

WASHINGTON VOCATIONAL SERVICES

Engaging, Empowering,
and Employing for Forty
Years



2016 Annual Report



Janet Bruckshen,
Executive Director

Dear Friends of Washington Vocational Services,

With this annual report we are pleased to share the contributions WVS has made in the lives of those served. It has been a year to remember for WVS as we celebrated a milestone anniversary and enthusiastically reached new heights in our efforts to embrace inclusion, and expand our services, as well as Engage, Empower, and Employ our customers.

After forty years, our founding vision continues to drive us toward our mission. All of us at WVS hold ourselves to high expectations and our impact is represented by the outcomes of the services we provide. Within these pages, you will see we take our role in the community seriously and eagerly accept any and every opportunity to provide education to employers regarding accessibility, inclusion, and employing individuals with disabilities. We are dedicated to helping the youth in our communities identify their dreams and plan their future. We are not only committed to helping people obtain a job, but build a career, evidenced in the numbers of individuals who we supported seeing increased wages over the past year. This same mindset is reflected in the expectations we have as an agency. All staff members have unique professional development goals and at the end of 2016, 65% of the team were

Certified Employment Consultants. While WVS has long been known for our success in supporting employers in hiring great candidates, employment is only one of many factors that influences a person's life. We have built a team of versatile and highly trained staff eager to implement and provide an array of services, allowing us to be instrumental in helping others who may not currently be on a career path, connect to their communities, develop friendships, and access resources.

We are extremely pleased and proud of the achievements made in 2016, and are poised to do even more in 2017. While we understand there are always potential threats and barriers to navigate through, today's current society shines a light on the benefits of diversity and full inclusion for all people. We have identified economical and legislative concerns we are certain to face in the future and are determined to address them proactively.

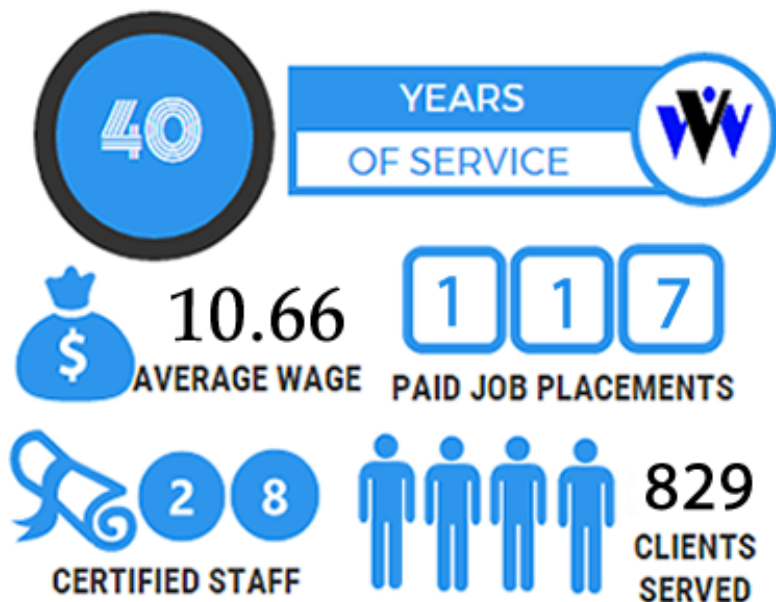
To all of you who have supported our mission in any way, we value your contribution. Your support energizes us to continue to invest our talents, and serve our customers and our community. For those of you who would like to join us in our quest to ensure all individuals the right to full inclusion in the community, we welcome you.

Janet Bruckshen,
Executive Director



WVS Team at our Annual Holiday Luncheon, celebrating with ugly sweaters

2016 by the Numbers



"Sometimes the smallest victories in life are more rewarding than the greatest milestones."

— Katie Kacvinsky

BOARD MEMBERS

Officers:

President: Marci Miller

Vice President: Heather Hollingsworth

Treasurer: Michael Warden

Directors:

Tim Witty

Karin Cook

Mark Reed

Glorita McIntyre

Ken Eriksen

Sven Mogelgaard



40 YEARS IN REVIEW

ENGAGING, EMPOWERING, EMPLOYING

Over 200 guests joined us on October 27th in celebrating our 40th Anniversary. The evening was spent looking back to our humble beginnings in a basement with borrowed furniture and only a couple of staff members. Michael Warden, who was one of the two principals responsible for the creation of the agency, was on hand to share some memories with us. In 1976 a group of individuals united together over a shared vision to provide a more inclusive way for people with disabilities to live, work, and enjoy their communities. One remarkable mention was the placement of 200 customers within the first 26 months of the agency's existence. In addition to being the force behind the beginning of WVS, Michael has been a consistent Board Member throughout our history. One of the greatest strengths of our agency through the past 40 years has been our devoted Board of Directors, providing strong leadership that has set the tone for professionalism, innovation, and quality of our endeavors. Barbara Barrett, former Executive Director (1982-2004), was also a guest speaker and shared that, at one time, there was a hundred dollars framed and hung in the front office to serve as an

1976-1978

Community Services for the Handicapped was opened
During first 26 months, over 200 individuals were placed



1981

Changed name to Washington Vocational Services
Began working with DVR, DDA, L&I, and VA

1982

Edmonds Community College was awarded funding, purchased the Mountlake Terrace office, and rented the space to WVS for \$1/year

1983

Established relationship with Seattle University, becoming the largest internship host for SU



1990

Expanded the Vocational Evaluation Unit
Received Projects with Industry grant

1996

Became largest provider of job placements in WA
Established contract with Veterans Administration

1999-2000

Began services and opened satellite office in Mt. Vernon
DVR transitioned to Order of Selection, stopping services for 6 months.

2001-2003

Received United Way grant to work with Transitional Students using Person Centered Planning
Received first CARF 3 year accreditation



2005

Expanded services into Alaska
Opened Auntie Anne's store in Seattle Premium Outlet Mall

2006-2008

MLT property transferred to WVS
Established contract with Community Transit and San Juan County for Supported Employment
Opened office on Whidby Island





Barbara Barrett and Michael Warden

incentive for the first successful placement. Fast forward 40 years, and this year we have supported over 117 individuals in obtaining their employment goals. Other speakers of the night were John Evans, former Vocational Rehabilitation Disability Employment-Employee Relations Specialist, and Marci Miller, WVS' current Board President.

Thanks to the numerous businesses and individuals who kindly donated to the anniversary celebration, guests had an opportunity to enjoy delicious appetizers, complementary beverages, and even bid on some silent auction items. We had tremendous items donated such as a condo in Hawaii, airline tickets, a Seahawks package, and much, much more. In addition to celebrating this milestone, the evening kicked off an annual fundraising event for the agency. Stay tuned for details on our 2017 event!

2016

Opened a new office in Vancouver, WA
Ended services in Alaska

2015

Began services in Clark County
Opened Auntie Anne's kiosk and celebrated 10 year anniversary of inline store
Began offering Dream Builders

2012

Opened Burlington Office and transferred corporate office to Everett
Established Skagit County Transition Services
Bought Bellis Fair Cinnabon

2014

Began ATTIC program
Founded Handcrafted Boutique
Moved Alyeska Vocational

2009

Expanded Supported Employment services to Whatcom and King County
Began Sedro Woolley Transition Services

2013

WVS bought PrintAbility
Alaska Program received Bridges Navigator Grant



THE YEAR 1976

- Seahawks take the field for the first time on August 1st
- A movie called "Rocky" hit the big screen
- The Apple Computer Corporation was formed
- NASA unveiled a space ship called *The Enterprise*
- The country's bicentennial year
- WVS started its journey!

*Celebrating
Forty Years
of Service*

SERVICES IN REVIEW

ENGAGING, EMPOWERING, EMPLOYING

Community Access

Individuals involved in Community Access (CA) have many opportunities to engage in activities or classes within their own communities. WVS encourages individualized services, and through the discovery process identifies activities that truly enrich the customer's lives. One client partnered with the Sedro Woolley Senior Center to start an ASL class. Seniors, as well as other adults with disabilities, have attended the class and enjoyed learning new signs. Additionally, Skagit County approved three scholarships for CA clients to participate in horseback riding. The clients have enjoyed their time spent with the horses and look forward to going again in the future! Several other ladies enjoy shopping and going out into the community to find treasures at their favorite thrift shop or material store. Many clients also spend time with their peers at local libraries, senior, and community centers.



ASL Class at Sedro Woolley Senior Center

Skagit County Parent Coalition

This new program, funded by Skagit County Public Health, and administered by WVS' Sara Stiers, strives to provide resources, public education, advocacy, and awareness of issues affecting individuals with disabilities and their families. The Parent Coalition seeks to empower families by providing various opportunities for exploration of issues via support groups, email mailings of local and current events, attendance at Advocacy Days in Olympia, and connecting families to local resources.



Transportation

Community Transit: WVS' decade-long partnership with Community Transit provides free bus training services to clients from Snohomish County. Individuals served include people with disabilities, senior citizens, and non-English speaking persons. Training is individualized to include the locations to which each person would like to learn to travel. WVS provides instruction using Bus Plus Books and the online Trip Planner. Additionally, clients are supported in the community when they are taught where to get on and off the bus, which bus to take, how to make a transfer, how to get an ORCA card or reduced fare permit, and other bus-related information.



Skagit Transit: Through a partnership with Skagit Transit, WVS has been a recipient of free bus passes through the Ride Pass Grant Program. Passes can be used for transportation to appointments, employment activities, and travel training. ATTIC and DVR clients benefit from 1:1 bus training to help them learn how to get to job interviews and employment sites.

This year, WVS was approved to use a 12-person van provided by Skagit Transit! This has helped the ATTIC students gain more access to their community. Prior to use of the van, students and staff had to use the public bus or rent a bus for group activities.

Alaska Program

Alyeska Vocational Services (AVS) has officially transferred the Bridges Navigator Grant to Hope Community Resources, a well respected non-profit in Alaska. This transition will better fulfill the grant's mission to enhance accessibility for individuals in rural and outlying areas who are Deaf or Hard of Hearing and connecting them with assistive technology, housing, healthcare, employment, and communication services.



CLIENT RECOMMENDATION



This is Joe Muckerman, 2016 graduate of the Community Transit Travel Training Program. When Joe began his training, he relied completely on his mom and DART for transportation. Joe learned to ride the bus to his job, Alderwood and Everett Mall, downtown Everett, and downtown Edmonds. When asked what he liked most about learning to ride the bus, Joe said, "I'm independent now!" He doesn't need to wait for his mom to give him a ride. His mom says he travels all over on the bus! His only rule is that he has to be home before dark.

Happy bus travels, Joe!

TRANSITION SERVICES

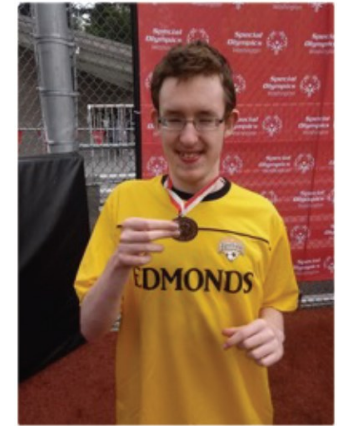
ENGAGING, EMPOWERING, EMPLOYING

School to Work

The Island County and Snohomish County School to Work program assists students with developmental disabilities experience a seamless transition to adult life as they leave school. Students and families enrolled in the program receive training, benefits planning, and resource coordination. The success of the School to Work program comes from the utilization of a team approach that offers direct services to students to help them find good job matches before they leave the program.

Snohomish has been working with School to

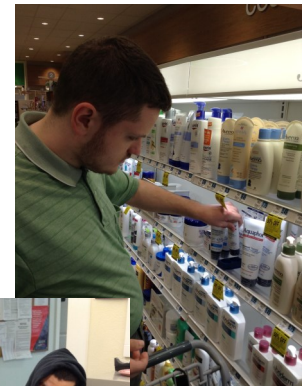
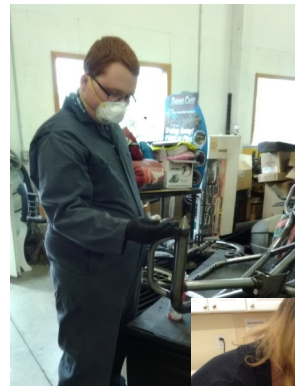
Work students for 6 years and has two Employment Consultants dedicated to the program. Seven students participated in School to Work during 2015/2016 year. One student, Cameron Newman (pictured right) graduated from the School to Work program with a job at Edmonds School District as an Assistant Music Teacher. He loves working with the students as they pick music and practice for concerts. Cameron also enjoys playing the piano for them during class.



Cameron Newman

ATTIC Program

The Adult Transition to Independence Center (ATTIC) provides a transition program for Skagit County students ages 18-21. The Transition Center teaches employment and independent living skills such as resume building, interview practice, personal care, laundry, and food preparation. Three students graduated in June, two with paid employment. The 2016/2017 school year started with 20 students from six school districts in the area. Students are able to choose from 26 Community Based Learning Experience (CBLE) sites where they gain real world interview and job experience. The ATTIC is also a CBLE site, giving students the experience of washing towels for a dog groomer and a hair salon in the community.



Dream Builders- San Juan and Skagit

Dream Builders began services last year in San Juan and Skagit Counties and have continued into 2016.

The program is a 16 week pre-vocational program taught to middle school students, giving them the opportunity to participate in an interactive and dynamic program designed to help prepare students for their vocational future. The focus is on building upon the students current strengths, skills, and interests while encouraging imagination and growth. Included in the program are: parent information sessions, an introduction to person-centered

planning, an opportunity to volunteer within their communities, and a graduation presentation.

The San Juan program includes pre-employment work opportunities for 8th grade students during the school day. Students demonstrate soft skills while interning in the culinary program, the office, PE, and the library. They learn valuable skills around work quality, punctuality, stamina, and accountability.

Both programs are looking to expand to other school districts in the coming months.



Skagit Dream Builder's Graduation

CLIENT RECOMMENDATIONS

"I love working with WVS because it's easy and my employment consultant is fun and crazy. I like my job because my co-workers are fun to work with."

-Taylor Hower, School to Work Client

...

"I appreciate WVS with what they do because they not only found me a job at PSRS, but a career field that I never thought I'd be interested in pursuing! Thank you WVS!" - Vanessa Martinez

...

"I like WVS because they always respond to my needs immediately and placed me in employment. I work for Goodwill and am enjoying every minute of it!" - Rosemary Salazar

...

"WVS is very successful in Washington State. Very helpful for the deaf. I am very happy I got a part-time job!"
- Kaye Peak

EMPLOYEE SUCCESSES

ENGAGING, EMPOWERING, EMPLOYING

Engaging and Empowering Through Advocacy

Each year before the Washington State Legislative session begins, the ARC of Snohomish County and the ARC of King County host Legislative Forums. These events bring together legislators representing respective counties, individuals with developmental disabilities, their families, and their providers. The gathering sends the message that all people should live full, integrated, and productive lives. The evening is centered on sharing experiences so that legislators can make informed decisions. This is an excellent opportunity for community members and elected leaders to connect and

for individuals with developmental disabilities, their families, and caregivers to network.

Laura Akers is a proud attendee of Advocacy Day every year. The event is sponsored by Community Employment Alliance and ARC of Washington State. Laura loves going to Olympia to be able to advocate for herself and others on employment and independent living issues. When asked about her experience, Laura proudly said, "I tell my legislators how



Corinna Fale, and Bretta Williams at the Capitol Building



WVS Staff and Clients

important it is to continue funding for the services I receive. I also got a thank you card from my legislator saying they were happy that I shared my story with them". Laura isn't the only one that appreciates the ability to advocate for herself. Nearly a dozen WVS clients attended the Employment Advocacy Day this year and many more are excited to make the trip in 2017.

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There are great resources available on the ARC of Washington State website to assist individuals in signing up for action alerts, issues, and legislation. <http://arcwa.org/takeaction>

Empowered Speaker Turned Reader



Jim Bonfield accepting his reader

Island County client Jim was an avid reader when he was growing up but a progressive disorder called Retinitis Pigmentosa gradually diminished his visual acuity and left him unable to see. Prior to losing his sight, Jim memorized his favorite book, the Bible.

Over the past several years, Jim has worked toward a career goal of being a motivational speaker. It was recognized early on that technology would be required to support Jim in fulfilling his goals. Some technology and resources were not difficult to obtain but the item Jim felt would really make an impact was a reader. While a variety of options exist, the basic idea is that an individual can

place a book on a scanner and the text is then transferred into a speech synthesizer. Unfortunately, the cost was way out of Jim's price range. Jim and Employment Consultant Shirley decided to keep searching for any comparable equipment that would be more affordable.

Meanwhile, Jim prepared for his gig as a motivational speaker at a Lions Club meeting. On the night of his speech, he expressed his love of reading and his dream to one day have a reader so he wouldn't need to depend on anyone to read to him. Shortly after the speech, Shirley received notice that the Lions Club as well as another organization would like to purchase the reader for him! This was a complete surprise and Shirley said, "You should have seen his face when he found out!" Shirley supported Jim in his first attempt at using the reader and when she asked him what book he wanted to read first, he loudly exclaimed, "My Bible!"

"Thank you for all the hard work that you did in getting me the reading machine I can hardly wait for you to hook it up for me then I can read and listen to my Bible and other book plus my Lions magazine that I get every month."

- Jim Bonfield

PARTNER RECOMMENDATION

NATIONAL ORGANIZATION ON **DISABILITY**

Washington Vocational Services (WVS) is a valued partner for the National Organization on Disability (NOD). NOD has recommended WVS to several of its business partners who were looking for a quality program interested in learning the needs of the business and willing to work with other community programs to help build a talent pipeline of candidates with disabilities. WVS is terrific at engaging and educating businesses on the value of hiring and retaining workers with disabilities.

Howard Green
Deputy Director, Professional Services
National Organization on Disability

EMPLOYEE SUCCESSES

ENGAGING, EMPOWERING, EMPLOYING

Employing on Orcas Island

Jacob Griffith's dream of being part of an outdoor maintenance team became a reality at Camp Orkila on Orcas Island. He started out part time, working closely with Facilities Director, Steve Miller, in the Maintenance Department maintaining the outdoor pool. Jake loved working outdoors and Steve loved Jake's enthusiasm and attitude toward the job.

Steve wanted to learn more about Jake's disability, and the Autism



Steve Miller, Will Miller, and Jacob Griffith

Spectrum in general, to gain additional perspective about the best way to communicate with Jake and understand his learning style. The environment couldn't be any better because the staff is so willing to accommodate Jake. For example, co-worker Jason gives Jake very detailed and explicit directions when he's teaching Jake new tasks.

Steve went on to say that he learns as much from Jake as Jake learns from him. Steve also appreciates Jake's willingness and attitude to work which has rubbed off on the other staff members, creating a change in the culture at camp.

In mid-April, Jake had an emergency cornea transplant which resulted in his inability to work for 3 months. However, Jake's job was waiting for him when he had fully recovered.

After Jake built up his stamina, he became the new Fleet Steward, detailing the vans, busses, and cars after inspection. He worked closely



Jacob Griffith working at Camp Orkila

with Steve and there were several occasions where Steve worked hand-over-hand with Jake, teaching him how to position himself with his tools. This helped Jake gain more confidence in his tasks each week.

In May, Steve met with the Executive Director and advocated to keep Jake on long term, cross training him in various areas of camp. The Director agreed and they are also working on establishing more natural supports so Jake can move around camp with ease.

Empowerment in the Workplace



Costa Vida is committed to its community, providing healthy food choices, and hiring employees that reflect their local neighborhoods. This includes employing individuals with disabilities.

Hattie is a young woman who is deaf and has dreams and goals to be a contributing member in her community. Costa Vida has given her an opportunity to do that. Costa Vida is a leader in Vancouver, WA community when it comes to employing individuals with disabilities.

Hattie has been employed in food prep at Costa Vida since July 2015. When WVS met Hattie, she was already successfully integrated into Costa Vida's team. Hattie asked for advice from her Employment Consultant about how to communicate with her supervisors at work because she wanted to be empowered and advocate for herself. Costa Vida embraced her independence, thus allowing WVS to take an indirect

approach with their interactions with Costa Vida and enabling her to take charge of her career on her own.

When speaking with Ted Lynne, manager of Costa Vida, he reports, "She's a great employee, hardworking, always on time, and very friendly. It has been a pleasure working with her." It's great to see the opportunities Hattie is given to be empowered in the workplace.



Hattie chopping veggies at Costa Vida

DEAF SERVICES RECOMMENDATION



Emily with Kitchen Manager Lexi

"The WV Services are the best and great opportunity with the deaf service and work service. It has helped me to learn more experience and how to applying these jobs on the website. About five or six months later, Chipotle called me for interview and got hired! I'm very excited and WVS has been working very hard to help and encourage me to get job that I did! ...The WVS has changed me the best and happy!"

- Emily Heinemann, Vancouver Client
....

The number of individuals who are deaf that WVS supported during the 2016 year are as follows:

Pierce County: 7	King County: 27
Kitsap County: 5	Thurston County: 1
Snoho. County: 8	Clark County: 16

EMPLOYER AWARD WINNERS

ENGAGING, EMPOWERING, EMPLOYING

Central Market- Mill Creek

Zach Chapman applied for a courtesy clerk position at Central Market and was offered an interview. Although Zach didn't meet all of the essential functions of the courtesy clerk posting, the manager was impressed with Zach's motivation and asked if Zach would consider a position as a lot attendant. The manager was stunned when Zach smiled and said he loved working in the rain. Since most candidates would visibly express displeasure at the idea, the manager said it was at that moment that he knew he'd be offering Zach a job with an opportunity to learn the courtesy clerk position. Zach was thrilled!



Zach Chapman and Manager Candi Vold

Central Market has been very understanding of Zach's need to learn his job description and routine gradually, and to build his skills in the tasks he was most prepared for. They provide regular check-ins to see how he's feeling about his responsibilities and encourage him to speak up when he is ready to learn more.

After 4 months of success on the job, WVS was able to fade back job coaching support. Several months later when some work habits began concerning the employer, they met with Zach and suggested they reach out to WVS to get some support to get back on track. Central Market was determined to make it work and recognized the benefit in accommodating him with job coaching support. As a result, a solution was discovered and today Mr. Chapman is back working toward his goal of becoming a courtesy clerk.

Zach has been excelling in his role and recently Central Market told him it was time for him to learn additional responsibilities. His manager even called WVS to see if they would like to be involved in his additional training.



The opportunity that Central Market has provided to Zach has changed his life. The biggest change has been to his confidence and independence levels. Prior to employment, Zach rarely went anywhere independently and relied on others for transportation, financial matters, tracking commitments, and money management. Today, he is proud to say he contributes to his household budget and rent and feels great about being able to do so.

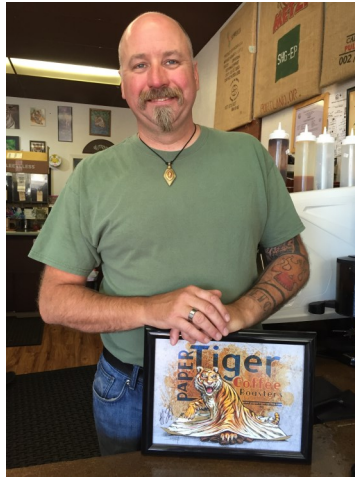
Zach has noticed changes too and said the most visible change was a physical one! With the help of a pedometer and a job that keeps him on his feet all day, Zach has been hitting as high as 40,000 steps a day! This has resulted in significant weight loss and better health. Central Market's attitude toward supported employment and ability to focus on what Zach can bring to the team while encouraging him to continue learning and growing on the job is commendable.

Paper Tiger Coffee Roasters

Owners Kenny and Sue Fletcher are committed to serving their community in any way. Not only did they hire one of our clients who is deaf, they work closely with the WA State School for the Deaf (WSD) across the street to provide work experience for students.

Students are trained as baristas, making drinks and waiting on customers. The owners believe that providing excellent customer service is critical to their business and they strive to learn every customer and their name and they expect their staff to do the same. Students aren't the only ones learning new skills. Kenny and Sue are learning American Sign Language through WSD to better communicate with their employees and WVS staff.

In addition to working with students at the WSD, Paper Tiger Coffee Roasters offers positions for students from the WA School for the Blind located around the corner. While each student is looked at individually when starting work, many of the students are being trained in the roasting process. Recently, the owners wanted to purchase a braille labeler and audio thermometer for the students. The labeler would be used to label the machines to assist in training and learning the terms associated with



Owner Kenny Fletcher

roasting coffee. The audio thermometer would be used to provide a safer environment for the students.

Kenny and Sue wanted to involve the community to raise funds and awareness so they put a "tip jar" on the counter with pictures of the 2 items. They thought it might take a month or so to raise enough funds but the enthusiasm from the community was so strong they had enough money within 2 weeks.

Kenny and Sue's commitment and loyalty to the community does not stop there. They are often asked to train people to be baristas so they will have individuals come in and learn as they are able. They hope to open a second location so that they can open a training center. We are confident that they have the drive and the community support to achieve their goal.

PAPER TIGER
COFFEE ROASTERS

EMPLOYER AWARD NOMINEES

Community Employment Alliance (CEA)
Washington State Governor Awards (GOV)
Washington Vocational Services (WVS)
Vancouver Disability Awareness (VDA)

- ABM Tacoma (WVS)
- At Work! (WVS)
- Central Market Mill Creek (GOV, WVS)
- Costa Vida (VDA)
- Dominos (WVS)
- Elmer's Restaurant (WVS)
- Eurest (CEA)
- First & Goal (GOV, WVS)
- Goodwill, Kent (WVS)
- King County Parks (CEA)
- Mountain View Rehab. Center (GOV)
- On Track Tanning (CEA)
- Panera Bread, Everett (CEA)
- Paper Tiger Coffee Roasters (GOV, WVS, VDA)
- San Juan Life Care Center (WVS)
- Sedro Woolley Sanitation Dept. (CEA, GOV, WVS)
- Service Mgmt. Systems, Cascade (GOV)
- Sodexo (GOV)
- Starbucks (GOV)
- Thriftbooks (WVS)
- Walgreens, Burlington (CEA)
- Walmart, Vancouver (GOV)
- YMCA Camp Orkila (CEA)
- YMCA Snohomish County (GOV)

SOCIAL ENTERPRISE

ENGAGING, EMPOWERING, EMPLOYING

Auntie Anne's- Seattle Premium Outlets

Washington Vocational Services (WVS) owns two Auntie Anne's Pretzel locations in the Seattle Premium Outlet mall. The first location has been a crowd favorite since 2005 and celebrated its 10 year anniversary last May. The second location opened in 2015 and has increased the number of individuals with disabilities employed at both stores, expanded our diversity and provides an inclusive work environment. Currently, six of Auntie Anne's employees are persons with disabilities.

In June, Auntie Anne's supported cancer survivor walkers by passing out free lemonade at a Relay for Life event. Participants also received coupons and enjoyed getting their picture taken with mascot Twisty. Auntie Anne's staff followed the walkers back to the amphitheater to mingle with the racers, their families, and bystanders.



WVS Bookkeeper Cori Twigg posing with Twisty



Twisty cheering for the walkers



Relay for Life Participants



Financial Status

Consolidated Balance Sheet

TOTAL ASSETS	\$	490,975
TOTAL LIABILITIES	\$	136,574
EQUITY	\$	354,401
TOTAL LIABILITIES & EQUITY	\$	490,975

WVS, LLC (C Corp) dba Auntie Anne's Soft Pretzels

A wholly owned Social Enterprise Corporation

Financial Performance

(Fiscal Year December 31st)

**Note: 2016 Unaudited Financials

	** 2016
Revenue WVS, LLC WA 113 & WA130	1,001,597
Total LLC Revenue	1,001,597
WVS, LLC COG & Operating Exp.	884,356
Total LLC Operating Expense	884,356
Net Operating Income Social Enterprise	117,241
Total Operating Income	117,241



WVS FINANCIALS

ENGAGING, EMPOWERING, EMPLOYING

Washington Vocational Services

Financial Performance

(Fiscal Year December 31st)

**Note: 2016 Unaudited Financials

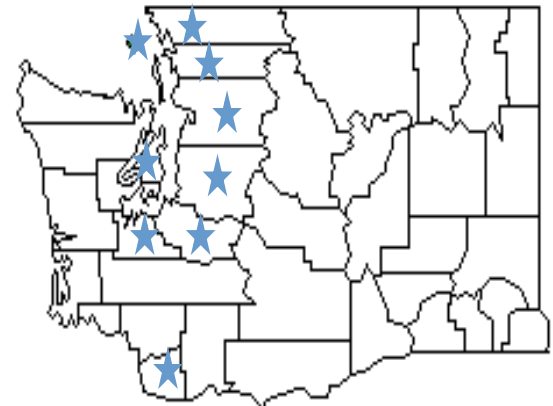


	**2016
Program Revenue WVS	\$ 3,407,698
Lease Income	\$ 38,012
Social Enterprise Management Fee	\$ 50,002
WVS Grants, Contributions, and Fundraising	\$ 13,251
Total WVS Revenue	\$ 3,508,962
WVS Operating Expenses (Represents the costs of operations and salaries)	\$ 3,526,577
Total Trust Account Investment Revenue	\$ 30,378
Total Operating Income (Represents the revenue that remains after operating costs)	\$ (17,615)

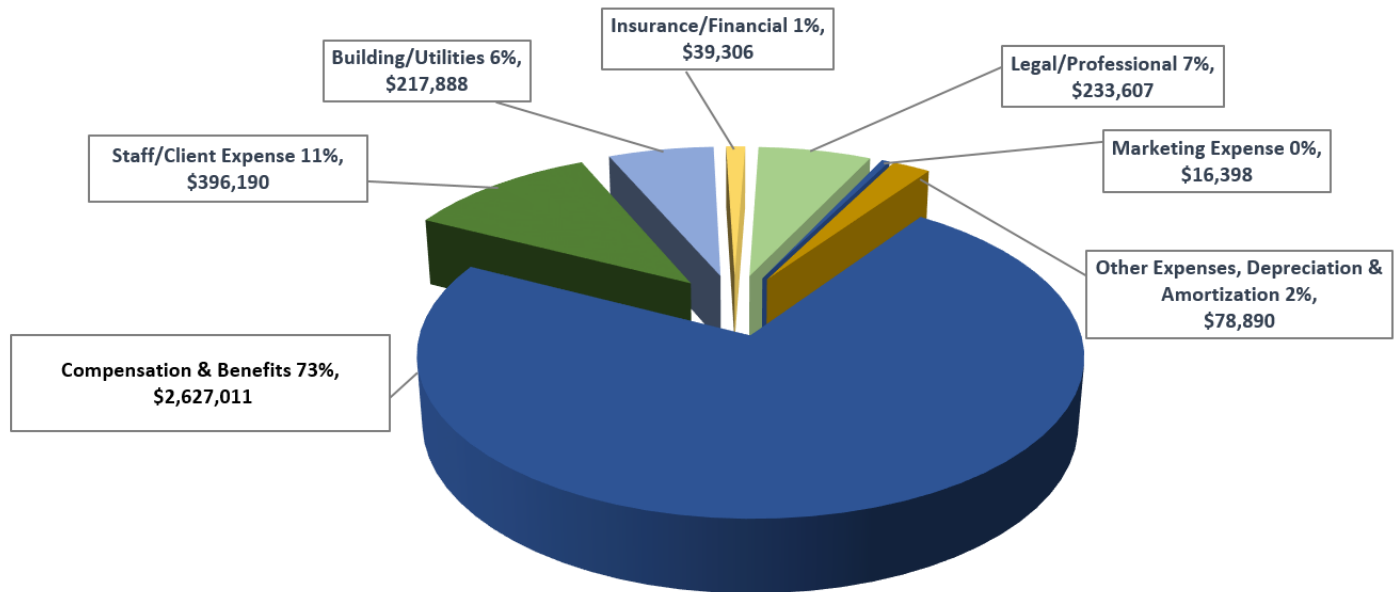
Financial Status

Consolidated Balance Sheet

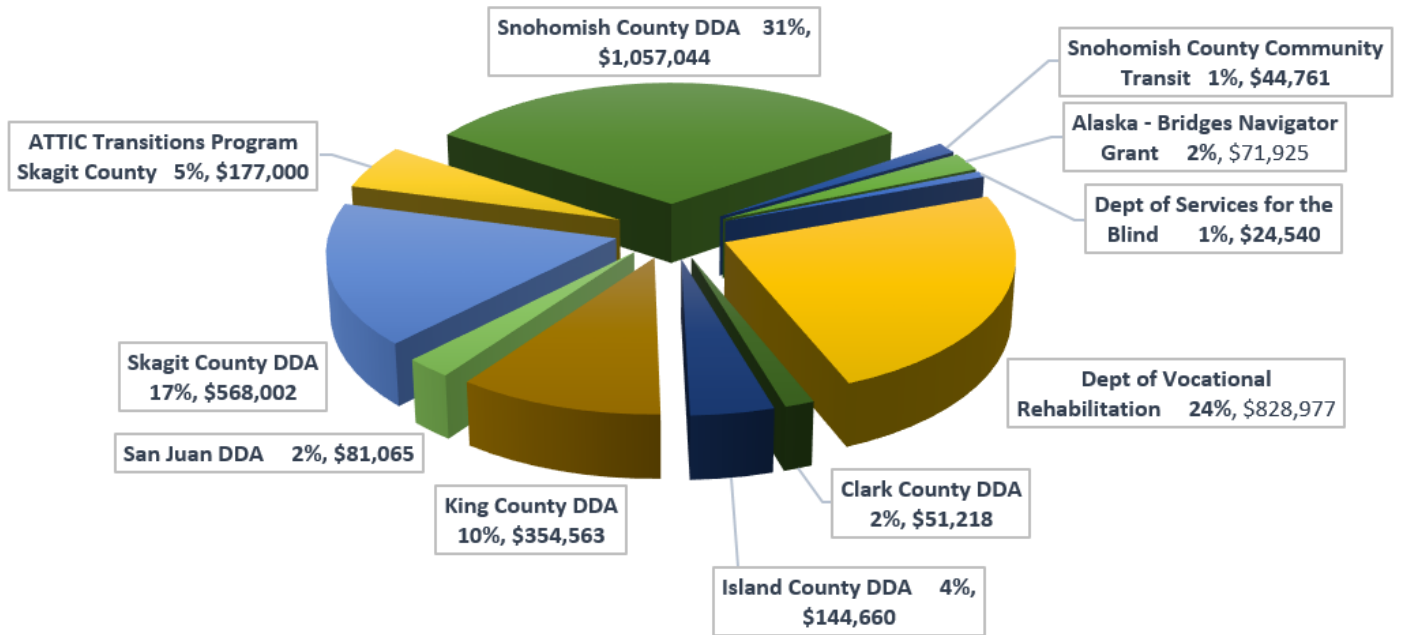
TOTAL ASSETS	\$ 2,389,147
TOTAL LIABILITIES	\$ 635,113
EQUITY	\$ 1,754,034
TOTAL LIABILITIES & EQUITY	\$ 2,389,147



2016 WVS Operating Expenses \$3,526,577



2016 WVS Program Revenue \$3,407,698





WASHINGTON
VOCATIONAL
SERVICES

111 SE Everett Mall Way

Bldg. C, Suite 100

Everett, WA 98208

800-398-4730

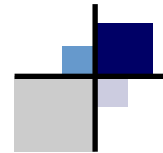
www.wvs.org



L to R: Sydney Kinal, Paula Bouwer, Edward Kinal, Amanda Smith, Laura Cox, and Dan Misch



Jill Mayer and Teresa Mejia



Above: Janet Bruckshen with Barbara Barrett



Kendal Lancaster (center) with mom and grandma



L to R: Janet Bruckshen, Peggy Frisk, Shelby Satko, Tammy McKibbin, Gina Eakin, and Doretta Rilea



Attendees of 40th Celebration

