



BAYVIEW

# ANNUAL REPORT 2024

Forging Ahead: Evolving with Purpose





# Message from the CEO

As we reflect on the past year, one thing is clear: resilience and adaptability have shaped our path forward. Our mission remains steadfast, but how we fulfill it continues to evolve. Guided by purpose and commitment to innovation and financial sustainability, we are forging ahead to better serve our residents and create lasting impact in the community we call home.

Change began early in 2024, when we said goodbye to our on-site skilled nursing facility and hello to our new skilled nursing facility partnership with the state's top provider in skilled nursing care, Kline Galland. With this new care model, we also increased our level of care services in our Assisted Living setting, ensuring access to quality care should the need arise. This also brought the opportunity to partner with Byrony Tresser's Revolution Wellness and Therapy, further expanding our offerings and bringing more opportunities for residents to grow stronger and healthier.

This was also the year the Windows project got underway. Though much of the planning had taken place earlier, the actual construction began in October of 2024. By December all the new "punch" windows were complete, with the remainder of the project projected to reach completion in early 2025. The new windows will provide residents with a quieter, more comfortable and more energy-efficient environment now and into the future.

The changing environment did not stop us from having fun. We couldn't be prouder of our residents who participated in the 50th Anniversary of the Seattle Pride march, some of whom were in the very first march 50 years ago. In full decorated van and matching "Greying Gay-ly" shirts, Bayview made a strong presence, being third in the parade lineup. This was just one of many events that highlighted the year.

Looking forward, we are excited about the "Phase 2" of our construction project, including the addition of 9 new independent living apartments to grow our Bayview family; to add space to our growing and exciting fitness and wellness program; building new amenity spaces for our residents to enhance their Bayview experience.

As we forge ahead, evolving with purpose, we remain steadfast in our commitment to serving residents with compassion, innovation, and care. Our focus on responsible financial stewardship ensures that we can sustain and grow the quality services and programs our residents depend on, in alignment with our mission to create opportunities for residents to thrive. Thank you for your trust and partnership as we continue building a stronger, more resilient future together.

Nancy Weinbeck, CEO

# Message from the Board Chair



Rick Hooper



Pamela Piering

In 2024, a new vision energized the work of the Board of Trustees. Guided by Strategic Plan goals to strengthen the Bayview building infrastructure, and sustain long-term financial health through expansion, the Board directed the planning for two exciting new initiatives.

The Board and Leadership Team launched a long-awaited capital improvement project (known as “Phase 1”) to replace the original windows in the facility. Additional elements of the project included new balcony sliding doors and resurfaced balcony decks throughout the building. This investment brings significant energy savings, better soundproofing for residents, and improved weather resilience for the entire building. It will be completed in full by the end of the first quarter of 2025.

In addition, the Board and its Strategic Planning Committee explored the opportunities presented by the availability of the vacated space in the Health Center. After robust discussion, a design for nine new Terrace apartments, expanded wellness center and new flexible amenity space is now under consideration (known as “Phase 2”).



We are pleased to acknowledge the work of the Board, its Committees and the Leadership Team this past year, as these new capital investments will forge a strong future for the Bayview community.

Rick Hooper, Board Chair

Annual report

Pamela Piering, Board Chair



# Message from the Residents' Council President



The year 2024 has been very active and most unusual for the residents at Bayview.

We had a full year of activities as planned and presented by our many resident committees. These included opportunities for cultural enrichment, entertainment, gardening, arts and crafts pursuits, game playing, and excursions to restaurants, museums, stores, and festivals. Our committees have received excellent support this year from Barbara Young, Director of Resident Operations and Marco Baumann, Chief Operating Officer.

Bayview residents have also reached out to support others. The Employee Holiday Fund collected over \$100,000 to provide gifts to the Bayview staff, and the Holiday Bazaar raised approximately \$6,000 for the Lahai Health Clinic.

This was also a most unusual year in that Bayview initiated the long anticipated “windows project” that will replace all the windows and sliding doors on our apartments and will refinish the apartment balconies. For the last six months we have watched workers doing this very valuable work both inside and outside our apartments, and now with the winter chill we are beginning to experience the benefits of well-insulated windows and doors. We look forward to the completion of this project during first quarter 2025.

Charles Jackels, Residents' Council President

A handwritten signature of Charles Jackels in black ink.



# Message from the Foundation President

Bayview Manor Foundation provides peace of mind and financial support for Bayview residents who outlive their resources. We understand the challenges that can arise, and in 2024, we were proud to provide over \$528,000 in assistance to residents. Since our founding in 1987, we have offered more than \$6 million in support to over 35 Bayview residents, helping them maintain their dignity and comfort.

The generosity of Bayview residents, families, and friends plays an essential role in making this support possible. We are incredibly grateful to our sponsors, whose contributions allow us to devote more resources to our mission. In 2024, we were especially thankful for the partnership of BECU, which has been invaluable.

Each year, we hold two main fundraising events - the Spring Appeal and Savoy. This year, thanks to your kindness, we raised over \$200,000. Your contributions truly make a significant difference. They help our investments grow, ensuring that we can continue to provide support to our residents today and in the future.



We take our responsibility as stewards of the financial resources entrusted to us very seriously. Our funds are managed and invested by Pathstone, one of the world's largest and most esteemed investment managers. We are pleased to share that our portfolio had a 10.6% return in 2024.

Thank you for your partnership and support. Together, we are building a financial safety net for Bayview residents, ensuring security and support in a time of need. Your compassion truly makes a difference in their lives.

Diann Barry, Foundation President

*Diann Barry*

Linda Flickenger and family at Savoy





# Donor Story:

## Al Raymond & Mary Body

Mary's thoughts: A common theme among poets and philosophers is to leave a place better than we found it. To honor the lives of friends who have died, I have chosen to make contributions to Bayview Manor Foundation in their memory, ensuring that in small, personal gifts to the Foundation, their lives leave a better life for their fellow residents. By making other gifts to the Foundation I am doing my part paying it forward for others to benefit from my resources. I chose the Foundation for these monetary gifts because I look to the Foundation as being careful, considerate stewards of the funds entrusted to their care.

Al's thoughts: The main reason to support the Foundation is its primary mission of insuring no resident must be evicted because they run out of money before they run out of life. However, I believe this is necessary but not sufficient because Bayview is a small independent competing in an industry in which the trend is that profit-making conglomerates buy up the not-for-profits. This is an industry in which the major problem nationally is staffing the care-giving, maintenance, food-service, housekeeping, and management operations required to support a retirement community. Conglomerates have a huge advantage in the competition for human resources because of, for example, economies of scale. Bayview is constrained in the bidding because increase in wages must be funded by an increase in resident payments. Employees are attracted to Bayview when they could be making more money elsewhere because they view Bayview as a "good" place to work (the difference in pay has been termed "psychological income").

I believe the Foundation has an important role to play in this competition for recruiting and retention of employees because of its third mission; "Fund any other programs and services connected to Bayview, furthering its mission".

This third mission of support recognizes that without Bayview, there is no need for the Foundation. It also recognizes that the Foundation can be a vital resource in Bayview's competition to exist.







Al Raymond and Mary Body

# Legacy Donors

Bayview Manor Foundation's ability to provide support to Bayview residents relies heavily on legacy gifts. Legacy donors are those who have incorporated the Foundation into their estate planning as a beneficiary. Regardless of size, all legacy gifts have a positive and lasting impact on Bayview Manor Foundation and Bayview residents. We appreciate those who have chosen to leave their legacy behind.

## Planned Legacy Gifts

Allen Raymond  
Audrey Joan Johnson  
Barb Laski  
Beverly Licon  
Carol F. Sutton  
David & DeAnn Finkel  
David & Maggie Rimmer  
Dorothy Neufeld  
Ellen Porter  
Gary & Laurie Hammons  
Helen Harvey  
Janey Smith  
Nancy H. Jones  
Paul Borrmann  
Sue Ranney & Lee Edlefsen  
Candace Bell

## 2020-2024

2024	Tom Morgan
2023	Douglas & Elaine Weisfield
2022	Joyce Morgan
2022	Marjorie Guy
2021	Jens Bakke
2021	Daniel J & Edith M Harshbarger
2021	William G Laythe
2020	Jo Ferguson
2020	Alice Strombeck



# Bayview Manor Foundation: Our Generous Donors

## Major Donors

Anonymous #6  
BECU ◇  
Candace Bell  
Denny Derickson  
Diann Barry & Mark Guy  
Eve McClure &  
Florence Peterschmidt  
Gary & Laurie Hammons  
Mary Body & Allen Raymond  
Sue & Chuck Jackels

## Donors

Abbott Construction ◇  
Alan Harbine  
Alan Levine & Darcy Wildermuth  
Albert & Virginia Ehle  
Allyn Hughes  
Alsco Uniforms ◇  
Amy and Roy Delay  
Ann Erickson  
Ann Morgan  
Anonymous #10  
Anonymous #14  
Anonymous #15  
Anonymous #16  
Anonymous #17  
Anonymous #2  
Anonymous #21  
Anonymous #23  
Anonymous #24  
Anonymous #26  
Anonymous #27  
Anonymous #3  
Anonymous #34  
Anonymous #35  
Anonymous #42  
Anonymous #44  
Anonymous #45  
Anonymous #47

Anonymous #5  
Anonymous #50  
Anonymous #51  
Anonymous #7  
Ardy Bergman  
Arthur Lumley  
Assured Partners ◇  
Barbara Laski  
Barbara Weinberg  
Barbara Young & Jay Kolbe  
Bargreen Ellingson ◇  
Bart & Myrna Mayron  
Bayview 3rd Floor Residents  
Bayview 4th Floor Residents  
Bayview 5th Floor Residents  
Bayview 6th Floor Residents  
Bayview 8th Floor Residents  
Bayview 9th Floor Residents  
Becca DeShaw  
Belaynesh Gebre  
Beverly Licon  
Bill & Mary Ann Grosz  
Bob Woodruff  
Bonnie Briant  
Bruce Winchell  
Caleb Heinrich  
Carla Furukawa  
Carol Hershman  
Carol Johnson  
Carol Sutton  
Casey Husseman  
Cassandra Locey  
Charlie's Produce ◇  
Cherry Johnson  
Christie Rodgers & William Lober  
Christopher Knight  
Chuck Blankenship & Marilyn McCoy  
Blankenship  
Clifford Forester  
Clifton Larson Allen ◇

Colleen O'Brien  
Cynthia Keller  
Dan Frein  
Dan Galvin  
Daniel & Lisa Gemme  
Darlene & Bill Hickman  
Daryl Kim Miller  
David & Maggie Rimmer  
David Pogreba  
Dean Kelly  
Deborah Ferguson  
DevQ ◇  
Dorothy Neufeld  
Douglas Hart & Carole Powell\*  
Ed & Molly Henderson  
Edla Deppman  
Edward & Margaret Starbird  
Elizabeth Ellisor  
Ellen Porter  
Eric Jones  
Erika Kinno  
Erin Vautier  
Florence Larsson  
Frank Bell  
Fred & Marian Karpoff  
George Guy  
Grace Michaels  
Greg Wallace  
Gwen Oaksmith  
Heather Branton  
James Goldsmith  
Jan & Chuck Gould  
Jan P. Eisenman  
Janet Neumann  
Janette Anderson  
Janey Smith  
Jay Clark  
Jayne DeHaan  
Jeanette Springer  
Jeffrey Grant

*Although every effort has been made to ensure the accuracy of this listing, we apologize for any errors.  
Please report omissions or corrections to (206) 301-4342.*



Jennifer Flick  
 Jennifer Weber  
 Jill Chang & Mark McGuire  
 Jo & Mac McAllister  
 Joan Weber  
 Joanne Hjort\*  
 Joelle Werlin  
 John & Kris Cady  
 John Granen  
 Joyce Doucet  
 Judy Peterson  
 Julia Kruger  
 Karen Carlson & Gail Petteruti  
 Kim Reed  
 Kline Galland ♦  
 Lana Floyd  
 Larry & Carolyn Mueller  
 Leilani McCoy  
 Lela Hailey-Oakes  
 Linda Adkins  
 Linda Cassee  
 Linda Flickinger  
 Linda Mack  
 Lindsey Eklund  
 Lynn Elmore & David Goldsmith  
 Marcia Clark  
 Marco Baumann  
 Margie Duckstad  
 Margo Lane  
 Marie Coon  
 Marilyn Milano  
 Marilyn Scott  
 Marsha Wilson & Beth Grabow  
 Mary & Terry Paananen  
 Mary Ann Paige  
 Mary Noe  
 Meg Seyler  
 Megan Carleton  
 Melissa Marsh  
 Melissa Puccio  
 Michael Johnston & Lynn Gaertner  
 Johnston  
 Mike Reph  
 Milton Becker  
 Nancy Adachi-Osawa  
 Nancy Marshall

Nancy & Asher Weinbeck  
 Nicole Schafer  
 Page Baldwin  
 Pam Piering & Don Hopps  
 Pamela & Ashly Yeo  
 Pamela Long  
 Pamela Oakes  
 Pathstone ♦  
 Peggy O'Connor  
 Peter Rezendes  
 Phoebe Joan O'Neill  
 RDH Building Science Inc.♦  
 Renee & James Howard  
 Rice Fergus Miller ♦  
 Richard & Emily White  
 Richard Page  
 Richard Simkins  
 Rick & Barbara Ranta  
 Rick Hooper & Nancy Silberg  
 Rucha Amale  
 Sandra Hanson  
 Sandra Kish Miller  
 Shan Fiske  
 Soneé Mensing  
 Stacy Goux  
 Stacy Mueller  
 Stephanie Wittman  
 Stuart Porteous  
 Sue Ranney & Lee Edlefsen  
 Susan Dearth & Marilyn Hepner  
 Susan Franklin  
 Susan Towle  
 Suzanne Schwalbach  
 Theodore Rodgers  
 Thomas & Sara McElroy  
 Tiffany King  
 Tim Rich & Kris Cramer-Rich  
 Tseten Thikhangsang  
 Wayne Bruning  
 William Redden  
 Ziegler Investments ♦

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*\*In loving memory*  
 ♦ Sponsor

## Legacy Donors Continued

### 2010-2019

2018 Anne Norris  
 2018 Florence Pung  
 2017 Jay & Naomi Miller  
 2017 Robert & Alice Weld  
 2016 Vera Cornall  
 2015 June David  
 2014 Alma L. Nelson  
 2013 Chandler Jones  
 2012 Alma McKnight  
 2012 Elizabeth Waldhaus  
 2010 Ada Nesbitt

### 2000-2009

2009 Sylvia Cowe  
 2009 Leonard & Verla Eastly  
 2009 Alf N. Sather  
 2009 Evelyn T. Torpey  
 2008 Alice Dodds  
 2008 Edward & Martha Folley  
 2008 David & Mary Frances Page  
 2007 Clare K. Klein  
 2007 D. Elaine Snodgrass  
 2006 Ina Haun  
 2005 Dorothy Oliphant  
 2005 Helen M. Waterman  
 2004 Helen Blackman  
 2004 Frances Lindquist  
 2004 Justine Startup  
 2003 Agnes Frevel  
 2003 Dorothy Holmquist  
 2003 Kenneth G. & Luella Myers  
 2002 Elizabeth Eddy  
 2002 Anna Palsson  
 2002 Doug & Hazel Richards  
 2001 Clayton & Helen Danner  
 2001 Florence James  
 2000 Rev L Walter Truitt

### 1959-1999

1998 Constance Frank  
 1996 LaVern Brooks  
 1996 Marion Freitag  
 1996 Bill and Peggy Laney  
 1995 Elizabeth Hatley  
 1995 Fern Parret  
 1994 Russel Pearson  
 1994 Frances Lindquist  
 1993 Sylvia Wolff Epstein  
 1990 Virginia K. Dings  
 1990 Josephine McClaskey  
 1990 Dorothy Guy  
 1989 Helen DeGroat Bader  
 1989 Marion Fish Cox  
 1959 Charles A. Kinnear



# Social Accountability: Serving Our Community Since 1961

*Our greatest rewards are often found in serving others. Bayview has been involved with providing financial and in-kind support to the greater community since 1961. Bayview serves these 5 areas: charitable care, seniors & the arts and intergenerational programs, supporting successful aging, leadership development, and being a good neighbor & supporting local communities.*

## 1. Leadership Development

Bayview is committed to leadership development and deepening the capacity of those who serve seniors. This commitment was proudly represented at the June 2024 LeadingAge Washington State Conference. Thank you LeadingAge Washington for creating a meaningful space for aging services professionals to come together to inspire, share, innovate, and ignite courage.

Bayview was represented at the conference through several highlights: Pamela Yeo, Health Services Administrator, received the prestigious Excellence in Leadership Award for her values-driven leadership; Grace Michaels, Marketing Coordinator, completed the six-month Leadership Institute program for emerging leaders in aging services. Featured speaking sessions included “Thousands of Stories Building One Community” presented by Marco Baumann (COO) and Jill Chang (Director of Sales & Marketing), and “Inclusive Aging: Fostering Connection Within Community for All” presented by Jill Chang and Susie Parsons of Rice Fergum Miller.







2

## Charitable Care

Bayview Manor Foundation subsidized 7 Bayview residents in independent and assisted living. The total amount paid in support of these residents was over \$528,000. The average age of residents supported by the Foundation is 93 years old, and the average amount of time spent at Bayview is 18 years. In addition, as part of our moderate-income program, Bayview reserves 20% of available units for residents at or below 50% of the area median gross income.



Jill Chang, Dir. Sales & Marketing

3

## Being a Good Neighbor and Supporting the Local Community

Bayview residents actively supported the community through donation drives collecting hygiene supplies and socks for asylum seekers, refugees, and new Americans, contributing over \$800 to the Seattle Women's Shelter, Ballard Foodbank, and Riverton Park United Methodist Church. They also hosted the annual Holiday Bazaar, raising over \$5,000 for Lahai Health, a nonprofit providing services to low-income individuals.



Grace Michaels, Marketing Coordinator

4

## Supporting Successful Aging & Senior Focused Not-For-Profits

In 2024, the Vespers worship community raised a total of \$1,710 through the Chapel Offering Grant. Additionally, Bayview remains committed to promoting healthy aging by providing educational opportunities across various community platforms, including a monthly column by CEO Nancy Weinbeck in the Queen Anne/Magnolia News-paper.

5

## Intergenerational Programs

We believe in the power of connection across generations. Our residents and Intergenerational Children's Center students share meaningful experiences that foster joy, learning, and companionship. This year, residents volunteered over 100 hours of their time and talents to create special moments with the children—hosting an afternoon in the garden with our Garden Committee, Halloween parades, story time in our library, and visits in our main lobby for laughter and play.



# A Year in Photos



Ginny & Al Ehle at Halloween party



Gail Morris and Willie



Susan Dearth & Marilyn Hepner



Best in PNW Party



Linda Cleveland at Pride Parade



Milton Becker & family at Savoy



WNBA star Jewell Loyd & Lousia Congdon



Byrony Treser & Marianne Tomita



Julia Kruger at ICC storytime



Wine making



Susan Towle and Lindsey Eklund, Dir. of Spiritual Care





Jan Eisenman's 100th Birthday



Larry Mueller in Hobby Shop



Bob Woodruff & ICC Student on Valentine's Day



Lela Hailey-Oakes & Ginny Ehle at Holiday Bazaar



Nancy Jones & Maggie Rimmer



Tim Rich, Bela Gebre, Kris Kramer-Rich at Savoy



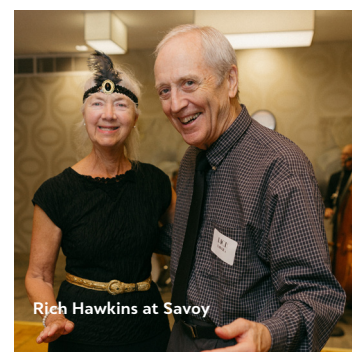
Veterans Day



Raingutter regatta



Apollo Movie Premiere



Rich Hawkins at Savoy



Employee Holiday Party



Server Gabby, Disability Inclusion Interview



Judy Barry Flower Pot Painting



# Statement of Financial Position

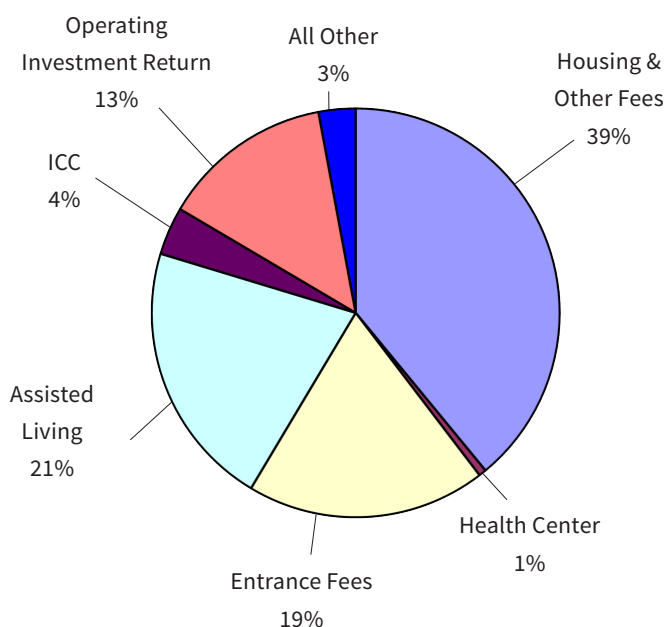
## Bayview Obligated Group\*

ASSETS	2024	2023
Current Assets	\$5,242,511	\$5,120,367
Limited Use funds	\$10,876,082	\$3,197,358
Investments	\$17,099,471	\$16,460,511
Plant and Equipment	\$45,900,904	\$44,742,772
Land	\$12,698,979	\$12,698,979
Total Assets	\$91,817,947	\$82,219,987
LIABILITIES & NET ASSETS	2024	2023
Current liabilities	\$7,905,919	\$6,331,829
Long term liabilities	\$89,820,033	\$77,480,313
Total net assets	(\$5,908,005)	(\$1,595,155)
Total liabilities and net assets	\$91,817,947	\$82,219,987
STATEMENT OF OPERATIONS	2024	2023
Total Support and Revenue	\$18,094,183	\$21,251,561
Total Expenses	\$21,329,885	\$26,836,644
Operating Income	(\$3,235,702)	(\$5,585,083)

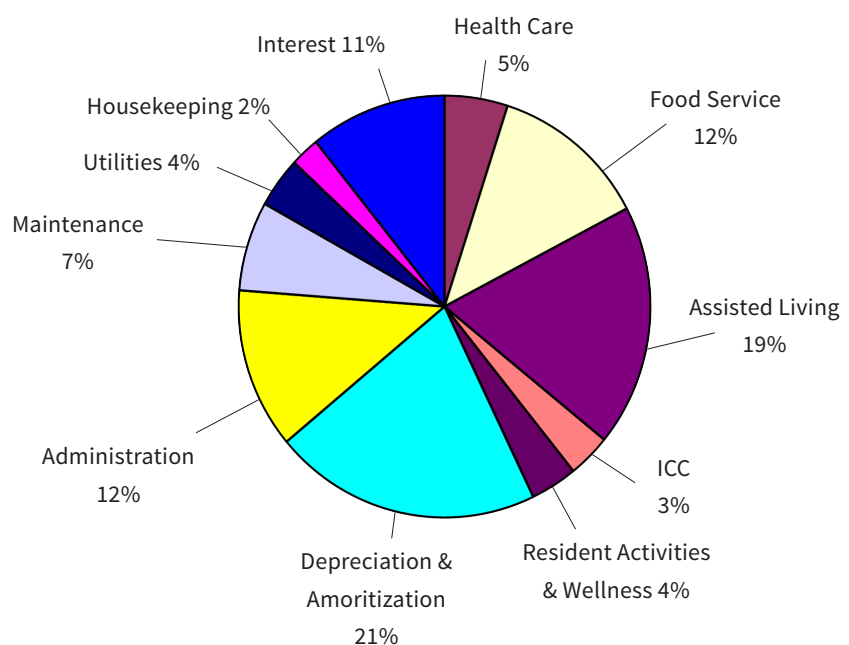
Years ended December 31

\*The Obligated Group consists of Bayview Manor Homes and Bayview Manor Foundation.  
Copies of the complete audited financial statements are available upon request.

### 2024 REVENUE



### 2024 EXPENSES





# Our Boards and Leadership

## Bayview Leadership Team

Included below are those on the team for any portion of 2024.

Nancy Weinbeck, Chief Executive Officer  
Marco Baumann, Chief Operating Officer  
Joyce Doucet, Chief Financial Officer  
Jill Chang, Director of Sales & Marketing  
Yeshi Faris, Wellness Nurse (Departure)  
Lindsey Eklund, Director of Spiritual Care  
Dan Galvin, Director of Culinary Services  
Dawn Hayes, Director of Activities  
Gabriella Loya, Director of Social Services  
Soneé Mensing, Director of Human Resources  
Trudy Roberts, Director of Intergenerational Children's Center (In Memory)  
Julian Salgado, Building Operations Manager  
Phillip Smith, Director of Facilities (Departure)  
Byrony Treser, Director of Fitness and Therapy  
Pamela Yeo, Health Services Administrator  
Barbara Young, Director of Resident Operations  
Kiya Young, Director of Intergenerational Children's Center

## Bayview Board of Trustees

Pamela Piering, Chair (as of May)  
Jan Gould, Vice Chair (through May)  
Debi Ferguson, Treasurer (as of May)  
Jeffrey Grant, Secretary  
Rick Hooper, Immediate Past Chair  
Alan Levine, Past Chair  
Wayne Bruning, Elected Trustee  
Ken Graff, Elected Trustee  
Lana Floyd, Elected Trustee  
\*Page Baldwin, Elected Trustee  
Karen Carlson, Elected Trustee  
Eric Jones, Elected Trustee  
Kathy Morse, Ex-Officio Trustee  
\*Nancy Jones, Ex-Officio Trustee (through May)  
Diann Barry, Ex-Officio Trustee (as of June)  
\*Charles Jackels, Ex-Officio Trustee

*\*Bayview Resident*

## Bayview Manor Foundation Board of Directors

Diann Barry, President  
\*Lela Hailey-Oakes, Vice President  
\*Gary Hammons, Treasurer  
\*Nancy Jones, Secretary  
Rev. Jan Anderson  
Bruce Galvin  
Allyn Hughes  
Nicole Schafer  
\*Barbara Ranta  
\*Barbara Weinberg  
\*Candace Bell  
\*Tim Rich  
\*Allen Raymond

## Advisory Council

\*Milton Becker  
Dominic Driano



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Place  
To  
Work®**

**Certified**  
MAY 2024-MAY 2025  
USA

**2024 CREDENTIAL  
PLATINUM**

LGBTQ+ Cultural  
Competency Training

**sagecare**



**BAYVIEW**  
A POINT OF VIEW

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