

# CHINOOK ENTERPRISES



2015

Annual Report

SUPPORTING FULL PARTICIPATION IN COMMUNITY LIFE FOR  
PEOPLE WITH DISABILITIES OR OTHER BARRIERS.

# chinook enterprises

## ANNUAL REPORT

### 2015 THE ROAD AHEAD | A MESSAGE FROM OUR EXECUTIVE DIRECTOR

ROBERT MARTIN



2015 was a milestone year for Chinook Enterprises. We celebrated 35 years of service to our community with an evening gala at the Swinomish Lodge. The Skagit Valley Herald featured Chinook in a piece they did to mark the occasion. We produced a complimentary video from that interview that resides on our website home page. Both article and video have been viewed by hundreds of people.

As part of our “look back” we talked about how a small grant from Skagit County became the first step toward building an organization that’s provided employment assistance and jobs to over a thousand people since 1980. What started as basic grounds maintenance services transformed into a thriving organization comprised of four divisions: Aerospace Manufacturing, Community Employment Services, Wire Harness Manufacturing, and of course, Grounds and Landscaping Maintenance. During this 35 year span of time, we have consistently offered two fundamental concepts: quality and timeliness of service. We strive for exceptional quality and to provide customer service tailored to customer need and expectation.

#### **ROB MARTIN, EXECUTIVE DIRECTOR**

2015 continued to be a productive year for Chinook in all areas of operations. The Community Employment Services division exceeded established goals for job placements in the community and the overall number of people served continues to increase. We celebrated many high points with our customers including several ‘first jobs’, retirements, and a 30-years-of-service celebration for a man who was first placed in his job by Chinook. In 2015 we began using video much more extensively, and our revised Website has several great examples. The year also had other highlights. Chinook was very proud to receive Boeing’s excellence award for the fifth year in a row. We continue to maintain gold and silver ratings from Boeing for quality and delivery. Our on-time delivery exceeds expectations and remains 100%, while our quality meets or exceeds 99.9% over a 12-month period.

As the Workshop program continues its push for more community based opportunities for its workers, one of the more exciting things to occur at the end of 2015 was to assist one individual in starting her own jewelry design business. With the full support of this person’s family, funding sources, and the Chinook team, this entrepreneurial opportunity was poised to take off in the coming year. Two other entrepreneurial opportunities are in the works for other workers.



**JIM HALPIN, ASSISTANT DIRECTOR, PRESENTS TERRY HALL WITH 30-YEAR CERTIFICATE.**



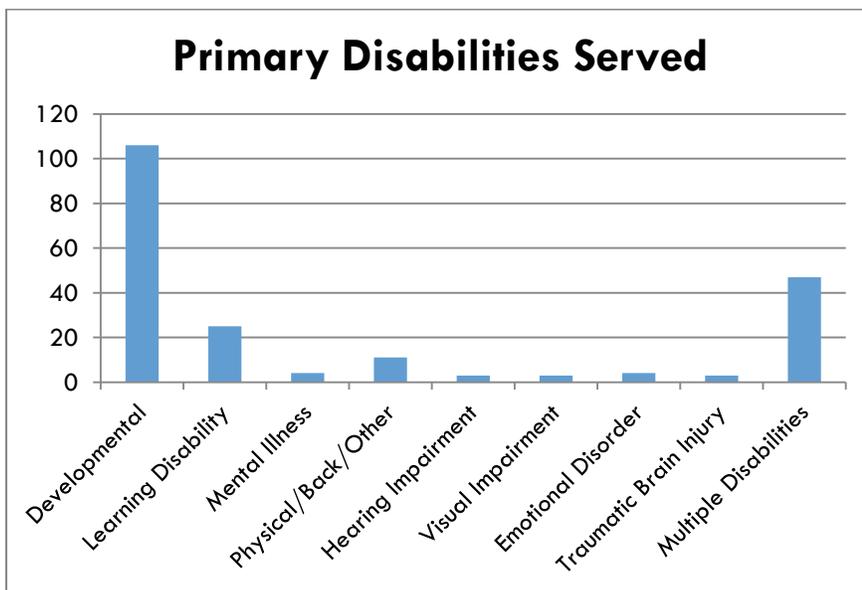
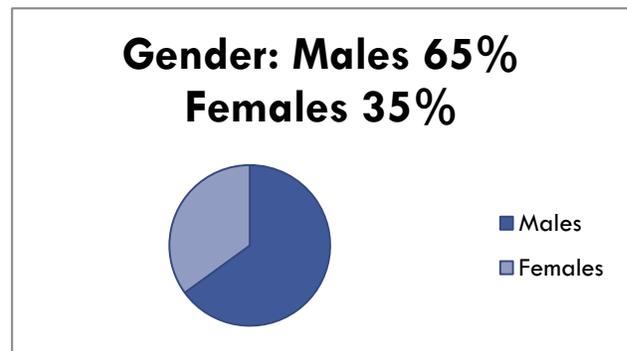
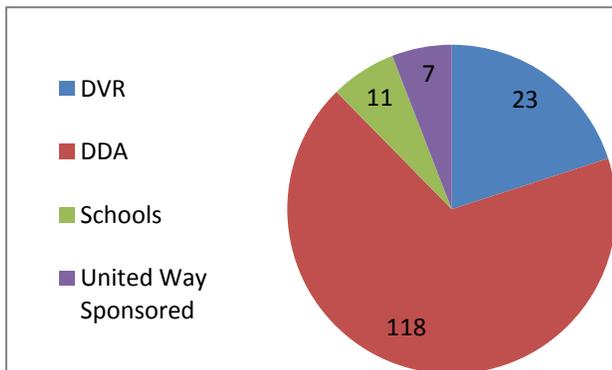
WIRE ASSEMBLY OF LIGHT UP 12S

We successfully launched two new websites that replaced our previous site to help differentiate our employment and assembly-related services. This effort came from customer feedback that helped us understand the need to develop sites that served distinctly different customer groups. The sites now allow customers seeking employment versus assembly-related services to quickly find what they are searching for.

Toward year-end we made the decision to consolidate our Bellingham and Mount Vernon assembly departments to create additional efficiencies in our cable and wire-harness workflows before embarking on a much needed building expansion project at our Mount Vernon location. We are hoping to more than double our production footprint to increase our capabilities, output, as well as in-house job and vocational training opportunities.

## DEMOGRAPHICS OF POPULATIONS SERVED

Referral Sources: DVR 23, DDA 118, Schools 11, United Way 7



Ages of Persons in Services	
16-21	8%
22-30	22%
31-40	37%
41-50	24%
51-60	7%
OVER 60	2%

# Departments

## EMPLOYMENT SERVICES

### Community Employment Services



**ANGELA PRATT PROGRAMS COMMUNICATION APP ON CUSTOMER'S IPOD.**

The Community Employment Division encompasses the overall mission of Chinook Enterprises by providing services to individuals with disabilities in the Supported Production Department, on the Commercial Grounds maintenance crew, and in the Community Employment Services program. Chinook provides community based services including work assessment, job placement, supported employment and retention services. We have contracts with the Division of Vocational Rehabilitation, the Developmental Disabilities Administration, Skagit County, and the Mount Vernon School District in the provision of these services.

Throughout 2015, staff continued to incorporate the use of technology into the day-to-day service delivery process. We continue to use iPads and a variety of apps to help our clients, their employers, and families in the areas of communication, job training, and task productivity. Video resumes, which give employers a visual snapshot of a person's skills, have been created for several individuals and a "how to" video is being created to help in the ongoing development of this exciting technology.

**Participants supported by Chinook earned \$448,658 in wages in 2015**

**26 participants obtained competitive employment**

**Average wage per hour earned by supported employment participants: \$11.04**

**Total Persons Served: 159**

**DVR: 23**

**DDA: 118**

**MVHS Transitions Program: 11**

**United Way Grant: 7**

## Supported Production Department



**JENNIFER LAND ASSISTS LONG-TIME SUPPORTED PRODUCTION EMPLOYEE IN NEW BUSINESS DEVELOPMENT TO ACHIEVE HER GOAL OF DESIGNING AND PRODUCING JEWELRY.**

In 2015, every participant of our Supported Production Department had the opportunity to be involved in community based jobs or activities. Four participants had paid jobs, and seven had volunteer positions. Chinook Enterprises employs people with developmental, physical, emotional, and mental disabilities, as well as those with serious medical conditions. The people working in this department typically require a close degree of supervision to ensure their safety, along with a higher degree of verbal and physical support, to help complete their jobs successfully. Each participant is provided an individualized work schedule, meeting their personal and physical needs, under the constant guidance of Chinook staff.

Our Supported Production Department has developed a number of unique options for participants, including a variety of jobs in-house, targeting specific and individualized skills for outside employment, as well as an array of community based activities, referred to as the Pathways Program. These activities are specifically designed to assist people in becoming more at ease in their community by providing one on one support while individuals explore various work experiences including job shadows, job assessments, and volunteering, the overall goal being job placement in the community where the individual resides.

We successfully transitioned one Supported Production participant to the Individual Employment program by developing enough community based work opportunities for him so he no longer needs the supported services of the sheltered workshop.

**In 2015, 11 OUT OF 12 of our shop workers had the opportunity to be involved in community-based activities.** Four participants have paid PT jobs in the community, and seven have volunteer positions at organizations such as Skagit Valley College, Burlington Senior Center, Skagit Valley Hospital, Skagit Adult Day Program, Mount Vernon Library, YMCA Early Childhood Learning Center and Bloodworks.

**Supported Production participants had 692 HOURS of Pathways supported jobs or activity time in the community. We assembled and packaged 1,698 PARTS for the Boeing Offload program. We packaged 10 different jobs for our Boeing Shared Services contract, packaging 255,039 ITEMS. We counted and packaged 249,500 GROUND WIRES for the Boeing wire shop.**

**We mentored ONE Skagit Valley College Human Services student in his practicum experience.**

## CONTRACT MANUFACTURING AND ASSEMBLY



**COMMERCIAL PRODUCTION AND CABLE ASSEMBLY TEAMS:  
MOUNT VERNON (LEFT) AND BELLINGHAM (RIGHT)**

Our Assembly and Wire Harness Departments have the significant role of generating revenue, which directly subsidizes the programs related to our mission. The Mount Vernon facility accounted for approximately 75% of the company's overall revenue in 2015, and the majority of this came from contracts with the Boeing Commercial Airplane Corporation.

**Our team worked hard to successfully complete our annual  
ISO 9001:2008 AND AS 9100C external audit and received our re-certification.**

We invested in several pieces of new equipment to increase efficiencies and opportunities. A rotary die cut and wire cutting machine replaced older less efficient models. One benefit to us, aside from newer technology, is that the new machines take up a lot less floor space, which is always at a premium here. Additionally, we purchased a Tiger Stop Precision Cutting Unit to cut material used in the manufacturing of Boeing 737 seat tracks.

Again we partnered with the Western Washington University Supply Chain Management Group for the third year and employed an intern through the summer months who assisted us in our Enterprise Manufacturers Requirement Program (EMP) work.

2015 ended on a high note when we had the pleasure of partnering with a first-time local entrepreneur to assemble **5,000 Light-Up 12s Tree Toppers** (see photo below) before the holidays. The Skagit Valley Herald featured the story, which we paired with one of our favorite videos to date.



## COMMERCIAL GROUNDS DEPARTMENT

The Commercial Grounds Department has been in the green business for over thirty-three years, and is also where our Group Supported Employment Program is housed. It continues to be a reliable and valuable source of integrated work for people with disabilities.



**GROUND'S CREW TEAM**

We maintain the grounds on many major contracts throughout the Skagit Valley, including Skagit Valley College, Port of Anacortes, Anthony's Homeport Restaurant, the LaConner Marina, Pleasant Ridge Cemetery, United General and Skagit Valley Hospitals, Skagit 911, and Family Care Network.

Chinook Enterprises Landscape Division offers enterprise level landscape maintenance services, including mowing, pruning, fertilization, vegetation control, leaf raking, spreading of beauty bark, lot clean up, and landscape installations. The Commercial Grounds Department is consistently recognized throughout the Skagit Valley for the high quality of workmanship and dependability.

**Rain or shine, our landscape maintenance team cares for more than twelve facilities comprising approximately 450 acres every week of the year.**

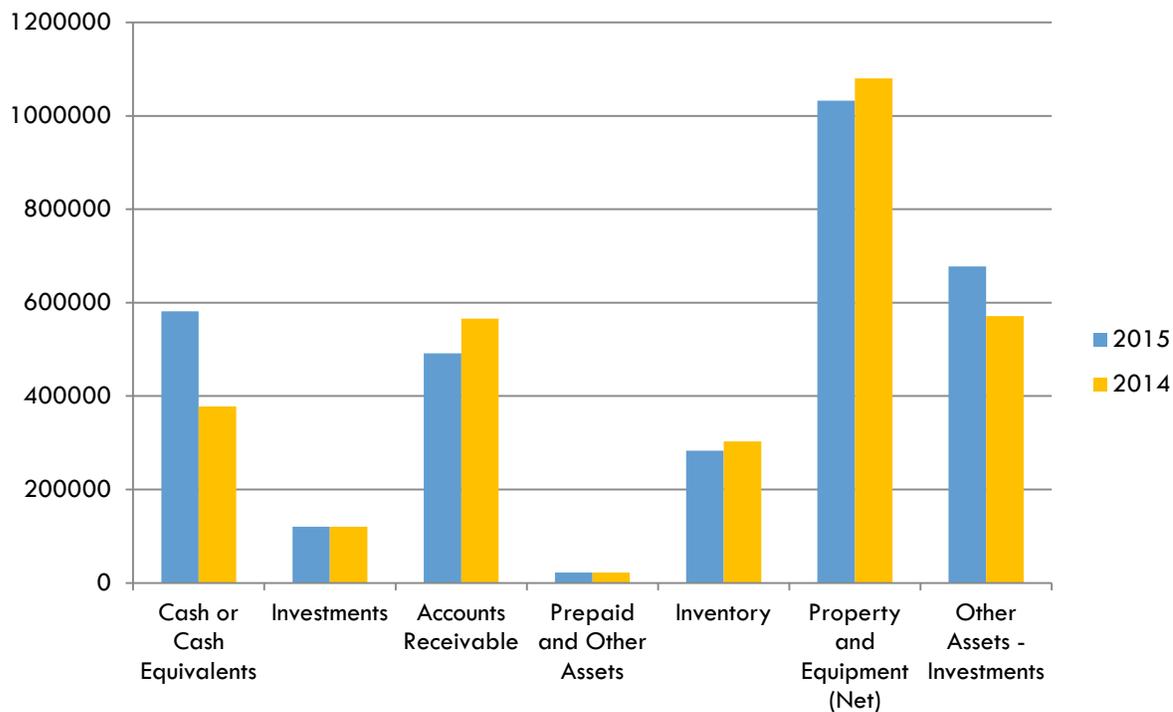
# Financial Report

	2015		2014
<b>ASSETS</b>			
Current Assets:			
Cash and Cash Equivalents	\$ 581,521		\$ 377,701
Investments	120,000		120,000
Accounts Receivable	491,562		565,729
Prepaid and Other Assets	21,998		21,837
Inventory	282,798		302,576
Total Current Assets	1,497,879		1,387,843
Property and Equipment, Net	1,032,101		1,080,158
Other Assets – Investments	677,795		571,170
<b>TOTAL ASSETS</b>	<b>\$3,207,775</b>		<b>\$3,039,171</b>
<b>LIABILITIES AND NET ASSETS</b>			
Current Liabilities:			
Accounts Payable	\$ 17,672		\$ 64,146
Accrued Liabilities	269,974		251,107
Total Current Liabilities	287,646		315,253
Long-term Debt Net of Current Maturities	0		0
<b>TOTAL LIABILITIES</b>	<b>\$ 287,646</b>		<b>\$ 315,253</b>
Net Assets:			
Unrestricted – Undesignated	2,122,334		2,031,243
Unrestricted – Board Designated	797,795		691,170
Temporarily Restricted	0		1,505
<b>TOTAL NET ASSETS</b>	<b>\$2,920,129</b>		<b>\$2,723,918</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$3,207,775</b>		<b>\$3,039,171</b>

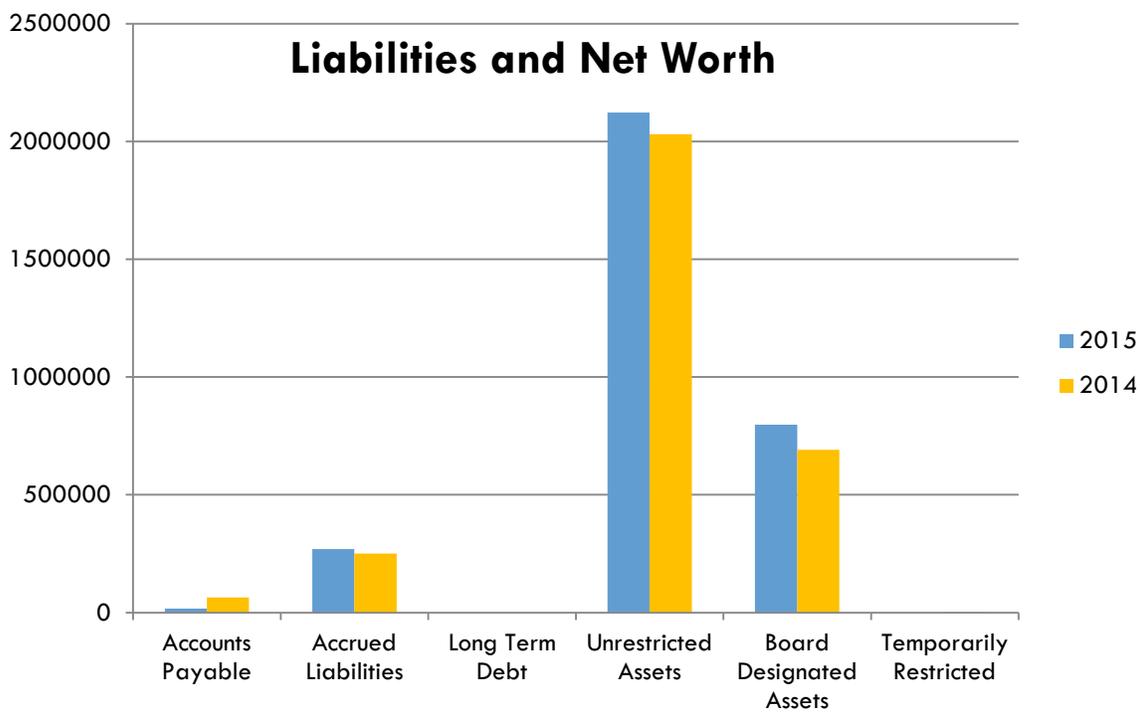
# Financial Report cont.

	2015	2014
REVENUE:		
Support – Grants and contributions	\$ 36,180	\$ 43,216
Sales – Production	5,107,097	5,410,186
Community Employment Services	768,112	810,975
Grounds Maintenance	343,523	324,039
Investment Income	7,032	57,682
Other Revenue	14,643	21,179
TOTAL REVENUE	\$6,276,587	\$6,667,277
EXPENSES:		
Production	\$4,491,482	\$4,661,536
Community Employment Services	536,153	539,835
Grounds Maintenance	312,681	287,114
Administration	740,060	676,300
TOTAL EXPENSES	\$6,080,376	\$6,164,785
NET ASSETS, Beginning of Year	\$2,723,918	\$2,221,426
NET ASSETS, End of Year	\$2,920,129	\$2,723,918
INCREASE (DECREASE) IN NET ASSETS	\$ 196,211	\$ 502,492

## Assets



## Liabilities and Net Worth



## Board of Directors



**Kurt Hefferline – Immediate  
Past Board Chair**



**Denny Doneen – Vice Chair**



**Dave Ryberg - Board Chair**



**John Stewart - Treasurer**



**Barb Leander - Secretary**



**Sunshine Allen - Director**



**Colleen Fisher - Director**



**Marty Lehr – Director**



**Peter Rasco - Director**

# Partners and Certifications

## OUR

### COMMUNITY PARTNERS

Altair Advanced Industries

Blue Sea Systems

Boeing Commercial Aircraft Company

Boeing Shared Services Group

Department of Vocational Rehabilitation (DVR)

Developmental Disabilities Administration (DDA)

General Tool Corporation

I dex Health & Science

Mount Vernon School District Transitions Program

Outback Power Systems

Peace Health United General Medical Center

Pleasant Ridge Cemetery

Port of Anacortes

Port of Skagit – LaConner Marina

Skagit Valley College

Skagit Valley Hospital

United Way of Skagit County

Woodstone Corporation

### CERTIFICATIONS AND ACCREDITATIONS:



**CARF Accredited**

**ISO 9001:2008**

**AS 9100 rev. C**

**D6 – 82479 Appendix A  
(BQMS Approved)**