



MAINSTAY

**CONNECTING JOB SEEKERS WITH
DISABILITIES TO GREAT EMPLOYERS**

**GRATITUDE REPORT
JULY 2019 – JUNE 2020**

Mainstay client, Krista, and Program Coordinator, Carey Thomas

MESSAGE FROM MAINSTAY



Mainstay Executive Director, Rebecca Jansson, leading through groundbreaking, turbulent times with a focus on CHANGE, COMMUNITY, and CONNECTION.

CHANGE: Where do I even start? Change is one major ideas that people with disabilities have the hardest time navigating. Routine, structure and schedules are the preferred method to Mainstay's client learning styles and our support methods. COVID-19 has that model on its ear. So, everything from the way we do business to how we support of people with disabilities has changed. Every aspect of our lives has been altered by the recent events in our world. Mainstay job seekers and SAILS students have had to adjust to our new reality.

Employers have been incredible, coordinating their efforts to retain jobs. Families have rallied to support their loved ones to avoid isolation and stay productive. Mainstay has been there for our job seekers remotely and in-person practicing social distancing and using PPE to make sure everyone feels safe and ready to be back at work.

As life and jobs start to ramp up, we will be here to ensure safety and satisfaction with a slow-roll back into employment.

COMMUNITY: Thank you. YOU are the reason we are able to focus on our clients. You give us inspiration in every way to keep us setting the bar high to help those marginalized and who do not have a voice.

MAINSTAY FROM MESSAGE

CONTINUED

From our advocates, donors, contracting agencies to our clients, it takes everyone finding pride in supported employment.

During this time, Mainstay has connected deeply with other Community Rehabilitation Programs (CRPs) similar to us, more than every before. The Community Employment Alliance has helped us stay grounded while changing our strategies. As a new Director, other CRPs have helped me to not “recreate the wheel” when building strategies, measuring outcomes and figuring out budgets for the future. It's been so very helpful.

CONNECTION: Our team realizes how important our connection to each other is. We feel it from you, although we know we are not seeing you on the day to day basis. You are part of an important community where everyone wants to contribute, have choices, feel valued and be included. In this turbulent time, we feel positive things happening in awareness, equality and justice.

Our lives might get harder before they get better. But, we have change, community and connection to get us through.

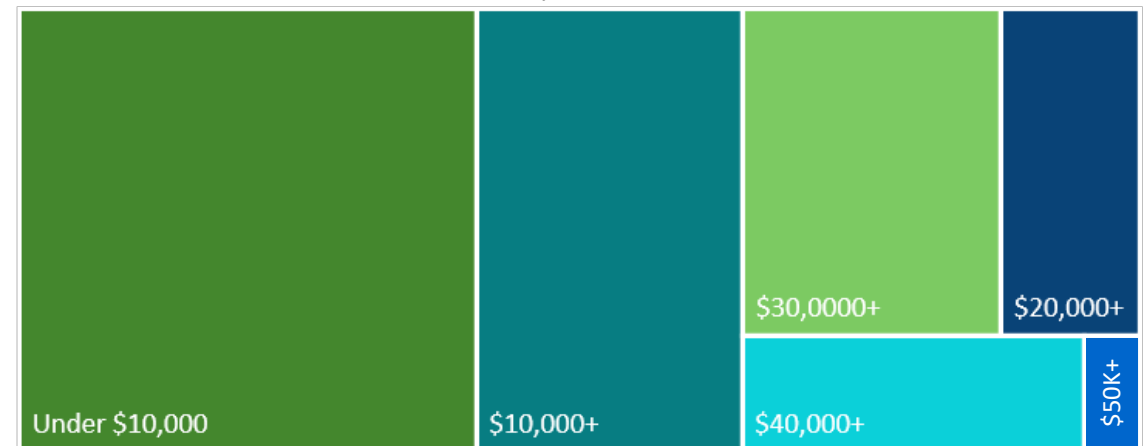
THANK YOU for seeing the world as Mainstay does, a place of possibility and inclusivity for all.

Warmest regards-



Rebecca Jansson, Director of Mainstay

Distribution of Mainstay client annual income for FY19/20





INDEPENDENT LIVING

THE WORK BEFORE YOU CAN WORK

Justin* wanted a job. But, before he could focus on work, Justin had to figure out housing and make sure he had food to eat. He needed to know how to budget and manage the money he would make and how to deal with challenges of Social Security benefits. Growing up in the Foster Care system and navigating the challenges of Autism, the cards were stacked against Justin. Having lost his foster mother who had known how to handle his social and behavioral difficulties, he really didn't have anyone to lean on to help him with these life issues. Justin called Mainstay. He was connected to the Independent Living program and long-time Mainstay all-star employee, Diane King.

Justin and Diane had to be extremely patient with each other. Learning Justin's communication styles and handling the triggering issues that Justin had experienced made the process very tumultuous. With perseverance they worked on their goals to accomplish them, one by one. Obtaining low income housing, qualifying for food assistance, resolving several bills that had gone to collections, making a budget and accessing community resources and benefit programs were just a few Independent Living supports Justin needed.

Now, as Justin gets settled into his new place, he is learning how to be a respectful neighbor. He continues to benefit from the one-to-one guidance and slower pace Diane is able to provide him. Justin needed an understanding person to support him and believe in him. He found that at Mainstay. Stay tuned for more success from Justin!

*Client name changed, stock photo used for privacy.



“The thing I really enjoy about Kerry is that he has an individual way of helping everyone he coaches. What works for one person may not work for others. Kerry has gone the extra mile and helped me when an emergency has come up to get me where I needed or to make sure a solution can be found, and I appreciate him being willing to do so very much.” – Jerry, Awesome Mainstay Client

CELEBRATING KERRY’S 30 YEARS!

Kerry Kakigi, our talented, beloved Employment Specialist, retired June 2020. As you may know, Kerry contributed 30 years of experience to Mainstay helping to shape hundreds of lives as a Job Coach championing inclusive employment.

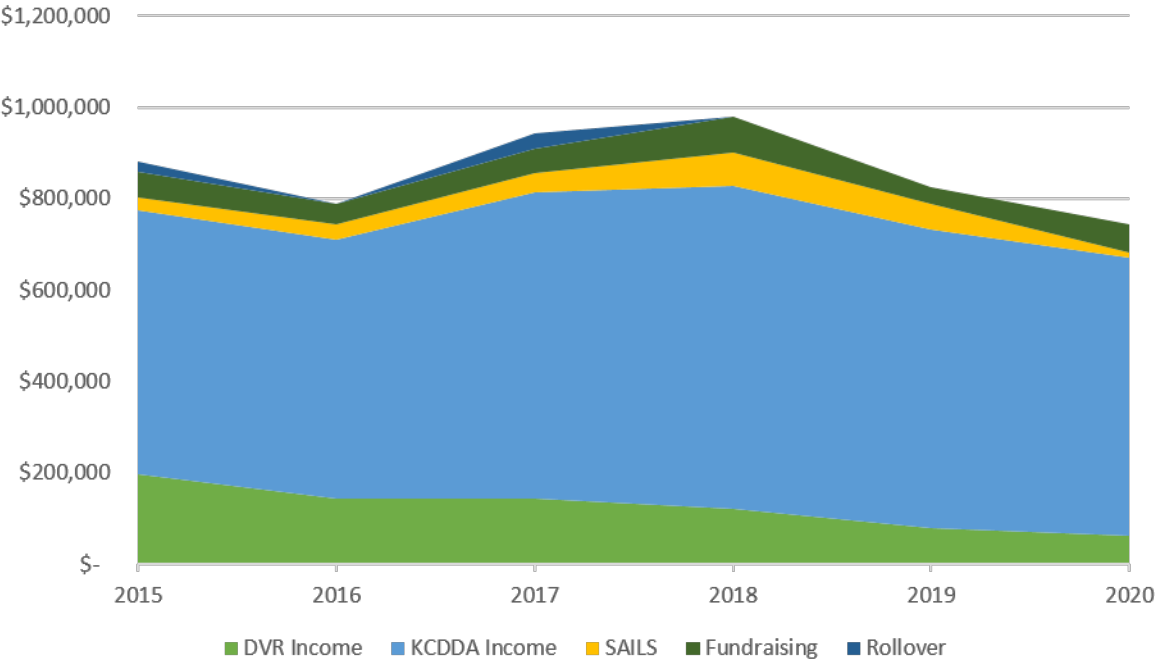
His work supporting job seekers as they increase their skills and build success will not be forgotten. Kerry built client and employer relationships with his whole heart.

Kerry reached special milestones that most job developers could never accomplish. He placed one job seeker, David, in a job with the Seattle Humane Society. David worked with the Humane Society for twenty-five years. When David decided to retire last year, Kerry was able to celebrate his retirement with him! The same job coach for 25 years! Quite a momentous occasion. Cheers to Kerry and to David!

An avid potter Kerry looks forward to spending time throwing clay on the potter’s wheel, shaping and cajoling the clay into ceramic artwork. Kerry has plenty of new endeavors on the horizon. Kerry is a lifetime learner.

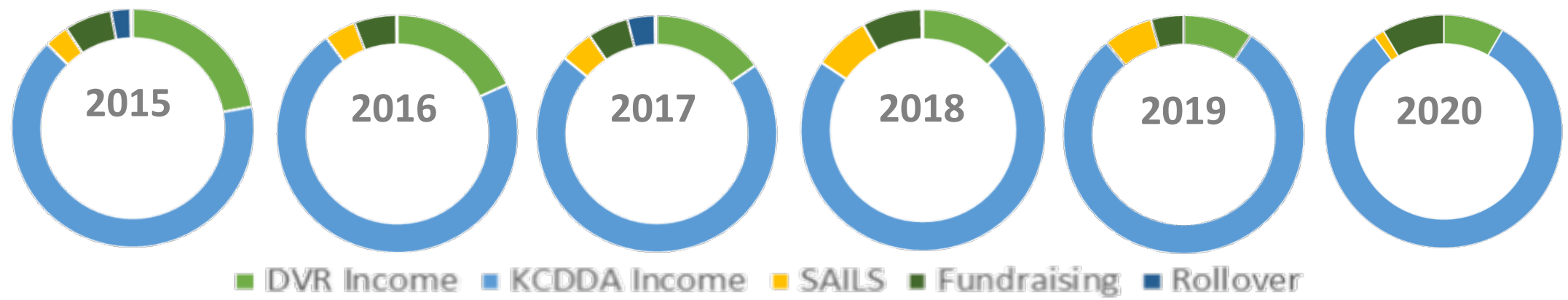
Come back and visit, Kerry!

MAINSTAY SOURCES OF FUNDING



Mainstay’s two largest sources of funding, Division of Vocational Rehabilitation (DVR) and King County Developmental Disabilities Administration (KCDDA) have both suffered significant decreases due to legislative restrictions and changes. DVR funds to Mainstay have dropped by 68% over the past five years (Light green). KCDDA funding to Mainstay has dropped by \$100,000 in the last two years. With COVID related budget constraints KCDDA likely continue to drop.

Despite Mainstay service-dollars continuing to increase, the cost of doing business (i.e. payroll, benefits, overhead) is not entirely covered by our funding contracts. **This is why fundraising has been critical.** Especially during COVID, our job seekers have been immeasurably impacted by job furloughs, jobs on hold, reduced hours and reliable routines.

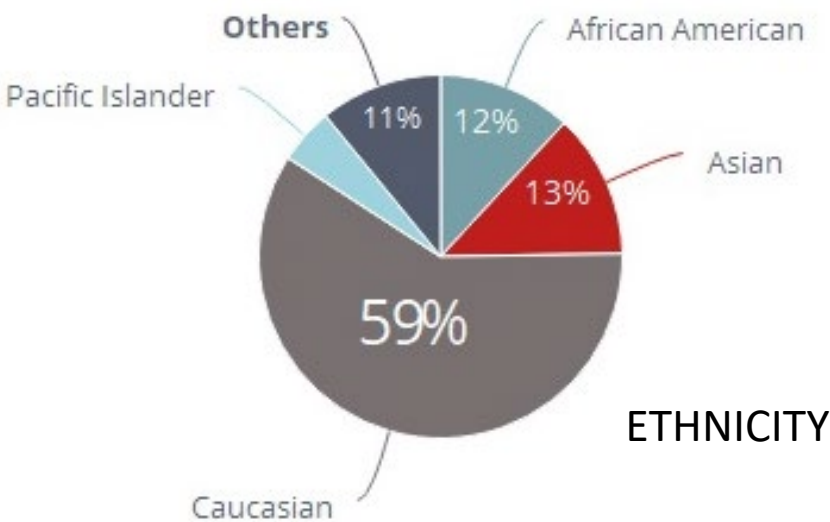
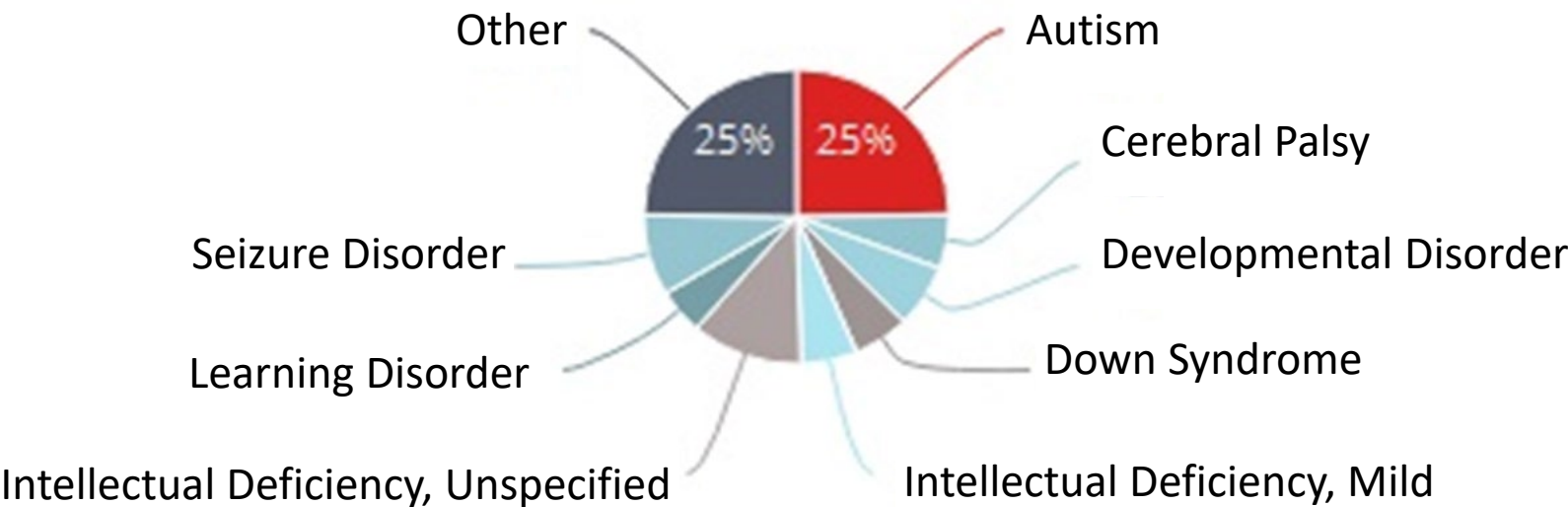


MAINSTAY CLIENT DEMOGRAPHICS

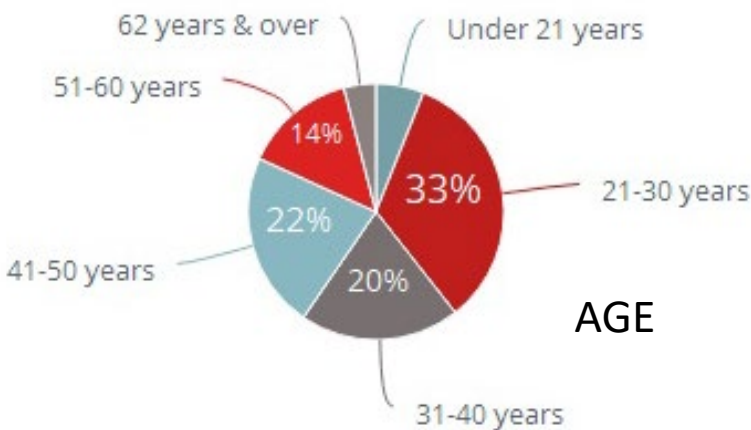
Clients served July 2018- June 2019: 126

Clients served July 2019- June 2020: 101

DISABILITY



ETHNICITY



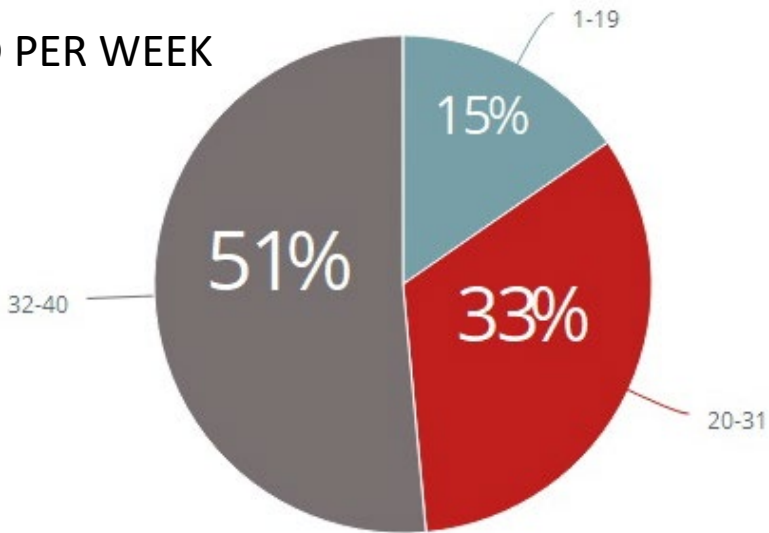
AGE

Mainstay client group is 58% Male, 40% Female, and 2% Other

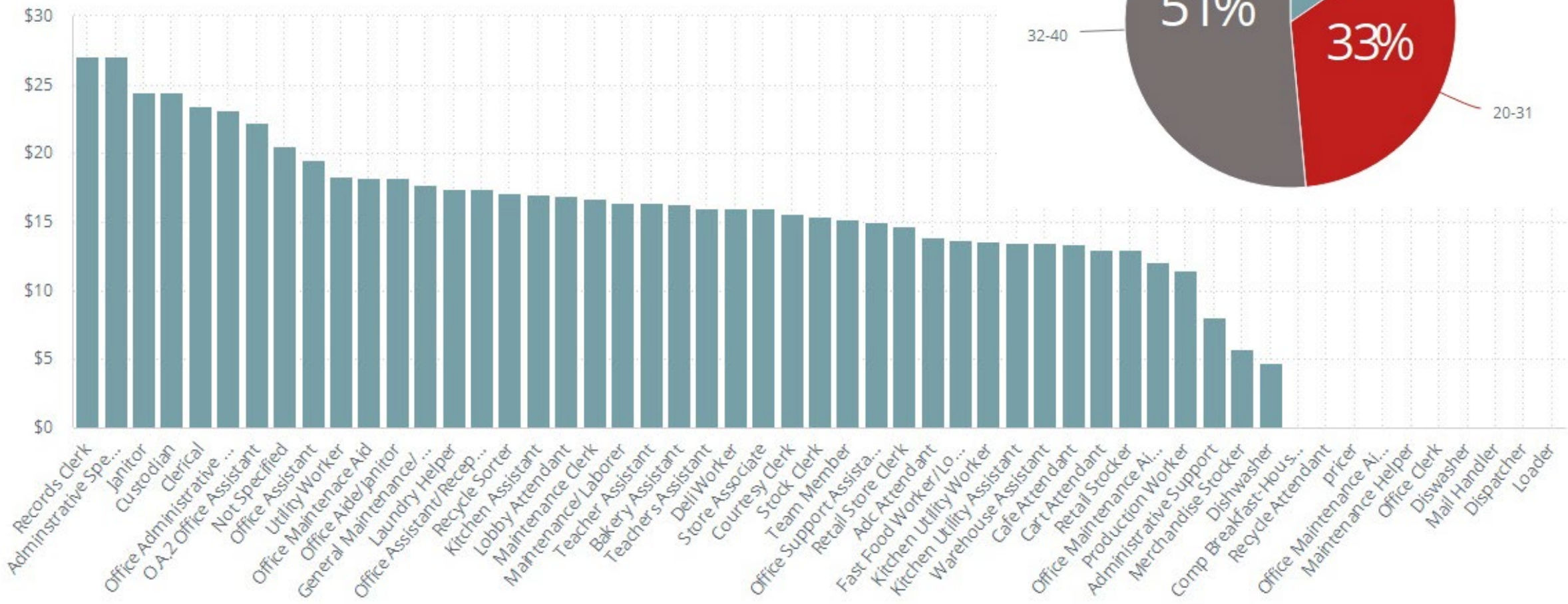
91% of Mainstay clients live in King County, 5% live in Kitsap County, 4% listed Other

MAINSTAY CLIENT DEMOGRAPHICS

HOURS WORKED PER WEEK



AVERAGE HOURLY WAGE BY JOB TYPE



PANDEMIC AFFECTS ON SUPPORTED EMPLOYMENT

As what we now know as COVID-19 grew from “a worrisome flu” to a global pandemic, we began to hear about budget shortfalls, businesses closing- some temporarily-some permanently, the news turned into a COVID media circus with new stories, reports and information hourly.

What we didn’t hear about is supported employment and how this disease has ravaged not just the livelihoods of thousands of workers, but decimated their social circle and cut them off from society. Many supported workers have jobs that cannot be telecommuted or they are unable to telecommute given their challenges. Many individuals with disabilities, Mainstay supported workers included, also have limited access to technology (either for intellectual or financial reasons); but even access to technology isn’t a cure-all to the issues they face.

Mainstay tracking reports show how large this problem has become. One client went from 42.5 hours of service in January to 1.75 hours in May. Another from 26.25 hours in January to just 1.5 hours in May. **Less than a third of Mainstay clients are still working, and they are only able to accrue a quarter of their billable hours on average.**

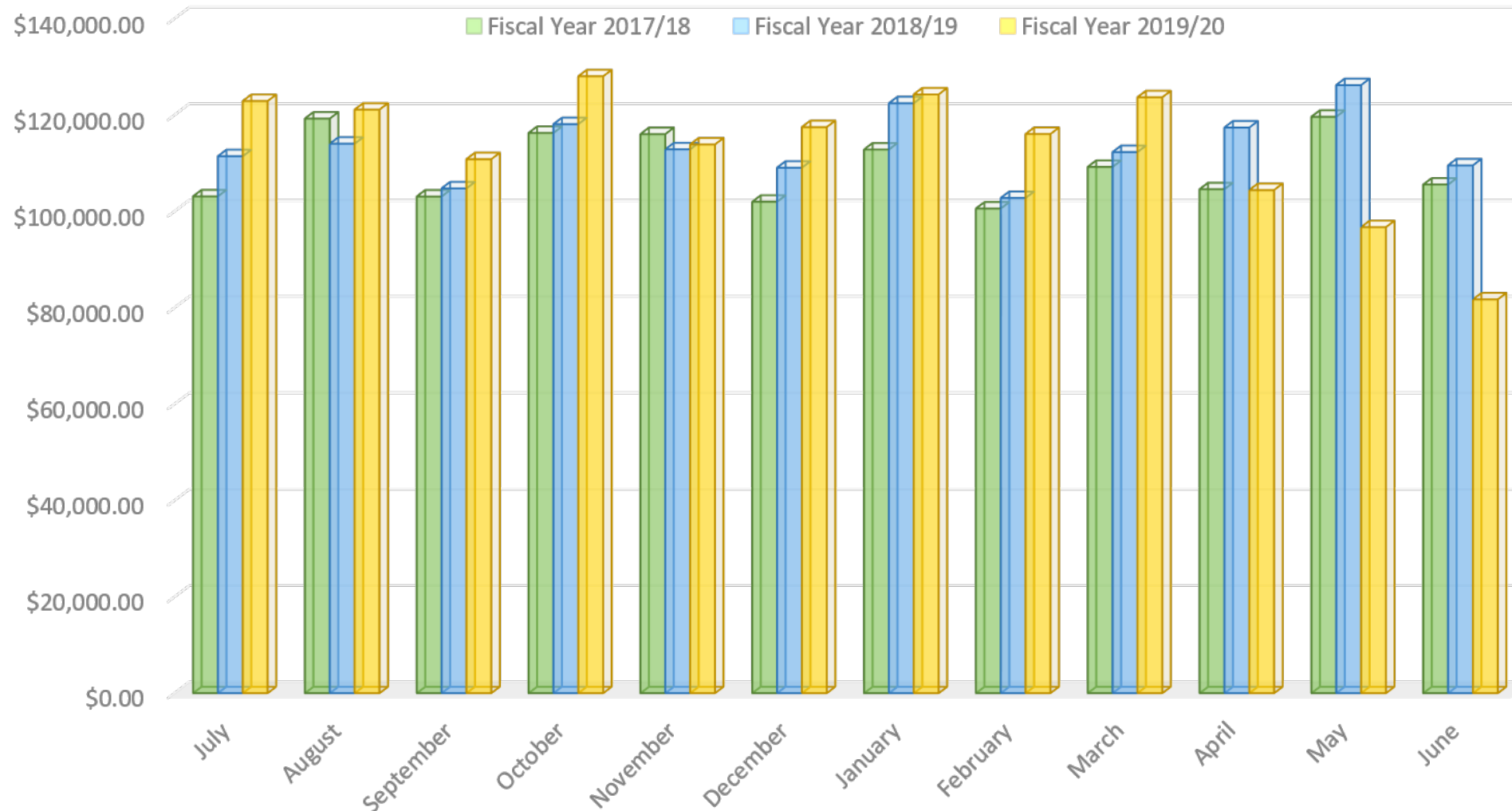
The social and emotional aspect this has taken on Mainstay clients is prevalent. Some clients on the autism spectrum have become more withdrawn. Others have become irritable because, although they are still working, the emails they receive from supervisors are laden with confusing work jargon. Clients who need strict routines are also becoming unraveled as the days amble on without purpose.

At Mainstay we are providing direct support to our clients remotely with phone calls, virtual meetings, and emailing. We help clients who are still working navigate their jobs under COVID, and we are motivating our clients who are at home to continue to sharpen their skills and advising them on how to be safe. By keeping up correspondence with client case managers, employers, and supervisors as well as creating a comprehensive COVID policy, Mainstay is working hard to secure a safe and successful return to work for our clients in the future.



Michelle, Mainstay Client & King County Employee

CLIENT GROSS WAGES



Fiscal Year 19/20
 Annual total:
 \$1,312,196
 Monthly Average:
 \$109,349

Fiscal Year 18/19
 Annual total:
 \$1,361,004
 Monthly Average:
 \$113,417

Fiscal Year 17/18
 Annual total:
 \$1,361,169
 Monthly Average:
 \$113,430

- The steady growth of Mainstay client wages took a sharp downturn in Spring 2020 due to COVID related layoffs
- 75% of Mainstay clients are not currently working due to COVID
- Thankfully, 54% of those not working are still being financially compensated by their employers, for now

Academy Schools	King County
Aljoia	- Department of Executive Services
AMC Theaters	- Power and Facilities
Astronics Advanced Electrical Systems	- Sherriff's Office, Records Unit
Bellevue School District	- Dept. of Community & Human Services
Bloodworks NW	-Dept. of Judicial Administration
BodyPoint	LA Fitness
Boehms Chocolates	McDonalds
Central Area Foodbank	Metropolitan Market
Cetera Advisor Networks	Microsoft- Compass Group
City of Seattle	New Theroy
- Arts & Cultural Affairs	Park Place Assisted Living
- Dept. of Neighborhoods	Pathfinder Schools
- Dept. of Design, Construction, & Land	Pizza Hut
- Human Resources	QFC: Ballard, Magnolia, Renton
- Executive Service Department	Safeway: Rainier Beach, Renton
- Information Technology	Seattle Colleges
- Vehicle Maintenance	Seattle City Hall
Cosmopolitan Kids	Seattle City Light
Daniel's Broiler	Seattle Public Utilities
Downtown Emergency Services	SPD Records: Criminal History Team
First and Goal at T-Mobile Field	Starbucks Coffee
Five Star	Target
Fred Meyer	TJ Maxx
Goodwill Industries	Trader Joes
Group Health Cooperative	Valence Surface Technologies
Holy Rosary Elementary School	Value Village
Home Depot	Veterans Affairs
Human Society SPCA	Walgreens
Joann Fabrics	



A career brings competence, a sense of contribution and meaningful relationships beyond what meets the eye. Mainstay client David said, “I can’t imagine my life without my job and my work friends. My job gives me a reason to wake up in the morning.” Enough said!

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THANK YOU GENEROUS MAINSTAY DONORS

\$35,000 +

Ann Sheldon

\$20,000 +

The Berman Foundation

\$10,000 +

Ann & Terry Lukens

Donald Soriano & Anne Ward

\$5,000 +

Jan & Ken Block

\$2,500 +

Rebecca & Roger Jansson

Christian & Jozelly Moulin

Ruth & Mark Reiser

Windermere Foundation

\$1,000 +

Eleanor & Charles Berman

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Community Foundation of Greater Atlanta

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Brad & Janelle Neil

Bob Oates Sewer Rooter, LLC

Matthew Roberts

Sharon Howard & Mike Rosen

Bruce Barnum & Liz Talley

Mindy Taylor*

\$500 +

Tom Bartholomew & Sarah Mack

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Julie & Wade Railey

Marcella Fleming & Bill Reed

Betty Roseboro

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Darrin Best & Rosalind Sciammas

Ben & Kimberli Wilson

\$250 +

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Estelle Budne

Matthew Cohen

Sarah & Tyson Danilson

Jane Finger

Jamie & Lynne Greene

Karen Ann Harrington

Sharon Howard

Darlene & David Johnston

Alison Judd & Wally Bostick

Kirk Laughlin

Jon Meyers

Heather Moore*

Candace O'Neil

Lisa Park

Donte Parks

Donald Perdue

Arnie Pike

Anja Post

Bruce & Robin Riveland

Randy Schoelkopf

Tessa Worley & Eddie Munger

\$100 +

Alex & Lillian Adacutt

Helen Arfin

Sharon Boehm

Kevin Bowersox-Johnson

Hsiao-Ching Chou

Kimberly Cook

James Dean

Brian DeGeeter & Stephanie Jansson

Suey Lung Dere

Dere Auto

Edwin Dirkes



THANK YOU GENEROUS MAINSTAY DONORS

\$100 + (continued)

Doreen Dobszinsky & Jeff Kette
Carladenise Edwards*
Dorene Elster
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Karen Strickland
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\$50 +

Dexter & Mary Ann Barnes
Melissa Wood Brewster
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Mary Franck
Andrew Harman
Norman Harris
Jessica Johnson
David Johnston*
David M. Johnston*
Daniel McBride
Deirdre Noonan*
Marianna Oreshkin
Aidan Quigley*

YOU raised \$160,000 in support
of inclusive employment from
July 2018 to June 2020!

YOU gave a total of 376 gifts!

YOUR average gift was \$426!

***BIG thank you to new donors!**



Mainstay clients Marcus and Dang

THE MAINSTAY TEAM

After 23 years of working for Mainstay, Rebecca still finds supporting people to reach their personal success is a thrill, and finding a person their dream job is a privilege. In her first year as Director, Rebecca is still up for the challenge to stay ahead of the changes in supported employment.

Focused on job development and employer partnerships, Anja is eager to explore international disability rights and employment in the future. Anja has experienced a steep learning curve leading SAILS students to academic success.

Alaska educated, Diane is dedicated to assisting those with employment barriers to obtain jobs that meet their interests, abilities, and economic need. Diane puts her whole-heart into seeing her clients reach their goals.

RIVERPOOL front man, Carey has been working with people with developmental disabilities since 2002. He loves working with people who help him grow. Carey has found some of the best moments in life have occurred because of the work he performs.

Dena has worn many hats throughout her career working in sales/marketing, vocational rehabilitation counseling and design. As a job coach for Mainstay, her favorite part of the job is being part of people's lives and guiding them along on their journey.

REBECCA Jansson, Director of Mainstay
23 years with Mainstay



ANJA Post, Employment Specialist
29 years with Mainstay



DIANE King, Employment Specialist
29 years with Mainstay



CAREY Thomas, Program Coordinator
9 years with Mainstay



DENA Varriale, Job Coach
8 years with Mainstay



THE MAINSTAY TEAM

Writer, aerialist, and improvisator, Jekeva is an invaluable Job Coach who also enjoys teaching improvisation techniques to help others combat social anxiety and OCD.

Bringing 25 years of payroll and account clerking experience with her, Agnes has her eyes on the numbers. When not at Mainstay she enjoys exploring downtown Seattle, reading, and learning new things.

Ceciila is a star who likes to shine behind the scenes. Cecilia says, "At Mainstay, I am surrounded by people who are passionate and thrilled with what they do. They appreciate the strengths and individuality of the clients/participants we serve."

A can-do fundraising professional Sarah thrives with multiple projects running at once, enjoys hosting events, and loves to connect with organization supporters and show them how important they are to Mainstay.

Emily has had an adventurous first year at Mainstay, learning the ropes and focusing on a caseload highlighting Deaf and Hard of Hearing clients.

Sharon works in tandem with Anja as she trains in helping school to work students with a focus on DVR job seekers.

JEKEVA Phillips, Job Coach
6 years with Mainstay



AGNES Wocken, Administrative Support
9 years with Mainstay



CECILIA Jimenez Mecua, Admin Assistant
6 years with Mainstay



SARAH Danilson, Support Staff
3 years with Mainstay



EMILY Peel, Job Coach
1 year with Mainstay



SHARON Breiner, Job Coach
New to Mainstay!





THANK YOU

WWW.MAINSTAY.ORG

SAILS Student Trenton, Graduates from Seattle Central College, Spring 2020