



2018 **KIN ON** ANNUAL REPORT **健安** 年度報告

MAKE A DIFFERENCE WHERE IT MATTERS.

Kin On was built by the Chinese-American community for our Asian elders. For over 30 years, we have stayed true to our Asian roots. Today, we are on a path of continual growth, expanding both the range and types of services throughout the Puget Sound region. All of this is made possible through the generosity of our community.



OUR MISSION

Kin On honors, supports, and advocates for our Asian elders and families in the Puget Sound region by offering culturally and linguistically appropriate health, social, and educational services.

我們的使命

健全本著敬重和支持大西雅圖地區亞裔耆老與家庭之理念，竭誠為其提供符合文化及語言的醫護、社會及教育服務。

OUR VALUES

Teamwork and Respect
Integrity
Excellent Service
Sustainability

我們的核心價值

群策群力 互相尊重
用心服務 以誠待人
精益求精 追求卓越
不斷創新 延續使命

2019 BOARD OF DIRECTORS

Christin Chou	Lo Yu Sun
Katty Chow	Sherwin Tsao
Garret Dong	Grace Wang
Dennis Lam	Helen Wang
Cherrie Lee	Marcella Wing
David Lee	Arline Wong
Lawrence Lee	Hannah Wong
Peter Lee	Teri Wong
Winnie Lee	Lily Woo
Stella Leong	Henry Xu
Rosa Leung	Clara Cheung Yee
Sylvia Liang	Warren Yee
Larry Luke	Wendy Zheng
Chun Ng	

BOARD OFFICERS

Dennis Lam
President

Hannah Wong
First Vice President

Sherwin Tsao
Second Vice President

David Lee
Treasurer

Wendy Zheng
Secretary

KIN ON LEADERSHIP TEAM

Nigel Lo
Chief Executive Officer

Rani Cheung
Operations Support Manager

Boliver Choi
*Administrator,
Kin On Rehab & Care Center*

Charles Do
Director of Finance

Carrie Lam
Home Care Director

Steven Liang
Supportive Housing Director

Herman Tam
Director of Philanthropy

Jean Wong
Human Resource Manager

Michael Woo
Community Care Network Director

Lillian Young
Communications Manager

MESSAGE FROM THE BOARD



2018 was an exciting year for Kin On to grow our services to serve the community better. We brought in some great new staff, including our former board president Nigel Lo, who came out of his Boeing retirement and took on the CEO role as Sam Wan retired end of 2017. Construction for the new Adult Family Home and Assisted Living buildings were also in full swing.

2018 was also a special year for me as I stayed on as the board president for an extra year after my two-year term, helping with the transition, onboarding the new CEO, and overseeing the development of the two new buildings. We also asked all board officers and committee chairs to stay on for an additional year to provide insight and expertise. Although there were definitely days that I felt like I was working a full-time job with so much happening at Kin On, it has always been an honor to volunteer my time for such a great cause.

2018 was also a sad year to have lost a terrific friend, a longtime Kin On board member, and a community champion - Fred Yee. His impact was felt throughout the community as well as at Kin On. Fred was a visionary. The AiPACE program (an innovative model of care that we will help bring to the API community soon) was the project that he was working on and championing for Kin On. His “can do” spirit and laughter will always be remembered.

I am also thrilled to report that Dennis Lam is taking on the baton as our new board president. With his wealth of knowledge in Kin On and the community, Dennis is poised to provide excellent counsel and guidance in the direction and operation of the organization.

Later this year, the new supportive housing services will become available, welcoming 31 new smiling faces to move into the new buildings, and into the good hands of our wonderful staff. I invite all Kin On friends and family to come visit us!

STELLA LEONG

Kin On Board President (2016-2018)

2018是激動人心的一年，健安提升了更好的服務給予社區。我們聘請了一些優秀的新員工來為我們的老年人服務，包括我們的前董事會主席盧兆章先生，他從波音公司退休後回到健安，並擔任溫恩德先生於2017年底卸下的行政總裁一職。全新的支援性住宅服務的建設也進行的如火如荼。

2018年對我來說也是很特別的一年，因為這是我在兩年的董事會會長任期之後額外的一年，目的是為了幫助新入職的行政總裁的過渡期，並監督兩座新建築的發展。我們也邀請所有董事會職員和各委員會主席再待一年，以助於我們為健安完整的支援。儘管有時因為健安工作的忙碌，感覺像全職工作似的，但能夠為服務耆老這使命作一點貢獻，我感到非常的榮幸。

2018年也是一個悲傷的一年，因為我們失去了一位摯友，一位長期的健安董事會成員，及一位社區領袖：余海量先生。整個社區以及健安都受到他的影響。我們都很想念他那永不放棄的精神和他的笑聲。余海量先生是個有遠見的人。AiPACE計劃（一個我們即將為亞裔社區帶來的創新護理模式）是他一直為健安倡導的項目。

我也很高興地宣佈林滋強先生擔任我們新的董事會主席。憑藉他在健安和社區的豐富知識，林滋強先生一定能提供出色的諮詢和指導幫助這個組織的運作。

而且今年我們將會開放新的支援性住宅服務，以最佳的服務迎接31為朋友入住全新的居所。誠意邀請所有健安的朋友和家人在住宅開放後來參觀！

梁費聖奇

健安董事會主席(2016-2018)

MESSAGE FROM THE CEO

MY FIRST YEAR. 2018 was a great year. We accomplished and exceeded the goals that we set for ourselves as an organization. We addressed many issues that are affecting the nursing home industry as well as Kin On, whether it was managing staff shortages, renovating the 25-year-old facility, or improving employee compensation. These are all excellent and tangible indicators of success that our team has been focusing on. However, the ultimate quality of service indicator can only come from the residents, clients, and the community.

Living to a hundred years old. On a rainy Sunday afternoon, I found some time to walk the floor and to chat with the residents. I walked into this slightly-dimmed room and met a caregiver (the daughter) sitting quietly and watching a small TV. An older lady (the mother) was resting in her bed with her eyes closed. I said hello to both of them. The mother turned to the daughter and asked: “Who’s this man?”. “It’s the CEO of Kin On,” said the daughter. The mother immediately sat up on her bed and clasped her hands together. In a very soft voice, she said, “thank you for taking care of me. I really appreciate all that you do for me.” I could see her tears rolling down on her cheeks.

The mother said she tried to walk but she couldn’t anymore without assistance. She also said she wanted to engage in conversations but her mind wouldn’t allow her to communicate very well. I wasn’t prepared to respond. The only words I could utter was that “eat well, rest up so that you can live to a hundred years old.” In my mind, this was a respectful, traditional Chinese proverb to say to the elders. I didn’t expect her to answer, but then she replied, “please don’t mention that.”

I didn’t quite understand but decided not to ask her why at the time. Then one day it dawned on me that living to a hundred years old may not be all that desirable, especially to some of our elders who are facing so many day-to-day challenges.

Listening to their struggles was an eye-opening experience for me as it inspires me to look at this assignment from the residents’ perspectives, doing the best that I can to lead this organization. It is with empathy that we can engage and empower our people. This encourages my team and I to be compassionate in everything that we do down to the finest details.

Serving the underserved. Early this year, a donor couple graciously invited my wife and I for lunch at their home. They shared with us their incredible journey to the United States and various professions that they were in for the past fifty years, and it was fascinating.

Throughout the past year, I’ve heard wonderful comments about my assignment and the organization. I usually respond by saying thank you. But one thing that the couple said stuck with me, that Kin On is serving the underserved, the forgotten elder generation.

“Stepping up to the plate takes a lot of guts and courage. You are serving an often forgotten community. I admire your courage and your commitment to serve this age group of people who are in need of care. We will stand side-by-side with you to support you and the cause of the Kin On organization,” said the couple.

Donors and volunteers are the backbones of this organization. Hearing from the community that we are doing the work that the community needs is the best encouragement.

Kin On is here to serve the community. This is the founders’ vision that we offer compassion and culturally sensitive services. In 2019, Kin On will begin to offer supportive housing services which include an assisted living and adult family home. We will continue to provide healthy living programs, community-based social services, education, and a safe environment to serve our elders. I couldn’t be happier to see the seniors moving into the new facilities. New year, new services! Our community deserves it!

NIGEL LO

Kin On CEO

我的第一年



2018是成果豐碩的一年。我們完成了甚至超越了我們為自己組織制定的目標。我們克服了許多護理行業以及健安本身的困難，像是處理員工短缺問題，整修已有25年歷史的院舍和提高員工的福利。這些是我們團隊都非常注重達成的目標。不過，真正能評定我們優質服務的還是我們的院友、委託人和社區人士。

活到一百歲。一個週日的下午，外面飄著雨，我找了點時間走上樓去和我們的住戶聊天。我走進了一間偏暗的房間，看到了一位在照顧媽媽的家屬，靜靜的坐在床旁看著小電視。那時她的母親正閉著雙眼在休息。我對他們打了招呼。那位母親就醒了，並轉向女兒問：「這位男士是誰？」她女兒就說「這是健安的行政總裁」。一聽到這，這位太太就馬上從床上坐了起來，雙手合併，用非常溫柔的聲音說：「謝謝你們照顧我。我真的非常感激你們所為我做的一切。」我可以看到眼淚從她的眼中滑下雙頰。

她說她有試著多走走，但她已經沒辦法獨立行走了。她還說她很想跟人溝通聊天，但她現在因為年紀越來越大，也已經不太能好好跟別人溝通了。我當時一點都沒有準備好該回應什麼。我就只簡單的說了，「好好吃，好好休息，這樣你才能活到100歲！」在我認為，這是很尊敬長輩的話語，我也沒有預想到她會回應，但她卻回說「請不要這麼說。」

我當下一頭霧水，但決定還是先不要問她為什麼。而有一天，突然想通了，想到或許活到一百歲對我們有一些長者來說或許並不是多好的事。

聆聽他們所面臨的困境令我開了眼界，啟發了我，讓我能從院友的角度去看這份工作還有我應該如何盡力去帶領這個組織。當我們有同理心，我們就能互相支持和給予彼此更多力量。這也鼓勵了我的團隊和我自己，再做任何事時都要帶有熱忱的同理心。

服務被遺忘的一群。今年初，有一對捐贈夫妻非常慷慨地邀請了我和我的太太去他們家做客吃午餐。他們與我們分享了他們這五十多年來所從事的不同事業以及來美國的精彩經歷。真的非常有意思。

過去這一年來，我聽到了許多關於健安以及對我的工作的良好的評論和讚賞。通常我都會單純的謝謝他，但這對夫妻說了一句話讓我特別有感觸：健安在服務那些被遺忘，沒有被照顧到的長輩們。

他們說：「能夠出任這個職位需要很多膽量和勇氣。你在服務一群常常被遺忘的社區群體。我非常敬佩你的勇氣和承擔去服務這些需要照顧的老年人。我們會與你同行，支持你和健安所做的事。」

捐贈者和義工們是我們這個組織的骨幹。聽到社區人們了解我們服務是為了社區所需，真的是非常大的鼓勵。

健安的存在就是為了服務我們的社區。這是創始人的願景，希望我們提供熱誠和適切的服務。2019年，健安會開始提供支援性住宅服務，包括耆老生活輔助居庭及成人護理家園。我們希望能讓我們長者們在一個安全的環境下受到照顧，並且還可以自由的參與我們的康健樂頤課程，與其他人士一起社交，一同學習。能夠看到我們的長輩們住進我們的新設施真的讓我很開心。新的一年，新的服務！我們的社區值得受到這樣的服務。

盧兆章

健安行政總裁

2018 YEAR IN REVIEW & A LOOK AHEAD 回顧與展望

AN EXCITING YEAR

We came a very long way since last year. Here is a quick overview of the progress we've made, celebrating our wins and challenges while looking forward to projects ahead.

2018年是穩健前行的一年。因著大家共同努力，我們成功達成了不少重要的營運及服務目標，但同時要為未來的挑戰做好準備。

2018 IN NUMBERS



1,221

individuals used and participated in Kin On's services and programs
位人士參與及使用健安的服務

700

Healthy Living Program participants 康健樂頤計劃參加者

209

Home Care clients 家居照顧服務委託人

155

Social Services programs participants 社區服務網參加者

157

Rehab & Skilled Nursing residents 院友



3,526

hours of rehab therapy provided by our professional physical therapists
小時專業復康服務



85,622

hours of in-language Home Care services provided in King County & East Snohomish County, **up 10.7%** from 2017
小時家居照顧護理服務
比2017增長百分之十點七



1,911

Healthy Living programs provided in Seattle & Bellevue
康健樂頤活動課程

KIN ON 健安

237



wonderful people working as a team
位員工服務耆老

33



years of excellent services in the community
年為社區提供各種服務



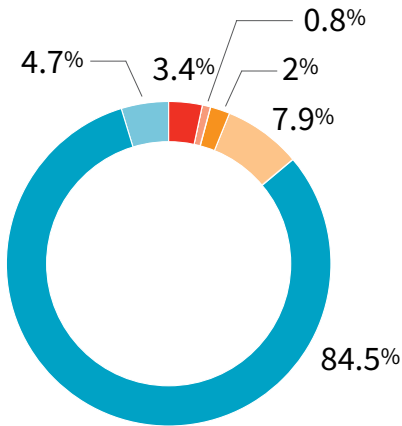
5,793

hours logged by our dedicated volunteers, worth approx. **\$143,092**

小時義工服務
其價值相等於十四萬多美元

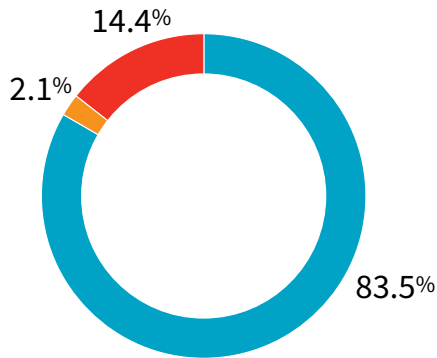
2018 FINANCIALS

How we grew...



REVENUE 收入

Individual Giving	\$477,818
Corporate Giving	\$113,111
Foundations & Grants	\$271,429
Program Fees & Private Pay	\$1,095,937
Contracts	\$11,292,733
Investments & Other	\$658,313
Total	\$13,909,341



EXPENSE 支出

Program Services	\$10,745,872
Resource Development	\$269,039
Administration	\$1,856,219
Total	\$12,871,130

*The above amounts are from Kin On's fiscal year 2018 unaudited financial statements.



\$58K

Hundreds of community members came together in support of Kin On and raised over \$58,000 during the 11th Annual Sports Tournament.

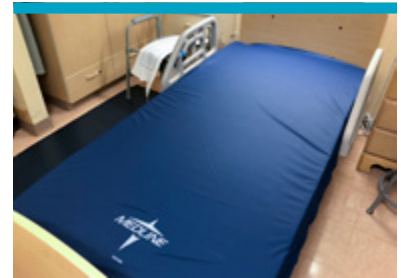
數百名社區成員參與健安第十一屆慈善運動會並籌得超過五萬八千元支持我們的服務。



\$60K

Thank you to all of our sponsors, players, supporters, and volunteers who raised more than \$60,000 at our annual Golf Tournament.

感謝所有贊助單位、參加者、支持者和義工們於年度高爾夫球慈善賽出錢出力，為我們籌得逾六萬元善款。



\$13K

Your donation is making a real difference! We replaced 23 mattresses and will continue to do so. These mattresses provide additional stable support for the shoulders and hips for our residents.

您的捐款直接改善了院友們的睡眠！我們去年更換了23張床墊。這些床墊為院友們提供額外肩部和臀部的支撐。

HIGHLIGHTS



JUMPSTARTING RECOVERY

With your support of over \$45,000, plus a \$10,000 donation from the Sheng-Yen Lu Foundation, we are going to acquire additional mobility equipment to provide better rehabilitative care for the residents.

您給予健安超過四萬五千元的捐助，以及來自盧勝彥佈施基金的一萬元贊助，使我們能夠添置更多復康器材，以便日後為更多耆老提供完備的康復護理。



“ Kin On is a God-send! Had it not been Kin On’s ability with language, cultural expertise, caring attitude and professionalism, my mother would have been in a much worst situation.

健安的出現實在是有如天賜！如果沒有健安切合華人的語言和文化的照護，關懷 備至的態度和專業的服務精神，那麼我的母親將有可能處於更糟糕的狀況。

ALAN L. 黎先生 Family Member 家屬



GROWING ON THE EASTSIDE

Our Healthy Living Program continues to provide accessible, affordable and culturally relevant programming to the Asian elders in both the Seattle and Bellevue locations.

我們的康健樂頤活動繼續為西雅圖和東區的老年人提供方便、實惠和文化相關的節目，學習新知，促使身心靈健康。



NEW INSPIRATIONS

We brought the SmartLab tablets to our skilled nursing facility where residents can choose to stay connected with in-language news programs or to play their favorite song with the virtual piano keyboard.

我們將智能實驗室的平板電腦帶給住在護理中心的院友們，讓他們可以隨意選擇收看中文新聞節目緊貼時事時，或者以鋼琴鍵盤彈奏喜愛的歌曲。

HIGHLIGHTS

Thank you to all of our staff members!



“ Your hard work and compassion have affected my family’s life directly. You are all unsung heroes. We can never thank you enough!

你們的辛勤工作和照顧令我們全家人無比感動。你們都是無名英雄。我們永遠無法回饋對你們的感恩！”

MS. WU 胡女士
Family Member 家屬



BUILDING A HEALTHY WORKFORCE

Kin On partnered with six other champions in the Healthcare Industry Leadership Table to jointly create an agenda that supports the stability and growth of the healthcare industry in the Seattle-King County area, with topics such as talent recruitment and pipeline, career pathway, and internal advancement. As a champion, Nigel was invited to speak at the Washington STEM Summit in November on high-quality connections and idea sharing among each other in the industry.

健安與「醫療保健行業領導圓桌會議」的其他六個主辦單位合作，共同製定支持西雅圖及金郡地區醫療保健行業穩定和發展的議程，研究主題包括人才招聘、職涯發展和內部晉升。作為主辦之一，盧總裁應邀在11月舉辦的華盛頓STEM峰會上發表關於高質量聯繫和理念分享的演講。

THE STORY



AMY SUE

EnhanceFitness Instructor 康健活動導師

Amy Sue has been teaching EnhanceFitness at our Kin On Community Center for over a year. She has consistently shown her passion in serving our community, whether as an instructor of our program or a volunteer at our events. Despite the language barrier, she is always greeting people with a smile on her face and a big warm hug. Amy Sue has also been a great advocate to our Healthy Living Program as she becomes one of our active SmartLab participants, learning to use the computer as well as tablets and other mobile devices.

From being an instructor to joining our programs as a member, she later was contracted as a consultant to help us organize our programming. She is a joy to have around, and we are delighted to utilize her talents in our community!

Amy Sue在西雅圖的健安社區中心教了一年多的EnhanceFitness。她一直都有服務我們的社區的熱忱，無論是教課或是參加我們的活動當志工。即便語言的不同，她總是面帶微笑，擁抱接待我們社區中心的人。她也一直都非常支持我們的康健樂頤活動，參與我們的智能實驗室科技課程，學習使用電腦等產品。

作為指導老師和參與我們的課程之外，她還跟我們一起工作了一陣子，以活動顧問的身分幫我們整理出新的活動表。她真的很有感染力，有她在的地方，大家都很开心！

”

I felt the warmth, the welcoming, and the graciousness of the people here. Some of the benefits of being a member of the Healthy Living Program are meeting the people in the community who have been living here for 50, 70, 90 years, and learning about everything that they've done in the community.

It's hard when you're living alone... yes, you have friends but it's nice to have people come to a community center like Kin On and speak their native tongue to people that they relate to. And so our job is to get the word out and have the space to let people come and experience Kin On.

我感受到這群人對我的溫暖和接納。成為康健樂頤活動會員的得著之一就是認識到社區裡的朋友，有些已經在這邊住了50、70、90年，我喜歡了解他們為這個社區所做過的一切。

這個活動真的很棒，讓你有同伴，有共同的話題。自己一個人住真的不容易，雖然你可能自己有朋友，但能夠來到健安這個社區中心然後說自己習慣的語言真的很好。而我們的工作就是要把話傳出去，讓大家來體驗健安的服務。

”

DONOR RECOGNITION (2018)

Thank You!

We appreciate your generous donation in helping us fulfill the needs of the elderly!

感謝您慷慨捐助，幫助我們持續服務區內的老年人！

GENERAL DONATIONS

\$10,000 and above

Clara Cheung Yee, Andrea Yee,
Alex Yee
Fong Louie
Gladys Chinn
Greater Tacoma Community
Foundation
Hing Chinn
Ling and Wai Quan
Muckleshoot Indian Tribe
Paul Mar
Paul and Dori Yang
Sheng-Yen Lu Foundation
Sophia Wong
Swedish Medical Center -
Multicultural Engagement

\$1,000 - \$9,999

1225 Mar, LLC
Aaron Cheung
Aegis Gardens of Newcastle
Alan and Solina Sze
Alfred and Maggie Tsang
Andy and Susan Lo
Belinda and Andy Cheng
Benito Lim
Brandon Wu and Jongeun Kim
Butterworth Funeral Home
Calvin Mark Real Estate Broker
Charles Schwab
Cherrie Lee Group LLC
Chinese Baptist Church
Christine and Omar Lee
Christopher and Agnes Lee
Clifford Eng and Lynn Eng Chang
Darryl Wong
Dathan Wong
David and Dianne Lee
Della Jung
Dennis Lam and Rosa Leung
Dolores and Bruce Dong
Dr. George and Irma Yen
Dr. Grace Wang
Dr. John and Elena Yam
Dr. Leslie and Linda Lung
East West Bank
Eunice and Dan Choi
Evangelical Chinese Church
Fanny and Chun Ming Wong
Fidelity Investments
Francis and Jeanne Tang
Gail Hill and James Brown
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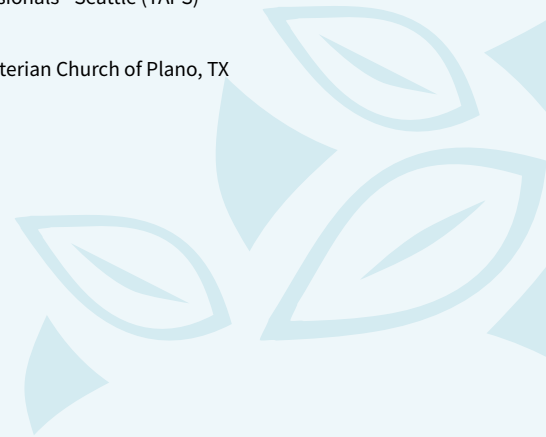
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Here're some upcoming events you can sign up for and support.
歡迎大家的參與及支持！



SOCCER 足球
SAT-SUN, 6/22-23



TABLE TENNIS 乒乓球
SAT, 7/13



BADMINTON 羽毛球
SAT, 7/27



GOLF 高爾夫球
MON, 8/5



Mom & Me Tea

Sunday, May 12th from 1-3pm
Kin On Community Center

Enjoy Mother's Day at Kin On with a French Parisian-style afternoon tea! Featuring sweet & savory treats with a selection of popular teas.

Come dressed in your Sunday's best and capture the moment at the photo booth.

\$15 per person
Limited Seating

Register by May 1st by mail, in-person, or online at <http://bit.ly/kinontea>

Questions? Contact us at healthyliving@kinon.org or 206.556.2237