



2025 IMPACT REPORT

Uplift
Northwest

upliftnw.org



Reflecting on 2025

Message from Gina Hall, CEO

Dear Community Members,

As I reflect on 2025, I am filled with deep appreciation. It was a year marked by significant heartache, setbacks, and triumphs. I am both humbled and inspired to witness first-hand the extraordinary accomplishments by individuals in our community who so often go unnoticed. I connected with individuals experiencing their darkest hours whose lives were transformed into new beginnings. I met with community members like you who were compelled to reach out to those same people to help restore hope and dignity.

More than a century ago, Martin Johanson saw something powerful: the beauty of empowerment through economic mobility. This core value still guides us today. Uplift Northwest exists to assist our neighbors who are striving for a better life, find opportunity and stability through work. While Uplift Northwest provides the tools and support, it is our program participants—and our community—who bring that transformation to life.

The challenges in our community are largely driven by job loss and high cost of living. The unemployment rate has risen to 4.9%, exceeding the national unemployment rate of 4.1%. These workforce challenges are compounded by the shortage of affordable housing. With average rent exceeding \$2,300 per month, finding and securing stable housing is challenging for individuals earning minimum wage. As a result, many live paycheck-to-paycheck without a financial safety net.

Last year ULNW placed 342 individuals into jobs; generating \$3.7M+ in payroll back into our local economy. We partnered with more than 90 employer partners; provided 340 hours of case management; and supported 324 eye exams through our volunteer ULNW Eye Clinic.

My vision for the future is to collaborate with cross-sector partners to strengthen training-to-employment pipelines and develop solutions addressing systemic inequities that limit access and opportunity. Uplift Northwest will serve as a community anchor and catalyst for workforce innovation and economic growth.

Thank you for being part of this journey. Your partnership makes this work possible—and together, we are building a stronger, more caring community for all.

In Community,

A handwritten signature in black ink that reads "Gina Hall". The signature is written in a cursive, flowing style.

Gina Hall
Chief Executive Officer

EMPOWERMENT THROUGH EMPLOYMENT

MISSION

We guide people on their path to self-sufficiency by providing employment and job readiness services.

VISION

A thriving Puget Sound community where everyone is stable, self-sufficient and has access to gainful employment.



For 104 years, Uplift Northwest has helped neighbors build stability, opportunity, and independence. From our early days connecting workers with short-term jobs to today's comprehensive programs in training, employment, and support services, we've served thousands of people across the Puget Sound region.

By combining real work opportunities with ongoing support, we don't just prepare people for jobs—we help them take the next step toward lasting stability. Inside, you'll see how our programs and services guide participants on this journey.

Uplift Northwest Participant Journey

Not every participant follows the same path, but this roadmap highlights the steps and resources available to our training and employee participants. Some engage with us for a few months, others for several years—but we're here every step of the way, providing the support they need to build stability, health, and long-term well-being.

PROGRAM GRADUATION

Upon completing the training, graduates unlock access to additional training, certifications, resources, & employment opportunities.



REGISTER FOR OUR TRAINING PROGRAM

Join our four-week job readiness training program that builds the skills, confidence, & support needed to prepare for employment.



SUPPORT SERVICES

Participants receive support through hygiene services, case management, housing, career pathways, & the eye clinic to help them build stability & succeed.

HYGIENE SERVICES

Access laundry services & showers at the ULNW learning center.



EYE CLINIC

Low-barrier eye clinic, helping to see clearly & stay healthy.

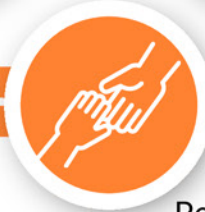


CAREER PATHWAYS PROGRAM

Receive support covering training costs, certificates, & basic needs, while gaining access to career-aligned opportunities that lead to long-term living-wage work.

HOUSING

Gain support & resources to help access safe & stable housing.



CASE MANAGEMENT

Receive one-on-one, tailored guidance & connections to resources that help achieve stability & meet goals.



JOIN STAFFING SOLUTIONS

Develop hands-on experience through our staffing agency, working daily placements or on Uplift Northwest crews while building skills & stability.



TAKE THE NEXT STEP

With skills, experience, & ongoing support, participants are ready to secure full-time, long-term employment outside of Uplift Northwest.

Job Readiness

ULNW Pillar

RISE *Roadmap to Independent & Sustained Employment*

The Uplift Northwest RISE Program is a 4-week employment readiness training designed to equip adults facing barriers to employment with the tools, support, and skills to thrive in the workforce.



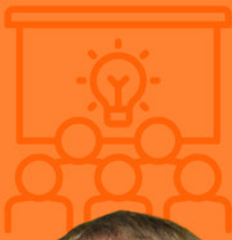
7

RISE COHORTS
IN 2025



21

AVERAGE CLASS
SIZE



7,424

TRAINING HOURS
COMPLETED BY
GRADUATES

RISE PROGRAM TIMELINE

Week 1

GROWTH MINDSET

- Embracing change
- Forming habits
- Resume workshop

Week 2

EMOTIONAL INTELLIGENCE

- Stress management
- Social awareness
- Job searching

Week 3

COLLABORATION

- Effective communication
- Teamwork
- Mock interviews

Week 4

WORKPLACE SKILLS

- Goal setting
- Budgeting
- Staffing Solutions job overview



"Before coming to Uplift Northwest, I felt stuck and didn't know what to do. Then a shelter manager encouraged me to join RISE, and everything changed.

*I got my first job, a place to live, and I'm healthier and happier than ever. **This is the best my life has been in a long time.**"*

– **Jared**
RISE Graduate, Cohort 4

RISE Graduation



RISE Graduation marks a meaningful milestone as participants complete the program and celebrate their progress.

Surrounded by a strong community of support, graduates gather to reflect, share a meal, and honor this well-earned achievement.

116

RISE Program Graduates



73%

RISE Graduation Rate

"We learned how to communicate professionally, how to manage our time, and how to work as part of a team. But, we also learned how to believe in ourselves again."

— **Dominic**
RISE Graduate, Cohort 7

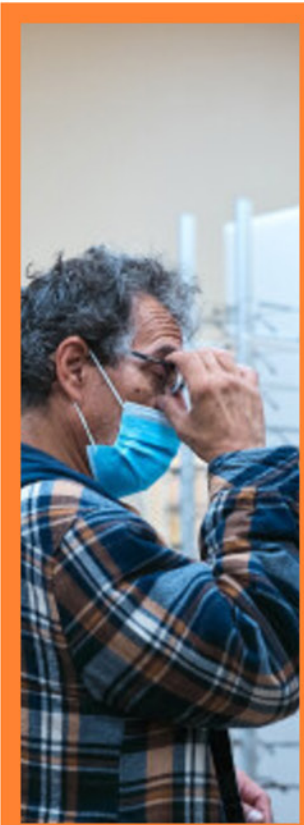
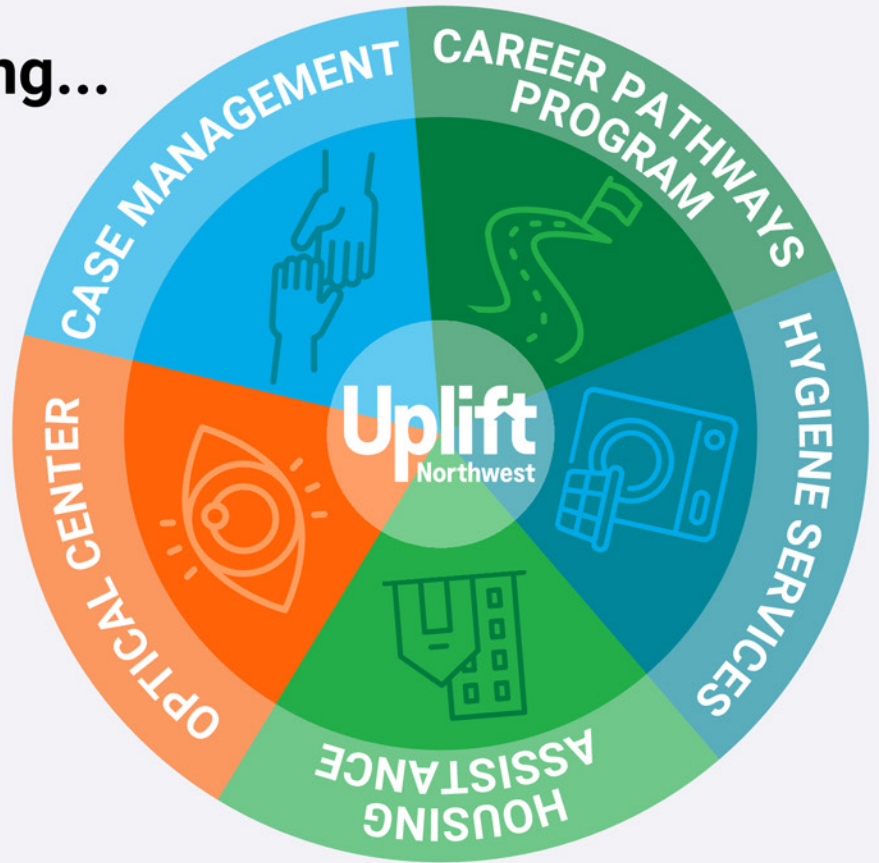


Support Services

ULNW Pillar

RISE is just the beginning...

Graduation marks the start of continued support, as participants have access to comprehensive wraparound services designed to help them secure and maintain employment, remain safe and secure, and thrive in all aspects of life.





Optical Center

Uplift Northwest provides the only volunteer-run, lower-barrier eye clinic in Seattle.

Accessible to anyone in the community!



300

Glasses Distributed



324

Eye Exams



The best part of volunteering here is hearing a simple 'thank you,' or seeing someone get their new glasses. It reminds me why this work matters & why I love being part of this team."

– Maggie
Eye Clinic Volunteer

500+

hours of service to the community by eye clinic volunteers

Hygiene Services

Uplift Northwest provides on-site laundry and shower facilities at the Learning Center, available at no cost to program and employee participants. **Provided at 2515 Western Ave:**

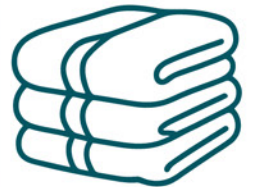


400
Showers



264
Loads of Laundry

Across King County, Uplift Northwest employee participants operate three mobile hygiene centers, providing showers, laundering towels, & maintaining the facilities for anyone in need.



43,000
SHOWERS PROVIDED



Housing Assistance

Uplift Northwest manages a 47-unit Single Room Occupancy (SRO) building, serving as a transitional housing program for RISE graduates, offering safe and stable housing.

In addition, we partner with King County Regional Housing Authority (KCRHA), Housing Connector, and others to help program participants access additional housing opportunities, funding, and essential resources to obtain safe and stable housing.



66

Received Individual Housing Case Management



38

Housed in Transitional Housing Program



13

Supported Through the KCRHA Encampment Resolution Program

"The most important thing that Uplift Northwest did for me was help me with shelter. That right there opened my mind, you know. You can't really think. You're in survival mode, so that took me out of survival mode."

– **Demetrick**
ULNW Maintenance &
Custodial Staff





Case Management

Uplift Northwest works with vulnerable populations, including people experiencing homelessness, those with histories of incarceration, and individuals managing mental health or substance use challenges.

We provide compassionate, one-on-one guidance, ensure their voices are heard, and connect them to the resources and support they need to achieve stability and success.



340

Hours of case management provided to employee & training participants



14

Participants completed diversion programs leading to the dismissal of pending charges

in partnership with the City of Seattle



48

Weekly “Let’s Talk” group sessions held to offer space for shared reflection & support

Career Pathways Program

Uplift Northwest's Career Pathways Program removes financial barriers by covering the cost of skills based job training & providing individualized support as participants prepare for employment.

As we build industry-aligned pathways in partnership with industry leaders, participants gain access to opportunities that lead to meaningful, long-term living-wage work.



114
Participants



86
Certificates
Earned

Essentials Provided



Interview
Clothes



Workware



Hygiene
Products



Phone
Costs



Alarm
Clock



Job Trainings/
Certificates



Childcare



Internet Bill



Other Job
Necessities

CAREER PATHWAYS



Social Services &
Peer Support



Security



Transportation:
CDL & Forklift



Hospitality



Maritime

Employment Social Enterprise

ULNW Pillar

Uplift Northwest's Employment Social Enterprise (ESE) operates like a traditional business. It generates revenue, but that revenue is reinvested into programs that support people in building skills, gaining experience, and moving toward long-term career success.

Through the ESE, participants gain access to meaningful work through **staffing solutions** or **project management crews** while receiving the support they need to overcome barriers to stable employment.

Staffing Solutions

Through our Staffing Solutions program, participants are dispatched daily to a variety of external employers. They gain real-world work experience and income while building skills across industries, preparing them for long-term employment.



342

Participants
placed in jobs



161,000

Hours
Worked



\$3.7M

Wages Paid

Project Management Crews

Project Management oversees our litter and graffiti abatement and mobile shower crews, providing consistent, team-based work for participants.

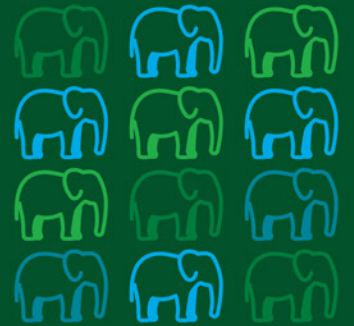
These crews operate through contracts with the City of Seattle, Ballard Alliance, and King County, giving participants steady employment, on-the-job training, and opportunities to build valuable skills while serving the community.



180,000 lbs.

Trash collected by the litter abatement crew

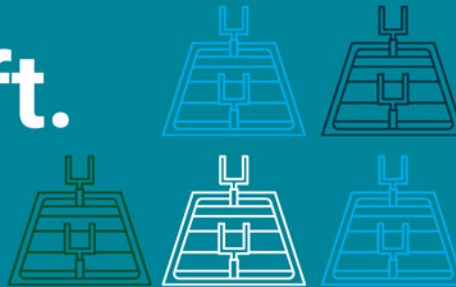
The weight of 12 elephants



292,000 sq. ft.

Graffiti cleared by the graffiti abatement crew

The size of 5 football fields



"I've gained a lot from Uplift Northwest, financial skills, safety training, & certificates in CPR and flagging.

Even more important, I feel supported, connected, & like part of a team that truly cares about my success."

– Erika

Litter Abatement Crew Driver



Employer Partners

"As the Citywide Director of Graffiti Programs & Initiatives for the City of Seattle, I have been working directly with Uplift Northwest since 2023. Since 2023, we have gained trust and confidence not to mention the growth of our interpersonal relationships.

*My experience and what our City gets from **the Uplift Team is nothing less than exceptional** services under our Graffiti Program. The Uplift Team is managed well, thoughtfully, and intentional with all they do developing staff, safety, forecasting projects, adaptability to contingencies, managing funding and customer service.*

I cannot express enough gratitude nor provide a higher recommendation to others who might consider partnering with this team."

– Paul Jackson Jr.
Director, Citywide Graffiti
Programs & Initiatives



91

Employer Partners



"Uplift actually helps poor people. They took me from a homeless state of mind to being able to pay my bills, keep an apartment, & function in society."

– Sean
Graffiti Abatement Crew

Workforce Empowerment Collective

ULNW Pillar

Lasting change requires more than a single program—it takes a connected system of support.



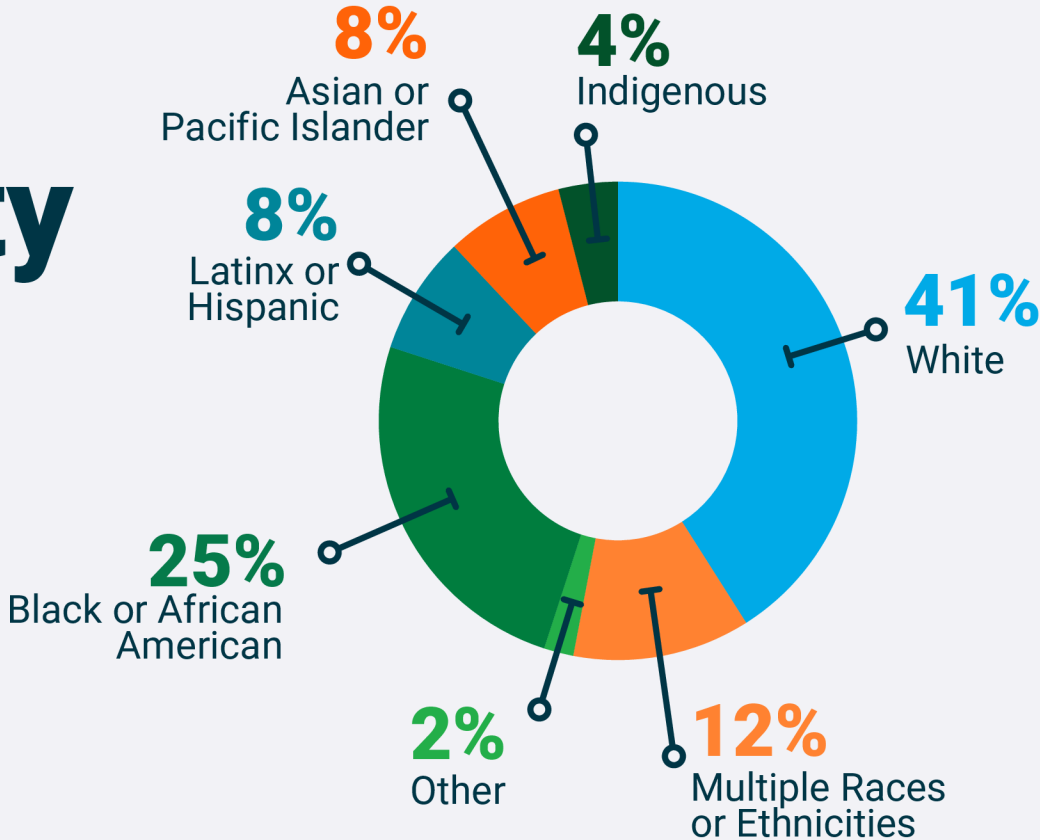
Our vision is to combat homelessness by empowering individuals through meaningful workforce development. As a community hub, we will convene service providers, local businesses, government leaders, and community institutions to collaborate on innovative solutions.

Together, we will cultivate a cohesive service network grounded in collaboration & shared purpose. This network will address immediate needs while working to dismantle systemic barriers to long-term economic mobility & stability.



Who We Serve

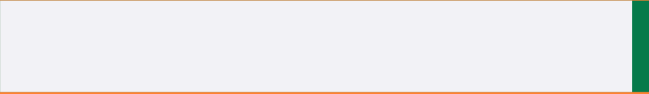
Race & Ethnicity



57%
RISE GRADUATES
UNSTABLY HOUSED



59% MALE-IDENTIFYING
38% FEMALE-IDENTIFYING
3% NONBINARY



3% VETERANS

Demographic data self-reported by participants.

2025 Financial Overview

Total Revenue \$9.9 Million

Earned
\$7.3M

73%

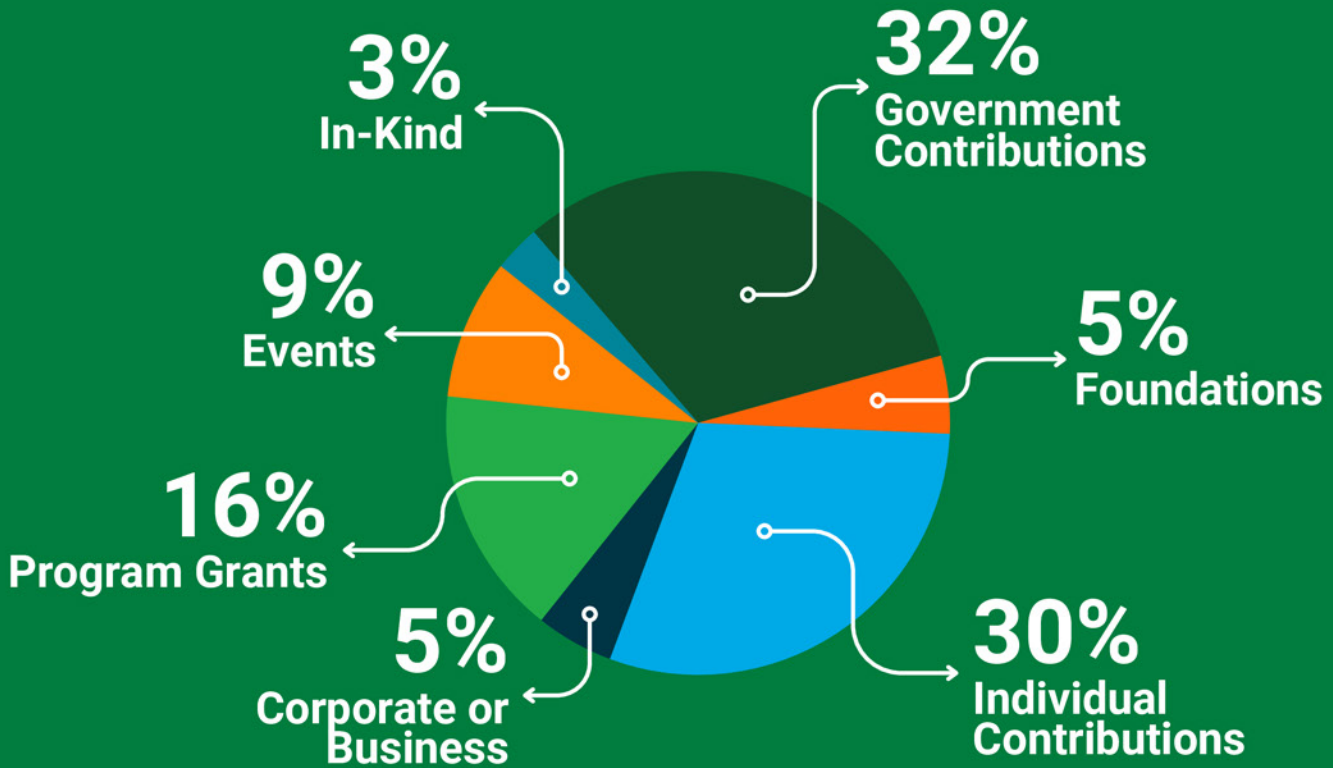
Contributed
\$2.4M

24%

Other
\$261K

3%

SOURCES OF CONTRIBUTED FUNDING



\$218K
Raised
at the 2025
Empowerment Luncheon

Financial Performance

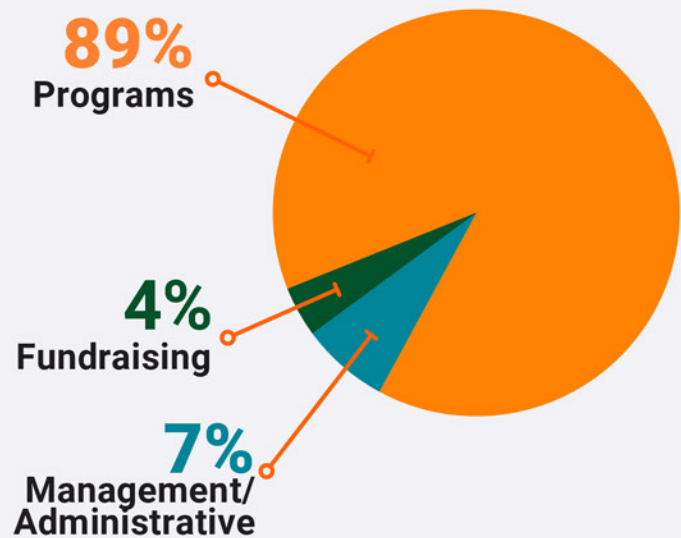
(pre-audited data)

REVENUE/SUPPORT

*Financials are pre-audited

Earned Revenues	\$7,275,080
Contributions	\$2,392,471
Individuals	\$708,482
Corporations	\$126,092
Foundations	\$107,339
Government	\$773,056
Program Grants	\$385,094
Luncheon	\$217,999
In-Kind	\$74,410
Other	\$261,355
REVENUE	\$9,928,906

EXPENSES BY CATEGORY



*"I don't just believe in this work
—I witness its impact.*

That's why I give."

— Lee Humason
CFO, ULNW



DONOR LEGACY

179

Active donors
who have
been donating
for 30+ years



*Financial gifts are applied directly to our programs
due to our unique revenue-generating employment social enterprise.*

*Let's widen the circle
of human concern...*



**EMPOWERMENT
THROUGH
EMPLOYMENT**

Uplift
Northwest

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