



GRATITUDE REPORT 2025

Annual Report to Donors

Southeast Alaska Independent Living

July 1, 2024 to June 30, 2025

Advocating for Independence

Dear Friends and Supporters,

This year, Southeast Alaska Independent Living (SAIL) proudly celebrated the 35th anniversary of the Americans with Disabilities Act, a landmark reminder that independence, access, and inclusion are civil rights worth defending and advancing every day. As we reflect on another year of impact, we are filled with gratitude for each of you — the donors, volunteers, partners, and friends who make this work possible.

Thanks to your generosity, SAIL served more than 3,400 Alaskans across 22 communities this year — from youth building confidence through adventure camps, to veterans living independently at home, to seniors finding community on the trail or at a coffee table. Every story in this report — from Julie powering her camper and reconnecting to the world, to Jason forging a new path toward stability and employment — reflects your investment in human potential and dignity.

We also want to recognize the heart of SAIL: our incredible staff and the people we serve. Their creativity, compassion, and persistence turn challenges into opportunities every day. Whether navigating complex systems, repairing heating systems, or leading a ropes course, they embody what it means to “inspire personal independence.”

Together, we are building a Southeast Alaska where everyone has the opportunity to live, work, and thrive in their own communities. Thank you for standing with us, believing in our mission, and helping make independence possible for thousands of our neighbors.

Gunalchéesh / Háw'aa / T'oyaxsut 'nüün / Thank you

The image shows two handwritten signatures in blue ink. The signature on the left is 'Joan O'Keefe' and the signature on the right is 'Mary E Gregg'.

Joan O'Keefe
Executive Director

Mary Gregg
Chair, Board of Directors



SAIL's Board of Directors live in the communities we serve. The majority of SAIL's Board and staff members identify as having a disability.

SAIL
Board of Directors

as of June 30, 2025

Mary Gregg, Chair/President, Ketchikan

Jim Wright, Vice-Chair, Juneau

Joan Sizemore, Treasurer, Haines

Suzanne Williams, Secretary, Saxman

Crystal "K'ayéitl'I" Duncan, Sitka

Janette Gagnon, Juneau

Harriet Silva, Angoon

SAIL served 3,496 people throughout Southeast Alaska in FY25.

We live and work on Lingít Aani, and recognize these unceded, traditional lands are stewarded by the Lingít, Haida and Tsimshian Peoples. We are grateful for their care and deep commitment to the land, and commit to better understand the rich and complex histories of the places we call home. The intergenerational impacts of colonization, and the movement for healing and justice, continue to inform our work as we create more inclusive, accessible communities across our region. We invite you to join us in learning and using the traditional names of communities where we provide our services.

Place names from Haa Léelkw Hás Aani Saaxi (Our Grandparents' Names on the Land), compiled by Thomas Thornton, as well as information from the Alaska Native Language Archive (UAF).



Julie's Journey to Independence

When Julie had to leave her longtime career working on tug and seine boats, she wasn't sure what to do next. A tough, independent woman, she had always made her own way through life's challenges. But as she got older, the physical demands of the job became too much, and she found herself living alone in a small camper in the woods of Southeast Alaska without electricity, running water, or a plan for the future.

Julie didn't mind the rough conditions, she was used to them. But the isolation, especially without a way to communicate or access resources, made it nearly impossible to move forward. That's when she connected with Glenda, an Independent Living Advocate from SAIL. Glenda listened to Julie's story and helped her envision what independence could look like in this next chapter of her life. Together, they

applied for support through SAIL's Last Resort Fund (LRF), which helped Julie purchase a generator and set up Wi-Fi in her camper. With power and internet access, Julie could finally connect with others, and with new opportunities.

She started exploring job options and used Glenda as a reference. They talked through what kinds of work would suit her strengths and lifestyle. When she applied to the Alaska Marine Highway System, Julie felt nervous, especially about working with the public after so much time in solitude. But with continued encouragement and support, she faced those fears and started the job.

Now, six months later, Julie is thriving in her new role aboard the ferry. Her journey is a powerful reminder of how resilience, paired with the right support, can open doors.

338 mini-grants totaling \$253,000 supported recipients in communities throughout Southeast Alaska in FY25



A Song, a Stage, and a Veteran's Independence: Herman's Story

Herman Davis is known around Southeast Alaska for his presence – strong and full of heart. A proud veteran and L'uknax.adi clan leader, Herman lives life on the move, often traveling alongside his two sons, who also serve as his caregiver.

Herman faces challenges with mobility and hearing but he doesn't let that slow him down. His independence is made possible by something powerful: support. Through SAIL's VOICE Program (Veterans' Options for Independence, Choice and Empowerment), Herman's sons are able to be there for him, not only as caregivers, but as partners in adventure, and everyday life. Veteran-Direction is a service model that puts Veterans and their families in the driver seat, expanding options and control over the long-term services and supports you need to successfully live at home. Support through the VOICE program allows Herman to live independently and stay fully engaged in his community including moments of unexpected joy.

At a Portugal. The Man concert this year in Sitka, Herman was invited up on stage. When the mic came his way, he didn't hesitate. After a few words Herman started singing "If I Were a Rich Man." The crowd lit up, and Herman, always ready to embrace the moment, owned it with confidence.

Thanks to the VOICE Program, Herman can continue living life on his own terms, with the help of his sons and the freedom to be fully present in the moments that matter most

SAIL's VOICE program served 47 veterans in FY25



Picture Credit:
James Poulson; Daily Sitka Sentinel

William's Story: Warming Up to Independence

When William first connected with SAIL's Aging and Disability Resource Center (ADRC), he was living independently but looking into assisted living. Though he was a Medicaid recipient and needed support, William didn't qualify for the ALI waiver because he didn't meet the nursing home level of care. Instead of moving into assisted living, William and the SAIL team explored other ways he could remain safely in his home.

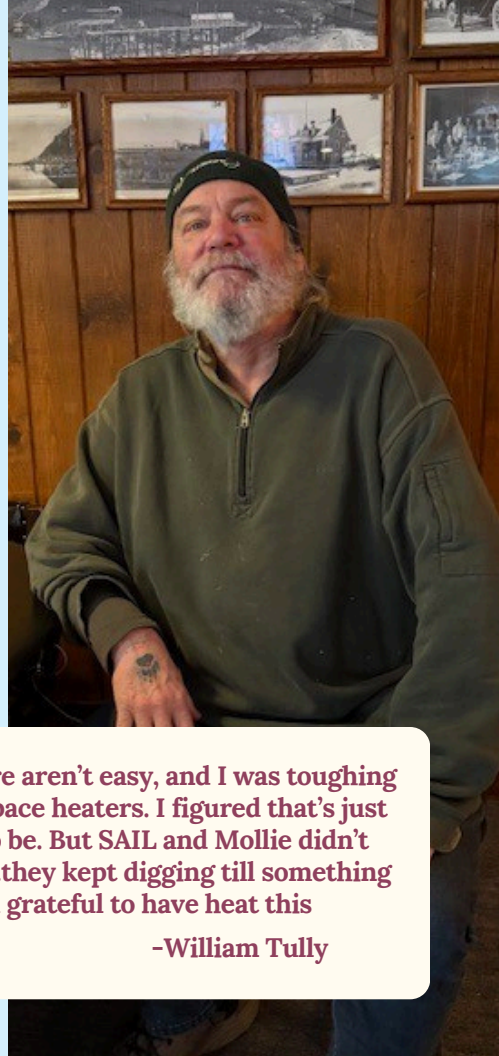
That's when they discovered that William had been living through Southeast Alaska's long winters with no central heat relying solely on space heaters to stay warm. Concerned about both his comfort and safety, the SAIL team used the Last Resort Fund (LRF) to investigate the issue. The result: his heating system was completely broken, and the cost to repair it was nearly as high as replacing it entirely.

SAIL Independent Living Advocate Mollie stepped in to help. She connected with the Alaska Heat Smart program, based out of Anchorage, to see if William might qualify for assistance. After receiving the application in March, Mollie sat down with William to complete the paperwork together. By September, thanks to SAIL, Alaska Heat Smart and the Red Cross, William had a brand-new heating system installed just in time for the cold season.

William's story is a reminder that even when the path isn't straightforward, you're never alone. At SAIL, we understand that roadblocks can be frustrating whether it's navigating complex systems or facing unexpected challenges at home. But when one option doesn't work, we're here to help you find another. With creativity, persistence, and the right connections, we'll work alongside you to explore solutions that support your independence, safety, and quality of life.

"Winters here aren't easy, and I was toughing it out with space heaters. I figured that's just how it had to be. But SAIL and Mollie didn't quit on me.....they kept digging till something worked. I am grateful to have heat this season."

-William Tully



More than 570 households, businesses, foundations, municipalities, and organizations generously supported SAIL during FY25. These gifts are an essential source of flexible income that enables SAIL to respond to emerging needs in our communities and serve thousands of seniors and people experiencing disabilities. Thank you for your generosity.

SAIL LEGACY SOCIETY FOR INDEPENDENCE

Legacy Society members have included a gift to SAIL in their will, estate plans, or as the planned beneficiary of a retirement or investment account. Legacy gifts are permanently invested in the SAIL Legacy Fund endowment at the Juneau Community Foundation, and leave a lasting legacy to support SAIL's mission of inspiring personal independence. For more information on leaving your legacy for independence, go to [**sailinc.org/planned-giving**](https://sailinc.org/planned-giving).

Brandee Gerke and Andrzej
Piotrowski
Mary and Doug Gregg
Norton Gregory
Mardell Gunn and Mark Kistler
Tom and Liz Heywood

Joan and Larry O'Keefe
Robert and Mary Purvis
Millie Ryan
Gale and Kari Vandor
Gordon Williams and Mary
McDowell
Suzanne and Joe Williams

The following gifts were made in memory or honor of loved ones. Tribute gifts are a meaningful way to honor the memory of your loved one or to recognize someone you admire.

IN MEMORY OF

Anna Hennessey	Karen Erickson
Brian Idzik	Marcella Whitney
Bridget Kathleen Moran	Mark Sizemore
Bruce Osborne	Martha Howard
Carl Behnert	Mary Ann Price
Carley Washburn	Minniema and Rodney
Charles Adam	Sunday
Clark Gruening	Paul Douglas
Douglas Dutcher	Robert Dryden
Elizabeth Tonsmeire	Sarah Fitzgerald
Gordon Dell Tandy (Sarge)	Virginia Allen
Hazel Stickel	Virginia Lockhart

IN HONOR OF

Abby Dixon	Mari Carpeneti
Chapell Family	Robert Pearson
Chip Hartman	Sierra and Carlos Jimenez
Coyne Vanderjack	Taylor Gregg
Emma Van Nes	Teresa Meade
Fu Bao Hartle	Tim Arness and Carol Race
Gary Paxton	Van Sundberg
Goofy Van Nes	Ward A. Lamb
Jacob Mallinger	Wayne and Mary Ann Olsen
Janine Allen	William R. Sturdevant
Mara Spence	

Thank you for inspiring personal independence with your gifts!

7/1/2023 – 6/30/2024

Organization/Business Donors

Alaska Airlines
Alaska Northern Lights
Alaska Power and Telephone
Alcan Electrical and Engineering
Allen Marine Tours
American Legion Lynn Canal Post #12
Bailey Giving Fund
Baranof Chiropractic, Inc.
Chilkat Valley Community Foundation
Chilkat Valley News
City and Borough of Juneau Youth Activities Board
City and Borough of Sitka
City of Ketchikan
Coast Guard Spouses' and Women's Association of Sitka
Coastal Real Estate Group
Cornerstone Home Care
Dawson Construction, LLC
Douglas Dornan Foundation
Easter Group
Ernie's Old Time Saloon
Filipino Community, Inc.
First Bank
Fred Meyer Community Rewards

Global Federal Credit Union
Haines Borough
Haines Real Estate
HECLA Charitable Foundation
Howers IGA Supermarket
Icicle Creek Navigation Co.
Juneau Community Foundation
Laura Lucas Design
Lutak Lumber
Madison Lumber & Hardware
Mountain Market & Ripinsky Coffee Roasters
National Christian Foundation
PeaceHealth Northwest Network
Rasmuson Foundation
Richard L. and Diane M. Block Foundation
Scanlon Gallery
Sheppard Family Dentistry
Sitka Emblem Club #142
Sitka Rotary Club
Sourdough Bar
Sitka-Mt. Edgecumbe Unitarian Universalist Fellowship
Southeast Alaska Pilots Association
The Alaska Community Foundation

The American Legion Auxiliary Post 3
The California Wellness Foundation
The George and Stephanie Suddock Foundation
The Landing Hotel, Restaurant, & Pub
The Reser Family Foundation
United Way of SE Alaska
White Elephant Shop

Individual Donors

Donald Adam
Larissa Adam
Joy Adams
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Deb Laws
Phyllis Sage
Cynthia Allen and Russ Lyman
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Jennifer Bergstrom
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Amanda Blackgoat and Kwame Diehl
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Betsy Blandov
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Joyanne Bloom
David Boesch
Thomas Boesch
Sara Boesser and Shay Reese
Deborah Boettcher
Dale Bontrager
Stephen and Patti Bower
Karmen Bowman
Eleanor Boyce
Judy Brakel
Ron and Cathy Bressette
Grace Brooks
Carolyn Brown

Natalie and Wilbur Brown
Tom and Susan Brown
Sean Bryant
Jeff Budd
Henson Bumagat
Ted and Janet Burke
Susan and Nicolas Bus
Frank and Fran Butler
Cindy Buxton and Russell White
Lisa Bykonen
James and Terri Calvin
Alice Cameron
Linda Cameron
Annie and Walter Carpeneti
Stephanie Carter
Danielle Castile
Michael and Marna Cessnun
Dylan Chapell
Sara and Richard Chapell
Marnie Chapman
Walt and Beth Chapman
Gregory and Becky Charlton
Rashah McChesney
Ji Chung
Janet and Clarence Clark
Richard and Laura Clement
Kay Clements
Gershon and Kerry Cohen
Miki Cole
Arlene Corrao
Mila and Tom Cosgrove
Phyllis Annette Coyle

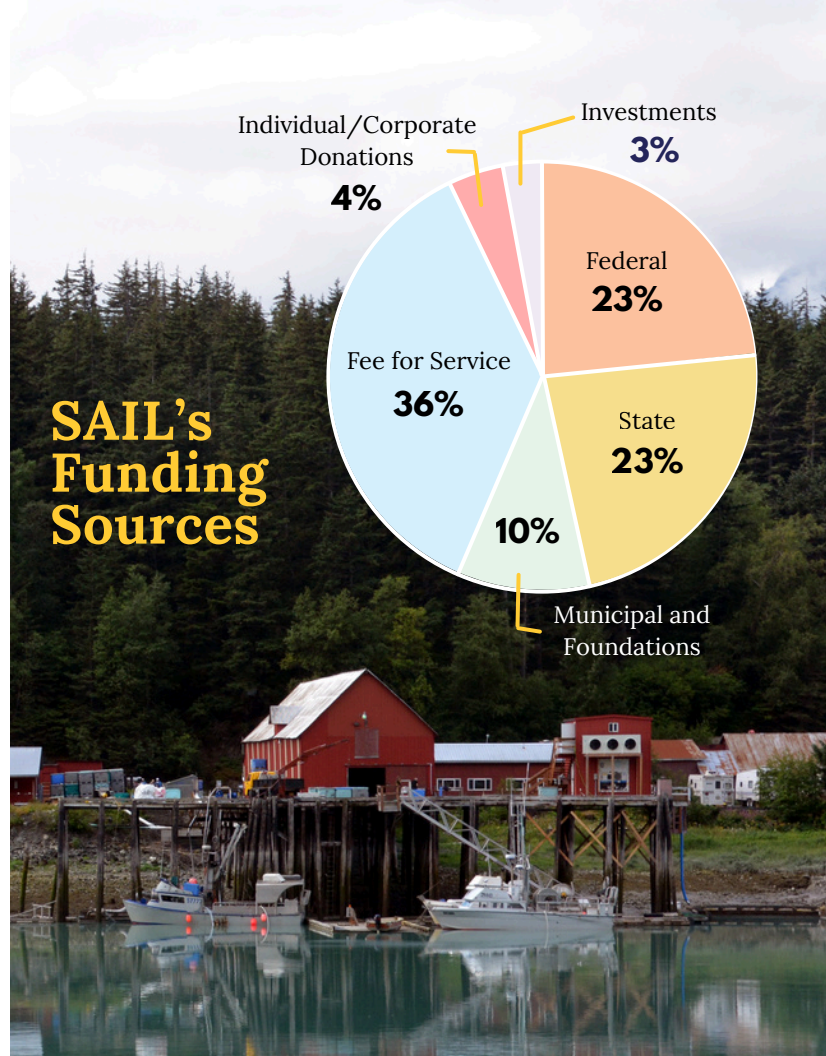
Beth Ann Crile
Jessica and Brent Crowe
Ruth and George Danner
Shermaine De Leon
Drew and Sandy Degen
Joan and Pete Degen
Chas Dense and Cristi Herren
Sharon and Bruce Denton
Laraine Derr
Rebecca Dierking
Marie Disbrow
Scott Doddridge
Julie Doggett
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Sally and Dave Donaldson
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Jessica Edwards and Andy Hedden
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Craig Farrington	Rosemary and Clark Gruening	Tom and Liz Heywood	Bruce Kato and Patricia Owen	Scott Leigh	John Martin, Sr
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Ellen Ferguson	Amy Guinn	Diana and Mike Higgs	Gretchen Keiser	Heather and Chip Lende	Bruce Marvel
Julie Ferrin	Mardell Gunn and Mark	Ken Hill	Deb and Chris Kemp	Conor Lendrum	Dave and Lynn Marvel
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Laura Fleming	Michael Hagen	William Holton	Lindsey Kerr	Lorraine Lil	Timothy Matakas
Sharon Forrest	Cindy and Larry Hagwood	Lori Hoover and Leslie	Kimberly Kiefer and Patricia	Marshall and Lois Lind	Jim Maurice
Kathryn Foster	Michelle Hale	Antolick	McLear	Susan Litman	Sheryl Mayo
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Norma Frank	Pam Halloran	Kelley Huse	Audrey Kirkland	Austin Locke	Marcia and Craig McKenzie
Bryan Franzoni	Mary Hammond	Helen Idzik	Kim Kirkness	Ann and William Lockhart	Mike McKrill and Lisa Rollin
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Margaret Friedenauer and	Richard and Tori Hanson	Lester Janssen	Sheila and Kim Kleinschmidt	Nancy Lombardo	Will Metcalf
John Hagen	Lea Harris and Chuck Mitman	Jeannie Jay	Kurtis Klose	Bob Loney	Christopher Miller
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Sharon Gaiprtman	Sandra Harris and John	Wayne and Rita Jensen	Kara Knox	Thomas Loufe	Robert Minch and Mary
Taylor Gates	Sivertsen	Carlos Jimenez	Lisa Kramer	Lisa and Thomas Loupe	Borthwick
Brandee Gerke and Andrzej	John Hartle and Clare Pavia	Sierra Jimenez	Courtney Kreis	Mariya Lovishchuk	Laura Minne
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Beth and Grey Pendleton	Carla Rodriguez				
	Floralyn Rodriguez				

Southeast Alaska Independent Living, Inc.
Statement of Financial Position (Unaudited)
as of June 30, 2025

	2025	2024
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	\$ 237,276.00	\$ 205,531.00
Accounts and grants receivable	\$ 1,198,665.08	\$ 910,493.00
Prepays and deposits	\$ 45,276.99	\$ 63,819.00
Total Current Assets	\$ 1,481,218.07	\$ 1,179,843.00
PROPERTY AND EQUIPMENT, net	\$ 1,626,224.00	\$ 1,514,091.00
LONG-TERM INVESTMENT (A)	\$ 442,196.09	\$ 591,672.00
BENEFICIAL INTEREST (J)	\$ 569,201.35	\$ 495,164.00
Total Assets	\$ 4,118,839.51	\$ 3,780,770.00
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable	\$ 229,743.02	\$ 154,044.00
Accrued payroll expenses	\$ 209,535.00	\$ 209,818.00
Refundable advances	\$ 57,100.00	\$ 40,768.00
Current portion, obligation under operating lease	\$ 75,606.00	\$ 60,137.00
Total Current Liabilities	\$ 571,984.02	\$ 464,767.00
LONG-TERM LIABILITIES		
Obligation under operating lease, net of current portion	\$ 271,229.00	\$ 309,565.00
Total Liabilities	\$ 843,213.02	\$ 774,332.00
NET ASSETS		
Without Donor Restrictions		
Undesignated	\$ 923,484.00	\$ 393,971.00
Invested in property and equipment, net of related obligation under operating lease	\$ 1,283,646.00	\$ 1,484,863.00
Beneficial interest	\$ 569,201.00	\$ 495,164.00
Board-designated endowment	\$ 442,196.00	\$ 591,672.00
Total Net Assets Without Donor Restrictions	\$ 3,218,527.00	\$ 2,965,670.00
With Donor Restrictions	\$ 57,100.00	\$ 40,768.00
Total Net Assets	\$ 3,275,627.00	\$ 3,006,438.00
Total Liabilities and Net Assets	\$ 4,118,840.02	\$ 3,780,770.00



Celebrating 35 Years of ADA

This year, Southeast Alaska Independent Living (SAIL) proudly celebrated the 35th anniversary of the Americans with Disabilities Act (ADA) across communities throughout Southeast Alaska. Signed into law on July 26, 1990, by President George H.W. Bush, the ADA remains a cornerstone of civil rights legislation, ensuring equal opportunity and access for people with disabilities. Each year, and especially on July 26—the anniversary of this historic milestone—the ADA National Network honors the progress made and continues to champion the ongoing efforts toward full inclusion and equality for all.

SAIL loaned more than 1370 Loan Closet items like wheelchairs, walkers, shower benches and portable ramps to 764 households in FY25.



From Campfire to Confidence: The Adventure Quest Experience

SAIL's Transition Camps served 74 youth from 8 communities across Southeast Alaska

Eight high school students from Juneau and Prince of Wales Island came together for Adventure Quest, a five-day overnight transition camp designed to build confidence, independence, and job readiness through outdoor adventure and real world learning.

Through ropes courses, kayaking, hiking, biking, mock interviews, and budgeting exercises, students practiced communication, teamwork, and problem solving, essential skills for both work and life. Whether helping each other tie neckties for interviews, navigating thrift stores on a budget, or pushing through the final stretch of a mountain trail, the group transformed from hesitant individuals into a connected, supportive team.

Many students arrived shy or unsure, and left with new friends, practical skills, and a deeper belief in their abilities. Some had never been away from home before. Others had never biked, kayaked, or prepared a meal on their own. Every challenge was met with courage, laughter, and growth.

By week's end, students reflected on how far they'd come—recognizing not just the skills they'd built, but the strength they'd discovered in themselves and each other.

**Marlee, who was
reluctant at first, left
the week saying it best:**

*"I'm so glad I did the
camp. I had so much fun."*



Sea to Summit: All Girls Camp

Nine middle school girls joined Sea to Summit Transition Camp, in partnership with Takshanuk Watershed Council a four-day adventure camp blending outdoor recreation and creative expression. With guidance from local women leaders, students learned about wildlife safety, creative careers, and the power of stepping outside their comfort zones. Highlights included tandem kayaking, team games, shared meals, and tie-dying. Through these activities they built confidence, teamwork, and real-world life skills in a fun, supportive, all-girls environment.

By the end of the week, campers like Lani, who started hesitant, became a voice of encouragement, while Yarona, one of the youngest, led quietly through action. The girls left with stronger voices, new friendships, and pride in what they'd accomplished together.



325

Students and young adults serving throughout Southeast in 1:1 employment support, summer work programs, classroom instruction, and transition camps;

6,030

Student Hours spent in Summer Work Program employment in Haines, Juneau, Sitka, and Ketchikan;

360

Hours of teaching employment, independent living, and recreation skills

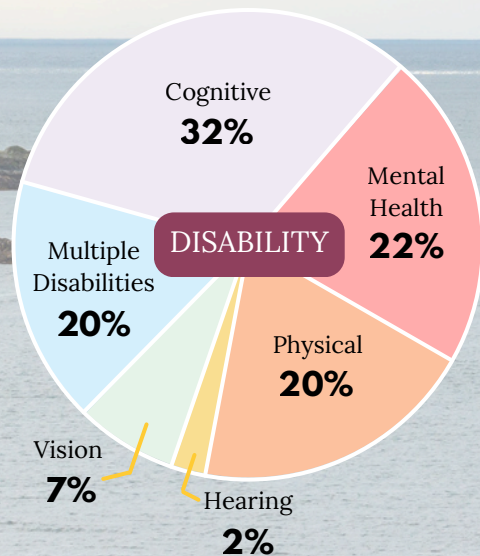
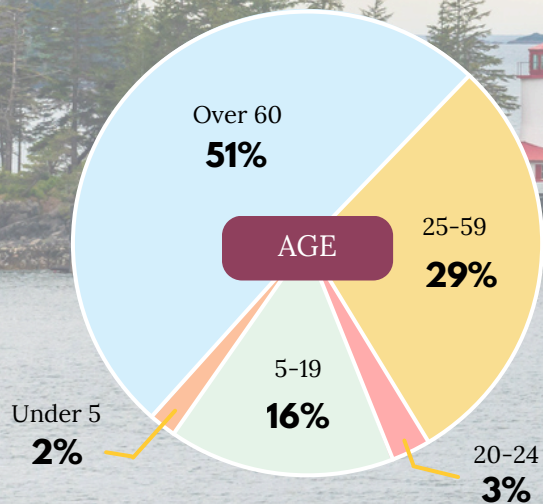
12

Individualized job placements with 1:1 employment support;

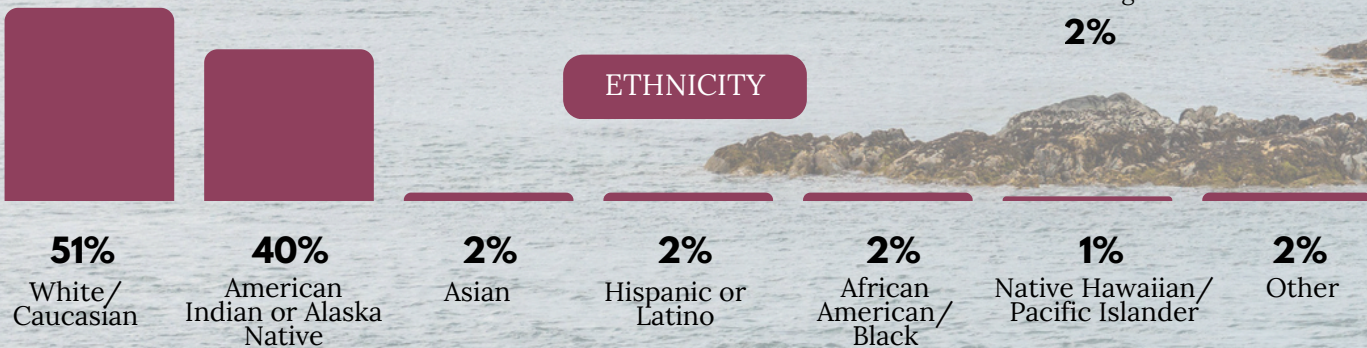
15

SAIL-led camps that blended employment and outdoor skills for middle and high schoolers in Haines, Juneau, Sitka, and Ketchikan.

SAIL Service Demographics



ETHNICITY



Perseverance in Progress: Jason's Journey Toward Independence

When Jason first connected with SAIL in the summer of 2023, he was eager to join the Summer Work Program and gain hands-on experience. Since then, his journey has been anything but easy marked by periods of homelessness, personal loss, and health challenges. But through it all, Jason has shown something remarkable: an unwavering determination to keep moving forward.

In the 2024–25 school year, Jason became a regular participant in SAIL's Pre-Employment Transition Services (Pre-ETS) class at Ketchikan High School. His upbeat attitude and sharp sense of humor quickly made him a standout. When it came time to recruit for the Summer Work Program again, Jason didn't hesitate to sign on making it his third year on the crew. Despite facing some of the toughest physical challenges in the group, Jason proved to be one of the most dedicated and hard-working members.

Jason's growth hasn't been limited to the classroom or job site. Over the past year, he's taken significant steps toward long-term independence. With SAIL's help, he accessed the Individual Support Waiver (ISW) and Intellectual and Developmental Disabilities (IDD) Medicaid Waiver Services through SAIL's DDRC program. When basic needs became a struggle, Jason used SAIL's Last Resort Fund while staying temporarily at the PATH shelter. Thanks to his perseverance and community support, Jason is now safely housed and making steady progress toward graduation and employment.

Jason's story is an example of what can happen when resilience meets opportunity. With continued support from SAIL and the wider community, there's no doubt Jason will keep moving forward toward independence, stability, and a future he's carving out for himself.



Miles of Smiles: Sitka's Senior Hiking Club

For over ten years, the Sitka SAIL satellite office has led the Senior Hiking Club, a weekly activity for adults aged 60 and older of all ability levels. Every Thursday, SAIL's Jesuit Volunteer/Americorps (JV) Member leads a group of seniors to explore one of Sitka's accessible trails, including Kaasda Héén, Sitka National Historic Park, Forest and Muskeg Trail, and many others.

SAIL's core values of accessibility and collaboration are evident in this program. During the winter on the first Thursday of each month, after hiking SAIL drives participants to Centennial Hall, where the Sitka Tribe of Alaska hosts their monthly Elder Coffee Time, a community lunch featuring conversations about senior resources, locally sourced food dishes, and, of course, coffee. Whether at the community lunch after the hike or while participants are walking on the trail, the highlight of each hike is sharing stories together and fostering a sense of community. The freshly baked brownies, made by SAIL staff, are a plus too!

As the SAIL-wide ORCA programs evolve, the Sitka office looks forward to expanding the Senior Hiking Club by encouraging more seniors to get outdoors, stay active, and connect over good company and delicious brownies.



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I love the hiking group. It is always so positive. It gives us, as elders, a good reason to take a walk or hike. There is never anything negative.

We are given information about our hikes and we get to go to many different areas in brown bear country that would not be available to us if it wasn't for the SAIL Group.

We as a group appreciate SAIL and what it does for seniors. I believe all of us feel this way.

Also, we are always asked about where we might want to go so we all have input on this. You are all so awesome. I appreciate the group as I know the others that go feel this way as well.

Never change.

-Debbie Sonnenburg

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SMALL CHANGES MAKE BIG IMPACTS



\$10 Help engage seniors or individuals with disabilities in social activities to overcome isolation.

\$40 Replaces documents, like birth certificates or photo IDs, critical for someone's journey to independence and stability

\$80 Buys ice cleats and walking poles, keeping those with balance challenges upright and out of the hospital!