

Connect



A Report to Skagit County from Chinook Enterprises

FALL 2005 SPECIAL 25th ANNIVERSARY EDITION

People Are Saying ...



"I really appreciate the work Chinook does here at the hospital. They help individuals in so many ways, learning jobs, creating opportunities, and supporting UGH as an employer. They really support the best interests of the community."

Tom Barnts
Director of Plant Operations
United General Hospital



"Chinook Enterprises has always been an organization whose management wasn't afraid to try new things and to strive for excellence."

Dr. Paul Chaplik
Chinook Board of Directors



"An Agency becomes like an extended family. You want not only the job to be done well, but you want the people to be happy and have a meaningful experience. You always have to be alert for the opportunities and willing to take a risk. That has been accomplished at Chinook Enterprises."

Joan Martin
Executive Director
Skagit Preschool and Resource Center

A United Way Agency



United Way

Contact Us At: Chinook Enterprises
2026 LaVenture Road
Mount Vernon, WA 98273
(360) 428-0140

Email: chinook@chinookenterprises.org
Website: www.chinookenterprises.org

Embracing Change

Like the rest of the Skagit Valley, Chinook Enterprises has experienced a significant amount of growth and change over the past 25 years. In the early years, the program was located in a run-down old house by the railroad tracks in downtown Mount Vernon. We had a staff of 8, served about 20 participants, and had an operating budget of about \$110,000. Today, Chinook Enterprises is located on the northwest edge of the Skagit Valley College campus in a modern 12,000 square foot facility with a staff of 45, serving 120 individuals per day, with an operating budget just shy of \$2,000,000. To say that a lot has changed in the last 25 years would, of course, be an understatement.

While these changes are concrete and visible to the eye, there have also been some more subtle changes that have occurred over this time period that have been very significant in the development of this organization. One of the most profound is the changes in community attitudes about employing persons with disabilities.

When Chinook Enterprises first began, vocational options for people with disabilities in the Skagit Valley were pretty limited due to preconceived notions regarding what types of work disabled people could or could not do, or *should* or *should not* do. The prevailing philosophy of the

time put the onus of change on the person with the disability. If the person could somehow overcome his/her barriers, he/she could succeed in the workplace. Programs were thus designed largely to try to "fix" people and/or get them "ready" for employment. The

methods needed to change. Many people with disabilities have symptoms that are not "fixable," and the idea that a person with a disability needs to become independent actually presents a bit of a double standard because, when you think about it, none of us are truly independent. In reality, all of us are more *interdependent*. We all do some things well and other things not so well. We routinely depend on other people for support for different things in our lives.

As we began to apply some of these concepts to our service delivery philosophy, we found the results astonishing. People previously seen as "unemployable" were succeeding in the workplace, and the business community realized more and more that people with disabilities can and should be a productive and dependable part of their workforce.

Sometimes, changing an attitude or long held belief can be a slow and tedious process. It takes openness, insight, and courage. As we continue to move steadily towards more community inclusion

and acceptance of persons with disabilities, I am proud to say that I work for an organization that continually examines its own attitudes, beliefs, and practices in an effort to improve the lives of the people we serve.

— By Jim Halpin



Chinook's dynamic duo, Executive Director Rob Martin and Assistant Director Jim Halpin, have kept the lamp lit at Chinook for the past 25 years.

system's emphasis was on helping people become independent by fixing their problems.

As more and more people in the field began to study those issues and looked toward an approach that didn't really seem to work all that well, we too began to see that our

The Chinook Independence Fund ~ Looking Toward the Future

Every change of administration, both Federal and State, brings new challenges in providing services for almost all human service agencies. The percentage of people who are eligible to receive assistance from these shrinking dollars becomes smaller every year. It isn't that their need has grown any less; it is simply a matter of having to stretch our resources to encompass a growing population with growing needs. Eventually, the dollars run out and people are left by the wayside.

Chinook Enterprises has been meeting the challenge of assisting people who want to become active

participants in their communities for many years. As the need in the community has grown, so has our focus.

No longer is Chinook a strictly vocational agency because participation in community life means so much more than simply getting a job. For some individuals it means becoming part of a sporting league, for others it is joining a church, and still for most it is the possibility of working in a career. Regardless of the want or the focus, it is difficult to find enough dollars to respond to the growing needs of our community.

In order to address this need,

the Board of Directors of Chinook Enterprises is announcing the "Chinook Independence Fund." This community supported service account will supplement the work being done at Chinook and will provide services to under-served and un-served individuals who meet the service requirements of Chinook in accordance with its mission statement.

Contributions by the community will be accepted on an ongoing basis. The need is great, and it is growing. For more information on how you can help, call (360) 428-0140.

Leading Us Into The Future:

The Chinook Enterprises Board of Directors and Business Advisory Council

The day-to-day business of Chinook Enterprises is handled by a talented and dedicated staff. As with most non-profit organizations, how-



Executive Director Rob Martin meets with Board of Directors President Kurt Hefferline.

ever, policy and major financial decisions are made by a Board of Directors. Another primary role of Chinook's Board members is to advocate for the organization whenever possible and appropriate. The current Chinook Board brings a wide variety of experiences and expertise to the table, providing staff with direction and a ready pool of consultants and supporters.

The Chair of the Board is Kurt Hefferline, Skagit County's Assistant Chief Deputy Prosecuting Attorney. Hefferline's leadership skills, legal background, and clear sense of direction have proven invaluable to the organization. The Vice Chair is Jack Henriot. Henriot's connections in the community, garnered through years as a Port Commissioner and a member of the Skagit Valley College Foundation and other groups, hold him in good stead for expanding awareness of, and making important connections for, Chinook Enterprises. The slate of Board officers is rounded out by Otto Rouw, a certified public accountant. His financial know-how has made him a natural to lead the Board's Finance

Committee for years. That Committee recommends investments and other finance-related actions to the full Board.

The list of other 2005 Board members reads like a "who's-who" of the Skagit County business and volunteer communities: Sunshine Allen, Paul Chaplik, Colleen Fisher, Cheryl Hymes, Marty Lehr, Kimberly Somers, and Peter Stroosma. These aren't the only people who provide support and advice for the Chinook staff, however. Another group, the Business Advisory Council (BAC), serves an important role.

The purpose of the BAC is to assist Chinook in the following areas: developing community jobs for people with disabilities, expanding community awareness of Chinook and its mission, developing sub-contract work opportunities, and assisting with the develop-



Members of the Chinook Enterprises Business Advisory Council plan upcoming events.

ment of marketing and public relations materials. A recent effort of the BAC, sponsoring an "after-hours" event for members of the Mount Vernon and Burlington Chambers of Commerce, exemplifies just how the group supports Chinook in all of these ways. Current members of the BAC are Michael Barrett, Bill Berry, Cheryl Hymes, Dick Irwin, Gary Kent, Maureen Nokleby, Ryan Patrick, Kimberly Somers, Brock Stiles, and John Swapp.



Lisa Swanberg of the Burlington Chamber of Commerce enjoys a burger at the Chinook "Hands Across the River" Open House and Barbecue.

The Chambers Come to Chinook

More than 150 members of Skagit County's business community enjoyed a sizzling taste of summer on July 14, 2005 when they attended Chinook Enterprises "after-hours" get-together, co-sponsored by the Mount Vernon, Burlington, and Sedro-Woolley Chambers of Commerce and EDASC.

The late afternoon affair celebrated Chinook's long association with many local businesses that over the past 25 years have employed a multitude of people with disabilities or other barriers who had sought assistance through the nonprofit agency.

Featured at the gala barbecue, held under a warm sun in Chinook's garden along La Venture Road, were tours of the facility, which include workspaces where parts for Boeing and other manufacturers are created.

Board members and Chinook employees took part in guiding the tours, greeting guests, and cooking and serving the food, which included hot dogs, hamburgers with all the trimmings, salads, cake, and beverages. The Peruvian band, Perukallpa, kept guests entertained and door prizes were frequently given out.

Several businesses that employ individuals supported by Chinook were represented. The owners and managers of these businesses provided opportunities for visitors to play a game that allowed them to learn more about the businesses and the people who work at them. "The most frequent comment heard throughout the event was 'I didn't know you did that,'" stated Chinook Employment Specialist Bari Willard. "The open house brought people together and provided Chinook to show off to the community," Willard added.

The event was part of the occasional business after-work get-togethers inspired by the Burlington and Mount Vernon chambers, hence the name "Hands Across the River." Sedro-Woolley since has joined in the sponsorship.

Support these many fine companies and organizations who have made a connection with Chinook Enterprises

- Alf Christianson Seed Co.
- Anacortes Chocolate Factory
- Anacortes Christian Church
- Anacortes Senior Center
- Arbor-Pacific Forestry Services, Inc.
- Avon-Allen United Methodist Church
- Barnett Implement
- Bates Abrasives
- **BBC Biochemical Inc.**
- Blockbuster, Anacortes
- The Boeing Company
- Bridgeways
- Burlington Chamber of Commerce
- Burton Care Center
- Carlson-Formetec Inc.
- Cascade Pizza
- **Chicago Title Company**
- City of Anacortes
- City of Mount Vernon
- Clearsnap
- Community Action Agency
- Costco
- Country Time Alpacas
- Donatello
- DSHS Central Services Office
- EDASC
- EFF Health Care
- First Evangelical Lutheran Church
- Fisher & Son Construction
- Grocery Outlet
- Holiday Market
- Home Depot
- Home Place
- **Janicki Industries**
- Jetpoint Technologies
- Jo Ann Fabrics
- John's Home Service
- KLKI Radio
- Lamar Technologies
- Ledgerline Accounting
- Lennox Hearth Products
- Linens N Things
- McDonalds, Anacortes
- McDonalds, Burlington
- McDonalds, Mount Vernon
- McDonalds, Sedro-Woolley
- Mount Vernon High School
- **Mount Vernon Library**
- Mount Vernon Senior Center
- Nordic Tugs
- North Island Boat Company
- Northwest Hair Academy
- Outback Steak House
- Peoples Bank
- Pleasant Ridge Cemetery
- Port of Anacortes
- Port of Skagit County
- Puget Sound Rope
- River City Screen Printing
- Safeway, Anacortes
- San Juan Yachts
- Schell Design Group
- Sean's Yard Care in Shelter Bay
- Services for the Blind
- Skagit Adult Day Care
- Skagit County EMS
- Skagit County Human Services
- Skagit County Law Library
- Skagit County Parks and Recreation
- Skagit County Prosecuting Attorney's Office
- Skagit County Public Works
- Skagit County Youth and Family Services
- Skagit Gardens
- Skagit Speedway
- **Skagit State Bank**
- Skagit Valley Children's Museum
- Skagit Valley College
- Skagit Valley Hospital
- Social Security Administration
- **Soroptomists of Burlington**
- SPARC
- Sterling Lawn Services
- Stiles and Stiles Inc., P.S. Attorneys at Law
- Target Stores, Burlington
- Thrifty Foods, Burlington
- Timberland Homes
- **Tri-County Truss**
- United General Hospital
- United States Postal Service, Burlington
- United Way
- Upchurch Scientific Inc.
- Upstage Boutique
- **Value Village**
- Wal-Mart
- Washington State Division of Developmental Disabilities
- Washington State Division of Vocational Rehabilitation
- Washington State DSHS Children/Family Services
- Washington State Employment Security Department
- Whatcom Transit Authority
- Where the Heart Is

– **Bold italicized businesses indicate new connection** –

HAPPY 25TH ANNIVERSARY CHINOOK!



From left: Otto Rouw, Peter Stroosma, Paul Chaplik, Sunshine Allen, Kurt Hefferline, Colleen Fisher, Cheryl Hymes, Kimberly Somers, and Jack Henriot. Not pictured: Marty Lehr

**WE ARE PROUD TO BE
A PART OF YOUR SUCCESS.**

THE CHINOOK ENTERPRISES BOARD OF DIRECTORS

Employee Longevity: A Key to Success

Most business owners and employers recognize the value of longevity. Tenured employees usually have the most highly developed skill sets, the clearest understanding of organizational goals, and a deep institutional knowledge. On a more personal level, long-term employees frequently are the most loyal and committed. Nowhere are the benefits of longevity more evident than at Chinook Enterprises.



Chinook's two longest term employees, Rob Martin and Jim Halpin, set the example with a combined service time of 49 years. Martin founded Chinook in 1980, with Halpin joining the staff in 1981. Together they have combined different, yet complementary, styles to further supported employment access for these years of enabled to develop the ing, and net-succeed in an industry entrenched in regulation and dependent upon government funding and community contacts.

"You just keep your eye on the goal, and it comes back around. Our experience has proven this time and time again."

Rob Martin attributes this to staying focused on the big picture. "You just keep your eye on the goal, and it comes back around. Our experience has proven this time and time again."

Experience also has proven that longevity is important throughout the Chinook organization. Mid-level managers have an average tenure of 10 years. Employment specialists average 6 years on the job, in an industry where the average tenure is 18 months. This tenure is critical because their success relies upon relationships – whether with funding sources, community employers, or clients and their families. In a setting where turnover and change is "normal," Chinook works hard to stay focused and keep providing great services, year after year.



**Thank You Chinook Enterprises
for 25 Years
of Excellent Service**



Janicki Industries Inc.

1476 Moore St., Sedro-Woolley, WA 98284
phone: (360) 856-5143 fax: (360) 856-0372
www.janicki.com

Accreditations

- Accredited by CARF: The Rehabilitation Accreditation Commission
- Accredited by the U.S. Department of Labor

Affiliations

- United Way of Skagit County Agency
- Anacortes Chamber of Commerce Member
- Burlington Chamber of Commerce Member
- Mount Vernon Chamber of Commerce Member
- Sedro-Woolley Chamber of Commerce Member
- Economic Development Association of Skagit County

Certifications

- Certified Community Rehabilitation Facility, Washington State Department of Social and Health Services (DSHS) Division of Vocational Rehabilitation & Division of Developmental Disabilities
- ISO 9001:2000
- AS 9100

**Connect Editor:
Debbie Maxwell**

The View From Here...



An Address from Executive Director Rob Martin

In order to prepare this message, I did some research on a few of the top news stories of 1980 to see what was happening the year Chinook began life. For sure, many things have changed in a dramatic way. For example, cell phones were not in general use until 1987. Today, it is hard to find anyone that doesn't have one. The Apple II® was the computer of choice in 1980. It boasted a full 4 megabytes of memory when it was introduced! If we factor in inflation, gas prices really reached \$2.78 in 1980 using 2005 buying power. The average length of stay in a hospital in 1980 was 7.4 days. In spite of the aging baby boomers (why is it called that?), the average stay is now 4.9 days. Healthcare cost in 1980 was about 2% of the GNP (Gross National Product); today it is nearly 13% of the GNP. I did all the research for these statistics right at my computer in about 10 minutes from various Government web sites.

Looking ahead, what does Chinook Enterprises need to do if we are to be here in another 25 years? Two things emerge when I think about that question. We need to continue to attract and keep the best people. That is critical. The local economy has grown substantially, and there are many options for the best people. The cost and availability of communication tools of all sorts has plummeted, and we get lots more for our money than we did in 1980. We need to do an even better job of staying "connected." I expect there will be many new ways to do that over the next quarter century. We see the same cost situation as many businesses today. Our customers expect us to do much more with less. Using technology can work, but it is very difficult to do when your major product is people. Working with others and stretching our resources is certainly another.

One thing Chinook has done successfully over the past 25 years is develop partnerships. These partnerships are with organizations that are larger than we are (Skagit Valley College, for one), those that are much more active on the world state and diverse than we will ever be (Boeing, for example), and some are with small organizations and everything in between. We have, and continue to count on, great support from the Skagit County business community. Partnerships large and small make our mission work, and keeping those partnerships active and healthy are critical to our continued success. In fact, without them we can't succeed. I am deeply honored to serve as Executive Director of Chinook Enterprises, and I look forward to the future and the new challenges and opportunities that it brings. Thanks, Skagit County, for 25 great years!



CEDIS Supervisor Lawrence Franks scans documents for SPARC

Chinook Launches Document Imaging Services

With the coming of our 25th anniversary, 2005 also marks the launch of our new document scanning and file conversion business. For those who are not familiar with this technology, file conversion or digital conversion is scanning paper file documents and converting them to electronic images that can be stored safely and managed in a digital environment, such as on CD's, DVD's, or in a database.

So how did this all come about? Envisioning a service that could help commercial, public, and government entities manage their mounds of old paper files stored in boxes and file cabinets, Rob Martin asked Lawrence Franks (one of Chinook's marketing and new business development agents) to research the plausibility of developing such a business. After several months of looking at other Community Rehabilitation Providers around the United States who provide this service, researching for-profit commercial document imaging companies, and delving into a variety of related hardware and software technologies, Lawrence discovered that a viable business entity was indeed plausible. It could fill a need in the community and could employ candidates from our employment pool. Once the decision was made to move forward, Chinook Enterprises Document Imaging Services (CEDIS) was born.

Heading up the group, Lawrence went into start-up mode developing methodologies and technical skills, and then put together a team of qualified individuals that now include Phil Eide, Ben Harvey, and Lisa Van Allen. The business is also fortunate to have as technical partners and advisors a commercial document imaging company based out of Spokane called DSI who provided assistance during research and start-up and continue to provide technical advice and expertise throughout the growth phase.

Currently, CEDIS is happily entrenched in their first contract at SPARC (Skagit Preschool and Resource Center) converting thousands of children's back-files. Lawrence is also job developing, looking for contracts, and talking with potential customers who have a need for the team's services. What Lawrence has discovered is that though some organizations are currently using this technology to manage their newer files, it is not cost effective for them to deal with the heaps of older files that now encroach on valuable floor space, have become vulnerable to damage, and are essentially unmanageable. Though CEDIS is more than happy to provide imaging services to customers seeking newer document conversion, Rob and Lawrence believe that the majority of the early business will be focused on older archives and back-file conversion. As the business grows, Chinook's newest division will continue to research and integrate new technologies that will provide our customers with more options in digital file management.

With 25 years under our belt, Chinook Enterprises has a proven history of providing products and services that meet or exceed our customer's expectations. Following these standards, Chinook Enterprises Document Imaging Services aims to deliver professional grade quality solutions in document imaging and digital conversion and offering competitive pricing while maintaining reliability, security, and customer satisfaction.

Employer of the Quarter: McDonald's Restaurant

When Gloria Pattee was approached about hiring Monzelle McCoy, she never hesitated in her answer. Since that day, Gloria and the entire staff of the Sedro-Woolley McDonald's Restaurant have supported the employment of this very special woman.

Monzelle has been included in all activities, both work related and just for fun. She has become part of the team. "Working at McDonald's has been a terrific experience for Monzelle," stated Chinook Employment Specialist Bari Willard. "This has been an outstanding jobsite because everyone, not just management, has been behind Monzelle 110%."

Our hats are off to the management and staff of the Sedro-Woolley McDonald's Restaurant, the Chinook Enterprises 3rd Quarter Employer of the Quarter. Congratulations!



Chinook Enterprises Assistant Director Jim Halpin presents McDonald's Manager Gloria Pattee and employee Monzelle McCoy with a certificate for Employer of the Quarter.

2005 United Way Campaign in Full Swing

Chinook Enterprises is one of the 32 agencies that receive funds from United Way of Skagit County. The Campaign runs through November, and the goal is to raise \$830,000 this year. Chinook has utilized the United Way funds to cover expenses where other funds are not available, such as for people who don't qualify for some of the programs covered by State funds. In recent years, this has become more of a problem. As budgets and eligibility become more stringent, funds from the United Way will play an important role in our ability to provide vocational or living assistance for the people we serve. Funds can be designated to a specific organization by the contributor, and every dollar designated goes directly to the organization. The United Way is a workplace giving program, but many people contribute directly to the Campaign. For more information, call (360)755-9521.



HERE'S HOW YOU CAN HELP

If you have contacts with companies where our services might be needed, please let us know using the form below.

If you know of a job that one of our participants might be qualified for, please contact us.

If you would like information about making a tax deductible donation to Chinook Enterprises to help us continue to provide quality employment services for persons with barriers, please complete this short form and we will get right back with you.

Name: _____

Address: _____

City: _____

State: _____ Zip: _____

Phone: _____

email: _____

Chinook Enterprises
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email to chinook@chinookenterprises.org
Visit our website at www.chinookenterprises.org

Chinook Enterprises is a 501(c) (3) organization that qualifies as a tax exempt charitable organization under the Internal Revenue Code. Persons making contributions will receive a tax receipt for the value of the contribution.

Chinook Enterprises Board of Directors

Chair: Kurt Hefferline

Vice Chair: Jack Henriot

Secretary/Treasurer: Otto Rouw

Directors: Sunshine Allen, Paul Chaplik, Colleen Fisher, Cheryl Hymes, Marty Lehr, Kimberly Somers, Peter Stroosma

Chinook Enterprises Business Advisory Council Members

Michael Barrett, Writer/Editor

Bill Berry, KLKI Radio

Cheryl Hymes, Chinook Enterprises Board of Directors

Dick Irwin, Burlington Chamber of Commerce

Gary Kent, United General Hospital Board of Directors

Maureen Nokleby, Washington State Employment Security Department

Ryan Patrick, EDASC and The Small Business Resource Center

Kimberly Somers, Whatcom Area Transit Authority

Brock Stiles, Stiles and Stiles, Inc. Attorneys at Law

John Swapp, Jetpoint Technologies



Josh Cowan working on making the Center for Continuing Education in Rehabilitation website ADA accessible.

Creating Opportunities

Every so often, an individual comes to our agency that causes us to challenge our basic assumptions of the types of work at which people with significant disabilities can be successful. Frequently, for individuals with significant disabilities, basic routine jobs are sought. Highly skilled, career focused individuals are the exception rather than the norm. Josh Cowan is one of those individuals.

After attending Skagit Valley College and receiving a certificate in Web Design, Cowan set about the task of securing a position in his career field. Web design is a highly competitive field that can be difficult for someone without work experience to break into. Cowan not only faced this challenge in securing employment, he also had the added challenges that most individuals with disabilities struggle with, employers' lack of knowledge and misperceptions about people with disabilities. Cowan was determined to not become pigeon holed by these factors.

Cowan sought assistance from the Washington State DSHS Division of Vocational Rehabilitation (DVR) for specialized job development. DVR hired Chinook to first clarify Cowan's career goals, identify his strengths, and determine what specific needs he might have that require accommodation. Once these steps were completed, Chinook assisted Cowan with job development.

All the work that Cowan had done as a student finally paid off. Cowan, with help from Chinook Enterprises, was able to obtain work in the field he had trained. He landed a contract position with Western Washington University's Center for Continuing Education in Rehabilitation (CCER) as a web master's assistant. "I was excited to work with Chinook. My job developer, Debbie, was instrumental in helping me get the job."

Currently he maintains a 300-page website for CCER and also works at the Sedro-Woolley Chamber of Commerce as an office assistant. Cowan works on programs like MS Word and Photoshop. He is able to troubleshoot network problems and work on DOS and Windows XP platforms. Cowan commented that, "People with disabilities can do many things. They only need opportunities."

Chinook on the Move

There has been lots of activity at Chinook Enterprises. People starting jobs, new contracts, and developing new products are only a few of the things that we have going on. Our staff has been on the go, and we have had many events to celebrate! Here are a few things we are excited about...

In March, Connie Barnes transferred into the Community Employment Services Division from the Grounds Division to become an Employment Specialist. Vickie Wammack replaced Connie as the new Litter Crew Supervisor. We had several generous contributions which allowed us to recognize all of the sponsors of the Chinook Enterprises Opportunity Garden through the creation of a beautiful sign donated by ASAP Signs and Jetpoint Technologies. Debbie Maxwell graduated from Western Washington University with her Master of Arts degree in Rehabilitation Counseling.

In April, Debbie Maxwell achieved her national certification as a Certified Rehabilitation Counselor. The Chinook Enterprises staff participated in the EDASC Schmooze Fair. It was at this event the Chinook Enterprises Document Imaging Services was unveiled.

July was a very busy month! Robyn Beebe, a graduate of the Western Washington University Human Services Program, joined our staff as an Employment Specialist. Sue Pusateri, former Miss United Crusade of 1963 in Burbank, California, came on board as a Supported Production Supervisor. Ruby Benitz, a recent graduate of Skagit Valley College, also joined our staff as a Supported Production Aide. We welcomed over 150 local Chamber of Commerce and EDASC members to visit our facility at our "Hands Across the River" Barbecue and Open House. Bob Lakey, Tom Williams, Larry Boffey, and Lisa Fisher upheld Chinook Enterprises' honor by golfing at the annual EDASC Golf Tournament and Wine Tasting Festival at the Avalon Golf and Country Club. Finishing out July was our highly anticipated annual Chinook Enterprises picnic.

We said goodbye to Megumi Torii in August. Megumi, who recently graduated from Skagit Valley College, returned to her native Japan to work in the human services field there. We wish her the best of luck! Bari Willard was recognized as "The Lion of the Year 2005"

for her outstanding contributions to the community through her work with the Lion's Club.

Chinook Enterprises began preparing for its 25th anniversary celebration in September. The event, which will be held on October 20th at the Skagit Valley Casino Resort, will celebrate 25 years of quality services to Skagit County. We will be recognizing achievements and honoring all who have participated in our success.

Finally, Debbie Maxwell was honored on October 2, 2005, by the Western Washington University Student Rehabilitation Counseling Association with the Jerry House Award for Leadership and Academic Excellence.



Chinook Enterprises Golf Team from left: Bob Lakey, Lisa Fisher, Tom Williams, and Larry Boffey.

COSTCO

WHOLESALE

**Congratulations
Chinook Enterprises
on 25 years of service
to our community.
Thank you for placing
and supporting 9
employees over the
past 5 years.**

**1725 S. Burlington Blvd.
Burlington, WA 98233
(360)757-5703**



Chinook Salutes 308 Years of Total Combined Service!



Rob Martin
Executive Director
03/01/80



Jim Halpin
Assistant Director
02/23/81



Roy Batey
Wood Shop
Technician
09/01/82



Deny Greiner
Grounds Program
Manager
11/01/88



Scott Holt
Lead Production
Mechanic
03/16/90



Lisa Fisher
Supported Production
Supervisor
02/25/91



Doug Stokes
Lead Production
Worker
10/26/92



Jody Robideau
Lead Bonding
Technician
11/02/92



Debbie Maxwell
Job Developer/Marketing
Coordinator
07/12/93



Doug Whipple
Employment
Specialist
03/02/94



Raul Santos
Grounds Program
Lead
03/18/96



Lisa Hyatt
Grounds Crew
08/05/96



Chuck Wick
Production
Worker
09/30/96



Sara Harvey
Grounds Crew
02/19/97



Stan Beauprey
Quality Assurance
Coordinator
02/27/97



Bobbie Christensen
Secretary/
Receptionist
05/28/97



Bob Lakey
Production
Manager
07/01/97



Percy Rodriguez
Production
Worker
04/30/98



Tom Williams
Production
Expeditor
09/23/98



Clea Burke
Employment
Specialist
01/28/99



Susan Hibma
Administrative
Assistant
02/17/99



Angela Pratt
Employment
Specialist
04/06/99



Cheryl Kaufman
Redars/Bonding
Technician
04/26/99



David Wilder
Production
Administrative
Assistant
06/09/99



Larry Boffey
Lead Production
Mechanic
09/21/00



Janet Nielsen
Supported
Production Trainer
02/26/01



Steve Core
Wire Shop Lead
04/30/01



Kathy Thomson
Administrative
Services Manager
06/01/01



Michael Bobb
Production
Worker
08/06/01



Jim Petrisor
Litter Crew
01/08/02



David Fukuyama
Litter Crew
03/28/02



Bari Willard
Employment
Specialist
08/20/02



Lawrence Franks
Procurement Rep./
CEDIS Supervisor
08/21/02



Marcia Mueller
Employment
Specialist
06/30/03



Mike Hanes
Employment
Specialist
06/15/04



Connie Barnes
Employment
Specialist
10/03/04



Nick Bahrt
Job Coach
10/07/04



James Marsh
Production
Mechanic
01/03/05



Vickie Wammack
Litter Crew
Supervisor
03/28/05



Robyn Beebe
Employment
Specialist
07/05/05



Susan Pusateri
Supported
Production Trainer
07/14/05



Ruby Benitz
Supported
Production Aide
07/29/05



Barnett
IMPLEMENT 

**Congratulates
Chinook Enterprises
On 25 Years of
Quality Services to
Skagit County**

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