



AtWork!'s 2019

ANNUAL REPORT



KING COUNTY | SNOHOMISH COUNTY | SPOKANE COUNTY

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*PICTURED: Bo, employed at
McDonald's (King County)*

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MESSAGE FROM THE CEO

“It’s all about the people. AtWork! is a mission, values and ethics driven organization, influencing the lives of hundreds of people with disabilities. Our true measure of success is the value and endurance of our impact.

2019 was the last year of our 3-year Strategic Plan to grow capacity to serve more people by building a solid infrastructure. A board member commented: “AtWork! is stronger than 99% of the nonprofits in our region because of the investments we have made in our people and infrastructure”. We completed nearly all of our strategic plan goals, including significant technology improvements that are providing the tools for excellence.

With a goal to serve more people, AtWork! once again served more than ever before (except in years when we add a whole new county to our service area). Our youth are our future and our School-to-Work program is the entry point for graduates with disabilities to start their adult lives with a job and community connections. Leaving no one behind proves true as well, as AtWork! expands and creates new best practice in Community Inclusion. Retirement does not mean a life of isolation.

Businesses Powered by AtWork! continued to earn a surplus to support our mission services while employing a direct labor workforce of 79% people with disabilities who serve Boeing, Microsoft and Federal Government customers. ACE, AtWork!’s wholly owned subsidiary, is a growing landscaping business contributing surplus to support AtWork!’s administrative structure and mission.

Together, we are changing the face of employment one person at a time with lasting impact in our communities and in our society. With gratitude for all of you who are part of this dynamic, growing family.”

Chris Brandt | CEO, AtWork!



CHRIS BRANDT
CEO, AtWork!

Chris Brandt has been the CEO of AtWork! since August of 2006. She led the transformation of AtWork! from its reliance on service models that segregate and isolate people with disabilities, to a nationally recognized leader in integrated community employment and inclusion. With her leadership and the strong team she nurtures, AtWork! has expanded its services geographically and programmatically; increasing the number of people with disabilities we serve annually from 200 to nearly 500. Ms. Brandt is known as a champion for equity and inclusion of all people with disabilities in our workforce and society. Her forty-five (45) year career has been dedicated to working on behalf of people with disabilities and their families.

THE BOARD CHAIR'S MESSAGE

“The mission of AtWork! is clear. We seek to positively impact the lives of people with disabilities, through gainful employment and community participation. Ensuring that AtWork! is a great place to work is a primary way we ensure that our mission advances and our impact grows each and every year. This is particularly important in the non-profit sector, as job satisfaction is crucial to maintaining a stable workforce when salary and benefits are more limited.

In the last two (2) years, management has invested in technology, human resources, and organizational development to create a positive work environment to make our team feel good about coming to work and confident they have a meaningful impact. We are very pleased that ninety-five percent (95%) of the respondents rated AtWork! positively in a recent employee survey conducted by 501 Commons. This is the highest overall rating that they have ever seen in administering this survey.

In the coming year, we will turn our sights outward to learn more about how our stakeholders view their partnership with AtWork! As we prepare to embark on the development of a new strategic plan, we will reach out to funding partners, employers, families of the people we serve, and others to learn more about their views of our organization and our impact. These insights will inform our strategic plan and how we will continue to grow our influence and impact. We deeply appreciate your support as employers, family members, advocates and service providers working to ensure people with disabilities have full and meaningful lives. Your partnership allows us to create a positive and rewarding workplace for our vital team members who bring compassion and commitment to their work every day. They are the heart of AtWork! and we salute them. Thank you for your ongoing support of AtWork!”

Mary Grace Roske | Chair, Board of Trustees, AtWork!



MARY GRACE ROSKE
Chair, Board of Directors AtWork!

Mary Grace Roske was the Chief Brand Officer at Seattle Foundation. She was responsible for the development, integration, and implementation of a broad range of activities supporting the strategic direction and brand positioning of the organization and its leadership. Her goal is to ensure that Seattle Foundation effectively tells its story of powerful, rewarding philanthropy and community impact, sharing the important contributions of local philanthropists and non-profit organizations to the strength and vitality of the Greater Seattle area. She joined the Seattle Foundation in 2010 and joined the AtWork! board in March of 2013.

OUR MISSION

Our mission is to empower people with disabilities to be productive, integrated and contributing members of their communities.

OUR PURPOSE

Our purpose is to empower people with disabilities to have full and meaningful lives through employment and community involvement.

OUR HISTORY

Nearly sixty (60) years ago, AtWork! coalesced around the belief that people with disabilities belong in their home communities and have the capacity to work and contribute. In those days, this was an uncommon belief. During a time when people with disabilities were routinely sent away to institutions; our founders were pioneers in community inclusion. Their values and passion fueled their commitment to bring innovative ideas and resources together to create an opportunity for people with intellectual and developmental disabilities.

Innovation remains the AtWork! way as we continue to be transformative leaders. We have earned national recognition for closing our sheltered workshops, ending sub-minimum wages, and empowering people previously deemed unemployable to find and keep good jobs in local businesses.



PICTURED: The AtWork! Recycle Center, closed in 2015.

ALL of the individuals pictured have good jobs in the community now, earning minimum wage or more.

WHO WE ARE

AtWork! is a highly supportive and innovative conduit between people with disabilities and employers in the community. AtWork! approaches its mission of empowering people with disabilities to be productive, integrated, and contributing members of their communities from a unique 360-degree perspective.

By focusing as much on the business's needs as on the job seeker's needs, AtWork! can – and does – strategize, design, and create jobs that are valuable, meaningful, and deliver a measurable benefit to everyone involved. When placing people with disabilities in new positions, AtWork! provides customized on-site training and continuing on-site support to ensure that both the employee and the business achieve or surpass the results they expect.

OUR VALUES

INTEGRITY: The quality of being honest and having strong moral principles; moral uprightness.

RESPECT: A feeling of deep admiration for someone or something elicited by their abilities, quantities, or achievements.

COLLABORATION: The action of working with someone to produce or create something.

STEWARDSHIP: The careful and responsible management of something entrusted to one's care.

CREATIVITY: The ability to transcend traditional ideas, patterns, or relationships and to create meaningful new ideas, methods, or interpretations.



PICTURED: Laura, employed at Pizza Pipeline (Spokane County)

OUR MISSION SERVICES

AtWork! has advocated and created integrated employment opportunities for people with developmental disabilities since 1998. We empower these incredible people to get good jobs, increase community connection, and successfully transition to life after high school. We believe that people with disabilities are an integral part of our society, our businesses, and our lives. We believe that everyone has the capacity to work, and that there is a place for a person with disabilities in every business in America.

2019 was an incredible year for AtWork!. We continue to create and support good job matches for people with intellectual and developmental disabilities, including those with higher support needs. We have a reputation for serving and achieving successful outcomes for people often turned away by other providers.

The people we support who are working need various supports, ranging from one-on-one job coaching because of the complexity of their support needs, to check-ins once or twice a month to retain jobs, increase hours and/or wages, and/or move people forward along their career path. We were supporting 246 working people at the end of the 2019 fiscal year.



PICTURED: Erika, employed at Tavern Hall (King County)

Erika begins her day at Tavern Hall Bellevue the minute she's clocked in. She quickly gathers her cleaning supplies and starts sanitizing the server stations. She then moves on to unloading the glass cups for a deep clean, then sets them out by type for service. Erika then independently cleans and sets the tables in the front bar.

"I love that I'm able to come in, help out, get paid, and have fun doing it" she says, "I look forward to seeing my coworkers each week, trying new things, and growing at my job."

Erika just celebrated three (3) years with Tavern Hall and between the amazing management team, the stellar kitchen crew, and the front of house heroes, Erika is able to provide quality work, cleaning, sanitizing, and working alongside her team. With a smile on her face, a beat in her step, and determination in her spirit, Erika has really come into her own at Tavern Hall. By combining fun with her laser sharp focus and attention to detail, she now works independently for her Friday shift. Tavern Hall loves having her on the team, and she loves them.

Josh got a job at Lynnwood Bowl & Skate! After working with his Employment Consultant to understand his needs and desires from employment, they set out to find the perfect match. They eventually found the Lynnwood Bowl & Skate, a staple in the Lynnwood Community, bringing fun and friendly challenges to everyone to comes in.

Josh is in charge of maintaining the parking lot, attending to laundry, and placing chairs in their proper locations around the venue. He really loves his job because it allows him to work independently, away from distractions. It's also a convenient distance from his house! Ensuring a quick and reliable commute. One of his favorite tasks is folding because he gets to dance to the bowling alley music while he does it!

Josh's boss loves having him because there's someone to handle important tasks, such as making the bowling alley a better place for everyone.



PICTURED: Josh, employed at Lynnwood Bowl & Skate (Snohomish County)

"I expect perfect donuts all the time, even when we have crazy weekend rushes. Heather has no issue meeting that expectation. She impresses me daily." said Amy Staton, owner of two Hello Sugar locations in Spokane Valley.

Hello Sugar is a delicious and beautiful addition to the local community here in Spokane, and Heather really loves her job. She's known as a "Donut Slinger"!

Heather, who like all the employees at Hello Sugar, is constantly switching roles back and forth between dipping donuts, working the cash register, kitchen clean-up, and customer services. She is a fantastic multi-tasker, and her confidence has soared since her hire. She's even started to learn how to prepare specialty coffee orders for the drive through!



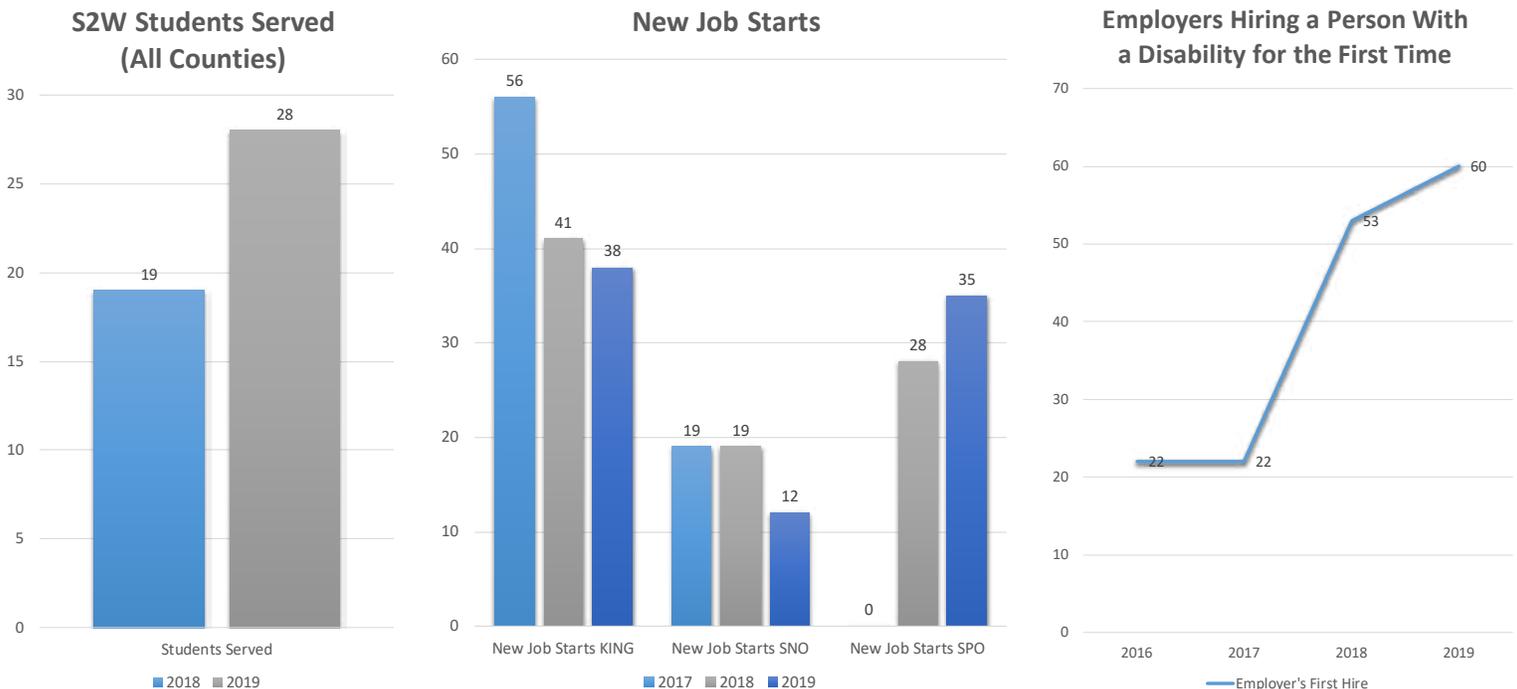
PICTURED: Heather, employed at Hello Sugar (Spokane County)

EMPLOYMENT SERVICES

We proudly continue to create and support good job matches for people with intellectual and developmental disabilities, including those with higher support needs. We have an excellent reputation for serving and achieving successful outcomes (a good job!) for people who are often turned away by other providers.

Our School-to-Work (S2W) program improved this fiscal year, serving more students across all three (3) counties. Our relationship with the Bellevue School District where we are the embedded, sole provider of S2W services grew and expanded. The District collaborated with AtWork! on several events that provided information and support to families, students, and teachers alike. We are now also able to provide services to younger students so that success at graduation is even more likely and achievable. In King County, we placed 100% of students from the Bellevue School District, and 67% of students served from other districts. In King County, we provided services to students from four (4) different school districts, and for three (3) school districts in Snohomish County. In Spokane County, we served students from four (4) different school districts, and obtained a 71% placement rate, compared to the county average of 25%.

Two (2) members of our team in Spokane County and two (2) more in King County successfully passed their National CESP exam and are nationally recognized as Certified Employment Support Professionals. In addition, one (1) member of our team successfully completed the Highline Course for Employment Specialists, and we have two (2) more attending the course this year.



David started working with Levy Foods at the Woodland Park Zoo back in July of 2019. Since then, David has learned a lot of new skills, such as time management. He loves working with his team and is always eager to learn more.

When he arrives for his day, he heads to the back and clocks in independently. He then grabs his cleaning supplies and gets straight to work. David starts his day by cleaning the metal tables outside of the Pavilion. He loves to be outside so this is his favorite part of the day. He carefully inspects each of them to ensure they're clean from top to bottom before heading back inside. David then heads out to refill the napkin holders and sauce cups, all of which he does independently. David and his team are working on getting him more familiar with setting up the dining area before guests show up, which will soon be a new task.

David specifically works at the Rainforest Pavilion where he cleans the tables and chairs, sweeps the floors, and ensures the general tidiness of the area. His work ethic is contagious, high energy and cheerful about the task at hand. David is a super playful and fun person, bringing energy to the Pavilion that wasn't there before and David's team can feel it. They love having him be a part of the crew.



PICTURED: David, employed with Levy Foods at the Zoo (King County)

COMMUNITY INCLUSION

2019 saw an increased emphasis on improving the quality service of delivery for the Community Inclusion team. With technical assistance and training from our friends at WISE, the Community Inclusion team designed a plan and process to write better service plans, create better goals, and obtain more meaningful community experiences for the people we serve.

With this revitalization and increased focus, we were able to connect individuals to new and person-centered experiences. Individuals joined a line dancing group, became a part of a Pokemon Go league, got to sing favorite songs in a guitar music group, and one individual finally realized his dream of riding in a motorcycle sidecar.

As we continue to improve and grow our Community Inclusion services, we also continue to grow strategically in the other countries that we serve. We served three (3) individuals in Snohomish County, and Spokane County was just approved to provide Community Inclusion Services in the next fiscal year.

Understanding that Community Inclusion services and shared experiences are just as important as paid jobs in their community, we will continue to explore how we integrate the two (2) services in innovative and thoughtful ways to follow the individual in their lifelong path, and to fully leave no one behind.



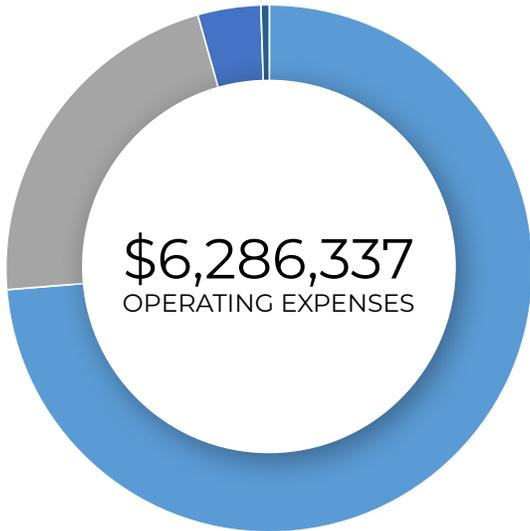
PICTURED: Gary, enjoying Community Inclusion (King County)

Gary has always been a motorcycle fan but riding in one had always been a distant dream. That is until his Community Inclusion Specialist Sarah reached out to Rainier Brewing. The Rainier Brewing Sidecar has been an icon in this area for many years and when they heard of Gary's story, they quickly connected her with the right person and set up a time for Gary to make his dream come true.

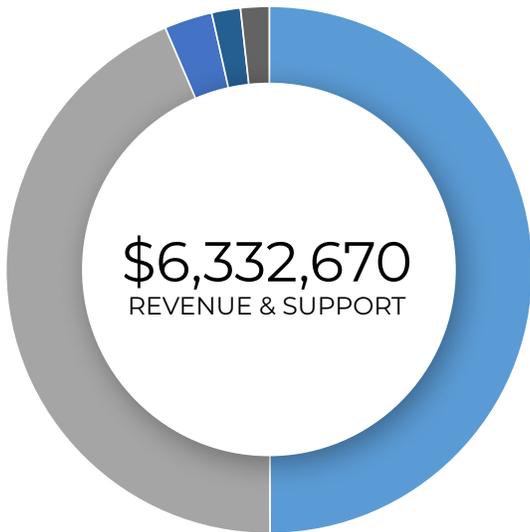
As they approached the sidecar for the first time, their smiles were unstoppable. Many of Gary's friends came out to see Gary take his ride. As he adorned his very own Rainier Brewing Jersey and saddled up, he did so to the roaring cheers of a crowd. The engine roared to life and they sped away for a twenty-five-minute ride through the Bridal Trails neighborhood.

Igniting people's passions and transcending barriers is what makes Community Inclusion so impactful. Finding people with similar interests, giving back to others, and realizing your potential for growth is important to living life to the fullest at any age.

FINANCIAL REPORT



\$4,634,006 Mission & Commercial Services (74%)
\$1,377,157 Administration (22%)
\$243,119 Fundraising (4%)
\$32,055 Other (1%)



\$3,163,769 Mission Service Fees (50%)
\$2,759,719 Earned Income (44%)
\$186,591 Foundations/Grants (3%)
\$111,837 Fundraising (2%)
\$110,754 Other (2%)

\$4,165,852 Year-End Net Assets



PICTURED: Sally, employed at Tech Gymnastics (King County)

EVENTS & FUNDRAISING

2019 brought about many great events and fundraising activities, all of which were successful.

At our 13th Annual Fundraising Breakfast, we honored the Bellevue School District as our Inclusion Champion of the Year. We have had an extraordinary relationship with them through our School-to-Work program and they are an inclusive employer supported by AtWork!.

We were first time beneficiaries of the Fiesta 5k Ole! fun-run in Seattle. This was a very joyous event that had our team running and serving up drinks in the Margarita Garden. We enjoyed serving folks and spreading awareness for our mission.

The Parent and Transition Social was a wonderful success, blending parents, students, and graduates of the School-to-Work program. Families who had already been through the program were able to mingle and share their experiences with those who were new or just starting. It was a wonderful way to connect families in our community and provide resources for them to succeed.

“Eat, Drink, Shuffle!” was our first ever Shuffleboard fundraiser! Taking place at Tavern Hall in Bellevue, one of our inclusive employers, we had an amazing shuffleboard tournament, delicious food, and an exciting raffle that had everyone on the edge of their seats.

Other great milestones and events of our Employment Team included: attending various transition and resource fairs, participating at Spokane Hoopfest with a unified team (people we support and staff), serving as an advisor for People First, being board members of CEA (Community Employment Alliance) and of APSE (Association of People Supporting Employment First).



PICTURED: Noah, employed at Walgreens (King County)

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YOUR DONATION MAKES A DIFFERENCE

We believe in the transformative power of employment. We connect people with the assistance they need, support businesses, and work to improve the systems and institutions that are a part of our community for all. We are a nationally recognized leader in Supported and Customized Employment, serving people with disabilities by providing training and supports necessary for successful employment and community inclusion.

Gifts of any size are gratefully accepted. Contributions are used to support our general operating needs, as well as specific programs and equipment. Every dollar given has an impact on the lives of people with disabilities who need support. Your gifts make our dream of inclusion, into a reality.

Please join us by making a gift today. Together, we're changing the face of employment and making the world a more inclusive place.

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1935 152nd PI NE Bellevue, WA 98007

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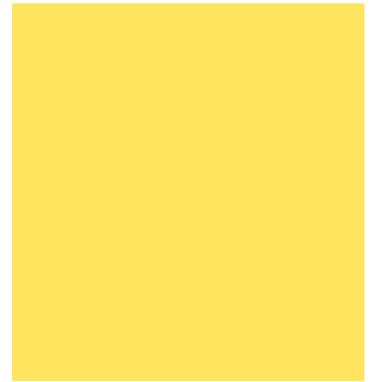
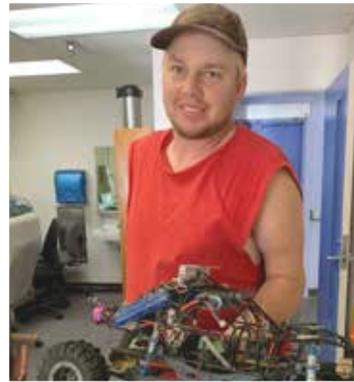
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LOOKING BACK ON 2019



AtWork! Changing the face of employment!