



INCIGHT™
Move Beyond Your Boundaries

Annual Report
2010 / 2011



Incight enters its ninth year of existence! We continue to grow the Incight brand and network, but most importantly impact the lives of people with disabilities to contribute to society.

Our programs and services are growing locally, regionally, and at a small level, nationally; Education, Employment, Networking, Independence, Health, and Wealth. What this organization does is amazing. No handicap™! The results of this organization are life changing to hundreds and life enhancing to thousands.

The past few years social services have continued to shrink while the population of people with disabilities keeps growing. From the year 1990 to 2000 the number of people with disabilities increased twenty-five percent. This number is expected to double in the next twenty years. It is imperative for the health of our economy that society learn, expect, even demand people with disabilities to CONTRIBUTE, rather than carry the expectation that they need to be helped.

I believe that ALL people have dis-abilities; everyone has attitudes and attributes that hold them back. Scott and I, as founders of Incight will be the first to tell you that not having legs and arms, or having Duchenne muscular dystrophy, are not our dis-abilities. Between the two of us our dis-abilities include, but are not limited to: controlling, stubborn, cheap, demanding, etc., etc. Incight is working hard to affect an attitude shift both in the non-disabled and disabled communities to focus on abilities rather disabilities and to reframe the conversation without the “limiting beliefs” and “unfair judgments” held by both parties about each other and themselves. Everyone has capacity to contribute and we should demand that ALL citizens rise to that occasion.

Thank you to everyone supporting our mission and vision for people with disabilities to achieve higher education, employment, and independence and to continue our culture change efforts to address the largest barrier that people with disabilities face—a culture that promotes Handicap™.

I hope you will join me in empowering people with disabilities to move beyond their boundaries and to bury their own handicap™.

Thank you for your support,
Vail B. Horton, Board Chair



I wish to express my gratitude for the opportunity to be a part of Incight in a formal role. I'm equally grateful to all who give of their time, energy, and resources to see the mission and vision of Incight unfold.

2010 and 2011 have been significant transition years for our organization, building on the foundation of partnerships with students, high schools and colleges in Oregon and in Southern California. We formally launched Employment and Independence initiatives and acquired grants and contracts that allowed us to produce more resources, host more events, and serve more clients. In order to grow our services Incight had to expand its team, adding valuable skills and energy.

During this period, we witnessed more Incight clients' transition from high school to post-secondary education, onto careers and independent living. These real life experiences have expanded our understanding of our communities needs and how to better serve them. It is our goal to continually reevaluate the needs of our community, the support provided to them, and fill our services niche. Incight strives to complement existing resources, although in some cases, we are the only resource.

We love our clients. We are passionate about our mission. We appreciate our supporters.

With grateful heart,

HALL OF FAME INDUCTEES



SUSAN ANDERSON - 2010 Inductee

Susan Anderson is an assertive, outgoing young woman who was born prematurely with severe hearing loss. Susan connected with Incight during her junior and senior years of college as a scholarship recipient. She received her Bachelor's degree in Community Development and a minor in Business from Portland State University in 2008.

With the help of Incight, Susan got her first paying job as a summer intern with Portland General Electric. Using her education and the skills she refined during her internship, Susan now works as a full-time employee for Safeway; originally as a courtesy clerk and now in the bakery department a change she was thrilled to make.

Susan continues to excel as a Safeway team member, despite her disability. While assisting customers, Susan carries her iPod with her so that customers can easily type in their questions. She wears a badge to identify that she speaks American Sign Language and has become an asset to many customers.

Susan also volunteers, a passion she has had from a young age, in addition to working. She has been co-chair of a Holiday Party for Deaf Children that happens each December for the past few years as well as regularly volunteering at Incight. Susan enjoys being able to help an organization that has helped her so much and Incight is proud to call her a member of the Hall of Fame.



WES STUDER - 2011 Inductee

Wes first learned about Incight through his counselor at Lake Oswego High School while looking for scholarships to help with tuition. He received his first scholarship in 2005 as a freshman at the University of Portland. Incight renewed the scholarship each succeeding year until his graduation in May of 2009 with a BA in History and Political science.

Incight does not stop with just monetary support; Wes was matched with a mentor who assisted him during his search for summer internships in his field of study. During the summer of 2007 Wes had a remarkable internship as staff associate with the office of Mayor Sam Adams when he was City Commissioner.

In the summer of 2008 Wes was chosen for a position on the Student Advisory Council with the United States Business Leadership Network, an organization that works with and supports companies that employ people with disabilities. Wes participated in the 2008 USBLN Annual Conference when it was hosted in Portland, OR and he is looking forward to traveling to Washington D.C. to participate in this year's USBLN Annual Conference

Wes continues to use Incight for support as he is actively seeking for employment after graduating. Wes now acts as an ambassador for Incight, using his success story to encourage others to move beyond their boundaries.



CURTIS BARNARD - 2011 Inductee

Curtis was a seasoned employee having had career positions throughout his adult life. In 2009 he experienced a traumatic brain injury from car crash. This added to the challenges of prior disabilities that Curtis had dealt with for years previous. Following surgery, Curtis worked to recover his health and his employment. Benefits for Curtis were running out and he was in jeopardy of losing his home.

Curtis was introduced to Incight through Oregon Vocational Rehabilitation Services. Incight provided a venue for Curtis to present at Live Resume, where he was connected to Work Systems Inc. an Incight partner organization. WSI provided him a career mapping plan and was ultimately able to introduce Curtis to the Kraft organization where he secured a fulltime, career position.

During the interim, Curtis acquired his Six Sigma Black Belt Certification, a highly valuable knowledge based and skill set for process and manufacturing companies. In turn, Kraft requested Curtis to travel and train other employees.

INCIGHT HIGHLIGHTS

LAUNCHED EFFORT TO ACHIEVE FUTURE FINANCIAL SUSTAINABILITY

Two guidebooks, designed to help individuals with disabilities successfully transition from secondary to higher education and from education to the workplace. Nearly \$50,000 was raised from the sale and distribution of 6,000 educational resource guidebooks to high schools, colleges, businesses and the Oregon Department of Vocational Rehabilitation (VR).

Secured our first national foundation three year, \$375,000 grant from the Kresge Foundation to support the programmatic expansion of its education and training programs. This grant represents Incight's largest financial donation in organization's history.

Secured our first government contract, with VR to provide: year round internships, a career/job fair day as well as Live Resume and Meet Oregon Business events. These events are geared toward providing job seekers with disabilities the chance to present their resumes live in front of a group of employers for potential career opportunities.

INITIATED AND CONTINUED INTERNSHIP & EMPLOYMENT TRAINING PROGRAMS

To better service students with disabilities, Incight created 21 resources (flyers, workbooks, podcasts, videos), including 10 informational videos available on YouTube. Developing this channel is a key part of Incight's social networking strategies moving forward.

Secured multi-year partnership with VR to conduct four employment events and to provide summer internships. More than 15 interns participated. Volunteer mentor companies included CHAP, Safeway, Ride Connection, Portland Development Commission, Software Technologies, Water Bureau, Keen Healthcare, US Forest Service and IRCO. Ten individuals with disabilities secured full-time employment or internships.

ACHIEVED SUCCESS & RECOGNITION IN THE COACHELLA VALLEY

Hosted over 125 individuals with disabilities along with 10 corporations representing about 500 open positions, and 13 booths at the "Tapping Fresh Talent" career expo. Also hosted 360 plus participants at OVRS Staffing Solution sponsored events. And partnered with Legacy Health to sponsor healthcare "Meet Businesses" event. Plans are in place to host "Meet Business" events in the Coachella Valley.

Three interns, Susan Anderson, Dylan and Nick Nunley went on to complete their college education and are now working for Safeway, Microsoft and Intel respectively. They were also recognized and inducted into the Incight Hall of Fame.

Incight's Palm Desert office successfully launched its "Joy In Mobility" program in the Coachella Valley. Participants include amputees, spinal cord injured, and the visually impaired. Special emphasis was paid to educating students on available assistive technology resources available to use while in college to improve their chances of success as well as level the playing field by allowing for equal access.

AWARDED 179 SCHOLARSHIPS TO EDUCATION MOTIVATED DISABLED STUDENTS

With the 179 scholarships awarded in 2010-2011 combined, Incight has provided 539 scholarships since its inception 8 years ago - ranging from \$500 (new) to \$2,500 (Pathways matched). The majority of the awards went to students residing in Oregon, Washington or California. Nearly 30% of the scholarships awarded benefited from a scholarship match program from other sources for an additional \$24,000 in financial support.

ACHIEVED COMMUNITY AWARENESS AND RECOGNITION:

Received the 2011 Spirit of Portland Award recognizing Incight's missionary work with helping to change corporate attitude towards individuals with disabilities.

More than 500 individuals attended the Galas that were held at The Governor Hotel and at Left Bank Annex. Everyone had a great time and more than \$320,000 to support Incight's mission.

PROMOTED ITS WORKSHOPS AROUND EDUCATION, EMPLOYMENT AND ACHIEVING INDEPENDENCE FOR PEOPLE WITH DISABILITIES

Hosted numerous college and job fair themed events in Portland, Corvallis and Coachella Valley in Palm Desert. Also held regular quarterly workshops at Portland area high schools to strengthen partnerships with post-secondary institutions. Conducted campus tour visits at Western Oregon University, Portland State, University of Oregon and at the College of the Desert in Palm Springs. All told, exposing over 500 high school students to life after high school opportunities.

Developed and rolled out two presentations for benefit of transitions students with disabilities; "Life After High School" , which provided an introduction to Incight, explained the available resources, including a primer on disability services, and a discussion on the differences between high school and college settings. And "Student Central", which emphasized the benefits of postsecondary education and employment opportunities. Discussion also centered on the educational aspects of success in life and the transition to college as well as how to obtain a scholarship. Collectively, more than 590 students and school counselors participated in one or both types of events.

Attended the Association for Higher Education and Disability (AHEAD) conference in Seattle to connect with 633 universities to network and further address access barriers for people with disabilities (PWD). Incight and WOU co-presented on the success of their partnership.

Palm Desert office collaborated with nearly 50 non-profit agencies, businesses and educational programs to address the lack of resources available to youth with disabilities in this region. Through effective networking, Incight is also leading the movement to address other multiple issues, such as a lack of transportation for college students with disabilities and improving a weak community infrastructure for people with disabilities.

COMBINED 2010/2011 FINANCIAL SUMMARY

ASSETS

Current Assets, Cash and Receivables	\$380,639
Net Property and Equipment, at Cost	\$39,681
Total Assets	\$420,320

LIABILITIES

Current Payables	\$9,807
Total Liabilities	\$9,807

NET ASSETS

Unrestricted - Available for Operations	\$410,513
Total Net Assets	\$410,513

Total Liabilities and Net Assets \$420,320

OPERATING REVENUES AND SUPPORT

Grants, Contracts, Contributions	\$605,360
Event Fundraisers	\$278,347
Program Fees, In-Kind and other	\$26,587
Total Revenues	\$910,294

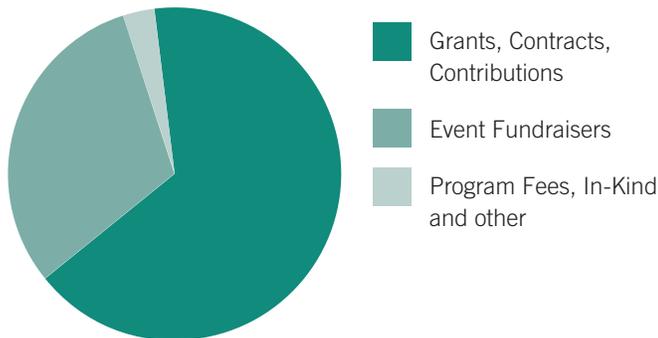
OPERATING EXPENSES

Program Expenses	\$495,521
Event Costs	\$136,508
Management & General	\$164,078
Total Expenses	\$796,107

Change in Operating Position \$114,187

Net assets, Jan. 1, 2010	\$80,567
Net assets, Dec. 31, 2011	\$194,754
Change in Nets Assets	\$114,187

REVENUE BREAKDOWN



OPERATING EXPENSES



INCIGHT TEAM

BOARD OF DIRECTORS

Vail Horton - *Keen*
 Scott Hatley - *Incight Company*
 Jerry Carleton - *Immix Law Group*

David Austin - *Mercy Corp*
 Barbara Dirks - *Independent Living Resources*
 John Friess - *Journey Gym*

Steve Brady - *The Standard*
 Kathleen Von Dehn - *Kajon Media*
 Spencer Way - *Northwest Mutual*

STAFF & INTERNS

Dan Friess - *Executive Director*
 Scott Hatley - *PR and Communications*
 Rick Zurow - *VP of Resource Development*
 Judy A. May - *Regional Director*

Tiana Tozer - *Program Coordinator*
 Christine Getman - *Program Coordinator*
 Lauren Mannix - *Scholarship Coordinator*
 Jennifer Wilde - *Program Associate*

Tracey Schultz - *Program Coordinator*
 Rob Thompson - *Multimedia Specialist*
 Heather Brooks - *Program Outreach*
 Denise Masanga - *Accounting*

DONOR RECOGNITION

\$15,000 AND ABOVE

Gary & Karen DeStefano
Sid & Cindy Miles

Patrick & Kathleen Quigg
Bill & Ann Swindells

Walt & Patricia Widmer
Sam & Kathi Yockey

\$5,000 AND ABOVE

Norma Barzee
John & Kim Bradley
Jerry & Heather Carleton
Scott & Susan Cassidy

Charlie & Shawn Engelberg
Roger and Dixie Fairfield
Scott Hatley
Richard & Sharon Herzberg

Vail & Beth Horton
Rick & Erika Miller
Michael Menashe
Dave & Sue Ramus

Alexander & Mariette Sawchuck
Mark & Rachel Slater

\$2,500 - \$4,999

David & Amber Austin
Hal & Margaret Bernthal
David & Margaret Carlson
John & Jane Emrick

Chris Folkestad
Bill & Beth Gellatly
Wayne & Susan Hatley
Walid Mahmoud & Jennifer Johnson

Gary Maffei & Marc Lintner
Jack & Karen Medak
Bob & Debra Pollock
Bill Schmidt

Ken Thrasher
Spencer Way

\$1,000 - \$2,499

Rachel Bloom
Patti Bolthouse
Mark Chambers
Bud & Tanna Conger
Diana Daggett
Mark & April Dhanens
Barbara Dirks & Alan
Carol Donnelly
Donald & Lydia Dorsey
Brad & Katherine Durham

Heather & Kenyon Eagon
William & Karen Early
Ken & Barbara Edmonds
Tom & Nancy Eyer
Louise Fairfield
Ray & Kathy Fairfield
John & Wendy Friess
Robert & Sharon Friess
Ian & Korrin Fyall
James & Barb Gaffney

Jason & Miriah Godsil
Rob & Karen Greenberg
Raymond & Elizabeth Guenther
Dan & Lynn Jones
Neal & Donna King
Claudia Kyle
Mary Francis Laier
Bob & Maryann Noack
Spiro & Donna Papadimos
Emily Patterson

Thomas & Suzy Rask
John & Gretchen Reed
Timothy & Janis Ryan
Michael Sherfinski
Billy & Jaime Stimpson
Tod & Margaret Tolan
Dave & Camille Wainwright
Mary Jaeger & Jerry Walker
Howard & Donna White

\$500 - \$999

Peggy Akerman
Tim & Christine Anderson
Mark & Becky Ankeny
Gina Atwood
James & Jacque Baldovin
Brandon Barnes
John & Susan Bates
Joe & Carol Benda
Jonathan & Mair Blatt
Robert Boertien
Paul & Stacey Burkhart
Donald & Mary Carlson
John & Sheelagh Carleton
Nate Chambers
Steve & Vicki Crow
Jim & Gretchen Dumestre
Gary & Jennifer Epping

Dan Floyd
Margaret Ford
Ken & Denise Fosheim
Daniel & Danielle Friess
Adam & Stephanie Garis
Nancy Gregg
Don Gritzmacher
Harry & Lilisa Hall
Brett & Lindsay Hamel
Tom & Anne Hatley
J. Clayton Hering
John & Genie Hollen
Brad & Niki Johnston
Bill & Debbie Levin
Jonathan & Deb Lush
Jordan & Denise Masanga
Joseph & Maureen Matula

Robert & Gayla Mcclung
Karen & Earl Ming
Jon & Kathleen Mitchell
Michael Morey
Sanjay Natarajan
Harvey & Sandra Platt
Jim Petrone
Stephanie & Anthony Reel
Steven Reinisch
Pamela Resnik
David & Ruth Rocker
Beth Root
Mcgee Salvage
Mark Schlesinger
Richard & Becky Smith
Robert Speltz
Joe & Ellie Stimpson

Molly & Bruce Studer
Mark & Barb Tennant
Ray & Karen Thibodeau
Edward & Jaska Thompson
Nathan & Amanda Vander Kley
George Walker
Barbara & Gary Wallis
Geoff Walsh
Richard & Cheryl Wessell
Karl & Barbara Wetzel
DJ & Summer Widmer
Steve & Diane Wilson

PARTNER RECOGNITION

BUSINESS & ORGANIZATIONS

ASPIRE
Braille Institute
Legacy Health

NW Natural
Oregon Commission for the Blind
Oregon Vocational

Rehabilitation Services
OrPTI
Pathways to Success

United Cerebral Palsy
U.S. Forest Service
WIN Center

SCHOLARSHIP MATCH INSTITUTIONS

Clackamas Community College
Clark College
Concordia University
Corban College
Eastern Oregon

George Fox University
Lewis and Clark College
Linfield College
Marylhurst University
Oregon Institute of Technology

Oregon State University
Pacific University
Portland Community College
Portland State University
Southern Oregon University

University of Oregon
University of Phoenix
University of Portland
Western Oregon University

