

Healthy Children. Stronger Families.

2010 Year in Review

Ryther

## A Healthier Child and a Stronger Family

When “Mathew” started having serious internal anger issues at school and at home, his mother realized she and her son needed help. His trauma began at age four when he lost a family member in a violent incident. At the same time, things at home were becoming more chaotic. “Gayle,” his mother, was offered services at Ryther’s Sub-Acute Care program after Mathew’s thorough assessment by Ryther’s team of professionals. But having Mathew away from home was difficult. Gayle remarked, “You know that you love your kids and you don’t want them away from you, but I always trusted Ryther with my son. Ryther helped pave the way for me to be a better mother.”

Gayle worked with her son’s treatment team to learn how his trauma history affected his day-to-day functioning. She attended family therapy sessions, participated in Ryther’s evidence-based parenting classes and visited him regularly in his cottage where she often “shadowed” staff to practice her new parenting skills. It took some time for Mathew to stabilize and for him to feel safe and calm, but the structured milieu, individualized therapies and time spent with Chilly, his therapy dog, helped him overcome his past trauma and look forward to the future. Once home, a Ryther case manager continued to visit the family weekly to ensure that mother and son strengthened the skills they learned at Ryther.

Today, Mathew continues to be an energetic and highly creative child who needs a special approach. He is now safe, healthy and successful at school, at home and in his community.

When asked how Ryther helped her, Gayle responded, “It makes me feel like a new person. Ryther has given us a chance for a better life.”



2400 NE 95th Street, Seattle, WA 98115 | 206.525.5050 | [www.ryther.org](http://www.ryther.org)

## 2010 Ryther Board of Trustees

### Officers

**President:** David Herr  
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### Leadership

**Executive Director/CEO:** Lee Grogg

Ryther is licensed and/or certified by the Department of Social and Health Services, Division of Licensed Resources, Department of Health, Division of Behavioral Health and Recovery Services, and is accredited by the Council on Accreditation (COA). Ryther maintains membership in the Alliance for Children and Families and the Washington State Coalition for Children in Care. 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

I am sure you have noticed that our name and our logo have changed. We have dropped the words “Child Center” from our name because Ryther is so much more than a single place. The need to become more than a single place has been obvious for a number of years, and the events of 2010 have removed any remaining clouds in our crystal ball about that subject. Added to the logo is a tag line, *Healthy Children. Stronger Families*. While the last year highlighted the need to focus our attention on these tasks more intensely, Mother Ryther was, after all, concerned about these issues as well.

There is no question about the fact that 2010 was a year of uncertainty, trepidation and ever worsening bad news economically for State-supported services to children and families. 2011 will very likely be more of the same. Accordingly, if Ryther wishes to continue to serve the most vulnerable and neediest children in the child welfare system, it will have to find a way to survive and thrive in spite of what the State of Washington does. By focusing our efforts on Healthy Children and Stronger Families we are in many ways returning to a role created and filled by Olive Ryther herself. In the coming years we will be seeking to broaden our constituencies and clientele. Working more closely with primary health care providers is one way. Making our expertise available to all segments of the community is also high on our list. We have a great deal to offer our community and in the eyes of many we have not really been available to everyone.

To be sure, Ryther faces some stormy seas in the coming years. Thanks to you, our friends and supporters and stakeholders, we have the most important tools necessary to survive. You have helped give us the courage, dedication and passion required to overcome great challenges. For that we thank you sincerely.

**Lee Grogg**

Executive Director/CEO



The challenges and uncertainty facing our organization and indeed child welfare in this state are enormous. In 2010, Ryther made difficult choices as we faced the uncertainty head on. We do this not only to survive as an organization, but because we have an obligation to be that beacon of hope for the most damaged and vulnerable children and families in our community—and we continue to see success. On behalf of the Board of Trustees, I say thank you to the many organizations and individuals who have dedicated their time, treasure and heart in support of our goal to guide, coach and teach. We are grateful for the Ryther League for their amazing dedication and support over the years. We measure success in very small incremental steps through a smile, a glimmer of trust extended to an adult, the softening of anger, a restful night without nightmares, the “side hug” given to a counselor. Thank you for celebrating these small victories with us as we watch better lives for children and families unfold.

**David Herr**

President of the 2010 Ryther Board of Trustees

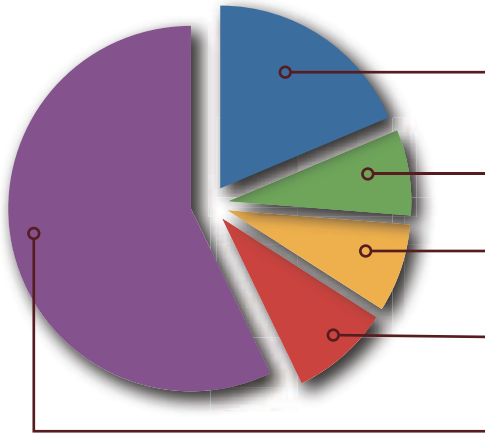
## 2010 Highlights

- | **Ryther celebrated its 125th Anniversary**, marking 125 years since Mother Ryther made a deathbed promise to raise her neighbor's four children as her own. Today, we serve children and adolescents referred by parents, physicians, state agencies, courts, schools and other providers. We have expanded our services to include programs and solutions for families with children who have challenges stemming from trauma, mental illness, substance abuse, Autism Spectrum Disorders or adjustment issues with school, peers or parents.
- | **Ryther's Legislative Day** in January brought staff, board and League members together to advocate in Olympia on behalf of children and families in the child welfare system.
- | **The SAFE Program** helped children exposed to domestic violence learn how to express feelings and discuss them with their non-offending parents, who became better equipped to listen and keep their children safe. The Weyerhaeuser Family Foundation supported the SAFE Program through a generous grant.
- | **Cottage B opened PK's Gym**, a new fitness center for the teen boys receiving inpatient substance abuse treatment, through the support of Patrick Kerney, former Defensive End for the Seattle Seahawks.
- | **Two new Ryther League units formed**, including the **Blue Ridge Unit** which held their first *Restyle for Ryther* clothing sale featuring designer clothes and accessories, and UW's **Beta Theta Pi Fraternity** which became the first all-male League unit, "adopting" the teen boys in Cottage B. 80 Beta Theta Pi members, alumni and parents worked for hours in the rain to improve our campus.



- | **The Gary C. Lange Fund for Education and Care Advancement** awarded over \$8,900 to nine staff members for educational opportunities.
- | **Taproot Foundation** awarded a professional branding grant to refine Ryther's key messaging with continued support in 2011 for our updated logo and name change to Ryther.
- | **The Ryther Co-Occurring Program**, developed by Dr. Linda Ford, launched to provide effective outpatient treatment for teens and young adults with co-occurring substance use disorders and mental health issues.
- | **Evidenced-based Parent-Child Interaction Therapy (PCIT)** initiated in partnership with the University of Oklahoma to help parents learn how to restructure negative interactions using specific skills while improving the parent-child bond.
- | **Motivational Interviewing** became our newest evidence-based practice, helping children, teens and adults focus on what motivates them to make positive changes in their lives.
- | **Aspiring Youth** brought its summer program to Portland, helping unique learners including those with Asperger's Syndrome build friendships, self-esteem and social skills.
- | **The new medical record IT system** by Defran Systems will allow us to seamlessly follow a family from intake through every Ryther service, tracking progress and improving quality of care.
- | **YouthCare** began leasing our former ASP cottage to expand their existing program for unaccompanied, undocumented youth who need services here in the U.S. or help returning to their country of origin.

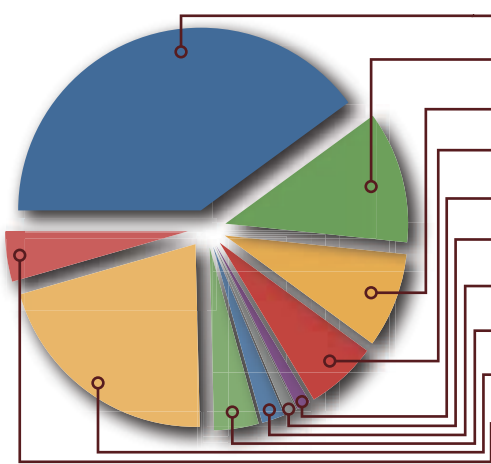
## 2010 Financial Summary



### Public Support & Revenues

|  |  |                    |
|--|--|--------------------|
| 16%  | Donations, Ryther League, Special Events & Endowment Income .... | \$1,656,435        |
| 8%   | United Way of King County & Other United Way .....               | \$672,983          |
| 9%   | Program Service Fees .....                                       | \$780,701          |
| 59%  | Government Grants & Contracts .....                              | \$5,072,686        |
| 8%   | Investment Income & Others .....                                 | \$694,555          |
| <b>Total Public Support &amp; Revenues .....</b> |  | <b>\$8,877,360</b> |

### Expenditures



|                                 |   |                    |
|---------------------------------|---|--------------------|
| 40%                             | Sub-Acute Residential Care .....        | \$3,464,923        |
| 12%                             | Substance Abuse Inpatient Program ..... | \$1,013,777        |
| 9%                              | Therapeutic Family & Foster Care .....  | \$730,361          |
| 6%                              | Outpatient Services .....               | \$550,214          |
| 1%                              | Group Care Enhancement .....            | \$105,166          |
| 1%                              | Collaborative Coaching .....            | \$89,052           |
| 2%                              | Aspiring Youth .....                    | \$176,556          |
| 4%                              | FPS & Family-Centered Programs .....    | \$342,599          |
| 21%                             | Management & General .....              | \$1,815,497        |
| 4%                              | Fundraising .....                       | \$385,829          |
| <b>Total Expenditures .....</b> |   | <b>\$8,673,974</b> |

### Children & Families Served



| <u>Programs</u>                         | <u>Clients Served</u> | <u>Days of Care</u> |
|---|-----------------------|---------------------|
| Sub-Acute Residential Care .....        | 85 .....              | 12,338              |
| Substance Abuse Inpatient Program ..... | 125 .....             | 3,810               |

#### Other Programs Clients Served

|  |     |
|--|-----|
| Therapeutic Family & Foster Care ..... | 39  |
| Outpatient Services .....              | 643 |
| - Substance Abuse Treatment .....      | 144 |
| - Mental Health Treatment .....        | 470 |
| - Ryther Co-Occurring Program .....    | 29  |
| Group Care Enhancement .....           | 660 |
| Collaborative Coaching .....           | 107 |
| Aspiring Youth .....                   | 174 |
| FPS & Family-Centered Programs .....   | 291 |
| - Family Preservation Services .....   | 242 |
| - REACH First .....                    | 11  |
| - Parent Coaching & Education .....    | 38  |

## Ryther's Behavioral Solutions

Ryther offers comprehensive and caring treatment for any child, teen or family facing a complex behavioral, emotional or substance abuse challenge.

Ryther staff have a singular perspective because they witness progress, setbacks and triumphs on a daily basis. From our psychiatrists and psychologists to our master's level therapists to our cottage counselors, each staff member brings professional experience and unconditional compassion to help nurture healthier children and stronger families.

Ryther delivers a wide array of behavioral health services for children and their families:

- | **Sub-Acute Residential Care** for children ages 6-13 with emotional, behavioral and mental health problems due to abuse (physical and sexual), neglect or trauma
- | **Therapeutic Family Care Program** providing both therapeutic and traditional foster care and in-home support
- | **Mental Health Outpatient Treatment** for children ages 2-18 and their families
- | **Substance Abuse Inpatient Program** for male teens ages 13-18 who have failed in prior treatment and often have co-occurring mental health issues
- | **Ryther Co-Occurring Program** for teens and young adults with substance abuse and mental health issues
- | **Substance Abuse Assessment and Level I Outpatient Treatment** for teens
- | **Group Care Enhancement** for local agencies in need of teen substance abuse specialists
- | **Collaborative Coaching** for teens and their parents, providing early intervention and coaching
- | **Aspiring Youth** for children, teens and young adults with atypical neurological disorders such as Aspergers and ADHD
- | **Family Preservation Services** for families in crisis and at risk of losing custody of their children
- | **REACH** for children entering the child welfare system to determine needs earlier and improve outcomes
- | **Parent Coaching and Education** available to address the unique needs of each family

Ryther's programs employ **Evidence-based and Best Practices** that are innovative and proven therapies to help children, teens and their families learn new ways of thinking, develop positive relationships and realize a better life:

- | **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 to 18 and their parents learn new skills to help process significant traumatic life events.
- | **Parent-Child Interaction Therapy (PCIT)** 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.
- | **Disruptive Behavior Disorder Treatment** teaches children and teens with ADHD, ODD or Conduct Disorder how to control and express feelings in healthy ways as well as trains parents.
- | **Motivational Interviewing** elicits behavior change by helping children, teens and parents to explore what motivates them to make positive changes in their lives.
- | **DBT-informed Care** aims to help people examine those behaviors and emotions that have a negative impact on their lives and make a conscious effort to bring about positive changes.
- | **Experiential Learning and Treatment** helps out-of-vision material come to the surface where it can be worked through and seen in a new light. At Ryther, its unique ability to give voice to hidden feelings manifests on our Challenge Course and rock climbing wall as well as through canine therapy, therapeutic horseback riding, hiking and ski adventures.

## Ryther's Family of Supporters

Ryther is honored to work with such faithful, caring League members and volunteers. We are continually impressed and encouraged by your dedication to the children and their families. Through your time and devotion, you help the children of Ryther become healthier and their families stronger.

### The Ryther League

As the League enters its 75th year of service and support of Ryther, direct service to the children and teenagers has become more prevalent. While it was a rarity for League members to interact with clients even five years ago, League members now provide haircuts, regularly scheduled art activities and unforgettable experiences such as the Pool Extravaganza and Bingo. League fundraising events continue to raise critical funds for Ryther as well as enriching summer activities, clothing and shoes. The League has embarked on a two-year strategic planning process realizing that its future depends on changing to meet the needs and wants of younger members. Traditions like the Holiday Store, warm quilts, home-baked cookies and birthday cakes will always be a part of the League's legacy that shows through actions that they care for the children.

### Thank you, 2010 Volunteers!

We recognize that the volunteers who work with Ryther children and teens are heroic. Connecting can be a slow process, but they go above and beyond to help build healthy relationships. To all of our volunteers, please know that you've brought a sense of belonging to our children, tranquility to our teens and beauty to their surroundings. Many thanks to the organizations that improved our campus: AmeriCorps, UW Beta Theta Pi Fraternity, Microsoft, Rebuilding Together Seattle, Starbucks Coffee Company, UPS, Wabash College, Windermere Real Estate Services and Women's Philanthropic Investment Group (WPIG). In all, there were 435 volunteers in 2010, contributing a combined total of 2,680 hours. We would like to acknowledge our best buddy, cottage and special activities volunteers listed below:



*Over 60 Rebuilding Together Seattle volunteers gave the campus a makeover in April by renovating gardens, building a fence, installing new lighting and much more.*

|                                       |                           |                         |                            |                       |                       |
|---------------------------------------|---------------------------|-------------------------|----------------------------|-----------------------|-----------------------|
| Kitty Aggen                           | Allan Crouch              | Kathryn Gilmore & Fargo | Shirley Leckman            | Edna Oberman          | Joseph Tartakoff      |
| ASWA Seattle Chapter #9               | Virginia Crynes           | Katie Gray              | Trista Ledford             | Jessica Parker        | Temple Beth Am        |
| Nitsa Barash                          | Laurie Daiger             | Meaghan & Ron Gross     | Andrea Leon                | Virginia Rankin       | Lynn Thomas           |
| Laurie Barclay                        | Kris Delaney              | Virginia Hassinger      | Teresa Lin                 | Carrie Read           | Moses Tovar           |
| Derrick Bates                         | Andrew Doggett            | Robert Hindman          | Chau Luu                   | Cindy Richmond        | Sarah Valdez          |
| Sharon Beals                          | Jody Dorow                | Truc Hoang Le           | George Mack                | Bruce & Candace Sagor | Nandita Vishwanath    |
| Lisa Bloch & Zodiak                   | Patricia Ericson          | Beth Huppin             | Donna & Mike Mahoney       | Sarah Scott           | Lindsey Walker        |
| Marlen Boivin                         | Kate Estefani             | Ken Kassover            | Julie Margulies            | Amy Sexton            | Nancy Werlinger       |
| Penny & Richard Borish                | Jared Eyer                | Savannah Klunder        | Teri Matz                  | Korri Shimizu         | Kaitlyn White         |
| Lindsey Bowyer                        | Judy Fihn & Nariko        | Knights of Columbus     | Candi McHugo               | Lyudmila Sidor        | Jeanne Whitlow & Rudy |
| Arthur Butler                         | Abigail Fowler            | Victoria Kohan          | Jo Merrick                 | Liz Smith             | Breanna Wilkins       |
| Colleen Calkins                       | Syd France                | Kathryn Korch           | Christine Meyers           | Erik Steinfeld        | Laurie Workman        |
| Amanda Cappelletti                    | Alison Freeberg           | Hans Lambert            | Carrie Montag              | Robert Strauss        | WPIG                  |
| Amber Carlson                         | Arthur J. Gallagher & Co. | Chris Lane              | Steffanie & Colter Mott    | Sarah Stuteville      | Anteus Wright         |
| Doug Cassidy                          | Susana Garcia             | Raymond Lau             | Muckleshoot Drumming Group | Brandon Tanaka        |                       |
| Sharon Colvin, Chilly, Blaze & Sizzle | Suzanne Garside           | Daney LaVigne           |                            | Fritz Tarrach         |                       |

### In Memoriam

|                       |                    |                     |                       |                        |                     |
|-----------------------|--------------------|---------------------|-----------------------|------------------------|---------------------|
| Stuart Adams          | Walter Daggatt     | Betty Jacobsen      | Michael Moline        | Sally Roselli          | Helen Van Hollebeke |
| Phyllis Alexander     | Thelma Gray Davis  | Audrey Keil         | Mary Ann Mowrer       | Brett Ross             | Stella Vchulek      |
| Marion Baer           | Alberta Fjeseth    | Ralph & James Kraft | Bud Naseth            | Patricia Phelps Savage | Jim Wachter         |
| Marilynn Barrett      | Mary Dott Gress    | Michael Krieger     | Eunice Nichols        | Betty Simpson          | Donald K. Weaver    |
| Jason & Melanie Biehl | Margaret Hillinger | Gary C. Lange       | John Ormiston         | Harold William Smith   | Joe Wilson          |
| Marion Brooks         | Frances Hilton     | Robert Lemman       | Margaret Pease        | Betty Strandberg       |                     |
| Charles Burkland      | Adam House         | Shirley T. Lincoln  | Russell H. Peterson   | Helen Strauss          |                     |
| Martha Church         | Robert W. Hutton   | Katy Macpherson     | Fernande Raymond      | Ilene Taylor           |                     |
| Martin Curtis         | Shirley M. Jacobs  | Eileen Martin       | Rev. Louis Rodakowski | Paulla Upjohn          |                     |

## Thank you to our generous 125th Anniversary Luncheon Sponsors and supporters!

Many thanks to Keynote Speaker Diane Irvine, CEO of Blue Nile, and Mistress of Ceremonies Jean Enersen, King 5 TV News Anchor. Over \$155,000 was raised to support Ryther children and their families.



Jacque & Michael Casey



Microsoft



Advisory Services & Investments, LLC

Blue Nile

The Boeing Company

BOMA

(Building Owners & Managers Assn of Seattle King County)

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Starbucks Coffee Company

Sterling Savings Bank

Eric & Alissa Tanaka

UPS

Vine Dahlen PLLC

Washington Trust Bank

Thank you to all who supported Ryther in 2010 through workplace or personal contributions as well as through in-kind donations. You are invaluable in helping us nurture healthier children and stronger families.

2010 Ryther Organizations

Albertsons Community Partner Program  
 American Express Match Program  
 American Express PAC Match  
 Anne Anderson Designs  
 The Anderson Foundation  
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 ASWA Seattle Chapter #9  
 AT&T United Way Employee Campaign  
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 Ballard Elks Lodge #827  
 Ballard Kiwanis Club  
 Bank of America Foundation  
 Bank of America United Way Campaign  
 Bishop Fleet Foundation  
 Botanical Designs  
 Bottler Charitable Trust  
 Buffalo Exchange  
 Capital Industries  
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 The Cobb Foundation  
 Coleman Cable, Inc.  
 Cooper Levy Charitable Trust  
 Crane Family Foundation  
 Crowley Maritime Corporation  
 D.A. Davidson & Co.  
 Danica Children's Foundation

Ehrlich-Donnan Foundation  
 Ellis Family Foundation  
 Employees Community Fund of Boeing  
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 The Foster Foundation  
 Frost Properties  
 General Mills Box Tops for Education  
 Gesner-Johnson Foundation  
 Gibson Consulting, LLC  
 Thomas V. Giddens Jr. Foundation  
 Giving Express Online  
 Google Employees  
 Guys Night Out  
 Harbor Island Machine Works  
 E.B. Horsman & Son  
 King County Employees  
 King County Library Employees  
 Jean K. Lafromboise Foundation  
 Lake City Emblem Club #189  
 Lidia's Polish Pottery Inc.  
 Lucky Seven Foundation  
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 Marsh USA, Inc.  
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 Joseph McKinstry Construction Co.

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 Mersen USA Newburyport-MA, LLC  
 Microsoft Matching Gifts Program  
 Milliman, Inc.  
 Mockingbird Society  
 Mortenson Construction  
 Murdock Charitable Trust  
 My Divine Chocolates  
 National Assoc. of Letter Carriers, Branch 79  
 Nintendo of America, Inc.  
 Northwest Children's Fund  
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 Pinkerton Foundation  
 The Polyclinic  
 Presbyterian Foundation  
 Prime Electric  
 Rainier Investment Management, Inc.  
 Real Networks Foundation  
 The Reynolds Company  
 Rotary Club of Alderwood Terrace  
 Ryan, Swanson & Cleveland, PLLC  
 Ryther League  
 The Seattle Foundation

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 Seattle PrintWorks, Inc.  
 Seattle Radiologists  
 Solid Ground Washington  
 Solus, Inc.  
 Sou'Wester Unit  
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 United Way of King County  
 United Way of Snohomish County  
 Unum Insurance Company  
 Vanguard Marine PLLC  
 The Walmart Foundation  
 Washington Dental Service  
 Washington State Employees Combined Fund  
 Washington Women's Foundation  
 Wells Fargo Community Support  
 Western National Insurance Company  
 Weyerhaeuser Family Foundation  
 Windermere Foundation  
 Wockner Foundation  
 WPIG  
 The Marcia Paulsell Zech Foundation



|   |                                     |  |                                     |                                  |                                      |
|---|-------------------------------------|--|-------------------------------------|----------------------------------|--------------------------------------|
| Shauna & Paul Acker                     | Covington Quilters Guild            | Jim Greenfield                           | Rachel & Brian Lowinger             | Kim Prestbo                      | Liz Smith                            |
| American Seafoods Group                 | Krista Crosson                      | Susan Griffith                           | Barbara Lumsden                     | Puget Sound Energy, Inc.         | Solutions IQ                         |
| Karen & Rick Anderson                   | Brian & Virginia Crynes             | Lily Grobman                             | Lutheran Community Services         | Puratos Bakery Supply            | Joan & William Springer              |
| Anonymous                               | Curves                              | David & Irma Gross                       | MacDonald-Miller Facility Solutions | Karl & Michelle Quackenbush      | Starbucks Coffee Company             |
| Artist & Craftsman Supply               | Anne & Greg Davis                   | Meaghan & Ronald Gross                   | Maurine MacHugh                     | Barbara Quenga                   | Stevens Pass Ski Resort              |
| ASWA Seattle Chapter #9                 | Elizabeth Davis                     | Jerry, Quinn & Carter Gunderson          | Mike Magee                          | The Rabourn Company              | Herbe & Jean Stocker                 |
| AT&T                                    | Rachel Dawley                       | Bob & Marion Guyer                       | Maple Leaf Lutheran Church          | Eleanor Raleigh*                 | Julie Stocker                        |
| Peggy Avart                             | Dave DeCordoba                      | Mary & George Hammericksen               | Maple Valley Blanketeers            | Annie Rambaud                    | Jenny Stotsenberg                    |
| Aviation Capital                        | Donna Deklerk                       | Cynthia Handley                          | Reald & Kujtim Markokaj             | Tim Randall                      | Briony Stow & Derek Anderson         |
| Jo Ann Bardeen                          | Sharon DeLaFleure                   | Sandra Hanower                           | George Marx                         | Rebuilding Together Seattle      | Julie Stromberg                      |
| Derrick Bates                           | Mona Delgado                        | Virginia Hassinger                       | Mattei Insurance Services, Inc.     | Redmond Athletic Club            | Anne & Lester Sullivan               |
| Majorie Batey                           | Sharon Demers                       | Jeff Hefflinger                          | Merrily Matthews                    | Rena Ware International          | Elizabeth Sutherland                 |
| Rich & Kathy Becker                     | Lorraine Desrochers                 | Jennifer Heintz                          | Teri Matz                           | Lois & William Rex               | Elizabeth Swanson                    |
| Nicola Beeson                           | Dickens Carolers                    | Truc Hoang Le                            | Polly McCarthy                      | Linda Richards                   | Taproot Foundation                   |
| Bellevue Arts Museum                    | Chris Dickinson                     | Vickie Holaday                           | Rebecca C. McGoodwin                | Debra Rifkin                     | Bryce Taylor                         |
| Bellevue Firefighters Comm. Support Fdn | Donna Didierer                      | Rosalie Holcomb                          | Mercer                              | Marisa Rollolazo                 | Traci Terry                          |
| Belltown Grange                         | Jeff DiJulio                        | Karin Holden                             | Mollie & Michael Merkley            | David Rothmiller & L.D. Thompson | Donovan Tracy                        |
| Benaroya Companies                      | Domino's Pizza                      | Ying Huang                               | Christine Meyers                    | <b>Ryther League</b>             | William & Joy Tremper                |
| Jessie Bendschneider                    | Al & Jody Dorow                     | International Pacific Halibut Commission | Leslie Meyers                       | Admiral Unit                     | Christine Tritt                      |
| Nancy Benner                            | Kay Dowd                            | Intiman Theatre                          | Peter Michaels                      | Beta Theta Pi Unit               | University of Wash. Medical Center   |
| Robin & William Bennett                 | Dragonfly Footbags                  | Susan James                              | Microsoft Corporation               | Blue Ridge Unit                  | UPS                                  |
| Bonnie & Robert Berg                    | Nicole Dresser                      | Bonnie Jardine                           | Martha Mikeal                       | Calico Unit                      | Upstart, LLC                         |
| Therese Berg                            | Eastside Kyokushin                  | Fran Johnson                             | Barbara Miller                      | Campus Unit                      | US General Accounting Office         |
| Rachele Berger                          | Eastside Pediatric Dental Group     | Mary & Eric Johnson                      | Lottie & Tyler Miller               | Cosmopolitan Unit                | Carol Valdrighi                      |
| Leah Bernstein                          | Edge Personal Training              | Tom Johnson                              | Carrie Montag                       | Crabapple Unit                   | Deborah Valentine                    |
| Neil Berry                              | Edmonds Church of God               | JP Morgan Chase & Co.                    | Moving Comfort                      | Daphne Unit                      | Vicki VanFleet                       |
| Beta Theta Pi Fraternity                | Edmonds Woodway High School         | Juanita Santas                           | Moyer Foundation                    | Fircrest Unit                    | Todd & Donna Veenhuizen              |
| Jean Blakley                            | The Electric Boat Company           | Pat Kafer                                | Kate Mulligan                       | Forest Drive Unit                | Beth Velling                         |
| Blue Nile                               | The Emblem Club                     | Ken Kaplan                               | David Munger                        | Mardi Unit                       | Donna Verretto                       |
| Bodies...The Exhibition                 | Patricia Ericson                    | Ken & Phillipa Kasover                   | Peg & James Murray                  | McGilvra Unit                    | Linda VerValin                       |
| Marlen Boivin                           | Gail Eshom                          | Pranav Kedia                             | Museum of Glass                     | Metropolitan Unit                | Vine Dahlen PLLC                     |
| BOMA                                    | Esterline Control Systems Korry     | Katherine Kehrl                          | Museum of History & Industry        | Moonlighting Unit                | Virginia Mason Medical Center        |
| Book-It Repertory Theatre               | UW Evans School of Public Affairs   | Stacie Lynn Kentop                       | Mary Nelson                         | New Wave Unit                    | Ben Wahl                             |
| Borders                                 | Megan Evernden                      | William & Barbara Kilborn                | New York Cupcakes                   | Noel Unit                        | Sharon Walton                        |
| Karen Bowe                              | Paul Fahey Jr.                      | Andrew & Cindy Kim                       | NFL Alumni                          | Off Campus Unit                  | The Warm & Natural Company           |
| Elizabeth & Kayla Braverman             | Paul Fahey Sr.                      | Helen Kim                                | Eileen Nicholson                    | Quartermaster Unit               | Washington Dental Service            |
| Kelly Buelsing                          | Tanya Farmer                        | Margaret Kineke                          | Margie Nicosia                      | Roosevelt Unit                   | Washington Energy Services           |
| Matthew Bullister                       | Jamie Federighi                     | Knights of Columbus                      | Kristi Nipert                       | Sips & Shoes Unit                | Washington State Employment Security |
| Joan Burkland                           | William Finch                       | Diana Koala                              | Anita Nishikawa                     | Sou'Wester Unit                  | Marianne Webber                      |
| Scott Burns                             | Katie Finley                        | Shuichi Koga                             | Nordstrom Downtown Concierge        | Sunrise Unit                     | Paul Webber                          |
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