

Morningside



2021

ANNUAL REPORT



Everybody

Works



Everybody Wins



Morningside provides the training, coaching, and employment services that build the self-sufficiency and self-esteem of people with disabilities.



2021 New Growth Opportunities

A Message from Jonathan Pleger, President/CEO

Looking back on 2021 revealed many different pandemic related challenges, but also the start of several new and exciting opportunities. We began two new initiatives centered on the health and well-being of our staff with the launch of our Diversity, Equity and Inclusion Committee and our Wellness Committee.

We made an even bigger commitment to our clients and services in Pierce County by purchasing a building in an historic neighborhood that is ideally situated on 6th Avenue in Tacoma. Our vision for the space is to create a regional hub of training and activity for our clients and other community partners. Once renovated, we plan to be in that space for a very long time providing employment services to even more individuals in Pierce County and neighboring communities.

In January 2021, in partnership with the Division of Vocational Rehabilitation, we developed and launched a new curriculum and year-round program for Pre-Employment Transition Services (Pre-ETS). These services are a coordinated set of activities, designed with an outcome-oriented process, which promotes movement from school to post-school activities organized in collaboration with local school staff. These coordinated activities are based upon the individual student's needs, taking into account the student's skills, abilities, preferences, and interests. Students receiving these services range in age from 16 – 21 years old.

Finally, building on our already strong technology capabilities, we continued to make even more significant upgrades and improvements to our technology and software to increase our efficiency and to support clients in the new pandemic changed world.

Through it all, our staff are the key to our success. I appreciate their ability to overcome obstacles and challenges, yet stay positive through it all. Their dedication and passion for our Mission is evident in all that they do. They continue to grow and refine our systems and service delivery models, all with the intent of providing the best services for everyone we support. Thank you to them and to all of you in the community for your continued support!



Jonathan Pleger

President/CEO
Morningside

DEREK BLACK

Outstanding Employer of the Year

NW Diesel

Jonathan Pleger, President/CEO presented the Outstanding Employer of the Year Award to Derek Black, owner of NW Diesel. In doing so, Jonathan said, “You have been phenomenal as an employer including Bruce into your team and treating him like everyone else on the team”, referring to Morningside’s client Bruce Voss.

Bruce began working for NW Diesel in November of 2020. He was originally hired as a part time employee tasked to perform janitorial duties, clean the workspace, and ensure the shop was properly equipped to open for business for the day. When Bruce expressed interested in learning about mechanics, Derek, without hesitation, began teaching him the basics of automotive mechanic work. NW Diesel and Derek have continuously encouraged Bruce to learn and perfect new tasks. Bruce now works full time at 40 hours a week. In addition to his janitorial duties, he now performs oil changes, differential services, fills out customer invoices, assists coworkers with their projects, and much more. Bruce has also been tasked with operating the forklift! Derek and his crew are great at providing natural supports for Bruce through mentorship and camaraderie to help guide him towards success.

Derek states, “We appreciate having Bruce here. He is part of the team. Morningside has been a great support to us and Bruce along the way, helping us to get him to this point of independence on the job. Bruce is great; he basically is our lube tech and utility worker helping with many jobs.”

Derek has always been patient and dedicated to helping Bruce develop new skills. Currently, the team is supporting Bruce by helping him pass his driver’s test. With his driver’s license, Bruce will be able to take on more exciting tasks and continue to grow at NW Diesel. Bruce has become an important and reliable part of the team, and is on his way to having a lifelong career as a mechanic.

Derek gave Bruce a chance that others had looked past, and has played a key role in Bruce’s success in the workplace.



→ Purpose Fuels Passion

Congratulations and thank you Derek and NW Diesel!

STAFF AWARD

Joanne Oljefski Award

Patty Miller-Penn

The Joanne Oljefski award is named after a wonderful woman who passed away fairly early in life. During her employment at Morningside, she was always positive, saw each challenge as an opportunity and was a strong supporter of her co-workers. Most importantly, she believed in the possibilities for people with disabilities. Her commitment, caring and respect for clients were evident in her daily life. The annual award is presented to someone who embodies the same traits, characteristics and passion that Joanne exhibited. This award, which has been given since 1994, is in recognition and honor of her.

This year’s award winner is Patty Miller-Penn. Last month, Patty celebrated her ninth year working at Morningside. Patty is the Discovery Coordinator, overseeing the Discovery Program. Discovery is a service for individuals with developmental disabilities who are not working that have not had any, or minimal employment experience. Several of her co-workers nominated her for this coveted award.

One nominator stated, “Patty is mission driven and focused 24/7-365.” Patty was recently promoted to Discovery Coordinator for her excellence in providing Discovery services, and for supporting her co-workers with providing quality Discovery services. Patty is the first coach to respond to coverage needs each day and will rework her schedule multiple times to ensure every client is supported. Patty’s motivation to support clients with independence is always on the forefront and her creative thinking with ‘try another way’ is always on point. Patty always makes herself available to assist her co-workers to ensure they have the tools needed to support each client individually and she assists with problem solving difficult situations. Patty is a strong advocate for not only her caseload but all individuals experiencing barriers.”

Another wrote, “Patty has given it her all this year to manage a huge caseload of clients while coordinating discovery services for the whole county, and still taking time to assist other coaches with anything they may need. She has rearranged her schedule countless times to accommodate coverage needs, while still managing to meet the needs of her own clients. Patty does a phenomenal job at customizing services for each client and working with them to achieve their goals. She does everything from helping clients obtain their driver’s license to gain independence with transportation, to talking with employers to creating customized positions for a specific client. Patty has also started working on developing new Discovery guidelines that will help other coaches to support their discovery clients as amazingly as she has been doing. Patty has shown an incredible amount of drive and initiative, especially this past year, and her unwavering commitment to her clients is inspiring. She is an outstanding example of the type of person we all should aspire to be.”

Patty said, “I am honored to receive this award because many at Morningside qualify and are deserving of it.”



→ We only Have what we Give

Congratulations, Patty on your commitment to your clients and the work you do.

PRESIDENT'S AWARD

2021 Pierce County Team

Morningside's 2021 President's Award was awarded to the Pierce County Team. They were recognized for their collaboration, creativity, innovation, and supportive work environment. The office has experienced tremendous growth the past several years. In a challenging environment faced with the pandemic and rapid growth, the team has continued to be flexible and resilient in adapting to ever-changing environments. We continue to applaud the team's profound awareness and focus surrounding diversity, equity, and inclusion (DEI), as the team collectively works to model and promote DEI initiatives throughout the organization.

*Congratulations to the Pierce County Team
for their positive work environment and
exceptional service to individuals with disabilities!*



*Susan Lundeen, Rebecca Schepleng
and Emmett Johnson*



*Nathan Coggeshall, Joel Benjamin,
Max Bert, Kitara Gillen*



*Calvin Breamfield, Katie Mayo,
Corey Rodgers, Kristina Myles*



*Rachel Jensen, Bianca Payne-Jones,
Sky Chafee, Tabitha McMillan*

Tabitha McMillan, Career Consultant, reflecting on the ethos of the Pierce County office said, "I would say the creativity of the team in supporting our sole focus, on client driven services and helping them reach higher goals, is paramount."

Sky Chafee, Quality Assurance Manager, said, "We have a culture of gratitude and positivity in this office. There is strong support for teammates and clients all the time. The staff was very flexible during a time when we were experiencing so many things."

Rachel Jensen, Program Manager, said, "We genuinely like each other and the work we do and we find value in connecting as a team, with the people we serve and with our communities. We see barriers as opportunities and work hard to cultivate a positive, fun, safe, brave learning environment."

Heather Evans, former Manager of the Pierce County program, currently Organizational Development Director said, "The environment was created such that staff are very innovative and exude a growth minded culture."

#everybodyworkseverybodywins #inclusionworks

Everybody
Works
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E v e r y b o d y W i n s

Program Outcome Report

Measuring Our Goals and Results

2021

Demographic Information Total Served - 1085

OUTCOME MEASUREMENT OBJECTIVES

	Goal	Achieved
CLIENTS SATISFIED WITH THEIR CURRENT JOB	→ 95%	99%
LENGTH OF TIME IN A PLACEMENT PLAN	→ 150 DAYS	313 days

OUTCOME MEASUREMENT STATISTICS

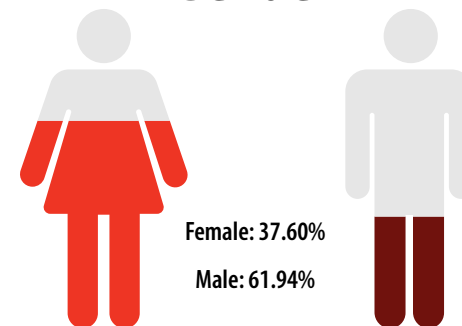
	Amount
NUMBER OF REFERRALS FOR ASSESSMENT	→ 13
NUMBER OF DD FUNDED CLIENTS PLACED	→ 96
TOTAL # OF PLACEMENTS	→ 175
NUMBER OF HOURS PER WEEK ON SUPPORTED JOBS	→ 12
NUMBER OF LOSSES	→ 72
NUMBER OF SUPPORT HOURS PROVIDED TO CLIENTS ON THEIR JOBS	→ 85,045.75
TOTAL PERSONS SERVED	→ 1,085

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.

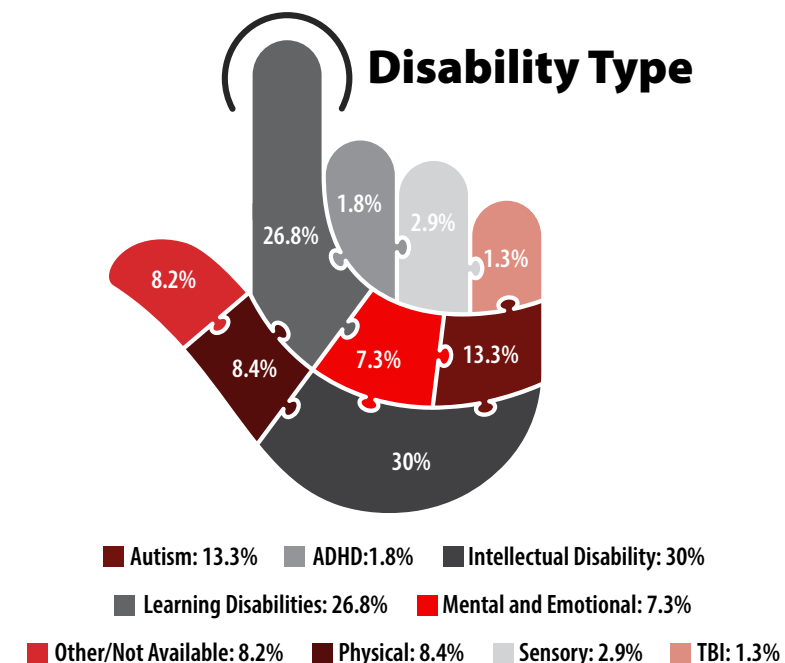
Input and data is gathered and determines the degree to which the expected outcomes are achieved. Outcome measures are designed to address effectiveness, efficiency, individual satisfaction with services and stakeholder satisfaction. The chart highlights some of the outcomes measured in 2021.

Everybody
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E v e r y b o d y W i n s

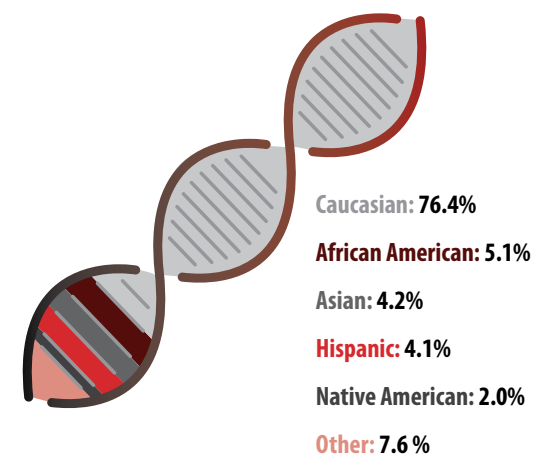
Gender



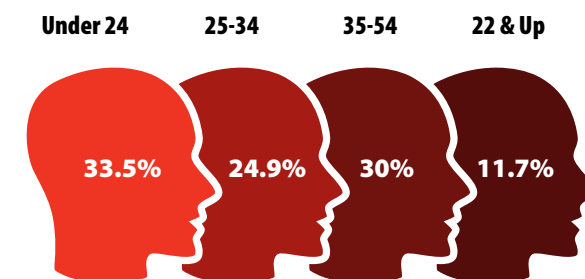
Disability Type



Racial and Ethnic Composition



Age Groups



2021

Ann Bolender Award Winner

Blake Geyen

Congratulations to Blake Geyen, 2021 Ann Bolender Inspirational Award Winner! This award is given each year to a client who epitomizes determination and is an inspiration to others. Blake is a known advocate for those with disabilities, he consistently demonstrates outstanding job performance and a strong work ethic, making him an easy selection as the recipient of the 2021 Ann Bolender Award!

Blake came to Morningside in 2017, having already made significant accomplishments in his education and career. Blake attended the University of Washington Tacoma as a DO-IT Scholar, where he earned his BA in Urban Studies. While at UW Tacoma, Blake acquired experience as an Accessibility Needs Expert by assisting fellow students who were preparing their Computer Science Accessibility Capstone Projects. Blake has also served as a Data and Research Specialist at St. Martin's University Office of Public Safety and worked as a Policy Intern at Tacoma Housing Authority.

To this day, Blake is an Ambassador for the DO-IT program where he continues to mentor students and professionals with disabilities. He is also an effectual accessible transportation advocate, having met with legislators and key stakeholders to emphasize the difficulties of transiting areas without sidewalks or proper road crossings for individuals using wheelchairs.

In presenting the award to him, Jonathan Pleger, President/CEO, highlighted Blake's advocacy work, by referencing an article written about Blake in the Tacoma News Tribune which was also presented on television news. Jonathan thanked him for assisting Morningside in analyzing accessibility during Morningside's search for a new office in Tacoma. To conclude, Jonathan said, "You have done a lot of great advocacy work through Disability Rights Washington and now at People First. You have raised the awareness of people with disabilities in the community." Mr. Geyen is the Volunteer Training Development Coordinator at People First of Washington through AmeriCorps. On receiving the award, Blake said, "I am honored to receive this award. Thank you!"

Since being chosen for the award, Blake was offered and accepted a position at Morningside, working part time as an Accessibility and Inclusion Liaison. As a subject matter expert, Blake is responsible for a wide variety of tasks within the organization. Specifically, he collaborates with clients, employers, and the community to advocate for supportive employment and self-sufficiency for people with disabilities. We are thrilled to have him here!

#everybodyworkseverybodywins #inclusionworks



→ People First

Congratulations Blake for being chosen for this award!

Morningside Financial Data

2021 Consolidated Statement of Financial Position



Click here for the full consolidated statement of financial position.

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E v e r y b o d y W i n s

2021 Consolidated Statement of Activities



Click here for the full consolidated statement of activities.

2021 Morningside Board of Trustees

Thank you to our Board of Trustees for their dedication to our Mission and to all of the individuals that we support!



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