

Leaders in Giving



2004 Annual Report



United Way
of Snohomish County

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At United Way, we envision a Snohomish County where...

- Our children are entering school ready to learn, with the chance to reach their full potential.
- Families are able to afford the basic essentials of housing, food and health care.
- Our neighbors and communities are connected, engaged and supported.

We're working to create positive changes that last, with results you can measure. We're working to find solutions to the root causes of social issues.

This is community impact work, and it requires identifying priorities, agreeing on how problems will be solved, and investing in a strategic and purposeful way for solutions. It requires bringing together the resources of businesses, nonprofits, government, the schools, labor—and you.

Our annual report describes some of the many ways we are working with donors, volunteers and partners to build and shape the community we all want. It is also a token of appreciation for those individuals who lead the way with a contribution of \$500 or more.

Countless stories illustrate how your investment impacts our community every day. Thanks to you, a child is entering school ready to learn, an at-risk teen is graduating instead of dropping out, a struggling family is working and becoming self-sufficient, a senior citizen is able to live independently.

On behalf of our kids, our families and our whole community, thank you.

Please accept our deepest gratitude for your continued generous investment in what matters.


John Gustafson,
Chair of the Board of Directors


Carl J. Zepora,
President, United Way of Snohomish County



Our children's success is critical to our future. We are working to help children and youth reach their full potential.

- 26% of our population is under the age of 18.
- Statewide, teachers report that 43% of children entering school are not socially and emotionally ready to learn.
- Nearly 7% of youth ages 16-19 in our county are not in school, not working or not looking for work.

Fortunately, research shows that investing in quality childcare and early education has a high rate of return in terms of success in school, improved graduation rates, workforce readiness, and job productivity. County officials estimate that every \$1 invested in young children offers a return of \$11.

Success By 6™

In 2004, United Way's Success By 6 worked with six school districts, 13 childcare sites and parents to assess 1,300 children ages 2-5 and prepare them to start school ready to succeed. The result? More than a third of all children tested showed significant improvement in their ability to form attachments, control their behavior and take the initiative. Thanks in part to a grant from the George Kendall Foundation, Success By 6 will double in size this year to serve over 2,000 kids at 50 sites.

Your support helps kids enter school ready to learn, because every kid deserves a chance.

When Hunter, 3, first arrived at Our Saviour's Lutheran Childcare, he was aggressive, demanding, and needed a lot of attention. His mother, Leslie, worried that he was already being labeled a "difficult child." Success By 6 gave Hunter's mother and his teacher tools that are helping Hunter control his behavior. "He's happier and he's learning to cooperate," says Leslie.

"Success By 6 gives parents easy-to-understand suggestions. Our results show impressive growth in children's social and emotional health, and parents and staff are confident that children are prepared to be successful in school."

—Joe Varano, Program Manager for Snohomish County
Early Childhood Education Assistance Program

\$2.08
million
invested in kids

United Way invested \$2.08 million to support youth development, foster care, early childhood education and care, parent support, and substance abuse prevention and intervention to help children and youth succeed.



All families and individuals have the right to the basic needs of food, shelter and health care.

What would you do if you had to choose between buying groceries or paying the rent?

- Food banks reported 452,954 visits in 2004, an increase of 25% over the past six years.
- The hourly wage needed to afford a standard two-bedroom apartment in Snohomish County is \$16.04—32% of all families make less.
- We don't have enough shelter space for the homeless. Last year, 21,000 people were turned away—enough to fill the Everett Events Center arena three times.

The Letter Carriers Food Drive—the county's largest—gathered 375,000 pounds of food for 19 food banks. United Way sponsors this and similar community projects to help meet the immediate needs of families.

Public advocacy is one tool United Way is using to create sustainable community solutions. Our efforts to educate lawmakers and mobilize community support contributed to the passage of two key pieces of state legislation this year, adding \$20 million to the Housing Trust Fund for affordable housing and \$1 million for Individual Development Accounts statewide.

Individual Development Accounts

The IDA initiative is a collaborative effort that helps working, low-income families save to buy a home, start a business or get an education. This matched-savings program not only motivates families to save, it provides the financial skills and training they need to become self-sufficient and stay off public assistance.

"I had only pants, shoes and a T-shirt. Now I have a good job, my wife's working, we have a house. We were helped. I cannot forget this—ever."

—Jasmin Grebovic, Bosnian refugee, husband and father, panel technician at PLC, United Way IDA recipient

\$1.94
million
invested in families

United Way invested \$1.94 million to support housing, food, transportation, health care, and disaster relief services; develop job skills, and build economic independence.



We all benefit from vital neighborhoods, support systems and civic involvement.

- While our juvenile crime rate is decreasing, it is still higher than state and national averages.
- 9% of seniors live in poverty. Many also lack transportation, leaving them isolated.
- Calls to the community information line increased 21% last year. However, many residents still face barriers to accessing resources.

2-1-1

Faced with a bewildering number of agencies, people often don't know where to turn for help. Thanks to United Way and its partners, people will get connected more easily by calling the 2-1-1 telephone line to reach trained specialists who can refer them to the right source for help.

United Way's public advocacy efforts played a pivotal role in securing \$1 million in state funding to implement 2-1-1 in Washington state. Our local 2-1-1 call center is being created through a partnership between United Way of Snohomish County and Volunteers of America Western Washington.

The Volunteer Center

Mobilizing volunteers and strengthening nonprofit agencies are two effective means of improving our community. United Way's Volunteer Center does both.

- United Way provided on-going professional training to 127 nonprofit staff members on topics such as volunteer management, tax issues, risk management, and group project planning.
- Over 1,000 people completed 62 projects for United Way's Day of Caring, the largest, one-day volunteer event in the county.
- With 120 organizations listed and 53,660 hits annually, our online database is the best match-maker for those wanting to get involved. The number of new volunteers who connected through the site rose 78% this past year.

"At least 60% of our volunteers have found us on the United Way Volunteer Center web site and contact us through information listed there. This makes my job infinitely easier!"

—Wink Cushman, Volunteer Coordinator for Interfaith Association of Snohomish County

\$1.46
million

invested in the community

United Way invested \$1.46 million to decrease isolation, increase access to community resources, improve safety, reduce crime, and provide victim support.



It takes working together to effect change at the community level. More than 170 volunteers serve on United Way's Board of Directors, Vision Councils, advisory committees and community initiative collaborations. Volunteers represent a wide cross-section of the community, including businesses, organized labor, nonprofit agencies, government, and the faith community. We extend our appreciation and admiration to these partners for their remarkable contributions to Snohomish County.

Board of Directors

Continuing Board Members

Individual terms ending as noted.

Catherine Albert '07
Calypso Health Care

David Brock '07
The Boeing Company

Lisa Clarke '07
Advanced Digital
Information Corp.

Tom Collins '06
Anderson Hunter
Law Firm

Dianne Easley '07
The Boeing Company

Michael Gaffney '06
Providence Health System-
Everett

Ron Gipson '07
AFSCME 11811 and
Snohomish County Juvenile &
Youth Center

John Gustafson '08
Verizon Northwest
2004 Board Chair

Jim Litz '06
Agilent Technologies

John McCoy '08
Quil Ceda Village

Debbie McLeod '07
Cascade Bank

Matt Reinhard '08
Aerospace Manufacturing
Technologies
2005 Board Chair

Jim Skoor '05
Employees Community
Fund of Boeing Puget
Sound

Bruce Spalding '07
Aerospace Machinists
District Lodge 751

Mike Tibbits '06
Evergreen Bank

Carol Whitehead '06
Everett Public Schools

Carl Zapora
United Way of Snohomish
County

Retiring Board Members

Linda Byrnes
Arlington School District

Bob Drewel
Puget Sound Regional
Council

J.J. Frank
YMCA

Susan Funk
The Diversity Difference

Tom Goos
Image Source

Liz Loomis
Liz Loomis Public Affairs

Lida Tong
Community Volunteer

Glenn Vail
Employees Community
Fund of Boeing Puget
Sound

Bob von Wolfradt
Snohomish County

Incoming Board Members

Elected June 9, 2005 for a three-year term.

Richard Cooper
The Everett Clinic

Dr. William Mester
Snohomish School District

Greg Metcalf
Kimberly-Clark
Corporation

Jaja Okigwe
LifeWise Assurance
Company

Aaron Reardon
Snohomish County
Executive

Bob Rommel
SPEEA

Alvin Schultz
IAM 751 (Retired)

Eric Schulz
Goodrich ATS

Ed Triesenberg
Pacific Northwest Regional
Council of Carpenters

Sharon Wellman
Everett Community College

The United Way of Snohomish County Board of Directors met seven times in 2004. Meetings were generally held every other month at the United Way office on a Tuesday morning. A special annual meeting was held June 8, 2004.



Campaign Chair Rick Grounds and Board Chair John Gustafson work—and workout— together at 2004 Day of Caring.

Volunteers

Rev. Deborah Adams
 Karen Adams
 Madeline Ancelard
 Eric Anderson
 Terri Anderson
 Terry Alford
 Sandra Back
 Gubby Barlow
 Jane Bechtloff
 Nannette Benner
 Sue Betz
 Janessa Bishop
 Nataliya Bologova
 Roger Bouck
 Bill Brackin
 Stephen Brown
 Alison Brynelson
 Dr. Warren Buck
 Kim Buike
 Kathy Bullene
 Frank Busichio
 Gay Campbell
 Jeff Capeloto
 Lisa Carpenter
 Kelly Carter-Mortimer
 Sue Chance
 Albert Chang
 Barbara Chase
 Barbara Copeland
 Bev Curtis
 Wink Cushman
 Gail Davenport
 Pat Davis
 Sharon Davis
 Mary Decker
 Harmen Dejong
 Bob Dent
 John J. Dickson
 Van Dinh-Kuno
 Jo Drake
 Judi Drake
 Mary Duggins
 Linda Dussault
 Charlie Earl
 Mary Fears
 Kris Finley
 Jerry Fireman
 Cheryl Foster

Jeff Fransen
 Kelly Friedman
 Karen Froelich
 Suzan Frueh
 Michelle Frye
 Brian Furby
 Paul Gallagher
 Linda George
 Geoffrey Gilmore
 Scott Glowaski
 Marcee Grasso
 Peter Grodt
 Rick Grounds
 Pam Guilford
 Kay Guirl
 Lauren Hadley
 Mike Hall
 Tom Hebner
 Bill Hickman
 Denise Hidey
 Randy Hill
 Amy Hiltzman-Paquette
 Tim Holt
 Pam Hopkims
 Kelly Hulin
 Lori Hughes
 Bill Humphreys
 Lori Husa
 Aaron Jacobs, CPA
 Tina Johnson
 Sigrid Jones
 Debbie Jordan
 Ellen Kahan
 Barbara Karz-Wagman
 Rabbi Harley
 Karz-Wagman
 Janet Kavadas
 Patrick Keaty
 Donelle Kienholz-
 McCalmon
 Helen Kendall
 Billi Kraft
 Laura Kruse
 Angie Lamie
 John Lanes
 Dr. Marci Larsen
 Elaine Larson

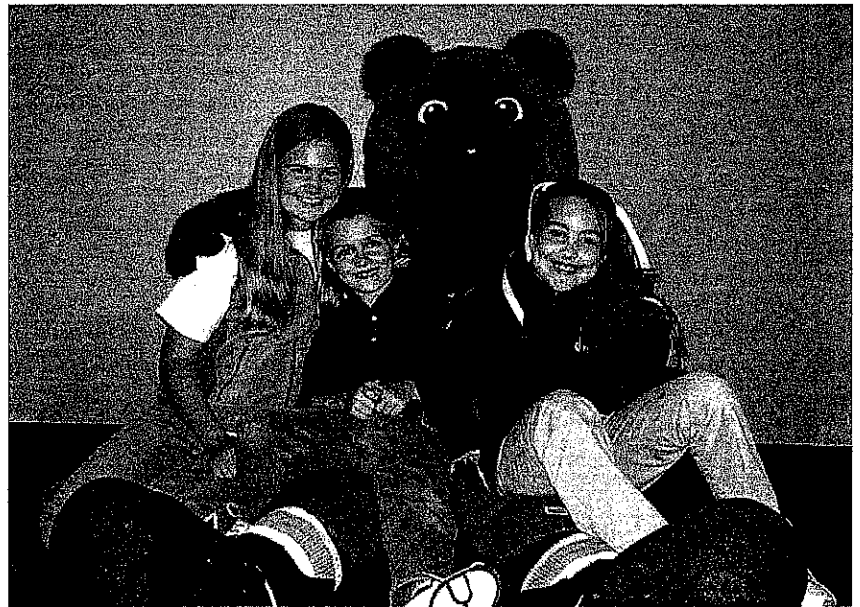
Margaret Larson
 Comer LaRue
 Andrew Le
 Jan Lengenfelder
 Carole Lycett-Dent
 Dean Maher
 Emily Maher
 Genevieve (Gem) Malone
 Mike Manley
 Karen Matson
 John McAlpine
 Diane McCutchen
 CDR Steve McLaughlin
 Chuck McQuery
 Miranda Meyer
 Joan Miles
 Lorrrie Milford
 Scott Minnig
 Anne Mitchell
 Suzanne Moreau
 Brian Muchmore
 Andy Muntz
 Jenifer Neighbors
 Lambert
 Lew Neiman
 Carol Nelson
 Lynn Nixon
 Jo Noack
 Leigh Anne Orcutt
 Kim Pastega
 Sue Patterson
 Nancy Patton
 Renee Peare
 Amy Persell
 Ed Petersen
 Janet Pope
 Eileen Porch
 Dana Posey
 Denise Putnam
 Ralph Quaas
 Roger Rancourt
 Cathey Rapson
 Michele Rastovich
 Sheri Redford
 Kathy Reiff
 Robin Reinig
 Connie Reiss

Rosario Reyes
 Rhonda Riggle
 Rebecca Roby
 Steve Routos
 Peter Rudolph
 Amy Runge
 Lyle Ryan
 David Sanchez Cuesta
 Steve Sant
 Cathy Schindler
 Nathan Schloetel
 Kim Schroeder
 Jim Scott
 Mary Lou Seaton
 Kym Shanahan
 Captain Tim Shea
 Kimi Shigetani
 Danielle Singson
 Pam Sipos
 Rose Smith
 Stephen Smith
 Julia Sohlberg
 Michelle Sotelo
 Cheryl Sparks
 Virginia Sprague
 David Spring
 Dan Squires
 Deborah Squires

Ilene Stark
 Rosemary Struiksma
 Vincent J. Stevens, CPA
 Val Sutherland
 Jane Swanson
 Bob Terwilliger
 Jim Teverbaugh
 David Thomson
 Bob Throckmorton
 Christie Tipton
 Allan Townsend
 Karen Townsend
 Bill Tsoukalas
 Joe Varano
 Ester Villanueva
 Meg Voedisch
 Mary Jane Vujovic
 Judy Ward
 Cindy Wellman
 Sandy Whitcutt
 Tim Whitty
 Julia Wikene
 Bobbi Wilhelm
 Carol Williams
 Mike Williams
 Gloria Winters
 Dan Squires
 Sheila Woods-Althuisius

*Clockwise from upper left:
 2004 Spirit Award winners: Jason Redrup, Sean
 Barrett, Lila Hart, Carol Nelson, and
 Todd Armstrong of Kimberly-Clark Corporation.
 Alice Wikene at the United Way reception desk.
 The Everett Silvertips chose United Way as their
 first nonprofit partner in Snohomish County.
 Silvertips' mascot Lincoln agrees that kids matter.
 Volunteers throughout the community are
 recognized each year at Volunteer Night at the
 AquaSox, sponsored in part by United Way.
 Mary Lou Close threw out the first pitch.*

Working Together Matters



Community Impact Partners

Working together is the best way to get real results. Fortunately, we have strong partners working with us to make an impact. Below are organizations that collaborate on United Way Initiatives, labor partners and nonprofit agencies that receive United Way grants.

Abused Deaf Women's Advocacy Services
Amalgamated Transit Union Local 1576
Amalgamated Transit Union 883
Americorps Youth Connection Program
American Federation of Teachers 772
American Federation of Teachers 1873
American Federation of Teachers 4254
American Federation of State, County, and Municipal Employees
American Postal Workers 484
American Red Cross Snohomish County Chapter
Arlington Library
Arlington School District
Association of Western Pulp & Paper Workers
Bank of America
Boys and Girls Clubs of Snohomish County
Camp Fire USA Snohomish County Council
Cascade Bank
Catholic Community Services Western Washington

Center For Career Alternatives
Center for Human Services
City of Arlington
City Floral
Cocoon House
Community Health Center
Community Resources Foundation
Community Services for the Blind and Partially Sighted
Compass Health
Darrington School District
Deaconess Children's Services
DisAbility Resource Connection
DSHS Everett
Early Childhood Education Assistance Program
East County Senior Center
Edmonds Community College
Edmonds School District
ElderHealth Northwest
Emergency Management Division
EquiFriends
Everett Community College
Everett Housing Authority
Everett School District
Evergreen Bank

Food and Commercial Workers 141
Fred Meyer
Friends of Youth
Girl Scouts - Totem Council
Graphic Comm. Int'l Union 767
Habitat for Humanity
Hearing, Speech & Deafness Center
Housing Authority of Snohomish County
Housing Hope
Human Services Executives of Snohomish County
IAM District Lodge 751
International Brotherhood of Electrical Workers, Local 191
Institute for Family Development
Intercommunity Mercy Housing
International Longshore & Warehouse 32
Iron Workers 86
Kid's Place Early Learning Center
KIRO TV
KSER Community Radio 90.7 FM
Lake Stevens Education Association
Lakewood School District
Las Americas Business Center
Little Red School House
Lutheran Community Services Northwest
M2 Job Therapy
Mukilteo Education Association
Mukilteo School District

Mutual of America
National Association of Letter Carriers 791
NINE—The Northwest Institute for Non-profit Excellence
Northshore Senior Center
Northwest Youth Services
Office and Professional Employees 8
Our Saviour's Lutheran Childcare Center
Pacific Treatment Alternatives
Powerful Partners
Providence Children's Center
Providence Hospice & Home Care of Snohomish County
Puget Sound Labor Agency
Pulp and Paper Workers 183
Pulp and Paper Workers 644
Refugee and Immigrant Forum of Snohomish County
SanKen, Inc.
Secret Harbor School
SEIU – Service Employees Local 925
Senior Services of Snohomish County
Sherwood Community Services
Snohomish County 911
Snohomish County Center for Battered Women
Snohomish County Children's Commission
Snohomish County Fire District #1
Snohomish Health District
Snohomish County Human Services

Snohomish County Labor Council
Sno-Isle Board of Realtors
Sno-King Blue Bills
South County Senior Center
Society of Professional Engineering Employees in Aerospace
Stanwood Senior Center
Stillaguamish Senior Center
Teamsters Local Union 38
Teamsters Local Union 763
Teen Hope
The Arc of Snohomish County
The Boeing Company
The Interfaith Association of Snohomish County
The Newspaper Guild/CWA
The Salvation Army
Trinity Lutheran Preschool
Tulalip Tribes
UFCW Local 1001
University of Washington
Village Community Services
Volunteers of America
Western Washington
Washington Department of Social and Health Services
Washington Mutual Bank
Workforce Development Council
Work Opportunities
YMCA of Snohomish County
Youthnet
YWCA of Seattle-King County Snohomish County

We do not charge our affiliates to be partners of United Way of Snohomish County.

2004 Year in Review

- United Way of Snohomish County adopts the new, national brand identity that reflects our mission as a community impact organization, leading community change to improve people's lives.
- The Letter Carriers Food Drive, in partnership with United Way and the Puget Sound Labor Agency, gathered 375,000 pounds of food for the Food Bank Coalition.
- Kathleen Kennedy Townsend delivers the keynote address before a crowd of 650 United Way supporters at the Spirit of Snohomish County Breakfast in June.
- Multi-year grants exceeding \$4 million are invested in 114 programs at 49 agencies by volunteers on the Kids Matter, Families Matter and Community Matters Vision Councils.
- Carl J. Zapora joins the community in July as President and CPO of United Way of Snohomish County.
- United Way moves to a new, customer-focused approach to better serve donors year round.
- More than 1,000 volunteers turn out in September for our annual Day of Caring.
- Campaign kicks off—an effort that involves over 400 employee campaign coordinators asking 120,000 employees at 650 workplaces throughout the county to support their community with a charitable donation.
- The 2-1-1 telephone information line gets a boost with a \$311,000 grant from the Employees Community Fund of Boeing. As president of WIN 211, United Way's Dennis Smith is chairing the state effort to launch the new information and referral service.
- The Board of Directors approves United Way's first public policy agenda in December, focusing on four pieces of legislation that allocated \$23 million in state support for human services.
- Two new grants in November allow Success By 6™ to expand to three additional school districts with a tool to improve social skills and school readiness in preschoolers.
- In December, the first "graduate" of the Individual Development Accounts Initiative puts a down payment on a home for her family.
- The Vision Councils turn one year old in January. These volunteer councils are now supported by the full United Way staff.
- The Campaign Strategy Team, led by Rick Grounds of Pepsi Bottling Group, announces that it surpassed the goal of having 5,000 new donors give to United Way.
- The one-day Volunteer EXPO features 52 nonprofit agencies, giving volunteers the opportunity to shop at the Everett Mall for just the right volunteer fit.
- United Way is recognized for its leadership as a community impact organization at United Way of America's national conference.
- United Way's Steve Lye accepts an award in Washington, D.C. for the Combined Federal Campaign of North Puget Sound, whose campaign increase of 20.6% was the third highest in the nation.

Kathleen Kennedy Townsend spoke to a record audience in support of volunteerism at the 2004 Spirit of Snohomish County Breakfast.



New donors follow strong example set by Leaders in Giving

Giving matters, as the 5,338 generous individuals who donated more than \$500 to United Way of Snohomish County know very well. These donors come from all walks of life, yet they share a common goal—to give back to their community and provide leadership in the hope that others will follow. And they will. This past year 338 new donors joined these Leaders in Giving.



Gail Larson, CEO of Providence Health System - Everett, and John Dickson, CEO of Frontier Bank, accept their President's Awards for best overall campaign.

Number of Donors at Each Giving Level

Evergreen Legacy Society	9
Diamond Givers	44

Leadership Givers:

Alexis de Tocqueville Society	27
D.A. Duryee Chapter \$10,000 and more	

La Societe Nationale	1
Bob Smith Circle	1
Mary Gates Circle	5
Membres de la Societe	20

Red Feather Society \$1,000 to \$9,999	1,760
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Gold Feather Level	20
Silver Feather Level	108
Red feather Level	1,632

Leadership Circle \$500 to \$999	3,551
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Total Leadership Givers	5,338
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55% of the campaign total came from leadership gifts. Totals include the many donors who ask to remain anonymous.

Evergreen Legacy Society

Leaving a legacy for the future.
Making a difference far beyond
your lifetime.

The Evergreen Legacy Society was created to celebrate the legacies of donors and their families. The fund will provide annual gifts in perpetuity to United Way of Snohomish County to support our mission.

Founding Members

David Brock Endowment Fund
Karen Anne Crowley
Elaine Ruth Kinsman Estate
Connie Niva
Lynn D. Youngs

Members

Dino Boitano Estate
Mary A. Klaus Revocable Living Trust
Cecilia T. Matta
Rollin G. and Charlotte V. Wyrens Family Trust

How You Can Join

Become a member of the Evergreen Legacy Society by making a gift or pledge to United Way's endowment during your lifetime. You can make a gift in your will, trust, or as part of a beneficiary designation of an insurance policy or retirement fund. For more information on the benefits of joining the Evergreen Legacy Society, please contact our Planned Giving staff at 425.921.3400.

Diamond Givers

Investors who have continued their commitment
for 25 years or more.

Diamond Givers are those individuals who have given to any United Way for 25 years or more. We appreciate and applaud their long-term investment in improving people's lives and our community.

Please let us know if you are a Diamond Giver and would like to be added to our list. Please contact our staff at 425.921.3447.

Ed & Anne Bailey
Everett School District

Jim & Linda Belz
Edmonds School District

Frances L. Boothby
Premera Blue Cross

Karen Crowley
United Way of Snohomish
County

Paul & Christine Davis
Verizon & Wells Fargo Bank

Leslie Dodge
The Boeing Company

Barbara George
Little Red School House

Jean Harris
United Way of Snohomish
County & The Boeing
Company-Retired

George & Alice McCain
Fluke Corporation

Wayne C. McCarty
The Boeing Company

Ralph Mueller
The Boeing Company

Arthur Duane Pearson

Bruce & Karen Richards
Agilent Technologies &
Snohomish School District

**Wayne & Betty
Robertson**
Edmonds School District &
Snohomish School District

Daniel Tintinger
The Boeing Company

**Dorn, Kearney
& Greg Williston**
The Boeing Company &
Everett School District

**Carl Zapora
& Cheryl Foster**
United Way of Snohomish
County



D.A. Duryee Chapter

Setting the Standard for Giving

Donors of \$10,000 or more

Those who donate to United Way of Snohomish County at the very highest level—\$10,000 and up—join other community leaders as members of the D.A. Duryee Chapter of the Alexis de Tocqueville Society.

Our local chapter of this national philanthropic group of exemplary United Way supporters honors Dan Duryee, a Snohomish County native whose enthusiasm for helping his community set a tremendous example for others to follow. The compassion and generosity that were truly the hallmarks of his life are the traits seen today in the membership of the Alexis de Tocqueville Society.

This year, within this society, we have a total of 27 donors in three special groups: Le Société Nationale for those who give \$100,000 or more, the Bob Smith Circle of Giving for donors who give \$50,000 or more, and the Mary Gates Circle of Giving for donors who give \$25,000 or more.

These exceptional, community-minded citizens are following in Duryee's footsteps by investing their charitable dollars through United Way.

Michelle and Avelino Sotelo, Mary Duryee, Mayumi Smith, and Mary Smith at the Community Caring Celebration President's Reception.

“As soon as
individuals
with a cause
have found one another out,
they combine.

From that moment,
they are no longer
isolated individuals, but

a power
seen from afar...”

—Alexis de Tocqueville





◆ **Dr. William C. Sanford & Helen R. Kendall**
The Boeing Company & Sanken, Inc.
8 years

La Societé Nationale

Donors of \$100,000 or more

Alexis de Tocqueville members who give at this extraordinary level are recognized for their outstanding philanthropy.

The D.A. Duryee Chapter is proud to recognize our National Society members, Helen Kendall and Bill Sanford, who give \$100,000 or more to their community.

Bob Smith Circle of Giving

Donors of \$50,000 or more

The Bob Smith Circle of Giving is a lasting tribute to the friend and champion of our chapter of the Alexis de Tocqueville Society. As chair, for many years Bob almost single-handedly raised more than \$1 million for United Way and the community. Bob's spirit and positive attitude were an inspiration to all. Gifts of \$50,000 or more qualify donors for recognition as a member of this prestigious Circle of Giving.

◆ *A special thank you to these United Way of Snohomish County donors whose undesignated gifts directly support our community impact work. Not all employers provide this information to us.*



Robert & Carol Dickson
Frontier Bank
6 years

Mary Gates Circle of Giving

Donors of \$25,000 or more

While in leadership positions at United Way of King County and United Way of America, Mary Gates promoted the vital importance of volunteering and personal giving. To recognize this champion of community service, all Alexis de Tocqueville members contributing \$25,000 or more become links in the circle honoring her generosity and commitment to community.

“Combining resources, by
**giving through
United Way,**
is the most effective way
**of making a larger impact
in human lives today.”**

—Helen Kendall

♦ *A special thank you to these United Way of Snohomish County donors whose undesignated gifts directly support our community impact work. Not all employers provide this information to us.*



♦ **Dr. Duane & Heather Baker**
3 years



Michael & Pat Holcomb
6 years



♦ **Connie Niva**
14 years



Frank & Mary Ann McCord
11 years



♦ **Robert Dent & Carole Lycett-Dent**
11 years

Membres de la Societé

Donors of \$10,000 or more

Marjorie M. Bissell
13 years

♦ Larry & Deborah Brady
Intermec Technologies
Corporation/Unova, Inc.
3 years

♦ Richard & Mary Brannon
12 years

Jay & Stella Byumm
The Boeing Company
1 year

♦ Thomas R.
& Jane A. Collins
Anderson Hunter Law Firm
11 years

♦ Tom & Sue Cooper
8 years

Mike & Maggie Faulkner
5 years

James A. & Maureen Lico
Fluke Corporation
2 years

Richard & Mayumi Smith
6 years



Jane Best
14 years



John & Julie Dickson
Frontier Bank
3 years



♦ Mary Duryee
14 years



Ruth M. (Mrs. Walter J.)
Precht
9 years



♦ Matt & Keely Reinhard
3 years



♦ Buzz & Carol Rodland
6 years



Lyle & P.J. Ryan
Frontier Bank
6 years



♦ Steve & Jo Saunders
14 years



♦ Robert (Deceased) &
Mary Smith
14 years



Roy & Barbara Yates
Frontier Bank
6 years

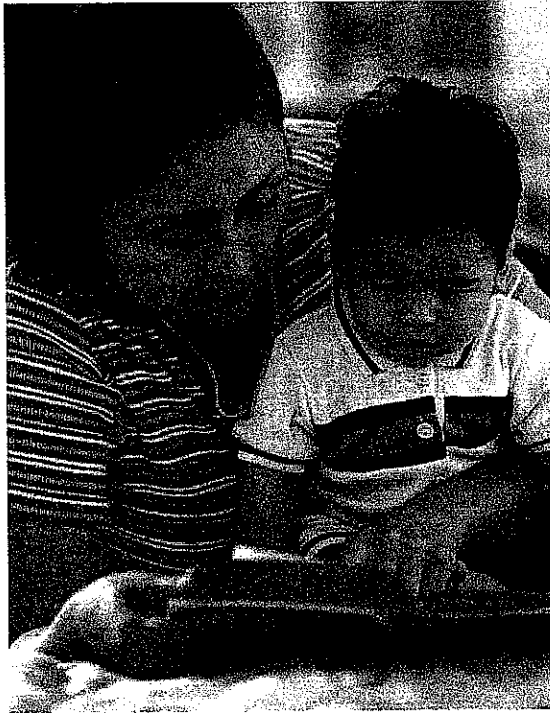


♦ Carl Zapora & Cheryl
Foster
1 year

Donors of \$1,000 to \$9,999

This year 1,760 generous donors gave between \$1,000 and \$9,999, becoming members of the Red Feather Society. Within this group we are pleased to acknowledge the following giving levels:

- Gold Feather Level** - \$5,000 to \$9,999
- Silver Feather Level** - \$2,500 to \$4,999
- Red Feather Level** - \$1,000 to \$2,499



♦ A special thank you to these United Way of Snohomish County donors whose undesignated gifts directly support our community impact work. Not all employers provide this information to us.

Gold Feather Level

Donors of \$5,000 to \$9,999

- ♦ **Gubby & Gillian Barlow**
Premera Blue Cross
- David & Kelly Brock**
The Boeing Company
- Mike Carter**
The Boeing Company
- Bruce, Nancy, Grace, & Hannah Donham**
The Boeing Company
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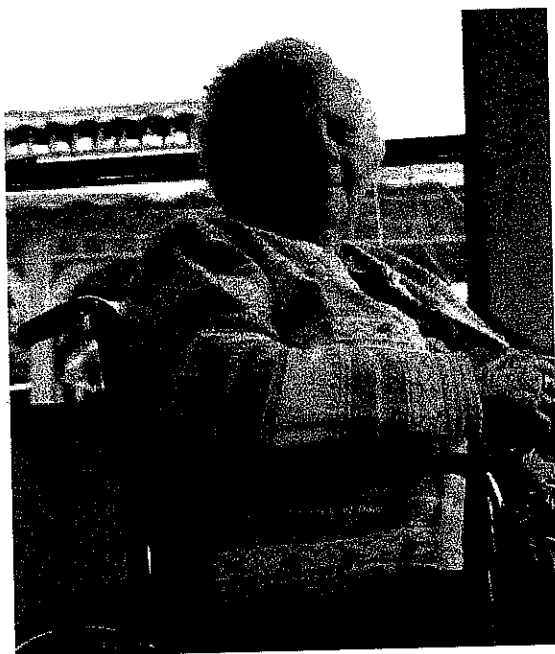
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Keeping seniors and people with disabilities in their own homes—allowing them to stay independent and connected to the community—is a priority.

Almost a third of our seniors live alone.

Many are isolated and 9% live in poverty.

Disabled and single, Carolyn is determined to stay in the home where she's lived for 43 years. Senior Services of Snohomish County, a United Way funded program, helped with repairs she needed but couldn't afford—building a wheelchair ramp, cleaning the gutters and roof, and unwrapping yards of duct tape she'd used to fix a leak that threatened her water supply. "They have become a godsend, a lifeline," says Carolyn. "The repairman didn't even get upset about all the duct tape."

United Way invested \$1.46 million to build stronger, safer communities. But what really matters is that people find the help and support they need.

Donors of \$500 to \$999

This past year 3,551 generous community partners became members of the Leadership Circle by donating between \$500 and \$999.



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- ♦ **Mary Anne Dillon-Bryant**
YWCA Snohomish County
- Stephen L. Ditzler**
- Andy Doppel**
Fluke Corporation
- Wayne F. Doucette**
The Boeing Company
- ♦ **Kenneth J. Dowd & Janette E. Down**
Walter Dorwin Teague Associates, Inc.
- ♦ **Joseph P. Dray**
Honeywell Flight Test Center
- Will & Susan Du Pont**
The Boeing Company
- ♦ **Mary Duggins**
Wells Fargo Bank
- ♦ **Gary R. Dukleth**
Harris Ford
- Pamela L. Dunlap**
Philips Medical Systems
- William F. Dunnigan**
Frontier Bank
- ♦ **Linda & Don Dussault**
- Kim M. Duvall-Perry & Jedd Perry**
Wilder Construction Company
- David & Cynthia Dyck**
Fluke Corporation
- ♦ **Trevor Dyer**
Premera Blue Cross
- Robert Earhart**
Microsoft Corporation
- Kelty Edwards**
Costco
- Pat Edwards**
Premera Blue Cross
- Marilee A. Egger**
Community Health Center of Snohomish County
- ♦ **Mike & Mary Ann Ehlebracht**
The Everett Clinic
- Maria Ehsan**
Philips Medical Systems
- ♦ **Maryann B. Einarson**
Intec (Integrated Technologies)
- John Eisenberg**
Macy's
- ♦ **Steve C. Eke**
Aerospace Manufacturing Technologies, Inc.
- Donna J. Elena**
Premera Blue Cross
- Lisa Elias**
The Boeing Company
- Judith Ellis**
Premera Blue Cross
- ♦ **James & Laurie Elmer**
Pepsi Bottling Group
- ♦ **Susan M. Elvrum**
Brighton School
- ♦ **Margaret Elwood & Russell Taylor**
Snohomish County PUD #1
- Hugh E. Empey**
The Boeing Company
- ♦ **Gail L. English**
The Everett Clinic
- Gail & John Entwistle**
The Boeing Company
- ♦ **Lawrence J. Erickson**
The Boeing Company
- ♦ **Paul D. Erickson**
Everett Housing Authority
- ♦ **Krista A. Erickson & Bradley M. McRae**
Fluke Corporation
- Craig & Gail Erickson**
The Boeing Company
- Martin & Joanne Estergreen**
The Boeing Company
- Bill Evans**
Lakewood School District
- Carolyn Evans**
Everett School District
- ♦ **Suzanne Everson**
Comcast
- Debra Fahey**
The Boeing Company

Leadership Circle

- Kathy Fairbanks**
The Boeing Company
- Russell Fairlamb**
The Boeing Company
- ♦ **Michael & Charlotte Fallon**
Wilder Construction Company
- Jeannie M. Fartow**
- Jim & Pami Feiring**
The Boeing Company
- Brad F. Feliberg**
City of Monroe
- Cat Felker**
The Boeing Company
- Vernon Felton**
The Boeing Company
- ♦ **Heather & Dave Fennell**
Dunn Lumber Company & Compass Health - Everett
- Kathryn Ferrell**
Premera Blue Cross
- ♦ **Gail S. Ferrera**
Cascade Bank
- Janelle Finlon**
Costco
- Randy G. Fischer**
Fluke Corporation
- ♦ **Chris & Catherine Fitting**
Premera Blue Cross
- Tim Fitzsimmons**
The Boeing Company
- ♦ **Gwynne E. Fleming**
Regence Blue Shield
- ♦ **Dr. Robert Fleming, II**
- Susan Fletcher**
The Boeing Company
- Carmen Flores**
Premera Blue Cross
- ♦ **Mark D. & Regena P. Flotlin**
Mukilteo School District
- ♦ **Andrea & Larry Floyd**
Everett School District
- ♦ **Kathleen & Ched Follis**
W.S.I.P.C.
- Viggo Forde**
Microsoft Corporation
- Gayle & Scott Forslund**
Premera Blue Cross & Compass Health - Everett
- Jan Fortier**
The Boeing Company
- ♦ **Rodney M. Fowler, Jr.**
Premera Blue Cross
- ♦ **Tom & Lori Fox**
Community Transit
- ♦ **Leslie A. Fox**
Seaview Chevrolet-GEO
- Carolyn A. Franklin**
Monroe School District
- Denise M. Franklin**
Philips Medical Systems
- Mike & Bonnie Frederick**
Volunteers of America - Western Washington
- ♦ **Craig S. French**
Mukilteo School District
- Alan E. Frisby**
The Boeing Company
- ♦ **Lawrence L. Fritts**
Everett School District
- ♦ **E. Alan Fuhrman**
Sonus Pharmaceuticals
- Cindy R. Funaro**
Phoenix Savings Bank
- Jaime H. Galimba**
The Boeing Company
- ♦ **Paul A. Gallagher**
Philips Medical Systems
- Cynthia A. Gallanger**
Comcast
- Thom & Cheryl Gamble**
The Boeing Company
- ♦ **Robert M. Gamboa**
Cascade Bank
- Russell D. Garlow**
The Boeing Company
- Karen M. Garnich**
Marysville School District
- Larry Gasparini**
Philips Medical Systems
- ♦ **William N. Gasperetti**
Cascade Bank
- David & Diane Gately**
Goodrich Corporation ATS
- ♦ **Maureen O. Gates**
Washington Mutual
- Kathy Gatherer**
The Boeing Company
- Mike Gent**
The Boeing Company
- Lorri Gerrard**
The Boeing Company
- Julia Ann Gibb**
Snohomish County
- Gary & Mary Ann Gibson**
Providence Hospice & Home Care of Snohomish County
- ♦ **Allan C. Giffen**
City of Everett
- ♦ **Timothy Gilboy**
Giddens Industries, Inc.
- ♦ **Brian Gill**
Royell Manufacturing, Inc.
- Lita Janell Gilmore**
W.S.I.P.C.
- ♦ **Heidi & John Glen**
Valley General Hospital
- ♦ **David Grandy & Pam Glynn**
Panda Manufacturing, Inc.
- Terry J. Goettler**
The Boeing Company
- Christine M. Goff**
Bank of America
- ♦ **Diane M. Golob**
Mukilteo School District
- Carol & Patrick Good**
Compass Health & Washington Mutual
- ♦ **Dr. John Goodman & Patti Gordon**
- ♦ **Tom Goos**
Image Source, Inc.
- ♦ **Dave & Laurie Gossett**
Snohomish County & Mukilteo School District
- Lawrence & Rosanne Goulet**
Rubatino Refuse Removal, Inc.
- Fred Gower**
The Boeing Company
- ♦ **David Grandy & Pam Glynn**
JAMCO America, Inc. & Panda Manufacturing, Inc.
- ♦ **John & Marcee Grasso**
- ♦ **William F. Greaves**
Kimberly-Clark Corporation
- ♦ **John & Christina Green**
Fluke Corporation
- James L. Green**
Kimberly-Clark Corporation
- ♦ **Aaron P. Greenmun**
City of Edmonds
- ♦ **Reinhold G. Grellmann**
Philips Medical Systems
- Carol A. Grey**
City of Monroe
- ♦ **Alexander & Jean Grieve**
Snohomish County & City of Lynnwood
- ♦ **Debra L. Griffith**
Teltone Corporation
- Barbara F. Grimes**
Cascade Bank
- Noelle Grimes**
Macy's
- Kathy Grinde**
The Boeing Company
- ♦ **Peter B. Grodt**
Housing Authority of Snohomish County
- Mark & Julie Gronau**
The Boeing Company
- ♦ **Sharol & Tim Grover**
Marysville School District
- Alfred J. Groves**
- Paul & Karen Gruen**
The Everett Clinic
- Gregory A. Guest**
Bank of America
- ♦ **John & Pamela Guilford**
Agilent Technologies
- Michelle & John Gurnee**
Marysville School District
- ♦ **Karen L. Guthrie**
Goodrich Corporation ATS
- ♦ **Mary E. Guzman**
Coca-Cola Enterprises

Leadership Circle

- ♦ **George L. Gwynne**
Crane Eldec Corporation
- Hamilton H. Ha**
The Boeing Company
- Mayor Gary Haakenson**
City of Edmonds
- David Hagman**
The Boeing Company
- ♦ **Erik-Lars Hagstrom**
Costco
- ♦ **Alemayehu Haile-Meskel**
Edmonds School District
- Surgar-Carlton M. Hairston**
The Boeing Company
- Kenneth C. Haliburton**
The Boeing Company
- ♦ **Jerry & Irene Hall**
Fluke Corporation
- ♦ **Terri L. Hall**
Girl Scouts - Totem Council
- Robin L. Hall**
City of Lynnwood
- Lisa K. Hallett**
The Boeing Company
- ♦ **Gail R. Halsaver**
Macy's
- ♦ **Audrey Halvorson**
Premera Blue Cross
- Eric J. Halvorson**
Bank of America
- ♦ **Christin M. Hamill**
Nordstrom Rack
- Charles & Karen Hammtree**
The Boeing Company
- Marilyn L. Hanan-Hoover**
Frontier Bank
- Micheal A. Haney**
The Boeing Company
- ♦ **Daniel & Heidi Hansen**
Perteet Engineering, Inc.
- Erin Hardesty**
- ♦ **Christine F. Harper**
The Everett Clinic
- ♦ **Cindy R. Harris**
Premera Blue Cross
- Richard E. Hart**
Everett School District
- Pete & Debra Hart, Jr.**
The Boeing Company
- ♦ **Kymerli M. Hart**
Macy's
- Anne Hartline**
Providence Hospice & Home Care of Snohomish County
- Paul Havrilak**
The Boeing Company
- Kevin R. Hayes**
The Boeing Company
- Vicki Haynes**
Edmonds School District
- Paula Hefley**
The Boeing Company
- ♦ **Harley Heinrich**
Intermec Technologies Corporation
- Frank Hella**
- ♦ **Nathan S. Henderson**
Pepsi Bottling Group
- David D. Hendricks**
JAMCO America, Inc.
- John Hendricks**
The Boeing Company
- ♦ **Debra (Debbie) L. Henning**
Fluke Corporation
- Gloria J. Hensley**
Providence Health System - Everett
- Robert & Debbie Hereth**
The Boeing Company
- Teresita Hernandez**
Work Opportunities
- ♦ **Thomas C. Herr**
Fluke Corporation
- Tami Herrick**
The Boeing Company
- ♦ **Dr. Eugene R. Hertzke**
- ♦ **Wendy Herzog**
Teltone Corporation
- ♦ **Shane A. Hester**
Intermec Technologies Corporation
- Sallie Hicks**
The Boeing Company
- ♦ **Cammy Hillis**
United Parcel Service
- ♦ **Gloria J. Hirashima**
City of Marysville
- ♦ **Harold J. Hirling**
Fluke Corporation
- ♦ **Debbie K. Hitch**
Fluke Corporation
- Teresa Hjorten**
Macy's
- Terry K. Ho**
Intermec Technologies Corporation
- James E. Hoepfer**
The Boeing Company
- Judith & Dave Hofeditz**
Premera Blue Cross
- ♦ **William (Brooks) B. Hoff**
Fluke Corporation
- Fred Hoffhines, Jr.**
The Boeing Company
- Nancy J. Hoffmann**
Bartell Drugs
- Ms. Lisa Holden**
Snohomish County
- Randolph Andre Hollinshed**
The Boeing Company
- ♦ **Gordy Holmes**
Connelly Skis, Inc.
- Dennis P. Honey**
The Boeing Company
- Troy R. Hosler**
Philips Medical Systems
- ♦ **Maria M. Houchins**
Philips Medical Systems
- ♦ **Margaret S. Howorth**
Providence Hospice & Home Care of Snohomish County
- ♦ **Shuh-Yueh Simon Hsu**
Philips Medical Systems
- Dorothy Hubbard**
The Boeing Company
- Karen M. Hudler**
- Rhonda Hughes**
The Boeing Company
- ♦ **Eva E. Hughes**
Providence Health System - Everett
- ♦ **Bill & Wendy Hull**
Cascade Bank
- Jay & Lisa Humrich**
The Boeing Company
- ♦ **Cheri A. & Edmond L. Hurst**
City of Monroe
- ♦ **Robert T. Hylton**
Fluke Corporation
- Deborah L. Hyman**
Providence Health System - Everett
- ♦ **Robert A. Hynes**
Fluke Corporation
- Kevin Ibatuan**
The Boeing Company
- Carol Ilyankoff**
Premera Blue Cross
- Michael A. Indivero**
- ♦ **Bill Ingram**
Costco
- Lisa A. Irwin**
- Scott K. Irwin**
Marysville School District
- Christopher G. Isenberg**
Kimberly-Clark Corporation
- ♦ **Daniel Jackson**
Aerospace Manufacturing Technologies, Inc.
- Debbie J. Jakala**
Edmonds School District
- Trish & Larry James**
The Boeing Company
- Teresa Jo James**
The Boeing Company
- ♦ **Richard M. Jamieson**
Fluke Corporation
- Phil, Donna & Rachel Jantz**
The Boeing Company
- ♦ **Lark Jenkins**
Philips Medical Systems
- ♦ **Vicki J. & Scott D. Jensen**
Mukilteo School District

Leadership Circle

- Lorraine Jessich**
Nationwide
- Ron Jewett**
The Boeing Company
- Mary Jobe**
The Boeing Company
- Keith L. Johansen**
Aerospace
Manufacturing
Technologies, Inc.
- ♦ **Willard C. Johnson**
Alaska Airlines
- ♦ **Paul S. Johnson**
Washington Mutual
- Steve Johnson**
The Boeing Company
- T. Johnson**
City of Everett
- Sandra S. Johnson**
The Boeing Company
- ♦ **Larry L. & Shelly K. Johnson**
Marysville School District
- Cecilia L. Johnson**
Cascade Bank
- ♦ **Laurell M. Johnson**
Wells Fargo Bank
- Jane & Ross Johnson**
Everett School District &
City of Everett
- Ted & Glenna Johnson**
Washington Federal
Savings
- David, Kelly, Kellen & Dylan Jones**
Premera Blue Cross
- Steve Jones**
Macy's
- ♦ **Bill & Rosemarie Jones**
Premera Blue Cross
- Pat & Richard Jones**
Everett School District
- Terri Jones**
The Boeing Company
- ♦ **Michael & Sandra Jones**
Fluke Corporation
- Dr. David & Mrs. Cynthia Jones**
Everett School District
- Don C. Jones**
The Boeing Company
- ♦ **Carl & Julie Jorgensen**
Stewart Title
- Lynn M. Jorgensen & Gary Grayson**
- ♦ **Hsiu S. Ju**
Washington Mutual
- ♦ **Mark & Terri Judy**
Valley General Hospital
- Arlene N. Junkers**
- Elizabeth Just**
Macy's
- David H. Kaatz**
Intermec Technologies
Corporation
- ♦ **Kevin K. Kaestner**
Alside Window Company
NW
- Cheryl Kakalla**
Premera Blue Cross
- Donna Kapustka**
Snohomish School
District
- ♦ **Judith E. Karber**
Everett School District
- ♦ **Jill Karsh**
United Way of
Snohomish County
- ♦ **Masamichi & Rie Kato**
JAMCO America, Inc.
- ♦ **Kirk W. Kearney**
Kimberly-Clark
Corporation
- Patrick & Maureen Keaty**
Goodrich Corporation
ATS
- Ladd M. Keenan**
United Parcel Service
- Robert & Maureen Kelley**
The Boeing Company
- Richard & Peggy Kellogg**
The Boeing Company
- ♦ **Daphne A. Kelly**
Premera Blue Cross
- Kevin & Carol Kelly**
The Boeing Company
- ♦ **Karen V. Kelly**
Providence Health
System - Everett
- Kelly Kessel**
Premera Blue Cross
- Connie King**
Everett School District
- ♦ **Dorothy D. Kingsbury**
Stevens Healthcare
- Gary & Maria Kirchberger**
Mukilteo School District
& Fluke Corporation
- ♦ **Keith B. Kitayama**
Stevens Healthcare
- ♦ **David O. Kleitsch**
City of Lynnwood
- Greg Knapp**
United Parcel Service
- Donna J. Knapp**
Walter Dorwin Teague
Associates, Inc.
- Mary Knauf**
Premera Blue Cross
- Robin Knudson**
The Boeing Company
- ♦ **Deborah Knutson & Michael Williams**
Economic Development
Council
- ♦ **Robert & Jackie Koch**
Aerospace
Manufacturing
Technologies, Inc.
- Mary F. Koehler & Tim Fitzgerald**
Compass Health
- ♦ **David Koenig & Heather McCartney**
City of Everett
- Stephanie V Kolb**
The Boeing Company
- ♦ **Katrina M. Koontz**
Terra Resource Group
- ♦ **Marjorie & David Korkowski**
Northshore School
District & Monroe School
District
- ♦ **Helen Lee Koshman**
Work Opportunities
- Carolyn Kossik**
- Aaron V. Kotyluk**
The Boeing Company
- Steve Kozlowski**
The Boeing Company
- Les Kramer**
Kimberly-Clark
Corporation
- Traci L. Kreidler**
Community Transit
- Patricia M. Kumerow**
The Boeing Company
- Jeff & Mary Kurtenbach**
The Boeing Company
- Patricia J. Kyser**
Crane Eldec Corporation
- Mr. Craig Ladiser**
Snohomish County
- ♦ **Angie & Joe Lamie**
Royell Manufacturing, Inc.
- ♦ **Jack L. LaMont**
City of Everett
- Sally A. Lancaster**
Everett School District
- Bob Landers**
The Boeing Company
- Evelyn L. Lane**
Wells Fargo Bank
- Marion E. Lane**
Providence Health
System - Everett
- Ken A. Langland**
Eaton Electrical
- ♦ **Lorraine A. Lansing**
Stevens Healthcare
- James P. Laroche**
Kimberly-Clark
Corporation
- ♦ **Donna J. & Robert C. Larsen**
Snohomish Health
District
- ♦ **Dr. Marci L. Larsen**
Mukilteo School District
- ♦ **Mary Larsen**
Comcast
- ♦ **Chris Poole & Craig Larsen**
City of Lynnwood
- Scott A. Larson**
Rubatino Refuse
Removal, Inc.
- Leslie A. Larson**
- ♦ **John D. Larson**
Crane Eldec Corporation

Leadership Circle

- Christine & David Larson**
Lake Stevens School District
- ♦ **Carl (Chuck) N. Last**
Premera Blue Cross
- John & Wendy Lato**
The Boeing Company
- ♦ **Russell Lauron**
Costco
- Thomas Layson**
Microsoft Corporation
- ♦ **Kathleen J. Leach & Timothy S. Leach**
Amgen, Inc.
- Levi Leathers**
Costco
- Brenda S. Ledbetter**
The Boeing Company
- David M. Lee**
Eaton Electrical
- ♦ **Trish & Bob Lehr**
UW Snohomish County
- Paul Leland**
ICOS Corporation
- Jon Lellelid**
Sno-Isle Regional Library System
- ♦ **Duane & Kelly Leonard**
Housing Authority of Snohomish County
- Mark G. Leppert**
Intermec Technologies Corporation
- Kay Leslie**
The Boeing Company
- Daniel & Karen Leslie**
The Boeing Company
- John & Blake Lewis**
The Boeing Company
- ♦ **Jeffrey & Amy Lime**
Fluke Corporation
- ♦ **Ken & Cynthia Limon**
Edmonds School District
- ♦ **Alan H. Lincoln**
Teltone Corporation
- Gary S. Lindberg**
Kellie Lish
The Boeing Company
- Mark H. Litzinger**
- ♦ **Timothy & Midge Livingston**
Mukilteo School District & Stanwood Camano School District
- ♦ **Barbara L. Lloyd**
Edmonds School District
- Lesley Lloyd**
The Boeing Company
- Amy Loehndoff**
Premera Blue Cross
- Donald Logan**
- ♦ **Michael T. Longley**
The Herald & Enterprise Newspapers
- ♦ **Jill M. Look**
Comcast
- Patrick M. Loomis, Jr.**
The Boeing Company
- Gregry Loomis**
Premera Blue Cross
- ♦ **Jack Lopez**
Premera Blue Cross
- ♦ **Craig Tiegen & Janet Love**
Mike & Bonnie Lowe
The Boeing Company
- Steve N. Lower**
Phillips Medical Systems
- Katherine D. Lowery**
Edmonds School District
- ♦ **Romulo C. Ludan**
Frontier Bank
- Cynthia D. Lundberg**
Rodland Toyota, Inc.
- Dave Lundberg**
The Boeing Company
- Mary M. Lundt**
King County Employee Charitable Campaign
- ♦ **David E. Luprypa**
Aerospace Manufacturing Technologies, Inc.
- ♦ **Tiena Lynes**
Premera Blue Cross
- Jennifer L. Lyon**
Phillips Medical Systems
- ♦ **Robin W. MacKenzie**
Fluke Corporation
- Eric J. MacPherson**
ICOS Corporation
- ♦ **Craig A. Madsen**
Edmonds School District
- ♦ **Barbara Magusin**
Premera Blue Cross
- ♦ **Bradley & Jackie Maher**
HomeStreet Bank
- Kevin Makuta**
The Boeing Company
- ♦ **Don March**
Wilder Construction Company
- Anna Marchi**
The Boeing Company
- ♦ **John L. Marler**
Crane Eldec Corporation
- ♦ **Kent Marquardt**
Premera Blue Cross
- ♦ **Rosemary Marquis**
Premera Blue Cross
- ♦ **Jodi L. Marshall**
Premera Blue Cross
- Holly Martin**
Premera Blue Cross
- Larry L. Martin**
Premera Blue Cross
- Jose Martinez**
The Boeing Company
- Carol L. Martinez**
Bank of America
- Mark E. Masterson**
Fluke Corporation
- David S. Matson**
- ♦ **Darryl W. Matson**
Fluke Corporation
- Kevin Matsui**
The Boeing Company
- Richard & Carolyn Mattson**
Microsoft Corporation
- ♦ **Kimberlee M. May**
Royell Manufacturing, Inc.
- ♦ **Victor N. Mazzawi**
Eaton Electrical
- ♦ **Eliza McCann**
Premera Blue Cross
- ♦ **Douglas E. McCartney**
Community Transit
- ♦ **David Koenig & Heather McCartney**
City of Mukilteo & City of Everett
- ♦ **Yvonne R. McClure**
Compass Health
- ♦ **Gary McConnaha**
Costco
- Mark McCoy & Lake Stevens School District**
- ♦ **Laurie McCraney**
Premera Blue Cross
- ♦ **Patrick McCurdy**
Costco
- Rudy McDaniel**
The Boeing Company
- Kathryn L. McFadden**
Bank of America
- ♦ **Rita J. McGeehan & Joseph R. McGeehan**
Stanwood Camano School District
- Bruce McGovern & Kristie Simard**
The Boeing Company
- ♦ **Corrine McGranahan**
Premera Blue Cross
- David A. McHargue**
Costco
- ♦ **Larry McKeeman & Cynthia F. Treharne**
Pat McKenna
The Boeing Company
- Tim McKey**
- Mary & Mr McLean**
Snohomish Health District
- ♦ **James A. McLeod**
Macy's
- Trent McNeal**
Lynnwood Post Office
- Gail M. McNutt**
Community Transit
- Debbie McQuade**
Premera Blue Cross
- David L. McSwain**
The Boeing Company
- ♦ **Erin A. McSwain**
Bethany of the Northwest
- Kimberlee A. Mead & T. Lindsay Mead**
Everett School District

Leadership Circle

- Mary E. Mead**
PACCAR Financial
- Matt & Judy Meckley**
The Boeing Company
- Sandra L. Menghini**
- Connie Mennie**
Sound Transit
- ♦ **Tom Messick**
Premera Blue Cross
- Helen M. Metarelis**
Nordstrom Rack
- Richard B. Meyer**
- Robert W. Meyer**
Premera Blue Cross
- Miranda Meyer**
Premera Blue Cross
- ♦ **Michael G. Mickiewicz**
W&H Pacific
- Tim & Sylvia Mierau**
Senior Services of
Snohomish County
- ♦ **Lorraine & Richard
Milford**
Volunteers of America
- Western Washington
- ♦ **Marla S. Miller**
Edmonds School District
- Sheri L. Miller**
Washington Mutual
- ♦ **Robert E. Miller**
Cascade Bank
- Scott & Mary Miller**
JAMCO America, Inc.
- Dan A. Miller**
Bank of America
- Roxanne L. Milne**
Stevens Healthcare
- ♦ **Stacy & Scott Minnig**
Vine Dahlen & Co. PLLC
- Beth A. Minnock**
Costco
- Donald R. Missal**
Liberty Northwest
Insurance
- ♦ **Connie D. Mitchell**
Providence Health
System - Everett
- ♦ **Angelika & Allen
Mitchell**
Snohomish County &
Cascade Bank
- Diann M. Mize**
Marysville School District
- ♦ **Dennis E. Mochon**
Community Transit
- Cathy E. Mohns**
Stevens Healthcare
- ♦ **Ken & Vickie Mongar**
M-2/Job Therapy
- Ann Monge**
The Boeing Company
- ♦ **Gwen Monson**
Premera Blue Cross
- Sophie B. Moon**
Providence Hospice &
Home Care of Snohomish
County
- ♦ **Elizabeth A. Moore**
Sonus Pharmaceuticals
- ♦ **Deborah D. Morey**
Cascade Bank
- ♦ **Shawn L. Morgan**
The Everett Clinic
- Jon & Rhonda Morgan**
Goodrich Corporation
ATS
- Ann L. Morgan**
Providence Health
System - Everett
- ♦ **Terri L. Moriarity**
Premera Blue Cross
- Wayne R. Morishige**
Costco
- Philip Morley & Llory C.
Wilson**
Alderwood Water &
Waste Water District
- ♦ **Scott Morrison & Mary
Ellen Osthus**
Edmonds School District
- Chuck Morrison**
American Red Cross -
Snohomish County
- Nicolle L. Moser**
Washington Mutual
- Mark Moshay**
- Daan & Laurene Mulder**
The Boeing Company
- ♦ **Regina & Aaron Muller**
Fluke Corporation
- ♦ **Margaret C. Mullin**
Premera Blue Cross
- Robert W. Mumm**
The Boeing Company
- ♦ **Joy A. Munkers**
Community Transit
- Mary Murray**
Premera Blue Cross
- Shawn Jess Nance**
The Boeing Company
- ♦ **Norikazu Natsume**
JAMCO America, Inc.
- Pete & Terri Nazy**
The Boeing Company
- ♦ **David Neils**
Crane Eldec Corporation
- Dianne M. Nelson**
- Jeff & Cathy Nelson**
The Boeing Company
- Jeffry D. Nelson**
The Boeing Company
- ♦ **Rick A. Nelson**
Rodland Toyota, Inc.
- ♦ **Geoffrey M. & Suzanne
E. Nester**
Phoenix Savings Bank &
Washington Mutual
- Roger Neupert**
The Boeing Company
- ♦ **Kellee J. Newcomb**
Everett School District
- ♦ **William R. Niegemann**
Mukilteo School District
- Steve & Glenad Nielsen**
The Boeing Company
- Sean A. Niemi**
The Boeing Company
- Craig M. Nilson**
The Boeing Company
- Rich Noble**
The Boeing Company
- Ms. Deborah B. Nondorf**
Snohomish County
- Lori Nordquist**
The Boeing Company
- Timothy S. Nordtvedt**
City of Mill Creek
- ♦ **Worth H. & Lisa D.
Norton**
City of Snohomish &
Valley General Hospital
- Rick Nurell**
The Boeing Company
- Dr. Larry L. Nyland**
Marysville School District
- ♦ **Hollis K. Oakley**
Wells Fargo Bank
- Douglass A. Oberbillig**
Williams Gas Pipeline
West
- Mary E. O'Donnell**
Everett School District
- ♦ **Denise L. Ohlson**
Snohomish School
District
- Samuel Oldham**
The Boeing Company
- Rachel Olhana**
City of Everett
- Rachel L. Olhava**
City of Everett
- Dale B. Oliveira**
The Boeing Company
- Carol Ollestad**
- William & Cheryl Olsen**
The Boeing Company
- Kathleen & Ronald Olsen**
Kimberly-Clark
Corporation
- Thomas & Karen Olsen**
- Aron G. Olson**
United Parcel Service
- ♦ **Irna Jo Olson**
Stillaguamish Senior
Center
- ♦ **Carl N. Olson**
Seaview Chevrolet-GEO
- Debbie D. Olson**
The Boeing Company
- ♦ **Joan E. & Dennis G.
Olson**
Alderwood Water &
Waste Water District &
Port of Edmonds
- Patricia A. O'Maley-
Lanphear**
Providence Hospice &
Home Care of Snohomish
County
- ♦ **Jan M. O'Neil**
City of Monroe

- ◆ **Kevin E. Opel**
Aerospace
Manufacturing
Technologies, Inc.
- ◆ **John S. Opel**
Aerospace
Manufacturing
Technologies, Inc.
- ◆ **Kenneth Opsata**
- ◆ **Rachel A. Organ**
Bartell Drugs
- ◆ **Nunsia L. Orr**
- ◆ **Oliver & Irene Oshiro**
Crane Eldec Corporation
& Mukilteo School
District
- ◆ **Ann S. Osterberg**
Housing Authority of
Snohomish County
- ◆ **Kimberly M. Ostman**
- ◆ **Delores M. Overton**
The Boeing Company
- ◆ **Becci Oxner & Curt Given**
United Way of
Snohomish County
- ◆ **Deborah R. Pace**
The Boeing Company
- ◆ **Jeffrey E. Page**
Lake Stevens School
District
- ◆ **Richard Palkowski, Jr.**
Kimberly-Clark
Corporation
- ◆ **Ron R. Parsons**
Bank of America
- ◆ **Eric Pawtowski**
The Boeing Company
- ◆ **Colin Payne**
The Boeing Company
- ◆ **Darrel D. Peacock**
Magna Design
- ◆ **John S. Pearson**
United Parcel Service
- ◆ **Carolyn V. Pearson**
Premera Blue Cross
- ◆ **Lauren & Joanne Pearson**
Teltone Corporation
- ◆ **Terri & Lee Pelekoudas**
Cascade Bank
- ◆ **Paul & Joan Perry**
Brien Motors
- ◆ **Gaston & Lynn Peter-
Contesse**
Stevens Healthcare
- ◆ **Edward Peters**
Edmonds School District
- ◆ **David & Julie Peters**
Everett School District
- ◆ **Ed & Carol Petersen**
Providence Health
System - Everett &
Housing Hope
- ◆ **Karen W. Petersen**
Macy's
- ◆ **Janet Maines Peterson,**
PT
- ◆ **Ted, Jo & Katie Petterson**
The Boeing Company
- ◆ **Jon Petursson**
Philips Medical Systems
- ◆ **Kerry V. Phelps**
Harris Ford
- ◆ **Wanda J. Phillips**
Philips Medical Systems
- ◆ **Dottie Piasecki**
Providence Health
System - Everett
- ◆ **Douglas A. Pierce**
Edmonds School District
- ◆ **Sandra L. Pistole**
Premera Blue Cross
- ◆ **Krista Place**
Philips Medical Systems
- ◆ **Ralph Plummer**
The Boeing Company
- ◆ **Rozanne Poirier**
Costco
- ◆ **Sergey Ponomarev**
The Boeing Company
- ◆ **Paula J. Poole**
Stevens Healthcare
- ◆ **Beverly Porter**
Premera Blue Cross
- ◆ **David J. Porubek**
Sonus Pharmaceuticals
- ◆ **Cary & Joy Postelwait**
The Boeing Company
- ◆ **Kathleen Powers**
- ◆ **William R. Preston**
Eaton Electrical
- ◆ **Thomas & Nancy
Prettyman**
The Boeing Company
- ◆ **Louise Preuninger**
Costco
- ◆ **Karen A. Price**
Snohomish School
District
- ◆ **Darryl Price**
Premera Blue Cross
- ◆ **Janet D. Prichard**
Perteet Engineering, Inc.
- ◆ **Craig Prince**
The Boeing Company
- ◆ **Steve & Linda Probstfeld**
The Boeing Company
- ◆ **Gary & Joan Proctor**
- ◆ **Andrew & Anita
Proudfoot**
Fluke Corporation
- ◆ **Carolellen Pruett**
Providence Hospice &
Home Care of Snohomish
County
- ◆ **Stephen W. Puryear**
Cascade Bank
- ◆ **Alisa & Robert Putnam**
City of Arlington &
Arlington School District
- ◆ **Carl J. Putnam**
Fred Meyer
- ◆ **Calvin R. Pygott**
Northshore School
District
- ◆ **Cathy Quirk**
The Boeing Company
- ◆ **John & Peggy Radzewich**
Aerospace
Manufacturing
Technologies, Inc.
- ◆ **Gary & Ella Ralstin**
Eaton Electrical
- ◆ **Roger E. Rancourt**
Moss Adams LLP
- ◆ **Jacque D. Rasmussen**
City of Everett
- ◆ **Teri & Buddy Ratner**
Philips Medical Systems
- ◆ **Karen L. Rautenberg**
Edmonds School District
- ◆ **JoAnn Ray**
Premera Blue Cross
- ◆ **Garnett E. Ray, Jr.**
Crane Eldec Corporation
- ◆ **Myron & Kimberly
Redden**
The Boeing Company
- ◆ **Victor H. Reddick**
Philips Medical Systems
- ◆ **Neva J. Redmond**
Mukilteo School District
- ◆ **Stephen E. Reed**
Fluke Corporation
- ◆ **Stuart H. Reed**
Pemco Insurance
- ◆ **Peggy Reeves**
The Boeing Company
- ◆ **Joshua D. Reiman**
American Red Cross -
Snohomish County
- ◆ **Robin & Stephen Reinig**
Frontier Bank & Compass
Health - Everett
- ◆ **John & Lenore D.
Reisdorf**
Fluke Corporation
- ◆ **Don Reiser**
The Boeing Company
- ◆ **Richard Rench &
Candace Goodwin**
CityBank
- ◆ **Christine W. Reuther**
Edmonds School District
- ◆ **David Reynolds**
Premera Blue Cross
- ◆ **Charles A. Rhoden**
D3 Technologies
- ◆ **Samuel & Cathy Richard**
W&H Pacific
- ◆ **Gracie Richardson**
The Boeing Company
- ◆ **David S. Richardson**
Snohomish School
District
- ◆ **Marcia Ridley**
Premera Blue Cross
- ◆ **Barbara Riffel**
Premera Blue Cross
- ◆ **Max Riggs**
United Way of
Snohomish County

Leadership Circle

- ♦ **John Riley**
Premera Blue Cross
- ♦ **Jennifer & David DeHaan**
YMCA of Snohomish
County & City of Everett
Larry Ringstad
- Tracy Ritchie**
The Boeing Company
- Susan C. Robertson**
Macy's
- ♦ **Wayne & Betty
Robertson**
Snohomish School
District
- ♦ **Mary C. Robertson**
Costco
- ♦ **Reg Robertson & Karen
Robertson**
Fluke Corporation
- ♦ **Brent S. Robinson**
Philips Medical Systems
- ♦ **June G. Robinson**
Community Health
Center of Snohomish
County
- Darlene S. Robinson**
The Boeing Company
- Robert W. Robinson**
Frontier Bank
- Michelle K. Robles**
Bartell Drugs
- Russell Rockwood**
The Boeing Company
- Lynnae V. Rodeffer**
Washington Mutual
- Linda Rodriguez**
Providence Health
System - Everett
- Kevin, Mary Ann &
Crystal Roen**
The Boeing Company
- ♦ **Brenda L. Rogers &
William R. Rogers**
Valley General Hospital
- Janet E. Rogers**
Chicago Title & Trust
Company
- Robert W. Rommel**
SPEEA -Society of
Professional Engineering
Employees in Aerospace
- James W. Roosma**
Brien Motors
- Sally J. Rosamond**
- ♦ **James W. Rose & Terry O.
Rose**
Fluke Corporation
- ♦ **Kathleen P. Rose**
Frontier Bank
- Russell E. Rosendal**
- Rick & Kathy Ross**
The Boeing Company
- Richard B. Rotert, Jr.**
Bartell Drugs
- Donna Routt**
The Boeing Company
- ♦ **Peter Rowe**
Premera Blue Cross
- ♦ **Patrick W. Rowe**
Premera Blue Cross
- Jacquelyn C. Roy**
Macy's
- Peter, Dawn, Leah &
Haley Rudolph**
The Boeing Company
- ♦ **Doris A. Rupert**
Aerospace
Manufacturing
Technologies, Inc.
- ♦ **James M. Rupp**
Fluke Corporation
- ♦ **Andy Rush**
BDZ Developers, Inc.
- Mr. and Mrs. Charles
Russell**
Microsoft Corporation
- Loretta K. Rust**
Washington Mutual
- Richard & Theresa Rutter**
The Boeing Company
- Anne K. Ryan**
- Michael Ryberg**
- Ted & Valerie Rydell**
The Boeing Company
- Dennis (Rocky) J. Ryen**
Rinker Materials
- Chris & Carol Rypkema**
The Boeing Company
- Mike Saelens**
Philips Medical Systems
- ♦ **Sri Sagadevan**
Premera Blue Cross
- Lori A. Sampson**
The Boeing Company
- Craig Samson**
The Boeing Company
- ♦ **Jon A. & Cathy A.
Samuelson**
Coca-Cola Enterprises &
Lexus of Seattle
- Erin-Leigh & Jonathan E.
Sand**
Nordstrom & Cascade Bank
- ♦ **Janis Sandhop**
Premera Blue Cross
- ♦ **Bart B. Sanford**
Fluke Corporation
- ♦ **Vicky S. Santangelo**
AT&T
- ♦ **Chris B. Sarver**
Aerospace
Manufacturing
Technologies, Inc.
- ♦ **David Sato**
Frontier Bank
- ♦ **Brian R. Saulsman**
Monroe School District
- Darrell & Allie Saunders**
The Boeing Company
- ♦ **Amy D. Sauter**
The Everett Clinic
- Mary Scanes**
Kimberly-Clark
Corporation
- ♦ **John B. Scehovic**
The Everett Clinic
- Brad Schade**
The Boeing Company
- Tina Schaffer**
Enterprise Rent-a-Car
- ♦ **Cathy M. Schindler**
Housing Authority of
Snohomish County
- ♦ **Nathan & Nancy
Schloetel**
Work Opportunities
- Dave Schmid**
The Boeing Company
- Donna Schmidt**
Premera Blue Cross
- Donald & Maureen
Schmitz**
Mukilteo School District
- ♦ **Mary J. Schoeben**
Macy's
- Zephan & Dawn
Schroeder**
Microsoft Corporation
- ♦ **Charles S. & Ellen R.
Schufreider**
Volunteers of America
- Western Washington &
Snohomish County
- ♦ **Karianne M. Schukar-
Eggink**
Everett School District
- ♦ **George (Bill) W. Schuman**
Intermec Technologies
Corporation
- Timothy J. Schuster**
Dunn Lumber Company
- ♦ **Stephen & Julie
Schwecke**
Royell Manufacturing, Inc.
- Pam Scoleri**
The Boeing Company
- ♦ **Suzanne L. Score**
Lakewood School District
- Mike & Janice Scott**
The Boeing Company
- ♦ **Susan R. Scroggs**
United Parcel Service
- ♦ **Rosemary (Rose)
Seaburg**
Fluke Corporation
- ♦ **Fred & Joanne Sealund**
Kimberly-Clark
Corporation
- Alan G. Seamster**
Fluke Corporation
- ♦ **Paul & Kathleen Seely**
Boys & Girls Clubs of
Snohomish County
- Vicki Seiders**
The Boeing Company
- ♦ **Norman R. Selset**
Aerospace
Manufacturing
Technologies, Inc.