



NorthwestCenter
People of all abilities



Together, we make a difference

Northwest Center Report to the Community 2018-19





Until all of us are included, none of us will reach our potential.

Children on these pages and on the cover attend inclusive early learning at Northwest Center Kids, where children of all abilities learn and play together.



Children with disabilities who learn in an inclusive classroom get significantly better grades. Inclusive businesses report significant gains in profitability, value creation, and shareholder returns.

- ▶ But in King County, as many as 22,000 children with disabilities have no access to early learning.
- ▶ In Washington state, just 5% of students with intellectual disabilities are regularly included in classrooms with peers. (That ranks us 43rd in the nation.)
- ▶ And nationwide, the unemployment rate for adults with disabilities is twice as high as the average.

We've got more work to do.

Sources: A Longitudinal Study to Determine the Impact of Inclusion on Student Academic Outcomes, Center on Education and Lifelong Learning at the Indiana Institute on Disability and Community at IU Bloomington, January 2019; Getting to Equal 2018: The Disability Inclusion Advantage, Accenture; Child Care Resources, Washington state; U.S. Census Bureau; 39th Annual Report to Congress on the Implementation of the Individuals with Disabilities Education Act, 2017; Bureau of Labor Statistics, July 2018.

The difference we made: 2018-19

Northwest Center Kids

- ▶ IMPACT™ brought inclusive early learning in reach for 6,328 kids
- ▶ 145 preschoolers were enrolled at our inclusive early learning centers
- ▶ We increased services to children from 888 to 914
- ▶ The Hospital-to-Home team supported more than 30 premature infants and their families

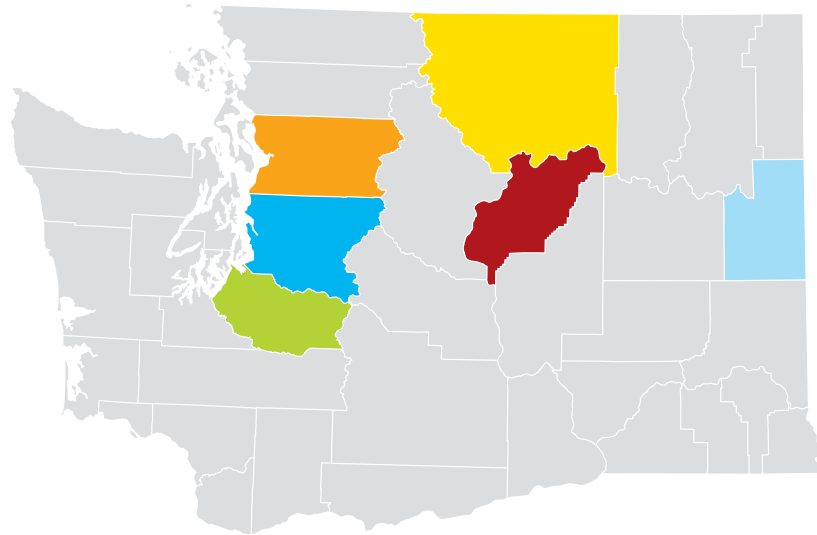
Northwest Center Employment Services

- ▶ Served 1,164 job seekers with disabilities
- ▶ 330 people with disabilities found rewarding employment
- ▶ 41 hours per week of uncompensated service provided



UNCOMPENSATED SERVICE: Northwest Center provides services according to need, not funding. We often provide education and employment services where the cost is not reimbursed by any individual or program.

Northwest Center services reached six counties across Washington state.



OUR MISSION: To promote the growth, development and independence of people with disabilities through programs of therapy, education, and work opportunity.




Employment Services is not about just “getting a job” for our candidates, but finding employment as meaningful to them as it is beneficial to their employer.

Facing page: An Early Intervention team member provides in-home therapy to Kam.

An inclusion revolution

There was no inclusion for people with disabilities before there was Northwest Center.

INCLUSION: Children with and without disabilities learning and playing together • Adults with and without disabilities working together • People of all abilities welcomed and accepted as part of daily life




1975

Education for All went nationwide. Our founders helped create the Individuals with Disabilities Education Act (IDEA), first signed into law by President Ford.

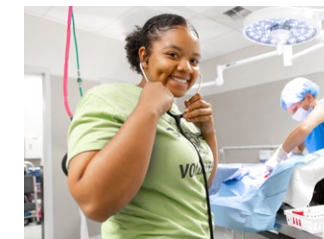


1994

We pioneered workplace inclusion with our first owned businesses. Puget Sound Laundry Services still thrives with a workforce of nearly 50% employees with a disability.

2001

Two Seattle pioneers joined forces as we began staffing janitorial positions at Amazon. Today Northwest Center @ Amazon fills and manages hundreds of roles including receptionists and event management.



2017

Northwest Center launched a new Strategic Growth Plan to maximize our impact on inclusion at school, at work, and throughout the community.

2018

As many as 22,000 kids have no access to preschool in King County. Northwest Center Kids designed an innovative solution: teaching other teachers to include. Just a few weeks in, the IMPACT program had reached more than 1,500 kids.



1965

Schools and doctors thought people with disabilities could never learn or work. Four Seattle moms founded Northwest Center and proved them wrong.

1967

Value Village offered to pay Northwest Center to collect used clothing and household goods. Today, the partnership is still going strong.



1971

Our founders wrote and passed the first statewide law to guarantee education to children with disabilities: House Bill 90, "Education for All."

1980

Northwest Center launched an education and therapy model where children with and without disabilities learn together. The rest of the country didn't start to catch up for another 24 years.



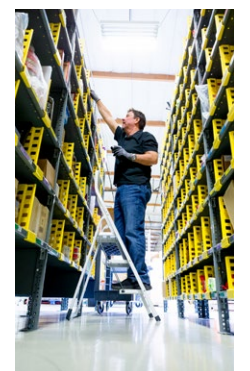
2008

The employment gap for people with disabilities begins in high school. Employment Services is actively working to change that, starting with joining the School-to-Work program.

2015

Northwest Center marked our 50th year by breaking new ground in disability inclusion:

- Employment Services built a full-size simulation of an Amazon sortation center where job seekers now have immersive interviews. More than 185 people with disabilities have found jobs at Amazon.
- Early Intervention helped launch what is now Hospital-to-Home, a network of support for families whose infants need continued therapy and medical care at home following long hospital stays.



Children achieving critical milestones before age 3

Our Early Intervention services support kids from birth to age 3, when 80 percent of brain development occurs, helping them reach milestones despite communication, motor, or cognitive delays. Our services take place not in a clinical setting but where the child lives and thrives: the family home, school, a playground, or anywhere that is part of daily life.



Together, we find solutions

Noemie came to Northwest Center Early Intervention when she was nine months old. Though she'd been treated for acid reflux, food allergies, and sensory processing disorder, she still wasn't getting enough nutrition to grow.


Our feeding team spent months working with Noemie, talking to her doctors, and suggesting more testing, **until finally, Noemie received the correct diagnosis.** Today, she's eating more and thriving in our Early Learning program.

"I couldn't be more grateful," says Noemie's mom Nichole. "Northwest Center became more than feeding therapy. **They became a family advocate.**"

Early Intervention 2019 Highlights

Northwest Center Early Intervention was one of the first early intervention teams to pilot a program that supports babies and their families as they transition home from long hospital stays or the neonatal intensive care unit (NICU). As the amount of families served by this program continued to grow, our team was selected to present our Hospital-to-Home program model at the 2018 Washington State Community Feeding Team meeting and to sit on a committee to expand the model statewide.

We also continued our partnership with the University of Washington by engaging in multi-lingual evaluation research, with a goal of being able to serve and communicate with more families.

 **4X** more babies and their families were served by our Hospital-to-Home program

650+ Children with a diagnosed delay or disability received services each month

 **900+** children served

EVERY CHILD received care from at least two and as many as five providers

Inclusive learning and play for children 6 weeks to 12 years

We believe that inclusive environments give children of all abilities the opportunity to reach their highest potential. In our inclusive early learning program, children with and without disabilities to learn side by side, while each child is recognized as a unique individual.



Together, we include more kids

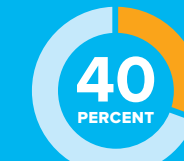
Imagine being expelled from school when you're not even old enough to go to kindergarten. It happened to Gavin, who has a global development delay, when he was just 14 months old. "Gavin's daycare said that if he wasn't crawling at 18 months, he would be kicked out," says his mom Kate. Thankfully, Gavin's physiotherapist recommended Northwest Center Kids.

"It's much more inclusive," says Kate. "When I would pick Gavin up from the original daycare, the other children were crawling and walking, and he would often be by himself. At Northwest Center, he'd be playing with the other children." Gavin began walking at age 2. **"Now he's running and jumping and climbing,"** Kate says. **"And he's really loving school."**

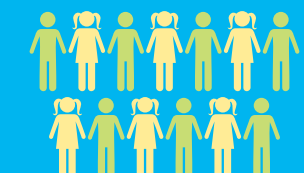
Early Learning 2018 Highlights



145 children enrolled in inclusive Early Learning



of children in our classrooms had a delay or disability



13 children age 5-12 participated in after-school and summer camp programs

Beginning in 2018, Northwest Center Kids partnered with the City of Seattle to become Seattle Preschool providers. By partnering in this program, families from all socio-economic backgrounds can access high-quality preschool at more affordable rates, including the inclusive early learning at Northwest Center.

IMPACT Reaches 6,328 Kids In 2018, Northwest Center Kids launched IMPACT™ (Inclusion Mentorship Program for increasing Access in Childcare Team) with a grant through the Best Starts for Kids initiative in partnership with Seattle and King County Public Health. IMPACT provides training and support so that early learning providers throughout the county can welcome children with disabilities, delays, or other challenges. IMPACT's 2021 goal was to reach 6,000 kids. They surpassed that goal in just one year, reaching 6,328 by the end of 2019.

Closing the employment gap for people with disabilities

At Northwest Center, it's not just "getting a job" for people with disabilities; we work closely with job seekers and employers to find the perfect match between the employee's interests and skills and the employer's needs. The result is work that is meaningful and valuable to both.



Together, we employ more people

When you ask Dani what she likes best about her job, her answer is, "Everything!" She works at Value Village sorting hangers and returning clothes from dressing rooms.

"Dani is a bundle of joy," says Ronda Noggle, her 1:1 Employment Coach from Northwest Center. **"She has great energy and a can-do attitude.** We build on her skill set."

"She's so capable of doing her job and she takes on any challenge," agrees Sheri Iler, store front-end supervisor. "Putting clothes back on the floor is a tough job. But Dani conquered that job."

"Northwest Center is a really big part of our team," says store manager Chris Harfst, "and our team loves working with them."

Together, we prove the value of inclusion

Northwest Center understands the benefits of an inclusive workforce, because we've proven it works. Across our education and employment services and seven owned businesses, close to **40 percent of Northwest Center employees have a documented disability**—that's nearly double the national average. And like the growing number of companies we work with who are building an inclusive workforce, we continue to deliver the highest quality products and services.



Companies that embrace best practices for employing and supporting more persons with disabilities in their workforce have outperformed their peers. Benefits include lower staff turnover, improved productivity, and greater shareholder returns.

— *Getting to Equal 2018: The Disability Inclusion Advantage, Accenture*

Barbie, shown here with a coworker, is thrilled to pursue her love for knitting in a job that also gives her independence.

Employment Services 2018-19 Highlights

1,164 adults



received services including career development, vocational assessments, and job matching



330 People with disabilities found rewarding employment



Provided **41 hours** per week of uncompensated service



Dear Friends,

Northwest Center has never gone it alone. Every year, it's thanks to you—our donors, partners, and staff—that we can make a significant difference for children and adults of all abilities. Thank you for once again making our work possible.

Northwest Center Kids partnered with preschools across King County to quickly surpass our initial goals for the new IMPACT™ program. We started 2018 with a plan to make inclusive early learning available to 6,000 kids by the end of 2021. But when we turned the corner from 2018 to 2019, our IMPACT team had already reached more than 1,500—nine times more kids than we had envisioned for that time period. By the end of 2019, we'd blown past our three-year goal, making inclusive early learning possible for 6,328 kids.

We once again provided Early Intervention services to a record number of children. And we continued to grow our Hospital-to-Home program, supporting four times more families and their babies as they transitioned home from a hospital stay.

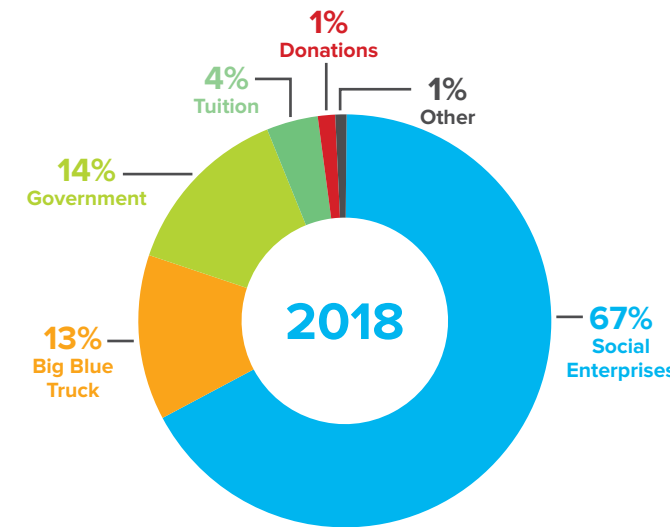
Our Employment Services team also broke records, increasing the number of people served by 18%. Thanks to the dedicated work of our employment consultants, job coaches, and the hundreds of businesses that partner with us, Employment Services was honored with Gold at the 2018 Community Impact Awards.

Thank you for joining us to so powerfully demonstrate the value of inclusion. Because until all of us are able to engage and contribute, none of us will reach our full potential.

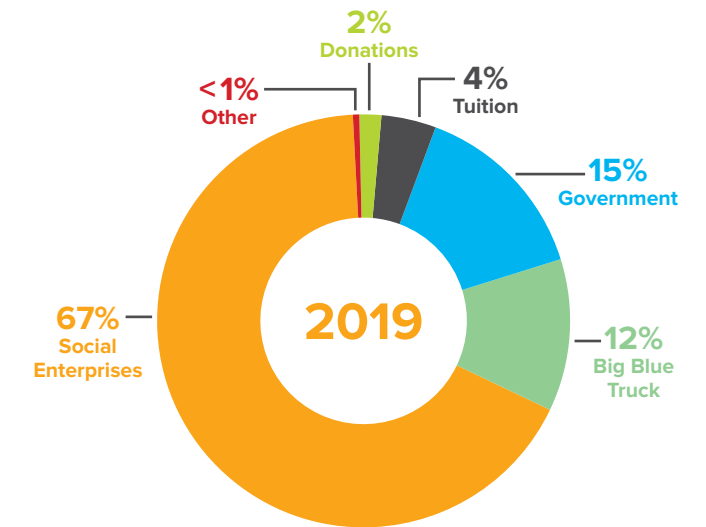
Onward & Upward,

Gene Boes
President & CEO

2018-19 Financials



Social Enterprises	\$33,621,162
Big Blue Truck	\$6,488,874
Government	\$6,872,461
Tuition	\$2,021,586
Donations	\$680,370
Other	\$441,719
Total	\$50,126,172



Social Enterprises	\$35,494,658
Big Blue Truck	\$6,305,897
Government	\$7,671,247
Tuition	\$2,267,449
Donations	\$907,990
Other	\$229,893
Total	\$52,877,134

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Anna, shown here with Jon Fine, the owner of Retro Donuts in Spokane, WA, loves her job as a Donut Engineer.