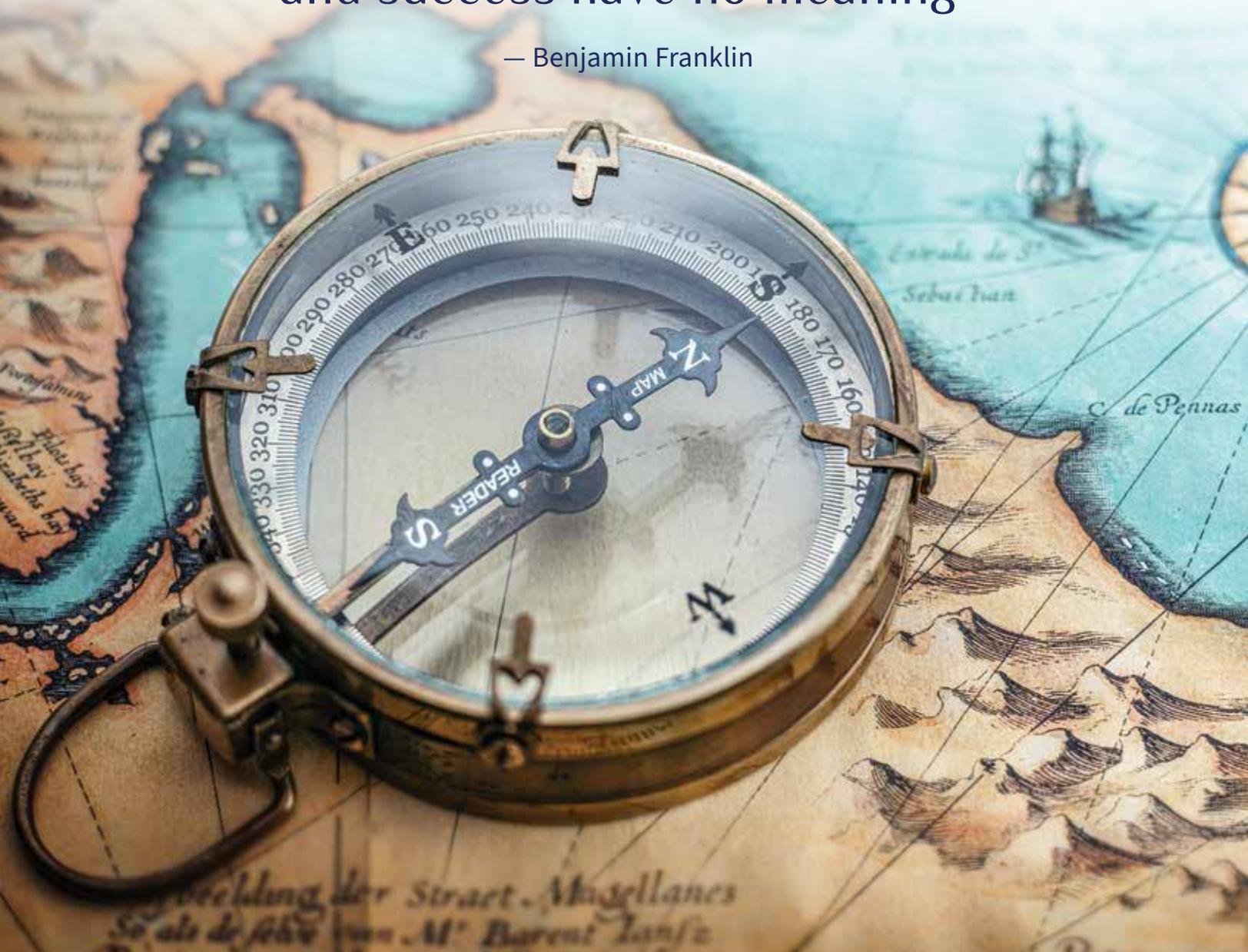


“Without continual growth and progress,  
such words as improvement, achievement  
and success have no meaning”

— Benjamin Franklin





# 2025 Annual Report

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# 2025 CEO Message



**As a not-for-profit, faith-based organization,** we constantly struggle to find the balance between providing critical services to the community and managing a sustainable business. Because of the commitment of the Bethany team and board, we look forward to many years of service ahead. Some of our current pursuits include:

- As of December 2025, Bethany Home Health entered its 4th year in operation. Since Medicare certification, Bethany Home Health has cared for nearly 1000 individuals receiving nursing and rehabilitation services at home.
- As of December 2025, Everett Transitional Care Services (SNF) successfully admitted over 600 hard-to-place individuals from the hospital and worked to help them find a permanent home in the community. Much of 2025 was spent working on special projects with local partners to transition complex patients into the community.
- Throughout 2025, Bethany of the Northwest was able to provide services to more than 1,500 new individuals with home health, discharge services, in-patient rehabilitation services, and long-term care needs. In addition to the ministries outlined above, Bethany at Silver Lake (SNF), Bethany at Pacific (SNF), and Bethany at Silver Crest (ALF) were all instrumental in accomplishing this. Each of these has a **5-star Medicare rating** for quality of care, and each enjoys **4- or 5-star Medicare rating** overall.
- In 2025, Bethany of the Northwest worked hard to achieve Medicare certification for Hospice services. Certification was granted January 2026.
- In 2025, Bethany began development of an Independent Living project located on the Silverlake campus. We are excited to see where this goes!

Bethany of the Northwest made great strides consistent with our strategic plan. The stability of our internal operations is enabling us to begin looking externally. We continue to work on culture development, process improvement, and providing learning opportunities for our staff. On behalf of the Bethany team, thank you for your support and we look forward to working together in the future!

**Joseph Scrivens** | CEO  
Bethany of the Northwest

# Board of Directors Message



**Mission Statement:** Bethany of the Northwest is a continuing care ministry, dedicated to enhancing the quality and dignity of life of those who we serve, out of love for God and neighbor.

**The Bethany Board of Directors** works closely with the Bethany CEO and Executive Leadership Team to support Bethany's mission and core values.

Our core values of Integrity, Compassion, Respect, Excellence, and Stewardship inform our Board decisions, interactions with the Leadership Team and with the Bethany Community culture. Founded in 1901 by members of the Lutheran community as Bethany Home for the Aged, our mission today is just as important as it was 125 years ago. The average life expectancy has gone up by more than 30 years since Bethany's founding and the population of our county has increased dramatically therefore Bethany has had to change with the times and will continue to do so.

Here are some examples of key projects our Leadership team is working on with our Board:

The Bethany team has been working for several years to develop a Hospice program and we are proud to share that we recently achieved Medicare certification of our program. We have been caring for Hospice patients for a few months but now with certification, we can expand our services and charge Medicare for the care we will be providing.

The Board is working closely with Bethany leadership, along with a consulting group on developing an Independent Living program on the Silver Lake campus. We already have draft plans for the site with architectural renderings of the building and what it will look like on our property. There is lots more to come but we are very excited to be considering adding this new service to our existing work.

We continue to run our high quality skilled nursing facility units at Pacific and Silver, Lake, long term care services, assisted living services and the Everett Transitional Care Services (ETCS) that we co-manage along with Providence Everett. These complex set of services continue to grow and innovate to meet the needs of our residents, patients and community.

The Bethany Board is intentionally built with a wide variety of skills and backgrounds so that we can better support and advise the Bethany leadership team. We have Board members that are retired from long careers and those that are still actively working with diverse backgrounds from business, accounting and finance to others with clinical backgrounds such as nurses and physicians with leadership roles in running hospitals, clinics and clinical teams. Many of our Board members are active in the Lutheran community as represented by our member churches and in addition we have representation from a variety of other faith communities.

The Board is structured so that whole Board meets regularly (typically monthly) but we have a robust Board Committee structure where Board members meet with members of the Bethany leadership team on committees for Quality, Finance, In-Home Services, Strategic Planning, and Church Relations. These committees then report on their work to the whole Board for feedback and support.

In summary, we have a high functioning Bethany Board Team that works closely and collaboratively with the Bethany leadership team. We have a mission to care for our community and core values to guide our way. The Bethany team touches thousands of vulnerable members of our community and their families every year.

**Steve Jacobson, MD** | Bethany Board President  
Bethany of the Northwest

# Pastoral Message



This past year has been one of extraordinary growth, gratitude, and deepening purpose for both Bethany of the Northwest, and the Spiritual Care department.

In every hallway, every quiet bedside conversation, and every shared prayer, we have been witness to the transformative power of presence and excellent care. We saw residents strengthened, families comforted, and staff encouraged — not by grand gestures, but by the steady, compassionate ministry that continues to shape the soul of our community.

One of the year's greatest blessings was welcoming a new full-time chaplain whose ministry now extends across our facilities and hospice program. Her presence not only enhances our capacity to meet spiritual needs but ensures that residents and families receive consistent, comforting care during life's most tender moments.

We are deeply thankful for our relationships with the faith communities that continue to surround us with prayer, support, and partnership — reminding us that our ministry is never solitary, but woven into a larger tapestry of care. A special shout-out of gratitude to Gloria Dei Lutheran and Advent Lutheran for the beautifully quilted blankets donated for residents entering hospice care. Each blanket placed over a resident felt like a blessing — a tangible reminder that they are wrapped in love, dignity, and compassion. We are also grateful for a volunteer who crafts beautiful, handmade birthday cards for residents and bereavement cards for families, offering comfort and joy to the recipient.

Our partnerships with several Clinical Pastoral Education programs remain a profound privilege. Serving as a clinical site allows us to mentor and accompany students preparing for professional chaplaincy while enriching our residents' experience of spiritual support. This year we were honored to mentor five CPE students, with two currently completing units — one in their final unit and another beginning their third with Bethany.

As we look ahead to this next year, we are excited to pursue several meaningful projects:

- To bring End-of-Life Planning classes into congregations, equipping families and individuals with knowledge, peace, and hope as they navigate these tender and difficult conversations.
- To create more opportunities for clergy and congregations to gather in fellowship, learning and partnership, including clergy breakfasts and hosting tours or events at Bethany locations.
- To launch a Staff Bereavement program, offering love, presence, and support to our staff as they continue caring for residents even while carrying their own personal grief.

This year has reminded us that spiritual care is not merely a service—it is a sacred calling that meets people in joy, in sorrow, in uncertainty, and in hope. We are humbled by the trust placed in us, inspired by our partners, grateful for our students, and continually moved by the resilience and wisdom of the residents we serve. With renewed commitment and wholehearted gratitude, we step into 2026 ready to strengthen connections, expand our programs, and serve with compassion rooted deeply in our mission; trusting that God will continue to guide us, strengthen us, and use our ministry to bring light and comfort to all who call Bethany home.

**Rev. Caitlyn Melillo** | Director of Spiritual Care  
Bethany of the Northwest



## ETCS

Located on the 4th and 5th floors of Providence Hospital, Pacific campus. ETCS expanded to the 5th floor in 2022 adding an additional 31 beds in partnership with Providence Regional Medical Center. This partnership serves to help find safe discharge locations for hospital patients.

## HOSPICE

Bethany Hospice is in its final step for Medicare certification and ready to serve the community.

## SILVER LAKE

Located just east of Silver Lake, this 120-bed operation has opened two new units in 2022. This expansion brought 28 new beds (and 31 bed licenses) to the Silver Lake area for those in need of Bethany's services.

## SILVER CREST

Located just east of Silver Lake, has completed a kitchen expansion and renovated a number of the living units in 2022 to better accommodate those who reside there. We are excited for the growth of this operation and to share ongoing assisted and independent living experiences with our community.

## BETHANY AT PACIFIC

Located on the 3rd and 6th floors of Providence Hospital, Pacific campus. During the height of Covid-19, with state approval Bethany at Pacific operated a temporary Covid-19 unit on two separate occasions. These were the only Covid-19 skilled nursing units in Snohomish County.

## HOME HEALTH SERVICES

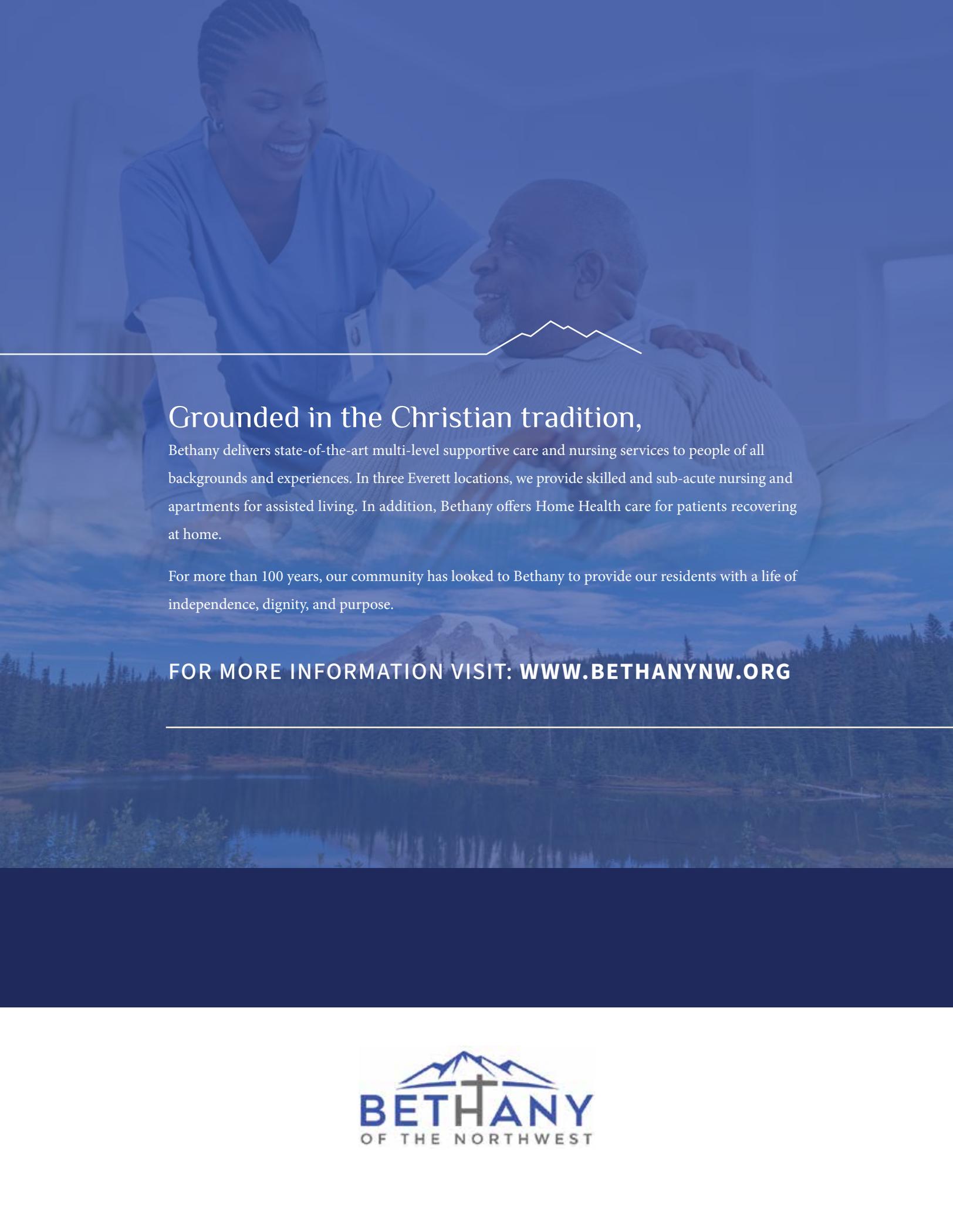
In 2022 Bethany opened a Home Health Services agency to serve the residents of Snohomish County who need additional medical services in the home setting. Home Health has grown in both staff and patients in 2022 and are making a significant contribution to the well-being of the community.



## FINANCIAL SUMMARY 2025

**Summary 2025 unaudited financial information follows:**

<b>TOTAL ASSETS</b>	<b>\$52,436,810</b>
<b>FUND BALANCE</b>	<b>\$43,087,867</b>
<b>TOTAL 2025 REVENUE</b>	<b>\$44,301,431</b>
<b>OPERATING PERFORMANCE</b>	<b>POSITIVE</b>
<b>INVESTMENT INTO NEW BUSINESS LINES</b>	<b>\$1,069,884</b>



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## Grounded in the Christian tradition,

Bethany delivers state-of-the-art multi-level supportive care and nursing services to people of all backgrounds and experiences. In three Everett locations, we provide skilled and sub-acute nursing and apartments for assisted living. In addition, Bethany offers Home Health care for patients recovering at home.

For more than 100 years, our community has looked to Bethany to provide our residents with a life of independence, dignity, and purpose.

**FOR MORE INFORMATION VISIT: [WWW.BETHANYNW.ORG](http://WWW.BETHANYNW.ORG)**

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