



FROM THE EXECUTIVE DIRECTOR - GEORGE BEANBLOSSOM



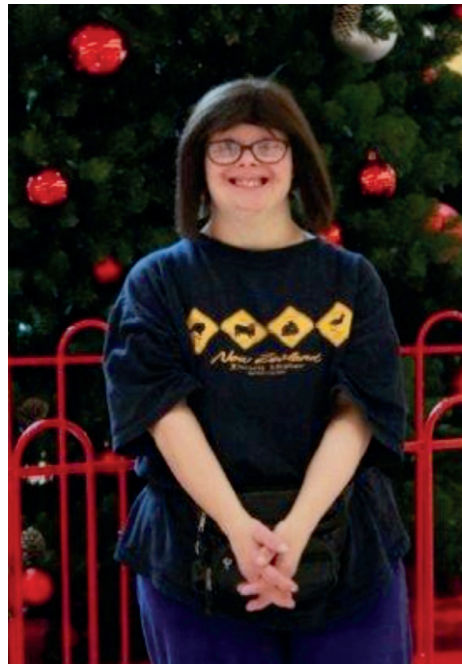
This past July marked the 20th anniversary for our custodial contract with the federal government. The model of looking at people's gifts or strengths and finding jobs in the community to match their talents has been one of the core components of our vocational programs.


Our first Custodial contract provided services to the General Services Administration cleaning the Federal Building in downtown Bellingham. Our crew consisted of a supervisor and three crew members.

Today our custodial crew provides services to the Sumas, Lynden and Blaine Border sites, as well as other private businesses in the community. Now 24 years later our vocational program serves over 140 people and has placed 698 people in community jobs, 62 of which have occurred so far this year. Our Vocational Program has never turned away a customer based on their support needs. If someone wants a job, it is the Vocational Programs job to figure out how to get that job for their customers.

One of the original employees for the Custodial contract is still working after 20 years. She has been a dedicat-

ed worker meeting her ride to work at 2:30am on an early morning crew. Becky came to us on August 21, 1981 after she had turned 18. She moved from her family home in Bothell, WA to Cascade Christian Home; where she lived till she moved into an apartment in our Supported Living program. During this time she learned how to live independently and now she lives with two other roommates renting a house.



Her job as a custodian has enabled her to live and be involved in her community as well as save up for various vacations all over the world. This would not have been possible without your prayers and financial supports. By partnering with us you help us provide the needed supports and training to help people like Becky develop their gifts and talents so that they can live independently and be involved in their community. 

VETERANS' FARM SELLING HAND-MADE HOLIDAY WREATHS



Have you ever wondered who is now farming at Cascade Connection's property on Martin Road, where Cascade use to run a flower farm? For the past two years, the three acre property has been rented by Growing Veterans, a natural vegetable farm that provides community, healthy transition, and agricultural training to returning military veterans. Many veterans find camaraderie and healing from physical and psychological injuries while working together on the land.

Since it began in 2012, Growing Veterans has produced annually 39 types of nutritious vegetables for local markets, weekly veggie boxes, and hosted the only produce stand at the Farmers Market at the Seattle VA Hospital. At the end of each market day, Growing Veterans donates unsold produce to the local Fisher House, a "home away from home" for the families of Veterans and active military who are visiting their hospitalized loved ones.

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GROWING VETERANS CONTINUED

Growing Veterans has also introduced more than 250 Whatcom County volunteers to farming and connected more than 30 veterans to employment in local agriculture businesses and farms. The organization is currently building Outpost Partnerships in Seattle and Olympia as well, and next year will also provide another farmers market at the VA American Lake Hospital in Tacoma.

This December, Growing Veterans, a non-profit organization, begins its First Annual Fundraiser Holiday Wreath Sale! Anyone can order a wreath online, and it will be hand-made by the Growing Veterans staff and volunteers (with the same wreath making equipment that Cascade used!)

Growing Veterans makes its wreaths from local, sustainably harvested materials gathered by its crew. All sales proceeds help purchase farming supplies and equipment for the 2015 growing season.

Wreaths come in three sizes and three price ranges-- small (\$20), medium (\$30), and large (\$40). They can be purchased online through a secure donation site: <https://secure.qgiv.com/for/gwgv/event/301020/>

Purchasing your wreaths from Growing Veterans is a great way to decorate your home for the holidays, while supporting local veterans and the organization's mission "To empower military veterans to grow food, communities, and each other." Happy Holidays everyone! 🌈

MARSHALL'S: VALUES DIVERSITY AND COMMUNITY CONNECTIONS

Marshall's located at 3922 Meridian Street in Bellingham Washington has been selected as Cascade Connections employer of the quarter. Each quarter Cascade Connections (formerly Cascade Vocational Services) selects a local employer who supports our mission to "Empower individuals with disabilities to enhance their quality of life." Marshall's department store was selected not only for their welcoming of employees with disabilities but for the praise from those employees about Marshall's accepting and encouraging work culture.

Marshall's currently employs three Cascade Connections participants: Josh, Charla and Bree. Each of their experiences was unique. Like all other employees, each one filled out a job application and went through the same vetting process that other employees go through. However, their interviewing process was slightly different. Each applicant was allowed a short working interview to try out a job to see if it was a good match for them and it allowed the management to see how each person performed. Rather than have them answer questions about their skills and abilities, they were able to demonstrate them.

Once Cascade Connections applicants are hired, they are employees of Marshall's and are all treated the same as any other employee. They attend all of the same trainings and staff meetings, and are expected to perform tasks and production at competitive levels. What makes this successful for both Marshall's and our applicants is ensuring there is a good fit in the position.



Josh says, "I like doing the inventory processing and price coding." He says that his job is a good fit because he's expected to do tasks that he's good at. "I really like my job" and feel like part of the team. He also said that he is "treated equally with everyone else. There is no favoritism or prejudice." He feels "valued and appreciated" for his hard work.



Another Marshall's employee, Charla, is also a Cascade Connections Vocational Services participant. Charla says that she likes the crew at Marshall's, "They're all really nice and hard workers." Her job is a good fit because it gives her the hours she wants and the flexibility she desires. She appreciates that Marshall's "gives people a chance to prove ourselves, like you would anyone else." She feels like she is treated like other employees and that her supervisors appreciate her work.

MARSHALL'S CONTINUED



Bree, another CCVS participant, says, "I feel like I belong," and "I look forward to coming to work because of co-workers and management." She appreciates that she has learned a lot in her position at Marshall's and gets to do a variety of tasks. Bree started out in one position and now performs several backroom tasks. She said about working at Marshall's, "Hearing a lot of good feedback from management makes me feel good," and "I love learning new things." 🌟

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PEOPLE THAT MAKE A DIFFERENCE

We would like to thank the following people for making a donation and partnering with us:

Donations in Memory of: *Beulah Honcoop*

Robert and Henrietta Cobb
 Donald and Rhonda Howard
 Leroy and Henrietta Weber
 Leonard and Beverly Honcoop
 Marion and Marcia Schouten

Lucas Marjon
 Louis Marjon

Ben Maarhuis
 Truman Sterk

Donations from Churches, Civic Groups and Businesses:
Sumas Christian Reformed Church,
 Sumas, WA

Third Christian Reformed Church,
 Lynden, WA

Lynden Lions Club,
 Lynden, WA

Western Concrete Pumping, Inc.,
 Bellingham, WA

A special thanks to *Van Wingerden Garden Center*, Blaine, WA., for donating 30 Poinsettia's and making our Christmas party special and brightening up the lives of the people we serve. 🌟



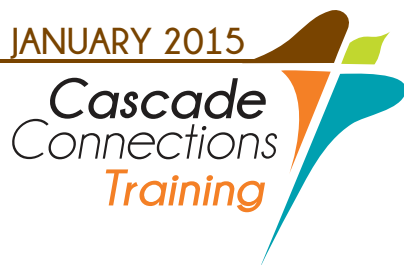
2015 PROPOSED BUDGET

Ordinary Income/Expense	
Income	
HC	511,877
PSH	122,693
CCH	774,289
CSL	1,146,919
BSL	376,051
VOCATIONAL - REHAB	951,837
VOCATIONAL - JANITORIAL	682,716
TRAINING CENTER	49,259
FUND RAISING	200,000
Total Income	<u>\$4,815,642</u>
Expense	
SALARIES/BENEFITS	
RESIDENTIAL STAFF	2,495,377
VOCATIONAL STAFF	1,114,719
TRAINING STAFF	60,854
AGENCY-ADMINISTRATIVE STAFF	274,093
OPERATIONAL EXPENSES	
HHC	58,834
PSH	53,031
CCH	153,796
CSL	121,818
BSL	68,900
VOCATIONAL - REHAB	178,905
VOCATIONAL - JANITORIAL	174,367
TRAINING CENTER	33,808
FUNDRAISING	27,140
Total Expense	<u>\$4,815,642</u> \$0



RETURN SERVICE REQUESTED

TRAINING SCHEDULE JANUARY 2015



Orientation and Safety Training – 1/5 (9am-3pm)

CPR/FA/AED Training – 1/7 (10:30am-3pm)

Oral Health for Caregivers – 1/21 (9am-2:30pm)

Dementia and Challenging Behaviors – 1/27 (9am-3:30pm)

Call us at 360-714-9355 or visit us on the web at cascadeconnections.org to register for the 75 hour HomeCare Aide classes offered in January 2015!

Also offered in January 2015 is the 30 Hour Basic Training for those serving Adult Children and Non DD Parents.

