Echoed by disability advocates the world over, “Nothing About Us, Without Us” is a call for inclusion of, and active participation by, people with disabilities. This foundational philosophy guides the work SAIL and hundreds of other Centers for Independent Living do each day. At SAIL, we see this philosophy play out in all aspects of our work, including in our hiring practices and board recruitment efforts, where a majority of our staff and board members are people with disabilities. We also see it in our many programs: from our Home Modifications for Aging in Place (HomeMAP) program where people with disabilities and seniors are in the driver’s seat when deciding what services and environmental modifications are needed in order to live at home as they age, to how our model of peer support connects individuals with shared experiences while simultaneously creating opportunities for leadership development among our consumers.

In the end, our work together is about equity and inclusion. Are people with disabilities at the table when decisions are being made across our social structures? How do we ensure that our communities are inclusive of, and accessible to, our friends and neighbors of all ages and abilities? In this year’s annual report, you will find stories and quotes that reflect this philosophy, showing the impact of having seniors and people with disabilities at the helm. Each one of these are made
possible with your support, and the hard work of consumers who are working to live independent, empowered lives of their own choosing.

Gunalcheesh, Haw’aa, 'Doyck,
Thank you.

Joan O’Keefe  
Executive Director

Norton Gregory  
Board Chair
People using the services of SAIL are valued and respected. Our opinions and feedback are an important part of SAIL’s way of doing things.
We live and work on the unceded, traditional lands stewarded by the Lingít, Haida and Tsimshian Peoples since time immemorial. We invite you to join us in using the traditional names of the places we live, alongside a commitment to better understand the rich and complex history of this place we call home. Gunalchéesh, Háw'aa, 'Doyck, Thank You.

SAIL is honored to work throughout Southeast Alaska, whether in person or through remote connections. Go to www.sailinc.org to find an office near you.

Place names from Haa Léelk’w Háa Aani Saax’ú (Our Grandparents’ Names on the Land), compiled by Thomas Thornton, as well as information from the Alaska Native Language Archive (UAF).
SAIL Service Demographics

AGE
- 19 & Younger: 21%
- 20-24: 5%
- 25-59: 28%
- Over 60: 46%

DISABILITY
- Hearing: 2%
- Multiple/Other: 15%
- Vision: 12%
- Mental Health: 22%
- Cognitive: 23%
- Physical: 26%

ETHNICITY
- Caucasian: 46%
- Native American or Alaska Native: 39%
- Two or More/Other: 9%
- Asian: 3%
- Hispanic or Latino: 1%
- African American: 1%
- Native Hawaiian/Pacific Islander: 1%
Consumer led means accompanying people on the journey toward independence, not leading the way.
The Power of Peer Support

Peer support is core to nearly every way in which SAIL operates. Whether one-on-one or in a group setting, peer support can positively impact an individual’s life in profound and transformational ways. Over the past year, more than 200 peer support meetings and activities were held in communities across Southeast Alaska and over Zoom.

The variety of lived experiences in each group provides invaluable perspective on common issues and barriers faced by people with disabilities. “There is vast diversity in the types of vision loss, and varying degrees of comfort people with similar disabilities have in how they operate in the world,” explains Linda Newman, lead facilitator for Juneau’s monthly Low Vision Support Group. “For example, are cars more likely to stop for you at a crosswalk if you carry a cane or are guided by a dog?”

Support from peers can be so powerful, even during a pandemic. Despite the technological challenges for some, there have been silver linings for many of SAIL’s support groups. Individuals who stay at home due to limited mobility or medical reasons, for example, have felt more included when everyone is calling or videoing in. For Juneau’s Low Vision Support Group, attendance is actually up during the pandemic as people from throughout the region, and state, have been participating.

While a virtual option for peer support groups will likely remain after the pandemic, Linda and the rest of the Low Vision Support Group eagerly look forward to a return to in-person meetings. “We really enjoy getting out of the house and into the community together since [because of our vision loss] most of us don’t drive.”

Learn more about peer support opportunities and read the full interview with Linda at www.sailinc.org.

More than 230 people participated in peer support meetings and activities in FY21.
It’s nice to commiserate and laugh together, to feel like you’re not alone, to know that someone who has gone through a similar experience might have a perspective that can help you.
Finding Leaders from Challenge and Camaraderie

SAIL has long believed that inclusive, accessible recreation is an empowering way to build the confidence and leadership skills that ripple out into all aspects of an individual’s life. This year, SAIL re-opened the Challenge Course in Juneau (formerly run by SAGA at the Eagle Valley Center) and has already hosted nearly 600 participants as they work through various challenges and obstacles. The course offers a wide range of ground-level and mid-air elements designed for people of all ages and abilities. Revamped with inclusion at its core, teamwork is essential in order to complete each task. For example, the wobbly “Whale Watch” element requires group collaboration in order to effectively balance a giant see-sawing platform as one cohesive unit.

The inaugural season has offered day-long experiences to a diverse range of groups from teen organizations to tribal government staff to local churches. The course has also played host to students as they prepare for a return to school and summer camps for youth. At the weeklong Camp Independence, youth of all abilities worked together, had fun and learned to incorporate SAIL’s core values of inclusion, collaboration, integrity, accessibility, and empowerment into their lives. For the hundreds of students who attended in anticipation of the start of a new school year, it was a unique opportunity to build community in an effort to set a positive tone for the year.
I felt empowered on the Leap of Faith. I really thought I couldn’t do it but then I did it and it wasn’t that bad. I’m really proud of myself!

It helped build community as students got to know each other and rely upon each other in a way that doesn’t occur in a classroom. It enhanced their relationship with each other as students, and with me as their teacher.
Your Generosity Inspires Personal Independence. Thank You!

Our donors are at the heart of all that we do at SAIL. Thank you for your generosity throughout the year. Your gifts inspire personal independence in Southeast Alaska for seniors and people with disabilities. The following gifts were made in honor or in memory of loved ones.

IN HONOR OF:
Carol Race
Claire Baldwin
Fu Bao Goldsberry
Jacob Mallinger
Joan Herbage O'Keefe
Kelly Henriksen
Linda Fredrickson
Peter Klein
Sara Chapell
Sierra Jimenez
Taylor Gregg
Tracy VerVeilde

IN MEMORY OF:
Alan Duke
Charan "Birdie" Bird
Chip Parr
Elizabeth Friedenauer
Elizabeth Tonsmeire
Gordon Tandy
Karen Wiley
Martha Howard
Robert Kenneth
Fowler
Vinca Gilman

The list of donors on the following pages include gifts received between July 1, 2020 and June 30, 2021. In-kind donations and the many anonymous gifts are not included in this list. Thank you to every single one of our donors for your generous support!

Donors marked with ★ are members of SAIL’s Legacy Society for Independence. Legacy Society members have included a gift to SAIL in their will, estate plans or retirement account. Legacy gifts are permanently invested in an endowment to leave a lasting impact. For more information on leaving your Legacy for Independence email Sara at schapell@sailinc.org.
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c/o Fidelity Charitable
Corey and Ellen Pavitt
Omar Rodriguez and
Veronica Prida
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Caleb Kuijkoven
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Keith Lewy
Susan Litman
Sidney Little Tagaban
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JoAnn Lott and Tracy VerVelde
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Myer Maloff
Mikel Maron
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Lynn Marvel
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Molly McCormick
Brian McHenry
Cassie McHenry
Kevin McHenry
Michael McHenry
Sue McHenry
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Karen Meizer
Will Metcalf
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Fred and Judith Miller
Michael Monagle
David Moore
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Michael Negro and Kara Berg
Mary Norcross
Nugget Alaskan Outfitter
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Sean O'Neill
Beth and Grey Pendleton
Pauline Plumb
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Sandra Powers
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Jim Robinson
Beatrice Rounsley
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Sheehy
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Ardith and Walter Smith
Keith Smith
Sarah Smith
Jonathan Heiftetz
SoHo Coho
Sourdough Bar
Elizabeth Spence
Patricia Spence
Jerad Spencer
Tom Spencer
Ryan Stanley and Laura
Hosey
Michael Stark and M.J.
Grande
Ray and Connie Staska
**Collaboration Circle up to $99**
Jason Abad
Joy Adams
Maya Allcott
Lauren Anderson
Colleen Sullivan
Saralyn Tabachnick
Tonia Takei-Kram
Sherry Tamone
Michael and Erlinda Taylor
The Foraker Group
Marjorie Thomson
Wanda Tidingco
Michelle Umbs
Chris Urata
Susan Patterson and Linda
Vallie
Emma Van Nes
Gale and Karl Vandor
Margie Vandor
Kara Varberg
Sherri von Wolfe and Travis
Miller
Virginia and Jason
Waterhouse
Beth and Gregory Weldon
Western Auto Marine
Sally and Kent Weymouth
White's & Harry Race
Paul Wild
Fred and Sally Wiley
Julie and John Willey
Jonathan Williams
Geraldine Brown
Kathy Williams
Susanne C. Williams
Suzanne and Joe Williams
Sinclair Witt
Amy and Phillip Witt
Nancy Woolford
Patricia Yearly
Gayle Young

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Joy Adams
Maya Allcott
Lauren Anderson
Colleen Sullivan
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Susanne C. Williams
Suzanne and Joe Williams
Sinclair Witt
Amy and Phillip Witt
Nancy Woolford
Patricia Yearly
Gayle Young
Southeast Alaska Independent Living, Inc.

Statement of Financial Position
as of June 30, 2021

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>2021</th>
</tr>
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<tbody>
<tr>
<td>CURRENT ASSETS</td>
<td></td>
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<tr>
<td>Cash and cash equivalents: Operating</td>
<td>$ 171,022</td>
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<tr>
<td>Accounts and grants receivable</td>
<td>564,711</td>
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<tr>
<td>Prepaids and deposits</td>
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<tr>
<td>Total Current Assets</td>
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<tr>
<td>PROPERTY AND EQUIPMENT, net</td>
<td>873,320</td>
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<tr>
<td>LONG-TERM INVESTMENTS</td>
<td>290,472</td>
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<tr>
<td>BENEFICIAL INTEREST</td>
<td>457,963</td>
</tr>
<tr>
<td>Total Assets</td>
<td>$ 2,403,466</td>
</tr>
</tbody>
</table>

| LIABILITIES AND NET ASSETS CURRENT LIABILITIES | | |
| Accounts payable | $ 106,072 |
| Accrued payroll expenses | 151,112 |
| Refundable advances | 31,278 |
| Total Current Liabilities | 288,462 |

| NET ASSETS | | |
| Without Donor Restrictions Undesignated | 432,515 |
| Invested in equipment and leasehold improvements | 873,320 |
| Beneficial interest | 457,963 |
| Board-designated endowment | 290,472 |
| Total Net Assets Without Donor Restrictions | 2,054,270 |
| With Donor Restrictions | 60,734 |
| Total Net Assets | 2,115,004 |
| Total Liabilities and Net Assets | $ 2,403,466 |

For the final audited report of SAIL’s financial position, please visit www.sailinc.org

For the final audited report of SAIL’s financial position, please visit www.sailinc.org

SAIL Funding

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>31%</td>
</tr>
<tr>
<td>Federal</td>
<td>33%</td>
</tr>
<tr>
<td>Municipal and Foundation</td>
<td>10%</td>
</tr>
<tr>
<td>Investment Income</td>
<td>5%</td>
</tr>
<tr>
<td>Individual/Corporate Donations*</td>
<td>4%</td>
</tr>
</tbody>
</table>

*Individual donations provide critical unrestricted funding to SAIL, allowing us to remain responsive to emerging needs in the communities we serve, especially in times of unexpected challenges. Individual and corporate donors contributed more than $128,000 to SAIL in FY21. Thank you.

SAIL is consumer led!
More than half our board identifies as having a disability.

Norton Gregory, Chair/President, Douglas
Jeff Irwin, Vice-Chair, Gustavus
Suzanne Williams, Secretary, Ketchikan
Mary Gregg, Treasurer, Ketchikan
Brandee Gerke, Juneau
Cynthia “Cindy” Mills, Klawock
Ellen Pavitt, Juneau
Robert Purvis, Sitka

SAIL is a United Way of SE Alaska partner agency.
A Senior Makes a Choice for Fresh Air and Family Connection

In FY21 our veteran directed program (VOICE) worked with 33 veterans who required additional support to live safely at home. One of those veterans, Bob Plucker of Haines, has enjoyed the added benefit of hiring his family members as companions during his daily walks. Bob is a retired music professor, and relocated to Haines with his wife Margaret to be closer to family. As Bob’s needs for daily care grew, he signed up for the VOICE program, which gives veterans the power to choose the kind of support they need to stay independent. Bob chose walking - rain or shine - to stay healthy! According to Margaret, "Bob experiences challenges with his legs and balance and has very impaired vision, so he needs an escort to go out and walk. He used to be a runner, and the daily walks give him fresh air, exercise, and time to soak up the sun. The outdoor time benefits the body, spirit, and brain. When they come back, Bob is refreshed and kind of a new person.”

Many seniors prefer to remain at home as they age, amongst the family, friends and community they know and love. SAIL’s programs for elder Alaskans are designed to help each individual achieve their goals in order to maintain independence and autonomy. In FY21, SAIL worked with more than 1,300 seniors across Southeast Alaska, on goals big and small — whether helping with plans for ramps and handrails to make a home safe, providing information and connections to senior benefits programs, or helping a family hire in-home assistance.

“I love walking with my Grandpa. It’s an awesome opportunity to hear his stories and get to know him better.”
Finding a Job That Fits Builds Confidence and Skills

Do you remember your first job as a working adult? The anxiety of your first day? The kudos from your boss on a job well done? That first paycheck? Meet Ian, who has been experiencing all of these emotions over the last months in his first job working for a grocery store in Sitka. Ian worked with SAIL staff to build a resume, learn about filling out job applications, and practicing for interviews. These steps helped Ian build confidence and ensured he was not only prepared, but understood the process so that future job searches wouldn’t be as daunting.

According to Sitka Program Director Joel Hanson, "I was happy to follow Ian’s lead and walk alongside him as he navigated the process. His determination to get a job made it easy to collaborate with some of our community partners and his family to make sure that he was successful!"

In FY21 SAIL helped more than 100 individuals build skills and find employment that fit their strengths and interests through high school classes, summer employment programs for teens, and one-on-one consultations.
Sometimes a specialized device or particular piece of equipment is what’s needed to help maintain independence. SAIL has durable medical equipment loan closets in four Southeast communities, and arranges transport for wheelchairs, walkers, shower benches and more all over the region. In FY21 SAIL loaned out more than 1,300 items from our loan closets, and helped connect individuals with practical items to make daily living easier and more independent.

We also worked with partner agencies to help consumers find the tools they need to be successful. Our partnership with Assistive Technology of Alaska (ATLA) has helped get ipads, magnifiers and specialty cutting boards into the hands of low-vision consumers. ATLA also outfitted SAIL offices with traveling demonstration totes filled to the brim with examples of new assistive technology so community members can test out tools that might work for them.

In our Ketchikan office, a simple taxi voucher transaction and interaction with a service animal led to a discussion about low vision devices. Staff was able to connect the person not only with a magnification device to try out, but gave them a referral to ATLA and connected them to SAIL’s low vision support group. Sometimes the simplest conversations can have the most impact.
Roger was hospitalized for more than 6-weeks after contracting Covid-19. When he returned home to Klawock, he had lost muscle and was unable to sleep in a regular bed, despite being in physical therapy since his release. Sleeping propped up on pillows on his couch was uncomfortable and led to more pain during the day. Roger and his family worked with SAIL to acquire a recliner that allowed Roger to rest during the day and safely sleep when he needed to. One of the funding sources was SAIL’s Last Resort Fund, which is designed to cover critical expenses when there’s no other source of funding available. For Roger, the simple addition of an appropriate piece of furniture has made all the difference. According to one family member, “Roger struggles most of the day with nerve and muscle pain. The chair allows him to rest during the day because he tires out very quickly. He’s able to take naps without going up and down the stairs, which causes more pain. This is helping with his recovery in so many ways.”

SAIL’s Last Resort Fund covered more than $50,000 in small grants for 130 requests that ranged from firewood, heating oil, and rental deposits to wheelchair and vehicle repairs, lift chairs and fitness equipment.

“Roger and his family knew what they needed, and SAIL’s Last Resort Fund helped them make it happen.”
2021 Gratitude Report
Southeast Alaska Independent Living Annual Report to Donors
www.sailinc.org