




NorthwestCenter

2024 Report to the Community

January–December, 2024



A Message From Our President and CEO, Gene Boes



Your support led to:

- Reaching over **35,000 children and adults** with disabilities.
- **141% growth** in our IMPACT program, with registered users in **40 states and 12 countries**.
- Strengthened inclusive workplaces with **customized employment accommodations**.

Dear Friends,

Thank you for your unwavering support of Northwest Center in 2024. Your generosity powered our profoundly impactful work, helping us build the inclusive world we all deserve.

This year demonstrated the power of a community united by a shared vision: Where everyone can engage, contribute, and thrive. Thanks to you, we expanded our reach and deepened our impact across all life stages.

You helped children get the best start and empowered adults to achieve independence. You also enabled our advocacy efforts, ensuring the voices of those we serve are heard at every level.

Your support translates into real stories: A child's first words, a young adult's first job, a family feeling supported. These are the moments you make possible.

Looking to 2025, our momentum is strong. With your continued partnership, we're confident we can build on this year's successes and drive even greater change.

Thank you for believing in our mission. We truly couldn't do this work without you.

Onward & Upward.

A handwritten signature in black ink, reading "Gene Boes".

Gene Boes

Mission, Vision and History



Our Mission

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



Our Vision

An inclusive world is the world as it should be. Northwest Center is living proof that when people of all abilities learn and work together, everyone benefits.



Our History

In 1965, four mothers refused to accept that their children would be barred from school and their communities. They founded Northwest Center, led the fight for the first state law to grant access to public education to people with disabilities, and paved the way for the Individuals with Disabilities Education Act (IDEA). Together, they made history and changed the world! Today their spirit lives on at Northwest Center as we continue to expand opportunities for people with disabilities from birth through career.



Impact Report for Kids Programs

Northwest Center Kids provides inclusive programs where families receive individualized programs of education, advocacy, therapy, and family support that nurture the development of children with and without disabilities.

Hospital to Home: Program supporting homecomings for hospitalized babies, their families, and clinicians in the critical time when babies transition home from a hospital stay.

Early Supports: A family-centered program for children with developmental delays. We provide education, resources, support and therapy.

Early Learning: Northwest Center Kids at Chinook is an inclusive early learning center where children (6 weeks to 5 years old) with and without disabilities learn and play side-by-side.

2024
Northwest
Center Kids
Highlights



34,055
Children served
through Early
Learning Programs



636
Children with disabilities
and their families
received therapy



Meet Alexa and Royalty

Just a few years ago, Alexa endured unimaginable hardship. Unhoused and unemployed, she faced violence and profound personal losses. On top of that, she had lost custody of her eldest daughter, and her youngest child, Royalty, was having challenges learning to communicate using her voice. Feeling utterly alone, Alexa’s world had unraveled, devoid of any support system.



Royalty & Alexa

Then, she found Northwest Center. This connection became a transformative lifeline. Royalty began speech therapy, received an Autism diagnosis, and mother and daughter learned to communicate using multiple modes of communication, e.g. body language, gestures, tools, etc.

While in the program, Alexa received vital mental health support and essential supplies, which offered stability to obtain housing. Alexa gained confidence to advocate for herself and her daughter. She finally felt seen and heard. As Royalty approached graduation from Northwest Center’s programs, Alexa’s team partnered with her to navigate complex transitions, including helping her secure Royalty’s IEP (Individualized Education Plan) and a place in Seattle Public Schools.

Today, Royalty is thriving, making friends every day as she expands her ability to communicate and connect with others to share her joy. Alexa’s relationship with her older daughter has healed. And Alexa is employed at YMCA, having been promoted multiple times, where she helps others.

Alexa’s journey is a powerful demonstration of intuition, strength, and resilience. “For the first two years of Royalty’s life, I felt like I was failing my daughter. I felt hopeless.” She offers this advice to new parents: “Trust yourself. You know your children better than anyone.”

In 2024, Alexa was honored by Washington state Department of Children, Youth & Families with an Unsung Hero (Parent) Award, which recognizes exceptional caregivers.

IMPACT – Inclusion Mentorship Program for Increasing Access in Childcare Team

IMPACT provided live trainings and on-demand courses throughout the year and was honored to participate in local, state, and national conferences. The team spoke at conferences related to early childhood, which allowed them to reach a broader audience for inclusive early learning.

IMPACT (Inclusion Mentorship Program for Increasing Access in Childcare Team)



2,752 registered users on the LMS (Learning Management System)



This is a **233%** increase from 2023 data (825 registered users)



Providers from **40** states trained through the LMS (Learning Management System)



12 countries reached on the LMS (Learning Management System)



17 on-demand courses available



41,000 children reached



35 live training courses were delivered with 1,711 providers in attendance



This is a **141%** increase from 2023 data (17,000 children reached)



3,409 total providers trained (live trainings and online courses)

Amy Bender – Sr. Director, Early Education Growth Initiatives

Impact Report for Employment Services

Northwest Center Employment Services helps adults with disabilities achieve their career aspirations. We guide individuals to find and maintain jobs they're passionate about. And we help employers create inclusive workplaces.

Job Development: From assessing career interests and providing hands-on training to finding meaningful employment for both employees and employers, we support adults with disabilities every step of the way.

Supported Employment: Northwest Center's dedicated employment consultants provide continuous support throughout the entire employment journey, including on-the-job coaching as long as needed.

Transition Services: We empower high school students with disabilities to successfully transition into the workforce by offering career interest assessments, one-on-one navigation support, and targeted training.

2024 Employment Services Highlights



704 unique individuals with disabilities supported with skill development and job coaching



78% of clients placed in their top three preferred job types



84 total job placements



66 new employment sites



39 new employers signed on to be inclusive employers



\$2,423,000 of total dollars earned by clients in gross wages

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Inclusive Employer Partners

We supported individuals who worked at more than 250 sites across Washington State. In 2024, we had more than 69,000 recorded client-related service hours.

We place people (clients) at every kind of job at companies like

TRADER
JOE'S

FredMeyer

amazon

TJ-maxx

CORNERSTONE
General Contractors

MOD

STG

POCC
COMMUNITY
MARKETS

QFC
Quality Food Centers

SAFEGWAY

THE
HEARTHSTONE
GREEN LAKE

Embracing diversity in the workplace fosters innovation, strengthens teams, and creates an inclusive culture where everyone thrives.

We are proud to be in partnership with companies that are intentional in employing people of all abilities, and who, by their recruitment, hiring, retention and promotion policies, are role models in their communities.

Here is what a client’s mom has to say about her daughter Sydni’s experience with Northwest Center Job Coach, Craig

“

Craig absolutely touches my heart with the compassion and love that he has for Sydni. While seeking employment, he was a very strong advocate for Sydni and went after things with passion. He really went after the job market and challenged people to think about where they’re at... He truly is a light in Sydni’s life. He’s helping her be independent and succeed and go places that she may not have gone because he thinks she can do it. More than that, he has a belief in her! GO Team Sydni!



Craig, Northwest Center Job Coach and Acor Award recipient

Meet Joey and Cody

When you meet Joey, a Courtesy Clerk at Safeway for four years, his infectious smile and enthusiasm immediately stand out. He’s incredibly proud and happy to be part of the Safeway Team, even earning Employee of the Month within his first year. Joey thrives on building social connections and providing positive customer service to everyone he meets. He’s also a client of NWC, where our Employment Services helped him secure this fulfilling role.



Joey, Safeway Courtesy Clerk and Cody, NWC Senior Pod Manager

Joey was expertly paired with Cody, Northwest Center’s Southwest Senior Pod Manager and a 10-year job coach. Cody oversees 65 clients, ensuring they receive professional customer service, and his dedication is deeply personal. Diagnosed with dyslexia while on a baseball scholarship at the University of Washington, Cody realized the frustration of lacking specialized support. This experience fuels his commitment to ensuring no one else feels that same sense of not knowing resources are available.

Cody and Joey form a natural team, sharing a lighthearted rapport and a common goal: Meaningfully contributing to their community. Cody regularly visits Joey at Safeway, checking on his progress and troubleshooting any challenges Joey faces while collecting shopping carts, bagging groceries, and assisting customers.

This job has given Joey independence, purpose, and a strong sense of community. He’s learned a great deal and is proud of his work. Joey also credits Cody as a great job coach who helps him navigate challenges and believe in himself. Joey emphasizes, “my story shows how important it is to give people with disabilities the opportunity to work.” Cody echoes this, stating that when companies “embrace inclusivity and provide opportunities for people with disabilities, their workplaces become stronger, their teams become more connected, and their communities thrive.” Joey is just one of the 704 adults with disabilities the Northwest Center assisted this year.

Employment Transformation Collective



Disabled professionals make up 15–30% of the global workforce. Every day, millions of workers navigate systems, processes, and cultures designed without them in mind. That’s a waste of time and talent, not to mention the loss of opportunity and economic justice. Organizations that invest in accessibility see measurable improvements in employee engagement, productivity, customer satisfaction, and long-term profitability. Accessibility isn’t just ethical; it’s a business imperative.

Employment Transformation Collective (ETC) provides a suite of wrap around professional services designed to help organizations evaluate, plan, and implement sustainable workplace accessibility solutions. Grounded in lived experience and research, and guided by the best-in-class methodology, ETC removes social, technical, and environmental barriers that prevent all employees from doing their best work, especially those with disabilities.

- Strategic consulting and organizational assessments
- Role and team-specific training
- Individualized accommodation support through our in-person and remote Accessibility Partner Service

We believe that when you choose accessibility, you’re choosing innovation, retention, and inclusion—and doing the right thing.

ETC provides support in five countries:

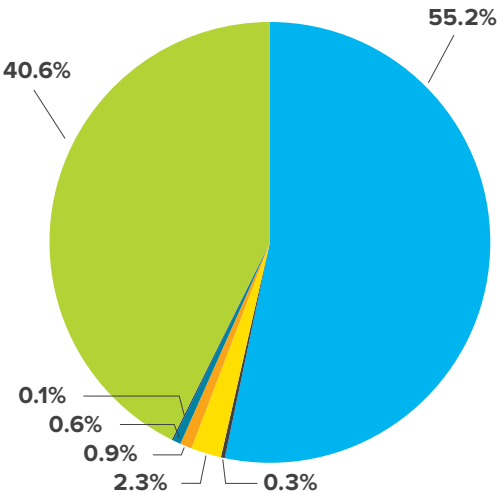


Consolidated Financials

In 2024, Northwest Center invested \$15,015,349 in life-changing programs, thanks to your support.

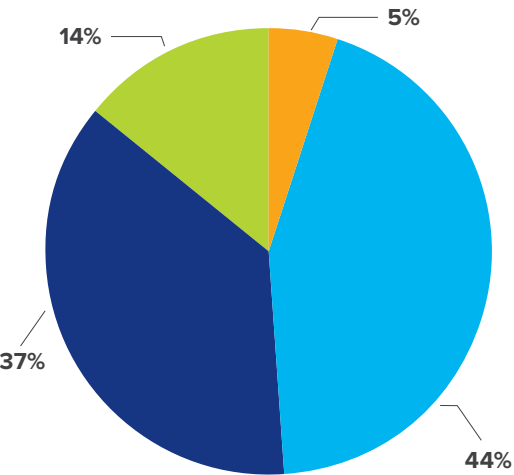
Gifts by Source

- Government grants
- Bequests
- Individuals
- Foundations
- Corporations
- Service Organizations
- Social Enterprise Businesses



Programs Funded

- Where the need is greatest (General Operating)
- Employment Services
- Kids Programs and IMPACT
- Advocacy work for children, families and adults with disabilities



“ You will find as you look back upon your life that the moments when you have truly lived are the moments when you have done things in the spirit of love.

Henry Drummond

Individual Donors

\$250 and above

Anonymous Donor	Jennifer Daugherty	Darin Hilliker
Danielle Allen	John Daugherty	Parul & Gary Houlahan
Ari Amstein-Wiley	Will Daugherty	Maureen Hurley
David Angiuli	Jeff Davies	Craig & Joyce Jackson
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Mary & Norman Barbosa	Randi Davis	Juliet Jones-Vlasceanu
Ella Barker	Shylah Davis	Jocelyn & Cindee Kaufman
Angela Bartels	Saskia de Jonge	Kayla Khan
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Bill Becker	Taylor Denison	Colleen Knowles
Luke Benedum	Michelle Diskin	Peter Kraker
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Del Clark	Ben Grace	Sangeeta McCormick
Tess Connor	Robyn Grad	Kieran McDonald
Judith Crane	Erik Hanson	Casey Mcelroy
Jeff Culpepper	Jim Hartz	Christy McFall
David & Marikay Cuthill	Kate Haverstock	Patrick McGuire
Suzanna Darcy	David Herman	Richard Medway
Olga Darlington	Cindy Hill	Tyler Mofield

Individual Donors

\$250 and above

Ashley Moise	Peter Raffa	Nancy Smith
Tom Mormino	Jenn Ramirez Robson	Richard Smith
Craig & Emily Motlong	Bryan Reich	Tom Spangler
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Rory Olsen	Brandon Sails-Walker	Theresa Walsh-Arietta
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Jordyn Powloski	Jack Seip	Brianna Zajac
Jenny Pramuk	Scott Shapiro	Estate of Denise Ann Hestnes
Patricia Price	Mark Shears	
Sally Puff	Walter Sive	

Organizations

\$250 and above

Amazon	Crane Charitable Funds
Bradley Family Foundation	Dorsey & Whitney LLP
Brown & Brown	Everence Foundation, Inc.
Byron and Alice Lockwood Foundation	Frey Buck P.S.
Cambia Health Foundation	Gertrude and Eldon Saltee Foundation
Columbus Charities Inc.	GPMCH Foundation
Confluence Environmental Company	Jones Lang LaSalle
Cornerstone General Contractors, Inc.	King County Employee Giving
Costco Wholesale Corporation	Kroger

Organizations
\$250 and above

Liberty Mutual	Regence BlueShield
Microsoft Corporation	Renton Regional Community Foundation
Milk Jar Candle Company Inc.	SAE Washington Gamma
Moss-Adams, LLP	Savers, Inc. – Value Village
Muckleshoot Tribe Charitable Fund	Source America
Norcliffe Foundation	The Foster Foundation
NW Children’s Foundation	The Swinerton Foundation
Pacific Office Automation	Tulalip Tribes Charitable Contributions Fund
Paycom	Washington Capital
Physicians Insurance	Winter Ridge Natural Foods Market
PRO Sports Club	

These critical gifts help support our programs and services for babies, children, and adults with developmental disabilities.

There are many ways to support Northwest Center. We are ready to help you decide which giving options meet your individual needs. Please don’t hesitate to contact Peter Raffa, Chief Development Officer at 206-641-1747. Thank you so much for your support!

Disclaimer: The list above represents our best effort to recognize those who have given generously to support Northwest Center during the fiscal year 2024. If we have mistakenly misspelled or left out a name, please call our office at (206) 285-9140 to correct the error and accept our sincere apologies.

Volunteers

Al Percette	Em Hall	Ralph Williams
Alan Paauw	Emma Hosler	Rodney Gingerich
Annie Campbell	Jake Ragland	Roshunda Reid
Ava Krippes	Janette Parent	Rubeena
Ben Zafft	Jennifer Bishop	Sarah Salamin
Bobby Myers	Kating Saunders	Terri Schuster
Chandler Durham	Larisha Shelman	Zach Dilley
Dani Farler	Mohamed	
Danielle Callaghan	Nikolas Sorenson	

Board of Directors

Joyce F. Jackson Board Chair Emeritus CEO of the Northwest Kidney Centers	Mary Barbosa King County Prosecuting Attorney’s Office	Tom Mormino Turner Construction Company, Retired
David Cuthill Board Vice Chair Clise Properties	Gene Boes President & Chief Executive Officer Northwest Center	Lonnie Pacelli Community Advocate
Charlie Ogle Board Treasurer Lynden International	John Daugherty Academy School	Dan Perlet Amazon
Jay Amandus Board Secretary BECU	Parul Houlahan Community Advocate	Laethan Wene Community Advocate

Northwest Center
Executive Leadership Team

Gene Boes President & Chief Executive Officer	Karla Jackson Interim Human Resources Officer
Ellen Boyer Chief Financial Officer (Joined NWC December, 2024)	Peter Raffa Chief Development Officer
Del Clark Chief Financial Officer (Departed NWC December, 2024)	Jenn Ramirez Robson Chief Program Officer
Tess Connor Chief Growth & Operating Officer	

Northwest Center Social Enterprise Businesses

A social enterprise is a business whose primary purpose is to maximize benefits to society or the environment, with profits used to help fund social programs.

Our suite of businesses include:



Big Blue Truck

The iconic Big Blue Trucks collect used clothing, shoes, and small household items, keeping 17 million pounds of reusable goods out of landfills each year.

BBT also actively supports schools, sports teams, and other nonprofits by facilitating clothing drives for fundraising, and makes donating easy with conveniently located attended stations, bins, and collection totes.



Lithtex NW and Print It Forward

Together, Lithtex NW and Print It Forward provide a full spectrum of printing solutions. Lithtex NW serves as a premier custom commercial printer, while Print It Forward is dedicated to on-demand printing for small businesses and nonprofits.



One North Integrated Facility Solutions

Delivers world-class facility services including janitorial and all aspects of building maintenance.



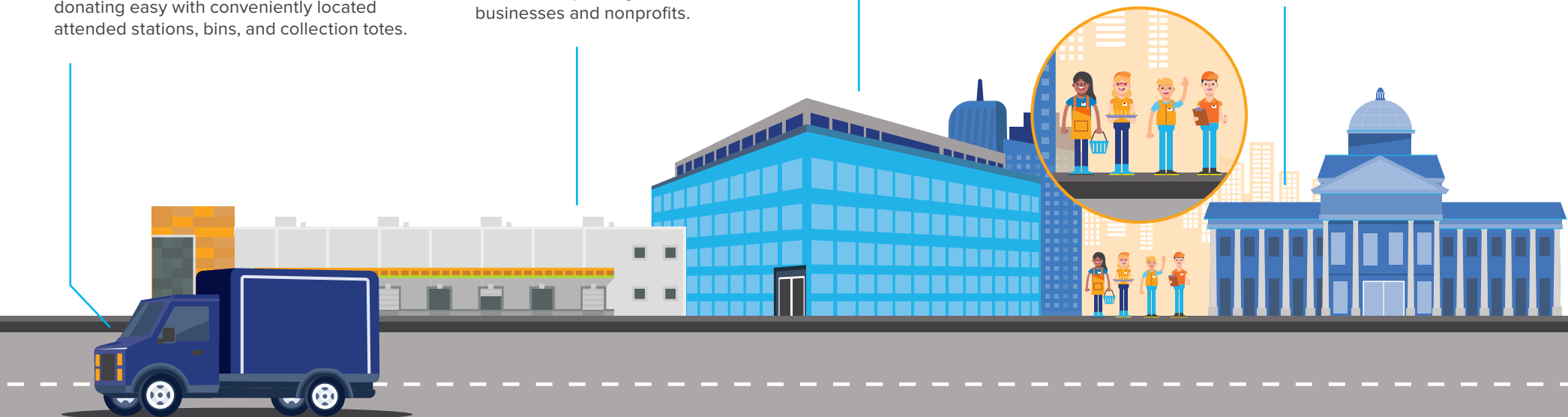
Day 8

Day8 provides comprehensive workforce management and staffing solutions, covering everything from hiring and onboarding to payroll and benefits.



Source America/AbilityOne

Provides laundry, janitorial, facilities maintenance and provision loading to government agencies using energy efficient systems.







NorthwestCenter

Northwest Center

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Donate to Northwest Center



Contact us: giving@nwcenter.org

