

2022



OUTCOME REPORT



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MESSAGE FROM THE EXECUTIVE DIRECTOR



After weathering some difficult years during the pandemic, Cascade Connections welcomed some promising changes during 2022. State reimbursements increased in July of 2022, which allowed us to increase our caregiver wages substantially. This boost, combined with the lifting of pandemic-related restrictions, increased staff recruitment and retention and thereby improved our ability to serve our clients.

After a lean year of cutbacks in 2021, our Home Care program was able to add 31 clients in 2022. We were very happy to restore services to many former clients whose services were paused during the pandemic staffing crisis. Our Group Training Home and Supported Living programs also benefited from many new staff, and Cascade Connections' Training Department accommodated the influx of new hires by adding more trainers and offering more in-person training this year.

Our Supported Living communities in Bellingham and Lynden gained new members and enjoyed many outings during 2022, as community activities continued to reopen. Our Vocational Services program also continued to rebuild, in pace with the gradually recovering economy. A handful of new businesses appeared, and some businesses who had reduced hours or closed during COVID ended up reopening in 2022 and hiring individuals through our agency.

Cascade Connections' programs have positioned themselves to grow further during 2023. We are excited to be recovering the staff resources we need to best serve our community. I want to take the time to thank our community members for your prayers and financial support this past year. God has really been quite good to us, and a lot of lessons have been learned over the past three years!

Please continue to pray for us. We do have two especially important needs right now: to find more community housing for those we serve and to expand our Board of Directors. The Board of Directors represents our community and makes sure that we steward funds appropriately. The Board will provide direction and guide our next 5-year Strategic Plan, which we plan to draft in 2023. If you or someone you know would be a good fit for our agency, please contact our Ferndale office and we will send you an application.

A handwritten signature in blue ink that reads "George Beanblossom". The signature is fluid and cursive.

George Beanblossom
Executive Director
Cascade Connections

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.

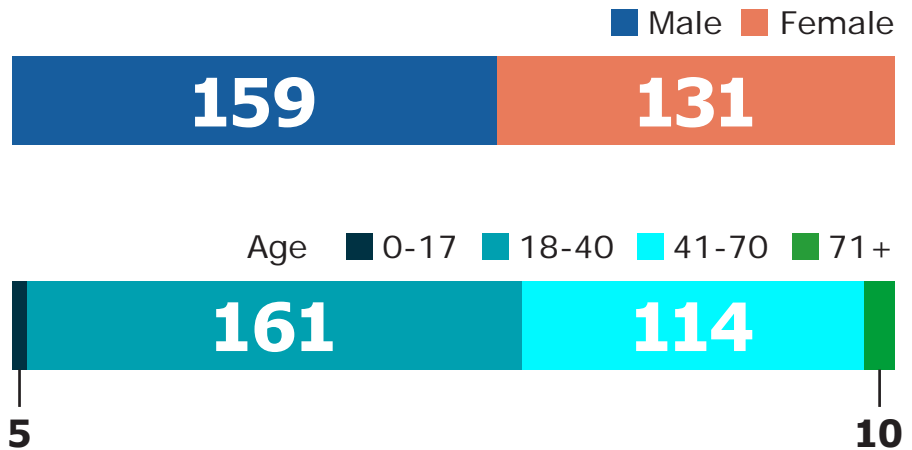
2022 AT A GLANCE

ALL PROGRAMS

DEMOGRAPHICS - INDIVIDUALS SERVED

291

Total Number of
Individuals Served



2022 AT A GLANCE

RESIDENTIAL PROGRAMS

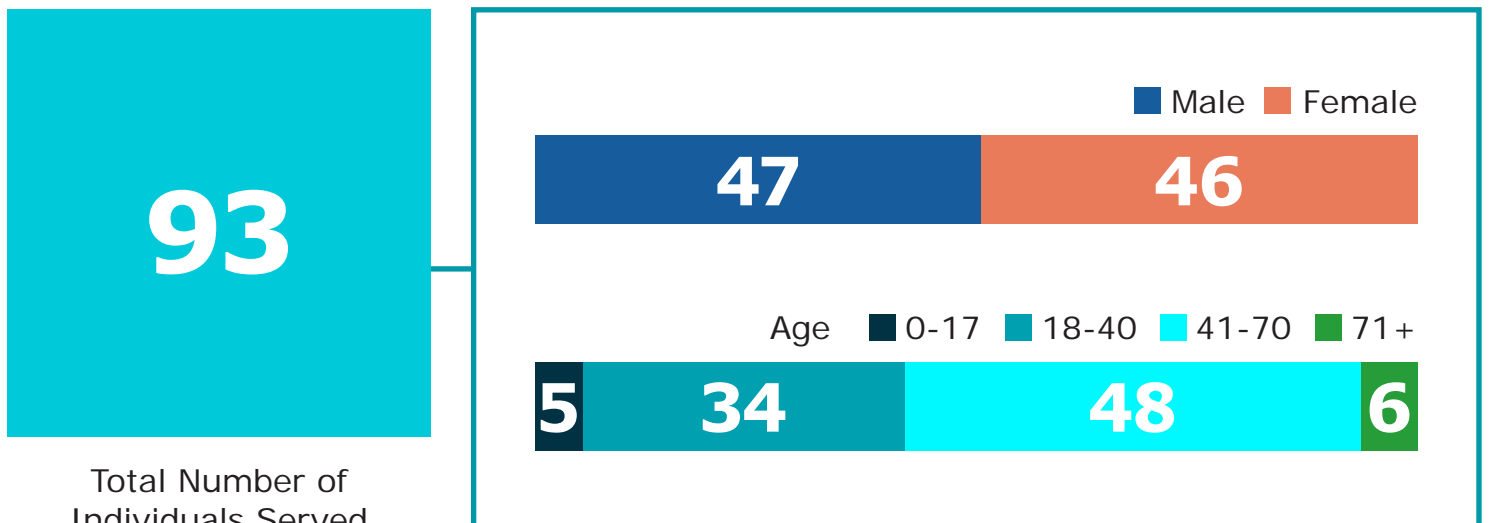
As a part of our mission to empower individuals with disabilities to enhance their quality of life, Cascade Connections' residential services include a group training home, a supported living program, and a home care program.

The beginning of 2022 remained extremely difficult for our residential programs due to continued staffing shortages as well as the ongoing challenges of COVID – specifically the Omicron variant and its high transmission rates. We applaud staff and clients alike for their resilience and ability to navigate continuously changing regulations.

Our state reimbursements increased on July 1st of 2022, and we were therefore able to increase our wages. We spent the second half of 2022 on stabilizing and building teams, with an emphasis on manager training. We currently have 206 employees in residential.



DEMOGRAPHICS - RESIDENTIAL PROGRAMS



CASCADE CHRISTIAN HOME (CCH)

Cascade Christian Home, our group training home, currently supports eight residents in meeting their goals and desires.

The CCH community enjoyed many fun in-home activities over the course of 2022. Staff and residents placed special emphasis on personal goals and growth this year. Although the staffing shortages of prior years continued to persist for much of 2022, CCH staff worked on strengthening our team and everyone agreed on striving for a standard of care that goes above and beyond the expected norms. This constructive communication generated new ideas, excitement to come to work, and all-around cohesiveness.

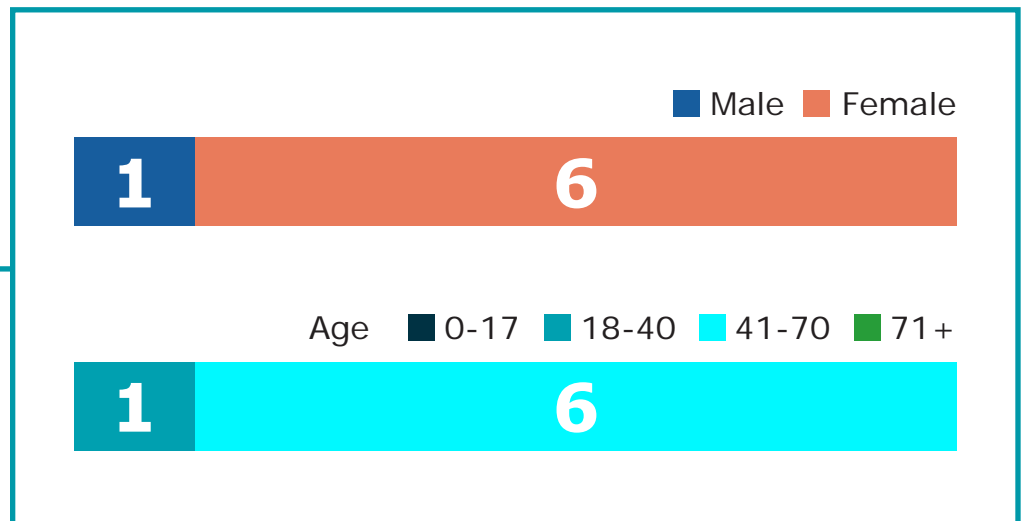
CCH also underwent some major renovations, including the installation of accessible showers and an overhead lift system. These upgrades make transitions safer for staff and residents alike. CCH is now better prepared for anticipated increases in mobility challenges as residents age.



DEMOGRAPHICS - CCH



Total Number of
Individuals Served



CASCADE CONNECTIONS SUPPORTED LIVING (CCSL)

Cascade Connections' Supported Living program supports adults with developmental disabilities to live as independently as possible in their own homes and to thrive in their communities.

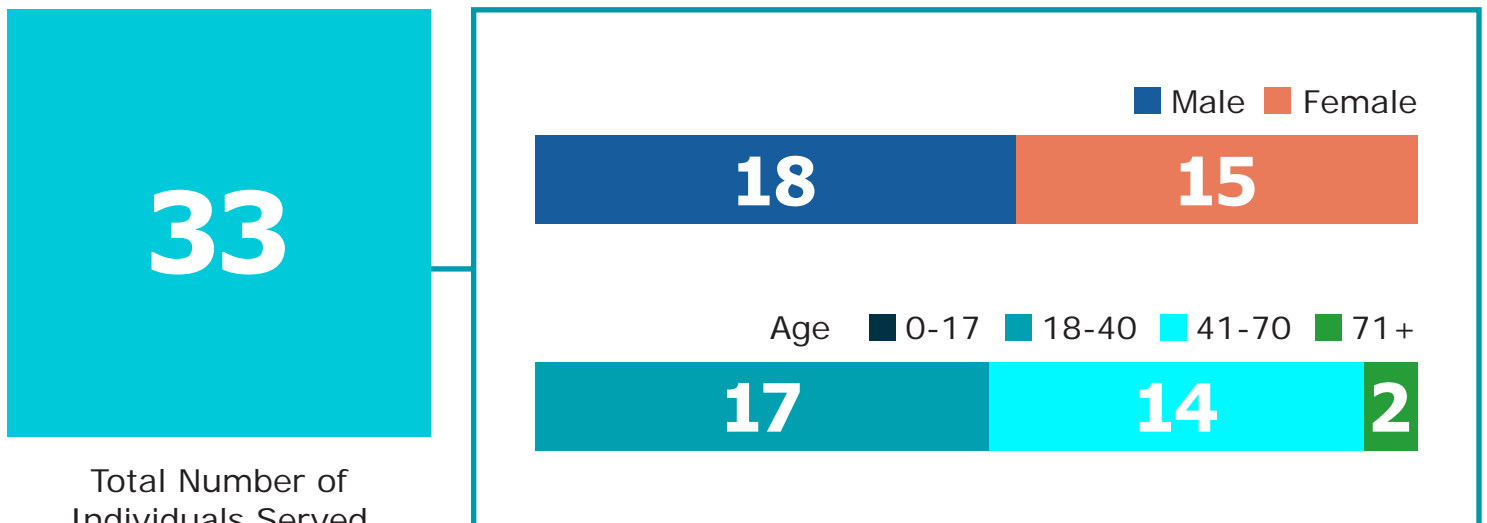
Thanks to an increase in staff and a decrease in COVID-related restrictions, our Supported Living program had an excellent year of rebuilding and growth. In East Lynden, CCSL extended services to five new individuals, scheduled more community integration activities, increased staff numbers, facilitated two in-person staff meetings, and supported client-led events. The West Lynden team onboarded a new person, hosted a picnic, and scheduled more outings and group activities with individuals we serve.

CCSL Bellingham's community grew as well this year, transferring in two individuals from Lynden and onboarding one new person. CCSL Bellingham facilitated two parties, supported individuals in attending sports games and concerts of their choosing, and coordinated with vocational support programs to help individuals pursue many exciting new work and volunteer opportunities.

CCSL also continued to develop its manager training curricula and activities during 2022.



DEMOGRAPHICS - CCSL



HOME CARE

Cascade Connections' Home Care program provides personal, respite, and private-pay care to individuals in their own homes.

After suffering through a considerable staffing crisis during 2020 and 2021, the Home Care Department worked hard during 2022 to increase staff and add back many clients whose services had been paused. By the end of 2022, Home Care had 53 clients – an increase of 22 people since 2021!

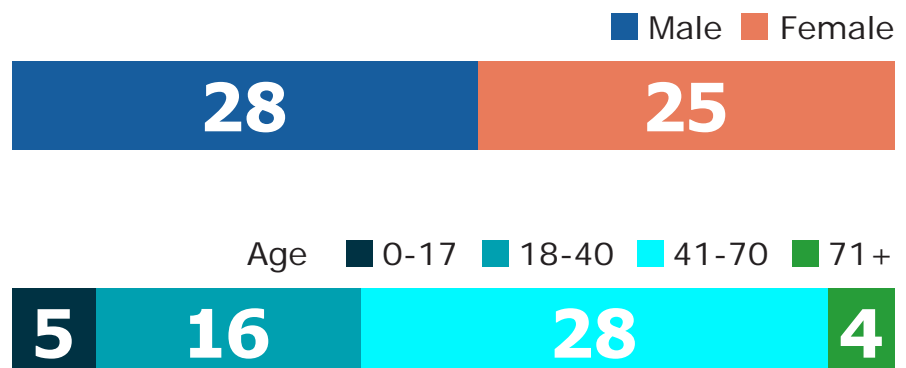
Home Care has worked hard to build and strengthen its management team. The department plans to continue adding clients and staff during 2023 by creating and implementing some exciting new staff-retention strategies.



DEMOGRAPHICS - HOME CARE

53

Total Number of
Individuals Served



2022 AT A GLANCE

VOCATIONAL SERVICES

Vocational Services works with Whatcom County businesses to learn about their needs and support them to find creative solutions that increase diversity and inclusiveness in the workplace. In addition, we support people with disabilities through a discovery process to help them identify their skills, abilities and interests. We then match employers with applicants who may meet their business needs. Through these partnerships, Cascade Connections is able to support the success of each person we support as they seek and sustain employment in our community.

We provide opportunities in two distinct areas: Rehabilitation Services and Commercial Operations contracts. People receiving long-term rehabilitation services worked 36,060 hours and earned a total of \$652,826 during 2022. Our Commercial Operations division employed 41 crew members who worked 23,951 hours and earned \$441,002 this year. Since our inception, Cascade Connections Vocational Services has helped create 1,035 jobs in our community. In 2022 alone, we created 26 new jobs.

26

Jobs Created in 2022

1,035

Jobs Created Since Founding

\$16.62

Average Starting Wage

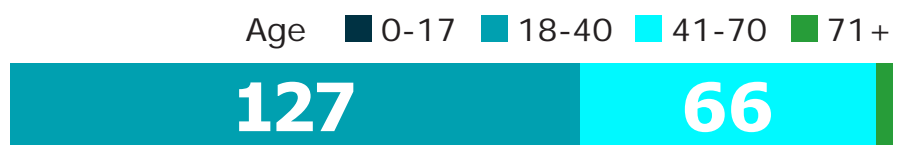
11.13 hr.

Average Starting Weekly Hours

DEMOGRAPHICS - VOCATIONAL SERVICES

198

Total Number of
Individuals Served



4

DIVISION OF VOCATIONAL REHABILITATION (DVR)

44

Total Number of
Individuals Served

61

Total DVR Contracts Completed

Average Length
(in Days) of
Contract

138 days

Community Based Assessment

171 days

Job Placement Services

115 days

Job Retention Services

CONTRACTED SERVICES

41

Total Number of
Individuals Served

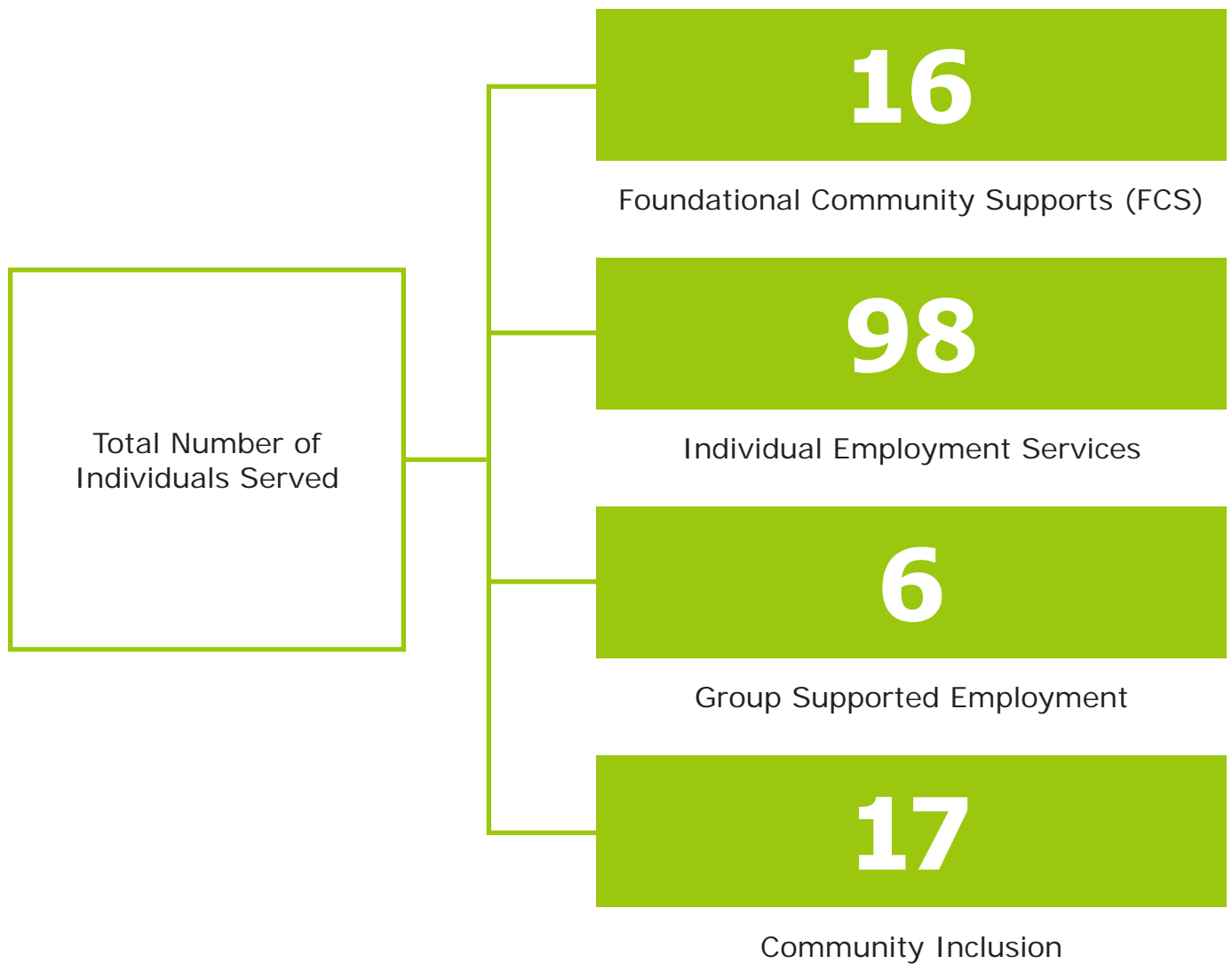
\$441,002

Total Wages Earned

23,951 hr.

Total Hours Worked

LONG-TERM VOCATIONAL SERVICES

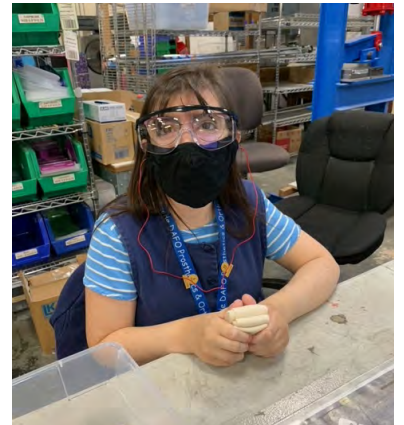


\$652,826

Total Wages Earned

36,060 hr.

Total Hours Worked



LIST OF EMPLOYERS

- A Child's Life Learning Center
- Adult Care Lynden AFH
- American Alpine Institute
- Among Friends Adult Family Home
- Appel Farms
- Barkley Company
- Bellingham Bells - Bellingham Baseball Club
- Bellingham Pet Supply
- Bellingham Promotional Products
- Big Lots
- Blaine Bouquet
- Bookkeeping Solutions NW
- Brio Laundry
- Cascade DAFO
- Cat Nap Inn
- Connections Christian Store
- Connections Speech Language Pathology
- Costco
- Department of Homeland Security
- Developmental Disabilities Administration
- Elenbaas Country Store
- En Christo LLC
- FastCap
- FitEvo
- Five Guys Burgers and Fries
- Fred Meyer (Bakerview)
- Fred Meyer (Lakeway)
- Frito Lay Inc.
- Frontline Cleaning Services and Supplies
- Green Barn
- Grocery Outlet (Ferndale)
- Gym Star Sports Center
- Haggen (Ferndale)
- Hoagland Long Term Care Pharmacy
- Holiday Inn & Suites Bellingham
- Homestead Fitness Center
- Horseshoe Cafe and Ranchroom
- JOANN Fabric and Crafts
- Justesen Industries Inc.
- Landmark Real Estate Management
- Lynden Door
- Lynden Hardware Company
- Marlin's Auto Service
- McDonalds (Telegraph-Pioneer Food Service)
- Meridian High School
- MGM Solutions
- Mt. Baker Care Center
- Nooksack Salmon Enhancement Association (NSEA)
- Northwest Health Care Linen
- Opportunity Council
- Pacific Continental Realty
- Pacific Security
- Park Bowl/Splitz Grille
- Pederson Bros. Inc
- Pegasus Corporation
- Rite Aid (Sehome Village)
- Ross Dress For Less
- Ruckus Room
- Rude's Auto Repair
- Rusty Wagon Old Tyme Food
- Safeway (Lynden)
- Soy House
- Steve's Sweet Shop
- Tangled Threads Quilt Store
- Target
- The Seedlings Early Learning Center
- Tractor Supply Co.
- Van Wingerden Greenhouses
- Walmart
- Westside Pizza (Ferndale)
- Woods Coffee

THANK YOU TO THE COMMUNITY PARTNERS WHO HAVE EMPLOYED SOMEONE THROUGH CASCADE CONNECTIONS IN 2022!

2022 AT A GLANCE

TRAINING DEPARTMENT

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

During 2022, Cascade Connections Training provided nearly 8,000 training hours of virtual, in-person, blended, and self-study classes to staff and community members. The Training Department also began offering Healthy Relationships training and ASL training to individuals we serve and their support staff.

The Training Department added another trainer this year to help increase our ability to do in-person, hands-on training again as COVID restrictions have lifted. Cascade Connections Training Center has continued contracting with Prometric to offer state Home Care Aide certification testing at Cascade Connections.

DEMOGRAPHICS - TRAINING DEPARTMENT

283

Total Number of
Students

242

Cascade Connections Staff

18

Community Members

23

DVR and Other Outside Agency Staff

8,961

Total Training Hours

7,981

Cascade Connections Staff

604

Community Members

377

DVR and Other Outside Agency Staff

CLASSES TAUGHT BY THE TRAINING DEPARTMENT IN 2022

- Adult & Pediatric CPR/First Aid/AED (in-person)
- Adult & Pediatric CPR/First Aid/AED(blended)
- Adult & Pediatric CPR/First Aid/AED Challenge
- Beyond First Aid
- Bloodborne Pathogens (Red Cross Curriculum)
- Bloodborne Pathogens (online)
- CORE Basic Training (Home Care Aide Training)
- COVID for the Caregiver
- Dementia Specialty Training Level 1
- Developmental Disabilities and Sexuality Staff Training: How to Communicate One-on-One with People with I/DD
- DD Specialty Training
- Diabetes Specialty Training Level 1
- Food Handling for Home Care Aide (online)
- Food Handling for AFH Providers
- HCA Skill Review Class
- Healthy Relationships: Being Smart and Safe when You Date
- Hoyer Lift Training
- Mental Health Specialty Training Level 1
- Navigating Challenging Behaviors
- New Hire Welcome Class
- Nurse Delegation
- Nurse Delegation Diabetes
- Orientation and Safety (Home Care Aide Training)
- Peer Coaching
- RIGHT RESPONSE Advanced
- RIGHT RESPONSE Advanced Re-Certification
- RIGHT RESPONSE Elements +
- RIGHT RESPONSE Elements+ Re-Certification
- Traumatic Brain Injury Specialty Training Level 1



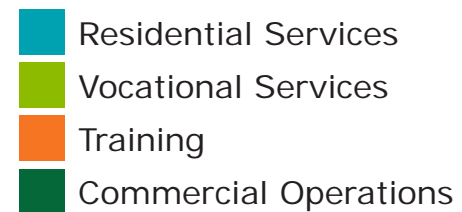
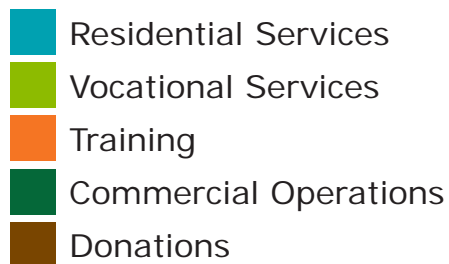
2022 AT A GLANCE

FINANCIAL DEPARTMENT

Due in part to COVID relief funding that Cascade Connections continued to receive in 2022, the agency's finances came out better than expected this year. There was some unexpected, unprecedented growth in several departments, which was not really predicted due to the pandemic.

Cascade Connections' totals and revenue expenses have increased quite a bit over the years, and we hope that trend continues. The agency's primary financial objectives for the coming year are to fortify and optimize our administrative and programmatic teams in order to sustain expected growth.

2022 FINANCIAL REPORT



Revenue

Residential Services	10,267,792
Vocational Services	1,515,996
Training	17,072
Commercial Operations	1,375,428
Donations	86,771

Total **13,263,059**

Expense

Residential Services	9,690,079
Vocational Services	1,689,570
Training	88,817
Commercial Operations	1,279,780

Total **12,748,246**

CONTACT

CASCADE CONNECTIONS MAIN OFFICE

Physical Address:
1354 Pacific Place, Suite 101
Ferndale, WA 98248

Mailing Address:
P.O. Box 3174 Ferndale, WA 98248

Phone: 360-714-9355

Fax: 360-312-0332

Website: www.cascadeconnections.org

DEPARTMENT PHONE NUMBERS

Cascade Christian Home: 360-398-2052

Home Care: 360-594-4216

Supported Living: 360-922-0171

Training Center: 360-714-9355

Vocational Services: 360-647-9087

SOCIAL MEDIA



Facebook: @cascadeconnections (facebook.com/cascadeconnections)



Instagram: @cascade_connections (instagram.com/cascade_connections)



LinkedIn: cascadeconnections (linkedin.com/company/cascadeconnections)



YouTube: @cascadeconnections (youtube.com/@cascadeconnections)

BOARD OF DIRECTORS

Scott Duffey, *President*

Mark Hildebrand, *Board Member*

Scott Lindsey, *Vice President*

Larry Stegink, *Board Member*

Gary McGill, *Secretary*

Reid McEvoy, *Board Member*

Shara Davis, *Treasurer*

Simon Sefzik, *Board Member*

CASCADE CONNECTIONS
opportunities for everyone

