



Everybody Works – Everybody Wins

Morningside 2023 Annual Report

A YEAR OF SIGNIFICANT
GROWTH AND IMPACT





A Message from Our President/CEO

Jonathan Pleger, President/CEO

2023 was a year of significant growth and impact for Morningside. As a leading provider of employment services for people with disabilities in Washington, we expanded our reach, enhanced our services, and most importantly, continued to make a difference in the lives of the individuals we serve. We launched Supportive Housing FCS services, piloted our Transition Academy program to great success, and grew Pierce County from just 4 clients in 2014 to over 85. This report highlights our key accomplishments and provides a transparent overview of our financial performance and program outcomes. Thank you for your continued support, which makes our work possible.

Our Mission

Morningside provides the training, coaching, and employment services that build the self-sufficiency and self-esteem of people with disabilities.

Program Outcome Report

Measuring Our Goals and Results

Client Satisfaction with Current Job: Goal 95% | Achieved 99%

Total Persons Served: 1,621 across 5 county locations

Total New Employment Placements: 169 (Goal: 245)

Autism Spectrum Population Served: 49% of clients

Employment Outcomes

Average Hours per Week on Supported Jobs: 12

Support Hours Provided to Clients: 85,000+

Retention of Supported Jobs at 120 Days: 96%

High-Acuity Clients Served: 66% of population

Service Delivery

Job developer hours of employer development: 5,000+

Pre-ETS and High School Transition programs active in Pierce, Lewis, and Thurston counties

Transition Academy Pilot launched successfully, now replicating to additional locations

Client Demographics

Primary Diagnosis

49% Autism
21% Intellectual Disability
30% Other Developmental

Gender

62% Male
34% Female
4% Other/Unspecified

Race

40% Caucasian
30% Other
16% Hispanic
14% African American

Acuity Level

66% High
21% Medium
9% Low

Living Situation & Income

74% Family Home
26% Supported Living
90% SSI as Primary Income

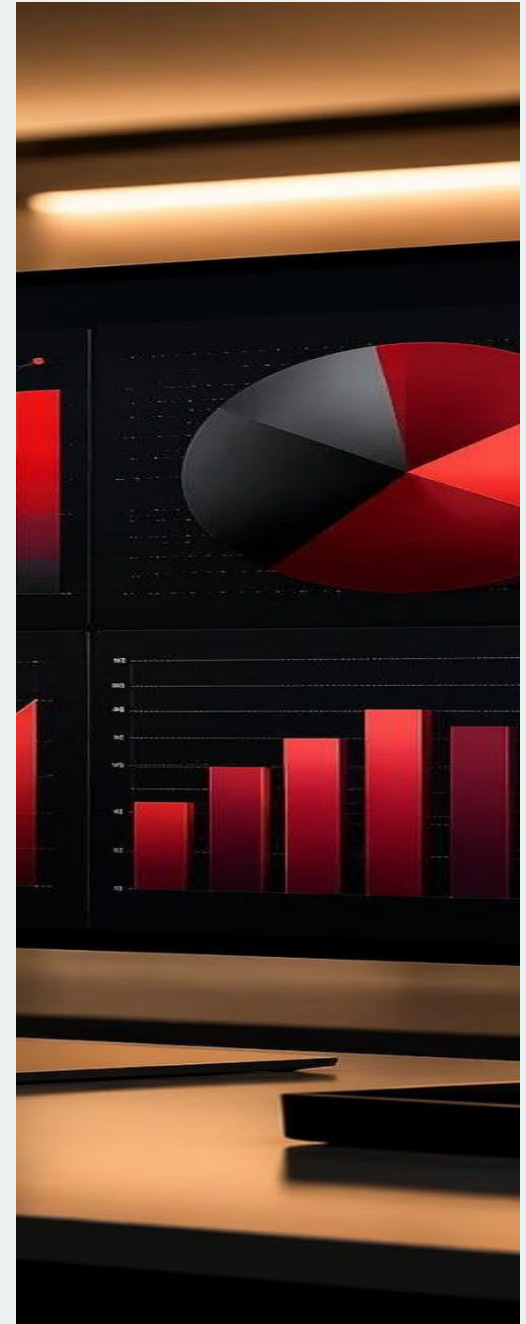
Service Area

Thurston • Pierce • Clallam
Lewis • Grays Harbor
All Other Counties
5 locations serving statewide

Consolidated Statement of Financial Position

Audited Consolidated Statements

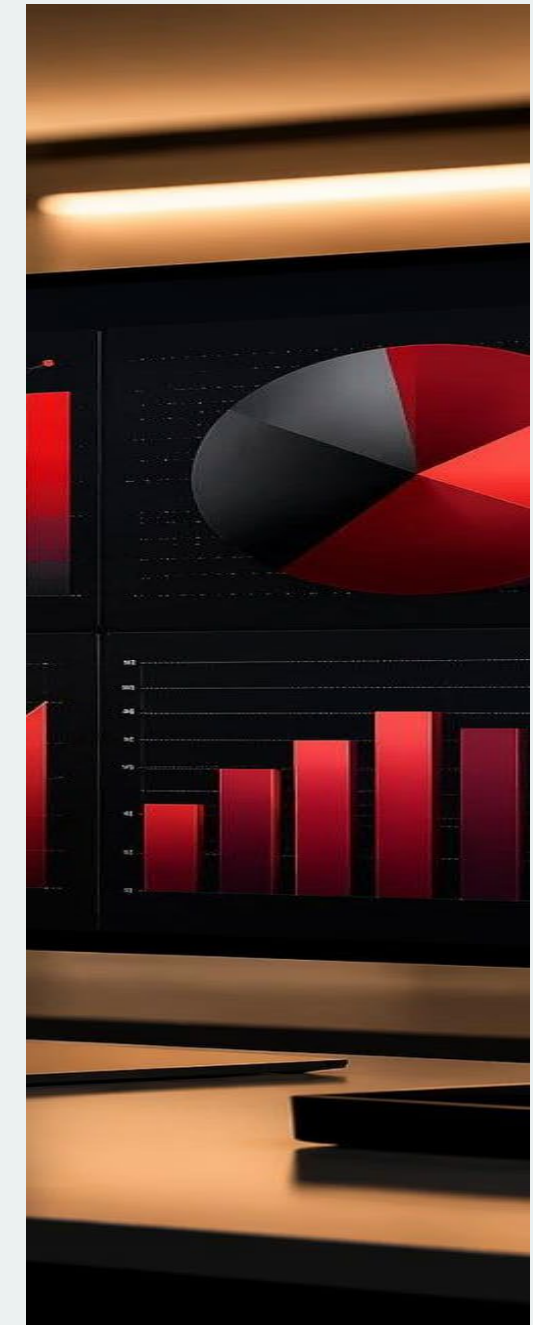
	2023	2022	% Chg.
Assets			
Cash and Cash Equivalents	\$1,521,825	\$1,083,622	+40.4%
Program Accounts Receivable, Net	\$813,250	\$719,064	+13.1%
Prepaid Expenses and Other Assets	\$135,500	\$98,786	+37.2%
Property and Equipment, Net	\$8,430,382	\$6,415,584	+31.4%
Total Assets	\$11,075,572	\$8,551,677	+29.5%
Liabilities			
Accounts Payable and Accrued Expenses	\$569,741	\$589,891	-3.4%
Long-Term Debt	\$3,684,226	\$1,756,124	+109.8%
Other Liabilities	\$319,858	\$313,247	+2.1%
Total Liabilities	\$4,573,825	\$2,659,262	+72.0%
Net Assets			
Without Donor Restrictions	\$6,286,747	\$5,892,415	+6.7%
With Donor Restrictions	\$215,000	—	N/A
Total Net Assets	\$6,501,747	\$5,892,415	+10.3%



Consolidated Statement of Activities

For the Year Ended December 31

	2023	2022	% Chg.
Revenue, Support, and Gains			
Program Service Fees	\$7,986,213	\$7,028,784	+13.6%
Contributions and Grants	\$547,496	\$141,857	+285.9%
Interest Income	\$310,751	\$7,531	N/M
Other Income	\$150,260	\$308,177	-51.2%
Total Revenue	\$8,994,720	\$7,486,349	+20.1%
Expenses			
Client Services	\$6,277,165	\$6,572,786	-4.5%
Administrative Services	\$2,124,766	\$1,853,958	+14.6%
Fundraising	\$12,752	\$15,818	-19.4%
Total Expenses	\$8,414,683	\$8,442,562	-0.3%
Change in Net Assets			
Total Change in Net Assets	\$607,825	(\$980,664)	N/M
Net Assets, Beginning of Year	\$5,893,922	\$6,873,079	-14.2%
Net Assets, End of Year	\$6,501,747	\$5,892,415	+10.3%

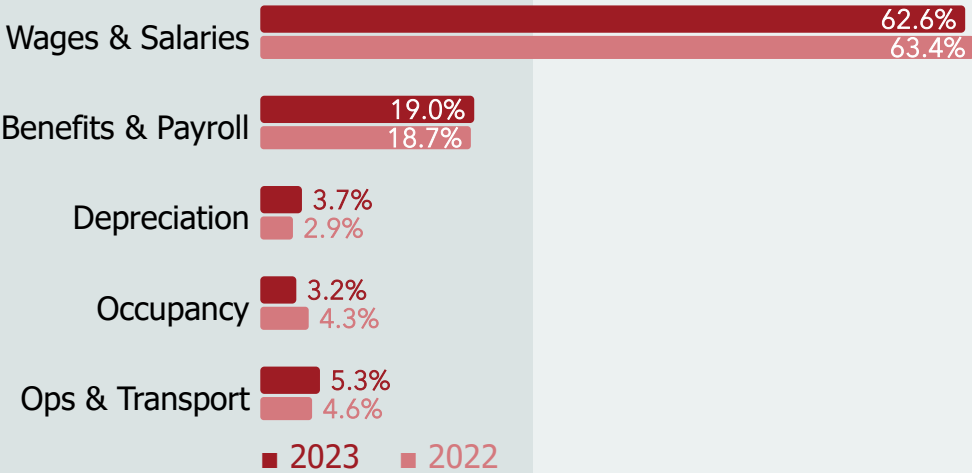


Consolidated Statement of Functional Expenses

For the Year Ended December 31

	2023	2022	% Chg.
Wages, Benefits, and Payroll Taxes			
Salaried Employee Wages	\$829,400	\$1,748,086	-52.6%
Hourly Employee Wages	\$4,438,074	\$3,606,094	+23.1%
Employee Benefits	\$1,069,492	\$1,085,945	-1.5%
Payroll Taxes	\$529,706	\$492,879	+7.5%
Subtotal	\$6,866,672	\$6,933,114	-1.0%
Other Operating Expenses			
Depreciation	\$308,449	\$244,515	+26.1%
Occupancy	\$271,366	\$359,301	-24.5%
Operating Expenses	\$243,054	\$184,958	+31.4%
Transportation	\$206,432	\$204,418	+1.0%
Professional Services	\$196,677	\$305,693	-35.7%
Other	\$322,033	\$210,563	+52.9%
Subtotal	\$1,548,011	\$1,509,448	+2.6%
Total Expenses	\$8,414,683	\$8,442,562	-0.3%

Expense Allocation



By Function

'23: Client Svc \$6,277,165 (74.6%) | '22: \$6,572,786 (77.9%)
'23: Admin \$2,124,766 (25.2%) | '22: \$1,853,958 (22.0%)
'23: Fundraising \$12,752 (0.2%) | '22: \$15,818 (0.2%)

Where We Serve

Thurston/Mason Counties: Where It All Began

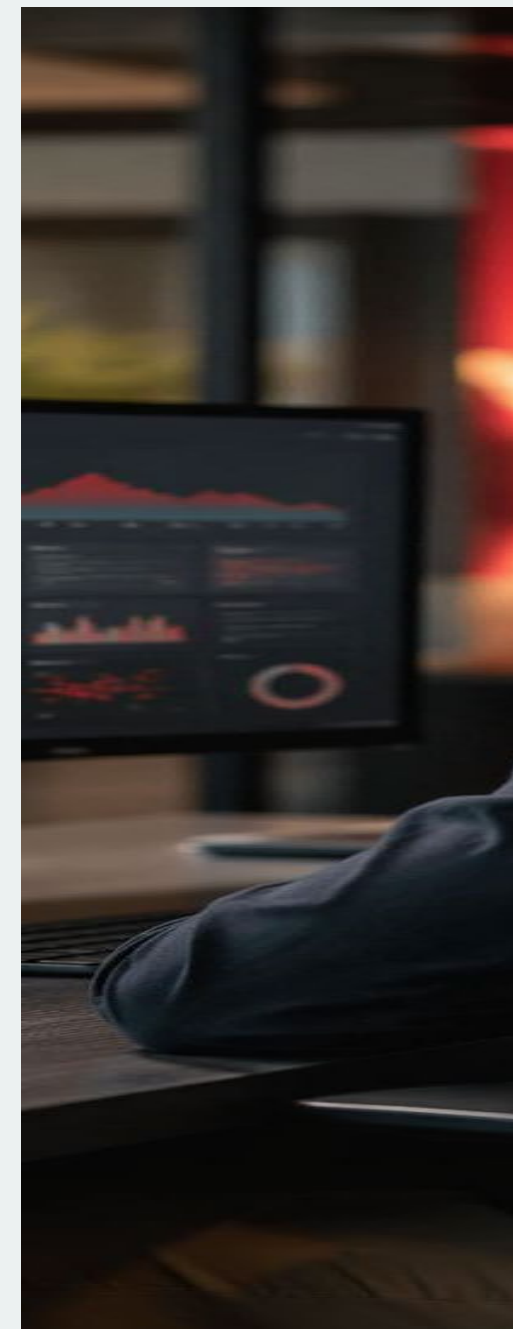
Morningside was founded here in 1963, and more than six decades later, Thurston and Mason Counties remain the heart of everything we do. Our corporate headquarters offers the full range of services including Individual Employment, Family and Community Services, High School Transition, Pre-ETS, Project SEARCH, and Community Protection. In 2023, we launched Supportive Housing FCS, a new program that helps individuals find and maintain stable housing as a foundation for building independent, fulfilling lives.

Pierce County: A Story of Rapid Growth

When Morningside first opened its doors in Pierce County in 2014, we served just 4 clients. Today, that number has grown to over 85, a testament to the incredible need and the strength of our partnerships with local families, employers, and referral agencies. Our new Tacoma office is expanding access to Individual Employment, Transition, and Community Protection services, bringing critical support closer to the communities that need it most.

Clallam County: Serving the Olympic Peninsula

Since 2000, our Port Angeles team has been a steady presence on the Olympic Peninsula, connecting job seekers with disabilities to local employers who value their contributions. Through individualized employment services and hands-on employer development, we've shown that rural communities can be places of real opportunity where meaningful work is within everyone's reach.





Where We Serve

Lewis County: Nearly 30 Years of Partnership

Morningside has been part of the Centralia and Chehalis communities since 1994, building deep relationships with local schools, employers, and tribal partners over nearly three decades. Our Transition pipeline helps young people take confident steps into the workforce, expanding what's possible for individuals and families in the region.

Grays Harbor County: Meeting Complex Needs

From our Aberdeen office, we serve some of the individuals facing the greatest barriers to employment and stability. Through job placement, one-on-one coaching, and supportive housing, we walk alongside people as they build the skills and confidence needed to thrive, because everyone deserves the dignity of meaningful work and a place to call home.

Across Washington State

Our impact extends well beyond these five core locations. Through statewide DVR partnerships, we deliver Pre-ETS, Independent Living, and Community Based Assessment services to people in counties across Washington, ensuring that no matter where someone lives, they can access the support they need to pursue their goals and contribute to their community.

Client Success Stories

Our Approach

Morningside's individualized approach matches each person's strengths and interests with the right employer. We build lasting relationships with businesses who share our commitment to inclusive, supportive workplaces.

Employer Partners Making a Difference

Our 2023 Outstanding Employer of the Year awards recognized partners who go above and beyond—adapting roles, advocating for employees, and creating environments where people with disabilities thrive. The following stories highlight what these partnerships look like in practice.

Buqua Pitts • WSAC Partnership

Washington State Association of Counties

WSAC has served all 39 Washington counties since 1906. Despite partnering with Morningside for less than a year, they quickly demonstrated their commitment to inclusive employment.

From Temporary to Permanent

Buqua was hired to prepare paperwork for legislative sessions—collating and assembling packets for meetings. The staff embraced him as a true team member. When the legislature adjourned, WSAC converted his temporary position into a part-time, permanent role.

In Buqua's Words

"I enjoy my job, the people I work with, and I feel like a member of the team."





Kevin Crowley • Fatso's Bar & Grill

Fatso's Bar & Grill • Partner Since 2017

Kevin Crowley has worked at Fatso's for six years, averaging six hours per week. His duties include cleaning tables and bar counters, maintaining the grounds, and assisting with other tasks as needed.

An Employer Who Truly Cares

Manager Brandon Weedon adapts to changes in Kevin's needs and shows genuine concern for him—not just as an employee, but as an individual. The team understands the importance of Kevin's role and actively supports his independence.

Why This Partnership Matters

Fatso's earned recognition for their patience, adaptability, and commitment to treating Kevin with dignity over six years—demonstrating that lasting employer partnerships are the foundation of meaningful employment.

Brennah Davidson • Chuck E. Cheese

Chuck E. Cheese, Tacoma • Partner for 3 Years

Brennah Davidson has worked at the Tacoma location for 2.5 years, putting in 5–6 hours per week. Regional Manager Brent Marga brings 20 years of experience employing people with disabilities.

A Different Approach to Employment

Rather than limiting employees to a single task, Brent encourages clients to explore roles that interest them and collaborate with peers. His openness to innovative accommodations is praised by clients and families alike.

Advocacy in Action

Brent treats every employee with dignity and actively advocates for them—ensuring each team member can grow and express their interests.



Looking Ahead: Our Priorities for the Community

Reaching More People in More Places

- Bring Pre-Employment Transition Services to six new counties so more young people with disabilities can prepare for meaningful careers
- Deepen partnerships with local Tribal communities to co-create transition programs that reflect their values and needs
- Relaunch our Community Inclusion program to help more individuals participate fully in the social and civic life of their neighborhoods
- Launch a Housing Task Force to explore how we can better support stable, affordable housing for the people we serve

Delivering Better, Faster Support

- Strengthen leadership with a new VP Operations/COO focused on growing programs and improving the client experience
- Invest in modern tools and data systems so our teams can spend less time on paperwork and more time supporting clients and employers
- Improve how we plan and allocate resources so every dollar goes further toward serving our communities

Growing Our Community Presence

- Open a new Pierce County office to serve the growing number of families and individuals seeking employment support in the Tacoma area
- Upgrade our existing spaces to create more welcoming, accessible environments for clients and visitors
- Explore new possibilities for Moore Street House to expand housing support for people with complex needs
- Evaluate our footprint across the state to ensure we are located where communities need us most

2023 Employee Recognition



President's Award
Lacee Largen
Regional Program Supervisor

President's Award

This award recognizes outstanding leadership and dedication to Morningside's mission across multiple programs and regions.

2023 Winner: Lacee Largen, recently promoted Regional Program Supervisor, overseeing Business Development and Foundational Community Supports programs throughout the organization. Lacee has supported three different programs this past year in Thurston, Pierce, and organization-wide and done an outstanding job in each role.

2023 Employee Recognition



Joanne Oljefski Memorial Award
Anna Finnell
Career Consultant – 43.5 years

Joanne Oljefski Memorial Award

Given since 1994, this award honors a staff member who embodies Joanne's unwavering belief in the possibilities for people with disabilities and her deep commitment to clients, co-workers, and Morningside's mission.

2023 Winner: Anna Finnell, Career Consultant, who has dedicated 43.5 years of service to Morningside.

Support & Governance

2023 Board of Trustees

- Jason Robertson, Chairperson
- Jennica Machado, Vice Chairperson
- Bridget Lockling, Secretary/Treasurer
- Amy Buckler
- Michael Cade
- Brett DeRousie
- Brad Hooper
- Holly Joseph
- Alana Neal
- Aaron Steele

Support Our Mission

Morningside gratefully accepts donations in support of our operations and programs. Your generosity ensures students and adults with disabilities receive the employment services they need.

www.morningsideservices.com

PO Box 7936, Olympia WA 98507

Jason Robertson
Chairperson



Jennica Machado
Vice-Chairperson



Bridget Lockling
Secretary/Treasurer



Amy Buckler
Board Member



Michael Cade
Board Member



Brett DeRousie
Board Member



Brad Hooper
Board Member



Holly Joseph
Board Member



Alana Neal
Board Member



Aaron Steele
Board Member