Inclusion starts with opportunity.
Dear Friends,

As with most annual reports, this is intended to give you an overview of what we do, what services we provide, and how much of each service has been offered in the past year. I hope you find that information useful. You may be surprised at how many different programs we offer. Our financial report may also surprise you as many people don’t realize that we are a $13 million enterprise, now $14 million in FY16.

More importantly than what we do or how big we are, is why we do what we do. I hope what you gather from reading this report, as well as information you might find on our website or social media sites, is that our focus is transforming the experience of people with disabilities in our community. Our aim is to make inclusion in all aspects of life the norm for children, youth, and adults with disabilities and their families.

We have been on a journey toward maximizing inclusion for the past three decades. We have been shaping our programs and services to pursue inclusion in ways that very few organizations have. Closing a sheltered workshop and becoming a national leader in community-based integrated employment has been one part of the journey. Developing a thriving community-based residential program to allow individuals to move from institutional placements is another. We’ve also become a leader in the field of assistive technology to bridge the digital divide experienced by many people with disabilities.

These have been critical steps for PROVAIL because of the way they have changed our organization. They have been even more critical for the individuals we serve because they have opened the door to inclusion.

For us, inclusion starts with opportunity. The opportunity to choose what your life will look like. Opportunities to access the services you need to maximize independence and a better quality of life. The opportunity to not just live or be active in the community, but to become a part of your community.

In this annual report you’ll get a closer look at each of our three focus areas, Mobility & Communication, Employment, and Home & Lifestyle, and the ways we are fostering inclusion in each area. I hope you come away from this report with a deeper understanding of what PROVAIL is doing to build a stronger, more inclusive community — for all.

Sincerely,

Michael Hatzenbeler
President & CEO, PROVAIL
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Thank you to all current and retired Board of Directors. It’s because of your dedication to PROVAIL’s mission and guidance towards reaching our strategic goals that our work is possible.
MISSION
Supporting people with disabilities to fulfill their life choices.

BELIEF
Every one of us has the right to pursue the life we choose to live.

ABOUT PROVAIL
Founded by a group of parents dedicated to supporting their children with disabilities, PROVAIL is one of the largest disability service providers in the region. Our programs meet critical needs and address gaps in services for the disability community by focusing on three key areas: Mobility & Communication, Employment, and Home & Lifestyle. Through these service areas PROVAIL supports individuals to access the tools and technology they need to communicate and interact with the community, obtain community-based paid employment, and access the home and lifestyle options of their choice.

PROVAIL’s Programs

MOBILITY & COMMUNICATION
Therapy & Assistive Technology Clinic

EMPLOYMENT
Youth Transition Services
Adult Employment Services

HOME & LIFESTYLE
Community Living Program
Seattle BrainWorks
Artistry Incorporated

SOCIAL ENTERPRISE
Fabrication Division

“PROVAIL is a place where we can really focus on individuals. We see their strengths, and we don’t focus on their weaknesses or failures. We focus on every little step they can do so individuals can build confidence in their skills.”
— Donna Cole Wilson, Speech Language Pathologist, PROVAIL
WHO WE SERVE

A closer look at our impact in 2015

MOBILITY & COMMUNICATION

23% Clients under the age of 18
10% Clients use speech generating device (SGD) for communication
40% Clients in the adaptive telephone program use an iPad for communication
99% Occupational therapy sessions include assistive technology services
98% Speech therapy sessions include assistive technology services

EMPLOYMENT

115 in 2015
101 in 2014
New job placements

85% School to Work Transition students secured a job before exiting the program
33% Administrative
30% Food Service
21% Wholesale/Retail
16% Other
Job industry breakdown (% of participants)

$10.72 In 2015
$10.51 In 2014
Average employee wage (Minimum wage in WA is $9.47)

1,300 New business contacts

HOME & LIFESTYLE

90% Community Living Program clients who say they have the support to reach their goals
725 Out-of home medical, therapy and dental appointments
50% Seattle BrainWorks members who volunteered, worked, or went to school outside of the program
200 Hours Seattle BrainWorks members spent volunteering in the community
106 Volunteer hours supporting 110 artists through Artistry Incorporated

Data is representative of PROVAIL’s 2015 Fiscal Year: July 1st, 2014 to June 30th, 2015.

PROVAIL Annual Report 2015
Enhancing Opportunity

“Caleb started coming to PROVAIL when he was seven. I felt so good because it didn’t seem like they were testing him. It just felt like they accepted him how he was and they would try to make things better for him.”

— Angel, Caleb’s mother

When Caleb was a baby, his parents were told he would never walk or talk. Doctors were surprised he had even lived past infancy.

Today, Caleb proves them wrong as he shines with confidence and communicates everywhere he goes. Be it in the stores he frequents, at a local coffee shop, or on a date with his high school sweetheart, Caleb has a lot to say.

At 7-years-old, Caleb started occupational and speech therapy at PROVAIL. Greeted with the warm smiles and open hearts of his therapists, Caleb’s family knew it was the right place for him to get the support he needed to be successful at home, school, and in the community.

“I’ve been working with Donna since I was little. She is fun. We have a lot of fun.”

— Caleb

Caleb started with basic communication tools, like Partner Assisted Communication, which made it easier for him to answer yes or no questions. Soon after starting speech therapy, Caleb had progressed past those basic tools and was ready for more advanced technology, like a speech generating device (SGD). Through the use of his SGD, Caleb has found a voice he was never expected to have. This voice supports him to live life by his own choices.

Whether it’s listening to music, video chatting on Skype, or interacting with his peers at school, Caleb is using technology to communicate with and experience the world around him. The ability to communicate independently has enhanced the opportunity for Caleb to actively participate in the things he loves.

Living an independent life starts with being able to communicate and interact with the community around you. With his communication device and power wheelchair, Caleb can experience daily life filled with choices, obstacles, challenges, triumphs, and joy.

Maximizing Independence

PROVAIL’s Mobility and Communication services support children and adults with disabilities to maximize their independence at home, school, work, and in the leisure activities of their choice. Our clinical services create holistic solutions and promote the highest potential for learning and improving independence. Specialists work collaboratively with clients and their support teams to address their mobility and communication needs with innovative technology and creative therapy approaches.

COMMUNICATION

Being able to communicate with the world around you is the first step to living life by your own choices. With innovative communication tools and technology, children and adults with disabilities can access their community in a whole new way.

MOBILITY

Access to self-directed mobility from a very young age is vital to supporting children, youth and adults with disabilities throughout all stages of life by creating a path of greater possibilities.

FOCUS AREA OUTCOMES

In partnership with the community, PROVAIL will ensure that, in King and Snohomish Counties:

• All children entering school-based services are evaluated for their mobility and communication needs.

• All high school graduates have the mobility and communication tools they need to be successful in the next stages of their life.
Prepared for the Road Ahead

When asked to describe herself in one word, Almah replies, “Brilliant!” And that she is. Almah is also kind, patient and someone who has worked hard for her accomplishments.

Graduation is an exciting time for many high school students, but for students with disabilities it can be intimidating. It’s the uncertainty of what lies ahead when the comforts and support of school are no longer available that make the transition from school-based services to adulthood hard for many students and their families.

For Almah, who recently completed the Transition program at Lake Washington School District Transition Academy, graduation was followed by a celebration of her
accomplishments among friends and family — and feeling confident about the road ahead. During her time at the Transition Academy, Almah worked with teachers and transition specialists from PROVAIL to distinguish her interests, build a portfolio and work experience, establish a continued network of support, and engage in a weekly work schedule and various community activities. Her hard work paid off. Almah had community-based paid positions at Trader Joe’s and MOD Pizza before she exited the Transition program. Almah’s confidence and pride are obvious in the vibrancy of her smile as she talks about her jobs. She says her favorite part of work are her coworkers and the strong bonds of friendship she’s created. It’s not surprising that Almah is loved by all. She is a person that would do anything for anybody and treats all people with pure kindness. Among her many qualities, her bubbly personality and contagious positivity have made her a perfect fit for both her jobs.

Today, Almah is excelling in her two positions at MOD Pizza and Trader Joe’s with minimal support from a PROVAIL Job Consultant. She has become very independent and has learned to be a strong self-advocate. Almah has other passions in life besides working. She is a wonderful dancer and was on the high school drill team. She also hits the stage today as a ballerina or hip-hop dancer. Almah says her dream job is to one day be a professional dancer.

Explore the Possibilities

For a person with a disability, a job is much more than a paycheck. It’s having the opportunity to go to work every day to be around people who miss you when you’re gone, expect you to come in on time, celebrate milestones, and form relationships with you.

At PROVAIL, we connect quality businesses to quality employees. Our Employment Services provide School-to-Work transition support, vocational assessments, individualized job placement, job coaching, and supported employment for youth and adults with disabilities.

EMPLOYMENT

For many of us, our job is a part of who we are. To have meaningful, community-based paid employment is central for many to live the life they choose to live. With the right job and support anyone can work.

TRANSITION

The journey to employment starts before adulthood. Through Transition Services, youth explore career possibilities through work experience leading to employment of their choice. The goal for Transition is to have community-based, paid employment in place before June of a student’s last year.

FOCUS AREA OUTCOMES

In partnership with the community, PROVAIL will ensure that, in King and Snohomish Counties:

• The rate of employment for students with disabilities graduating from high school – not choosing to pursue higher education – mirrors the rate of their counterparts without disabilities.

• The employment rate of people with disabilities is double the rate of 2013 by 2018.
Pursuing Life Choices

“Thank God for PROVAIL,” said Ken. “[They] pound the pavement for us, sit with us to watch what we do best, correct us, and are always on the lookout for things to strengthen us.”

Ken Frye is a music enthusiast and radio professional. After thirty years of fighting his way through the snide stares, laughs, and low expectations of society, he feels he is finally coming into the respect and opportunity he deserved as a young man.

As someone that has a hard time settling for less, Ken has never let his disability stop him from pursuing his own choices and dreams — including following his passion for radio and marrying the love of his life. The road, often paved with great barriers, would cause most to turn around; but instead of giving up, Ken took to trailblazing.

Today, Ken works for two radio stations, KEXP and Centralia’s Live 95.1 — as well as hosts his own radio program, “Ken’s Ten.” Though his journey to pursue his dreams was never easy, his wife Alice was there beside him every step of the way.

Ken and Alice have similar stories. Having met in their 20s while living in an institution, the two have been through thick and thin to get where they are today. Even the choice of getting married was looked down upon. When Ken asked Alice to be his wife, she said they had to beg someone to marry them.

Today, Ken and Alice are celebrating over 40 years of marriage and have a long list of great achievements based on living life by their own choices. They both went back to school to get their GEDs, have community-based paid jobs, volunteer, and share a home together with the support of PROVAIL’s Community Living Program.

“You said [we] could never do this,” stated Ken, referencing all of the people who doubted his passion and his marriage. “Look at us, look at what we have.”

Strengthening Independence in the Community

People with disabilities deserve the opportunity to live as full members of their community from day one. PROVAIL supports individuals to live as independently as possible, so they don’t just live in their community, but are a part of it. In the Puget Sound, we have come a long way in what services are available, but we have a long way to go to build a truly inclusive community for people of all abilities. Together, we can break down barriers so that people with disabilities can live, work, and play in the community of their choice.

HOME

We envision a world where people with disabilities can live as independently as possible and truly become a part of a community of their choosing.

LIFESTYLE

All people, no matter their ability, should have access to supported housing, health, leisure, and wellness options in their community.

FOCUS AREA OUTCOMES

In partnership with the community, PROVAIL will ensure that, in King and Snohomish Counties:

- People with disabilities have options that support their health and wellness that are comparable with options available to those without disabilities.
- All adults with disabilities have a community-based, supportive housing option available to them.
Manufacturing with a Greater Impact

The Fabrication Division is a social enterprise of PROVAIL. Employing a fully-inclusive workforce, the Fabrication Division provides substantial financial support to our direct service programs.

From CNC machining and waterjet cutting, to hand assembly and merchandise kitting, the Fabrication Division produces a wide variety of quality parts and sub-assemblies for the U.S. Government, aerospace industry, including Boeing, and various local businesses. It’s through business partnerships like this that PROVAIL’s Fabrication Division can offer more than excellent manufacturing quality — we offer quality manufacturing with an impact.

The profits generated by the Fabrication Division help support PROVAIL’s direct services in the Therapy & Assistive Technology Clinic — where we see the most need for financial support due to outstanding uncompensated care costs.

2015 FABRICATION DIVISION MILESTONES

- Received the Quality is Personal award from Boeing for excellence in performance
- Moved to a new location in Kent, WA for a 47% increase in capacity and the ability to create more jobs, add more parts, and partner with more businesses.
Each year PROVAIL provides more than $275,000 in uncompensated care to children, youth, and adults with disabilities.

PROVAIL UNCOMPENSATED CARE FUND

For over 70 years PROVAIL has been an innovator in developing services for children and adults with disabilities. Our clinic houses the most customized, comprehensive range of therapy and assistive technology services available in the region. As part of PROVAIL’s current strategic plan, we have made serving children in our Therapy and Assistive Technology Clinic a top priority. We see mobility and communication tools as basic needs to living life by one’s own choices. After years of having adults in their 20’s, 30’s and even 40’s come into PROVAIL without the mobility and communication tools to meet those needs, we are dedicated to ensuring that no one else has to wait, and are able to access mobility and communication tools and technology earlier in life.

By providing children with the services they need at the earliest possible moment, we’re setting them up for a lifetime of success and expanded opportunity.

We are working towards a community where:

• Children go to school with the mobility and communication tools they need to access learning.
• High school graduates have the mobility and communication tools needed to be successful in the next stages of their life.
• Adults have continuous access to technology that maximizes their independence to live life comfortably and according to their own choices.

This bold commitment comes with a cost — the range and depth of services required to support those who come through our doors greatly exceeds the reimbursement rate of Medicaid, Medicare, and most private insurance plans.

PROVAIL provides more than $275,000, each year, in uncompensated care to children, youth, and adults with disabilities through our Therapy and Assistive Technology Clinic. With the expanded scope of these goals, that amount will continue to grow.

Our services provide vital technology and therapies that enhance the independent mobility and communication of people with even the most severe disabilities – for whom there are no other clinical services like those at PROVAIL available.

Our goal is to create and grow an Uncompensated Care fund to help bridge the financial gap of these services and allow us to continually expand our services to more clients throughout the Puget Sound. With generous donor support, this fund will help ensure the children and adults who come to us for services receive the therapies and assistive technology they need regardless of their families’ ability to pay.

SUPPORT THE FUND

Learn how you can have a lasting impact in the lives of children with disabilities by contributing to the Uncompensated Care Fund at www.provail.org/uncompensated-care.
2015 PROVAIL EVENTS

2015 PROVAIL Luncheon & Wyckoff Awards Ceremony

The 2015 PROVAIL Luncheon was the most successful one to date! Together we raised over $75,000 to support people with disabilities to fulfill their life choices. The Luncheon gave guests an opportunity to experience the power of assistive technology first hand. Tony Fernandez, a PROVAIL client and disability advocate, gave a moving speech that demonstrated how he uses eye-gaze technology to communicate. Tony also shared with guests how his advocacy helped to reject Medicare’s proposed changes to the uses and restrictions of Speech Generating Devices. The Luncheon was truly a moment that brought our community of supporters closer and connected guests to PROVAIL’s mission in a whole new way. Don’t miss the excitement of the next Luncheon in October 2016.

Golf Classic & Gala

The 15th Annual Golf Classic & Gala raised over $250,000 to support people with disabilities! Over 450 guests and volunteers came out to celebrate PROVAIL’s mission, starting with the Gala & Auction on May 2nd at Meydenbauer Center. Guests were able to bid on nearly 100 silent auction items, extravagant live items, dash for their favorite desserts, participate in event games and contests, enjoy free whiskey tastings, and more! This was the first year the auction was separated from the traditional Golf Classic at Sahalee Country Club - and it was a wonderful success! The fun didn’t stop Saturday, as golfers hit the course on the following Monday at Sahalee Country Club for the Golf Classic. Join the fun at the 2016 Gala on May 21st! Learn more at www.provailgolfclassic.org

Steptember Northwest

Nearly 200 people stepped up to the challenge to take 10,000 steps a day for the month of Steptember and raised over $12,000 to support children with disabilities. Teams of four people throughout the region competed in steps taken and dollars raised towards building awareness and inclusion in the Pacific Northwest. All proceeds from Steptember support children and families access the therapy and technology needed to maximize their mobility and communication.
Mark your calendar for the annual Golf Classic & Gala

Golf Classic
May 2nd, 2016
Sahalee Country Club
Join companies from around the region to hit the links at one of Washington’s premier golf courses: Sahalee Country Club. This event has become an annual tradition for companies to reward key staff or cultivate clients while supporting a great cause.

Gala & Auction
May 21st, 2016
Meydenbauer Center
An extension of the Golf Classic, the PROVAIL Gala and Auction is an elegant evening of fine dining with extravagant live and silent auction to celebrate PROVAIL's mission.

The 2016 Golf Classic & Gala is sure to be even better than last year. The money raised at this annual fundraising event is vital to supporting PROVAIL’s mission. Please join us and raise your bid card high to support people with disabilities fulfill their life choices!

For more information visit: www.provailgolfclassic.org
Brandon connects with PROVAIL’s mission on a personal level. Having a sibling with Cerebral Palsy, he knows firsthand the impact quality services and support have in the lives of people with disabilities. After being a guest at a PROVAIL event, he was drawn to the specialized work of PROVAIL and knew he had to be a part of it.

“Everyone should feel empowered to drive their life wherever they want to take it. PROVAIL’s support makes that possible.”

As a member of the Pacific Northwest Insurance Council (PNWIC), Brandon plays a key role in raising vital funds for PROVAIL through the Annual Golf Classic & Gala and connecting PROVAIL to the greater community.

His drive and dedication to helping others has a lasting impact, not only on PROVAIL as an organization, but in the lives of the people we serve.

Q Why do you continue to serve as a committee volunteer?
A Like most people, I contribute a great deal every day toward my company and my clients and those are all great things. In the work I do with PROVAIL, I am able to make contributions to something bigger.

In the two years that Brandon has been with the PNWIC, he has helped expand PROVAIL’s community reach, increase attendance and revenue at the Golf Classic & Gala, and continued to be a strong advocate for PROVAIL’s mission throughout the Puget Sound Community.

Thank you, Brandon, for your commitment to supporting people with disabilities to fulfill their life choices and being an important part of the PROVAIL Family.

WHAT IS THE PNWIC?
The Pacific Northwest Insurance Council is a group of dedicated community volunteers representing insurance companies from around the Puget Sound who support people with disabilities through PROVAIL’s Golf Classic & Gala. Learn more at www.provail.org/join-committees
The Heart of Who We Are

Creating an inclusive community cannot be accomplished by one person or one organization — it takes all of us. It is the families, community members, and corporate partners who join us in the belief that every one of us has the right to pursue the life we choose to live — that makes our work possible.

We extend a whole-hearted thank you to the volunteers of the PROVAIL Family that dedicate their time towards building a truly inclusive Puget Sound.

As a volunteer at PROVAIL, you can have a deep impact on supporting people with disabilities to fulfill their life choices. You can help at events, join a committee, join the Board of Directors, or work hands-on with our clients and participants.

Join the PROVAIL Volunteer Family

BOARD OF DIRECTORS  PROVAIL seeks motivated, energetic, and committed individuals from diverse backgrounds to join our Board of Directors. If you believe that every one of us has the right to pursue the life we choose to live — now is the time to join PROVAIL in tackling big goals to support people with disabilities to fulfill their life choices. Interested in learning more about the PROVAIL Board? Contact Meg Enderby, Director of Development at mege@provail.org.

LUNCHEON COMMITTEE  The Luncheon Committee is a vital part of helping this event grow. This committee will help spread the word about the PROVAIL Luncheon to help us expand the network of guests and those who are invested in supporting people with disabilities to fulfill their life choices.

GOLF CLASSIC & GALA COMMITTEE  The Gala Committee is essential to helping us pack the room with energy, excitement, and engaged people who want to support PROVAIL at the Annual Gala & Auction. The committee will also play an important role in procurement for live and silent auction items.

PROGRAM VOLUNTEERS  PROVAIL has volunteer opportunities throughout all our programs and ways that you can impact someone’s life. Whether it is lending a hand with Artistry Incorporated, or giving extra support with member outings at Seattle BrainWorks, there is a way to get involved for almost any interest.

Interested in becoming a volunteer? Learn more about how to get involved or other ways to volunteer at www.provail.org/get-involved or contact supportingchoices@provail.org.

STAY CONNECTED

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Amazon Smile
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AT&T Wireless Services, Inc.
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Le Bash
Christine Beatty
Darren Beck
Kristen Becket
Rebecca Beers
Sandy Bergman
Dan Berlin
Mary Bishop
Rune Bjostad
Reenie Blattern
Micaela Bohmer
Carmelito Bong Ladivate
Karla Born
Janis Bradley
Bil Brambilla
Kevin Bressler
Linda Bressler
Jeff Brown
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Seth Caulfield
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Barbara Feiberg
Cheryl Felak
Elizabeth Flores
Wanda Frederick
Peter Gale
Mike Gano
Michelle Gerson
Don Gibbons
Girl Scouts North Seattle
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Carolyn Graham
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Jim Gregson
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Christine Beatty
Darren Beck
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Sandy Bergman
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Don Gibbons
Girl Scouts North Seattle
Michael Goodwill
Carolyn Graham
Gerry Gray
Jim Gregson
Roger Guertsein
Dex Guinga
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