



45 YEARS OF IMPACT
The Story of Chinook

**2024-2025
IMPACT REPORT**



WHAT A YEAR IT HAS BEEN!

Thank you for taking a moment to explore the incredible impact Chinook Enterprises has had on the Skagit community, as we reflect on the many milestones achieved in this past year. From supporting more job-seekers in gaining hands-on workforce experience, to expanding our Assembly and Manufacturing partnerships, to providing exceptional Commercial Grounds Maintenance services to local businesses—each initiative strengthens our mission. Every connection we make creates a ripple of empowerment, inclusion, and opportunity. Here's to carrying this momentum forward with the same passion and purpose for decades to come.



45 Years of Impact
wall of artifacts



Chinook Board of Directors – past and present

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FROM THE CEO

LOOKING AHEAD: CHINOOK'S VISION FOR THE FUTURE

As we look toward our 2032 Vision and goals, Chinook is preparing for bold expansion. With ongoing uncertainty in state and federal budgets, we're committed to building a sustainable, self-funded model that includes increased grant writing, fundraising, and revenue-generating operations. By growing our Assembly and Manufacturing work, we can support more employment services and reduce the long waitlist of individuals eager to contribute to their communities through meaningful work. We envision a future where everyone is included in their community and programs are individualized to help all customers experience full lives. That's why we're also prioritizing the development of wrap-around supports and independent living services—critical components of a more inclusive system.

If public funding falls short, what will we do? We're Skagitonians. We'll step up and do it ourselves.

I invite you to join us in this mission:

- Employ someone through Chinook
- Request a proposal for Manufacturing/Assembly work
- Contract with our Commercial Grounds Maintenance crew
- Refer an employer or a jobseeker
- Advocate for employment services in Olympia
- Donate to help us continue this work (QR code on the next page)

Together, we can ensure that opportunity is always within reach—for everyone.

Nikki Wegner, CEO

SCAN THE CODES TO VIEW OUR 45 YEARS OF IMPACT VIDEO & OUR 45 YEARS OF HISTORY VIDEO



ABOUT CHINOOK



We are a non-profit designed to operate as a business, but with a social mission: **supporting full participation in community life for people with disabilities or other barriers.** Full participation must start with successful employment. Our revenue is used to self-fund our mission.

HOW CAN YOU SUPPORT CHINOOK?

- Create an Employer partnership – start by simply meeting a jobseeker!
- Request a proposal for award-winning Assembly, Manufacturing, or Commercial Grounds Maintenance services.
- Refer our Employment & Community services to someone you know!



HELP US WRITE OUR NEXT CHAPTER...

Scan the QR code to donate to Chinook.



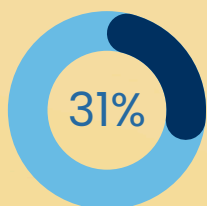
WE HAVE THREE MAIN DIVISIONS...

IN ADDITION TO THE GENEROUS DONORS WHICH HELP US FUND OUR MISSION!



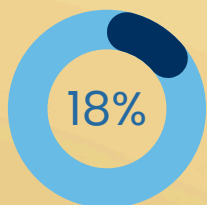
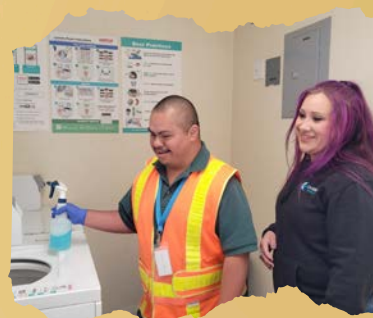
Assembly & Manufacturing

We specialize in providing quality-certified manufacturing and assembly solutions, catering to key sectors such as aerospace, marine, and alternative energy. Products include control boxes, wire assemblies, baffles, die-cut patches, heated tubes, and custom items tailored to precise specifications.



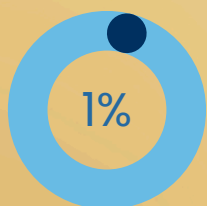
Employment & Community Services

We support individuals to transition into employment, using proficient Employment Specialists who play a pivotal role in job preparation, orientation, on-site training, and job retention strategies, ensuring long-term success for the workforce.



Commercial Grounds Maintenance

We maintain over 850 acres per week at a variety of properties; including Skagit Valley College, Skagit Valley Hospital, Skagit Regional Airport, Port of Skagit, PeaceHealth United General Hospital and others, where we provide landscaping services like mowing, edging, pruning, vegetation management, and more.



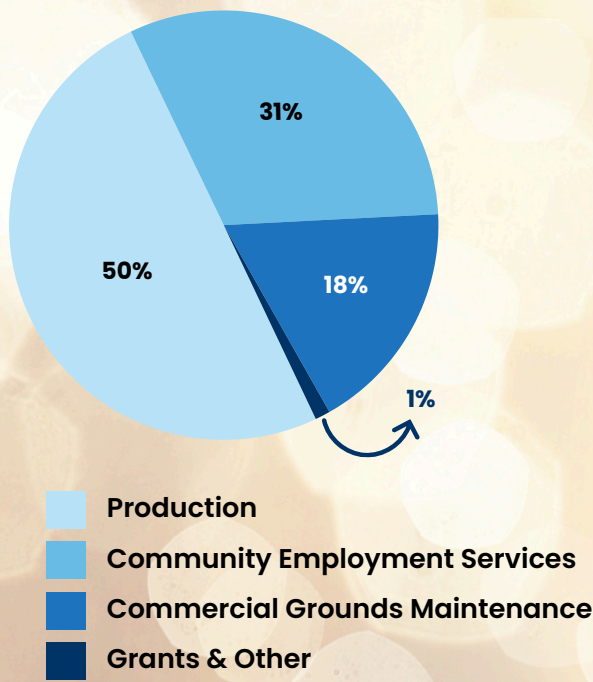
Grants & Donations

This area is small, but growing! These vital components enable us to expand our mission-driven work. Grants provide Chinook with targeted funds from foundations or government agencies to support specific initiatives, while recent fundraising efforts — such as campaigns, and outreach — help us build a diverse income stream to augment our earned revenue, especially during turbulent times. Together, these resources empower Chinook, allowing us to invest in long-term impact, and sustainability for years to come.



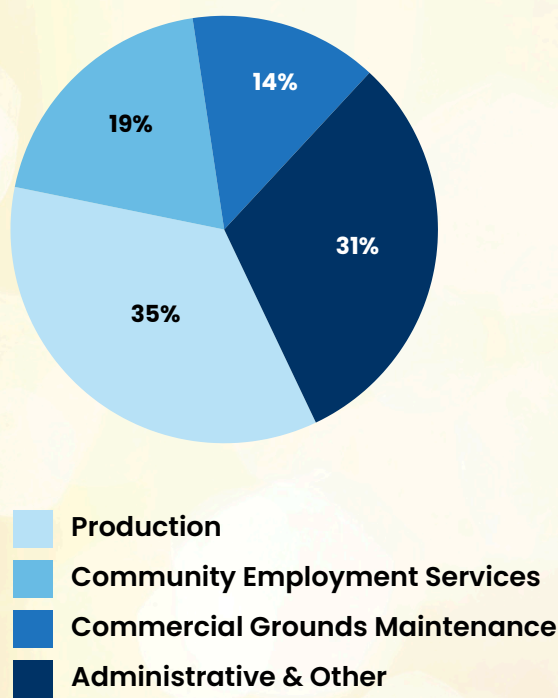
FINANCIAL SUMMARY

2024 Revenue



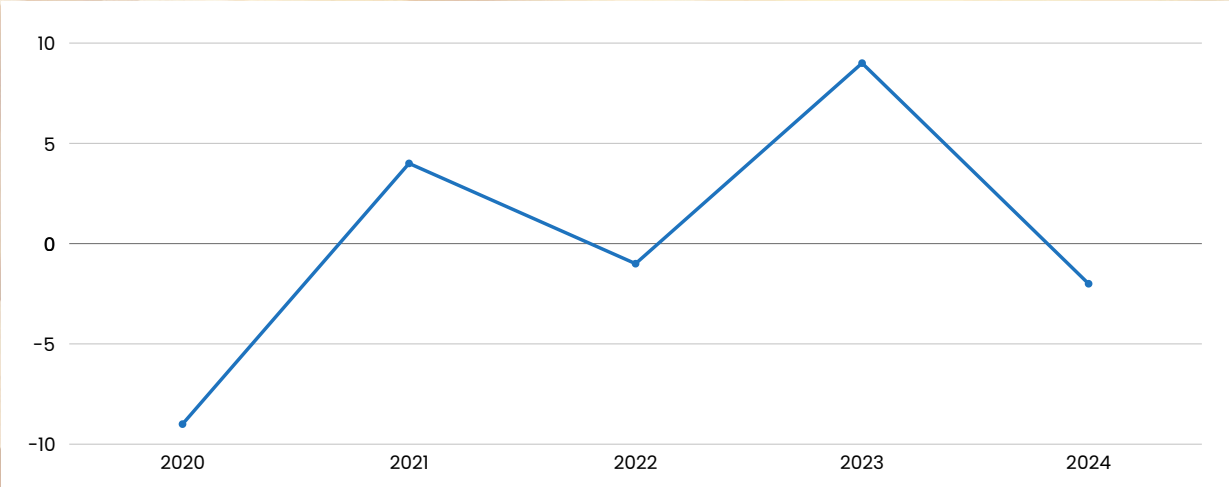
Total Revenue and Support for Chinook increased by 5% between 2023 and 2024, with the largest increase in revenue from our Community Employment Services department.

2024 Expenses



Total Expenses increased by 8% over the prior year, reflecting the additional staff in Administrative functions and Professional Fees to upscale general management.

Net Assets Growth % (2020-2024)



THANK YOU, DONORS & SPONSORS!

A friend of Chinook (4)

Allia Allen

Amanda Sloan

Angela & Flynt Warnke

Anthony Cook

Audrey Dawson

Baird Foundation

Barb Leander

Bennett Massey-Helber

Beverly Harrington

Bill Boyce

Boeing

Brandon Helgersen-Ortmeyer

Bryan Nelson

BYK Construction

The Carter Group/BAIRD

Chad & Colleen Fisher

Chris Baldwin

Christianson's Nursery

Christine Magnuson

Claudia Avendano-Ibarra

Columbus Charities

Crystal King

DA Davidson/McCullough

Wealth Management

Danny Hagen

David Green

David Lukov

Doug Kelly

Fidelity Charitable

Garry Priam

Glenda Herrera

Gregory Rangel

Greg Pulley

Gus Pohrman

Hector Leal

Heritage Bank

Ian Houban

Jackie Brunson

Jana & Bruce Taylor

Janicki Industries

Jennifer Burns

Jennifer Friebe

Jennifer Johnson

Jennifer Pitner

Jeremy Kindlund

Jim Halpin

John & Katherine Janicki

Julia Phillip

Julie Ann Kean

Julien Acis

Justin Smock

Karen Williams

Kathleen Thomson

Kelly Mauck

Kenna Edwards

Kevin Moberg

Kurt Hefferline

Kurt Swanson

Kyle Reep

Laurie & Andy Russell

Lisa Latchford

Lisa Pate

Lori Martinelli

LRCA Peterson Family
Foundation

Mandi Rothman

Mario Padilla

Mark & Cecelia Spahr

Marty Lehr

Mary Kay Talbot

Mary McGoffin

Mary Nelson

Matt Ray

Maureen Harlan

McKayla Sullivan

Michael Casey

Michael Erie

Mike Geri/RBC Wealth
Management

Nikki Wegner

Pat Thurman

Paul Beals

Peter & Laurel Browning

PNA

Print Solutions, Inc.

Rebecca Iwai

Renata Maybruck

Richard Loop

Rob Martin

Robert Shrumm

Rod & Karen Carter

Ron Wilson

Sandra Potter

Schwab Charitable Grant

Scott Elliott

Sean Dwyer

Silvia Reed

Skagit Habitat for Humanity

Skagit Regional Health

Stephanie Rasco

Steve Helgersen

Susan Harrell

Susan Swetman

Sydney Hole

Tammy Masalonis

Teresa Bessett

TJ & Torie Fantini

Toai Pham

Tom & Suzanne Doughty

Tulip Town/Skagit Acres

WECU

2024 Impact



\$17.09

Average Hourly
Customer Wage Earned



226

Customers Served



6,456

Customers served
since 1980



73.7%

% of Individuals we serve
who are employed



22

Job Placements



\$351,000

Total Wages earned by
customers in 2024

TIFF'S STORY



"It is with great enthusiasm that I recommend Chinook Enterprises, an organization that has provided exceptional service for over [45] years in Skagit County. Their commitment to their mission, innovative approach, and dedication have significantly impacted the communities they serve. Through strategic leadership, responsibility, and a skilled team, they have consistently delivered high-quality services and meaningful outcomes. Their ability to adapt to evolving community needs while maintaining transparency and accountability has solidified their reputation as a leader in service delivery.

In my personal experience when working with Chinook, there has been support and dedication towards my achievement of my employment goals even when I have not always known the path I would like to take. Everyone at Chinook is always happy and welcoming when I come into the office to meet with my [Employment Specialist]. [She] is very knowledgeable not only about the community, but also with opportunities that would fit my goals. I would recommend Chinook to anyone in the community that is feeling they need support finding their dream job.

When I meet with my [Employment Specialist] she looks at what I can do, not what I cannot. They [look past my] disabilities and see me as a whole person. They are honest when they do not feel something is right for me and encourage opportunities for me to succeed."

Tiff was recently hired as the new Administrative Assistant at Chinook and has brought her positive attitude and work ethic to our team!



JOAN'S STORY

Big congrats to Joan for recently celebrating her 10-year work anniversary at Panera in Burlington! Joan is an employment superstar who for the past 10 years has excelled in her work, not only dishwashing at Panera, but also working at Haggen in Mount Vernon.



CHRIS'S STORY

Chris is a talented local DJ and the creative mind behind Grooving Entertainment, bringing his love for music to life across Skagit! Chris loves connecting with people through music. Not only does he DJ live, but he also remixes popular songs, regularly livestreaming his unique beats for all to enjoy!



LARUE'S STORY

For over a decade, LaRue has been a dedicated member of the Environmental Services team at PeaceHealth United General Hospital. Her warm personality and positive energy make her a joy to be around. Through her job, LaRue enjoys the independence of earning her own wages and saving for exciting trips.

***SCAN THE CODE TO LEARN MORE ABOUT
THESE AND OTHER CUSTOMER STORIES***



TESTIMONIALS

"Chinook Enterprises has proven to be a valuable partner for Avalon Golf Links. As both an Avalon manager and the parent of an adult with special needs, I can speak to the benefits of your services from two unique perspectives.

From a business standpoint, Chinook Enterprises provides us with qualified and enthusiastic individuals who integrate well with our team. Once they are trained, your [customers] are very independent and require minimal supervision. It's also reassuring to know that on-site support is available through a one-on-one aide if needed.

On a more personal level, as a parent of a special needs adult, I cannot emphasize enough the importance of the services Chinook Enterprises offers to our Skagit County community. You provide meaningful and ambitious employment opportunities, fostering independence, dignity, self-worth, and a sense of accomplishment for your clients.

I highly encourage any local business looking to support our community to reach out to Chinook Enterprises. You will undoubtedly find it to be a worthwhile partnership."

Eric Ferrier, PGA
Clubhouse Manager
Avalon Golf Links



"Partnering with Chinook Enterprises has been a rewarding experience for Component Products [Corp]. Their dedication to creating meaningful employment and commitment to inclusion is truly impressive. It's been a pleasure working with their team, and we're proud to support their mission."

Greg Rangel
President
Component Products Corp.



"Chinook Enterprises is a company you can count on. For the last three years, our business has received weekly professional landscaping from their trustworthy team.

Every Chinook staff member we've had the pleasure to meet has been respectful, hardworking, quick to problem-solve, and often exceeding our expectations.

We appreciate supporting the outstanding mission at Chinook Enterprises, and are grateful for our ship-shape grounds! Thank you Chinook Crew!"

Dyana Fischer
Front Office Manager
Dakota Creek Industries



"For more than four decades, Chinook Enterprises has been a valued partner in helping make Skagit Valley College (SVC)'s campus a welcoming and beautiful place. What began in 1980 as a shared vision between Chinook's founder and SVC's leadership has grown into a strong, ongoing collaboration rooted in community, inclusion, and service.

The partnership officially began when Chinook Enterprises located its program on the SVC campus, following the successful completion of a grant-funded building project in 1982. In 1983, Chinook began maintaining the [college] grounds, initially focusing on the quad and central interior areas. By 1990, their team expanded their care to nearly the entire campus, excluding the ballfields and soccer field. Today, they continue to provide exceptional landscaping and maintenance services that help create the welcoming environment that SVC students, staff, and visitors enjoy every day.


Chinook's [Commercial Grounds Maintenance] Division not only supports the beauty of our campus but also provides meaningful employment opportunities for individuals with disabilities and other barriers to employment."

Andrew Lemburg
Assistant Director of Facilities
Skagit Valley College





45 YEARS OF IMPACT

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 chinookenterprises.org

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 [/chinookenterprises.getjobs](https://www.facebook.com/chinookenterprises.getjobs)

Serving Skagit County since 1980