

Vadis

2006 - 2007 Achievement Report

Shared **Perspective...**



...Common **Vision**

TABLE OF CONTENTS

Mission/Vision	1
Message from the Board of Directors.....	2
Fresh from the Executive Director’s Pen.....	3
Program Outcomes/Stakeholder Satisfaction	4
Demographics.....	5
Financial Report.....	6
It’s About the Job Match	7
What’s New on Our Horizon	8
Employer of the Year	9
Employing Solutions with Innovation	10
Partnerships	11

Our Mission

The mission of Vadis is to provide people with disabilities opportunities and experiences to fulfill their economic and human potential.

Our Vision

The vision of Vadis is for people with disabilities to have the opportunity to define what is meaningful, to choose their own life path, to be supported and accepted in doing so, and to belong.

Pierce County
1701 Elm Street
Sumner, WA 98390
253.863.5173

King County
723 SW 10th Street, Suite 200
Renton, WA 98057
425.264.0888

MESSAGE FROM THE BOARD OF DIRECTORS

Friends of Vadis:

I am pleased to have an opportunity to address this year's theme of "Shared Perspective, Common Vision." As a board member, our purpose is to act as stewards for Vadis in seeing that the goals, objectives, and outcomes in the provision of services to our clients are clearly meeting and/or exceeding our company's philosophy of excellence, and fulfilling our mission statement.

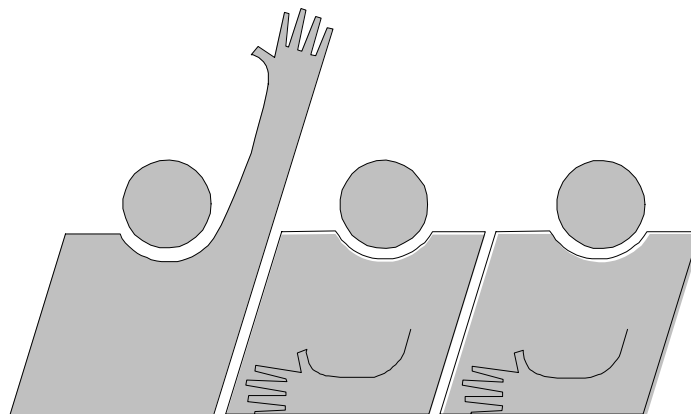
I am proud to say that Vadis remains a leader in our industry, displaying the highest degree of professionalism and commitment to our clients.

Vadis remains focused on ensuring that each and every client we serve is treated with dignity, and share in the vision our clients have in achieving their individual goals, desires, and needs. We continue to look for more and more opportunities for employment, emphasizing the importance of re-integration, participation, and the major contributions our clients give back to their communities.

It has not been as easy road, given the changes in our funding streams both on a state and national level. However, our staff and executive team remain dedicated to our mission, and our future remains positive.

Vadis will continue to adjust our programs and services in the coming years to meet the challenges in front of us, and our success will always be guided by the clients we serve.

Steven Brockel
Board Chair



FRESH FROM THE EXECUTIVE DIRECTOR'S PEN...

Not a year goes by at Vadis when I am not amazed by the amount of challenges and opportunities we generate. This year was no exception. Sometimes the challenges are exterior to Vadis...not enough money to do the things we want to do...technological challenges that abound in our world today. And still others are a result of our own intentions. In the summer of 2004 Vadis took a huge leap and transitioned our 30 year sheltered workshop to community employment for all people we support. And since that time, we have been diligently working to make that happen. We have immersed ourselves in best practices, collaborated with everyone imaginable, developed job opportunities in creative and amazing ways and fiercely promoted the value of people with disabilities in the typical workforce.

Was it the right thing to do? Yes. For every story we tell about someone living out an earned opportunity, there are many others unseen. All such stories would simply not have happened had we not buckled up and stepped on the accelerator. So to all our supporters, participants, staff, board members, employers, friends, customers, allies and, even those not always in sync with us, I say thank you. For every stumble we have experienced, we have moved forward with opportunity and style. We have indeed morphed from a shiny apple into a dazzling pear.

Christopher Christian

PROGRAM OUTCOMES

Total number of people served	▶	348
Number of job starts	▶	114
On the job retention rate after one year	▶	85%
Earnings of participants served in community supported employment	▶	\$800,103
Number of hours Vadis participants volunteered in their community	▶	9,318
Earnings of participants served through our commercial contracts	▶	\$578,176

STAKEHOLDER SATISFACTION

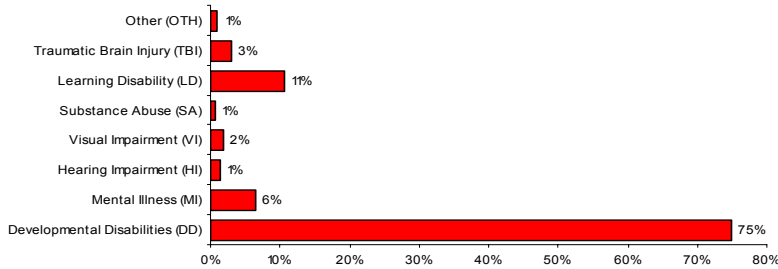
Percentage of business customers satisfied by our services	▶	98%
Percentage of program participants satisfied by our services	▶	97%



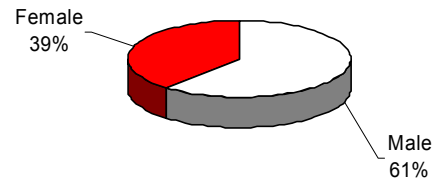
ANNUAL DEMOGRAPHIC INFORMATION 2006 - 2007

Total Persons Served This Year: 348

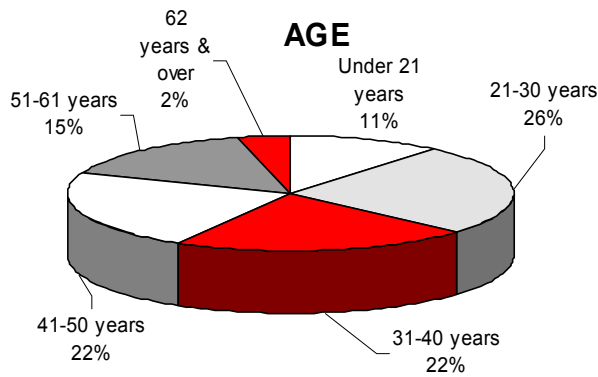
PRIMARY DISABILITY



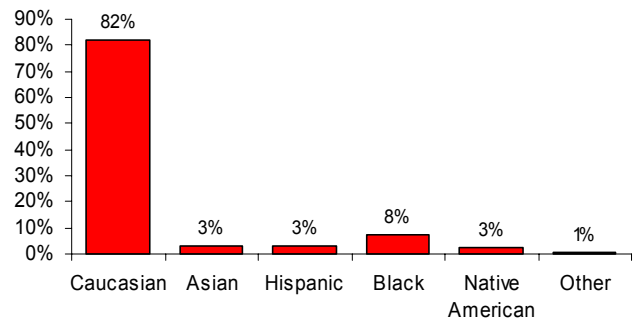
GENDER



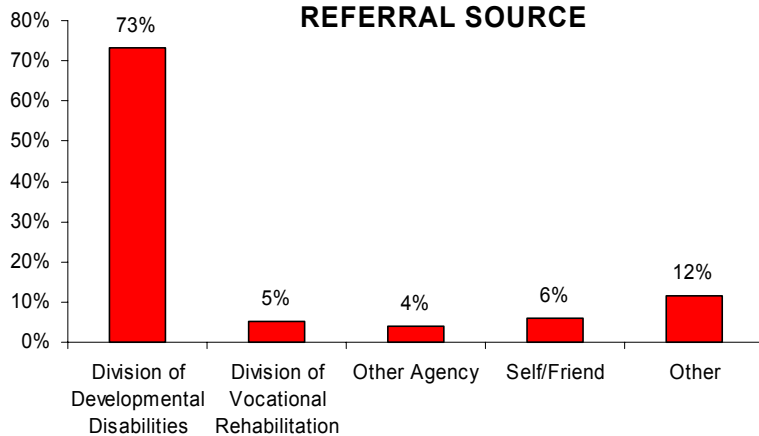
AGE



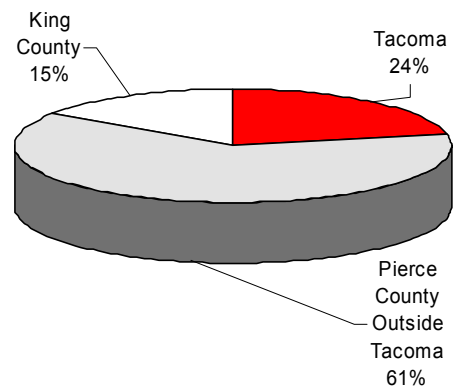
ETHNICITY



REFERRAL SOURCE

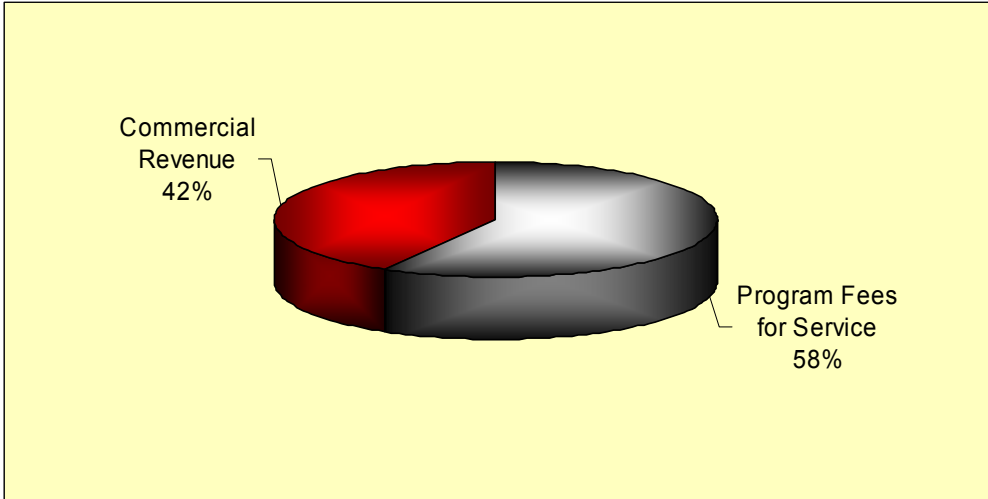


GEOGRAPHY

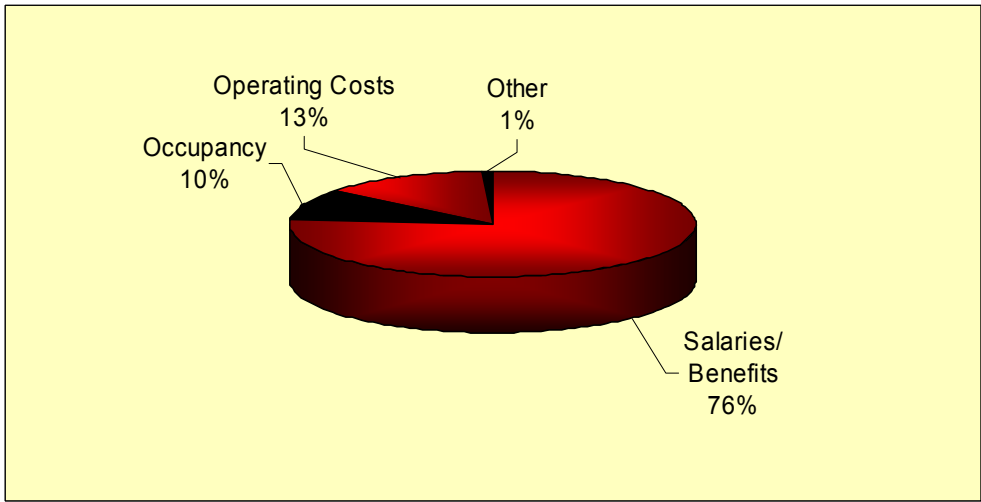


FINANCIAL REPORT

Income FY 2006/07



Expenses FY 2006/07



Preliminary results. Financial statements audited by Shannon & Associates, LLP.

The importance of appropriate cash management and procedures is recognized by Vadis management and Board of Directors. An independent external audit is performed each year to review accuracy and completeness of financial records. Testing of internal control procedures is a critical component of the audit to insure compliance with internal policy, as well as laws and regulations applicable to Vadis operations.

IT'S ALL ABOUT THE JOB MATCH!



Chris and his supervisor, Mike (Goat) Gardner

where Chris and Mike each work two days per week. Chris and Mike eagerly wash and sanitize the pots, pans, bowls and utensils generated by the busy establishment.

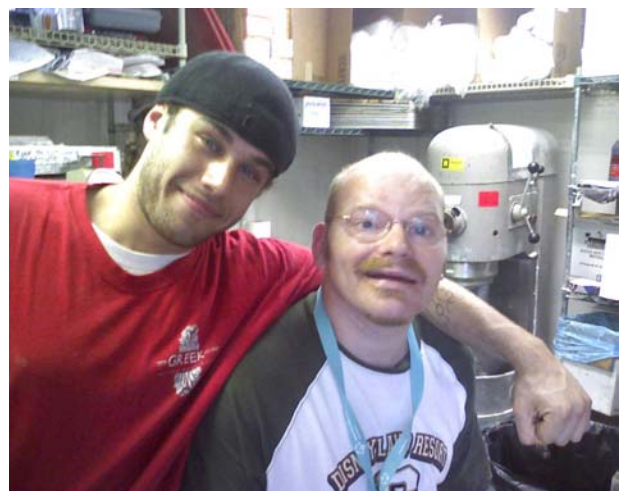
When Chris and Mike began their pathway to employment, both men displayed personality traits that might prove problematic in many employment settings. However, we continually witness the power of environment. Chris and Mike's integration into the workforce and interaction with their co-workers has helped them be successful on the job. They understand that their supervisor—the one in the red shirt—is the one who gives directions.

With exposure to the young generation of co-workers, Mike has adapted his style of dress. His tee shirt sleeves are rolled up and the waistband of his pants are positioned a bit lower. Anyone who knows Mike is aware of his favorite booming expression; "Oh, No!" It has become the catch phrase among employees at *It's Greek to Me*.

When Chris began his employment, he was overwhelmed with the volume of dishes and lamented that he could never finish them during his shift. Since that time, Chris has adjusted and the first time he completed all the dishes without assistance, the entire crew celebrated his accomplishment.

Natural supports from co-workers are emerging at *It's Greek to Me*. Chris is becoming increasingly more independent of Vadis' direct support in the performance of his job duties. Mike is now fully supported by his supervisors and coworkers at *It's Greek to Me*. Perhaps both their job successes are summed up by a statement made by restaurant General Manager Mike (Goat) Gardner, "My day does not get started until Mike or Chris get here, They're so great for morale."

Chris and Mike both began their Pathway to Employment in 2004 when Vadis transitioned its sheltered workshop to community employment services. Both men started with a person centered employment planning process to discover their interests and strengths. This involved gathering family and advocates in a process of exploration. It also involved trial work experiences, tours and volunteer opportunities. Vadis also offered Chris and Mike the chance to participate in a weekly training and assessment activity. It was through this venue that we soon discovered that both eagerly awaited the conclusion of each day's coffee break so they could vie for a turn to wash the dishes. This area of interest had not come to light during their formal planning process. Acknowledging their interest in dishwashing, Vadis began the pursuit of a business that could benefit from their passion. As such, a job share was developed with *It's Greek to Me*, a local restaurant,



Mike and his supervisor, Mike (Goat) Gardner



WHAT'S NEW ON OUR HORIZON?



Gift Baskets by Vadis

We are always engaged in a variety of entrepreneurial ventures at Vadis. Our latest endeavor is a line of specialty gift baskets. A wide variety of baskets are available through direct order purchasing and online ordering. Visit www.vadisgiftbaskets.org for all the exciting details. All proceeds are used to support the mission of Vadis.



Staff Continuing Education

Vadis believes in keeping current in the area of education and training. Every year, we send numerous staff to classes, seminars, conferences, and events, as well as providing a monthly training curriculum in-house. Some of the educational topics Vadis covered in our in-house training include: Sign Language I & 2, Reporting Incident/Accident/Abuse, PowerPoint Basics, Customer Service, Division of Vocational Rehabilitation, Americans with Disabilities Act, How to Work with Families, and Norms and Time Studies. As well, Vadis has provided intensive 12-week educational series' on Leadership, Sales, and Management for staff.



Providing Affordable Housing

Vadis continues to operate as a landlord for people with disabilities. We currently own five duplexes in Pierce County with plans to find and acquire more. Our goal is to deploy our resources to meet the housing needs of people with disabilities and create rent structures to allow people to afford them. Currently over 20 individuals reside in Vadis owned homes.

EMPLOYER OF THE YEAR: MCLANE NORTHWEST



Each year, only one business is chosen by Vadis as Employer of the Year. For 2006, the worthy recipient is McLane Northwest.

McLane is a national company focusing on logistics and distribution of groceries, food service and novelty items. Their Northwest division is run out of Lakewood and serves the largest customer service territory of all McLane divisions.

Vadis has partnered with McLane Northwest for the past 4 years. They currently employ three full-time

teammates, Brett, Sean and Shane. These individuals use their unique skills and abilities to make valuable contributions to the McLane team on a daily basis. Brett, Sean and Shane work in different capacities for the company. Brett is in quality control; Sean and Shane are members of the sanitation department. Brett diligently sought out forklift certification in order to advance with McLane. Sean eagerly rides his bike to work each day in order to be a valuable asset to the company. Shane has shown his devotion to McLane by being punctual and ready to take on new tasks as assigned.

Receiving Vadis' Employer of the Year award means that McLane recognizes the benefit of hiring individuals with disabilities. McLane values their teammates by providing valued careers and opportunities that had not existed before.

EMPLOYING SOLUTIONS WITH INNOVATION

AAFES Food Court	Gene's Towing	Puyallup Playcare
Albertsons	Good Samaritan Hospital	QFC
AMC Theater	Goodwill	Randall Allen Design
AST - Automated Systems of Tacoma	Gordon Trucking	Red Cross
Auntie Anne's	Graham Fish Food Bank	Red Robin
Belina Interiors	Grocery Outlet	Rite Aid
Bjorneby's Auto Rebuild	Helping Hands House	Robinson Newspapers
Bonney Lake Tavern	Holy Rosary Catholic School	Safeway
Borders Books & Music	Home Depot	Salvation Army
Burkhart Dental Supply	Humane Society	Saturn of Puyallup
Chevy's	JMK Fibers, LLC	Seattle Asian Art Museum
City of Auburn	Johnson & Postman	Seattle City Light
City of Federal Way	Junior Achievement	Smithco Meats
City of Puyallup	K&G Fashion Superstore	St. Vincent
City of SeaTac	Kent Food Bank	St. Francis House
City of Tacoma TPU	King County Parks & Recreation	St. Vincent DePaul
Click! Network	Life Center Thrift Store	Starbucks
Coldwater Creek	Liquidation Warehouse	Sterling Reference Laboratories
Costco	Lowe's Tacoma	Sumner Animal Grub
Costco Tacoma	Lowe's Puyallup	Sumner School District
Discover Burien	Master Millwork	Tacoma Boys
DSHS/MPMU-PMAS	McLane Northwest	Tacoma Dodge
Duffle Bag	Milgard Manufacturing	Tacoma Elks #174
Dunn Lumber	New Heart Worship Center	Tacoma Rescue Mission
East Valley 13 Cinema	New Life Center Thrift Store	Tharco
Experience Music Project	Old Town Fish Food Bank	The Disney Store
Fairview Christian School	Olive Garden	The Loving Hands Child Care Center
Fastenal	Orting Senior Center	Toys R Us
Food Connection	Pacific Sports Wear	Washington Talking Book & Braille Library
Franke Tobey Jones	Papa John's Pizza	YMCA
Fred Meyer	PetSmart	
Ft. Lewis Food Connection	Phoenix Housing Network	
Ft. Lewis Main Exchange	Puyallup Meal Site	

PARTNERSHIPS

Vadis enjoys a variety of partnerships in our surrounding communities. From our municipal sites to the suppliers of basket products to the foundations and individuals that support us financially, all of our partners play a part in the overall success of Vadis.

Vadis would like to thank those entities that supported us in the past year.

Financially, we received much needed contributions to support our programs from:

- ◆ The Greater Tacoma Community Foundation
- ◆ The Norman Archibald Foundation
- ◆ Sumner Downtown Association
- ◆ Belina Interiors (in memory of Frank Gardener)
- ◆ Daniel and Leah Bickel

For in-kind support:

- ◆ Intelistep—who provides our Internet Technology oversight
- ◆ Office Depot in Bonney Lake—who makes in-kind donations to Vadis throughout the year
- ◆ Sumner Lawn and Saw—for providing quality parts and service for a reasonable price

Additional support received from online programs:

- ◆ Good Search (www.goodsearch.com)
- ◆ I Give (www.igive.com)



There are many ways to support Vadis. If you are interested in supporting our programs or making a gift, it's never been easier. Our website has a giving page; we're at www.vadis.org.

Goodsearch.com and Igive.com allow for online support; Goodsearch through internet searches and Igive through online shopping. In either case, just select Vadis as your recipient first.

Should you have questions about supporting Vadis, you can reach our Resource Department at 253-863-5173 ext. 229, or through our website at **www.vadis.org**.