 included Military Monday, Teacher Tuesday, and Senior Wednesday. Patrons with appropriate ID enjoyed a 10% discount on all purchases on those days.

The Scrap Exchange零售店

新零售店提供各种有趣的材料，并销售许多在其他地方难以找到、价格高昂或仅以大量形式出售的物品。如果The Scrap Exchange没有存在来收集这些物品，那么这些物品将最终流入垃圾填埋场。

商店每天接收新物品并接收从业务和个人处的捐贈。这些物品包括布料、缝纫配件和用品；纸张；办公用品（笔记本、信封、文件夹）；乙烯基唱片和盒式磁带；艺术和手工艺品；科学和实验室设备；过时的电子产品；塑料；金属；容器和包装材料、工具和硬件；体育用品；玩具和游戏，以及服装。

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第三次Pop-Up Thrift活动于8月6日星期六举行，所有物品定价为1美元。

The three Pop-Up Thrift events in 2016 brought in a total of $18,961 in revenue. The Pop-Up sales also drove significant foot traffic to The Scrap Exchange retail store, resulting in a measurable boost in sales on the days of the sales.

After the final sale, the organization focused its energy and resources on incorporating conventional thrift items into everyday operations.

**Customer Appreciation Week**

Customer Appreciation Week was held from Monday, April 11 to Friday, April 15 to celebrate The Scrap Exchange’s 25th birthday (founded in April 1991). Complimentary refreshments were offered along with discounts on different items each day of the week.

**Teacher Appreciation Month**

During the month of August, The Scrap Exchange offered a 20% discount on all store purchases to teachers with current school identification (or home school identification), to thank them for their work and to reward them for their support of The Scrap Exchange.

**Discount Days**

In 2016, The Scrap Exchange replaced its Friends Club program with Discount Days and a frequent shopper program. Discount days included Military Monday, Teacher Tuesday, and Senior Wednesday. Patrons with appropriate ID enjoyed a 10% discount on all purchases on those days.

The Scrap Exchange零售店

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销售结束后，组织方集中精力和资源，将传统的二手物品纳入日常运营。

**Pop-Up Thrift**

在2015年11月首次销售的成功基础上，The Scrap Exchange于2016年举办了三次Pop-Up Thrift活动，销售在二手店常见的物品：服装、鞋类、书籍、家用物品、玩具、游戏和其他家用物品。这些物品是通过定期的捐赠收集的。

所有Pop-Up Thrift活动都在Lakewood Shopping Center的停车场附近的一个储藏室进行。这个储藏室是The Scrap Exchange组织在2015年7月开始作为备用仓库空间。

第一次活动于2月6日星期六和2月7日星期日举行。第一天所有物品定价为1美元；第二天顾客可以装一个袋子里的物品5美元。

第二次2016年Pop-Up Thrift活动于5月21日星期六和5月22日星期日举行，与前一次活动相同，但增加了星期四的预展之夜。所有的物品定价为5美元。

第三次Pop-Up Thrift活动于8月6日星期六举行，所有物品定价为1美元。
The Scrap Exchange provides a national model for hands-on educational arts and environmental programming. It offers on-site activities for scheduled and walk-in participants as well as a traveling creative reuse arts center as well as across the southeast. In 2016, The Scrap Exchange participated in 465 events in North Carolina, Georgia, and Virginia.

In total, The Scrap Exchange participated in 465 events in 2016. These events included in-store classes and workshops, in-store and off-site birthday parties, school events, general events, fundraisers, off-site events, exhibitions and presentations, and meetings or events offered on-site, with the breakdown as shown in the chart in the left margin.

**EVENTS BY THE TRUCKLOAD**

In total, The Scrap Exchange participated in 465 events in 2016. These events included in-store classes and workshops, in-store and off-site birthday parties, school events, general events, fundraisers, off-site events, exhibitions and presentations, and meetings or events offered on-site, with the breakdown as shown in the chart in the left margin.

**CREATIVE PROGRAMMING FOR CHILDREN**

The Scrap Exchange continues to provide five program offerings in 2016: Make-and-Take (creating art using industrial discards and other unusual materials), Junk Jamz (dismantling circuits using upcycled percussion instruments), Build It! (an imaginative play-based experience), Take-Apart Station (dismantling electronics to investigate and harvest parts) and Art Parties (creating art using reclaimed craft materials and supplies).

The Scrap Exchange provides these services in its Make N Take Room and Design Center at its creative reuse arts center as well as across the southeast. In 2016, The Scrap Exchange participated in 465 events in North Carolina, Georgia, and Virginia.

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**SCHOOL EVENTS AND WORKSHOPS FOR CHILDREN**

The Scrap Exchange guides groups in age-appropriate discussion about creative reuse. Workshop leaders introduce materials, explain technical skills related to building projects, talk about the environmental impact of using reclaimed materials, and facilitate a hands-on work session.

School events and workshops are fee-for-service programs that are subsidized by grant funding and general operating funds. On average, school events cost sponsoring organizations $1 or less per child and workshops are priced at approximately $4.50 per participant. (As a point of comparison, school programming from other organizations generally runs in the range of $5 to $10 per participant.)

School Events listed in order of occurrence throughout the year:
- Farmington Woods After School, Brasfield Elementary, Siler Creek Middle School
- Governor Morehead School, SAS Summer Camp, Franklin Day School
- South Boston Harvest Fest, Camden Music Festival, 2016, The Scrap Exchange served 2,041 workshop participants in schools and the community through these events.

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CREATIVE PROGRAMMING FOR CHILDREN

OPEN STUDIO
This on-site program allows individuals or groups of up to 60 to participate in one- and a half hours of self-directed art-making in The Scrap Exchange Make N Take Room, or in the Design Center. In 2016, this program was available by reservation or walk-in at a cost of $5 per participant. In 2016, 3,332 people participated in this program, including the following groups who visited The Scrap Exchange for scheduled Make N Take sessions:

Listed in order of occurrence throughout the year:

SUMMER CAMP
Working to build on the success of the 2015 summer camp program, four sessions of week-long summer camp programs were held in 2016, along with a pilot day program called Scrap Play Morning Out. Camp themes and leaders were Scrap Cyncris (Elyse Mrache), Meet Busy World (Juliet Jensen, 2 sessions), and Puppet Power (Julia Gartrell). Forty-two children participated in summer camp programming in 2016.

In 2016, The Scrap Exchange offered professional development programming for the following groups and organizations:

Listed in order of occurrence throughout the year:
Union Intermediate School, Childcare Services Association, Forestville Road Elementary, UNC School of Government

DESIGN CENTER AT THE SCRAP EXCHANGE
Established in 2012, the Design Center is an integral part of The Scrap Exchange operations. Equipped with specialized equipment including sewing machines, die-cut machines, sergers (overlocking sewing machines), industrial sewing machines, a hot iron press, button makers and more, the Design Center allows the organization to offer additional services to the community in the form of expanded class offerings and monthly meetups.

Monthly free community meetups continue to draw increasing numbers of people to the Design Center. Each week’s Sunday Sewing continued to be offered from 2 to 6 p.m. on the second Sunday of each month, and a similar program was added on the fourth Sunday of the month. In addition, two free monthly craft meetups were added: PaperCraft Club, hosted by board member Karen Stineshlefer and Scrappy Crafternoon hosted by Amelia Freeman-Lynde. PaperCraft Club took place on the third Friday of each month from 5 to 9 p.m. from January through November, and Scrappy Crafternoon was held on the third Sunday of the month from 3 to 5 p.m. from January through November.

CREATIVE CLASSES AND COMMUNITY MEET-UPS
The Scrap Exchange offers Creative Classes throughout the year in the Design Center. Creative Classes offer community members the chance to learn skills and techniques to create art from reclaimed materials. Classes are led by local artists and craftspersons interested in sharing their knowledge and experience. All Creative Classes are held on-site in the Design Center or Make N Take Room.

In 2016, The Scrap Exchange provided 303 room rentals for the following programs and organizations:

Listed in order of occurrence throughout the year:
The Scrap Exchange offers programs and services to the following groups and organizations:

Girl Scouts, Project Access Health Equipment Loan Program (HELP), Bulltown Shuttles, Tiny House, Homeschool Elementary Social Skills Program, Girls Rock NC, Owen, Batly Family, 30-Art Class, Rags to Riches Theater Company, Every Troy Counts, DCPW, Affordable of UNC Chapel Hill, Leader for a Cure, Thrifty Shopper Trail, Beaver Queen, Leo for Art, 5th held in 2016, the Design Center continued to offer additional services to the community in the form of expanded class offerings and monthly meetups.

ROOM RENTAL/USE
In addition to offering its own programs and sites, The Scrap Exchange provides other organizations with access to low-cost classroom and meeting space through the rental and donation of time in its Make A Take room, Design Center, and outdoor courtyard and parking lot areas. In 2016, The Scrap Exchange provided 383 room rentals for the following programs and organizations:

Listed in order of occurrence throughout the year:

WORSHOPS FOR PROFESSIONALS
Professional development workshops are designed to teach professional educators how to effectively use reclaimed materials in the classroom and to promote sustainability and creative problem-solving skills. Teambuilding workshops offer an opportunity for groups to “think outside the box” and provide a fun, informal environment for professionals in any field to exchange ideas and relate to co-workers.

In 2016, 3,332 people participated in creative hands-on programming.

With more than 42 drop-in meetups and 33 traditional creative classes held in 2016, the Design Center continued to grow in importance.

Section 1: Community Events

### DIY FEST

The Scrap Exchange's first DIY (Do-It-Yourself) Festa community festival was held on Saturday, April 16 from 11 a.m. to 5 p.m. It brought together artists, makers, and other creative individuals to celebrate Durham's innovative do-it-yourself spirit. The entire campus — inside and out — was used to feature hands-on creative arts programming including Make-and-Take DIY stations introduced participants to skills including wood carving, jewelry making, block printing, collage making, sculptural activities and Junk Jams. Also featured were artist demos, artist and maker swaps and DIY clothing altering and embellishing event was held in the Design Center and Design Center Annex (the open area outside of staff offices) with a suggested donation of $10 per participant. As usual, the event was a huge hit with the many Swapans in the community. The 2016 Swap-O-Rama-Rama generated $570 in revenue.

### SCRAPIVERSARY

A giant celebration was held to commemorate The Scrap Exchange's 25th anniversary year. Dubbed "Scrapiversary", this event took place on Friday, December 16 from 6 to 9 p.m.

In 1966, when the Center Theater (the building out of which The Scrap Exchange operates) was built, a time capsule was buried with instructions to be opened in December 2016. A gallery exhibit was curated by Julia Gartrell and Katy Clune, in collaboration with the Durham History Hub, that presented a combination of The Scrap Exchange's history alongside the history of the Lakewood neighborhood. Entitled Unpacking the Past, Designing the Future: The Scrap Exchange and Lakewood in Partnership, the contents of the time capsule were unpacked. At the event, the Scrap Exchange Song was sung by Bandidos Tacotopia food truck while musical entertainment was provided by Design Center and Design Center Annex (the open area outside of staff offices) with a suggested donation of $10 per participant. As usual, the event was a huge hit with the many Swapans in the community.

Prior to the time capsule opening, the Bulltown Strutters led event attendees through the building in a festive parade, and former board member Willa Brigham led a group sing of her "Scrap Exchange Song." Other presenters included Executive Director Ann Woodward, Durham Mayor Pro Tem Cora Cole McFadden, and County Commissioners Wendy Jacob and Brenda Howerton who reflected on the impact of The Scrap Exchange on Durham and discussed the history of Durham, Lakewood, and the Lakewood Shopping Center. DanaFew Pope (whose father built the shopping center) and Gary Lewis (whose father ran the Center Theater) were on hand to assist with unpacking the contents of the time capsule.

The event was streamed live on Facebook, through Facebook Live, and was projected on a large screen on the wall next to the Cameron Gallery so everyone could see the items being removed as it happened. Beer was provided by Fullsteam Brewery and sipping chocolate from Cocoa Cinnamon was available. The Durham Co-op Market and Whole Foods Market each provided a gift card for purchasing snacks and refreshments for attendees.

The event was attended by an estimated 600 people.

### FUNDRAISING & COMMUNITY EVENTS

#### SMASHFEST

This is The Scrap Exchange's signature event, where attendees purchase breakable items—plates, mugs, ceramics, pottery and other assorted bric-a-brac—collected throughout the year and smash the items (or, if they choose, they can purchase and rescue the items from being smashed). The event was held on Friday, November 25 ('Black Friday’, the day after Thanksgiving) from 3 to 7 p.m. Event admission was free for viewing or participating in non-smashing activities including art-making, listening to music, and enjoying the fire pits.

For the 2016 event, a large metal dumpster was donated by former board member Kurt Uphoff of Orange Recycling Services to serve as the central smashing target. Smashfest provided an alternative holiday experience for families and others looking for a unique way to spend their day off. Food was provided by Bandidos Tacotopia food truck while musical entertainment was provided by Design Center and Design Center Annex (the open area outside of staff offices) with a suggested donation of $10 per participant. As usual, the event was a huge hit with the many Swapans in the community.

#### SCRAP-O-RAMA-RAMA

The Scrap Exchange's annual community clothing swap took place on Saturday, February 13 from 10 a.m. to 3 p.m. This community clothing swap and DIY clothing altering and embellishing event was held in the Design Center and Design Center Annex (the open area outside of staff offices) with a suggested donation of $10 per participant. As usual, the event was a huge hit with the many Swapans in the community.

#### TRIANGLE CHRISTMAS TREE CHALLENGE

For the sixth straight year, The Scrap Exchange participated in the Triangle Christmas Tree Challenge where Triangle area nonprofits are invited to decorate a themed Christmas tree on the lawn across from the American Tobacco Campus and supporters vote for their favorite tree. The design and implementation of the tree was organized by local artist "Sara No H" based on a "silver" theme to celebrate The Scrap Exchange's 25th silver anniversary. Decorative elements were sourced from The Scrap Exchange and included CDs, kitchen implements including cutlery and pots and pans, and long silver spikes.

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16
at The Scrap Exchange

The following twelve exhibits were held in 2016:

The Cameron Gallery opened its 2016 exhibition

Show Dates: February 19 – March 12

Group show curated by artists Maria Britton

Past Tense/Future Perfect

Great-grandchildren of artist Maria Britton

and April Childers

(Show Dates: February 19 – March 12)
The Cameron Gallery presented Past Tense/Future Perfect, a group show featuring the works of seven artists who incorporate found objects into their studio practice. Mixed media works in Past Tense/Future Perfect explored ties to the past and included old toys, diaries, windup toys, studio debris, found objects, and bits of sound. Artists in Past Tense/Future Perfect included Maria Britton, April Childers, Jeff DeGolier, Alicia Gibson, Michael Mahalchick, Jennifer Perfect and Ryan Elander. The exhibit was curated by Maria Britton and April Childers, co-directors of L.O.G., an experimental art space in Chapel Hill, NC.

Something Human

Julie Garlitz Show Dates: July 7 – August 13

The Cameron Gallery presented Julie Garlitz recently returned to Durham following an artist residency at Arrowmont School of Art and Crafts in Gatlinburg, Tennessee. In her sculpture, Garlitz “explores the materiality of identity… using family lore to interrogate Southern craft tradition, story-telling, and ingenuity.” Garlitz’s work incorporates found objects, scavenged materials, plucked cloth fabrics, and clay gathered from throughout Durham County.

The Cameron Gallery and Third Friday Events

Established in 2003, The Scrap Exchange, a hub for the local creative community, promotes and showcases the work of creative reuse artists, and by serving as a hub for the local creative community. Artists featured in 10 DEEP 25 were Bryant Hohenbse, Coti Stevens, Stacey Kirby, Ann Woodward, Sara McCreary, David Rogers, Travis Cohn, Tom Dawson, Gary Pohl, and Bruce Mitchell.

Mottainai! Waste not, Want not

Karen Sourie and Vancouver-based art collective Sans Soucie Show Dates: June 17 – July 7

The Scrap Exchange was honored to welcome artist Katherine Sourie and the Vancouver-based art collective Sans Soucie to the Cameron Gallery in June and July. Katherine hand dyes waste history from North Carolina textiles with and uses its material to create large-scale installations. Artists in the Sans Soucie collective then use the waste product from Katherine’s artistic practice to create their work. Work featured in Mottainai! Waste not-Want not included clothing and rugs by artist Michelle Sinson-Silver, jewelry by Diane Farnsworth, and embroidery by Kristen Chursinoff.

Out of Context

Kathy DeMarco, Lawood Hart, and Lilly O’Donnell Show Dates: September 12 – September 10

In August/September, the Cameron Gallery presented Out of Context, a group show featuring Durham artists Kathy DeMarco, Lawood Hart, and Lilly O’Donnell. The exhibit consisted of mixed media pieces featuring found materials and found objects that had been removed from their original contexts, gaining new and different meanings within the context of the art works.
Dissection of Color
Sara No H
Show Dates: September 16-October 15
In September/October, The Cameron Gallery presented Dissection of Color featuring works by “Sara No H” McCreary. Using diluted leftover house paint, Sara creates large-scale, colorful pieces on fabric and paper, using capillary action to spread paint across the canvas and then outlining the resulting areas of color in black ink. Works in Dissection of Color included the paintings she makes along with products created using the images from the paintings: magnets, buttons, and chairs with fabric seat covers.

The Community Weed Wacker Hour
Chance Murray
Show Dates: October 12 – November 12
The Cameron Gallery presented the acclaimed work of mixed-media artist Chance Murray, whose paintings depict a dark, strange, and often humorous side of the rural south. Murray’s work and work process derive from his life on a southern farm. Paintings incorporate found objects that are rough, rusted, and beaten, and works are constructed using traditional farming skills, like woodworking, welding, and stringing. Like farm structures, objects are pieced together, and when necessary, broken apart and salvaged for parts. Chance Murray is a 2011–12 Durham Arts Council Emerging Arts Grant recipient.

The $25/$50/$100 Art Show
Open call show with all works for sale for $25, $50, or $100
Show Dates: November 18 – December 10
In celebration of The Scrap Exchange’s 25th year in operation, the Cameron Gallery at The Scrap Exchange presented the $25/$50/$100 Art Show, an open-call, non-juried show in which all works on display were for sale at one of these three price points. The show was “cash and carry”—any work sold could be removed at the time of purchase and replaced with new work.

Unpacking the Past, Designing the Future
The Scrap Exchange and Lakewood in Partnership
Show Dates: December 16 – February 11
Unpacking the Past, Designing the Future explored the layered physical and personal histories of Durham's Lakewood neighborhood and The Scrap Exchange. Using personal narratives collected from a wide range of voices as well as handmade “artifacts”—significant objects interpreted and re-created by The Scrap Exchange artists—Unpacking... examined the past, present, and future of this lively area.

Support for gallery shows was provided by a Seasons Grant from the Durham Arts Council and by grant funding from Durham County. In 2016, this program was supported by the Durham Arts Council’s Annual Arts Fund and the N.C. Arts Council, a division of the Department of Natural & Cultural Resources.
Sue Miles volunteered twice a week beginning in the fall and processed fabric. She also recruited her daughter Sierra to process fabric!

**MAJOR’S AWARDS**

During the summer months, the City of Durham offers a program for students to work with, learn, and serve their community. Once student volunteers have completed 100 hours of community service and submitted an application, they may donate those hours as a work service commitment on their resumes. We had three individuals select our organization as their Major’s Award service organization in 2016.

**ALTERNATIVE BREAK – UNIVERSITY OF SOUTH CAROLINA**

In March, we hosted a group of 12 students from the University of South Carolina for their Alternative (Spring) Break over a period of 5 days for a total of 250 hours. They helped process and organize materials and we can’t wait for next year! We hope to see them again! **DUKE ENGAGE**

The mission of Duke Engage is to empower students to address critical human needs through immersive service, in the process transforming students, advancing the University’s educational mission, and providing meaningful assistance to communities in the U.S. and abroad. The Scrap Exchange trains and supervises the participants. At the end of the training period, participants may be offered permanent or semi-permanent employment if a suitable position is available.

**INTERNSHIPS**

The Scrap Exchange partners with area organizations that help individuals with barriers to employment return to the workforce. The following local agencies sent clients to The Scrap Exchange for training and job skill development, with wages paid by the sponsoring organization. As the host organization, The Scrap Exchange trains and supervises the participants. At the end of the training period, participants may be offered permanent or semi-permanent employment if a suitable position is available.

**2016 VOLUNTEER HOURS**

<table>
<thead>
<tr>
<th>Month</th>
<th>Community Service</th>
<th>Special Needs</th>
<th>Discount</th>
<th>School</th>
<th>Community Service</th>
<th>Youth</th>
<th>Mayor's Award</th>
<th>Interns (NCBA, PYO, REA) Total Hours</th>
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<tbody>
<tr>
<td>January</td>
<td>187</td>
<td>181</td>
<td>167</td>
<td>227</td>
<td>91</td>
<td>808</td>
<td></td>
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<tr>
<td>February</td>
<td>226</td>
<td>193</td>
<td>83</td>
<td>152</td>
<td>0</td>
<td>767</td>
<td></td>
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<tr>
<td>March</td>
<td>338</td>
<td>179</td>
<td>403</td>
<td>121</td>
<td>0</td>
<td>77</td>
<td></td>
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<tr>
<td>April</td>
<td>453</td>
<td>203</td>
<td>191</td>
<td>240</td>
<td>423</td>
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<tr>
<td>May</td>
<td>465</td>
<td>197</td>
<td>238</td>
<td>121</td>
<td>0</td>
<td>2,614</td>
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<tr>
<td>June</td>
<td>742</td>
<td>158</td>
<td>146</td>
<td>186</td>
<td>46</td>
<td>2,518</td>
<td></td>
<td></td>
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<tr>
<td>July</td>
<td>156</td>
<td>236</td>
<td>38</td>
<td>420</td>
<td>208</td>
<td>1,014</td>
<td></td>
<td></td>
</tr>
<tr>
<td>August</td>
<td>192</td>
<td>119</td>
<td>236</td>
<td>229</td>
<td>130</td>
<td>674</td>
<td></td>
<td></td>
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<tr>
<td>September</td>
<td>285</td>
<td>155</td>
<td>85</td>
<td>251</td>
<td>18</td>
<td>2,063</td>
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<tr>
<td>October</td>
<td>357</td>
<td>108</td>
<td>71</td>
<td>219</td>
<td>0</td>
<td>1,946</td>
<td></td>
<td></td>
</tr>
<tr>
<td>December</td>
<td>1,571</td>
<td>1,873</td>
<td>2,063</td>
<td>2,799</td>
<td>417</td>
<td>12,869</td>
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</tbody>
</table>

Volunteers help the organization work toward achieving its mission by processing materials for retail sales and for creative arts and educational programming, and offering general operational assistance. The organization's volunteer base includes young people and adults with disabilities; students, seniors, court-ordered community service volunteers; school, church, and community groups; and service-oriented individuals from across the community. **INDIVIDUAL CONTRIBUTIONS**

Several outstanding individuals deserve special mention for their significant contributions and positive impact on the organization in 2016.

Hamahu Habeebullah volunteered weekly to repair and maintain the sewing machines in the Design Center, and to test and repair machines donated for sale. She was nominated for the Volunteer Presidential Award through the United States of Durham.

Christine Ramsey volunteered monthly to facilitate a free community sewing meet-up. She welcomed sewers of all ages and abilities and learned to sew! She welcomed sewers of all ages and abilities and learned to sew!

**SPECIAL NEEDS VOLUNTEERS**

Volunteers from the Durham Public Schools including Durham School of the Arts, Riverside High School and Southern High School brought groups to volunteer on a weekly basis.

Residential Services, Inc. clients have been volunteering with us for more than 10 years. Two groups from the organization volunteered on a weekly basis.

Challenges in a changing and increasing senior population. In 2016, the Scrap Exchange trained three individuals placed by NCBA, with one being hired into a permanent full-time position. **Partners for Youth Opportunity**

An initiative of Durham Congregations in Action, serves local at-risk youth. Participants are teens who are currently enrolled in high school or GED program and at risk in at least one of the following categories: eligible for free or reduced lunch; have a parent or sibling incarcerated; have a history of truancy or suspension; are academically delayed or at risk of retention; or are subject to an environmental or home risk factor. Students receive on the-job training and coaching through paid internship positions that last from September to May. In 2016, The Scrap Exchange hosted two interns from PYO.

Reemployability

Reemployability offers specialized vocational, reemployment and return-to-work services that help employers and insurance carriers control the cost of workers’ compensation and disability claims, while positively influencing the lives of injured workers. Its return-to-work program, Transition2Work, offers modified, light-duty assignments to employees with injuries that prevent them from working at their regular job. The Scrap Exchange had two placements from Reemployability in 2016.
In 2016, The Scrap Exchange donated to the following organizations:

- Howell, Creative Clay, FL; Sarah Henshell, startup, NJ
- Thrift Store, CA; Molly McFadden, Furniture Bank, OH; Kristina Kahl, CO; Christina Exchange” in their community: Ann Hamze; Patty Brezlin, St. Vincent DePaul Retail
- studio, and watched a presentation on the history of The Scrap Exchange
- directors meeting, committee meetings, and the June Third Friday gallery
- management and data tracking, working with volunteers and
- options for business models, marketing and communication strategies,
- learned about reuse center operations, materials collection and manage-
- experience as a leader in the reuse industry.

The Scrap Exchange hosts participants from around the country and
- students from ACC, Central Park School Strawberry Festival, ACC
- $3,107
- $63
- received help at the May Pop-Up sale from Cascade Alliance
- helped organize and staff the Pop-Up Thrift sales held in February, May,
- 2016 to provide hands-on support. They reviewed operations, answered
- partner organizations to consider how to implement similar changes.
- presentation was well received and catalyzed
- Results” that outlined the changes that had been implemented and the
-Cascade Alliance was established in 2014 to provide technical support,
- Cascade Alliance's annual conference. At the
-Cascade Alliance partner, and a forklift, which The Scrap Exchange
- purchase of three shipping containers, a trailer-load of materials from
- another Cascade Alliance partner, and a forklift, which The Scrap Exchange
- paid to have shipped from Virginia. In addition, retail staff members Jeff
- The Scrap Exchange extended its heartfelt thanks to the Cascade Alliance.

DUKE LAW SCHOOL COMMUNITY ENTERPRISE CLINIC

The Duke Law School Community Enterprise Clinic is a resource for non-profit organizations and low-wage entrepreneurs working to improve the economic position of low-income and low-wealth communities through
cascading economic development strategies. Throughout 2016, Ann Woodward worked closely with Andrew Foster, director of the

DUKE UNIVERSITY “FUQUA ON BOARD” PROGRAM

The Fuqua on Board program matches students from Duke's Fuqua School of Business with non-profit organizations and low-wealth community boards.

The Cascade Alliance supported The Scrap Exchange in 2016 with the purchase of three shipping containers, a trailer-load of materials from
another Cascade Alliance partner, and a forklift, which The Scrap Exchange paid to have shipped from Virginia. In addition, retail staff members Jeff
Zern and Jessie Schmitz traveled to Eugene, Oregon for training with staff members of The St. Vincent de Paul Society of Lane County retail
team.

The Scrap Exchange extended its heartfelt thanks to the Cascade Alliance.

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participate regularly in board meetings, and attend relevant committee meetings. Students serve as board associates, gaining valuable insight into the governance and inner workings of nonprofit organizations while providing the nonprofits with fresh perspectives and critical business skills. Joel Bergstein and Geoff Parrish were the Fuqua on Board 2015–2016 students. They worked with management on board strategy including onboarding, planning, and execution. Lauren Niculescu and Jacob K. Porter were the 2016-2017 Fuqua on Board students beginning in October 2016.

NC FOURTH SECTOR RESOURCE PROJECT/ SOCIAL INNOVATION SURVEY
The North Carolina Social Innovation Survey is part of an ongoing study conducted by the University of North Carolina to inform researchers about changing practices among North Carolina for-profit and nonprofit organizations and to inform service providers about how to better assist nonprofits and for-profits as they respond to new challenges. Executive director Ann Woodward worked with researcher Dawn Trembath to provide information for the survey.

NC STATE SEED PROGRAM
Ann Woodward and the RAD Durham team worked with NC State professor Bryan Bell and his Public Interest Design students to explore ideas for developing the Reuse Arts District campus and directions in which the project could go. Students gathered data by interviewing neighbors in the Lakewood-Tuscaloosa neighborhood and used that input to develop their ideas. Renderings of some of their ideas were presented in the December gallery show in the Cameron Gallery.

LEGAL SERVICES
Matt McGuire of Alston + Byrd continued to represent The Scrap Exchange as pro bono general counsel, providing support and guidance on legal issues. The law firm assisted with legal questions that arose throughout the year, including liability questions relating to insurance and personnel matters. The Scrap Exchange offers its deepest thanks to Matt McGuire and to Alston + Byrd for their support and ongoing representation.

The Scrap Exchange purchased its facility in the Lakewood Shopping Center in December 2013 and moved operations to the building in August 2014. In July 2015, The Scrap Exchange leased space in the shopping center across the parking lot from the main Scrap Exchange building. In 2016, this space was primarily used to store excess stock. In June, The Scrap Exchange purchased fixtures and the remaining stock from the local used bookstore Nice Price Books and its owner Barry Blanchette. The shelving purchased in that transaction was moved into the warehouse space, while the books were moved into a shipping container in the parking lot. In 2016, three Pop-Up Thrift sales were held in the leased space. A forklift donated by the Cascade Alliance in November greatly facilitated the movement of materials between the retail store and the warehouse.

RAD DURHAM, LLC
In May, The Scrap Exchange board voted to create RAD Durham, LLC, a single-member LLC controlled by The Scrap Exchange, to purchase the northern end of the Lakewood Shopping Center for $2,500,000 from Fund 15, LLC. The purchase was completed in August using a $2,500,000 loan from Initiative Capital, a project of the NC Community Development Initiative. The RAD project was facilitated by Andrew Foster and the Duke Community Enterprise Clinic.

GOALS FOR 2017
The Scrap Exchange plans to open an 18,000 square foot thrift store in the Reuse Arts District. The current location will continue its creative arts programming, gallery exhibitions, and maker spaces. Develop the outdoor areas of the RAD campus to promote recreation, art, community gathering, and events. Work on the National Center for Creative Reuse model and continue to help other creative reuse centers open and achieve sustainability through a creative reuse center conference.
The Scrap Exchange generates the majority of its income needed for operations from fees for service programming and retail sales of materials. Additional funding is provided by individual donors and grants.

<table>
<thead>
<tr>
<th>FUNDING</th>
<th>2016</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income</td>
<td>989,636</td>
<td>713,067</td>
<td>687,945</td>
</tr>
<tr>
<td>Expenses</td>
<td>959,684</td>
<td>680,819</td>
<td>684,191</td>
</tr>
<tr>
<td>Net Income</td>
<td>29,952</td>
<td>32,248</td>
<td>3,753</td>
</tr>
</tbody>
</table>

Food and Drink for Monthly Gallery Openings and Special Events
- Coca Cinnamom • Durham Co-op Market
- Fullsteam Brewing • Pongrapha Brewing
- Saals Quick Shop • Whole Foods Market

Support for Special Events
- Lakeview Avenue Children's School sponsored The Scrap Exchange entry in the American Tobacco Christmas Tree Challenge.

ANNUAL FUND DRIVE AND INDIVIDUAL DONORS
The 2016 Annual Fund focused on celebrating the Past, Present, and Future of The Scrap Exchange and was mailed in September. Funding received from the Annual Fund Drive and other individual contributions made throughout the year support general operations and the creation and allows for programs that are not self-sustaining through earned income.

In addition, online appeals were made on “Giving Tuesday” through Facebook fundraising campaigns and using email blasts.

In-kind donations were made by the following organizations:
- Lakewood Avenue Children’s School
- Sam’s Quik Shop
- Whole Foods Market
- Cocoa Cinnamon
- Durham Co-op Market

DONATIONS FROM THE COMMUNITY

YELLOW BRICK ROAD
Donors purchased bricks on the Yellow Brick Road designed by artist Sara “No H” McCreary to support facility and campus development at The Scrap Exchange; the name of each donor is painted on a brick in honor of their donations. Three sizes of bricks were available — small for $50, medium for $100 and large for $1000.

Since participating in the Yellow Brick Road, the organization has sold 37 bricks with 18 in 2016. In 2016, 28 bricks sold generated $3,950.

THE SCRAP EXCHANGE LEGACY FUND
The Scrap Exchange Legacy Fund was established in 2012 with funds raised for the Capital Campaign. The former board member Rebecca Currie contributed $15,000 to the fund.

The initial $10,000 that had been created to use the fund was withdrawn and used to support the work of fundraising consultants Armstrong McGuire in 2015. The remainder of the fund was withdrawn and the agency fund closed in 2016 to support the development of the Neuse Arts District (RAD) project.

GRANTS
Grants received by The Scrap Exchange in 2016 (payments received during the year) totaled $44,706. Grant payments were made by the following foundations.
- Durham Arts Council (Seasons Grant)
- Durham County
du

In-KIND DONATIONS
- Board member Cathy Keiter donated a 1993 Dodge Caravan minivan to be used in operations.
- Cascade Alliance donated a used forklift, two shipping containers full of retail thrift product, and two empty shipping containers.

In 2016, the organization raised $28,800 from individual donors.
In 2016 Instagram was primarily used to promote events such as DIY Fest, Smashfest and focused much of her attention on creating 32 boards that focus on materials that can be developed of Pinterest boards was event. A review of the organization’s needs was conducted and determined that a contract special events coordinator could better meet organization needs. Marketing tasks continued to be distributed among employees in various departments, with Jessie Schm茨t taking the lead on Facebook marketing, Chelle LaPointe assisting on Twitter and Facebook, and Daniel Bagnell contributing to Instagram.

SOCIAL MEDIA MARKETING AND ONLINE PROMOTION

Facebook and Twitter remained the major venues for social media marketing, with nearly 71% of traffic to the Scrap Exchange website coming from Facebook. The Scrap Exchange Gallery shows through August were uploaded to both social media.

Development of Pinterest boards was expanded in 2016, leading to the creation of 32 boards that focus on materials that can be found at The Scrap Exchange and generating ideas for creative reuse of the materials. In 2016 Instagram was primarily used to promote events such as DIY Fest, Smashfest and Scrapiversary. Instagram was also used to showcase the personality of the Scrap Exchange via Morgan’s adventures and images of the store in all its glory. Posts related to the time capsule contents, Smashfest and fun items in the store were the most popular. The year’s most popular post was a smokey pike of pink flamingos at 105 likes. Lost dogs are also popular. As of December 2016, The Scrap Exchange had 1,181 Instagram followers, an increase of 452.

EVENTBRITE

The use of Eventbrite continued in 2016 to collect ticket sales payments and registrations for nearly all Scrap Exchange classes and events. Forty-five different free and ticketed events were marketed through Eventbrite in 2016. Eventbrite was used in events such as Rags to Riches Theatre events, Creative Reuse Center Boot Camp, Creative Classes, and Swap-O-Rama Rama. The total amount of revenue generated for all events and classes marketed on Eventbrite in 2016 was $86,983.

VIDEOS AND PHOTOGRAPHY

In 2016, promotional video activity continued to center on Smashfest, a community event and fundraiser held on Black Friday, the Friday after Thanksgiving. Four new videos were produced by Daniel Bagnell and three previous videos were reposted in the days before the event.

Assistant manager Diego Trabucco was the primary event photographer documenting DIY Fest, Smashfest, Scrapiversary and other in store events. These images have been used in various promotional materials for the organization including print and web graphics.

Derek Alan Rowe of Doctrine Creative produced an marketing video for the Reuse Arts District on a 2016 ArtsFest held on November 12. Mr. Rowe previously produced a video for the grand re-opening event at The Scrap Exchange. The Scrap Exchange thanks Derek for his great contribution of talent!

Other videos involving The Scrap Exchange includes:
- Durham Mayor’s office created a public relations video on Durham’s Poverty to Jobs initiative with The Scrap Exchange featured as an employee. 
- Durham Convention and Visitor Bureau video: https://youtube.com/AzZ3hZB3H3V
- UNCW’s 24-hour Kids Channel UNCW-KD produced a video on Durham’s Poverty to Jobs initiative with The Scrap Exchange featured as an employee. 
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The Scrap Exchange Facebook page had 4624 fans on October 1. More than 445 followers engaged with the Scrap Exchange during 2016.

On this weekend’s to-do list? Fun with goats and a party in Durham!
In January, Hendall Leffler was hired as coordinator of the community garden project, with a schedule of approximately 10 hours per week. Funding for the position was provided by the Duke Community Care grant, with additional grant funding received from the Triangle Community Foundation and Durham County Soil & Water District. Jeremy Parker began working 32 hours a week as warehouse/duties distributed to other staff.

In June, part-time development director Marya McNeish stepped down to pursue her new career as a massage therapist on a full-time basis. Madison James was promoted from retail manager to deputy director and Gail Clavere was hired to provide administrative support to Ann May Woodward. Jeff Zimm was promoted from retail assistant manager to retail assistant manager and Sage Washington was promoted from store staff to retail assistant manager.

In July, former store manager Julia Gartrell was hired on a part-time, temporary basis to facilitate the remaining 2016 special events, Smashfest and Scrapiversary.

In August, Wendy Ziegler resigned from her role as Education Coordinator to focus on the teaching career for which she had been training for the prior two years. Retail store staff member Amelia Freeman-Lynde agreed to serve in the store as cashiers and materials coordinator.

In October, operations manager Phoebe Schmiemann, and Nicholas Weinreb. Randell Munford, Romina Muni, Dana Palmer, Amy Morgan Fleming, Savannah Ford, Ellen Freeman-Meyers, and Carolina Schmiemann, and Nicholas Weinreb. Randell Munford, Romina Muni, Dana Palmer, Amy Schmiemann, and Nicholas Weinreb. Randell Munford, Romina Muni, Dana Palmer, Amy Schmiemann, and Nicholas Weinreb. Randell Munford, Romina Muni, Dana Palmer, Amy Schmiemann, and Nicholas Weinreb. In August, Wendy Ziegler resigned from her role as Education Coordinator to focus on the teaching career for which she had been training for the prior two years. Retail store staff member Amelia Freeman-Lynde agreed to serve in the store as cashiers and materials coordinator.

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The Scrap Exchange operated with 16 core staff positions by year end:

1. Executive Director,  
   Ann May Woodward (40 hours per week)
2. Deputy Director,  
   Madeline James (40 hours per week)
3. Finance Director,  
   Rebecca Currie (28 hours per week)
4. Operations Manager,  
   Phoebe Brush (20 hours per week)
5. Administrative Assistant,  
   Gail Claverie (20 hours per week)
6. Garden Coordinator,  
   Hendall Loeffler (10 hours per week)
7. Creative Arts Education Coordinator-Offsite,  
   and Cameron Gallery Coordinator,  
   Chellie LaPointe (32 hours per week)
8. Creative Arts Education Coordinator-Onsite,  
   Anna Graves (28 hours per week)
9. Program Manager/Collections & Design,  
   Daniel Bagnell (40 hours per week)
10. Volunteer Coordinator and Dispatch Coordinator,  
    Cappye Mott (20 hours per week)
11. Retail Store Manager,  
    Jeff Zern (40 hours per week)
12. Retail Assistant Manager,  
    Sage Washington (40 hours per week)
13. Retail Assistant Manager,  
    Diego Trabucco Panizo (40 hours per week)
14. Retail Assistant Manager and  
    Social Media Coordinator,  
    Jessie Schmitz (40 hours per week)
15. Retail Assistant Manager and  
    E-Commerce Coordinator,  
    Rachel Manconi (40 hours per week)
16. Warehouse/Building Manager,  
    Jeremy Parker (32 hours per week)