



◀ Operation Ability in Palm Desert, CA!

Held on January 29, 2106 –Incight's first-ever Operation Ability was highly successful! 18 wounded and disabled veterans and active-duty service members from the Inland Empire attended the free, one-day adaptive sports and leadership training clinic in Palm Desert. Operation Ability was also Incight's first experience delivering Adaptive Kayaking.

We offer our deepest thanks to the Veteran's Administration for their financial and outreach support, and to the Palm Desert Aquatic Center, Coca-Cola, and the students of Shadow Hills High School for their assistance in making our inaugural event a great triumph!

Growth in the Employment Department

In October 2015, the Oregon Department of Human Services' office of Vocational Rehabilitation Services extended Incight's contract to provide Job Connection Events and Pre-Employment Trainings to Jobseekers with disabilities. The renewed contract greatly increased our range of services, number of events, and service area! New to this year's OVRs contract are paid internship opportunities, Diversity and Inclusion Trainings for businesses and support agencies, helpful pre-employment workshops on networking, requesting accommodations, and navigating tricky application processes, the addition of a smaller, more hands-on style of our Meet Business event, and a new Career Expo in Salem. Since October, we have expanded the employment department team and have been delivering high-quality, sold out events from Portland to Bend!

2015

ANNUAL REPORT

Incightful Transitions Curriculum in Pilot Phase 3.0

Incight's curriculum for high school students with disabilities preparing for post-secondary life entered phase three of development in 2015 and features 23 lessons in four sections: Education, Employment, Independence and Spotlight lessons. The curriculum is now in 15 classrooms across five school districts as Portland Public Schools was joined by Klamath Falls and Riddle in 2015, and Salem/Keizer and Rainier School Districts in early 2016. We also launched a partnership with Oregon Career Information System to add some of our curriculum tools to their employment planning resources for students in Riddle School District in Southern Oregon.

Electric Hockey - More POWER to You ▶

Floyd is a die-hard hockey fan. He follows the Portland Winterhawks locally and the Pittsburgh Penguins professionally. Floyd was on the search for an adaptive sport that he could get into when he found Electric Hockey.

This revolutionary sport – designed specifically for power chair users – was introduced to America by Incight in 2014. From our home base at Mittleman Jewish Community Center in Southwest Portland, we demo, scrimmage, and play Electric Hockey most weekends.

Floyd says that Electric Hockey allows him to use his ideas and allows for the use of teamwork that isn't typically felt by a person who isn't able bodied. "What I like about the cart is – of course – the speed! The carts are flexible enough to accommodate those who prefer a more comfortable ride, but I prefer the speed!" Featuring a cutting-edge technology and Scandinavian design, the carts can reach 10 miles per hour and turn on a dime.

The opportunity that sports provides players to cooperate, communicate, and challenge themselves is invaluable – we are so thrilled to offer this exceptionally inclusive for sport in our community.



Check out more stories, reports and details at
www.Incight.org

111 SW Columbia St, suite 1170, Portland OR, 97201 ● 971-244-0305



Connecting the Dots

Our community continues to ask for more opportunities for people with disabilities – and Incight has delivered! Last year, we expanded our services to deliver more events in new areas, our staff grew by leaps and bounds in both Portland and Palm Desert, and we have some amazing new board members – it was a banner year indeed!

Connecting the dots is a key part of unlocking potential and that requires a holistic approach including Education, Employment, and Independence. We believe in higher expectations for everyone, no matter their ability, and we are excited to share our 2015 successes with you. This annual report highlights our growth through increased activities and events while also sharing important stories of individuals reaching their fullest potential by connecting the dots among each of Incight's programmatic activities. Incight has connected Handcyclists from our Independence Program with scholarship opportunities within our Education Program and internships within our Employment Program. Job Seekers from our Employment Program connected with recreational opportunities at Electric Hockey within our Independence Program. And Incight Scholarship recipients are starting to prepare for the job market earlier by connecting with job readiness trainings and internships with our Employment Program.

We couldn't do our important work without our dedicated staff, partners, and donors. We are forever grateful for your support and involvement.

• **Jerry Carleton**
Board Chair

• **Scott Hatley**
Cofounder/Community Relations
& Development Director

Spotlight On Elizabeth Albright



In 2014, Elizabeth participated in a Salem Live Resume event. She made a great impression on the employers, improved her networking skills and increased her confidence. In 2015, she took part in our internship program. Her interest lay in further exploring the world of disability services and we landed her an internship with Shangri-La. Not only did she learn a lot of new skills during this experience, but she was able to hone in on her career path. As a student (with a learning disability) working hard to put herself through college, Elizabeth was thrilled that our education program was able to offer her a scholarship last year.

On top of school, an internship and work, Elizabeth gives back to the community through volunteer work. She has supported Incight at events and volunteered for Special Olympics and Red Cross. Despite her busy life, she is on the honor society. She will be graduating soon, and we look forward to continuing to work with Elizabeth as she enters the next phase...the job search!



Financials

Jan 1, 2015 - Dec 31, 2015

Assets

| | |
|---|---------------------|
| Cash | \$185,572 |
| Receivables | \$26,575 |
| Prepays | \$13,072 |
| Property and Equipment (net of accumulated depreciation) | \$91,964 |
| Total Assets | \$317,183.56 |

Liabilities

| | |
|--------------------------|--------------------|
| Accounts Payable | \$7,730 |
| Accrued Liabilities | \$30,659 |
| Total Liabilities | \$38,388.56 |

Net Assets

| | |
|-------------------------|------------------|
| Unrestricted | \$80,948 |
| Temporarily Restricted | \$197,847 |
| Total Net Assets | \$278,795 |

Total Liabilities and Net Assets **\$317,183.56**

Statement of Activity Revenue

| | |
|----------------------------------|---------------------|
| Events, Contributions and Grants | \$710,610 |
| Program Revenue | \$155,443 |
| Other Revenue | \$3,496 |
| Total Revenue | \$869,549.02 |

Expenses

| | |
|-----------------------|---------------------|
| Program Services | \$530,798 |
| Development | \$262,183 |
| Admin and General | \$92,319 |
| Total Expenses | \$885,300.30 |

Net Investment from Reserves **\$15,751.28**

JAN

- Launched new, much-anticipated Incight.org
- Received \$25,000 Coachella Valley Spotlight Grant from the Berger Foundation
- **3rd Annual Disabilities Sports Festival in Coachella Valley**

FEB

- Klamath Falls and Riddle School Districts sign on to participate in our Incightful Transitions Curriculum Pilots through a partnership with the Oregon Department of Education
- Delivered Diversity & Inclusion Training to Clackamas County employees during a special Lunch & Learn
- Hosted our largest Live Resume event to date at Northwest Natural

MAR

- Participated in Annual Disability Awareness Week at Western Oregon University, delivering Empowerment Training and demonstrating Electric Hockey
- Purchased Sports Wheelchairs for Tennis and Basketball through a generous grant from the Bighorn Golf Club Charities
- Electric Hockey found its semi-permanent home at Mittleman Jewish Community Center, scrimmages and games held there regularly throughout 2015
- Incightful Transitions Curriculum Pilot 2.0 went live online with 15 interactive lessons and was delivered in 7 Special Education and Transitions classrooms throughout Oregon

APR

- Launched \$1 million matching-major gifts campaign with the support of our friends at the Swindells Charitable Trust
- Delivered Tapping Fresh Talent Career Expo and Student Central in Portland for 349 Jobseekers and 67 (Special Education) Students
- Presented Handicap™ at the Portland General Electric Diversity Summit

MAY

- Delivered Tapping Fresh Talent Career Expo for 67 Jobseekers in Eugene
- Inducted 3 new members in to the Incight Hall of Fame and presented the first-ever Heart of Change Award to the Goldberg Family and Harper's Playground

JUNE

- **Held the Second Annual Incight Golf Tournament featuring the Handicrapshoot at Langdon Farms**
- Awarded scholarships to 73 students with disabilities from Oregon, Washington and California attending college full-time, nationwide
- Partnered with Oregon Career Information Systems for Incightful Transitions Curriculum project to help students identify occupations related to their skills, interests and values

JULY

- **Hosted the 4th Annual PDX Summer Handcycling Series at Portland International Raceway in partnership with Adaptive Sports Northwest (formerly Oregon Disability Sports)**
- Introduced Electric Hockey to campers at the Muscular Dystrophy Association's Summer Camp in Salem
- Launched a new pre-employment workshop for Jobseekers: How to Apply to work at the City of Portland

AUG

- Launched a new job connection event for Jobseekers: Mini-Meet Business at Lowe's Home Improvement in Tigard
- Presentation at Oregon Vocational Rehabilitation Services Annual In-service Conference to share information on Incight's services and opportunities for Jobseekers and our Handicrap™ message

SEPT

- Developed and delivered Disability Etiquette Training to the City of Portland
- **Introduced assistive communication software called Proloquo2go to first and second grade students with Autism Spectrum Disorder.**
- Incightful Transitions Curriculum Pilot 3.0 went live online with 23 interactive lessons and is now being delivered across five Oregon school districts

OCT

- Oregon Vocational Rehabilitation Services extended Incight's contract to deliver Job Connection Opportunities and Pre-employment Trainings to Jobseekers with disabilities, tripling the number of events Incight will provide and extending our service area all the way to Bend!
- Education Program Director Jeremy Sloan was invited to speak at the annual ASPIRE Conference to mentors and students about bridging the gap between high school and college

NOV

- Our Annual Fundraising Gala was a smashing success at the Portland Art Museum
- Incight relocated our Portland Office to the Columbia Square Building, which offers and more functional office and training space
- Wells Fargo awarded Incight with \$35,000 gift to support internships and pre-employment trainings for Jobseekers

DEC

- Introduced Electric Hockey to Eugene, Oregon with monthly clinics at the Willamalene Center for Sports and Recreation
- Salem/Keizer School District joins Incightful Transitions Curriculum Pilot group
- First Disability and Inclusion Training in partnership with Oregon Vocational Rehabilitation Services delivered through Portland Business Leadership Network



222 athletes with disabilities, along with 35 coaches, 150 caregivers and family members, and 102 volunteers attended the event – marking a 1000% increase in participants since the festival's inception.



The unique experience of "adopting an impairment" on the 6th hole at our Annual Golf Tournament challenges our golfers to consider how to compensate for the loss of an ability (vision, hearing, speaking or standing) as they complete the hole – increasing their awareness and empathy.



The experience of cycling on the track at Portland International Raceway is pretty amazing – we have built a great community of handcyclists who ride alongside friends and family members during our 12 week series each summer



The students, who display low-communication to non-verbal, quickly learned the technology and showed improvement in verbal communication with school faculty and peers. Incight is partnering with the instructor in the classroom to collect information on students' communication gains to continue to advance the software with the developers.