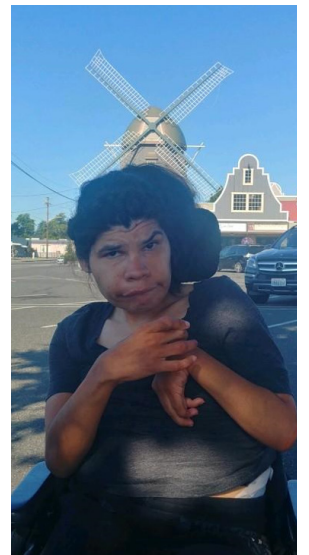


2020 OUTCOME REPORT

CASCADE CONNECTIONS
opportunities for everyone



2020 OUTCOME REPORT

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MESSAGE FROM THE EXECUTIVE DIRECTOR

Cascade Connections will never forget the year 2020 – it kept us on our toes from start to finish! How bittersweet it is to recall the abundant hope and anticipation with which we began a year that quickly became one of the most challenging eras in our organization’s history.

When the pandemic first broke out in Washington and became a staple of household conversation across the country, many of us did not anticipate the extent to which COVID-19 would change our daily lives. As we moved into March, however, the economy slowed down significantly, and COVID-19 restrictions forced some small businesses to close. As a local non-profit agency, we looked for ways to cut costs due to the economic recession.

The pandemic’s negative impacts drastically changed our normal business routines. We locked down our residential sites and put together safety protocols in order to protect our clients. Many were unable to go out into the community or visit their families. The governor’s stay-at-home order forced us to pause many of our important vocational services for quite some time.

However, as often happens, adversity proved a blessing as well as a curse. One blessing in disguise was that we discovered ways for people to work and meet from home. The shut-down also gave us more time to develop our online training programs – something we had not had sufficient time to do during normal operations. We took this opportunity to carefully evaluate and establish a new program structure, making us better able to train those who wish to serve individuals with developmental disabilities.

Despite the unexpected blessings, the inevitability of change remained very difficult at times. Throughout this past year, we said goodbye to some of long-time clientele and staff members. These changes were very hard for us, but the losses did help us appreciate the good moments we had together. We remain faithful that life’s ups and downs may challenge us along the way, but that better times always await us.

We are so thankful for the many community and business partners who have helped make our mission possible. You have supported us through many storms over the years, including this one. Your support matters to those we serve, our staff, and society as a whole. We are immensely grateful for your ongoing commitment to our mission of empowering individuals with disabilities to enhance their quality of life.



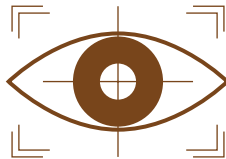
George Beanblossom
Executive Director

OUR COMPANY



OUR MISSION

Empowering individuals with disabilities to enhance their quality of life.



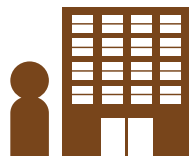
OUR VISION

Promoting opportunities for everyone through community partnership and service excellence.



OUR SERVICES

We offer residential, vocational, and home care services to individuals with a broad range of skills, interests, and abilities.



CONNECT WITH LOCAL EMPLOYERS

We are committed to connecting Whatcom County employers with valuable applicants who contribute to companies with new skill sets and perspectives. We pride ourselves in being a resource to local employers on disability related issues.

2020
AT A GLANCE

AGENCY

158

MALE

148

FEMALE

1

DID NOT
 SPECIFY

AGE GROUP

13

0-17

167

18-40

111

41-70

16

71+



307

TOTAL NUMBER OF INDIVIDUALS
 AGENCY SERVED



RESIDENTIAL



135

TOTAL NUMBER OF RESIDENTIAL
INDIVIDUALS AGENCY SERVED

8

CASCADE
CHRISTIAN
HOME

29

CASCADE
CONNECTIONS
SUPPORTED
LIVING

98

HOME CARE

AGE GROUP

0

0-17

2

18-40

6

41-70

0

71+

AGE GROUP

0

0-17

17

18-40

10

41-70

2

71+

AGE GROUP

13

0-17

36

18-40

37

41-70

12

71+

TRAINING

The Cascade Connections Training Department was founded in 2012. Since that time, the instructors of Cascade Connections have become some of the best in the state, and have trained thousands of students.



9,766

TOTAL TRAINING
HOURS



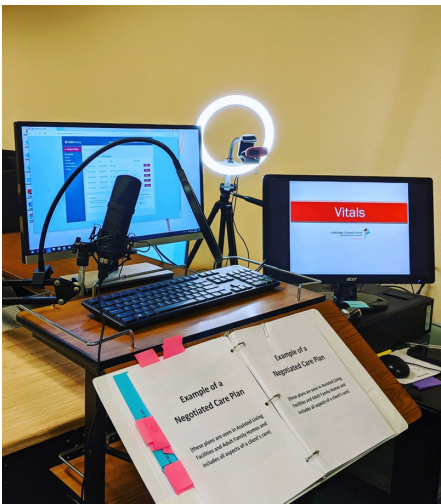
166

PROMETRIC
TEST TAKERS



35

HOSTED
PROMETRIC
TESTING DAYS



298

TOTAL NUMBER
OF STUDENTS



260

CASCADE
CONNECTIONS
STAFF

19

OTHER
AGENCIES

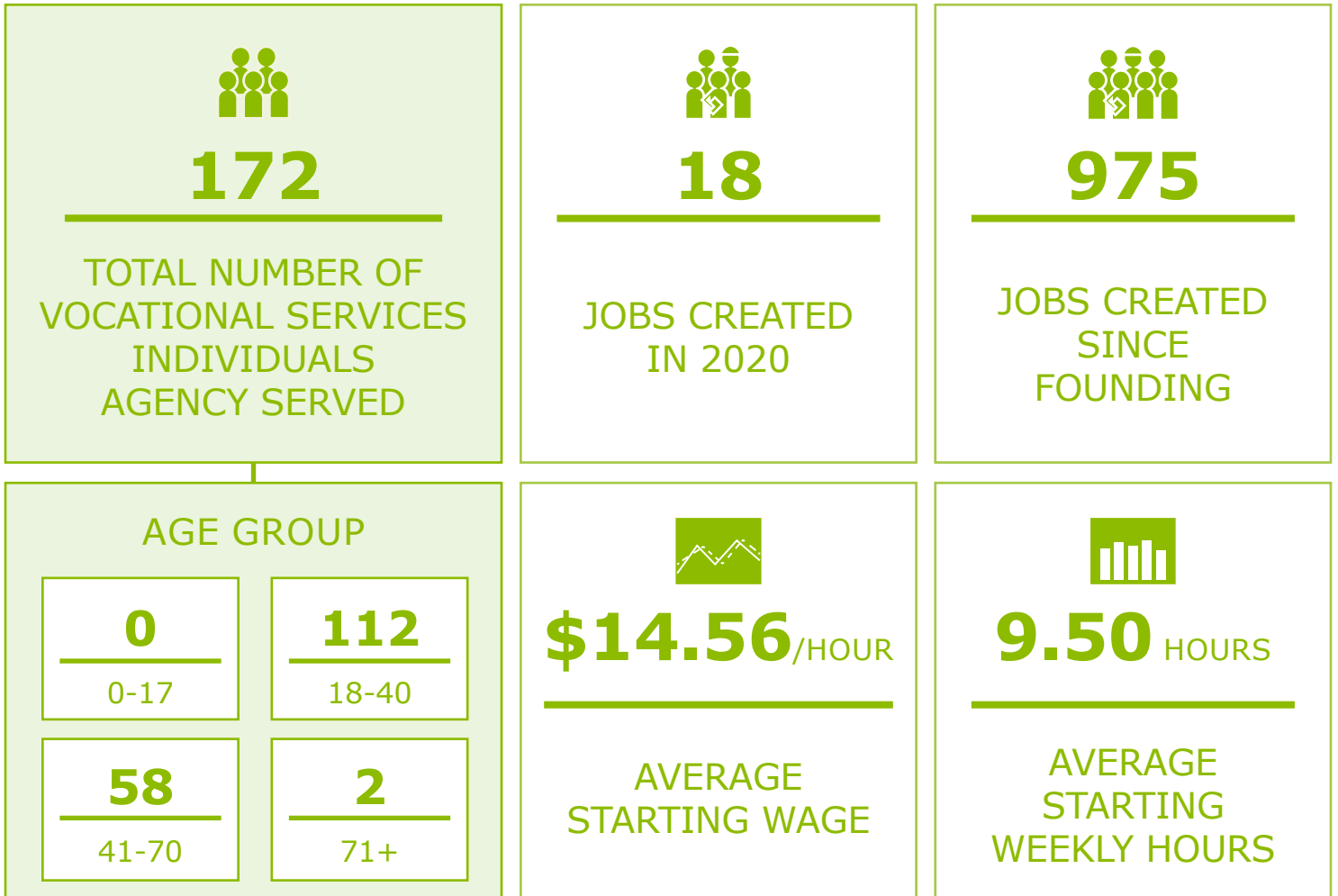
19

COMMUNITY
MEMBERS

CLASSES TAUGHT BY THE TRAINING DEPARTMENT IN 2020

- 2-Day/12-Hour CE Bundles
- An Overview of Autism
- Beyond First Aid
- Blood Borne Pathogen
- CORE Curriculum
- CPR/FA/AED
- CPR/FA/AED Review Class
- DD Specialty Training
- Dementia and Communication
- Dementia Specialty Training
- Diabetes
- Diabetes Delegation
- Food Handling For Home Care Aide
- HCA Skills Review Class
- Healthcare Health Management
- Infection Control
- Leadership Skills
- Medication Management
- Mental Health Specialty Training
- Nurse Delegation
- Orientation and Safety
- Peer Coaching
- Recognizing Medication Errors: Intro and Using the MAR
- RIGHT RESPONSE Advanced
- RIGHT RESPONSE Advanced Re-certification Workshop
- RIGHT RESPONSE Elements+
- RIGHT RESPONSE Elements+ Re-certification Workshop
- Service Plans
- Traumatic Brain Injury - "Strategies for Surviving & Thriving"
- Unconscious Bias
- Understanding Burnout and Way to Prevent It
- Understanding Mental Health
- Understanding Mental Illness: Bipolar Disorder
- Vitals

VOCATIONAL SERVICES



VOCATIONAL REHABILITATION SERVICES

Individuals are referred by the Division of Vocational Rehabilitation (DVR) and contract for short term services, including:

- Independent Living Skills
- Community based assessments
- Job placement
- Retention services

The DVR is a state-wide resource assisting people with disabilities to prepare for, secure, maintain, advance in, or regain employment. DVR partners with Cascade Connections and businesses to develop employment opportunities for customers.



LONG-TERM VOCATIONAL SERVICES

Individuals with developmental disabilities receive services including:

- Discovery – Informational interviews, job shadows, community based assessment
- Job Development
- Retention Services

Foundational Community Supports (FCS): A program offering benefits for supportive housing and supported employment for Medicaid-eligible beneficiaries with

complex needs.

Community Inclusion Services: Available to individuals who are of retirement age (62 years or older), or over 21 years of age and have tried employment services for nine months or more.



14

INDIVIDUALS

FOUNDATIONAL
COMMUNITY
SUPPORTS (FCS)



105

INDIVIDUALS

INDIVIDUAL
EMPLOYMENT
SERVICES



9

INDIVIDUALS

GROUP
SUPPORTED
EMPLOYMENT



20

INDIVIDUALS

COMMUNITY
INCLUSION

CONTRACTED SERVICES

Cascade Connections contracts to provide custodial, production and landscaping services throughout Whatcom County. These commercial contracts provide employment opportunities for people with disabilities.



54

INDIVIDUALS

CREW MEMBERS



\$443,019.78

TOTAL WAGES EARNED



24,398.45

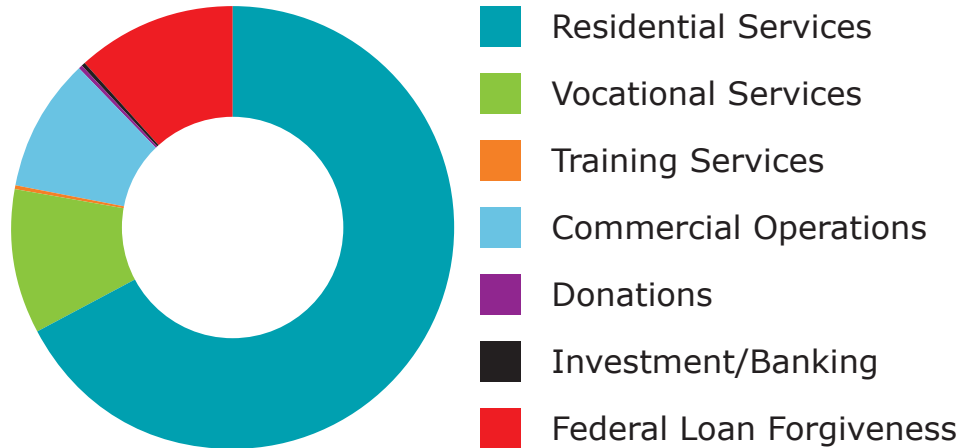
TOTAL HOURS WORKED

VOCATIONAL SERVICES - EMPLOYERS

- A Childs Life Learning Center
- Alignment and Brakes Plus
- Among Friends
- Anvil
- Appel Farms
- Barlean's
- Bellingham Baptist Church
- Bellingham Food Bank
- Bellingham Pet Supply
- Bellingham Promotional
- Bellingham Railway Museum
- Bellinghome Builders LLC
- Big Lots
- Bookkeeping Solutions NW
- Burlington Coat Factory
- Cafe 544
- Cascade Connections Training Department
- Cascade DAFO
- Checkmate Pawn
- Christ the King (Lynden)
- City of Bellingham
- Community Meals Program
- Connections Christian Store
- Connections Speech Language Pathology
- Cornwall Church
- Costco
- Creatures Comfort
- Department of Homeland Security
- Developmental Disabilities Administration
- Endless Potential Applied Behavior Analysis
- Evergreen Supported Living
- FastCap
- Ferndale Public Library
- First Christian Church
- First Congregational Church
- Five Guys Burgers and Fries
- Fred Meyer Bakerview
- Fred Meyer Lakeway
- Garden Path Adult Family Home
- General Services Administration
- Generations Early Learning and Family Center
- Grace Church
- Green Barn
- Grocery Outlet (Lynden)
- Gym Star Sports Center
- Habitat for Humanity
- Haggen (Ferndale)
- Healthcare Services Group
- Homestead Fitness Center
- Horseshoe Cafe and Ranchroom
- Justesen Industries
- Kids Korner
- Landmark Real Estate Management
- Lynden Door
- Malissa Perry Art
- Manpower
- Marlin's Auto Service
- McDonalds (Telegraph Road Location)
- Meridian High School
- MGM Solutions
- Nooksack Valley Christ Community Church
- Northwest Healthcare Linen
- Northwest Therapeutic Riding Center
- Opportunity Council
- Pacific Continental Realty
- Pacific Security
- Pederson Bros. Inc
- Pegasus Corporation
- Pickford Film Center
- Rebound
- Rite Aid (Sehome Village)
- Ross Dress For Less
- Rudes Auto
- Rusty Wagon
- Safeway (Lynden)
- Salvation Army
- Samuels Furniture
- Saratoga Property Management
- Seedlings Early Learning Center
- Soy House Vietnamese Cooking
- Steves Sweet Shop
- Tangled Threads
- Tractor Supply Co.
- United Church of Ferndale
- Unity Spiritual Center
- Walmart (Bellingham)
- Westside Pizza (Bellingham)
- WinCo
- Woods Coffee (Boulevard Park)
- Woodway Senior Living

THANK YOU TO THE COMMUNITY PARTNERS WHO HAVE EMPLOYED SOMEONE THROUGH CASCADE CONNECTIONS IN 2020!

FINANCIAL REPORT



Revenue

Residential Services	8,572,079
Vocational Services	1,329,954
Training Services	24,474
Commercial Operations	1,231,883
Donations	57,476
Investment/Banking	36,320
Federal Loan Forgiveness (PPP loan)	1,451,000

Total **12,703,186**



**See next page for the
Paycheck Protection Program
(PPP) loan expense report.**

Expense

Residential Services	7,360,393
Vocational Services	1,197,608
Training Services	25,086
Commercial Operations	932,262
Management General Expenses	740,918

Total **10,256,267**

PPP LOAN AND COVID-19 SPENDING REPORT

PPP Loan Amount: 1,441,000
PPP Loan Forgiveness Amount: 1,441,000

Expense Qualifying for Loan Forgiveness

Payroll Costs	
Regular wages for worked hours	890,361
Wages of employees unable to work	170,024
"Hero" bonuses for essential workers	221,737
Employee Benefits	120,884
State Payroll Taxes	6,623
 Non-payroll Costs	
Rent	29,283
Utilities	2,088
 Total	 1,441,000

EIDL Advance Amount: 10,000
EIDL Advance Forgiven: 10,000

Expenses Paid for by EIDL Advance

COVID-19 Protection Supplies	10,000
 Total	 10,000

COVID-19 Expenditures (Non-Payroll)

Nursing Supplies & Care Upgrades	18,141
Remote Work Accommodations	11,429
Supplies for Sanitary Work Environment	8,613
Training Expenses	1,790
Additional In-Home Client Activities	1,772
 Total	 41,745