

Morningside



ANNUAL REPORT 2018

Morningside's mission is to advance the employment and self-sufficiency of people with disabilities



Reviewing 2018 Continued Success and New Beginnings

A Message from Jonathan Pleger, President/CEO

Morningside had another year of great success in 2018. It was a momentous year in many ways, as we said goodbye to Jim Larson, our long time President/CEO. Jim retired after 29 wonderful years at Morningside. He and I worked together for several years and with direction from the Board implemented a three-year succession plan that allowed for a smooth transition when he retired. We are grateful for his dedicated leadership of Morningside and strong guidance as the organization evolved. Jim oversaw many new changes and innovations over his long tenure. I am personally grateful for his mentorship and friendship over the years. Morningside is on good footing and I hope to build on his strong legacy going forward in support of all the individuals that we serve.

We are excited to share our annual report showcasing our many highlights from a busy year. Among the past year's accomplishments include placing 214 individual job seekers into new jobs in the community. This was our second highest total of placements in our history! We also continued to serve even more individuals – 1,063 total amongst our various programs.

Morningside continued to expand the opportunities available to clients that utilize our Discovery Zone for job exploration and skill building. These resources help individuals narrow down their employment interests and enhance their skills that more closely match what today's employers are looking for when hiring. By doing all this, while at the same time visiting potential employers for job tours, the Discovery Zone helps lessen the time it takes someone to get their first job. We placed 37 individuals in jobs since we created the space, which is a much higher rate than what we were able to accomplish for individuals with multiple barriers to employment prior to opening the Discovery Zone.

We are also proud of our ongoing partnership with Pacific Mountain Workforce Development Council (underwritten by Division of Vocational Rehabilitation Pre-Employment Transition Services funds) that allowed us to expand our Summer Youth Internship program offerings to include Lewis County, which was in addition to our pre-existing Thurston County internship sites. Read more about these students' successes and the new opportunities that are now available

to these students as a result of this program.

Morningside also successfully renewed its CARF (Commission on Accreditation of Rehabilitation Facilities) accreditation. CARF International is an independent, nonprofit accreditor of health and human services. Every three years, they conduct a rigorous review of our operations and we are proud to say that we passed with flying colors and received the highest accreditation rating possible.

We have much to celebrate and much to look forward to in the year ahead. This success is attributable to our amazing and dedicated staff. Without them we would not be able to provide the quality services that our clients deserve and expect.

Thank you to all our donors, supporters, and contract funding partners. We appreciate your interest in and support of our mission and understand that when Everybody Works, Everybody Wins!



Jonathan Pleger, President/CEO

Morningside



DISCOVERY ZONE STORY: Jodie Voie

Morningside's Discovery Zone supports more than 100 of Morningside's job seekers in their first step of finding successful employment known as the pre-employment phase. The Discovery Zone is a high quality discovery and training facility where people with disabilities can explore vocations, practice job skills, and identify the supports they need to be successful on the job. The Discovery Zone is designed to help people move into employment with confidence. It is located in Tumwater on a bus line and is ADA accessible.

The Discovery Zone offers a variety of tasks and mock businesses that mirror the world of work. Job seekers can explore their interests and abilities in five simulated work sites including an office, retail store, grocery, restaurant, and janitorial space. There is a training room and study space for on-going training both in-person and on the

computer. In addition to in-person instruction, the Discovery Zone has videos and software training programs to assist job seekers with building up and practicing knowledge about workplace expectations, social skill development, and safety. The assistive technology options include everything from iPads and iPods to vibrating watches/reminders, and more.

The goal of each job seeker is to move from the Discovery Zone to the community to continue to build on skill sets and support needs gained in the Discovery Zone. There are Morningside staff based out of the Discovery Zone that assist Morningside's clients to navigate the discovery process including employer meet and greets, job tours, and employer interviews. When a job seeker has identified a job goal and support needs for

successfulness in the workplace, the job seeker is moved from Discovery to Job Placement. Morningside's Job Developers assist the job seeker to find competitive meaningful work in the community that matches their interests and skills.

In 2018, 22 job seekers that utilized the Discovery Zone, found employment in the community. Jodie Voie appreciates the many skills she learned at the Discovery Zone utilizing the mock restaurant area before finding employment in 2018 at Taco Bell. Jodie works two days per week, she loves her job and has become an integral part of her workplace community.

Farewell Jim Larson

Jim Larson, long-time President / CEO of Morningside Services, retired on July 31, 2018. Mr. Larson announced his intention to retire three years ago. At that time, the Board of Trustees brought on former Morningside Vice President Development Jonathan Pleger as an executive vice-president to oversee planning, development and other operations prior to his appointment as CEO in August.

Larson, the organization's longest serving President/CEO, joined Morningside as its fourth president in 1989. He took over leadership of the nonprofit after a successful 13-year career that included previous CEO roles at similar organizations in McMinnville, Oregon and Ellensburg, Washington.

During his presidency, the organization transformed from a sheltered workshop where individuals with disabilities worked in a segregated setting to an agency that supports individuals working in individual jobs in the community. In 2006 Morningside sold the facility that it constructed on Ethel Street in 1972 and purchased a building on Plum Street where the organization's corporate office is located today. The Thurston County Chamber of Commerce, an active partner with Morningside, purchased the third floor of the building which is named The Business Center. During his

career with Morningside the agency experienced geographic expansion as well and now has offices located in Centralia, Aberdeen, Port Angeles and Tacoma. "For the past twenty-nine years, it has been both a privilege and an honor to serve alongside teams of dedicated staff focused on finding and supporting hundreds of individuals with disabilities working in the community," Larson said. "Their creativity and passion for our mission is inspiring."

For his entire career Larson has been a leading proponent of many issues seeking to advance the employment of individuals with disabilities locally, regionally, and nationally. His knowledge, passion for Morningside's mission, and innate sense of fair play has led to the admiration of all who worked with and for him. Larson is highly respected by the community and staff alike. In December 2017, he was named by the Thurston County Chamber of Commerce as "Boss of the Year."

Michael Cade, Executive Director of the Thurston County Economic Development Council, who currently serves as a Morningside Board member and was previously Morningside Board Chair, says "Jim's vision and passion for serving individuals with disabilities has changed the Morningside organization in ways

that benefit not just their clients, but the entire community. He has been a champion for equal pay for equal work, and has a long list of impressive achievements. His leadership will be missed, however, he has created a strong and professional organization that will continue to serve and support greatly those individuals with meaningful work and employment opportunities. The entire Board of Directors is grateful for his work, dedication and vision.





In 2018, the Community Employment Program (Thurston Placement), with a staff of 30, provided a variety of services with these results:

- 62 individuals chose Morningside to help them identify their vocational goal through evaluation and assessment at businesses in the community
- 82 were referred for job development
- 78 individuals achieved employment working an average of 15.6 hours a week and earning \$11.91 per hour
- 329 individuals maintained their jobs with 43,162.5 hours of individual coaching to learn new job tasks, access promotional opportunities and increased wages
- Job developers provided 5,856.25 hours of employer development
- The program served 532 individuals with disabilities

Thurston County Placement Story: Nikki Sanders

A Valued Member of Her Community

Everyone has a yearning to belong—whether it is within one's family, school, or the greater community. A sense of connection to one's community is often where we find our strength, our identity, and our sense of self. Beyond one's safety and physiological needs, a sense of belonging has long been considered the most important developmental need and yet, as a society, it is often taken for granted and overlooked.

Nikki grew up as a member of the Confederated Tribes of Chehalis. Following her graduation from Rochester High School, she began working with Morningside staff to hone her skills and interests. Nikki has an obvious flair for fashion and make-up. Her sparkling personality shines through with the many sequined hats, purses, earrings, and scarves that adorn her outfits as accessories. She is constantly putting together new outfits and enjoys finding just the right accessories to match.

Ultimately, the love of her family and community called Nikki to a job working at the Confederated Tribes of Chehalis Elder Center. The elders look forward to seeing Nikki at work every week where she works as an office assistant. She is in charge of cleaning the dining room tables, filling salt and pepper shakers, and stocking the coffee bar. In between tasks she can be found greeting the elders with her vibrant smile.

After her work is complete, she enjoys sharing a meal with her mother and extended family at The Elder Center. Gathering with the elders, sharing a meal, and the conversation that flows from it are the mutual highlights for all involved. It is here that Nikki clearly finds her strength and belonging.

William Glasser, famed psychiatrist of the 20th century, once said

that we are driven by five genetic needs; survival, love and belonging, power, freedom, and fun. For Nikki, working in an environment where she is celebrated for who she is and given the opportunity to share her talents, all while having fun, gives her the power and freedom we all seek. It is the power and freedom necessary to live a life of abundance and peace.

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Everybody Wins!*





In 2018, the High School Transition Program with a staff of 3 provided a variety of services designed to assist students in their last year of school

- 25 students from a number of Thurston County School districts, including North Thurston, Olympia, Tenino, and Yelm received services.
- 7 students achieved employment, working an average of 14.6 hours, earning \$11.57 per hour
- 1,736.25 hours of individual support were provided to Transition students.

High School Transition Story: Preston Menting

Abilities Meet Opportunity

Preston Menting will graduate from Yelm Community Schools SITE House (Supporting Independence through Employment) in June 2019 after participating in the School-to-Work program. The program is designed for students who plan to leave school the year they turn 21. The program facilitates a smooth transition into the adult world of work by bringing together a team of government agencies, Morningside, school staff, and family.

Preston's journey was quite exciting, built on his skills, strengths, abilities, interests, and dreams. Through exploration at Morningside's Discovery Zone his typing skills were gauged at 55 WPM, and he was able to create both Word documents and Excel spreadsheets perfectly! And Preston had never had formal training to use these Microsoft products! At just that time the law offices of Jack Hanemann needed assistance! Based on Preston's skillsets and interests an appointment was scheduled for an interview at this busy law office.

Preston completed his first ever interview by answering questions with confidence. Following the interview a 3-week internship at 20 hours per week was established. In week 3 of the internship Preston was offered regular employment as a Clerical Assistant 24 hours per week. Preston promptly arrives at 7:40 a.m. and greets everyone in the office with a big smile. He's a perfect match for the task of bringing the firm's records current by scanning and electronically filing, paper filing and assisting with creating forms. Preston is dependable, diligent, and excels at his assignments.

The office is busy and business friendly where Preston is surrounded by natural supports. He participates in team meetings and monthly birthday lunches including his own 21st birthday at the February luncheon.

Preston plans to use his earnings to travel, particularly to visit out of state siblings, save some, and maybe spend a little bit on himself. Away from work Preston has a passion for tracking and charting weather on spreadsheets, writing, computer games, dancing and soccer. If ever you are curious about the weather, just ask Preston, he's got all the stats! A perfect fit for Preston!

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In 2018, the Project SEARCH Transition Program, with one Morningside staff person and 3 Olympia School District Staff, provided a variety of services designed to give students the opportunity to try out a variety of jobs at the Evergreen State College

- 10 students completed the program during the 2017-2018 school year
- 3 achieved employment working an average of 26 hours per week, earning on average \$12.00 per hour.
- Project SEARCH students received 1,235.42 hours of individual support

Project SEARCH Story: Matthew Price

Dim the lights...the show is starting!

Matthew Price was adjusting to being back in Olympia after 10 years in Germany when he heard about Project SEARCH. Matthew realized Project SEARCH would provide the perfect opportunity for him to gain skills while exploring different jobs and environments.

Morningside's successful transition program is modelled after the original 1996 Project SEARCH in Cincinnati, OH and is a result of a committed partnership with The Evergreen State College and the Olympia School District. It offers students the opportunity to work three different internships on The Evergreen State College campus, each lasting 10 weeks. Students attend the program during their last year of school with the goal of being prepared for successful employment by graduation. In addition to learning valuable work skills, they also hone their soft skills, master public transportation, and build stamina for part-time or full-time work schedules.

After he expressed interest in many of the 20 internship sites, Matthew chose to focus on cashiering and customer service. His first internship was

split between the Mailroom and the Greener Bookstore. In the Mailroom, he wrote notices and delivered mail improving his attention to detail and organizational skills. At the bookstore he quickly became a very competent cashier and learned stocking, cleaning and facing products. By the time he interviewed for his second internship, Matthew had gained confidence, better communication skills, and real experience with customer service. He interviewed at the Aramark Marketplace and was accepted immediately. There he maintained the dining area, served pizza and drinks, and ran the cash register at the POD market. This experience was similar to working at a movie theater concession counter which is Matthew's employment goal!

Matthew has a true love of movies and is extremely knowledgeable about the film industry. While living in Germany, he had the wonderful opportunity to travel to

many locations where movies were filmed. To improve his chances of movie theatre employment, he began volunteering at the Olympia Film Society in December 2018 and obtained his driver's license! He will be seeking employment in the Olympia area as he completes his last internship at Project SEARCH. Don't be surprised if you find yourself buying a movie ticket or popcorn from him in the near future!

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In 2018, services to our Summer Youth Internship grant program were provided by 2 program staff and included the following outcomes:

- 26 individuals were served and all participated in internships
- \$15,665 stipends were paid to the participants
- 1,430 total hours of service were provided to 8 business internship sites in Lewis and Thurston Counties by students. 80 hours of UPLIFT! soft skills training were provided
- Morningside staff provided 1,408 hours of support to students over a 3-month period

Summer Youth Internship Story: Angeleina Hill

Growth in SYIP

In 2018 the Summer Youth Internship Program (SYIP) was the third summer of this great experience for students. The program had the most participation to date due to a second 2-year grant from PacMtn and the Division of Vocational Rehabilitation. Criteria for the program includes age 16-21, current IEP or 504 Plan, enrolled in school, and returning to school in September with 85 available hours during the summer.

Of the twenty-six students who completed the SYIP, fifteen were in Thurston County during July from three school districts and eleven were in Lewis County during August from five school districts.

The SYIP is broken into two components. The first is a 30-hour soft skills class called UPLIFT. The students have the opportunity to learn important information in a group environment about expectations in the work place and teamwork. Through the modules completed during the classes, the student received a completed resume.

The second component is completion of a 55-hour Internship. Each student picked the Internship site out of four choices developed by Morningside

Job Developers. In Thurston County, the choices were with valued community partners such as Olympia Food Co-op, Habitat for Humanity, St. Martin's University and RL Hotel. In Lewis County, the choices were Quanex, Grocery Outlet, McDonald's and Fairfield Inn.

One of the students, Angeleina Hill, had her first foray in a work experience. She completed a 55-hour Internship at St. Martin's University where she pulled weeds and raked a vast area of the campus. This was not only her first experience but also her first check paid at minimum wage which was definitely a motivator to do her best and complete the full program. Throughout the experience, Angeleina demonstrated compassion and great coworker support. Her quietly delivered sense of humor was fun for everyone.

At the end of the Internship Angeleina gave the following feedback about what she learned: "how to get along with coworkers, how to respect my job, how to do a good job, work is important, I like to have responsibility, and I can do it". In the immediate future Angeleina will continue to receive Morningside

services through our Transition program during the school year and work towards identifying her job goal and obtaining a job.

Twenty-six youth, including Angeleina, had the opportunity to try out a work environment this summer, learn valuable soft skills, work ethic, and receive a pay check for the first time for their completion of the program. Seeing their effort, the friendships and teamwork formed was very rewarding to all the Morningside staff who had the opportunity to participate.

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Thurston Creative Employment Story: Alicia Dickson

Not Shy To Take More On

CREATIVE EMPLOYMENT:

These programs provide specialized employment services to individual who require extensive support to be employed in the community.

- 44 individuals received Creative Employment services in a variety of settings supported by 7 staff
- 8 individuals utilized Morningside to help them identify their vocational goal through evaluation and assessment at businesses in the community
- 9 individuals were referred for job development and 7 persons achieved employment working an average of 8.8 hours per week
- 34 individuals maintained their job earning an average wage of \$11.57 per hour
- Job coaching staff provided 11,677 hours of support
- Job developers provided 945 hours of employer development

Underneath Alicia Dickson's quiet, shy demeanor is a strong, determined person who does not let obstacles get in her way. Nothing slows Alicia down and when faced with new challenges, she always finds a way to problem solve and work towards a positive result.

Alicia was referred to Morningside in March 2017 by the Division of Vocational Rehabilitation. Alicia moved quickly through the process and after successfully completing a Community Based Assessment, she accepted a job offer from The Elks Lodge 186 in June 2017 as a Custodian.

Alicia has many job tasks that are constantly being increased. Without question, Alicia takes on new tasks and works them into her daily routine. This can make for a busy shift but with perseverance and determination Alicia has no problem completing everything each day.

Alicia is a valuable member of the small team at the Elks Lodge. Alicia has never missed a day of work in

the almost two years she has worked at the Elks Lodge. They really rely on Alicia in her abilities to take care of the facility and, by holding to her own high work ethic, she has never let them down! Alicia has proven time and time again that she is a reliable employee.

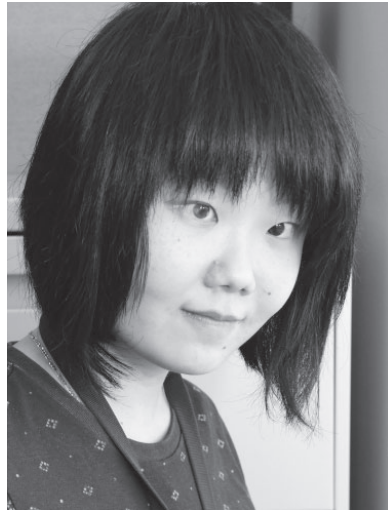
Alicia is a very busy person outside of work as well. She enjoys reading, arts and crafts, and walking on nature trails with friends. Alicia is an avid participant in Special Olympics of Thurston County. She participates in many of the sporting events, including bowling, softball, basketball, soccer, and track and field.

In order to continue with her professional progression, Alicia has started the process of looking for a second job. She meets with

her Employment Consultant at the Discovery Zone to work on new and different job skills outside of her custodial scope. Alicia goes on many job tours in the community to help her see the different options for extra employment. Alicia would like to find a job at a library where she can be a part of a team and her love of reading. It's clear Alicia will attain her new goal soon!

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PIERCE COUNTY TRANSITION:

In 2018, the School-to-Work Transition Program with a staff of 3 and provided a variety of services designed to assist students in gaining employment in their last year of high school

- 12 students from 7 school districts received services.
- 4 students achieved employment, working an average of 13.5 hours, earning \$12.64 per hour
- 4 individuals who utilized these services over the past 2 years maintained their job
- 433.5 hours of individual support were provided to Transition students and Morningside provided 427.25 hours of employer development.

Pierce County High School Transition Story: Kelly Kim

The Sky's the Limit

Kelly Kim is a 2018 Curtis High School graduate and Pierce County School-to-work program participant. Before graduating high school, Kelly knew exactly what she wanted to do and nothing was going to stop her from making her dreams a reality! Because of Kelly's strong attention to detail and passion for reading, she knew she would excel in an office environment as a file clerk. While still in high school, Kelly began working to build as many file clerk skills as she could. Kelly knew exactly where to get the necessary skills so she began volunteering at a number of different worksites including the Curtis High School Library, The Tacoma Children's museum, and the Pearl Street YMCA.

In July 2018, Kelly was hired with the City of Tacoma Human Resources Department as a File Clerk working Monday through Friday, 20 hours per week. Kelly's job consists of maintaining employee files for

everyone employed by the City of Tacoma. Kelly identifies every piece of paper and then files it appropriately. With over 3,500 employees, this is no easy task. However, Kelly makes it look seamless and quite easy! Because of Kelly's amazing work, other departments have reached out asking for her help.

In October 2018 during Disability Awareness month Kelly, The City of Tacoma, and Morningside were invited by City Line to speak about the importance of supported employment and how jobs change lives. Gary Buchanan, Tacoma Director of Human Resources, spoke about the benefits of supported employment and how Kelly is a great addition to the City of Tacoma team.

Kelly spoke about why she loves her job and how much it means to her to be working with such an amazing team. Kelly takes pride in what she does and is proud of how far she has come. She is making her dreams a reality and, for Kelly, the sky's the limit!

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PIERCE CREATIVE:

These programs provide specialized employment services to individuals who require extensive support to be employed in the community.

- 43 individuals received Creative Employment services in a variety of settings supported by 2 staff
- 4 individuals utilized Morningside to help them identify their vocational goal through evaluation and assessment at business in the community
- 8 people were referred for job development and 9 people achieved employment working an average of 8.2 hours per week
- 15 individuals maintained their job earning an average wage of \$11.89 per hour
- Job coaching staff provided 3,601 hours of support
- Job developers provided 1,364 hours of employer development

Pierce Creative Employment Story: Felix Flores

The Journey to the Right Job

Felix Flores knows what he wants! Shortly after coming to Morningside in 2014, staff assisted Felix to get his first job as an after-hours Janitor at a small restaurant. After a few months, however, Felix realized what he really wanted was to be the one doing the cooking, not the Janitor cleaning up after the cooks! Felix is a strong self-advocate and clearly communicated about what he wanted his job to entail. Felix completed some assessment activities at a local business where he tried the tasks of cooking, prep, and general food service and he knew it was the right direction for him! Felix even volunteered at a bakery to practice his skills. Then in 2016 Morningside assisted him to find a job at a local Little Caesars.

Felix has been working at Little Caesars for more than 2 years and has increased both the number of work hours and the tasks he's assigned.

Felix is one of just a few individuals making dough for one of the busiest Little Caesars in Pierce County, with hundreds of pizzas sold a day! Felix enjoys his job so much and is so appreciated there that in October 2018 Felix was selected as the Employee of the Month.

Felix is a man of many responsibilities and gifted talents including two jobs. Felix also maintains an early morning position at a local Jack-In-the Box. Felix gets up at 4:00 in the morning to be at his job 5 am. He ensures the grounds and lobby are clean prior to opening, unloads trucks, and stocks inventory twice a week. Felix is the right man for the job and his team really appreciates him. Felix is a valued member at both restaurants. His motto is clear, "Getting a job is hard, but it is definitely worth it to get your needs and desires met!"

In his free time, Felix likes to watch WWE and Monday night RAW with his friends and roommates. One of Felix's goals is to join Special Olympics and do more local activities when he is not at either job. With all this hard work, he is also focused on saving money for a vacation to Jamaica for well-deserved rest and relaxation!

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In 2018, the Community Employment Program (Pierce Placement), with a staff of 8 provided a variety of services with these results:

- 35 individuals chose Morningside to help them identify their vocational goal through evaluation and assessment at businesses in the community
- 33 were referred for job development
- 32 individuals achieved employment working an average of 16.95 hours a week and earning \$12.42 per hour
- 50 individuals maintained their jobs with 5,419 hours of individual coaching to learn new job tasks, access promotional opportunities and increased wages
- Job developers provided 2,046 hours of employer development
- The program served 139 individuals with disabilities

Pierce County Placement Story: Ruth Walker

Friendly Face - Unstoppable

Coming from Ukraine in 2009, Ruth Walker joined her adoptive family in the United States. After a long journey, with many people expressing their doubt regarding her abilities, Ruth came to Morningside in 2018 because she wanted to work! She had no paid work experience but loved painting, cooking, and working with people. One of her many outstanding qualities was Ruth's engaging smile and warm interactions with her community. While trying different types of jobs during her assessment, Ruth excelled in a kitchen setting and she truly enjoyed it.

Morningside began examining the business needs of her community. In October 2018 Ruth became employed at the Spanaway Pita Pit. She was hired as a Lobby Attendant - with a side of customer service. Ruth was initially very intimidated by the thought of working the cash register but told her supervisor, as a long-term goal, she wanted to learn to operate it.

Ruth's first day was a whirlwind of customers, orders, and job duties. While working behind the counter, Ruth observed a coworker at the register and, during a lull, asked to

give it a try. With a little coaching from her co-worker, and a touch of support from her Morningside Employment Consultant, Ruth spent the last half of her very first shift ringing orders on the cash register. Ruth quickly became stable in her job. With the support of Erica, Pita Pit Manager, and her coworkers, Morningside was able to quickly move to a support role. Her independence on the job is a direct result of Ruth's determination, courage, and hard work. Ruth continues to be a friendly face at Pita Pit as she welcomes people while taking orders. Ruth has also begun working on another goal when she's not otherwise busy - professional food prepping skills!

When Ruth is not at work, she enjoys cooking (particularly Russian and Ukrainian dishes), talking with friends, and creating her art. Ruth makes beautiful wax and iron paintings she sells at craft fairs. It is truly stunning to see Ruth create such breathtaking art.

Ruth is unstoppable in anything she puts her mind to. She is funny, fierce, thoughtful, and truly cares about other people. Ruth has a knack for getting to know other's stories, creating community and making art wherever she goes. She's unstoppable!

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In 2018, services in Clallam County were provided by 7 staff and included the following results:

- 19 individuals chose Morningside to help them identify their vocational goal through evaluation and assessment at businesses in the community
- 19 were referred for job development
- 28 individuals achieved employment working an average of 9.5 hours a week and earning \$11.88 per hour
- 53 individuals maintained their jobs with 8,381.25 hours of individual coaching to learn new job tasks, access promotional opportunities and increased wages
- Job developers provided 1,424.25 hours of employer development
- The program served 94 individuals with disabilities

Clallam County Story: Juan Blevins

Nice Guys Do Finish First!

Whoever said ‘nice guys finish last’ didn’t know Juan Blevins! When Juan sees you, he smiles, says hello, and sincerely asks how you are doing. With his friendly demeanor and gentle ways, he has won over coworkers and customers at the downtown Safeway in Port Angeles, where he has worked as a Courtesy Clerk for almost 3 years.

As a transition student at Port Angeles High School, Juan tried out various work opportunities including janitorial and office support. During this time, Juan met Mike La Grange, Safeway Store Director, in a jujitsu class and that connection led to a job opportunity when a Courtesy Clerk position was open. Juan went to work in April 2016 and tried to learn the job on his own but found it difficult to adjust to the fast pace. At Mike’s suggestion, Juan asked Morningside to assist him in becoming an exemplary employee.

Juan’s position requires him to work under pressure and keep up with cashiers while bagging groceries, gather carts, and check the store for safety and cleanliness. With Juan’s focus and hard work, and Morningside’s support, he soon

excelled at his tasks. This afforded Juan new opportunities such as helping out in the dairy section. The independence of this assignment strongly appealed to Juan. He also really enjoys making trash runs where he is able to move through the store greeting and assisting customers as needed!

When Mike was nominated for a Governor’s Committee on Disabilities and Employment award, King 5 News featured Juan and his coworkers in a report about Safeway’s hiring practices. The highlight of Juan’s year was attending the awards ceremony in Redmond with Mike, his mentor. When Safeway won, Mike brought Juan to the platform to share in receiving the Medium-Sized Private Employer of the Year Award. Juan spoke movingly to the attendees about how grateful he was for Mike as his employer.

Building on his successes, Juan has become a more confident person, who is able to advocate not only for himself but others such as attending Advocacy Day. In 2018 Juan spoke to legislators for the first time and plans to continue attending this annual event. And Juan has a new goal – a driver’s license!

What a winner! Juan exemplifies what it means to be an all-round nice guy and top notch Courtesy Clerk! Nice guys do finish first!

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In 2018, services in Lewis County were provided by 4 staff and included the following results:

- 13 individuals chose Morningside to help them identify their vocational goal through evaluation and assessment at businesses in the community
- 26 were referred for job development
- 23 individuals achieved employment working an average of 22.11 hours a week and earning \$11.64 per hour
- 51 individuals maintained their jobs with 4,495.5 hours of individual coaching to learn new job tasks, access promotional opportunities and increased wages
- Job developers provided 2,466.5 hours of employer development
- The program served 95 individuals with disabilities

Lewis County Story: Alexandria Dawson

The Journey from School to Work

Dependable, hard-working, punctual, never gives up, happy . . . these are a few of the ways co-workers describe Alexandria Dawson, one of the newest employees at Quanex Building Products.

Known to everyone as Alex, this truly vivacious young woman came to Morningside through the Division of Vocational Rehabilitation, after graduating from the Visions Transition Program.

While a student, Alex was able to increase her work skills by participating in different work experiences throughout the community. During Morningside's Discovery process, Alex shared she loved school and the work experiences Visions had offered her and she really missed her classmates and teachers. The journey from school to the world of employment was a challenging one for Alex. She missed the routine and the close long-standing friendships she had

made in school, but she really wanted to find a job. Alex also shared she was bored sitting at home and wanted to find new friends and make her own money.

Morningside supported Alex through two separate Community Based Assessments. Through these assessments, Morningside quickly discovered Alex had a strong work ethic and sense of responsibility, plus some other valuable skills that would make her a great asset to any company. During one of her assessments, Alex displayed great organizational and categorization skills by sorting outdated books, determining which should be organized by category and which should be discarded. By the time the Community Based Assessments were completed, Morningside had compiled a whole list of skills Alex could bring to a new job! Morningside was able to secure a position at Quanex, a local manufacturer of door and window

screens. Alex was hired as a packager, a job that makes her responsible for packaging small component parts for the screens into plastic bags. She then seals with a heat press machine.

Alex not only loves her new job, she has found new work friends to replace the school friends she so missed. She is earning her own money and increasing her independence, while fulfilling a very valuable role at her new job. A big congratulations to Alex on doing a great job and fulfilling her dream of a paid job!

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In 2018, services in Grays Harbor County were provided by 3 staff and included the following results:

- 6 individuals chose Morningside to help them identify their vocational goal through evaluation and assessment at businesses in the community
- 9 were referred for job development
- 14 individuals achieved employment working an average of 9.8 hours a week and earning \$12.50 per hour
- 34 individuals maintained their jobs with 3,526.5 hours of individual coaching to learn new job tasks, access promotional opportunities and increased wages
- Job developers provided 1,865.5 hours of employer development
- The program served 63 individuals with disabilities

Grays Harbor Story: Jessie Burnside

Work Hard and Prosper

Jessie Burnside was looking for work for a very common reason – to support his household. His girlfriend, Angela, was already working two jobs, and he wanted to work too, so that together they could accomplish their goals and dreams.

When Jessie came to Morningside in 2016 he was not working but had plenty of skills. He loves detailing cars, landscaping, and even household cleaning.

Though he possessed skills and was motivated, Jessie had some bumps along his employment journey. An initial placement didn't work out but Jessie learned a lot from the experience about how to be successful on the job. While the search for great 20 hour a week job continued, Morningside found a janitorial position that was 9 hours a week and started very early in the morning

before the business opened. It wasn't Jessie's dream job, but it helped pay the bills while he kept looking. But Jessie really rocked this temporary job! He became close to the owner, and took a lot of initiative to find extra tasks to increase his hours. Again Jessie learned more about the world of work.

When Morningside learned there was an opportunity for a custodial position at the local mall, the first person staff thought of was Jessie. And he has now been at the Shoppes at Riverside for an entire year! He is responsible for keeping the whole mall looking good, but mainly focuses on the Café Court. Jessie has a wonderful supervisor, Lori, who supports and encourages him, but is very particular that her mall looks the best in the world. This is the sort of challenge Jessie needs.

As for the goals Jessie and Angela set, they are coming true. They saved enough for a down payment and moved into their very first home just a few months ago. They even invited Morningside staff to the housewarming party. What are Jessie's goals moving forward? For now, he is enjoying being a homeowner. We can hardly wait to see where hard work and diligence take him next!

*Everybody Works,
Everybody Wins!*





Development Report 2018

Developing community support for a brighter future

Morningside's mission to find our clients meaningful work informs our fundraising and outreach efforts to the community. When we share our clients' stories through our print and online newsletters, Facebook, and at local service clubs and chambers of commerce, we are promoting the principle that everybody deserves meaningful employment as a means to greater self-sufficiency and dignity, and employees with disabilities can and do contribute enormously to their places of employment as well as the community at large. When we fundraise via events, grant writing, and promoting our annual campaign, we talk about these same values and mission to inform our donors about why their philanthropy is so important.

In 2018 our fundraising efforts once again focused primarily on raising funds for our area of greatest need - our High School Transition Program, including Job Club, Project SEARCH, and our school -to-work partnerships with area school districts. Robust high school transition services are critical to the success of young people with disabilities; landing that first job can positively affect their employment trajectory for their lifetime. Proceeds from our September fundraiser, the Morningside Ride and Poker Run, were designated for our High School Transition students. The safari-themed event was held on Sunday, September 16.

Morningside raffled a popular Sunriver Resort vacation package in conjunction with the Ride. And the poker-run competition sparked even more fun competition. Thank you to our presenting sponsors, Olympia Federal Savings and 94.5 ROXY, and to all our event sponsors and volunteers who contributed so much to the event's success. In a new twist, this year, we both began and ended the day at St. Martin's Worthington Center. At the Finish Line party, guests enjoyed brunch, raffles, and awards. Plus, a special presentation by Project SEARCH student Eric Hardcastle, who spoke about his experiences during Project SEARCH and on his road to employment in the community.

Morningside was the recipient of a generous grant from the Employees Community Fund of Boeing Puget Sound to help us equip our new Discovery Zone training facility in Tumwater. The Discovery Zone features five focus areas divided into simulated office, retail, grocery, restaurant, and janitorial space; a study area equipped with computers and training software for job seekers to practice skills training and complete resumes and job application forms; and classroom space for training and activities like "Job Club" and "Work and Friendship Club," which provide important networking and community opportunities for our clients. Morningside has long recognized the need for a space dedicated to both job exploration and skill practice for job seekers to explore vocations, learn and practice marketable job skills and soft skills, and identify what kinds of supports they may need to be a successfully employed individual.

Morningside gratefully accepts unrestricted gifts along with donations for specific programs and needs at any time. We serve clients throughout the South Puget Sound Region in Thurston, Mason, Lewis, Grays Harbor, Pierce, and Clallam Counties. In 2018, Morningside raised \$136,152 via grants, The Morningside Ride, and donations.

Thank you for your support in 2018

Thank you to our 2017 contributors, whose generosity and collaboration paves the way to a more equitable and just society for people with disabilities.

Bill Adams
Amazon Smile
Donna Armstrong
Ken Arnold
Laurie Arnone
Laurie Berryman
Jolene Black
David Bjornson
J. Thomas Bradley
George and Karen Bray
Shavanna Burlingame
Michael Cade
Don Carlson
Community Foundation of South Puget Sound
Confederated Tribes of the Chehalis Reservation
Geoff Crooks and Elizabeth Morrison
Lucas Doelman
Employees Community Fund of Boeing
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Aaron Steele
StraderHallett PS
Don Tierney
Jill Tokarczyk
Union Pacific Foundation
United Way of King County
United Way of Thurston County
David and Mary Jo Wilcox

Thank you to the 2018 sponsors of The Morningside Ride and Poker Run. Proceeds from this event support Morningside's High School Transition Program.

94.5 ROXY
Bron's Automotive, Inc
Capital Medical Center
Chicago Title
Hanson Subaru
Heritage Bank

Olympia Federal Savings
Pacific Mountain Workforce Development Council
Panowicz Jewelers
Port Blakely Tree Farms
Putnam Lieb
Squaxin Island Tribe

The Law Offices of Harold D. Carr
The Rants Group
Titus Will Automotive Group
Twin Star Credit Union

Program Outcome Report 2018

Measuring Our Goals and Results

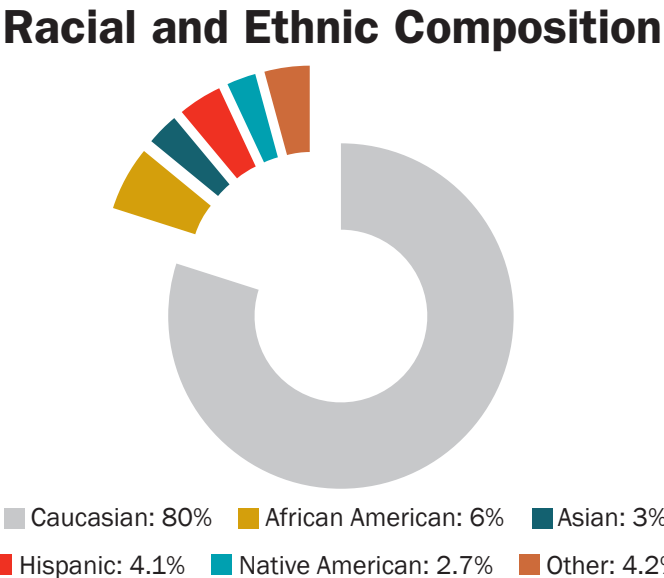
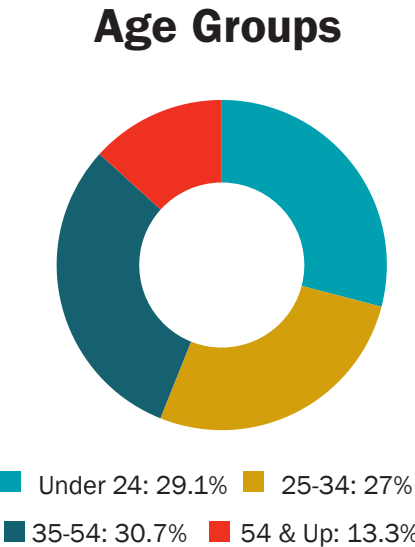
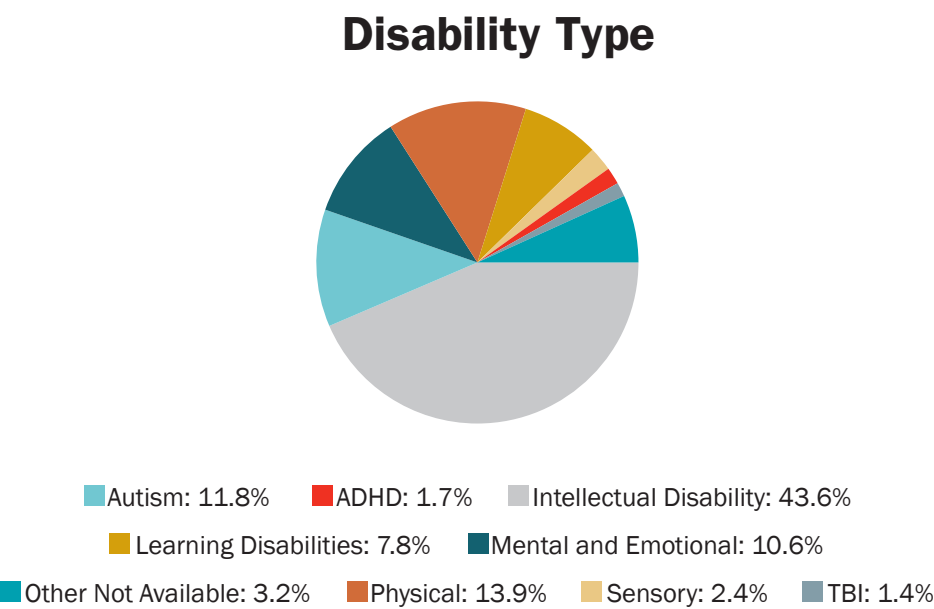
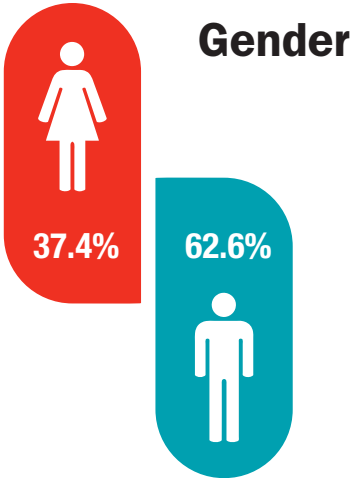
Morningside measures the results of services to persons with disabilities each year. Specific objectives are based on input from persons served and other stakeholders. Customer satisfaction is the key to outcome measurement. Input and data is gathered and determines the degree to which the expected outcomes are achieved. Outcome measures are designed to address effectiveness, efficiency, individual satisfaction with services and stakeholder satisfaction. The chart highlights some of the outcomes measured in 2018.

OUTCOME MEASUREMENT OBJECTIVES		Goal	Achieved
CLIENTS SATISFIED WITH THEIR CURRENT JOB		95%	100%
LENGTH OF TIME IN A PLACEMENT PLAN		150 days	133 days
RETENTION OF A SUPPORTED JOB AT 120 DAYS		95%	96%
RETENTION OF COMPETITIVE JOB AT 90 DAYS		95%	93%

OUTCOME MEASUREMENT STATISTICS	Amount
NUMBER OF REFERRALS FOR ASSESSMENT	147
NUMBER OF DD FUNDED CLIENTS PLACED	102
TOTAL # OF PLACEMENTS	214
NUMBER OF HOURS PER WEEK ON SUPPORTED JOBS	13
NUMBER OF LOSSES	65
NUMBER OF SUPPORT HOURS PROVIDED TO CLIENTS ON THEIR JOBS	83,146.5
TOTAL PERSONS SERVED	1,063

2018 Demographic Information

Total Served - 1,063



Morningside Financial Data

2018 Statement of Financial Position

Financial information as of and for the year ended December 31, 2017 and 2016 includes Coastal Business Services Group, a wholly-owned, for-profit subsidiary of Morningside, and the Business Center Owners Association in which Morningside has a controlling interest.

	Morningside 2018	Coastal Business Services Group, Inc. 2018	Business Center Owners Assoc. 2018	Eliminating Entries	Consolidated Total 2018	2017
ASSETS						
<i>Current Assets:</i>						
Cash and Investments	1,654,326	114,918	65,472		1,834,716	1,479,265
Accounts and Pledges (net) Receivable	777,595	169,430			947,025	989,714
Prepaid Expenses and Other Current Assets	119,254	7,725	2,975	(60,276)	69,678	65,493
TOTAL CURRENT ASSETS	2,551,175	292,073	68,447	(60,276)	2,851,419	2,534,472
<i>Fixed Assets & Other:</i>						
Building, Equipment & Land	4,233,265	183,419	448,712		4,865,396	4,621,930
(Net of Accumulated Depreciation)	(1,631,677)	(143,298)	(66,330)		(1,841,305)	(1,680,977)
Investments	346,017			(346,017)	-	-
Note Receivable	164,177			(164,177)	-	-
Deferred Tax Asset		7,728			7,728	19,757
TOTAL ASSETS	5,662,957	339,922	450,829	(570,470)	5,883,238	5,495,182
LIABILITIES and NET ASSETS						
<i>Current Liabilities:</i>						
Accounts Payable	78,656	9,983	3,877		92,516	118,004
Accrued Expenses & Deferred Revenue	658,652	105,605			764,257	719,637
Line of Credit	11,812			11,812	40,120	
Prepaid Revenue					-	-
Current Portion of Note & Lease Payable	58,897		60,276	(60,276)	58,897	56,554
TOTAL CURRENT LIABILITIES	796,205	127,400	64,153	(60,276)	927,482	934,315
<i>Long-term Liabilities:</i>						
Deferred Federal income taxes payable						
Note & Lease Payable	129,069		164,177	(164,177)	129,069	149,296
Less: Unamortized Debt Issuance Costs					-	-
TOTAL LIABILITIES	925,274	127,400	228,330	(224,453)	1,056,551	1,083,611
EQUITY						
<i>Stockholder's Equity:</i>						
Common Stock		50,000		(50,000)	-	-
Additional Paid in Capital			21,214	(21,214)	-	-
Retained Earnings		162,522	201,285	(363,807)	-	-
TOTAL STOCKHOLDER'S EQUITY	-	212,522	222,499	(435,021)	-	-
NET ASSETS						
<i>Unrestricted</i>						
Unrestricted net assets	4,737,683		-	89,004	4,826,687	4,406,571
Temporarily Restricted				-	-	5,000
TOTAL NET ASSETS	4,737,683	0	0	89,004	4,826,687	4,411,571
TOTAL LIABILITIES & NET ASSETS	5,662,957	127,400	228,330	(135,449)	5,883,238	5,495,182

2018 Consolidated Statement of Activities

Changes In Unrestricted Net Assets

	Morningside 2018	Coastal Business Services Group, Inc. 2018	Business Center Owners Assoc. 2018	Eliminating Entries	Consolidated Total 2018	2017
REVENUE						
Community Support	95,174				95,174	95,313
Training Services Fees	6,147,167				6,147,167	5,644,517
Products & Services		1,289,614			1,289,614	1,133,813
Other Revenue	38,207	2,376	163,620	(104,403)	99,800	76,439
TOTAL REVENUE	6,280,548	1,291,990	163,620	(104,403)	7,631,755	6,950,082
EXPENSES						
Staff Salaries	3,841,350	889,396			4,730,746	4,307,239
Employee Benefits & Taxes	1,013,741	119,179			1,132,920	1,057,625
Professional Services	164,505	34,978	9,443	(2,904)	206,022	205,839
Operating Expenses	43,646	34,662	43,903		122,211	93,422
Office and Communications	185,586	17,567	17,971		221,124	175,309
Occupancy	222,149	83,737	34,179	(101,499)	238,566	213,926
Transportation	221,268	24,286			245,554	272,820
Interest	12,765	2,775	12,781		28,321	40,106
Other Expenses	117,251	6,402			123,653	118,364
Depreciation	168,820	18,604	34,243		221,667	178,362
TOTAL EXPENSES	5,991,081	1,231,586	152,520	(104,403)	7,270,784	6,663,012
Assets Released from Restrictions	45,978				45,978	25,000
Income Taxes		(12,029)			(12,029)	5,097
Change in Unrestricted Net Assets from Operations	335,445	48,375	11,100	-	394,920	317,167
Non-Operating Income	80,219	(350)	30	(54,703)	25,196	21,746
CHANGES IN TEMPORARILY RESTRICTED NET ASSETS						
Contributions	40,978				40,978	30,000
Assets Released from Restrictions	(45,978)				(45,978)	(25,000)
Change in Temporarily Restricted Net Assets	(5,000)				(5,000)	5,000
Change in Net Assets Before Non-Controlling Interest	410,664	48,025	11,130	(54,703)	415,116	343,913
Non-controlling interest in net (income) loss of the Association				(4,452)	(4,452)	(14,406)
Total Change in Net Assets	410,664	48,025	11,130	(59,155)	410,664	329,507

2018 ANN BOLENDER

Charisma, Dedication, Laughter

Brett DeRousie is our Ann Bolender Inspirational Award Winner recipient for 2018. Brett is well-known for his quirky sense of humor, witty banter and dedication to the community.

Depending on the day, you may find Brett knocking out the competition at the local bowling alley or enjoying lunch at his favorite eatery. Brett has been employed at Department of Operations Management (DOM) for more than 17 years where he is typically the first person you encounter when entering his downtown Olympia building. His clever banter with co-workers adds to the building's camaraderie and helps strengthen his relationship with others. In addition to his regularly assigned duties as an Office Assistant, Brett is the keeper of the extra entrance badges and point of contact for deliveries and everyone entering the building. Brett is also a member of the Safety Committee contributing his skills and expertise to keeping everyone safe at the office. Brett also has a unique talent of near perfect handwriting and those that know of his special gift often request his assistance for that special touch, especially on cards.

Prior to working for the state, Brett was employed at Desco in Olympia for 15 years. While at Desco, Brett was able to connect with many members of the community and was the go-to-guy for parts, videos, and special projects due to his impeccable memory.

When not at work, Brett has been a member of Olympia Aerie #21 of the Fraternal Order of Eagles (FOE) since September of 1991. Brett assists at both the Morningside picnic and the holiday party manning the reception table making sure everyone is properly outfitted with a nametag. Bret is also part of crew at the annual Morningside Ride fundraising campaign. He is called upon regularly to participate on interview panels for potential Morningside employees where he always provides informative and thoughtful feedback. Brett also assisted at the Work & Friendship Club for many years mentoring new clients and running the program when needed. Brett is a dedicated family man who enjoys spending time with his mom and sister.

Brett DeRousie is an important part of this community and well deserving of the Ann Bolender award for his passion and drive to always help others. Congratulations Brett!



Holly Joseph, Chair



Joanne Krusz,
Vice Chair



Aaron Steele,
Secretary Treasurer



Michael Cade



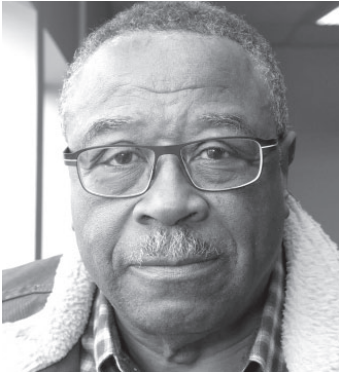
Lucas Doelman



Sytease Geib



Eric Phillips



Les Purce

2018 Morningside Board of Trustees



Jason Robertson



Jim Sedore

Everybody

Works

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