Healthy Children. Stronger Families.

2011 Year in Review

Ryther
A Better Life

A Tough Beginning
Even at six years old, “Gavin” still wasn’t able to speak well enough to say what he needed. Due to his behaviors, he spent time in a string of foster homes after years of neglect—his biological mother never really spoke to him and frequently left him alone. When asked about life before Ryther, Gavin said, “I’d probably be in the streets just asking for money or food. I moved a lot, like 24/7. I’ve probably moved more than anybody else in the world. When I went to Ryther I didn’t even know what lunch was…because I never ate lunch before.” At six, Gavin came to one of Ryther’s Sub-Acute Residential Treatment cottages. His impulsivity, low self-esteem and anxiety, combined with his speech delay, were preventing Gavin from succeeding in any regular home setting, let alone in school.

Progress at Ryther
Ryther staff developed a treatment plan for Gavin to help him overcome his complex challenges, including speech therapy. Initially, Ryther gave Gavin the structure, stability and feeling of safety that he needed in order to heal and learn. After Gavin trusted that he would have a predictable schedule, warm meals and security at night, his behaviors began to stabilize. Ryther taught him coping skills to help calm and prompt him to think before acting. Eventually, he recognized his feelings and made good decisions on his own.

The Love of a Family
After eight months, Gavin left Ryther’s cottage, and his adoptive mom, “Meredith,” eagerly began to build a life with him. Meredith also felt a calling to help more children and became a Ryther Hub Home Therapeutic Foster Parent, providing respite and a community for Ryther’s constellation of foster homes. Meredith said that “reading about [Gavin’s] biological mother who had been in foster care since she was seven made me realize we need to break the cycle for so many kids.” Today, Meredith and Gavin are a family. “I’m just so excited to see where he’s going to go as he grows,” Meredith said. “Ryther gave Gavin confidence and the ability to trust people. He definitely sees a future for himself.”

Ten-year-old Gavin happily vocalizes: “Ryther is the most awesome place you can go if you need caring because they always listen and they always help you.”

2011 Ryther Board of Trustees

Officers
President: David Herr
Vice President: Eric Tanaka
Treasurer: Dean Filiflet
Secretary: Karl Quackenbush

Trustees
Daniel Brown
Sally Campbell
Jacque Casey
Lynn Fisher
Sabrina Friend
Felicia C. Guity
Suzanne Lane
Jerry Martin
Mike Rehder
Sharon Setzler
Aaron Snyder
Caleen Spratt
David Whitman
Sylvia Wilks
Lawrence Zommick

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

Overlapping fiscal years of Ryther and its funders often means that important events in one year are more significant in another or subsequent year. In 2010, Ryther spent considerable time and energy in trying to determine its course in the context of an ultimately failed effort in Olympia to restructure child welfare. In the closing days of 2010, it became clear Ryther should not become a “lead agency.”

In the manner of a perfect storm, the State also passed severe reimbursement rate cuts to already inadequate rates to Ryther and others while the demand for those services either remained constant or increased. Ryther had to act quickly which meant restructuring and re-sizing the administration and management of the organization while initiating efforts to generate new revenues.

By September, Ryther still had a deficit to contend with, but the progress being made was unmistakable. Service revenues from private payment sources were increasing at an encouraging rate as marketing and communications efforts began to pay off.

The goal of supporting the charitable mission with self-sustaining service revenues from the private sector has begun to look more and more achievable. While there is some distance to go yet, Ryther is on its way. These advances were achieved while continuing to focus on Ryther’s core competencies and charitable purpose without sacrificing quality or integrity.

We are grateful to all of you who steadfastly supported Ryther through these trying times.

Lee Grogg
Executive Director/CEO

I am so excited about the direction that Ryther is taking into our future. Even as we fight through the uncertainties of the State budget and changes in the child welfare community, Ryther remains steadfast. As we forge ahead we’re continually reaffirming our commitment to and indeed our obligation to serve the most vulnerable children and families in our community. Ryther is renewing itself in exciting ways by broadening our program offerings to utilize the skills and abilities of our incredible staff and serve more children and families in need. We will accomplish our goals because of the support and dedication of our amazing Ryther League and the many volunteers and generous supporting individuals and companies. On behalf of the Board of Trustees I thank our amazing community of support and generous sponsors who believe in our mission and indeed are a part of us as we bring hope to so many who depend on us.

David Herr
President of the 2011 Ryther Board of Trustees
2011 Highlights

- L. Elina Durchman, M.D. joined Ryther to expand availability of quality child and adolescent psychiatry in our community.

- Autism Assessments and Diagnostics were added to Ryther’s array of behavioral services to meet the growing need for Autism Spectrum Disorder testing and evaluations for children, teens and young adults.

- Telepsychiatry services, developed in alliance with Access Psychiatry Solutions, offers psychiatry for clients outside the Puget Sound region.

- Kids in Motion movement classes were launched to provide a fun, physically active, pro-social group for children ages 8 to 12 with ADHD, shyness or who need help building social skills.

- Sub-Acute Residential Treatment diversified its clientele to include children needing psychiatric hospital diversion and short-term stabilization.

- 18,000 Walmart associates in Washington state awarded the Associate Choice grant to Ryther with a $100,000 donation to the Sub-Acute Residential Treatment program.

- Developed strategic partnerships with Northwest Physicians Network and Pacific Medical Centers as well as secured direct contract with King County for outpatient mental health services.

- Therapy services for children and their families expanded with our new Bellevue office location.

- Educational component in Cottage B inpatient substance abuse program for teen boys expanded to include the ability to obtain needed school credits as well as individualized academic guidance and placement to succeed after treatment.

- Taproot Foundation completed its second professional branding grant to update Ryther’s logo, graphics, name change to Ryther and develop our new tagline: Healthy Children. Stronger Families.

- Ryther launched its new website and established increased web presence with the “Ryther Voice” blog and Facebook, Twitter, LinkedIn and YouTube tools.

- The Gary C. Lange Fund for Education and Care Advancement awarded $4,000 to extend Cognitive Behavioral Therapy certification for Ryther staff in partnership with Harborview Medical Center.

- 40 Microsoft volunteers lent a green thumb to Ryther on United Way of King County’s Day of Caring as they weeded, scaled back blackberry bushes, painted, spread bark and washed vans leaving our 10-acre campus looking great!
2011 Financial Summary

Public Support & Revenues

- 17% Donations, Ryther League, Bequests & Endowment Income ............ $1,419,246
- 7% United Way of King County & Other United Way ......................... $614,711
- 12% Program Service Fees ................................................................. $978,360
- 7% Investment Income & Others ....................................................... $472,366
- 57% Government Grants & Contracts .............................................. $4,725,987

Total Public Support & Revenues ......................................................... $8,210,670

Expenditures

- 42% Sub-Acute Residential Treatment ............................................ $3,401,233
- 11% Substance Abuse Inpatient Program ........................................ $915,389
- 8% Therapeutic Family & Foster Care ............................................. $633,700
- 7% Outpatient Services ................................................................. $595,825
- 1% Group Care Enhancement ......................................................... $100,879
- 4% Aspiring Youth ................................................................. $316,352
- 1% Collaborative Coaching ........................................................... $102,335
- 21% Management & General ......................................................... $1,757,819
- 5% Fundraising ................................................................. $376,928

Total Expenditures ........................................................................... $8,200,460

Children & Families Served

Programs................................................................................ Clients Served

Sub-Acute Residential Treatment...................................................... 85
Substance Abuse Inpatient Program .............................................. 117
Therapeutic Family & Foster Care .................................................. 41
Outpatient Services ........................................................................ 657
- Mental Health Treatment ......................................................... 512
- Substance Abuse Treatment ...................................................... 116
  - Ryther Co-Occurring Program ............................................ 29
Group Care Enhancement ............................................................. 798
Aspiring Youth ........................................................................... 337
Collaborative Coaching ................................................................. 27

The 2011 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.
Solutions for a Better Life

Ryther delivers effective and compassionate treatment for children, teens and their families facing a complex behavioral, emotional, neurological or substance abuse challenge. Our innovative, caring staff consists of a team of 170 including psychiatrists, psychologists, master’s level therapists and chemical dependency professionals. Ryther also hosts up to 22 bachelor’s, master’s, practicum and post-doctoral 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 6-13 with emotional, behavioral and mental health problems due to abuse (physical and sexual), neglect or trauma
- **Therapeutic Family Care Program** providing therapeutic foster care and in-home support
- **Mental Health Outpatient Treatment** for children ages 2-21 and their families, including psychiatry, psychological evaluations and autism assessments
- **Substance Abuse Inpatient Program** for male teens ages 13-17 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 Assessments and Level I Outpatient Treatment** for adolescents
- **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
- **Kids in Motion** therapeutic, experiential movement groups for children ages 8-12 with ADHD, shyness or who need help with social skills
- **Collaborative Coaching** for teens and their parents, providing early intervention and coaching
- **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 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.
The Ryther Family

The Ryther League

In 2011, the Ryther League’s Steering Committee completed their strategic planning process after one year of study that included exercises in visualization and reflection about its future. To that end, Central meetings were reduced in number while opportunities to engage with the children and teens were strengthened. On campus art sessions, bingo, magic shows and haircuts provided by League units gave kids opportunities to smile while off campus pool parties were a special treat. Birthday cakes, cookies, Easter baskets, quilts and the Marion Baer Holiday Store showed children at Ryther how adults in the community can and do care about their well-being. The League’s ongoing dedication and strong financial support through many worthwhile and enjoyable events and projects helped support the mission of Ryther. We thank the League for all their hard work and commitment.

Thank you, 2011 Volunteers!

Ryther volunteers make all the difference by connecting with our children and teens and bringing beauty to their surroundings. Many thanks to the organizations that improved our campus: UW’s Beta Theta Pi fraternity, Convergint Technologies, Hess Corporation, JE Dunn, Microsoft, Milliman, University Presbyterian Church and Windermere Real Estate Services. In all, there were 638 volunteers in 2011, contributing a combined total of 4,627 hours. We would like to acknowledge those volunteers who spent time with the children and teens, as well as those who helped with special projects:

Charlie Ainslie
Nitsa Barash
Derrick Bates
Laura Bayley
Sharon Beals
Colleen Calkins
Penny & Richard Borish
Lisa Bloch & Zodiak
Mary Dott Gress
Dave Forman
Susan Garcia
Kathryn Gilmore & Fargo
Doug Cassidy
Meaghan Gross
Amanda Cappelletti
Sharon Colvin, Chilly, Blaze & Sizzle
Adam Davis
Jody Dorow
Dagny Elickson
Judy Fihn, Nariko & Wags
Syd France
Alison Freeberg
Susa Garcia
Kathryn Gilmore & Fargo
David Glass
Gordy Graybeal
David Griffiths
Meaghan Gross
Virginia Hassinger
Elizabeth Hernandez
Jaclyn Hess
Amanda Hiebert
Robert Hindman
Truc Hoang Le
Beth Huppin
Kalleen & Mahayla Ignacio
Sonia Ivancic
Savannah Kluender
Knights of Columbus
Katie Kronlund
Barbara Kuznetz & Zoe
Hans Lambert
Shirley Leckman
Arielle Lever
Teresa Lin
Chau Luu
Donna & Mike Mahoney
Julie Margulies
Teri Matz
Carrie Montag
Moonpaper Tent
Stefanie & Colter Mott
Muckleshoot Drumming Group
Megan Neitzel
Wilder Nutting-Heath
Edna Oberman
Juan Carlos Ocampo
Charlotte Pan
Jessica Parker
Helen Parson
Antonia Perez
Jessica Pickett
Megan Pribble
Virginia Rankin
William Reeder
Nicholas Ringborg
Bhakti Sa
Bruce & Candace Sagor
Sanctuary Church
Sarah Scott
Amy Sexton
Lyudmila Sidor
Monika Singhal
Erik Steinfeld
Katie Stephens
Craig Sternagel
Robert Strauss
John Streifow
Rita Swanson
Brandon Tanaka
Fritz Tarrach
Joseph Tartakoff
Marc Taylor
Marcela Taylor
Temple Beth Am
Lynn Thomas
Alison Tillmann
Amber Trout
Robert Upham
Christa Vardaro
Nani Vishwanath
Lindsey Walker
Beelyn Weldearregay
Nancy Werlinger
Aaron Wertheimer
Tracey Whalen
Kathlyn White
Jeanne Whitlow & Rudy
Beline Wolde
Jody Woodruff & Bentley
Laurie Workman
Anteus Wright
Catherine Zetterwall

In Memoriam

Gifts made to Ryther in memory of:

Betty Allen
Marion Baer
John (Jack) Bartley
Laura Baugh
Deloris A. Berg
Mona Biddle
Grant D. Brown
Irma Chamberlain
Dorothy Christianson
Norma Corbett
Olga Crane
Thelma Gray Davis
Greg Dolan
Melvin Durgan
Dave Forman
Mary Dott Gress
Marge & Laird Hall
Richard Hartwell
Barbara E. Hoffman
Kenneth Hunt
Ernie Ingram
Shirley Jacobs
Mayedelle Jefford
Harry Johnson
Barbara Kilborn
Jean K. Lafromboise
Shirley T. Lincoln
Selma Lucke
Paula MacGeorge
Frederick Merritt
Michael Merritt
Michael Moline
Greta Noffsinger
Beryl Nolan
Keith Patrick
Dorothy Peterson
Russell Peterson
Stan Polliam
Marilyn K. Rall
Bill Scott
Ed Simons
Betty Simpson
Willard Thor Skartvedt
Harold W. (Bill) Smith
Vernon A. Sorensen
Esther Steele
Irene Taylor
Lynn Thompson
Helen Van Holibeke
Ginny Wilcox
Helen Wilhoit
Joe Wilson

Thanks to the League, Ryther children and teens can “buy” gifts during the holidays for those most important to them at the Marion Baer Holiday Store.
Thank you to all who supported Ryther in 2011 through workplace or personal contributions as well as through in-kind donations. You have given children and families the chance for a better life.
The 5th Avenue Theatre
Abatix
Admiral Nails
Advisory Services & Investments, LLC
Charlie Ansie
Air Plant Supply Co.
Maria Alberto
Marsha Alligire
American Seafoods Group
Anonymous
Architecture for Humanity
Astro Jump of Seattle
AT&T
Aviation Capital Group
Ballard Kiwanis Club
Leimoni Barer
Carol Bartlett
Derrick Bates
Beadmask
Bellevue Arts Museum
Bellevue Firefighters Community Support Foundation
Belltown Grange
The Benaroya Company
Jessie Bendschneider
Bonnie & Robert Berg
Leah Bernstein
Bespoken Jewelry Design
Bethany Christian Services
Bill Spedel Enterprises, Inc.
Barbara Bishop Sand
Jean Blakley
BNBuilders, Inc.
BOMA
Book-It Repertory Theatre
Borders
Donald & Debra Born
Bothell Home Health
Jacqueline Bowles
Elizabeth & Kayla Braverman
Broadway Across America
Bonnie Brooks
LeAnne Brown
Brutemus & Friends
Joan Burkland
Kristi Butler
California Closets
Colleen & R.B. Calkins
Robert Campbell
Amber Carlson
Ruth Carlson
Doug Cassidy
Marie Cavanagh
Diane Charouhas
Cheesecake Factory
Debbie Christensen
City People’s Garden Store
City Year
Denise Clark
Shirley & Robert Conrad
Convergent Technologies
Corporate Cuts Mobile Hair Salon
Covington Quilters Guild
Curves
Anne & Greg Davis
Elizabeth Davis
Mona Delgado
Anna Deliganis & George Webb
Delta Kappa Gamma Teacher Org.
Sharon Demers
Lorraine Desrochers
Tim & Lisa Diller
Bill & Amy Dock
Domino’s Pizza
Kay Dowd
Tanja Draper
Edge Asset Management
Edge Personal Training
Danelle Edie
Edmonds Church of God
EMP Museum
Jeff Engle
Alexandra Enstad
Essential Aesthetics
Esterline Control Systems Korry
UN Evans School of Public Affairs
Wes Ewart
Fauntleroy Church
Feld Entertainment
Lynn & Jim Fisher
Dorrie & Bill Ford
Elizabeth Friedland
Julian Friend
Sabrina & Bill Friend
Barbara & Ed Fruehling
Christine Gallagher
Dorothy & Thomas Gamble
Susana Garcia
Jennifer Gardner
Chris Gaul
Lucy Gedney
Pat Gedney
US General Accounting Office
Gilead Sciences
Girl Scouts of Western Washington
Gujo Karate Center
Marcos Goldstein
Garry Golightly
Susan Griffith
Shana Hageman
Half Price Books
Cynthia Handley
Sandra & Dave Hanover
Hart Crowser, Inc.
Harley & Marks Publishers, Inc.
Dave & Barbara Herr
Hess Corporation
Kim Hickman
Barbara Hill
Truc Hoang Le
Rosalie Holcomb
Karin Holden
Don Holtzinger
Horace Mann Elementary
Jennifer Horner
Tova & Ken Hornung
Carly Hoshford-Israel
Leah House
Diana Huling
International Pacific Halibut Commission
Carmen Jacobs
JE Dunn Construction
Jennifer Davis Pottery
Stephanie Jewel
Holly Johnson
Joy Johnson
Glenda & Jens Jorgensen
Juanita Santas
Ken Kaplan
Ellie & Robert Karrer
Leslie Keeney
Amanda Kienholts & Family
Katherine Kehrl
Jim Kerr
Barbara* & William Kilborn
Cindy Kim
Matt Knnannelin
Knights of Columbus
Judy Koester
Harry Kotkins
Bruce Kroon
Linda Kurij
Ladies Acquiring Financial Security
Lake City Emblem Club #189
Chris Lane
Marilyn Largy
Dwn Anne Lean
The Learning & Language Clinic
Jane & Brian Leonard
Robin Leppa
Love Art Works
Lucy Activeswear
Barbara Lumsden
Chau Luu
Lydig Construction, Inc.
MacDonald-Miller Facility Solutions
Maurine MacHugh
Manitou Art Center
Manzanita Kids
Maple Leaf Lutheran Church
Maple Valley Blanketeers
Ed Marcil
Donna Martina
Mattel Insurance Services, Inc.
Terti Matz
Jennifer McCormack
Dianna McCoy
Thom McGuire
Mercer
Mollie & Michael Merkley
Microsoft Corporation
David Miller
Carrie Montag
Museum of Glass
My Kid’s Closet
David Nagel
Nathan Hale High School
Mary Nelson
 Pam Newborn
Wendy Newman
Nicopaper Goods
NW Low Voltage & Security
Eileen O’Quin
Kim Osipina
Our Lady of the Lake Brownie Troop #42817
Our Lady of the Lake Parish
Robert Paime
Pat & George Palagi
Julie Paul
Susan M. Payne
Tim Pearson
Kathleen Peterson
Piecora’s Pizza & Pasta
Point Defiance Zoo & Aquarium
Premera Blue Cross
Warren Price
Karl & Michelle Quackenbush
Barbara Quenga
Quest Church
The Rabourn Company
John* & Carol Radovich
Allison Raduziner
Yayapa Ranasaposa
Redmond Athletic Club
REI Southcenter-Tukwila
Rena Ware International
Renton-Auburn Emblem Club #185
Heather Richards
Katherine & Bernie Richards
Linda Richards
Mike Richards
Theresa Richards
Debora Rfitkin
Ryther League
Admiral Unit
Beta Theta Pi Unit
Blue Ridge Unit
Calico Unit
Cosmopolitan Unit
Crawapple Unit
Fircrest Unit
Forest Drive Unit
Mardi Unit
McGilvra Unit
Metropolitan Unit
Moonlighting Unit
New Wave Unit
Noel Unit
Off Campus Unit
Quartermaster Unit
Roosevelt Unit
Sips & Shoes Unit
Sou’Wester Unit
Sunrise Unit
Ana Santos
Shanti Schenker-Skye
Sarah Scott
Seattle Aquarium
Seattle Jewish Community School
Seattle Mariners
Seattle Police Dept Parking Enforcement
Seattle Radiologists
Seattle Seahawks & Sounders
Donna Seko & Chris Hutchins
Sharon Setzler
Ameet Sherer
Molly Shutes
Lyudmila Sidor
Joanne Silvernale
Todd Smith
Diane & John Snyder
Social Security Office Solutions IQ
Spence Photography
Sanae Stanley
Starbucks Coffee Company
Dina Stark
Sterling Savings Bank
Herbe & Jean Stocker
Julie Stocker
Judy Suhr
Matt Swallow
Taproot Foundation
Bryce Taylor
Marcela Taylor
Teze Salon
Anne Thoma
Thrivent Financial for Lutherans
T-Mobile
Troy Townsend
William & Joy Tremper
Trilogy for Kids
Christine Truitt
Mary Ann Trombold
U.S. Bancorp Equipment Finance
University of Washington
Medical Center
UPS
Carol Valdrighi
Vicki Van Fleet
Linda Van Hooser
Harv Vander Griend
Bobbie & Don Vchuilek
Daron Vchuilek & Melinda Wade
Vine Dahlen PLLC
Virginia Mason Medical Center
Jan Volk
Natalie Walker & Matt Kirstein
Sharon Walton
Washington Dental Service
Washington Holdings
Washington State Employment Security Dept
Washington Youth Soccer
Andrea Watson
Paul Webber
Wedgeood Elementary
Pat Weeks
Western National Insurance Company
Arthur & Mei Whitham
Evelyn Andrews Wiesinger
Seira & Jeff Wilson
Windermere Real Estate Services
Siu Mei Wong
Woodland Park Zoo
Jody Woodruff
Z Knits
Gary Zak
Zeek’s Pizza
Catherine Zetterwall
*deceased