July 2025 – June 2026

Wise Annual Report

Employment Training, Events, Consulting Services, Systems Change.

Executive Director: Cesilee Coulson

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About Wise

Wise is a Washington State-based nonprofit organization, dedicated since 1985 to advancing meaningful employment opportunities for individuals with intellectual and developmental disabilities (I/DD). As leaders in the field of training and technical assistance, we are passionate about building inclusive workplaces—locally, statewide, and across the nation.

Our mission centers on promoting equitable employment for people with disabilities through innovative training, practical tools, and ongoing technical assistance.

2025-2030 Mission Statement and Strategic Priorities

Vision: People with disabilities are valued members of the community, recognized for their contributions.

Mission: Equitable employment for people with intellectual and developmental disabilities.

Strategic Priorities

Hiring Leaders & Trainers with Disabilities

Providing paid leadership, training and technical assistance opportunities for subject matter experts with disabilities.

Increasing Innovation and Access

Ensuring innovation and access in everything we do.

Developing an Effective Board and Staff

A thriving board and staff innovate and delivers effective results.

Delivering Effective Training and Technical Assistance

Expert training and tailored technical assistance for lasting success.

Meeting the Need of the Moment

Wise initiates growth and change by strategically meeting community needs.

Values

Belonging: All in!

Leadership: Meet the Moment!

Collaboration: Building Together

Growth: Level Up

Creativity: Ideas that Move

Fun: Enjoy the Journey!

A Message from the Director

As I look back on this year, one word stands out: innovation. From local efforts to national initiatives, we brought a spirit of ***innovation*** and practical solutions to support people with disabilities in pursuing meaningful work, leadership opportunities, and greater independence.

This year, Wise staff and Associates delivered a broad range of training and technical assistance. The Wise Online Academy ACRE-certified course reached more than 300 learners nationwide in its first year as a fully on-demand program. Our BenefitU planning service engaged thousands of people with disabilities and families to assist with benefit planning and advancing employment. We offered in-person Community Inclusion trainings across Washington State; national online Plan to Placement

cohorts; the WOA 200 ACRE professional certificate program; and regular employment webinars. We celebrated surpassing a long-standing goal of more than 100 professionals completing the Positive Behavior Support Specialization course. At the same time, we continued expanding competitive integrated employment projects in Kansas and North Carolina and strengthened our work with students and teachers through modern website portfolios that support employment outcomes.

We advanced our strategic priority of Hiring Leaders and Trainers with Disabilities through the Skills Empowerment and Advocacy Training (SEAT) project, a new PRIDES Learning Series award in partnership with the Integrated Resources Institute, and statewide webinars featuring people with disabilities as trainers, presenters, advisors, and leaders. These efforts reflect our values of belonging and leadership and our belief that lasting systems change happens when people with disabilities are included and leading the conversation.

This year also marked substantial progress in our strategic priority of Increasing Innovation and Access. We launched a new website, implemented major upgrades to our customer relationship management systems, expanded our use of Microsoft technologies, developed a custom application for delivering individual technical assistance, and strengthened our digital infrastructure. These investments position Wise to serve our customers more effectively while creating opportunities to leverage technology, data, and artificial intelligence to improve outcomes.

As we share our accomplishments in this report, we also pause to honor those whose contributions shaped our work and the national employment movement. This year we remembered and celebrated the lives of long-time disability advocates and Wise Associates, Joyce Dean and Molly Holsapple, along with dedicated Wise board member Cheryl Mitchell, whose vision, leadership, and commitment to inclusion continue to inspire our work and the broader Employment First community.

Thank you to our staff, associates, board, partners, funders, customers, and community members for making this work possible. The progress noted in this report belongs to all of us. At Wise, the future is not something we wait for. It's something we build together.

With gratitude, Cesilee Coulson Executive Director, Wise

Board of Directors

A Message from the Board Chair:

"As we reflect on the last 40 years at Wise, we are inspired by the leaders in our field who have worked tirelessly to bring about positive change in employment for people

with disabilities. Many of these individuals have played an integral part in shaping the organization we know today. Throughout the evolution of Wise there have been twists and turns, but the Board and Staff have remained steadfast in our values. Building inclusive workplaces, delivering innovative training and technical assistance, and creating community engagement activities are central to all that we do. As we move into the next decade of our services, we thank all our partners, customers, supporters, and especially people with disabilities for joining us on this journey."

Paula Johnson, Board Chair

Board Members

- Paula Johnson, Board Chair
- David Mank, Vice Chair
- Karen Williams, Board Member
- Katherine Carol, Board Member
- Santa Perez, Board Member
- Zack Siddeek, Board Member
- Cheryl Mitchell, Board Member
- Amy Gonzalez, Board Member
- Margaret-Lee Thompson, Board Member
- Ryan Farrow, Board Member

Staff

- Cesilee Coulson, Executive Director
- Susan Harrell, Assistant Executive Director
- Jim Corey, Program Development Director
- Olena Riazanova, Director of Finance
- Monica Zumach, Director of Training & Technical Assistance
- Jaimie Laitinen, Director of Training & Technical Assistance
- Emily Harris, Senior Training & Technical Assistance Manager
- Jenny Crook, Senior Training & Technical Assistance Manager
- Dan Rutten, Senior Training & Technical Assistance Manager

- Robyn Slocom, Senior Training & Technical Assistance Manager
- Katherine Titus, Senior Training & Technical Assistance Manager
- Charly Walters, Senior Training & Technical Assistance Manager
- Shaun Wood, Senior Training & Technical Assistance Manager
- Angela Dirk, Senior Benefits Planner
- Scott Leonard, Project Coordinator & Systems Analyst
- Anthony Contreras-Sanchez, Training & Technical Assistance Manager
- Alison DeYoung, Training & Technical Assistance Manager
- Anne-Marie Lake, Training & Technical Assistance Manager
- David Murahashi, Training & Technical Assistance Manager
- Heather Evans, Training & Technical Assistance Manager
- Moe Cain, Systems & Contracts Coordinator
- Beth Mckenney, Communications Specialist
- Brentice Loper, Operations & Systems Coordinator
- Stefanie Folkerts, Operations & Communications Coordinator
- Tanya Morrow, Admin Assistant
- Ryan Riggs, Digital Media Developer
- Rob Van Oss, Digital Content Manager
- Rebecca Roybal, Learning Management System Administrator
- Bryant Phillips, Finance & Data Analyst
- Joe Jucal, Project Coordinator & Systems Analyst
- Tyler Talcott, Digital Media Assistant

Healthy Board & Staff

Staff Professional Development

Professional development strengthens Wise's ability to deliver high-quality services, respond to emerging needs, and lead innovation in disability employment. By investing in staff expertise, leadership, and continuous learning, Wise expands its impact,

deepens partnerships, and ensures people with disabilities benefit from current, effective, and equitable practices.

Professional development hours were concentrated in five key areas:

- Employment Services, Systems Change & Policy: 47.3%
- Training, Facilitation & Learning Design: 23%
- Leadership Development: 13.5%
- Technology, Communications & Innovation: 11.1%
- DEI & Language Access: 5.1%

Meeting the Need of the Moment

Systems Upgrade Project

This year, Wise invested in technology and infrastructure upgrades to improve accessibility, efficiency, communication, and service delivery.

- **Customer Relationship Management (CRM) System:** Implemented a centralized system for registrations, communications, and reporting to support targeted outreach and stronger data-informed decision-making.
- **Individual Technical Assistance (ITA) App:** Developed a Microsoft-based application to streamline case management, enhance reporting, and support secure delivery of Individual Technical Assistance services.
- **Internal Systems:** Migrated operations to Microsoft SharePoint and Teams, improving collaboration, project management, information sharing, and administrative efficiency.
- **Website Launch:** Launched a redesigned website with improved navigation, accessibility, search functionality, and audience-specific pathways to trainings, services, and resources. In the first six months, there were 49.6K website sessions and 158 direct inquiries.

Together, these investments strengthen Wise's ability to connect communities with the information, training, and support they need.

AI, Innovation, and Emerging Technology

Technology is rapidly reshaping how people access information, communicate, and participate in work and community life. To stay at the forefront of these changes, Wise

continued exploring emerging technologies with the potential to improve employment outcomes and increase access for people with disabilities. Internally, Wise implemented Microsoft Copilot to enhance efficiency, collaboration, and informed decision-making within a secure, HIPAA-compliant environment.

Wise also attended Consumer Electronics Show (CES) 2026, where staff engaged with technology leaders and innovators to examine advancements in artificial intelligence, accessibility, robotics, assistive technology, and communication tools. These investments help ensure Wise remains well-positioned to identify promising solutions, evaluate their relevance for the disability community, and incorporate innovation into future services, training, and technical assistance.

14 interviews with technology innovators helped inform Wise's understanding of emerging accessibility, AI, and assistive technology trends.

Leadership Mentoring and Consulting

Wise invested in leadership development to strengthen organizations, improve workforce retention, and build a more resilient disability employment system. Through consulting, peer learning, and leadership events, Wise helped address the field's 40% staff turnover rate by equipping leaders with tools, connections, and a shared vision for change.

- **Organizational Leadership Consulting:** Supported provider, advocacy, and government organizations, including Chinook Enterprises and Disability Rights Washington, through leadership development, strategic alignment, and team-building initiatives.
- **Recruit, Cultivate, Retain (RCR):** Connected leaders across the disability employment field to share strategies for workforce recruitment, retention, and organizational culture.
- **Leadership Bootcamp:** Brought together 40 leaders for intensive leadership development focused on personal strengths, collaboration, and building effective teams.

Hiring Leaders and Trainers with Disabilities

Wise invests in people with disabilities to be leaders, trainers, and decision-makers in the systems that serve them.

By actively recruiting and hiring trainers with lived experience, we ensure our training is grounded in practical expertise and informed by the perspectives of those most directly impacted.

This year, the WiseStream Studio team produced 60+ multimedia content pieces that highlighted competitive integrated employment, community inclusion, and self-determination. We also expanded our storytelling efforts by bringing the studio team to conferences, capturing voices and employment stories from supported employment leaders, self-advocates, and partners across the country. Through disability-led storytelling, Wise is amplifying lived experience, strengthening training efforts, and advancing systems change.

Webinar Series

The Wise Webinar Series provides free weekly training on transition, employment, and community inclusion. This year, the series expanded to offer the Fundamental Training Series, designed to equip employment consultants with clear, actionable guidance on core skills and best practices. There were 528 total attendees.

SEAT

The Skills Education and Advocacy Training (SEAT) series was designed and presented by people with disabilities. The series equipped attendees with practical advocacy skills to effectively serve on and engage with boards, work-groups, committees, and advisory councils at the local, state, and national levels.

The SEAT series was made possible through the generous support of the Kuni Foundation, the Clallam County Developmental Disabilities Program, the Clark County Developmental Disabilities Program, and the Kitsap County Developmental Disabilities Program. All webinars are available on demand through the Wise Learning Center.

Between the two series:

- 48 presenters with disabilities
- 23% representation
- 620 total attendees

Increasing Innovation and Access

Recognizing language access as a critical component of equitable service delivery, Wise continues to invest in interpretation and translation services that help make training, resources, and opportunities more accessible to diverse communities.

Live Interpretation and Translation

Wise coordinated 127 interpretation jobs and translation support for 22 projects this fiscal year. These efforts were made possible in part through the support of our state and county partners.

Languages Translated: Ukrainian, Tagalog/Filipino, Arabic, Chuukese, Thai, Khmer/Cambodian, Hindi, Lao, Romanian, Tibetan, Bosnian, ASL, Vietnamese, Russian, and Spanish.

Live Interpretation

- ASL - 90 jobs
- Spanish - 34 jobs
- Russian - 3 jobs

Delivering Effective Training and Technical Assistance

Wise provides flexible training for families, professionals, and service providers to advance inclusive employment outcomes. This year, we strengthened core trainings, expanded on-demand learning, developed new content, and supported agencies in building internal training systems.

Last year we trained 2,883 people across 30 U.S. states and 3 countries.

For a full list of Wise trainings visit gowise.org/home/training.

Wise Online Academy 100

The ACRE-approved WOA 100 Series provides foundational Customized Employment training for employment professionals. In its first year as an on-demand offering, the series expanded access to flexible, self-paced learning and core employment competencies.

This year the series had:

- 325 registrations
- 14 states reached
- 118 ACRE endorsed CE Certificates Awarded
- International reach in New Zealand

"Thank you again for all of your work putting together and sharing such a fantastic curriculum. I truly feel far more empowered to support my clients in finding jobs and finding success and independence in their roles than I did prior to taking this course."

Community Inclusion Bootcamp

Delivered in Olympia, Longview, Moses Lake, and North Seattle, the CI Bootcamps provided hands-on training in person-centered planning, community mapping, and service design, engaging providers across 18 Washington state counties and strengthening a statewide community of practice.

This year, there were:

- 78 participants
- 4 counties represented
- 4 locations across the state
- 102 businesses/organizations visited by attendees

Plan to Placement

Through three cohorts, Plan to Placement helped employment professionals apply person-centered employment planning and job development strategies with job seekers from their own caseloads, strengthening the path from discovery to successful employment outcomes.

This year, there were:

- 16 job placements during the course
- 38 participants that completed the course

"I enjoyed this course which provided me with additional tools to add to my toolkit. It was great to connect with other employment specialists from different agencies and hear their perspectives on the work we do. The instructors were friendly, engaging, and kind, and I look forward to seeing them again in the future!"

Wise Online Academy 200

The Wise Online Academy 200 Series is an advanced-level training designed for seasoned professionals in the employment support field. This six-month practicum combines advanced theory, applied learning, and individualized mentorship to create a rigorous professional development experience.

This year, there were:

- 31 new job placements during the course
- 18 people that received ACRE endorsed professional CE certificates

Website Portfolio Initiative

The Beyond the Resume: Website Portfolio Cohort helped educators and employment professionals support students with disabilities in creating personalized digital portfolios. This year, Wise transitioned the program from a 12-week course to a flexible cohort model, expanding access and strengthening collaboration among transition professionals.

Cohort Impact:

- **26 professionals participated,** including:
  - **18 Transition Educators**
  - **8 Employment Consultants**
- Participants represented programs serving approximately **439 students**
- **203 students** were identified to develop website portfolios through the initiative

"Having website portfolios for my job seekers has completely changed the way I approach employers. Referencing a website portfolio during those first conversations helps employers instantly picture what working with my client would look like. In one case, a client was selected over more experienced candidates because the employer could clearly see his skills through his website portfolio."

In April 2026, Wise was awarded funding from the Mitsubishi Electric America Foundation to launch a two-year national demonstration project providing training and support to help Project SEARCH sites and transition programs implement website portfolios. Through the National Website Portfolio Pilot Project, Wise is expanding access to training, coaching, technical assistance, and a national Community of

Practice to help students showcase their skills and career goals through personalized digital portfolios.

Wise Learning Center Pro

Business-Level Training for Disability Service Organizations

Wise Learning Center Pro provides agencies with a customizable learning management system and training library to deliver consistent, engaging, and scalable staff training. Powered by Litmos, the platform helps organizations streamline onboarding, professional development, and knowledge sharing.

Key Features:

- Access to Wise training content across key supported employment topics
- Knowledge checks and learning activities
- Staff onboarding and course assignments
- Mobile-friendly learning
- Centralized training management
- Curate customized learning paths

There are currently 29 active Pro Team memberships in the Wise Learning Center.

The Wise Learning Center has helped transform both the Cares of Washington onboard process and maintaining compliance on our training requirements. We utilize both the Wise original content and take advantage of the Content Editor for helping develop custom trainings tailored to our organizational and staff's needs. The process for creating these trainings has been streamlined with their web editor allowing for us to incorporate multimedia content and knowledge checks seamlessly into our process. As part of our program compliance, the built in reporting function allows for easy monitoring and tracking of our team member's progress and completion of required training. We are excited about all the potential that utilizing this system has for us in the future!

Wise Learning Center

The Wise Learning Center is your go-to hub for high-quality, self-paced professional training in Supported and Customized Employment. Designed with busy professionals in mind, it offers more than 400 courses for Supported Employment Professionals,

Residential Providers, Government Entities, and families, including CESP pre-approved training.

This year, there were:

- 2,776 active users
- 1,200 users signed up (764 Washington users and 436 non-Washington users)
- 94 courses added

The Job is Yours! Person-Centered Planning Workshop

Wise facilitated two trainings, reaching 47 participants from Nike and Clark County employment providers, focused on person-centered practices, leadership, and team coaching, equipping attendees with practical strategies to strengthen collaboration and values-based service delivery.

Positive Behavior Support Specialization

Wise's Positive Behavior Support Specialization (PBSS) strengthens Washington's workforce by building Positive Behavior Support knowledge, coaching skills, and training capacity. Since launching in 2019, the program has graduated 120 participants, providing nearly 10,000 hours of student learning, 150 hours of instruction, and 1,500 hours of coaching. This year, 24 professionals graduated, expanding the network of leaders equipped to support employment success, workplace skill development, and community inclusion for people with disabilities.

24 professionals graduated.

State Systems Change

Wise partners with states, agencies, providers, and self-advocates to advance policies, practices, and systems that increase employment and community inclusion opportunities for people with disabilities.

Washington

Individual Technical Assistance (ITA)

Wise's Individual Technical Assistance (ITA) services provide individualized coaching and subject matter expertise to support providers in delivering high-quality employment and community inclusion services. ITA focuses on building provider

capacity, strengthening service quality, and advancing positive outcomes for people with disabilities through targeted consultation and practical problem-solving.

ITA services primarily focused on supporting behavior-related needs in Employment and Community Inclusion services (75%), while also providing consultation in communication, discovery, job development, and person-centered planning.

Wise has maintained ongoing partnerships with state and county agencies across Washington to strengthen disability services and expand access to employment and community inclusion.

This year, there were:

- 86 people served (12% increase from the previous year).
- 1,464 hours of service provided (33% increase from previous year).
- 8 Counties Served (Clark, King, Kitsap, Pierce, Snohomish, Spokane, Thurston-Mason, Whatcom).

Through customized training and technical assistance, Wise helps employment providers, educators, and community partners build capacity, improve service quality, and increase opportunities for people with disabilities to participate in the workforce and their communities.

Transition and School to Work

WiseStream Studio Transition Videos

Produced a new video series highlighting transition experiences before, during, and after high school through student stories, interviews, and real-world examples.

Statewide Transition Leadership

Wise supported transition collaboration efforts across Washington through participation in Community Employment Alliance (CEA) committees, Association of County Human Services (ACHS) Transition meetings, transition networks, and communities of practice. Wise also provided facilitation, hosting, graphic recording, and strategic planning support for transition councils and events in Kitsap, Island, Thurston, and Clallam counties, including Clallam County's first in-person transition council kickoff event.

Clark County Families & Educators Transition Training Series

Provided transition planning training to 304 participants, helping families and educators prepare for life after high school. The series included Spanish interpretation, a student workshop co-facilitated in English and Spanish, and outreach materials translated into 12 languages. The series concluded with a community resource fair featuring more than 25 vendors connecting attendees to local supports and services.

Lewis County Transition Resource Fair

Connected more than 170 attendees with 24 community resources and vendors to support successful transitions to adulthood.

Partners for Work

A long-standing initiative that connects students with disabilities to employers, Rotary clubs, and community partners to build pathways to competitive employment. During 2025–2026, the program supported 104 students through nine practice interview events and facilitated six internships.

BenefitU

Funded by Washington State DDA, BenefitU provides individualized benefits planning and online resources to help people with disabilities navigate public benefits and employment decisions with confidence. In 2025–2026, BenefitU served 291 customers across 22 counties, while BenefitU.org generated 44,500+ sessions, including 34,300+ new users.

Event Management and Facilitation

Wise coordinated a variety of statewide conferences, trainings, and community events designed to strengthen Washington's disability employment network.

Virtual Community Summit and Watch Parties

Funded by DSHS/DDA, the 14th Annual Virtual Community Summit brought together self-advocates, families, professionals, and community partners from across Washington. Coordinated by Wise and the Community Summit Steering Committee, the event reached 1,456+ registrants and an estimated 2,000+ participants, making it the largest Summit to date.

Community Summit Watch Parties:

Ten local Watch Parties expanded access through community-based participation, self-advocate leadership, and local support networks, bringing the Summit experience directly into communities across Washington.

Clark County's Annual Celebration of National Disability Employment Awareness Month

In partnership with Clark County Developmental Disabilities and the NDEAM Committee, Wise coordinated the 25th Annual National Disability Employment Awareness Month Celebration, welcoming approximately 260 attendees.

25 Years of Inclusive Employment Documentary:

The event featured the premiere of 25 Years of Inclusive Employment in Clark County, a 13-minute documentary highlighting the history, impact, and ongoing value of inclusive employment for people with disabilities.

North Carolina

North Carolina Inclusion Works:

Wise continued its partnership with North Carolina Inclusion Works, NCDHHS, and Work Together NC to strengthen provider capacity and expand Competitive Integrated Employment (CIE) through training, technical assistance, and organizational development.

Provider Innovation Project:

Wise provided individualized technical assistance to 4 Provider Innovation Project providers, supporting agency capacity-building through monthly cohorts, customized training systems, and a statewide Provider Innovation gathering focused on planning, collaboration, and celebrating success.

Training & Capacity Building:

- 33 North Carolinians earned WOA 100 ACRE certification
- 5 completed the WOA 200 Series and earned ACRE Professional Certification
- 6 completed the WOA 100 Practicum and developed website portfolios with job seekers
- 30 participated in the Self-Employment Community of Practice

Employment Outcomes:

Provider Innovation participants supported 9 individuals in securing new Competitive Integrated Employment jobs and an additional 5 individuals in expanding their CIE experience through temporary work opportunities.

Kansas

In partnership with KUCD and with funding from KDADS, Wise supports Kansas providers in expanding Competitive Integrated Employment opportunities. During Phase 1, four participating providers far surpassed the project goal of 20 jobs, supporting 239 total job placements, including 198 first jobs, 39 second jobs, and 2 third jobs. Six months into Phase 2, seven providers have achieved 27 of the project's 49-placement goal, including four people who transitioned from 14(c) subminimum wage employment to competitive integrated employment.

Since the project began, Kansas has added 115 ACRE-certified professionals through the Wise Online Academy 100, increasing the state's certified workforce by 88% compared to all prior years.

Phase 1:

- **Goal:** Support 20 job placements across four participating providers.
- **Results:** 239 total job placements (more than 11 times the original goal).

Phase 2: (Six-Month Progress)

Goal: Achieve 49 CIE placements across seven participating providers.

Progress to date: 27 total job placements (55% of the project goal achieved within the first six months).

"Thank you all so much for doing this and teaching us and guiding us. I can't wait to see what is to come and get more knowledge and new skills for my department. Everyone we have had contact with has truly been a good support and we have gained so much."

- Christine Sullivan at Hetlinger

Kansas E1st Provider Pilot Provider

In Memoriam

Joyce Dean

Joyce's warmth, dedication, and commitment to our mission positively influenced many people and left a meaningful legacy within our community.

With decades of expertise in supported employment and quality systems management, beginning at the University of Oregon's Specialized Training Program, Joyce co-authored important publications and wrote Quality Improvement in Employment and Other Human Services: Managing for Quality through Change. Her leadership played a vital role during Wise's collaboration with the State of Oregon on the Lane V. Brown settlement agreement, which led to the closure of sheltered workshops across Oregon. Joyce has always served as a guiding light for Wise, offering insights into data, grant writing, quality assurance, and much more. Most recently, she lent her expertise to our North Carolina project, helping to design evaluation and data tracking systems and making significant contributions as a member of the Wise Development Committee.

Joyce's intelligence, strength, calm presence, rigor, and affection will continue to inspire us. She provided training and consultation across the United States and internationally, advocating for a shift toward competitive integrated employment. Her passion for innovation and commitment to quality assurance has molded Wise's work and inspired countless professionals and families.

Molly Holsapple

Molly Holsapple was a true trailblazer and advocate for people with intellectual and developmental disabilities. For more than five decades, Molly championed inclusion, shaped policy, and mentored countless leaders, leaving an indelible mark on Oregon's disability services system. Her vision, warmth, and unwavering commitment inspired all who knew her. Molly believed in possibility and worked tirelessly to create opportunities for others to live full, self-directed lives. Her legacy of hope and advocacy will continue to guide us.

Cheryl Mitchell

Cheryl joined the Wise Board of Directors in 2021 and dedicated five impactful years of service to advancing our mission and strengthening opportunities for people with disabilities.

Cheryl brought deep expertise in technology and business and served as a trusted advisor who unfailingly encouraged and supported Wise to innovate. She pushed us to think boldly and question the status quo and advance our mission.

More than a board member, Cheryl was an inspiring colleague, respected leader, and cherished friend. She generously shared her time, expertise, and encouragement, always making herself available when guidance was needed.

The impact Cheryl made through her leadership and advocacy extends far beyond any one organization. Her legacy lives on through the opportunities she helped create, the people she encouraged, and the countless lives she touched through her service and unwavering belief in human potential. We are beyond grateful for the years she devoted to Wise and for the vision, wisdom, and heart she brought to our work.

Celebrations

2025 Ability Transcends Challenges (ATC) Award

Wise and the Washington State IDD employment community were recognized with the 2025 Ability Transcends Challenges (ATC) Award, presented by the Professional Baseball Athletic Trainers Society (PBATS) and the National Down Syndrome Society (NDSS). The national award recognizes organizations and businesses that advance disability employment and create inclusive workplace opportunities. Wise was among 20 organizations nationwide honored for its contributions to expanding employment opportunities and fostering greater workforce inclusion for people with disabilities.

EDDIE Awards

Wise participated in and sponsored the 2025 EDDIE Awards, the nation's first awards program dedicated to recognizing and celebrating entrepreneurs with disabilities. Launched in 2023, the EDDIE Awards highlight innovation, leadership, and achievement within the disability entrepreneurship community.

Celebrating Ces

This year, Wise celebrated an extraordinary milestone as Cesilee Coulson marked 30 years of service to the organization. Throughout her tenure, including her leadership as Executive Director, Cesilee has played a pivotal role in shaping Wise's growth, culture, and impact.

Drawing on her diverse experiences as an athlete, coach, sailor, world traveler, business liaison, job developer, and advocate, Cesilee has brought a distinctive leadership style rooted in vision, determination, and a deep commitment to equitable employment opportunities for people with disabilities.

Thank You to Our Funders

- Washington State Developmental Disabilities Administration
- King County
- Clark County
- North Carolina
- Kansas
- Service Alternatives Inc.
- Spokane County
- Pierce County
- Clallam County
- Benton-Franklin County
- Snohomish County
- Kitsap County
- MISC
- Thurston-Mason County
- Provail
- Whatcom County
- Island County
- ODEP-NEON
- Lewis County
- Mitsubishi Electric America Foundation
- Asotin County
- Cowlitz County
- Kuni Foundation

- Chelan-Douglas County
- CareSource
- Grant County

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