

45

years of service



2019 ANNUAL REPORT

TERESA FARLEY

689

individuals served by Living Opportunities

"This level of organizational alignment is quite rare. Our employees are each professionally and personally invested in the lives of those they serve."
—Brent Kell, Board Chair

110,143

total hours of service by Supported Living

80

local Business Partners

38,607

total of hours of employment for individuals in the community

"We are excited to celebrate 45 years of supporting individuals with intellectual and development disabilities, helping them live, work, and share in our wonderful community. 2019 brought many new opportunities for Living Opportunities to flourish, grow, and thrive." —Emilie Wylde Turner, CEO

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378,870

total service hours for all departments

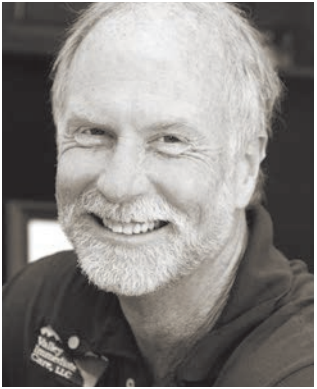




MIKE DRAWS AND PAINTS IN THE STUDIO

Board of Directors

- Brett Kell, Chair**
Executive Director, Valley Immediate Care
Board Member since 2014
- Polly Williams, Vice Chair**
Program Manager, Carpenter Foundation
Board Member since 2013
- Brent Pearson, Secretary**
AVP, First Interstate Bank
Board Member since 2014
- Tim D'Alessandro, Treasurer**
Operations Manager, RVTD
City of Medford, Council Member Ward 2
Board Member since 2016
- Sarah Lynch**
VP of Administration, Pacific Retirement Services
Board Member since 2017
- Hugo Sanchez**
Financial Advisor, Edwards Jones
Board Member since 2019
- Micah Shanks**
CEO, Lifeline Computers Solutions, Inc.
Board Member since 2019
- CJ Shipley**
Sales Executive, PayneWest Insurance
Board Member since 2019
- Denise Wisnovsky**
Owner, Cooking Buddies
Board Member since 2014



2019 Board Chair Report

BRENT KELL, BOARD CHAIR

I had my first introduction to Living Opportunities at a Livin' Lovin' Lunchin' in 2006. I was so impressed that immediately after returning to the office that day, I contacted the Supported Employment Director and met with the employment team later that week. Two weeks after that, we hired the first of many wonderful staff members through Living Opportunities.

As I met and worked with the job coaches, direct support professionals, and administrative support teams at Living Opportunities, I was consistently impressed by their dedication to the mission. This level of organizational alignment is quite rare. Living Opportunities employees are each professionally and personally invested in the lives of those they serve.

Over the years, I became acquainted with other services provided by Living Opportunities, such as The Studio and Supported Living. In each program, I found the same selfless dedication to the mission. In 2014, I was extremely honored when asked to serve on Living Opportunities Board of Directors. I am very proud to report that each and every board member serves with the same shared dedication to the mission—inclusion for all, including those with developmental and intellectual disabilities. As a board, we feel strongly that our job is to support Living Opportunities outstanding staff as they carry out their mission.

Obviously, wages and benefits are one of the most important pillars of support we provide our staff. By itself, The State

of Oregon's reimbursement is not sufficient to provide competitive wages for many of staff members. That said, I am pleased to report that we were able to increase wages and wage bands for direct support professionals substantially in the last year. This was accomplished due to the generosity of our donors. When you make a donation to Living Opportunities, you are directly supporting those exceptional individuals, doing exceptional work in our community. On behalf of the entire Board of Directors, I would like to thank you for your donations.

As we look forward to 2020, I am happy to report we have added new board members of a very high caliber with expertise in insurance and risk, IT, and finance. Our executive and management teams are strong and healthy, and are blessed with the support of our generous donors and business partners. Thus, I am confident Living Opportunities will continue to be a leader in providing important services to individuals with developmental and intellectual disabilities, locally, regionally, and nationally.

Thank you all, once again, for your support this past year and for your continued support in 2020.

Sincerely,



DR. GEORGE SCHULTZ AND KEVIN AT PROVIDENCE MEDICAL GROUP

Executive Team

Emilie Wylde Turner
CEO

Jim Norris
COO

Ann Dahl
Director of Residential Services

Sara Davis
Director of Supported Living Services

Brian Johnson
Director of Consulting

Jenny Lor
Human Resources Manager

Dan Mish
Director of The Studio at Living Opportunities

Amber Robles
Director of Employment Services

David Van Hook
IT Manager



CEO Message

EMILIE WYLDE TURNER

This year, we are excited to celebrate 45 years of supporting individuals with intellectual and development disabilities, helping them live, work, and share in our wonderful community. 2019 brought many new opportunities for Living Opportunities to flourish, grow, and thrive. Here are some highlights:

I am pleased to announce Living Opportunities has been chosen for the 9th time as one of the Top 100 Non-Profits to work for in Oregon. I am very proud of the work done by our staff—they are essential to our mission.

In March, we were able to increase wages for our Direct Support Professionals. As a service-oriented business, more than 80% of our annual budget is made up of wages. I'm proud we were able to recognize the hard work and dedication of our staff by increasing their wages.

Towards the end of 2018, we developed a strategic plan for the future of Living Opportunities with direct input from staff, families, and self-advocates. This framework guides decisions about services and helps us plan for the future.

In the fall of 2019, we had the opportunity to lease a new home in Central Point which allowed us to transition from five people to three people living in the home. Adding this property to our residential program not only allows us to better meet the needs of people we support, it also allows for us to align our services with our mission and vision.

We take pride in our continued leadership in the Supported Employment Program by helping match individuals to jobs and careers that are meaningful for them. Last year, our Supported Employment team placed job seekers in 25 new career opportunities. We also partnered again with the Ashland High School's transition program and the ESTeeM classes to teach students how to create résumés, participate in mock interviews, make first impressions, and much more.

Living Opportunities had the privilege to bring three new members onto our board of directors. Thank you to CJ Shipley, Micah Shanks, and Hugo Sanchez for your dedication to our mission.

Finally, I would like to extend a special thanks to the many donors and business partners who give so generously in support of the work we do. We would not be able to continue our mission without you. I also want to thank our board of directors, staff, and volunteers—the time you give is incredibly meaningful to both Living Opportunities and the community members we support.

Thank you for such a strong year!

What We Do

SERVICES OFFERED BY LIVING OPPORTUNITIES

As one of the largest service providers helping people with intellectual and developmental disabilities in Southern Oregon, Living Opportunities meets basic needs and provides services to hundreds of individuals of all ages. Everyone in our organization aspires to the same goals: that the individuals we serve live with dignity, experience meaningful work, and enjoy rewarding careers.

We work hard to ensure that individuals with disabilities are included as an integral part of our community. It has only been in the last few decades that we've been able to imagine that people with disabilities could live in an apartment on their own and work in a regular job in the community. We need to continue to think big. We must be here for generations to come, growing and meeting the each new challenge we encounter, offering strength and support for people with disabilities and their families.

OUR SERVICES INCLUDE:

Residential Care

We provide person-centric, continuous care for individuals who live in small groups of three to five people in Medford and Central Point. Some residents have complex physical and medical conditions, others require sophisticated communication techniques and behavioral support. No matter the type or level of care, our homes are modern, well-maintained, and indistinguishable from other residences in their neighborhoods.

Supported Living

We currently serve 70 individuals who live in their own homes in our community. Supports are designed specifically for each individual with their unique needs in mind. Some of these individuals need support 1-2 times per week with tasks like managing their checkbook and ordering medication from their pharmacy. Other people need 24-hour support availability to assure they are living healthy and safe in their own homes

Employment

Living Opportunities supports people with intellectual and developmental disabilities to work for the same employers and have the same experiences everyone aspires to in our community. By partnering with local businesses of all sizes and in all sectors of our local economy, we are providing an inclusive, diverse workforce in the Rogue Valley.

On the job training, mentoring, and ongoing evaluation and assessment ensure success for both the employer and the employee. Living Opportunities currently partners with over 80 businesses throughout the Rogue Valley, providing jobs to over 110 community members with intellectual and developmental disabilities.



in the same neighborhoods

CAMMIE enjoys participating in Southern Oregon Special Olympics. In 2019, she earned a medal in the bowling competition.

ZAHRA has known she wanted to be an actress since 3rd grade. Her life-long dream came true when director Chris Moore cast Zahra in the musical *Hairspray*, which played during the Oregon Shakespeare Festivals' 2019 season.



SELF-ADVOCACY is vital to getting what you want out of life. Over the past five years, Living Opportunities has partnered with the Oregon Self-Advocacy Network and Jackson County Self-Advocates. This team of advocates attended the Major Legislations Days in 2019 and spoke with local law makers. This year, they advocated for improving pay and working conditions for Housing and Direct Support Professionals.

Individual Consultations

Our behavior consultants provide a full range of consulting to individuals and families, including visual communication systems (instruction in the use of assistive and augmentative technology), Social Stories™ skills acquisition, Functional Assessment and development and implementation of Positive Behavior Support Plans.

Living Opportunities behavior consultants have expertise in numerous techniques and strategies that maximize the individual's communication and self-management skills, thus reducing the frustration of all parties and mitigating engagement in problematic, challenging, and even dangerous behavior.

Assistive Technology

Living Opportunities' Assistive Technology Consultants are available to conduct an analysis, design and develop an Assistive Technology Plan, oversee implementation and evaluate effectiveness for an individual.

Technology is bringing us to new frontiers, enhancing communications and optimizing the choice and control people have over their own lives.

Assistive Technology is any item, piece of equipment, software program, or product system that is used to increase, maintain, or improve the communication, self-direction and independence of persons with disabilities.

The Studio

The Studio at Living Opportunities is a lively hub for creativity and connection open to all individuals across the Rogue Valley. Our workshops in painting, music, and drama are designed to be accessible for all community members, including those experiencing disabilities.

"The light is shining brightly at The Studio. Something I always dreamed of is at last coming true; a place where artists with disabilities can release their feelings through the visual arts. What a worthy cause that is!" – Kim Novak, Artist and Actress

We believe that art speaks a universal language that becomes more meaningful the more it is shared. We hope you'll join our colorful arts community by dropping by for a workshop, visiting our gallery, or attending a special event like furnARTure.

Bridging Communities

Bridging Communities is a family-led initiative that is responsive to the needs of families in Southern Oregon with children experiencing intellectual and developmental disabilities.

From the moment Bridging Communities was launched, it has been shaped by the voices of families in the community. It was these families who worked together to choose the name of the program.



in the same experiences to which we all aspire

Bridging Communities is guided by the core belief that people who experience disability and their families have the right to live, love, work, play and pursue their life aspirations just as others do in their community.

The Oregon Consortium of Family Networks, a project of the Oregon Council on Developmental Disabilities and the Office of Developmental Disability Services, is an association of family networks committed to a set of core values. Each member is an independent, family-led organization working in collaboration with community partners and each other.

150

dedicated and caring support staffers
makes what we do possible



13

independent new skills (and counting)

Mark is Home

AT LITHIA PLACE

In August 2019, Mark moved from one of our Residential homes into his own apartment at Lithia Place, where he receives supports from our Lithia Place/Harper Supported Living team. Mark settled into his new living environment with ease, from the very first day working to put away his things in his new apartment. Since his move, Mark has continued to practice his skills at banking, planning his weekly menus, shopping, proper storage of food, and many other household chores, all with the help of staff support. Mark has shown interest in his med organizer box, attending self-advocacy meetings, and attending parties with his friends. He is learning how to count his daily cash and is starting to participate more in his finances. Mark enjoys spending time with new friends at Lithia Place. He will often be seen laughing along with his neighbors and giving them thumbs up and high fives. Mark still enjoys going to the local market to get his pop each day, as well as taking walks with his neighbors and support staff. Mark is doing incredibly well with his transition into supported living. When asked, Mark quickly shares with everyone how happy he is living in his own apartment.

20

years of local employment

David's the Star

OF STAR BODY WORKS

David has had two long term jobs over the last 20 years. His first was at Barry's Automotive for 10 years until they closed the business, and then at the Grange Co-op for 10 years. That job came to an end and David expressed that he really missed working around cars and the friends that he had made at Barry's. We had looked at various auto businesses around the area, but couldn't find the right match and number of hours that David wanted. But that all changed when Star Body Works opened their new location in Medford and said they had a position open. David tried out the job and felt right at home with the team—he even reconnected with a co-worker who had worked along side him back at Barry's Auto. Jake Jennings, David's supervisor, says David is always positive and has a great work ethic. He asks for extra things to do if he gets done early. David's teammates say he is definitely one of the gang and has great stories to share. Friendly banter is part of what he enjoys most. "I love my job," says David. "I love the people here. They're the best!"



The Employment First Program

HANDS ON TRAINING AND TECHNICAL ASSISTANCE

In 2015, the State of Oregon issued an Executive Order to close segregated workshops, where individuals who experience intellectual and developmental disabilities were segregated, and in many cases earned sub-minimum wages.

To promote integrated employment, Living Opportunities was one of two organizations chosen by Oregon’s Office of Developmental Disabilities Services to assist organizations in changing their program structure. From Portland to Grants Pass to Bend, the Living Opportunities team spent countless hours assisting 15 provider organizations to implement their transformation—which included organizational re-branding, board restructuring, culture change, and staff mentoring.

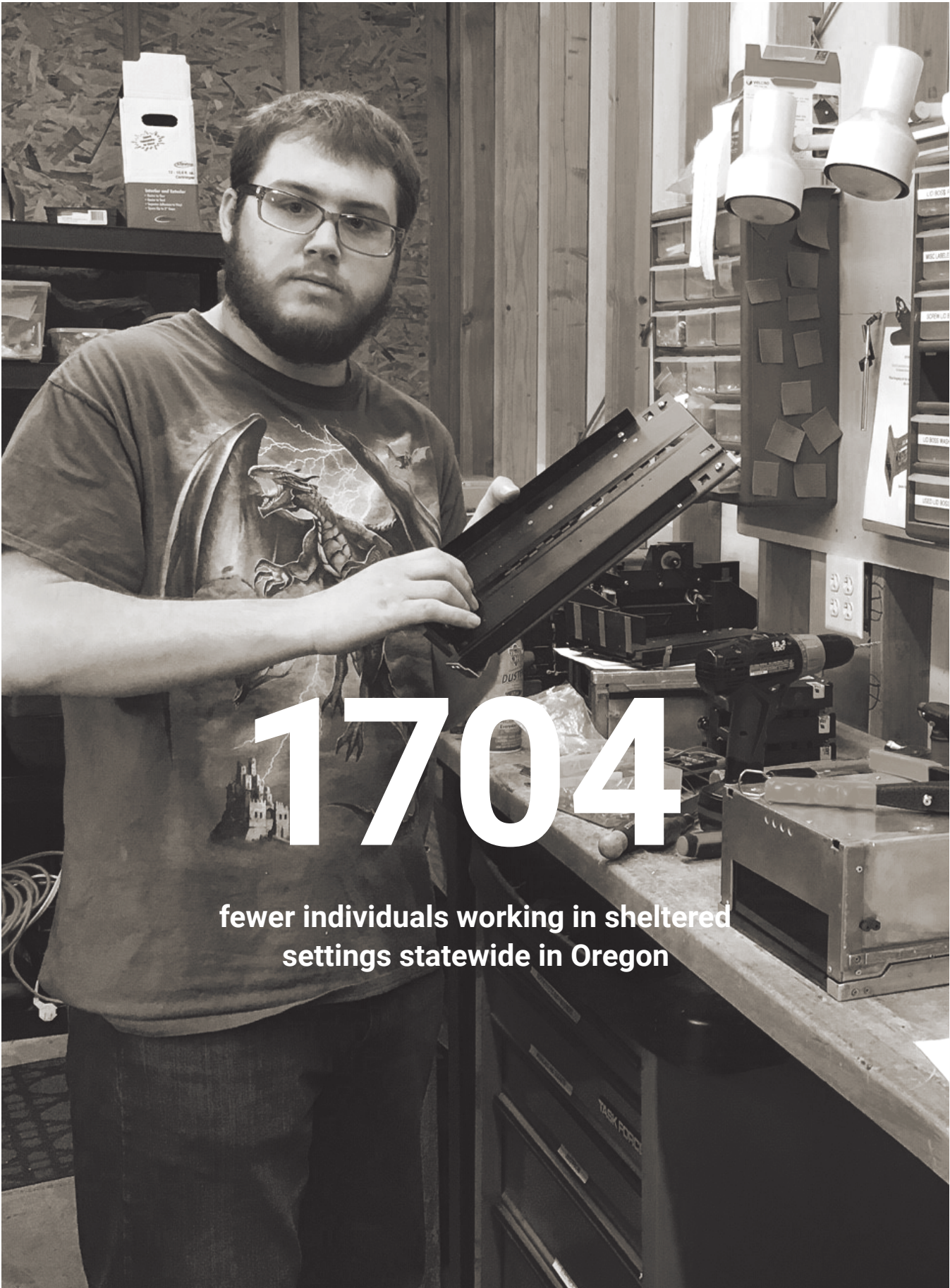
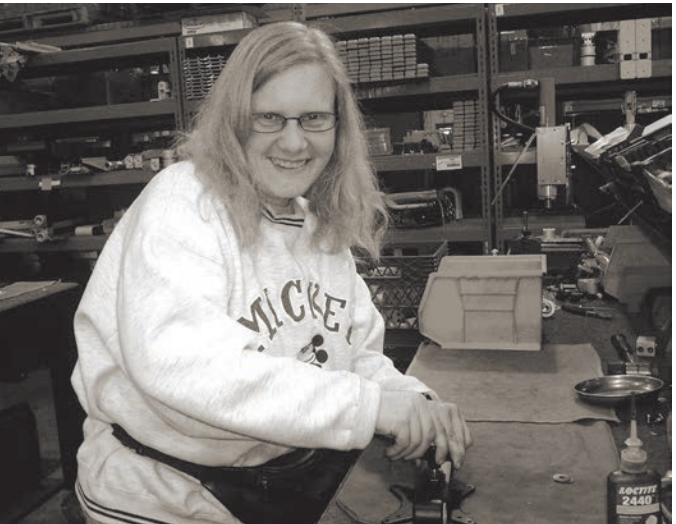
Living Opportunities helped each organization reach their goals by providing hands-on training and technical assistance. The organizations we worked with had a combined total of 438 individuals in segregated workshops. BY the end of last year, 276 individuals had accepted minimum wage (or above) employment in a variety of industries.

In March 2015, there were 1,926 individuals statewide working in sheltered workshops. As of December 31, 2019 there are only 222 individuals still working in sheltered settings, and that number will decrease to zero by September, 2020. Continuing to take a proactive role, the Employment Department at Living Opportunities has been approved through 2021 to offer continuing education

courses which help staff working at provider organizations throughout Oregon maintain the continuing education hours required by the state.

Additionally, in 2016, Living Opportunities began working as a contractor with Oregon Vocational Rehabilitation to provide statewide career counseling for people earning sub-minimum wages.

We are committed to continuing our work until all workers in Oregon earn minimum wage or more.

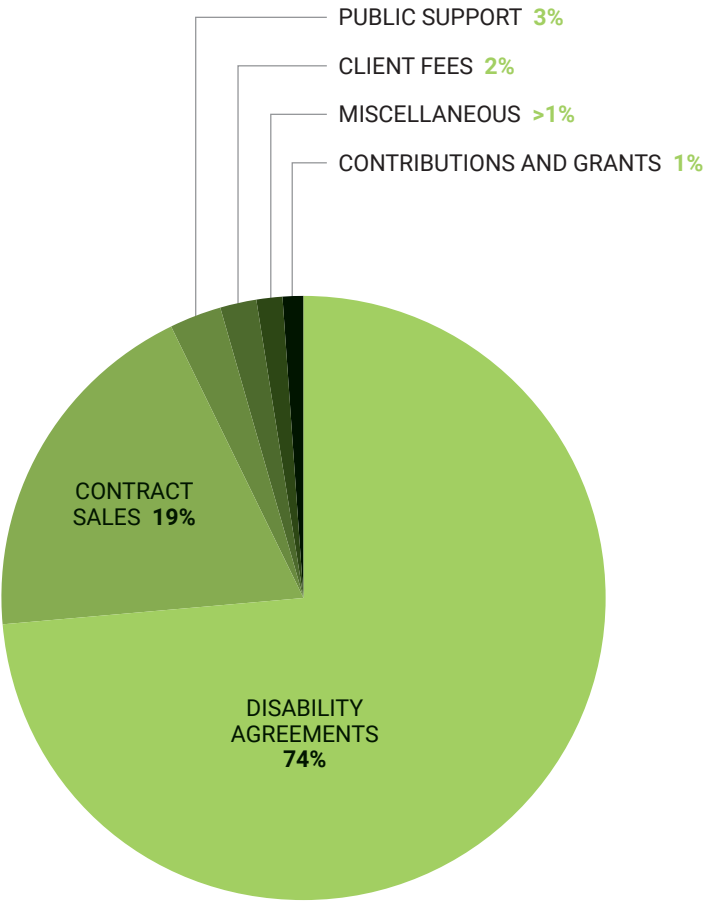


24-7/365

support offered to everyone we serve

Financial Positions

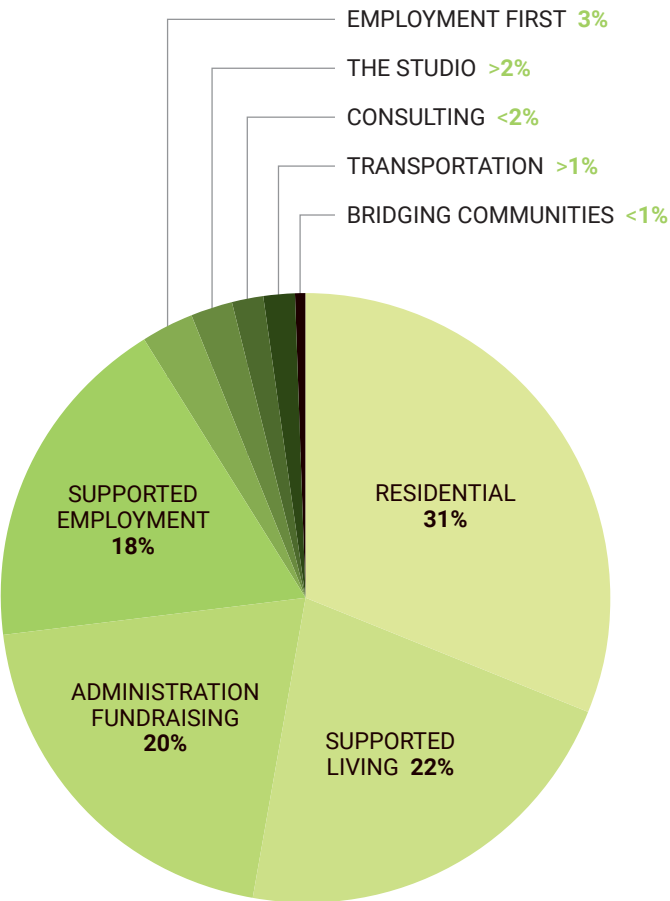
2019 ANNUAL REPORT



INCOME

2018-2019

■ DISABILITY AGREEMENTS	\$5,758,290
■ CONTRACT SALES	\$1,475,309
■ PUBLIC SUPPORT	\$214,066
■ CLIENT FEES	\$154,670
■ MISCELLANEOUS	\$109,303
■ CONTRIBUTIONS AND GRANTS	\$82,211
TOTAL	\$7,793,849



EXPENSES

2018-2019

■ RESIDENTIAL	\$2,487,228
■ SUPPORTED LIVING	\$1,725,325
■ ADMINISTRATION / FUNDRAISING	\$1,620,256
■ SUPPORTED EMPLOYMENT	\$1,436,707
■ EMPLOYMENT FIRST	\$240,346
■ THE STUDIO	\$161,121
■ CONSULTING	\$145,824
■ TRANSPORTATION	\$118,289
■ BRIDGING COMMUNITIES	\$42,264
TOTAL	\$7,977,360

Donors and Sponsors

THANK YOU FOR SUPPORTING OUR MISSION

2306

individual donations in 2019

Sponsors

These Community Partners help to underwrite the cost of our fundraising events.

\$10,000+

KMVU Fox 26
Valley Immediate Care

\$5000

KOBI NBC 5
KTVL CBS 10
Neuman Hotel Group
OPUS Broadcasting
Raymond Family Foundation

\$2500

Les & Paula Cracraft
Matt Barnes, ReMax Integrity

\$1000

BioMed Diagnostics
First Interstate Bank
Koenig Investment Advisory

Grantors

These community partners provide funds for initiatives and projects throughout the year.

Avista Foundation
Banner Bank
Carrico Family Foundation
GreenSprings Fund of The Oregon Community Foundation
Haines & Friends Fund
Nye Family Fund of The Oregon Community Foundation
Pacific Power Foundation
Reed and Carolee Walker Fund of The Oregon Community Foundation
Reser Family Foundation
Rogue Valley Transportation District
United Way
US Bank Foundation

Voices for Hope

These donors pledged to give at least \$1000+ year for five years. **Names in bold gave \$5,000+ per year.**

2004

Brian & Cathy May
Bruce & Arlene Morgan
Diana Quirk
Dr. Michael & Lorrie Hall
Jean Atalla
Jiffy Lube
Ken & Shirley Oswald
Red Robin
Roger & Janice Hassenpflug
Sally Wagoner
Anonymou (2)

2005

Snapshot Group
John & Gwen Johnson

2006

Cary & Gail Jones
David & Lisa Robino
Dr. Cornelia Byers & Dr. Stephen Brummer
Les & Paula Cracraft
Dave & Marge Bernard
Cropper Medical, Inc.
Dr. Gene & Linda Meyerding
Diana Quirk
Lonny & Sue Slack
Anonymous

2007

Bliss Sequoia Insurance
Catherine & Craig Bitterman
Doug Gordenier
Tom & Kendall Harrison
Leslie Hough
Brenda Barca

2008

Mary Baer
Catherine & Craig Bitterman

Mary Nelson
Susan Lichtenwalner

Anonymous

2009

Marty & Mary Fiorentino
Dave & Marge Bernard
Ashland Springs Hotel
Catherine & Craig Bitterman
Diana Quirk
Shlesinger & DeVilleneuve Attorneys
Susan & Bob Labozetta
Anonymous

2010

Anonymous
Chuck & Linda Butler
Clint & Mary Driver
Catherine & Craig Bitterman
Donald & Clare Bruch
Sue Naumes
Grange Co-op
Steve & Valerie Rinkle

2011

Anonymous
Dave & Marge Bernard
Catherine & Craig Bitterman
Jennifer Sieg

2012

John & Cathy Watt
Marilyn & Bob Hutchins
Rick & Natalie Smith
Tom & Kendall Harrison
Dan Mish

2013

Mark & Candice Eberle
Diana Quirk
Jerry & Jeanne Taylor
Anonymous

2014

Judy Charbonneau
Ronald & Kate Moore

Dana & Bill Feagin
Maggie Purves
Dee & Barbara Selby

2015

Emilie Wylde Turner
Jim Gochenour
Mark & Donna Eisenstein
Nelson Family Trust
Moni Peterson
Raymond Family Foundation
Rockwell Real Estate
Rogue Valley Manor

2016

Dave & Marge Bernard
Steven & Gretchen Ferreira
Jim & Robin Norris
Kingsley & Diana Kelley
Nelson Family Trust
Raymond Family Foundation

2017

Dave & Marge Bernard
John & Marilyn Duke
Lifeline
Raymond Family Foundation
Southern Oregon Community Services

2018

Tim & Vicki D'Alessandro
James Scott & Kim Karniol
Southern Oregon Dental Society

2019

Raymond Family Foundation
William Haseltine

Donors

\$5000+

Catherine & Craig Bitterman
William Haseltine
KDP Certified Public Accountants
Frank Kukla
Micah Shanks

Neal & Jo Smith
Dawn & Richard Watson

\$1000-4999

Anonymous (2x)
Tamara Abbett
Rich & Pam Bock
Matia Brizman
Rosemary Deardorff
Alan & Rebecca DeBoer
Dan Devine
Anna Elkins
Steven & Gretchen Ferreira
John & Mindy Ferris
Jim Gochenour
Jim & Susan Gould
Helen Grizzle
Kristi Haavig & Jacob Allmaras
Human Bean
Delphine Hunter
Jiffy Lube (Kelkir Corp)
John & Gwen Johnson
Brent & Becky Kell
Allison & Greg Koenig
Ed & Christina Lassman
Lausmann Foundation
Lifeline
Scott & Stephanie Lippert
Jason & Sarah Lynch
Loretta McGregor
Ronald & Kate Moore
Mustard Press
Jim & Robin Norris
Pavel Zoubok Fine Art
Maggie Purves
Diana Quirk
Raymond Family Foundation
Remax Integrity
John & Bonnie Rinaldi
Rockwell Real Estate
Rogue Valley Doodles
Rogue Valley Manor
Cynthia Scherr & Stuart Meyer
James Scott & Kim Karniol
Dee & Barbara Selby
Lonny & Sue Slack

Mike & Dena Smith
Pegi Smith
Patricia C. Smullin
Terra Firma Home
Matt Barnes, ReMax Integrity
Sally Wagoner
Ward Insurance
Lisa & Bill Watkins
John & Cathy Watt
Polly Williams
Emilie Wylde Turner
Steven & Beth Zerkel

\$500-999

Alissa Arp
Jean Atalla
Avista Foundation
Tim Barnack
Dan Bentley
Becki Bernard
Lucinda Blesse
Wayne & Julie Brown
Kathy & Lou Budge
Candida Bunn
Gregory & Vicki Capp
Church of Latter Day Saints
Paula & Warren Cooper
Jan Danziger
Bryan & Stephanie DeBoer
Dana & Bill Feagin
Fran & Garry Gatti
Nancy Hartman
Chandra Hayes
Rex Holt
JoAnn Houghton
Huggins Insurance Services, Inc.
Thais Kishi
Kelly LaFord
Steve & Sue Lawrence
Megan & Steve Lightman
Ginny Matheson
Roxanne McKee
Paul & Therese Nash
Kim Novak
On the Wall
Rachel Pena

Tom & Kim Pepple
Pretty in Paint
Rogue Valley Country Club
Gina Savage
CJ Shipley
Teri Smith
Tiger Lily Inn
Debbie Wilbur
Linda & Ward Wilson

\$250-499

Anonymous (2x)
Jake Allmaras
Shelli Bates
Leslie Bullock
Virginia Busby
Central Art Supply
Rachel Chamberland
Andrea & Jeff Childreth
Tim & Vicki D'Alessandro
Curt Evans
Facebook
First American Title Insurance Co.
Lee & Carolyn Fishel
Fountain Plaza
Cindy Glover
Grange Co-op
Greater Douglas United Way
Barbara Harper
Cheryl Harrison
Tim & Tiffany Hazen
Holly & David Herick
Craig Hilty
Bob & Laryne Holcomb
Nancy Hough
Hugs from Heaven
Joe & Shelly Hunter
Shane Hunter
Joseph & Katherine Iverson
Kingsley & Diana Kelley
Lois Langlois & Dan Baty
Baylee & John LaVoie
Greg & Jessica Lemhouse
Georgette & Dan Lucier
Lisa Mandell
Hobart Marliave

Erin McConnell
Betsy Moore
Tom & Kathy Mustard
Peter Nystrom
Marilyn & Bill Patterson
Brent Pearson
People's Bank
Greg Redfern
Jim & Danielle Remley
Kandice Robbins
Rogue Design Group
Rory Wold Insurance Agency, Inc.
Nicole Russo
Andrea Saxon Gibson
Sewing Women of Trinity Church
Taffy Shahbozian
SO Elegant Events
Southern Oregon Goodwill
Donald Steiner
The Speech Center
Carl & Deona Thomas
Kathleen Thompson
Three Spirits LLC
Truist
Brett Turner
Peter & Anita Van Fleet
David Van Hook
Weisinger Family Winery
Western Promotions
Ben Wood
Seth Zirkle

\$100-249

Anonymous (8x)
Vonda Allen
Todd & Karin Anderson
Don & Lynn Anway
Gini Armstrong
Art F/X
Kathy & Bruce Ascuena
Taylor Ashland
Alan & Carole Balzer
Matt Barnes
Joshua Barth
Robert & Lesslie Bauer
Robin Beaudry

8200

lives collectively impacted by our mission

Benevity Community Impact Fund
Rebecca Best
Charmagne Blackaby
Taneea & Chase Browning
Christy Cammarota
Brandon Carlson
Shawna & Dave Carroll
Elan Chardin Gombart
Ellen Cholewa
Cigar Cave
Richard & Nancy Cogswell
Crater Chain Saw
Ann Dahl & Robert Horton
Sara & Darrel Davis
Teresa Deen
Al & Sally Densmore
Brent Dey
Marshall & Virginia Doak
Douglas M McGeary Attorney at Law
Eric Eisenberg
Kiley & Karen Evans
Brianna Fadden
John Flores
Jim Frings
FrontStream
Olive Fry
Gathering Glass Studios
Christian Gold-Stagg
Danielle & Neal Governor
Pat & Mike Guyette
Jennifer Hall
Sandra Hannon
Steve & Ann Hanson
William Harrington
Susan & Christian Hearn
Hubert Heideman
Samantha Hess
Ruth Hodge
Marshall Holman
Don & Kathleen Hoskin
Arthur & Nancy Hughes
Adrienne Husum
Janice Jackson
Stephen & Shannon Johnson
Don & Pam Kelley
Danielle Khieu

Kathy Lawson
Renard Maiuri
Margaret & Ray Mallette
Darryl & Alice Mallory
Randie Martz
Robb Mayers
Mona Mcardle
Gray McKee & Carol Ovenburg
Tim & June McReynolds
Medford Animal Hospital
Monica Morales Carnicero
Heather & Chris Olivier
Jeffery & Traci Olson
Nancy Pagani
Brian Pahl
Denise Pearson
Greg Petersen
Project Motorsports
Julie Reve
Amber Richardson
Lindsay Riggs
Phill Robbins
Holly Roberts
Ray & Marianne Robison
Rogue Disposal
Hugo Sanchez
Jerry & Laurie Sankey
Scott Sherbourne
Garland & Roberta Shinn
Eva Shipley
Nathan & DeAnna Sickler
Silver Creek Massage
Brenda Smith
Tim & Luanne Spencer
Samantha Steele
Steele Ranches
Danielle Stovall
Lucy Strasburg
Mary Sutherland
Creed & Michele Terry
The Garden Chicks
The Rogue Grape
Christine Toth
Madonna Turner
Brandi Verkempinck
Melissa Walker

Michelle Walters
Sandy Warren
Faye Weisler
Paige West
Ann Woods

\$1-99
Anonymous (12x)
Amazon - Charitable Giving
Judith Anderson
Tom & Lori Arney
Ashland Supportive Housing
Andy Atalla
Awen Winecraft
Cynthia Barnard
Pam Beeman
Cheryl Benham
Robert Benham
Cory Benton
Aria Bettinger
Peggy Binney
Betsy Black
Midge Black
Nick Black
Lori Bowers
Crystina Brazie
Linda Brown
Terry Burgess
Alison Nicole Burt
Charles Carraway
Audrey Cohen
Ben Cohn
Judy Conrad
Jacob Cook
Dannew Cooks
James Cornell
Leilani Cummings
Cummins NW, Inc.
Cindy Dahl
Sharon Dahl
Steve Dawes
Christine DeLoza
Delta Dental
Llyssa Deveney
Alice & Rob Diefenbach
Gina DuQuenne

Tracy Dutey
Kristin & Jake Edwards
Maxwell Fadden
Pamela Farquhar
Glennie Feinsmith
First Interstate Foundation
Athena Fliegel
Tim Fountain
Anne Golden & Mark Valens
Kelly Gonzales
Gordon Elwood Foundation
Sue Graves
Kathy Greenwood
Jeny Grupe
Hadley Roofling
Jeanne Heaton
Barbara Heddon
Valen & Christina Herd
Wendi Hinson
Terri Hogeland
Megan Howell
Melissa Hughes
Jennifer Huston
Joan Isaacs
Terry & Lawrence James
Beverly Jay
Michelle Johannes
Brian Johnson
Shannon Johnson
Jerry Kenefick
Ann & Bob Kennedy
Kellie Kinkeid
Ashley Kirk
Vanessa Kolkow
Paul & Mona Kool-Harrington
Kroger - Fred Meyer
Anna Laca
Denise Lewman
Reba Louis Stephens
Melissa Lowry
Ron Lyman
Sabina Martin
Carol McGrath
Diane Menzie
Cynthia Mish
Nancy Moran

Josh Morris
Barbara Musta
National Heating and Air Conditioning,
Sandra Neves
Sarah Neves
Toni Neves
Baylie Nixon
Randy & Dierdre Nixon
Dick & Melody O'Brien
Rosa Ochoa
Brent & Rachel Olstad
Becky Owston & Jeff Judkins
PayneWest Insurance
Kristen Philbrook
Jessie Pratt
Nate & Megan Pratt
Joyce Reavis
Steve & Valerie Rinkle
Cyd Ropp
Mary Rosas
Leslee Ryerson
Juana Sarmiento
Robert & Dolores Scheelen
Lona Schultz
Sherry & Larry Self
Sensory Elements
Grant & June Shepard
Jennifer Sieg
Ashley Silow
Curtis Smith
Gary Smith
Sade Smith
Tim Snaith
Shawn Starr
Leslie Straus-Fowler & Jim Fowler
Laura Sutton
Jacob Thomas
Tim & Collette Tidball
Twin Creeks Retirement
Luis Valtierra
Carly & Stephanie Vandenbusch
Bonnie Walter
Justin Warren
Sue Watkins
Marcia Weatherall
Marcia & Jeff Weatherell

Sheila Wedel
Reena White
Terra White
Suzanne Wren & Bill Bedard
Michael & Amelia Zarosinski
Zazzle
Kim Zerkel
Theresa Zwan

Volunteers

Jean Atalla
Pam Bock
Tim D'Alesandro
Elizabeth Ellingson
Alex Fauver
Brent Kell
Frank Kukla
Sarah Lynch
Kelly McGee
Brent Pearson
Hugo Sanchez
Andrea Saxon Gibson
Micah Shanks
CJ Shipley
Sheriff Nathan Sickler
Jennifer Spangler
Sally Wagner
Reena White
Denise Winovsky

Business Partners

Aflac
Albertson's West Main
Alternative Services, Inc.
Aramark
ARC of Jackson County
Asante Ashland Hospital
Ashland Hills Hotel & Suites
Ashland Springs Hotel
Auntie Carol's Hawaiian Cafe
BioMed Diagnostics
Blackstone Audio, Inc.
Butler Automotive Group-4 Locations
Carestream
Chamber of Medford/Jackson County

City of Central Point—Parks & Rec
City of Medford—City Hall
City of Medford—Parks & Rec
City of Medford—Public Works
Climate Control Mini Storage
Creative Supports, Inc.
Cummins NW, Inc.
Darex, LLC
Dazey's / Hubbards
EC Blend
Fit for a Queen
Focus 1 Associates
Grange Co-op—5 Locations
Great American Pizza Co.
Housing Authority of Jackson County
ICWUSA.com, Inc.
Jackson County Sheriff's Office
Jackson County Library
Jiffy Lube, White City
John L. Scott Real Estate
Kaleidoscope Pizzeria & Pub
Kids Unlimited
KTVL News 10
La Clinica
Lark's Restaurant—Medford
Leone Holden, CPA
Lithia Springs Resort & Gardens
Maslow Project
Medford Visitor Center
Moda Health
Oregon Commission for the Blind
Oregon Community Foundation
Oregon Dept. of Human Services
Oregon Employment Department
Oregon Dept. of Senior Services
Oregon Shakespeare Festival
Personnel Source, Inc.
Providence Medical Center
Punky's Diner
Quality Market
Quantum Innovation
Regence Blue Cross Blue Shield
Renal Care Consultants
Retail Profit Systems (RPS)
Rogue Community College
Rogue Credit Union

Rogue Valley Country Club
Rogue Valley Manor
Rogue Valley Transit District (RVTD)
Rosario's Italian Kitchen
St. Mary's School
Shastina Millworks
Skylark Assisted Living and Memory Care
Southern Oregon Head Start
Southern Oregon Subaru
SOU—Dining Services
Star Body Works
Tinseltown—Cinemark
United Way
Valley Immediate Care
Veterans Administration
Walgreens
Yerba Prima

100%

loved by everyone who knew them



In Memoriam

BLESSINGS

We are honored to support individuals to live full and happy lives in our communities. Here, we recognize the impact the following people have made on our lives, and the years they were with us.

FROM UPPER LEFT TO RIGHT

Danny Weaver 10 YEARS

Mark Mason 15 YEARS

Roger Graeber 23 YEARS

Leanna Oswald 22 YEARS

Job Williams 28 YEARS

Wayne Robinson 16 YEARS

Charlotte DeRoss 8 YEARS

Calvin Pinheiro 18 YEARS

Lori Glen 10 YEARS

Kenny Putnam 3 YEARS

Trista DeAvilla 3 YEARS

Teresa Farley 38 YEARS

Lorraine Corneal 25 YEARS



Our Vision

is a welcoming community that embraces individuality and passionately supports and empowers people.

Our Mission

is to support people with intellectual and developmental disabilities to LIVE in the same neighborhoods, WORK for the same employers, and SHARE in the same experiences to which we all aspire.



living
opportunities

PO Box 1105, Medford, Oregon 97501

SUPPORT US IN 2020

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