

Healthy Children. Stronger Families.



2012 Year in Review

**Ryther**

There's one thing about a broken bone or a bruise: it's damage you can see. **Eternity's hurt was on the inside – trauma that no one could see.** After removal from her mother, she bounced around relatives' homes, from grandma to aunt and around again. Her Aunt Summer became her primary caregiver. But, even with all of the love in the world, it was clear that Eternity needed a higher level of care. Summer thought "she lost her childhood – that inner child. Physically she was here, but mentally she wasn't."

Eternity displayed many behaviors, including aggression, self harm and depression. When she came to Ryther at age nine, her placement plan was to go on to an even more structured setting. Ryther staff began to work with her. Eternity's primary counselor, Sean, said, "She would leave marks on her skin. She would write on herself. Especially at night."

Ryther learned that she had faced more abuse than previously thought, and she was hiding it from everyone, including her Aunt Summer. Sean: "I believe that Eternity had so much going on in her mind that the basics like safe care went by the wayside. It was a process of constantly teaching her: 'No, it's not okay to pull out your hair.'" So cottage staff put Eternity on a reward-based milieu therapy program – being safe for one hour would earn her a sticker. Enough stickers, and she could pick a prize.

She was hesitant to talk about the abuse in Survivors Group: "Like, sometimes, I wouldn't even join the group because I didn't think that it would help me. **And then, just like one day I decided to try it out, and it actually helped. I just think that I wasn't the only one in that situation.**"

Aunt Summer shadowed Ryther's cottage counselors so she could implement the same successful programs in her own home. It was hard work filled with baby steps forward and some setbacks, but eventually Eternity was ready to go home. She said, "I learned to just stop and just think about what I'm going to do next. It's a place where you go temporarily and you learn. **It's like school, but for feelings and just for the inside. Kids get better.**"

Caring for others comes naturally now for Eternity. Sean remembers, "Her interactions with peers when she left were incredible. She would guide others who were having a hard time and help them out. My hopes for her future are pretty much limitless."



# Ryther

Healthy Children. Stronger Families.

**Ryther** | 2400 NE 95th Street, Seattle, WA 98115

**Ryther East** | 14715 Bel-Red Road, Building G, Suite 100, Bellevue, WA 98007

**Main:** 206.525.5050 | **Appointments:** 206.517.0234 | [www.ryther.org](http://www.ryther.org)



## 2012 Ryther Board of Trustees

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### Leadership

**Executive Director/CEO:** Lee E. Grogg  
**Chief of Clinical Services:** Karen Brady  
**Chief Financial Officer:** Yao Ratanasopa

Ryther is licensed and/or certified by the Department of Social and Health Services: Division of Licensed Resources and the Division of Behavioral Health and Recovery Services; the Department of Health; and is accredited by the Council on Accreditation (COA). Ryther is a United Way of King County grantee agency and is registered with the IRS as a tax-exempt organization having 501(c)(3) status.

## Message from Ryther Leadership

In the report for 2011 it was noted that Ryther had begun to turn a corner in terms of its success in carrying out a strategy to build self-sustaining revenue sources in the private insurance and private pay behavioral health markets. I am pleased to report that in 2012 we did in fact turn the corner. Ryther ended the year in the black primarily because it increased its private fee for service business by about \$360,000 over 2011. This revenue came as a result of a rapidly expanding outpatient mental health service and more insurance companies recognizing that Ryther's Sub-Acute Residential Care program is a treatment rich and economical alternative to psychiatric hospitalization.

The success of the strategy so far means that Ryther must not stall out now. The work must continue apace even though expenses will lead revenues as in any other business. In the fall of 2012, for instance, Ryther opened an outpatient office in Bellevue. It is not at its service capacity yet but there is solid growth every month.

Again, the point of all this work is to be able to maintain high quality services for Washington's severely abused, neglected and drug and alcohol affected children and youth. DSHS continues to send us very disturbed and difficult challenges but refuses to change its reimbursement rates which cover only two thirds of the cost. The DSHS reimbursement for youth addiction inpatient treatment covers only half the cost. Our cottages have maintained a 96%+ rate of utilization for the last three years. Ryther continues to need your support in whatever manner you can give it including reminding elected officials that Washington continues to fail its most damaged children.



A handwritten signature in black ink that reads "Lee E. Grogg".

**Lee E. Grogg**  
Executive Director/CEO

I believe that 2012 was a year of transformation for Ryther and I feel a sense of excitement and energy unlike in years past. I feel an energy and enthusiasm carrying us out of the forest of uncertainty towards Ryther's new panorama. We can see our future and the endless vistas surrounding us. Ryther and the wonderfully dedicated staff and leadership are riding strong and are positive changing forces for those we proudly serve. We are in control of our future as never before because what we do is the right thing for those in the most need at the most vulnerable of times. Our story is compelling, and we can't be denied our mission because so many children and families rely on us as their chance for a new beginning that brings success and happiness. Thank you to our wonderful Ryther League and many volunteers and community supporters who are also on this journey with us and who dedicate their valuable treasure and time to serve. It has been an honor to service as Board Chair these many years. Thank you.



A handwritten signature in black ink that reads "David Herr".

**David Herr**  
President of the 2012 Ryther Board of Trustees



## 2012 Highlights



**Ryther East**, Ryther's new Bellevue office, opened to offer child and family counseling, psychiatry and psychology, autism assessments, and, for teens, chemical dependency outpatient assessments and treatment.

**Group Care Enhancement** expanded to screen teenagers at the King County Juvenile Justice Center who first commit a crime and to determine if they require additional mental health or substance abuse assessments.

Ryther's **Mental Health Outpatient Services** grew 45% to help more families from all walks of life that are facing mental illness, trauma or adjustment issues with school, peers or parents.

**Diversification** of self-sustaining revenue sources for Ryther continued to advance.

**Partnerships with schools and physicians** were developed to better reach children and their families in crisis.

**Community Mental Health services** extended to additional families through a direct contract with King County, allowing Ryther to help more children and youth.

**Positive outcomes** were seen across the board for children in Sub-Acute Care displaying certain behaviors at intake, including aggressiveness (72% improved), assaultive behaviors (71%), suicidal ideation (81%) and hygiene issues (74%).

**High utilization** rates of both inpatient programs (98.8% for Sub-Acute Care and 95.6% for chemical dependency).

The **Ryther League** celebrated its 75th year supporting Ryther and its programs. From the original purchase of land and construction to birthday cakes for the kids and events such as the wildly fun and successful **Hearts for Hope Auction & Dinner Dance**, the Ryther League has been instrumental in the success of Ryther and the thousands of children and teens Ryther has helped.



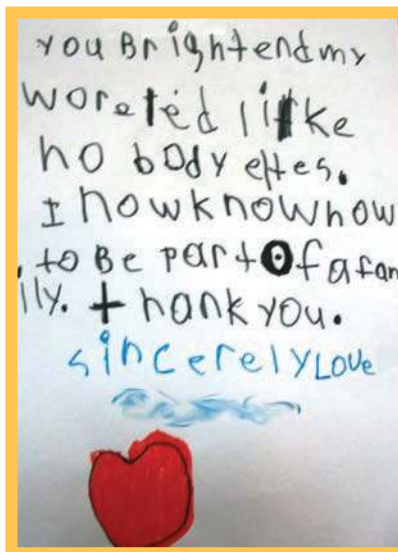
The **Estate of Dorothy D. Peterson** left Ryther a \$1.16 million bequest as a Ryther League 4 & 20 Circle Legacy member of the Lillian Johnson Society. Dorothy Peterson was a former Ryther League and Ryther Board member.



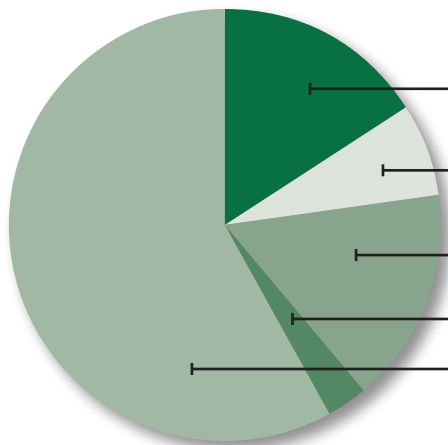
*Featured is Lillian Johnson, namesake of the Lillian Johnson Legacy Society of which Dorothy D. Peterson belonged. Lillian Johnson was the executive director of Ryther for 35 years from 1935 to 1970.*

## Children & Families Served

| Programs.....                          | Clients Served |
|--|----------------|
| Sub-Acute Residential Treatment.....   | 88             |
| Substance Abuse Inpatient Program..... | 133            |
| Therapeutic Family & Foster Care.....  | 31             |
| Outpatient Services.....               | 802            |
| Mental Health Treatment.....           | 694            |
| Substance Abuse Treatment.....         | 86             |
| Ryther Co-Occurring Program.....       | 22             |
| Group Care Enhancement.....            | 731            |
| Aspiring Youth.....                    | 363            |



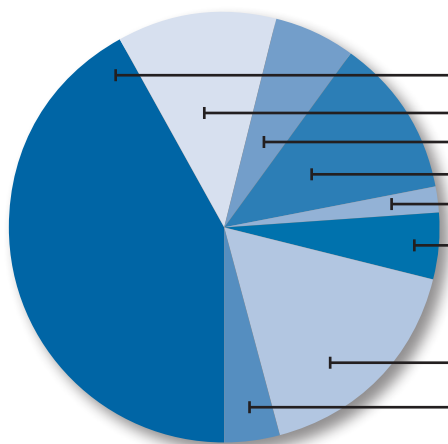
I now know how to be part of a family. Thank You.



### Public Support & Revenues

|  |   |                    |
|--|---|--------------------|
| 16%  | Donations, Ryther League, Bequests* & Endowment Income..... | \$1,339,717        |
| 7%   | United Way of King County & Other United Way.....           | \$574,431          |
| 16%  | Program Service Fees.....                                   | \$1,337,966        |
| 3%   | Investment Income & Others.....                             | \$282,435          |
| 58%  | Government Grants & Contracts .....                         | \$4,762,534        |
| <b>Total Public Support &amp; Revenues .....</b> |   | <b>\$8,297,083</b> |

*\* Only a portion of the Estate of Dorothy D. Peterson bequest is included here because a large amount is board-designated for future use.*



### Expenditures

|                                 |   |                    |
|---------------------------------|---|--------------------|
| 42%                             | Sub-Acute Residential Care .....        | \$3,464,533        |
| 12%                             | Substance Abuse Inpatient Program ..... | \$987,013          |
| 6%                              | Therapeutic Family & Foster Care .....  | \$486,130          |
| 12%                             | Outpatient Services.....                | \$973,853          |
| 2%                              | Group Care Enhancement .....            | \$128,314          |
| 5%                              | Aspiring Youth.....                     | \$447,065          |
| 17%                             | Management & General .....              | \$1,437,164        |
| 4%                              | Fundraising.....                        | \$322,866          |
| <b>Total Expenditures .....</b> |   | <b>\$8,246,938</b> |

The 2012 financial records of Ryther were audited by Vine Dahlen PLLC and conducted in accordance with generally accepted auditing standards. Copies of the report are available upon request by calling Ryther at 206.525.5050.

## PUTTING CHILDREN FIRST

Ryther Annual Luncheon 2012



By putting children first you raised over \$190,000 to help vulnerable children overcome early trauma and to guide teens as they begin a clean and sober life. You know that these kids do matter.

Many thanks to Keynote Speaker Howard Behar, former president of Starbucks Coffee Company, and to Mistress of Ceremonies Jean Enersen, KING 5 TV news anchor.



FARMERS



Riddell Williams  
*Aligned with business.*



### Thank you Ryther Luncheon sponsors and supporters!

#### Jacque & Michael Casey

- Advisory Services & Investments, LLC
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- United Way of King County
- UPS
- Vine Dahlen PLLC
- Washington Trust Bank
- Wells Fargo Insurance Services
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- Wizard Enterprises Construction & Design LLC

## Solutions for a Better Life

Ryther delivers effective and compassionate treatment for children, teens and their families facing complex behavioral, emotional, neurological or substance abuse challenges. Our innovative, caring staff consists of a team of 183 including psychiatrists, psychologists, master's level therapists and chemical dependency professionals. Ryther also hosts up to 22 bachelor's, master's, practicum and postdoctoral student interns per year to train the next generation of clinical experts. All those involved, from administration to cottage counselors, bear witness to moments of progress every single day.

### Our solutions include:

- | **Sub-Acute Residential Treatment** for children ages 6-14 with emotional, behavioral and mental health problems due to abuse (physical and sexual), neglect or trauma
- | **Therapeutic Family Care Program** providing foster parent licensing and training, therapeutic foster care and in-home support
- | **Mental Health Outpatient Treatment** for children ages 2-25 and their families, including psychiatry, psychological evaluations and autism assessments
- | **Co-Occurring Substance Abuse Inpatient Program** for male teens ages 12-18 who have an addiction often along with a mental health diagnosis and may have failed in prior treatment
- | **Co-Occurring Outpatient Program** for teens and young adults with substance abuse and mental health issues
- | **Substance Abuse Assessments, Level I and Intensive Outpatient Chemical Dependency Treatment** for teens
- | **Group Care Enhancement** for local agencies in need of teen substance abuse specialists
- | **Aspiring Youth** summer camps and social skills groups for children, teens and young adults with Asperger's, ADHD, learning disabilities or similar traits as well as early intervention/coaching for teens and their parents
- | **SAFE Groups** for grade school children affected by domestic violence and the non-offending caregiver
- | **Parent Coaching and Education** available to address the unique needs of each family

### Our methods include Evidence-based and Best Practices:

- | **Cognitive Behavioral Therapy** treats maladaptive thinking patterns to bring about positive changes in behavior.
- | **Trauma-focused Cognitive Behavioral Therapy** helps children and teens ages 3 and up and their parents learn new skills to help process significant traumatic life events.
- | **Parent-Child Interaction Therapy** improves the quality of the parent-child bond for children ages 2-7 with behavioral challenges and their parents by changing negative interaction patterns.
- | **Incredible Years Parenting Curriculum** helps parents reduce their child's challenging behaviors such as aggressiveness, ongoing tantrums and acting out behavior as well as increase their child's social and self-control skills.
- | **Motivational Interviewing** elicits behavior change by helping children, teens and parents explore what motivates them to make positive changes in their lives.
- | **Dialectical Behavioral Therapy Skills Groups** help youth manage behaviors and emotions that have a negative impact on their lives and make a conscious effort to bring about positive changes.
- | **Experiential Therapies** provide hands-on, experience-based opportunities for children and teens to practice their new skills learned in therapy such as distress tolerance and social or communication skills. We employ our own Challenge Course and rock climbing wall as well as canine therapy, yoga, therapeutic horseback riding, drumming, hiking and ski adventures.



*Biscuit the therapy dog helps her young companion learn how to nurture.*

*UPS brought volunteers twice in 2012 for painting, digging, landscaping and weeding projects.*





## The Ryther Family

### The Ryther League

The Ryther League continued its steadfast support with fund raisers that included the elegant Hearts for Hope Auction & Dinner Dance, a unique evening of Bingo, the gracious Garden Party as well as the down home cooking on Whidbey Island and the glamorous Restyle for Ryther. Children received new clothing, birthday cakes, haircuts, pool parties, art activities, cookies and got to “shop” at the Marion Baer Holiday Store – all provided by the League. The R-Shoppe thrift store in Ballard is an important all-League endeavor that is a testament to the dedication and sense of community the League inspires. Ryther thanks each League member and all of those who preceded this 75th year of serving children.



*Volunteer hair stylists visit quarterly thanks to the Ryther League.*



*The Ryther League's Hearts for Hope Auction & Dinner Dance raised much-needed awareness and funds for Ryther – and all had a good time! Pictured is the Off Campus Unit and some volunteers.*

### In Memoriam Gifts made to Ryther in memory of:

|                     |                         |                        |                       |                     |                                    |
|---------------------|-------------------------|------------------------|-----------------------|---------------------|------------------------------------|
| Betty Allen         | Michael Dahlquist       | Scott A. W. Johnson    | Dolores Pappas        | Alta K. Smith       | Raymond Wenz                       |
| Jenet Jean Anderson | Charles Dold Sr.        | Barbara Kilborn        | Keith Patrick         | Maureen Smith       | Mrs. Clifford Wiley                |
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| Marion Baer         | Claudia Eland           | Ivan & Mary Lou Lauren | Bill Pollard          | Ilene Taylor        | Victims of the Sandy Hook Shooting |
| Douglas Barnes      | Thelma Gray Davis       | Patty Lucas            | Tom Pugh              | Porter R. Taylor    |                                    |
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| Ken Cooper          | Harry Johnson           | Alice B. Ness          | Betty Simpson         | Claire Watson       |                                    |

### Thank you, 2012 Volunteers!

Many thanks to the organizations that improved Ryther's ten-acre campus: UW's Beta Theta Pi fraternity, Commonwealth Partners, Jesuit High School Alumni, Milliman, Ryan, Swanson & Cleveland PLLC, Starbucks Coffee Company, University Presbyterian Church, UPS and Windermere Real Estate Services. In all, there were 413 volunteers in 2012, contributing a combined total of 2,804 hours. We would also like to acknowledge those volunteers (and dogs) who spent time with the children and teens, as well as those who helped with special projects:

|                                       |                          |                       |                       |  |
|---------------------------------------|--------------------------|-----------------------|-----------------------|--|
| Kim Abbey                             | Ayshea De Smet           | Knights of Columbus   | Ed Park               | Rita Swanson                           |
| Lonnie Anderson                       | Jody Dorow               | Barbara Kuznetz & Zoe | Helen Parson          | Brandon Tanaka                         |
| Tracey Arnold                         | Dagny Ellickson          | Hans Lambert          | Jessica Pickett       | Timothy Tapping                        |
| Blaine Atsbeha                        | Danielle Ernst           | Jin Lee               | Megan Pribble         | Fritz Tarrach                          |
| Daniel Azuma                          | The F-factor             | Teri Matz             | Virginia Rankin       | Temple Beth Am                         |
| Sharon Beals                          | Judy Fihn, Nariko & Wags | Candi McHugo          | William Reeder        | Jampa Tenphel                          |
| Beta Theta Pi Fraternity              | Lynn Fisher              | Gabriel Molinaro      | Nicholas Ringborg     | Lynn Thomas                            |
| Lisa Bloch & Zodiak                   | Syd France               | Carrie Montag         | Bruce & Candace Sagor | Hillary Thomason                       |
| Penny & Richard Borish                | Alison Freeberg          | Penton Mott           | Gail Scott            | Marian Thompson                        |
| Arthur Butler                         | RJ Gallaway              | Steffi & Colter Mott  | Matthew Scott         | Alison Tillmann                        |
| Colleen Calkins                       | Kelli & Timothy Graham   | Leilanie Nipper       | Lyudmila Sidor        | Christa Vardaro                        |
| Amber Carlson                         | Katelyn Hamilton         | Stephen Norris        | Monika Singhal        | Sarah Velling                          |
| Seetha Chittar                        | Nancy Hannah & Karma     | Wilder Nutting-Heath  | Elizabeth Sokol       | Lindsey Walker                         |
| Louise Christenson                    | Virginia Hassinger       | Joan Oates & Abby     | Jordan Stair          | Nancy Werlinger                        |
| Ruth Christie                         | Elizabeth Hernandez      | Edna Oberman          | Erik Steinfeld        | Beline Wolde                           |
| Matt Collins                          | Jaclyn Hess              | Juan Carlos Ocampo    | Katherine Stephens    | Women's Philanthropic Investment Group |
| Sharon Colvin, Chilly, Sizzle & Blaze | Karin Hoggard & Dora     | Shilo O'Connor        | Craig Sternagel       | Jody Woodruff, Bentley & Biscuit       |
| Allan Crouch                          | Delesha Jones            | Devin Olsen           | Robert Strauss        |  |
| Christi Cruz                          | Cydney Kawamura          | Charlotte Pan         | John Strehlow         |  |
|                                       | Haley King               | Ada Pang              | Sunrise Unit          |  |

## Thank you to all who supported Ryther in 2012 through workplace or personal

## Ryther In-Kind Donors

|  |  |  |   |  |   |
|--|--|--|---|--|---|
| 8 Limbs Yoga Centers                                     | D.A. Davidson & Co.                    | Jennifer Heintz                          | Mollie & Michael Merkley                | Fircrest Unit                              | Third Place Books                         |
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| Kate Absec   | Connie Del Missier                     | Sandy Hiatt                              | Keeli Morris                            | McGilvra Unit                              | Timothy H. Thomas*                        |
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| Carol Bartlett   | EMP Museum                             | Carmen Jacobs                            | Our Lady of the Lake<br>Brownies #42817 | David Savitt                               | Victory Heights Toddler<br>Co-Op          |
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| Bespoken Jewelry Design                                  | The F-factor                           | Juanita Santas                           | Peach Treats, LLC                       | Seattle Seahawks/Sounders                  | Marianne Webber                           |
| Blackline Group  | Lynn & Jim Fisher                      | Kathryn Kalohelani                       | Deanna Pearcy                           | Melissa Self                               | Paul Webber                               |
| Jean Blakley   | Sandra Fleischman                      | Cydney Kawamura                          | Stephanie Pisco-Smith                   | Sharon Setzler                             | Rhea Wesson                               |
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| Botanical Designs  | John Friedl                            | Kinesis                                  | Karl & Michelle<br>Quackenbush          | Diane & John Snyder                        | Rosalyn Williams                          |
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| Laurel Briskey   | Philip & Mona Frisk                    | Ladies Acquiring<br>Financial Security   | Sarah Radecki                           | Starbucks Coffee Company                   | Wizard Enterprises                        |
| Broadway Bound   | Barbara & Ed Fruhling                  | Marilyn Largy                            | Virginia Ramirez-Sanchez                | Dina Stark                                 | Construction & Design                     |
| Kari A. Brotherton                                       | Kathy Fuller                           | Pat Lawler                               | Thomas Rath                             | Kathy Stephenson                           | Women's Philanthropic<br>Investment Group |
| Joan Burkland  | Susana Garcia                          | Shannon Lawless                          | Real Technology                         | Craig Sternagel                            | Christine Wood                            |
| Chris Burnet   | Faith Garrick                          | Jane & Brian Leonard                     | Redmond Athletic Club                   | Brad Stewart                               | Woodland Park Zoo                         |
| Arthur Butler  | Pat Gedney                             | Ramola Lewis & Lynn Booth                | Mary Reeder                             | Kate Stewart                               | Leah Yolo                                 |
| Kristi Butler  | Gilead Sciences                        | Crystal Lockwood                         | REI                                     | Herbe & Jean Stocker                       | Zeeks Pizza                               |
| Ann Byrne  | Girl Scouts of Western<br>Washington   | Sandra Lowe                              | Rena Ware International                 | Julie Stocker                              |   |
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| Sally & Wally Campbell                                   | US Government<br>Accountability Office | MacDonald-Miller Facility<br>Solutions   | Lois & William Rex                      | Elizabeth A. & Art Sullivan                |   |
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| Elisabeth Carroll  | Greater Seattle Cares                  | Manitou Art Center                       | Linda & Kevin Richards                  | Timothy Tapping                            |   |
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| Debbie & Paul Christensen                                | Bernard & Kellyn Gutmann               | Maple Valley Blanketeers                 | Rick Ryther                             |  |   |
| Chudecke Financial Services                              | Salone Habibuddin                      | Sharon Marshall                          | <b>Ryther League</b>                    |  |   |
| Denise Clark   | Mary & George<br>Hammericksen          | Kathy Martin                             | Admiral Unit                            |  |   |
| Ashley Clarke  | Sandra & Dave Hanower                  | Matt Mattson                             | Beta Theta Pi Unit                      |  |   |
| Michelle Clingingsmith                                   | Christine Hansen                       | Ryan McCann                              | Blue Ridge Unit                         |  |   |
| Karen Cole-Preciado                                      | Hart Crowser, Inc.                     | Miyako McDavid                           | Calico Unit                             |  |   |
| Shirley & Robert Conrad                                  | Elise Hegrat                           | Mercer                                   | Cosmopolitan Unit                       |  |   |
| Julie Cook   |  |  | Crabapple Unit                          |  |   |
| Covington Quilters Guild                                 |  |  |   |  |   |
| Jill Cuniff  |  |  |   |  |   |

\*deceased



*A girl from  
Sub-Acute  
Care opens  
donated  
holiday gifts.*



## contributions as well as through in-kind donations.

### Workplace & Matching Gifts Programs

|  |  |  |
|--|--|--|
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