DEAR FRIENDS,

What does an inclusive Northwest look like to you? We aim to answer that question in this year’s annual report as we take a deeper look at how your support of PROVAIL’s mission has led to significant improvements in our community. This annual report will provide you with an overview of the types of services we provide, and the scope in which these services are offered have been utilized. This report also serves as a financial report. We are proud to say that now, in FY2016, we are a $14 million enterprise.

In order to understand what we do as an organization, is important to understand why we do what we do. We believe every one of us has the right to pursue the life we choose to live, and people with disabilities are no different. PROVAIL is proud to serve as a community leader, working with others, to champion creative initiatives that improve the quality of life for people with disabilities.

This year, PROVAIL launched a new annual event, Inclucity. The event, held in October, is a chance for people to learn about advancements in technology and services supporting people with disabilities. Through this new event we hope to accelerate the movement of creating a truly inclusive Northwest.

Also as a 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 live life by one’s own choices.

In this annual report, you’ll have the opportunity to see the tremendous growth and opportunities for development within each of our three focus areas, Mobility & Communication, Employment, and Home & Lifestyle, and as always, we are fostering inclusion among the board. It is our hope that you come away from this annual report with a stronger understanding of why we do what we do, and why people of all abilities should have the right to fulfill their life choices.

Sincerely,

Michael Hatzenbeler
President & CEO, PROVAIL
THANK YOU
We thank all of our current and retired Board of Directors. It is with your dedication that we are able to work toward an inclusive community.

Retired Members: Chris King
                      Doug Durbin

Thank you for your service.
DEFYING EXPECTATIONS

What is so unique about Camille? If you ask her family, they are likely to say that she is just like any other teenager. She’s typically happy, she doesn’t like to work if she doesn’t have to, she plays baseball, and she likes to cook. Even so, Camille has had to work harder than most her age. “She has come so much further than doctors thought she ever would” says Karin, Camille’s mother.

Throughout her life, Camille has faced serious health issues often setting her back in development, so when Camille takes a step forward in life it’s worth recognizing. “We celebrate the little things that most people overlook”, says Karin. One of the many celebrations is Camille’s growing use of her communication device.

When Camille was 10 years old, she received her first communication device to improve her communication capabilities. She now uses a device called Accent which allows her to communicate what she wants to do, how she feels, and what she needs. “It’s important that she has a way to be heard, to be a part of decisions, to have a tool for learning and being creative. It enables her to show who she is, and that she has her own opinions,” says Donna, a PROVAIL Speech Language Pathologist. It’s also important that Camille and her family, and others using communication devices, receive the education and support needed in order to use these devices effectively. PROVAIL works to enhance communication between device users and their communities, often resulting in a new form independence.

“I want her to be as independent as possible.”
– Karin, Camille’s mother
MAXIMIZING INDEPENDENCE

PROVAIL’s Mobility & 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
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.

Achieving these outcomes will take broad change to how young children with disabilities have access to communication devices, power wheelchairs, and the therapy services to learn their devices. Over the next year we will continue to explore the best way to move toward this goal.

Camille’s family hopes that with further development of her communication skills, she will get to a point where she can work or perhaps volunteer. In order to get her to that place, Camille is continually tasked with unique challenges. Although her family has worried that perhaps she has been challenged too greatly at times, these worries have largely been dispelled. “Just when we are worried that we are pushing her too hard, she does something that blows us out of the water”, says Karin.

It’s true, Camille is just like any other teenager. Where she differs from most is the circle of community and family support that exists in her life, committed to ensuring that she can pursue the life she chooses.
ORDINARY EXPERIENCES

The excitement and nervousness of leaving a comfortable environment can be difficult for anyone. This is especially true with the pressures of graduating high school and finding a job in a competitive workforce. These feelings, mixed with an uncertainty of the future are familiar for most, and perhaps even more so for people with disabilities.

David, a graduate of the Transition Program at Lake Washington School District Transition Academy, couldn’t have been more eager to do the things that everyone else in his age group were doing upon graduation—and that included finding a job. To make this life expectation happen, David worked with teachers and transition specialists at PROVAIL to identify which interests he wanted to pursue, and which skills would be best applied to a specific role. With David’s personality and work ethic, he landed a position with Aegis Living of Bellevue. “I’m not doing anything remarkable or out of the ordinary”, says David when referencing his desire to work. Work is an expectation for most, and people with disabilities are no different.

“I go to work, and I love my job. I am living my life the way I want to live it.”

– David
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 way they choose to live. With the right job and support anyone can work.

TRANSITION

The journey to employment starts before adulthood. Transition Services enable youth to 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.

SPECIALISTERNE

PROVAIL is excited to introduce its newest program—Specialisterne! This socially innovative program assesses, on-boards, and supports individuals on the autism spectrum for competitive positions in the IT industry at ability aware employers.

If you ask David’s Job Consultant Nancy why it is that David is so successful in his position she says it’s because, “He pays attention to details, he knows the likes and dislikes of residents such as where they like to sit, and who has diet restrictions”. She adds, “Just as significantly, he knows the value of work”, which is something that isn’t defined by ability.

Today, David is excelling in his role at Aegis Living of Bellevue. He also serves as a voice for people of all abilities who want to pursue their life choices. “I am living my life the way I want to live it. Shouldn’t everyone have that opportunity?” David’s expectation to work and advocacy for other people with disabilities also expecting to work, will help lead toward a truly inclusive Northwest.

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.

Moving the needle on the employment rates for people with disabilities must start with changing the expectations of what people with disabilities can accomplish, and encouraging youth and their families to think about the possibilities of employment at a young age.
NEW DISCOVERIES

For individuals living with a traumatic brain injury, thoughts and memories can largely fit within two categories—before the injury occurred, and afterwards. In January 2016 Avery suffered a traumatic brain injury forcing him to start at a place of vulnerability and new beginnings. Relearning how to dress himself and relearning facts about his life comprised just the beginning of Avery’s recovery. “He wants to start his life over”, Says Gretchen, Avery’s mom. Avery will have a chance to do just that as he moves into PROVAIL’s new TBI (Traumatic Brain Injury) assisted living project (licensed by the Dept. of Health) known as BrainSpace—a state-of-the-art facility built to house low-income adult TBI survivors.

“This is my first experience knowing about brain injuries”, explains Gretchen. Both Gretchen and Avery are aware of the services and support that Avery will need in order to further his recovery. When referencing resources specifically addressing individuals with traumatic brain injuries Gretchen says, “I see that there is a huge need for it.” Currently, there are only two other community residential facilities in Western Washington that specialize in meeting the needs of TBI survivors.

PROVAIL aims to provide a safe and supportive environment with BrainSpace, but as importantly, to provide a sense of community and independence for all of its residents. PROVAIL’s BrainSpace is designed to be as home-like as possible with a living room, fireplace, warm finishes, lots of natural light, and outdoor patios. When asked about his thoughts regarding BrainSpace, his new...
MAXIMIZING INDEPENDENCE

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.

We’ve started imagining a world where young adults have housing options that open a lifetime of independent living options. Over the coming years we’ll be exploring what this looks like.

home, Avery’s response was simple yet profound — “I’m excited.”

What’s significant is not only what Avery wants to do with his life but why—to regain independence and live the life he chooses to create. Like anyone else, Avery has goals and expectations for his future. “I want to become independent so I can live on my own with my own job. I hope I can drive again someday and go to interesting places. I want to meet new people, have a girlfriend, get a dog (or turtle) and spend time with my family.”

Notwithstanding a disability, fulfilling one’s life choices defines independence. Avery is eager to work with PROVAIL and other organizations to make his goals and expectations a reality. With continued hard work, access to necessary resources, and the support of a community, Avery will do just that.
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.

Recognized by Boeing as a Silver-level supplier, the Fabrication Division produces a wide variety of quality parts and sub-assemblies for the U. S. Government and the aerospace industry. The net income generated from these partnerships is used to support PROVAIL’s direct service programs.

From CNC machining and water jet cutting to hand assembly and merchandise kitting, the Fabrication Division offers opportunities for skill development, specialized training, and on-the-job experience to over 50 employees.

2016 FABRICATION DIVISION MILESTONES

• Received a Silver Award from Boeing for performance excellence
• Recognized as the Manufacturing Nonprofit of the Year by Seattle Business Magazine
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 Michael Hatzenbeler, President & CEO at mikeh@provail.org.

INCLUSIVITY ADVISORY BOARD  Inclusity is a movement to improve inclusivity throughout the Puget Sound. Advisory Board members contribute by connecting businesses and organizations as event vendors, planning event details, recruiting guests and strategizing how to engage the broader community in the movement.

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 at one of our events, or giving extra support with member outings at Seattle BrainWorks, there is a way to get involved for almost any interest.

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.

STAY CONNECTED

www.provail.org

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.

www.facebook.com/PROVAIL
www.twitter.com/PROVAIL_WA
www.youtube.com/PROVAILStories
www.linkedin.com/company/provail
FY16 FINANCIALS AND DONORS

**REVENUE**

<table>
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<tr>
<th>Service/Program</th>
<th>Amount</th>
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<tr>
<td>Community Living Program</td>
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<td>Fabrication Division</td>
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<td>Employment Services</td>
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<td>Other Income</td>
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**EXPENSES**

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**Matched Funds**

- $100,000+ Wished Bolton
- $30,000 - $99,999 Employees Community Fund of Boeing United Way of King County Garneau-Nicon Family Foundation Safeco Insurance Fund
- $10,000 - $29,000 Gertrude and Eldon Sallie Foundation Ken & Trish Toole Adobe Foundation Byron and Alice Lackwood Foundation Harvest Foundation Northcliff Foundation QBE Foundation

**Donors**

- **$1,000 – $4,999**
  - Brown & Riding
  - Invacare
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  - BlackRock – San Francisco
  - Cigna
  - Conover Insurance
  - Cornerstone Advisors

- **$5,000 - $9,999**
  - Healthcare Management Administrators
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  - OptumHealth Care Solutions
  - Parametric
  - Prime Advisors, Inc.
  - QBE/Inguard
  - Shuttle Express
  - Strategic Income Management
  - Swett & Crawford
  - Union Bank
  - United Healthcare Insurance Company
  - Woodruff Sawyer & Company
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  - Teton Hornebeck & Van Piere
  - Sandy Gibbs
  - Lindsay Bosch
  - Advantage Technologies
  - Advantage

- **$10,000 - $29,000**
  - Safeco Insurance Fund
  - United Way of King County
  - Employees Community Fund
  - **$30,000 - $99,999**
  - Wilfred Bolton
  - Boeing Company Matching Fund
  - Ann & Bill Clumpner
  - Gina Solberg
  - Patrick & Denise Town
  - Carrie Wies
  - David Hastings
  - Joanne Kimmel
  - Alaska National Insurance Company
  - David Hannant
  - Richard Theisen
  - Mark McGregor
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  - Linda Maratich
  - Goldman Sachs & Co.
  - Matching Gifts Program
  - Brad Porter
  - United Healthcare Matching Fund
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  - Joe Wilson
  - Christina & Craig Chaney
  - Caren Malson
  - Rod & Cindy Brooks
  - Pete Turner
  - Eric Joiner
  - Jim Kerr

**Matching Gifts from**

- $100,000+
  - Wilfred Bolton
- $30,000 - $99,999
  - Employees Community Fund
  - Boeing Company
  - United Way of King County
  - Garneau-Nicon Family Foundation
  - Safeco Insurance Fund
- $10,000 - $29,000
  - Gertrude and Eldon Sallie Foundation
  - Ken & Trish Toole
  - Adobe Foundation
  - Byron and Alice Lackwood Foundation
  - Harvest Foundation
  - Northcliff Foundation
  - QBE Foundation
- $5,000 - $9,999
  - Richard & Carolyn Mattern
  - Sandi Lund
  - Brain Injury Association of Washington
  - Denise & Paul Kajanoff
  - United Cerebral Palsy, Inc.
  - Kibble & Prentice
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  - Byron & Connie Barnes
  - Lauren & Darren Trautmann
  - Jim & Cynthia Cheshemore

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