IMPROVING LIVES EVERY DAY

2016 Annual Report

COMPASS HEALTH CHAMPIONS THE QUEST FOR WELL-BEING THROUGHOUT OUR COMMUNITIES BY ADVANCING BEHAVIORAL HEALTH IN SNOHOMISH, SKAGIT, ISLAND, SAN JUAN AND WHATCOM COUNTIES.
Dear Compass Health Community,

We are proud to mark 2016 as our 114th year of serving those in need throughout Snohomish, Skagit, Island, San Juan and Whatcom Counties. Thanks to your support, it was a year of success – and a precursor to a period of evolution that will strengthen the work we do.

As we celebrate our 115th anniversary in 2017, our organization finds itself at an exciting transition point. With the advent of healthcare reform nationally, and here in Washington State, Compass Health is transforming from a nonprofit social service provider into a nonprofit healthcare provider specializing in behavioral health. This transformation will result in better access to medical care for those we serve. It will also mean better access to behavioral healthcare for individuals receiving care from medical providers.

It does not mean that we will move away from the mission we’ve pursued for more than a century. In fact, this strengthens our mission to serve those who are most in need. Building on that commitment, all of us here at Compass Health are continuing to work tirelessly to take full advantage of our organization’s transformation and ensure we succeed long into the future.

This opportunity will allow us to remain a leading innovator in providing holistic care that coordinates and integrates mental health, substance use disorder treatment, and general healthcare to give every individual and family the opportunity to live happy and healthy lives filled with recovery and purpose. Our gifted and dedicated staff work day-in and day-out to make this a reality throughout our communities.

To all of you that support the mission and work of Compass Health, we thank you. Your support ensures that those we serve continue to receive the care they deserve.

Best Regards,

Tom Sebastian
President and CEO

Laura Padley
Board Chair

Compass Health’s mission is to advance behavioral health in Snohomish, Skagit, Island, San Juan, and Whatcom Counties.

Our Core Values

INTEGRITY
Acting with respect and dignity in the pursuit of excellence

DEDICATION
Compassionate commitment to the well-being of our communities

DIVERSITY
Embracing and celebrating differences

CONNECTION
Building strong communities through relationships

“...The entire staff is very caring and helpful. There wasn’t anyone who wasn’t concerned for the patients’ best interest.”

– Compass Health Adult Client

1902
The Parkland Lutheran Children’s Home opens in Parkland, WA.

1922
Parkland Lutheran Children’s Home moves to Everett, WA.

1953
PLCH hires their first psychiatrist and begins providing mental health care for children who live at the home.
## Consolidated Audited Financial Data as of June 30, 2016

### Operating Activities

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Support and revenue</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net client service revenue</td>
<td>$47,637,564</td>
<td></td>
<td></td>
<td>$47,637,564</td>
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<tr>
<td>Contributions and grants</td>
<td>3,638,618</td>
<td>392,612</td>
<td></td>
<td>4,031,230</td>
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<tr>
<td>Rental revenue</td>
<td>1,443,679</td>
<td></td>
<td></td>
<td>1,443,679</td>
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<tr>
<td>Other</td>
<td>148,702</td>
<td></td>
<td></td>
<td>148,702</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td>$52,868,563</td>
<td>$392,612</td>
<td></td>
<td>$53,261,175</td>
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### Program and Support Expenses

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatry</td>
<td>$3,676,845</td>
</tr>
<tr>
<td>Other program services</td>
<td>$2,280,175</td>
</tr>
<tr>
<td>Management and general</td>
<td>$5,668,035</td>
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<tr>
<td>Information services</td>
<td>$1,237,035</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$343,204</td>
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<tr>
<td>Crisis response</td>
<td>$7,992,214</td>
</tr>
<tr>
<td>Mental health outpatient</td>
<td>$20,068,475</td>
</tr>
<tr>
<td>Residential treatment</td>
<td>$2,823,077</td>
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<tr>
<td>Housing</td>
<td>$2,084,884</td>
</tr>
<tr>
<td>Inpatient</td>
<td>$3,531,999</td>
</tr>
<tr>
<td>Children's intensive services</td>
<td>$3,309,211</td>
</tr>
<tr>
<td><strong>Total Operating Expenses</strong></td>
<td>$53,015,154</td>
</tr>
</tbody>
</table>

### Overview

- Operating activity change in net assets, including revenue released from restrictions: $330,982 ($84,961) $246,021
- Non-operating activity change in net assets: $1,088,292 ($671,248) $417,044
- **Total operating and non-operating change in net assets**: $1,419,274 ($756,209) $663,065

### Net Assets

<table>
<thead>
<tr>
<th></th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Permanently Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net assets beginning of year</td>
<td>$18,292,037</td>
<td>$4,553,934</td>
<td>$286,488</td>
<td>$23,132,459</td>
</tr>
<tr>
<td>Net assets end of year</td>
<td>19,711,311</td>
<td>3,797,725</td>
<td>286,488</td>
<td>23,795,524</td>
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</tbody>
</table>

### Historical Note

- **1957** Whatcom Counseling & Psychiatric Clinic is created.
- **1962** Congress passes the Community Mental Health Act, creating community-based service models and allowing the deinstitutionalization of the mentally ill. Family Counseling, a family-centered treatment agency, is created.
Transforming Lives

Michael first came to Compass Health 15 years ago. Chronically homeless, struggling with addiction and without a natural support system, he floated between Compass Health’s PACT (Program of Assertive Community Treatment), intensive outpatient, and outpatient programs. Michael made progress during his treatment periods (coming to meetings, regularly taking his medications) but as soon as he left a program he went off his medication, was back on the streets, and often was arrested for trespassing.

After numerous arrests, Michael was admitted to Western State Hospital where he remained for 3 years. He made improvements in taking his medications and working with mental health professionals on a release plan and eventually was discharged and moved into Compass Health’s Aurora House on a court order.

Some time passed before Michael was able to engage and socialize with the clinicians and other residents. With help from his clinician, he created a treatment plan to address his behavioral health, general health, vocational/educational/housing needs, and social supports. For 18 months, Michael steadily progressed and moved toward a discharge date.

One of Michael’s goals was to find housing to provide stability and keep him on the road to recovery. He found a clean and sober house within biking distance to his sessions with his new counselor. He now lives in an environment that keeps him accountable, with his history of treatment and milestones in mind.

Michael now rides his bike to his meetings with his PACT counselor. Through all of this, his biggest fear was getting off his medications, but Michael doesn’t see that happening anymore: “I know that I have thoughts that aren’t real, but I can see that the medications can help me live on my own and make me happy and healthy.”

Our diverse staff are committed to providing skilled and compassionate care to our clients.

514 full time staff + 176 part time staff + 65 on-call staff = 755 total staff

In 2016, Compass Health hired 400 people; 74% were clinical service providers.

26% of clinical staff have worked at Compass for more than 10 years.
**Our services** caring for our community

### 2016 SERVICES BY COUNTY

<table>
<thead>
<tr>
<th>Type of Service</th>
<th>Snohomish</th>
<th>Skagit</th>
<th>Island</th>
<th>San Juan</th>
<th>Whatcom</th>
<th>Snohomish</th>
<th>Skagit</th>
<th>Island</th>
<th>San Juan</th>
<th>Whatcom</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outpatient Mental Health</td>
<td>6774</td>
<td>1123</td>
<td>717</td>
<td>204</td>
<td>1190</td>
<td>3597</td>
<td>371</td>
<td>258</td>
<td>105</td>
<td>391</td>
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<tr>
<td>Intensive Outpatient Mental Health</td>
<td>623</td>
<td>134</td>
<td>55</td>
<td>1</td>
<td>24</td>
<td>268</td>
<td>-</td>
<td>24</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Emergency Services (Outreach &amp; Triage)</td>
<td>1751</td>
<td>986</td>
<td>253</td>
<td>72</td>
<td>1462</td>
<td>319</td>
<td>117</td>
<td>44</td>
<td>13</td>
<td>125</td>
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<tr>
<td>Chemical Dependency</td>
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<td>-</td>
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<td>194</td>
<td>-</td>
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<td>-</td>
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<tr>
<td>Residential</td>
<td>79</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Inpatient</td>
<td>309</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Health Care Integration Services</td>
<td>381</td>
<td>452</td>
<td>-</td>
<td>-</td>
<td>29</td>
<td>19</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

**Totals by County**

<table>
<thead>
<tr>
<th></th>
<th>Snohomish</th>
<th>Skagit</th>
<th>Island</th>
<th>San Juan</th>
<th>Whatcom</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outpatient Mental Health</td>
<td>9917</td>
<td>2695</td>
<td>1025</td>
<td>471</td>
<td>2676</td>
</tr>
<tr>
<td>Intensive Outpatient Mental Health</td>
<td>2676</td>
<td>4213</td>
<td>507</td>
<td>326</td>
<td>153</td>
</tr>
<tr>
<td>Health Care Integration Services</td>
<td>516</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

*Client numbers may include duplicates if an individual received more than one type of care.

### In 2016, Compass Health’s committed and compassionate staff:

- Provided a broad spectrum of outpatient counseling services to **8,900 adults** and **4,589 youth** who have ongoing mental health issues.

- Offered intensive outpatient mental health services to **836 adults** and **292 youth** with severe and persistent behavioral health disorders.

- Provided intensive outpatient services and supports to more than **200 youth** with complex behavioral health needs and their families.

- Helped improve health outcomes through healthcare integration services to **833 adults** and **48 youth** at risk of health problems and/or hospitalizations.

- Provided emergency and triage services to assist **4,251 adults** and **618 youth** in behavioral health crisis to access services and support.

- Provided brief transitional treatment to **1,109 adults** and **133 youth** transitioning from jail or hospital settings back to the community to ensure stability and prevent return to facilities.

- Provided new housing and essential support services for **79 adults** with mental illness who would otherwise be homeless, in jail, or in the emergency room.

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**22,499**
Total Individuals Served

**16,784**
Total Adults Served

**5,715**
Total Youth Served

“**I feel Compass Health has saved my life in many ways.**”

– Compass Health Adult Client

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**1990**
Snohomish County Mental Health Services becomes Olympic Mental Health.

**1995**
Luther Child Center and Olympic Mental Health consolidate to become LifeNet Health.
Thank you for your support

TRANSFORMATIONAL ($100,000 to $500,000)
Martyn Family Foundation
Verdant Health Commission

INSTITUTIONAL ($50,000 to $99,999)
The Moyer Foundation
United Way of Whatcom County

CHAMPION ($10,000 to $49,999)
Anonymous
Campbell Auto Group
Coast Real Estate Services
Community Foundation of Snohomish County
(Human Services Fund and the Butler Trust Fund)
EverTrust Foundation
Muckleshoot Indian Tribe
The Nysether Family Foundation
Ticket to Dream Foundation / Mattress Firm
Union Bank
Whatcom Community Foundation
Wigren Forensic, PLLC

BENEFACtor ($2,500 to $9,999)
Boeing Company
The Everett Clinic
Genoa Qol Healthcare
Larry Harris & Betty Azar
Heritage Bank NW
Island Thrift Inc.
Kelley Imaging
Wojtek & Jola Kozacynski
Lummi Indian Business Council
Molina Health Care of WA
The New Bagelry
Nordstrom, Inc. Charitable Giving
Safeway Foundation
Shell Oil Company Foundation
Swinomish Indian Tribal Community
TEGNA Foundation Fund
Walmart Foundation
Windermere Foundation

PATRON ($1,000 to $2,499)
Anonymous
Stacey Alles & Joseph Hubach Jr.
Askesis Development Group, Inc.
Robert & Dee Axley
Lloann Ball
The Benevity Community Impact Fund

BRENNIX ($2,500 to $9,999)
Pacific Copy & Printing Company
Dave Patterson
Linda Pederson
Judith Prince
Propel Insurance
Britt Udy

CONTRIBUTOR ($250 to $499)
Janis Ahern
Anderson Hunter Law Firm
Eric & Dawn Carlsen
Office of the Secretary of State Combined Fund Drive
Fairhaven Lions Service Club
Laird Findlay & Linda Bentson
John Flavin
Vicki Kennerud
Don & Barbara Kusler
Mr. & Mrs. Jerry Lindsey
Mile High United Way
Barbara Nystrom
Nanci & Becky Olson-Hernandez
Christine Parkes
Soroptimist of Sedro Woolley
Virginia Stamey-Johnson
United Way of Snohomish County
Zion Lutheran Church

DONOR ($1 to $249)
Jerry & Judy Alles
Annie Alley
AmazonSmile Foundation
America’s Charities
Mr. & Mrs. Ray E. Armintrout
Jim Ashton
Leslie B
Mr. & Mrs. Scott Bader
Don & Barbara Bailey
Ken & Sally Bakken
Holly Barrett
Rod Bartunek
Diana Beal
Mr. & Mrs. Jerry Behan

1997
Skagit, Island, and North Island Mental Health consolidate to become Community Mental Health Services. Counterpoint Community Mental Health, Family Counseling, and LifeNet Health consolidate to become Compass Health, serving all of Snohomish County.

2003
Community Mental Health Services merges with Compass Health.

“Our therapist, Katie, is wonderful! I really enjoyed the 6 week support group!”
– Compass Health Adult Client

Thank you for your support

"Our therapist, Katie, is wonderful! I really enjoyed the 6 week support group!"
– Compass Health Adult Client

“Thank you for your support"
This list reflects donations received from January 1, 2016 through December 31, 2016. Every effort has been made to ensure the accuracy of this list. If you have questions or concerns, please contact the Development Department at 425-349-8374.

“Thank you for always being there and for understanding what I go through every day.”

– Compass Health Adult Client

2014
Whatcom Counseling & Psychiatric Clinic merges with Compass Health.

2017
Compass Health serves more than 25,000 people annually, has more than 20 sites in five counties, and provides the community with outpatient, emergency, intensive outpatient, substance abuse, residential, inpatient, and housing services.
As a nonprofit 501c(3) organization, we welcome contributions from individuals and businesses. To learn how you can help us make a difference in people’s lives, email us at development@compassh.org or call (425) 349-8122.

**Compass Health Camp Programs**

Compass Health provides two camp programs to the community free of charge. Camp Mariposa is for youth who have a parent or caregiver struggling with addiction issues and focuses on teaching them that addiction is not their fault and how to break the cycle of family addiction. Camp Outside the Box is for youth in our WISe program who have complex behavioral health situations that prevent them from being successful in more traditional camp settings. The youth are taught how to communicate their feelings in a more appropriate manner and in a more supportive and understanding environment. Both of these programs are completely funded through the generosity of Compass Health donors, eliminating financial burden for families and youth.

“It helped me realize that I’m not alone. Thank you Camp Mariposa!”
- Farryn, age 9