



More Than Ever

Now, more than ever, we are ready to serve.



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To our whole community,

This past year was one of profound change, at times daunting but ultimately foundational and hopeful for Cascadia Health's future. The urgent behavioral health needs of our community are clear, and 2024-2025 was a year of building the foundation for stronger services in the years ahead.

We invested in our people, systems, and services with a clear purpose: to strengthen our ability to serve. We modernized HR and finance functions through Workday and integrated care across behavioral health and residential services through OCHIN Epic. These technology transitions, along with new leadership structures to guide and connect our team-based care model, reinforced our capacity to deliver whole health.



Partnerships played a key role in expanding services. At the Portland airport, our collaboration with the Port of Portland brought behavioral health and crisis response to travelers and staff. With CHESS Health, we launched a mobile app offering new support for people living with substance use disorder. Through Transcending Hope, we introduced services for women engaged in the Aid and Assist Community Restoration Program. And with funding from the Oregon Health Authority, we opened Treeline at 174th, our newest residential treatment facility. Together, these milestones reflect Cascadia's growing impact and readiness to meet community needs.

We also stood firm in our values. In a time of shifting federal policy and budget challenges, Cascadia Health sought grounding in our organizational values that drive the work we do and our commitment to the communities we serve. Whatever external changes come, our mission will not waver. We will continue working with state and local governments and partners to ensure services remain strong and uninterrupted.

This past spring, we said goodbye to our long-serving CEO, Derald Walker, who retired after years of dedicated leadership. I am deeply honored to step into this role, knowing I inherit not only a strong foundation but also a clear vision for the road ahead. The leadership transition took place from a position of stability, with a dedicated team and a clear mission in place.

Looking forward, Cascadia Health is prepared. The groundwork of the past year was not just about stability; it was about positioning us to grow, innovate, and lead.

Together with our partners and community, we will expand access, strengthen services, and continue building a system of excellence for people living with serious mental illness and for all who need us.

Each day, I witness the profound difference Cascadia makes in the lives of those facing complex challenges. I am proud of where we are and deeply hopeful for where we are headed.

Sincerely,

James Schroeder

James Schroeder

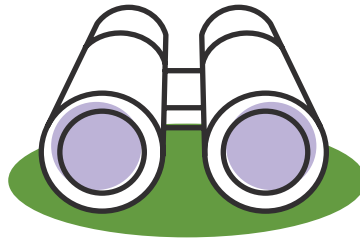
President & CEO | Cascadia Health



Grounded in Who We Are

Our mission, vision, and values guide every decision and investment we make.

These principles guided us through a year of meaningful change and continue to position Cascadia to meet the highest community needs with compassion, excellence, and purpose. Welcoming James Schroeder as Cascadia's new CEO ensures our vision remains steady while bringing fresh energy to our work.



Our Vision

A community where everyone benefits from whole health care, experiences wellbeing, and has a self-directed, connected life.



Our Mission

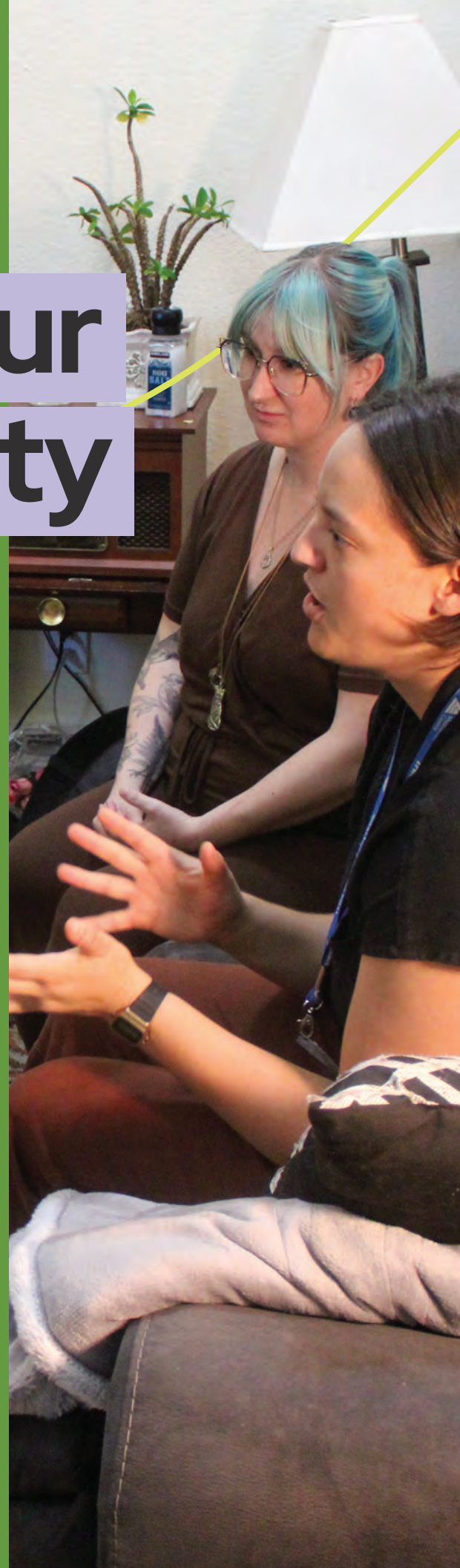
Cascadia Health delivers whole health care—integrated mental health and addiction services, primary care, and housing—to promote and support the wellbeing of the communities we serve.

Behavioral Health in Our Community

Urgent need and barriers to care.

In Oregon, rates of serious mental illness remain among the highest in the nation, while access to timely care lags far behind demand. Capacity challenges contribute to long wait times, workforce shortages, and rising emergency department visits, particularly for people living with serious mental illness. On average, these individuals die 10 to 20 years earlier than those without, underscoring the urgency for intentional and accessible care.

This reality is felt acutely in the Portland metro area. In March 2025, Cascadia Health released its first Community Needs Assessment (2023-2024), which captured the knowledge of more than 100 local people. The findings highlight how capacity challenges impact daily life shape overall community health.



What We Heard

Behavioral Health:

More mental health, substance use and addiction treatment, and crisis services are urgently needed.

Access to Care:

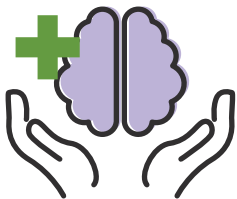
Barriers include cost, insurance, stigma, misinformation, and confusion about available services.

Daily Wellbeing:

Housing, food, employment, and personal safety remain critical to wellbeing.

By the Numbers

The below data represents responses from survey participants.



65%

of survey participants were receiving mental health services, but still described unmet needs.



60%

said they or someone they know had called for crisis support.



71%

report housing in their community is unaffordable.

While modest in scale, the assessment echoes statewide data and underscores the magnitude of the challenge: Oregon ranks among the highest in prevalence of serious mental illness, with system capacity not yet able to meet community need.



The takeaway is clear: sustained investment and stronger collaboration are essential to ensure every person can access the care and support they deserve.

Meeting Needs With Stability and Excellence

**In a capacity-strained system,
Cascadia Health stands strong.**

Across the country, many health and social service organizations are bracing for uncertainty. Looming budget cuts and shifting policy have created instability across the sector. While others prepare to pull back, Cascadia is in a unique position.

By focusing on caring for individuals living with serious mental illness, we are ready to serve. Through smarter use of existing resources and an unwavering commitment to quality, we continue to maintain stability, strengthen efficiency, and expand our capacity to respond.

This was no accident. Cascadia made deliberate investments in people, safety, infrastructure, and programs that reinforced our role as a trusted provider for those with the most complex needs. We restructured clinician roles and removed scheduling barriers to ensure timely access to care for more people. These investments were not just about weathering uncertainty; they were about ensuring access, protecting continuity of care, and **strengthening Cascadia's capacity to meet urgent community needs.**



"At a time when uncertainty is everywhere, Cascadia's strength comes from deliberate investments in our people and programs, and our intentional focus on serving those with serious mental illness."

**James Schroeder,
President & CEO**

Building Capacity for Complex Needs



34%

increased the number of primary care patients who also receive behavioral health services from 14% to 34%.



80

increased the number of new available appointments from 8 to 80.



100%

of clients with serious mental illness are now part of a team-based care panel.

Caring for Our Community

Between July 2024 and June 2025, Cascadia Health provided mental health, addiction treatment, primary care, housing support, wellness services, and crisis response to 21,000 unique individuals and families across Clackamas, Multnomah, and Washington counties.

8,000 received mental health services.

1,600 received addiction treatment.

3,000 received primary care.

7,000 received crisis response services in the community through Project Respond.

2,150 individuals and families accessed housing and housing support services, including over 1,050 receiving support services, 800 in independent affordable housing, and nearly 300 in residential treatment.



Building

Readiness

The needs grew; we grew stronger.



Stronger Foundations

Over the past year, Cascadia strengthened the systems, practices, and environment that make high-quality care possible.

By modernizing tools, supporting staff, and embracing new ways of working, we are building the stability and resilience needed to meet challenges head-on. We're ensuring Cascadia can keep showing up, ready and strong, for the people who count on us most.

Expanding integrated team-based, person-centered care

In 2024, Cascadia enhanced its team-based care model, putting clients at the center, with providers working together to understand the full picture of each person's health. With 15 cross-discipline teams now in place to better coordinate client care, Cascadia focused on building new leadership structures and refined workflows to make it easier for clients to access services and navigate their care experience with confidence.



"It's exciting to watch our cross-functional teams build true coordination and make a real difference in the whole health of those we serve."

**Beth Epps,
Chief of Access**

Strengthening Client Voice in Care

Cascadia is moving beyond listening toward fully embedding client perspectives in how care is delivered. Through the Strategic Healthcare Investment for Transformation (SHIFT) partnership with CareOregon, we are creating new ways for clients to shape their care experience. In 2025, Cascadia launched a pilot for feedback-informed treatment that enables providers to adjust care in real time based on direct input, strengthening therapeutic relationships and improving outcomes.

To deepen ongoing dialogue, Cascadia also launched a Consumer Advisory Council in spring 2025, bringing together 12 members with history and knowledge of mental health or addiction services either personally or through supporting a family member who accessed services from Cascadia. The council advises Cascadia leadership on community needs, culturally responsive care, and quality improvement, ensuring that consumer voice remains central to every decision we make.



Connecting Care Through Technology

To better support care integration, streamline data, and manage resources, Cascadia modernized its core systems.

WORKDAY: Upgraded to a new enterprise resource planning system to simplify finance and human resource functions. Completed in late 2024, this transition reduced system clutter and provided more reliable data to guide decision-making that's helping us better manage resources and support staff.

OCHIN EPIC: Transitioned all health records into a single, integrated system spanning behavioral health, substance use treatment, primary care, and residential services. Providers can now see the full picture of a person's care in one record, improving coordination and preventing duplicative services. Clients also gained access to their records through MyChart, a secure online portal that makes it easier to manage care on their own time.

"This year's safety upgrades help ensure our teams feel supported and able to focus on high-quality care."

Alex Jones,
Director of Security

Investing in Safety

Cascadia advanced trauma-informed safety measures to protect both staff and clients. Efforts included site-specific safety planning, organization-wide safety and security training, updated emergency response protocols at every health center, and new technology to support staff working independently. Upgrades such as two-way radios, modernized camera systems, and Safety Alert and crisis-alert tools enhance communication and response across programs. Together, these investments help staff feel secure and supported so they can focus fully on delivery exceptional care.

Supporting Teams

Cascadia is building an environment where staff have the resources and opportunities to feel supported, valued, and connected in ways that allow them show up fully for the community and those we serve.

HOW WE DO IT

Employee Resource Opportunities

Cascadia staff are welcome to participate in activities that build community and foster belonging. These opportunities are open to all employees and create space to share experiences, strengthen connections, and find purpose in the workplace and beyond.

Showing Our Pride: 2024 Portland Pride Waterfront Festival

In July 2024, Cascadia returned to the Portland Pride Parade for the first time in five years. Decked out in bright colors and big energy, more than 25 employees volunteered at our booth and marched alongside tens of thousands of festival-goers, joining over 170 organizations in celebration and support.

Employee Support Team

Cascadia is one of the few organizations with a dedicated team of colleague-to-colleague support. Employee volunteers receive specialized training to provide individual and collective support, resources, and response for colleagues following emotionally difficult events, burnout, or work-related stress.

Last year, dozens of employees participated in 26 sessions led by 13 different team members.

BY THE NUMBERS



20

Strength Based Leadership graduates.



100

Public Service Loan Forgiveness recipients.



90

interns supervised and trained.



950

hours of paid volunteer time off for employees engaged in the community.



"The presence of our interns provides staff with an opportunity to share knowledge and experience. The curiosity and passion they show for the job reminds me of why I entered this field."

Eric Hedman, Addiction & Recovery Manager



Impact

in Action

Every program and partnership over the past year was built to meet the highest needs in our community.

Mission Moments

From expanding crisis response at Portland International Airport to opening our newest residential treatment facility, Cascadia focused on solutions to the urgent needs we see every day.

Recovery Mobile App

In summer 2024, Cascadia Health partnered with CHESS Health to launch the Connections mobile app, providing 24/7 support to people who use substances and want additional help. The app offers moderated discussion forums, crisis support, educational content, daily check-ins with providers, and virtual support groups, extending care beyond Cascadia's walls.

Recovery care, no matter what

In 2023, Cascadia adopted an evidence-based recovery management policy and committed to making its principles part of daily practice. With support from Save Lives Oregon, SAMHSA, Northwest Addiction Technology Transfer Center, and the Opioid Response Network, we launched an internal campaign that provided staff with training, development opportunities, and practical tools including Narcan and hygiene kits to help us meet people where they are in their recovery journey.

Transcending Hope

With funding support from Oregon Senate Bill 1530, Cascadia partnered with Transcending Hope to provide services for women in the justice system. Cascadia's Community Navigator pilot program now connects participants to recovery housing, case management, and vital community supports that complement Transcending Hope's work and expand the network of care.

PDX Crisis Response

In summer 2024, Cascadia partnered with the Port of Portland to expand crisis response at Portland International Airport. Our team provides on-site assessment, de-escalation, and short-term case management, ensuring travelers and staff have access to immediate behavioral health support when it's needed most.



Partner Spotlight: Oregon Health Authority

In a year focused on building strong foundations, Cascadia Health recognizes the many partnerships that make our work possible.

From grant funders and construction partners to regulatory agencies and community organizations, our progress is powered by collaboration.

Among these relationships, our partnership with the Oregon Health Authority (OHA) has been paramount to our success in expanding and maintaining access to services, including vital residential treatment and integrated, whole health care.

Through OHA's investment and support, Cascadia has:

Opened its newest residential treatment facility, Treeline at 174th.

Sustained funding through CCBHC and FQHC programs, reserving critical behavioral health and primary care access.

Secured stable funding for two supportive housing sites serving individuals with complex needs.

Improved transitions for individuals transitioning from the Oregon State Hospital.

Purchased and renovated two existing residential facilities serving justice-involved individuals.

Begun developing ADA-accessible units within two residential treatment sites.

Advanced planning for a new, 10-bed secure residential treatment facility scheduled to open in 2026.

Funded a new secure residential treatment facility, "Mountain View", slated to open mid-2026.

This partnership continues to strengthen Cascadia's ability to meet the highest community needs through sustainable, person-centered care.

Treeline

Bringing care, connection, and hope to residential treatment.

This summer, we welcomed Cascadia Health's newest residential treatment facility, Treeline at 174th. Lined by historic Douglas Firs, Treeline offers 10 additional beds to our community, serving adults experiencing symptoms of serious mental illness and other complex medical conditions.

At the June 2025 Open House, staff, partners, and community members gathered to celebrate the new space and underscore the vital role of residential treatment in meeting urgent community needs.

Cascadia received grant funding from the Oregon Health Authority through Oregon House Bill 5024, which allocated \$130 million to expand community-based licensed residential facility and supportive housing for individual living with serious mental illness.

CENTRALIZED FOOD SERVICES AT CASCADIA

In fall 2024, Cascadia centralized food and nutrition services across select residential sites through a newly renovated, central kitchen facility. Led by a nutrition services manager and two staff cooks, the team now prepares and distributes around 2,100 meals each week across 14 residential sites, accommodating a range of dietary needs while maintaining cost efficiency and nutritional balance.

At the Treeline Open House, the food and nutrition team showcased their work by providing beautiful and nourishing food for all guests.



"We know that we need programs and organizations that understand the importance of being able to offer person-centered, holistic care, and that's what Treeline will do."

**Ebony Clarke, Behavioral Health Division
Director, Oregon Health Authority**



Statewide Leadership

Not just part of Oregon's behavioral health system, we help lead it.

Leading Oregon's Behavioral Health System

Through advocacy, collaboration, and innovation, Cascadia helps shape policies and programs that strengthen care statewide, ensuring the needs of people living with serious mental illness are always at the center.

Cascadia earns a seat at the table through expertise, collaboration, and results, helping shape statewide solutions that work. In 2024, we played a key role in advancing Oregon's behavioral health system. From serving on a statewide behavioral health taskforce to legislative testimony, our leadership ensures that the needs of people with serious mental illness remain front and center.

Legislative Action

Center of Excellence for Mobile Crises Workforce Development

Submitted letter of support to establish a national Center of Excellence focuses on crisis workforce development.

Behavioral Health Safety Taskforce

Held two seats on the Improving Safety of Behavioral Health Workers Taskforce, which presented recommendations to the 2025 Oregon Legislature.

Oregon House Bill 2024

Testified in support; secured funding for behavioral health partnerships, workforce incentives, and increased reimbursement rates for providers serving individuals with the highest acuity. The bill also incorporated key recommendations from the Behavioral Health Safety Taskforce.

Oregon House Bill 2467

Testified in support; though this bill ultimately failed to pass, it sought to clarify civil commitment criteria and called for additional policy investments.

Oregon Behavioral Health Talent Taskforce

Cascadia staff were appointed to newly formed career development council.

Awards and Honors

14 staff completed the United We Heal apprenticeship program, graduating in November 2024.

Project Respond received a Department Recognition Award from the Port of Portland Police Department in April 2025.

Community Presence



24

resource fairs and community wellness socials participated in across the region.



50+

external committees and workgroups with Cascadia leadership participation.



80

Cascadia staff volunteered and walked at the annual NAMI Walks Northwest event.



150

items donated through community drives benefiting Cascadia clients and residents.



\$20,000

in sponsorships to local nonprofit organizations.



\$735,514

total donations from the community.



Board and Leadership

Board of Directors

CASCADIA HEALTH

Steve Jaggars, MS

Chair | Counselor & Educator,
retired

Greg Townly, PhD

Vice Chair | Professor,
Department of Psychology,
Portland State University

Rico Bocala

Treasurer | President, Employee
Benefits USI Insurance Services

Wanda Abioto

Director | Attorney-at-Law

Dick Cowan

Director | Attorney-at-Law

Paul Giger, MD

Director | Senior Regional Medical
Director, Providence St. Joseph
Health

Minnie Horvath

Director | Consumer & Advocate

Lynn Jones, MA

Director | Mental health peer and
advocate

Ash Jorgensen

Director | Consumer & Advocate

Harris Matarazzo

Director | Attorney-at-Law

Ben McKechnie

Director | Community Member

Amelia J. Wilcox, PhD

Director | Assistant Professor,
Lewis & Clark College, Licensed
Psychologist, Lair Hill

Emily Williams

Director | Consumer & Student

Jon Eames

Ex-Officio | President, Eames
Consulting

CASCADIA HOUSING, INC

Greg Close

Board Chair | CEO, Wyse
Investment Services

Amy Anderson

Board Secretary | Advocate

Charles Duit

Director | Previous Tenant

Harris Matarazzo

Director | Attorney-at-Law

Steve Jaggars, MS

Director | Counselor & Educator,
retired

Lucie Tillson

Director | Volunteer Senior Peer
Councilor, Cascadia Health

Executive Leadership

James Schroeder

President & Chief Executive
Officer

Beth Epps, MEd

Chief of Access

Barry Gault, CPA

Chief Financial Officer

Eric Sevos, LCSW

Chief Operating Officer

Alana Silverman, BA

Chief People Officer

April Sweeney, MD

Chief of Clinical Services

Sandra Wilborn, MS

Chief Equity, Diversity & Inclusion
Office

Tiffany Blackmon

General Counsel

Looking Ahead

**We've built the foundation,
now we lead the next phase.**

Ready To Lead What's Next

This past year, Cascadia Health laid the groundwork for sustainability and growth. We modernized systems, strengthened leadership, and deepened partnerships.

With stability, expertise, and community trust in place, we are ready to grow, innovate, and deliver more care where it's needed most, even in challenging times.

With this foundation, Cascadia is uniquely positioned to advance our integrated care model and continue leading in service to people living with serious mental illness. Our focus for the years ahead is clear:

Eliminate negative health outcomes among those living with serious mental illness, who on average die 10 to 20 years earlier than those without.

Innovate and streamline care delivery to remove barriers and expand access.

Uphold the highest standards of quality across all programs and services.

Serve as a national model for integrated care and for excellence in supporting both the people we serve and the people who make our work possible.



"Our work this year positions Cascadia Health to lead Oregon's next phase of behavioral health. We will leverage our expertise and partnerships to deliver exceptional care, especially for individuals living with serious mental illness."

**James Schroeder,
President & CEO**

Together, We Can Build a Healthier Oregon

Cascadia is strong, stable, and ready to meet this moment, but we cannot do it alone.

Every step forward happens because of community support. Whether through giving, partnering or volunteering, your commitment helps turn readiness into impact.

How You Can Help

Donate

Help sustain and grow life-changing care at cascadiahealth.org/give.

Volunteer

Share your time and skills at cascadiahealth.org/volunteers.

Spread the Word

Tell your network about Cascadia's free community groups, socials, and wellness services.



Know It by Heart

If you or someone you know needs mental health support or are experiencing a behavioral health crisis:

Call 503-988-4888 (or 988) for 24/7 support.

Visit the Urgent Walk-In Clinic at 4212 SE Division St. during business hours.

For police, fire, or medical emergencies, call 911.



Culture of Giving

Cascadia Health's impact is made possible through the generosity of our partners and donors.

Every gift, whether from a corporation, foundation, nonprofit, or individual, fuels our mission to provide whole health care for more than 25,250 people each year. In a time of urgent community needs, this shared commitment strengthens our readiness and extends our reach.

2024 Culture of Caring Gala: Waves of Light

Cascadia's 8th Annual Culture of Caring Gala was celebrated fully in-person for the first time since 2019, welcoming nearly 350 guests and raising nearly \$370,000 to support Cascadia's mission and vital services.

The evening celebrated stories of resilience from clients and staff, featured a musical performance by renowned vocalist Jimmie Herrod, and honored outstanding community contributions through the Culture of Caring Awards:

Health and Housing Award

Laquida "Q" Landford, AfroVillage

Civic Engagement Award

Judge Nan Waller, JD, Multnomah County Mental Health Court

Arts and Mental Health Award

Alex Chiu, painter and muralist

STAND: Celebrating the Life and Art of Bob Volke

Portland artist Bob Volke (1958-2016) discovered painting through a Cascadia art therapy class to help manage symptoms of schizophrenia. Through treatment and the steadfast support of his family and friends, Bob's life and work reflect the power of creativity, community, and compassion in healing.

Together with his family, Cascadia honored Bob's legacy through STAND: Celebrating the Life and Art of Bob Volke, a benefit event featuring his original artwork held in May 2025 that raised over \$11,000 to support Cascadia's mission of whole health.



Donors and Giving

We are deeply grateful to every donor who supported Cascadia last year. Your generosity makes a lasting difference for the people and communities we serve. See a full list at cascadiahealth.org.

CORPORATE DONORS

Alifanz & Westlind	Housing Development Center	Office Products Nationwide
Bridges to Change	Jani-King	OnPoint Community Credit Union
Cambia Health Foundation	Kaiser Permanente	Pacific Office Automation
CareOregon	Kennedy Restoration	PacificSource Health Foundation
Cintas	Key Bank	Paycom
Clackamas County Behavioral Health Division	Linguava	Platform CPA
Colas Construction	LMC Construction	Port of Portland
Colliers International	Metro	Providence Health
Durham & Bates	Moda Health	Rivermark Community Credit Union
Eames Consulting	Moss Adams	Scott Edwards Architecture
Enterprise Community Partners	Multnomah County Behavioral Health Division	Urban Flood Safety & Water Quality District
Genoa Healthcare	Network for Oregon Affordable Housing	USI NW
Hatfield Knivila	New Narrative	
HD Supply	Northwest Natural	
Health Share of Oregon		

COMMUNITY FOUNDATIONS

Anonymous	Spirit Mountain Community Fund	The Schnitzer Cares students of Cleveland High School (Intro to Leadership)
Enterprise Mobility Foundation	The Abner & Mildred Levine Family Foundation	
Henry Lea Hillman, Jr. Foundation	The Heatherington Foundation for Innovation and Education in Health Care	
Ronald & Geri Yonover Foundation		

INDIVIDUAL DONORS \$500+

Alana Silverman	Jeanne Robin	Moonflower Fund of Oregon
Alex Jones & Tiffany Conner	Jeannette & Timothy Peck	Community Foundation
Amelia Wilcox & Jim Mol	Jennifer Heldmann & McPherson	Nan Waller & Paul Bovarnick
Amy & Michael Welch	Beall	Nancy Davis & Erin Eberle
Andrew & Lindsay Colas	Jim Kalvelage	Nanette Newell
Angela Roach	Joan Watson-Patko	Pamela Martin
Anonymous	Jon & Diane Marks	Pat & Neil Stribling
April Sweeney & Michael	Joseph E. Weston Public	Patricia Horan
Lindstrom	Foundation	Pattie Carlin & George Kelly
Barry Gault	Karen Carnahan	Rebecca Griffith
Beeman Strong & Kirsten Healy	Kellie & Tracy VavRosky	Rico Bocala & Roger Willoughby
Giving Fund	Kelly & Bruce Knivila	Rob Nosse & Jim Laden
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Daniel Rufener	Lauren Crow & Paul Giger	Shawn & Megan Thomson
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Fund	Margaret Brayden	Tim Rasch & Shannon Kmetc
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McSorley	Mary Lee Nichols	Bailey
Harris Matarazzo	Matthew Steimle	William & Emmy Lawrence Family
Hayley & Brian Purdy	Meghan O'Neil	Fund of Oregon Community
Heather & Victor Albert	Mike & Lisa Holzgang	Foundation
Isaac Thompson	Mitzvah Fund of Oregon	William & Marina Brown
James O'Neal	Community Foundation	



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